Uni

CONTENTS

(“ 、 、 、 ”) 、 ;

(,) 。 , 。

( ) 、

( ) 。 ,

《 》 ( ) ,

, 。

, “ ” 。

,

, 、 。

, 、 、 、 、 (

) 。 , 。

“ ” ,

。

, , (

) , ,

; ,

, “ ” 。

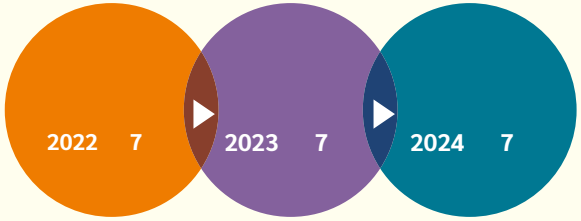
1. 2022 “ - B. 2022 ”

2. 2022

, ,

,

。



:

:

:

:

( )

685

( )

2,201,284,633

( )

,

(

)

,

( ) 、

472,582

5,086,830

601231 /

( ) 、 ( ) 、

( ) 、

( ) 。

( )

,

,

2012 2 20

,

,

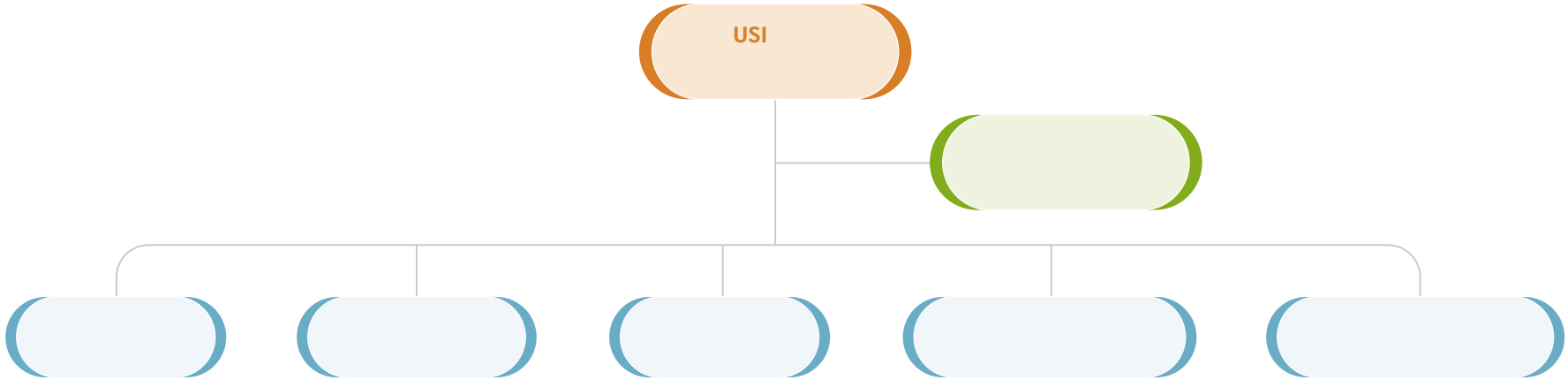
。 ,

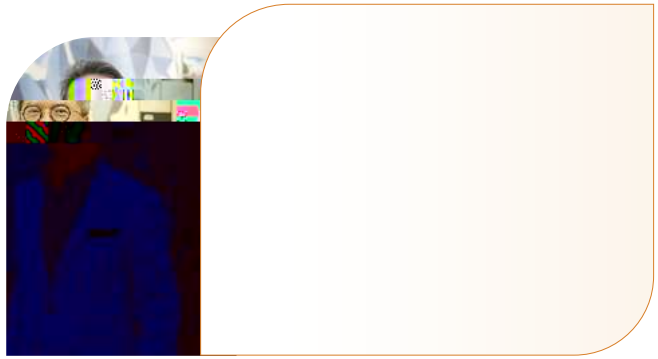
,

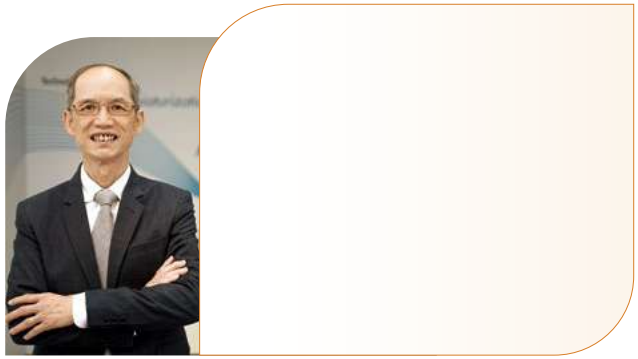
,

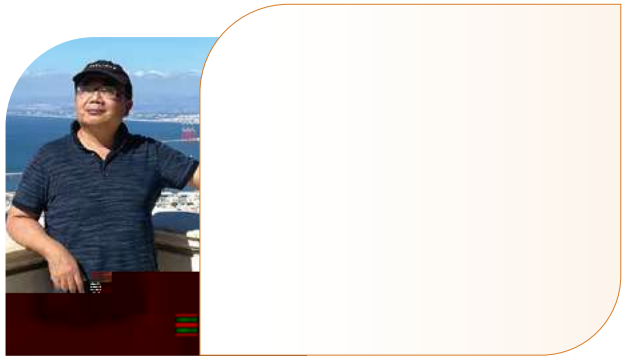
,

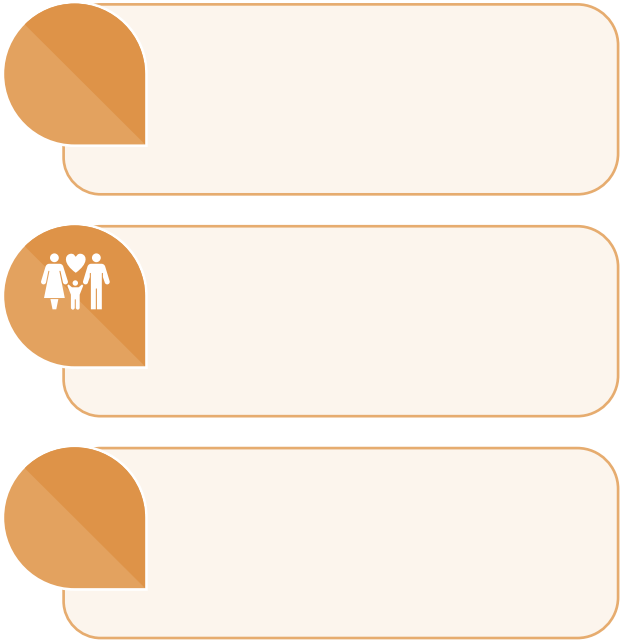
。

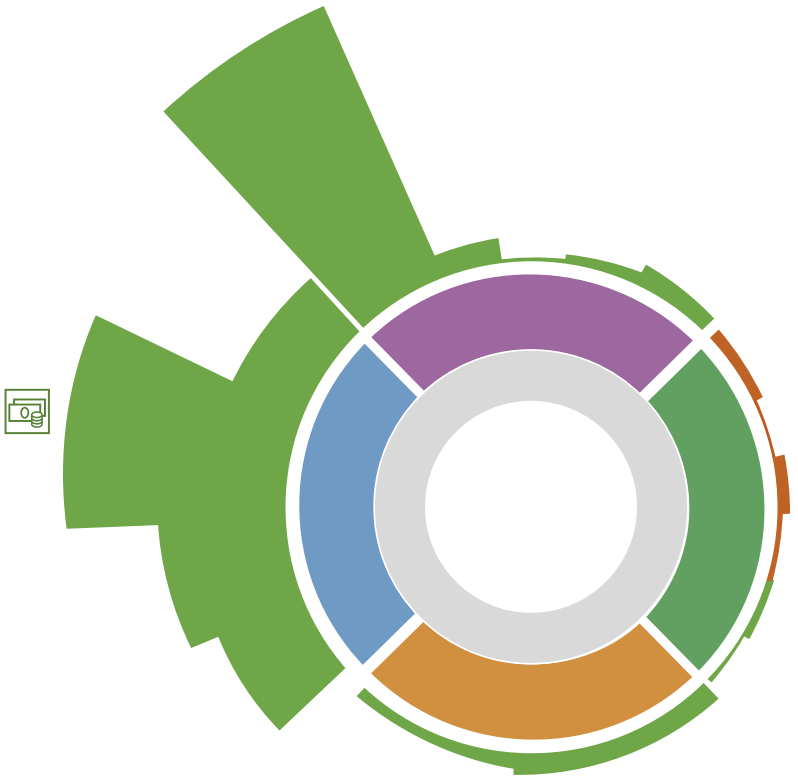

USI











1.

、

，、，
，，“”
。，，
，，、
、、、、（），
。
（）、（）、
（）、
（）、（）、
（

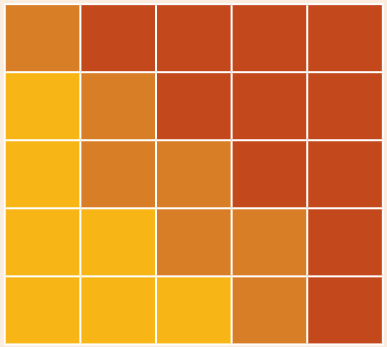
、

- 21
- 1,089

- （TIMM）

–

15



= ( ) + ( ) + ( )

( )

( )

( )

6

+

+

+ ,

+ (/ / / /)

–

– ,

+

–

1				◇	◆	◇	
2				◇	◆		
3				◇	◆		
4					◆		
5				◇	◆	◇	
6				◇	◆	◇	
7					◆		◇
8					◆		◇
9					◆		◇
10					◆		◈
11					◆		
12					◆		
13					◆		

1. “ ”
2. USI “ ” “ ” “ ”

			, , , ; , , , +" ,			

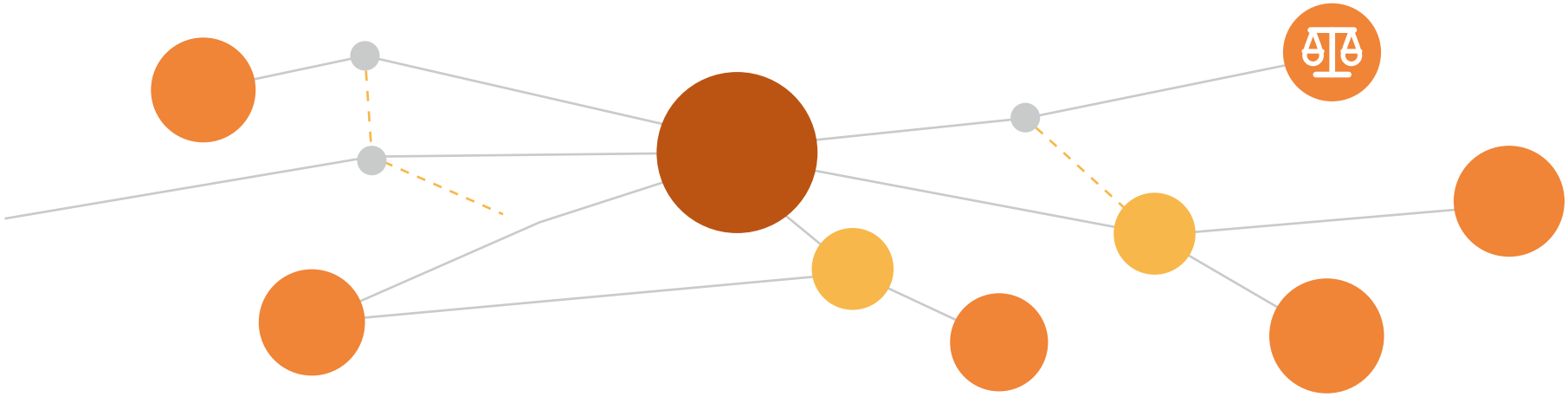
, , , , ,
。 , :

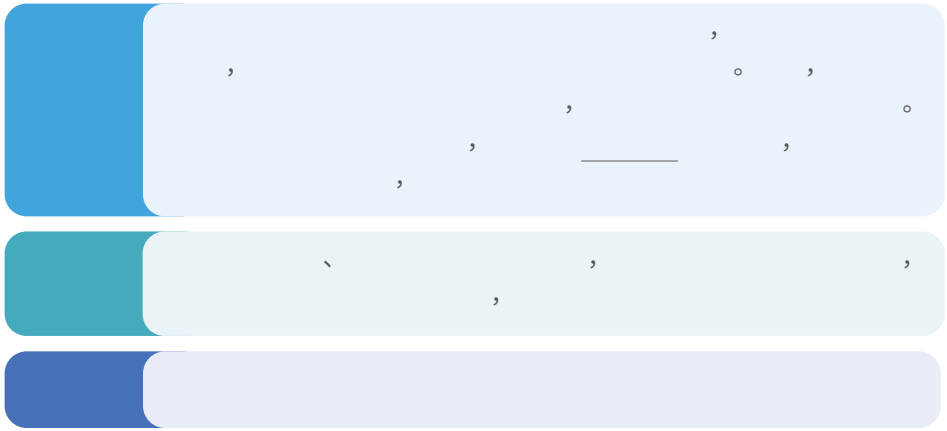
/	2022
/ /	、 、 、 、
▶ ( ) ▶ ( ) ▶ ( ) ▶ ( ) ▶ ( ) ▶ ( ) ▶ ( ) ▶ ( )	▶ ▶ , , ▶ (、 、) , , ▶ , ▶ ▶ “ ” ,
	、 、 、 、
▶ ( ) ▶ ( ) ▶ ( ) ▶ ( )	▶ ▶ ▶ , ▶ , ▶ , ▶ “ ”

1. Roadshow
2. RMA, Return Merchandise Authorization
3. NIST CFS, US National Institute of Standards and Technology Cybersecurity Framework

/	2022

/	2022
/	、 、 、 、
▸ ( ) ▸ ( ) ▸ ( )	▸ , ▸ 、 , , 、 , ▸
NGO	、 、 、 、
▸ ( ) ▸ ( )	▸ 、 , ▸ , ,

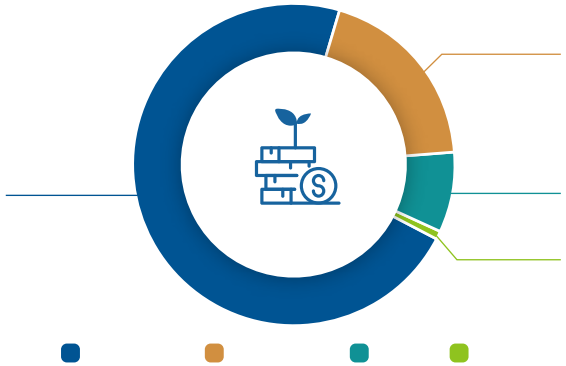




、	67.65
	2.83
、	1.20
	20.00
	4.50
	5.33
	20.00

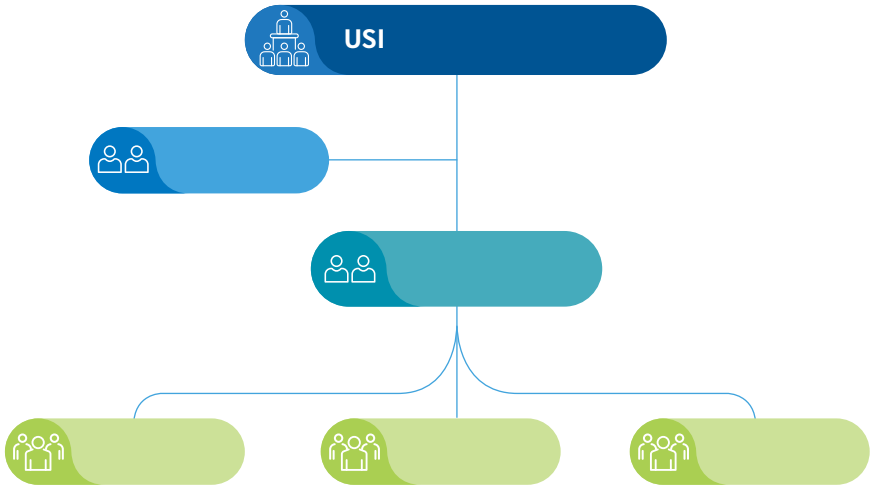
，　　，　　，
，　　。　　“　　　　”　　、
　　。　　，　　，
　　。

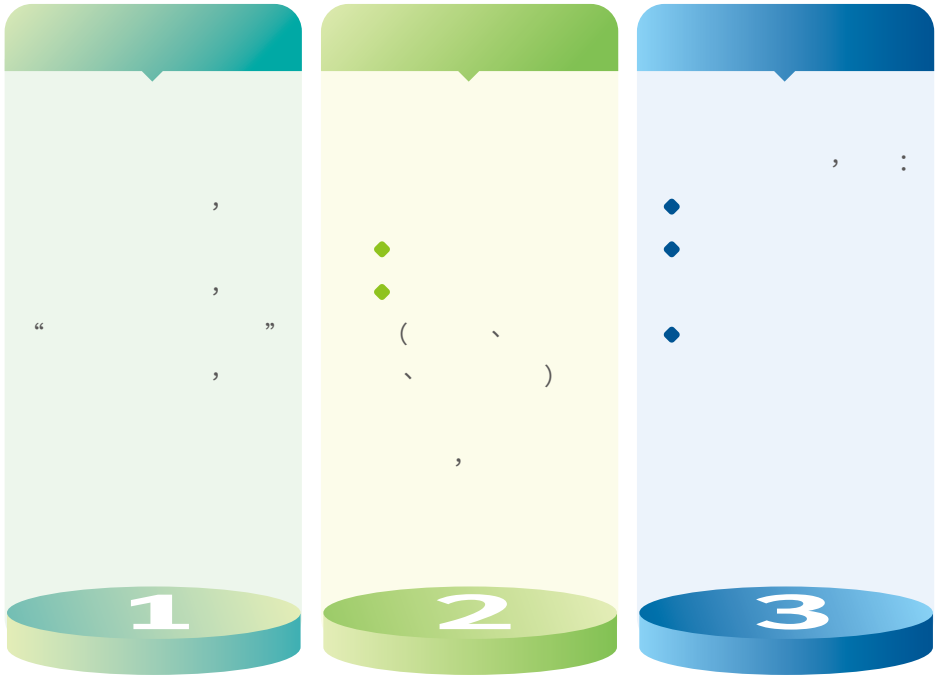
《　　》、《　　》、《
》　　，　　，

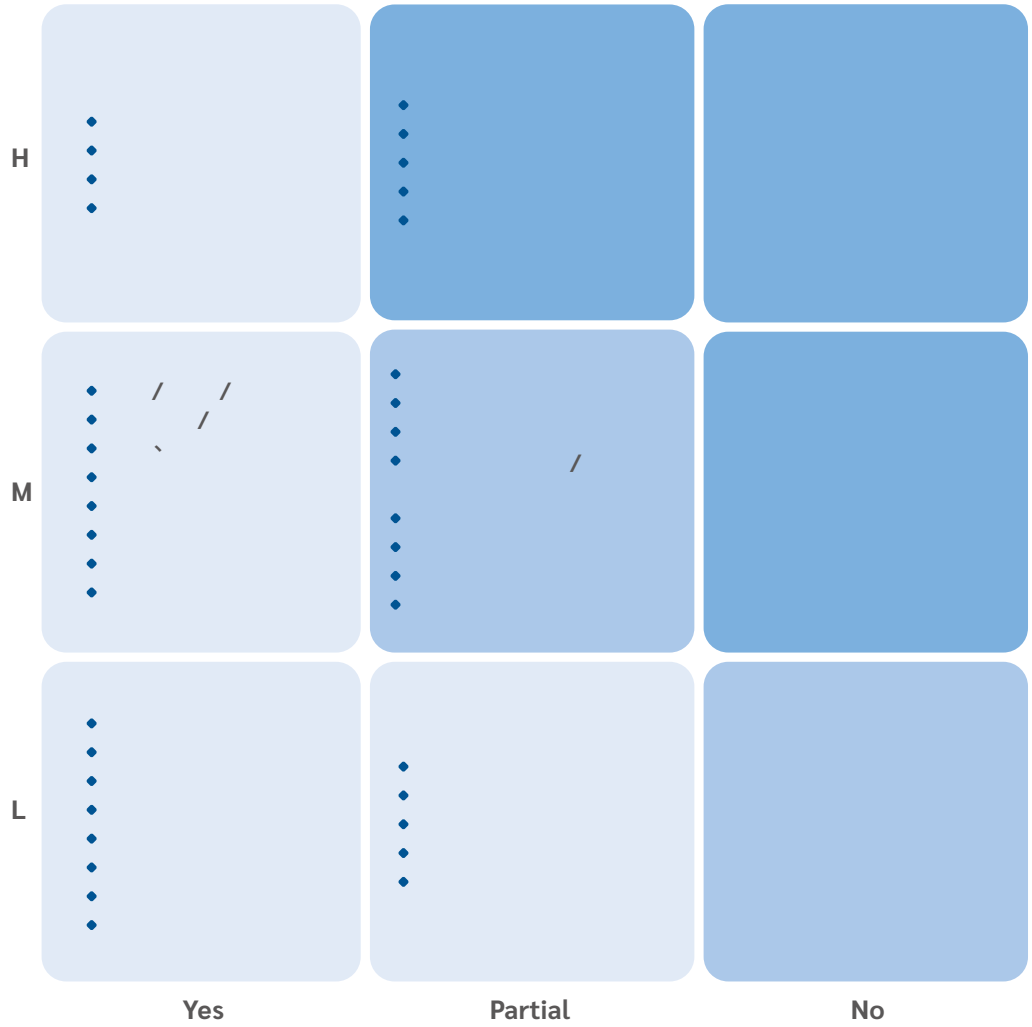


1.

TAX


USI


1
2
3


H
M
L
Yes
Partial
No

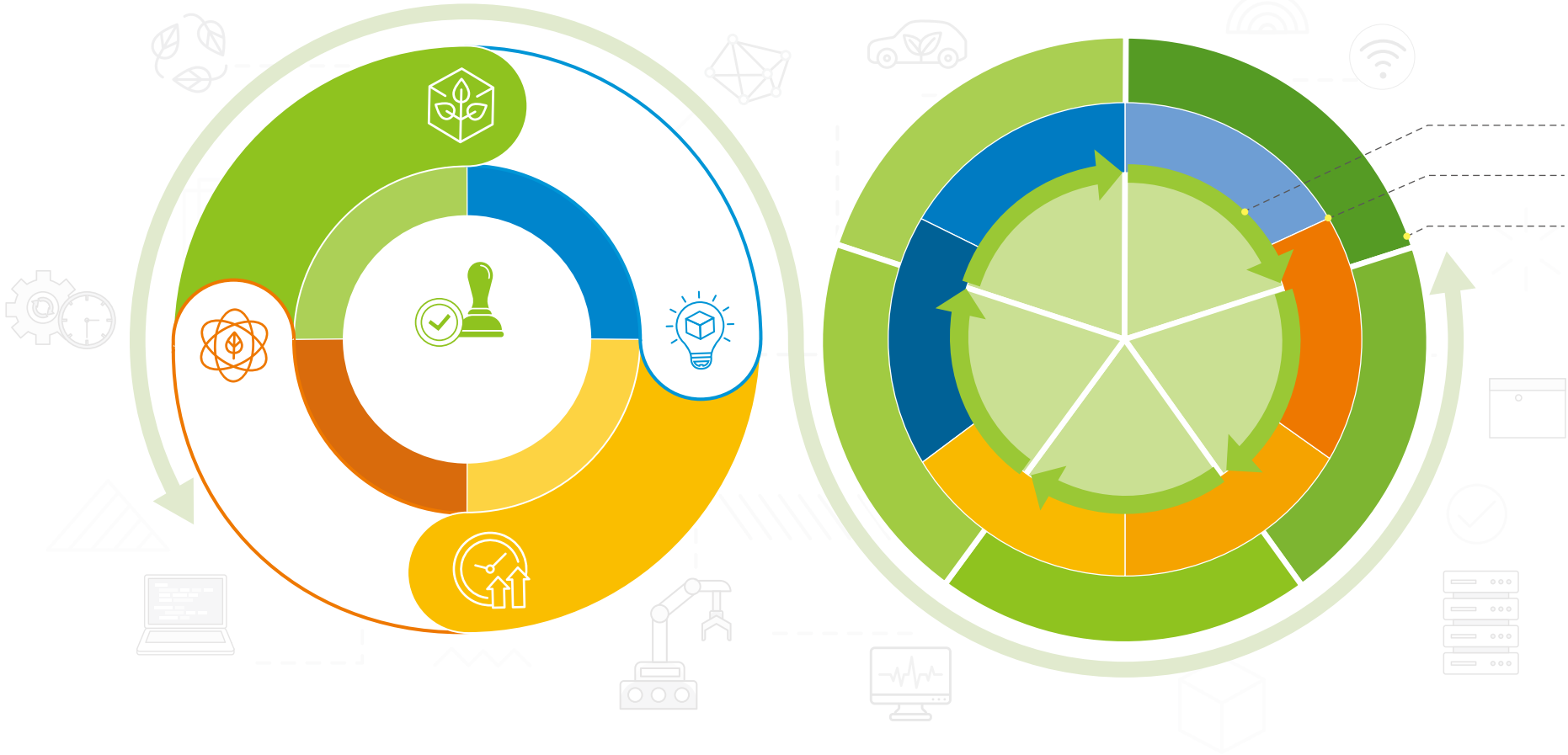
2022 USI

1

1. USI

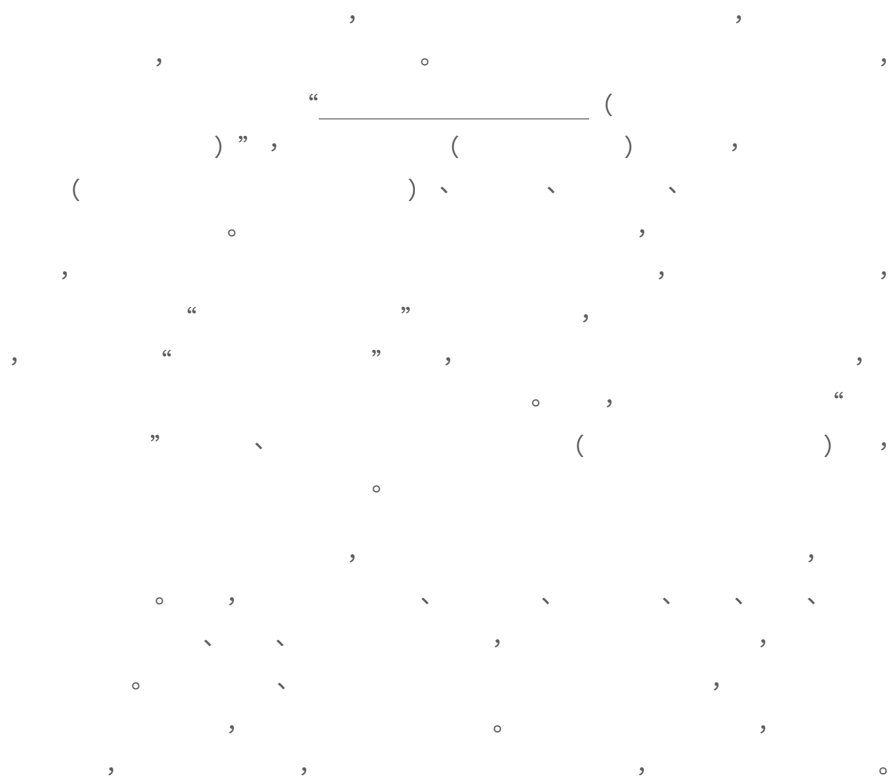
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

		( )	、	、	、	、
、 、 、				( )		



	▶ ( ) ▶ ( ) ▶ ▶	▶ ▶	▶ ▶ ▶
	▶ ( )	▶ ▶ ▶	▶ ▶ ▶
	▶ ( ) ▶ ( )	▶ ▶ ▶	▶ ▶ ▶
	▶ ( ) ▶ ( )	▶ ▶	▶ ▶ ▶

GPARS



1. 2022 “ ” 300 RoHS
2. REACH 9 Substances of Very High Concern, SVHC
233
3. 2023/01/01 “ ”
4. “ A ” 2023/01/01 1,000 ppm
5. / France Mineral Oils Ban

，　　，　　，　　，　　，　　“
，　　，　　”。
：

EU Directive - RoHS	▶ ，　　、　　、　　、　　、　　、　　、　　、　　、　　， （　　（　　）　　（　）　　）
EU Directive - REACH	▶ 、　　，　　。 ▶ （　　），　　、　　， 。　　，　　 ▶ ，　　、　　，　　。 ，
California Proposition 65	▶ ，《　　》，　　， 、　　，　　，　　。　　、　　， ，　　。　　，
Toxic Substances Control Act（TSCA）	▶ （　　），　　。 ，　　， ▶ 、　　。　　“　　”， 。　　；　　， ，　　。　　，

，，，，，
。，，
《 》，，。，《
。 》（“ ”）。

2022

EU RoHS						
Halogen Free (HF)						
China RoHS						

，，，，，
。，，。，，
，，（）。
，，，，，
（ ）。 。

2022

1.

“ ” ,
、 、 、 、 、
、 ,
, ◦ ,
, ,
; “ ” ,
、 , ◦
,
, ◦ ,
( ) , ,
, ,
、 、 、 、 ,
◦
, ,
◦ Ʊ F ⅃ ⅃

，　　，　　，　　，　　。

（ ）						**22,022,859**

，　　“　　”，　　，　　，　　。

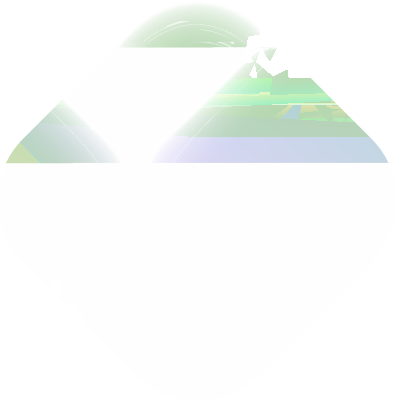
，　　：

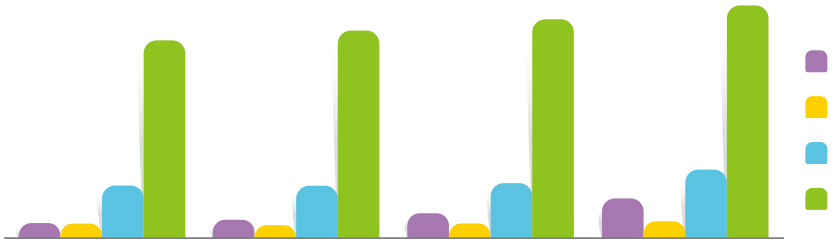
	▶ ▶	▶ ， ，　　，　　， ，　　，　　，
	▶	▶
、	▶	▶ ，　　，
	▶	▶ ，　　，
	▶	▶ ，　　， ▶ ，　　，
、	▶	▶ 、　　、　　、　　，
	▶	▶
	▶	▶ ▶ （ ）、（ 3 ）（ ）
	▶	▶ ，
	▶	▶ ， ▶ ，　　、

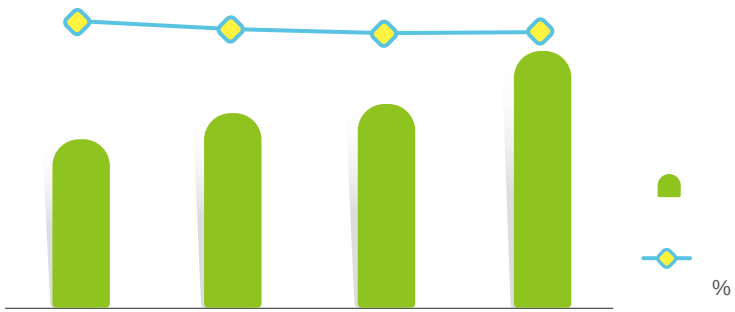
( ) , ,
( ) , , 、 ,
、 , 。 , , ,
, , 。
( ) , ( ) 。 , ,
, , , , ,
, , ; , ; ,
, , , 。 , , (“
, , (”) , 。
) 。 、 , , , 。

、				

1. Eco Efficiency ↑ Value ↑ ÷ Impact ↓
2. _____







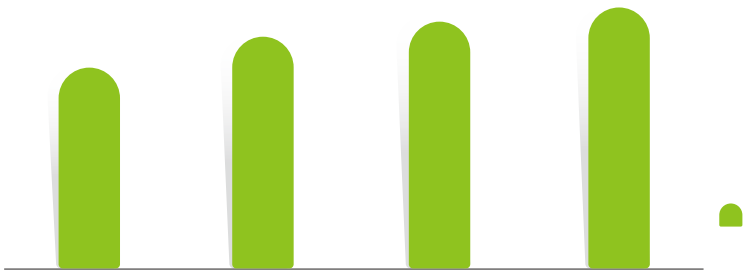
1. 2022 21~22

( ) 、 、 、 、 ， ，
、 、 、 、 、 ， ： 。

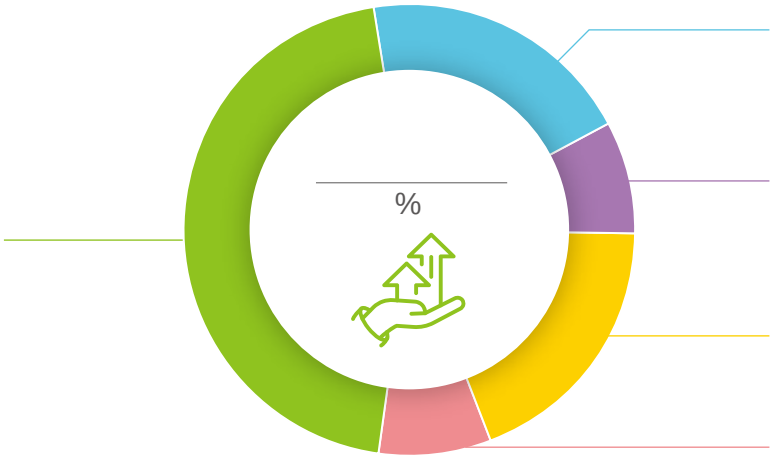
CIP

- ，
-
-

， ( ) (
、 、 、 、
) ， ， ( )
， ， 。 ，
。



CIP



( ) ，
， ，
(
、) ， 。 ，
，
， ， ，
， 。

1. 2019~2021

			, , ; ; ;
			、 、 , ; ; ;
			, , , , ° , “ ”;
			, , , 'E

a

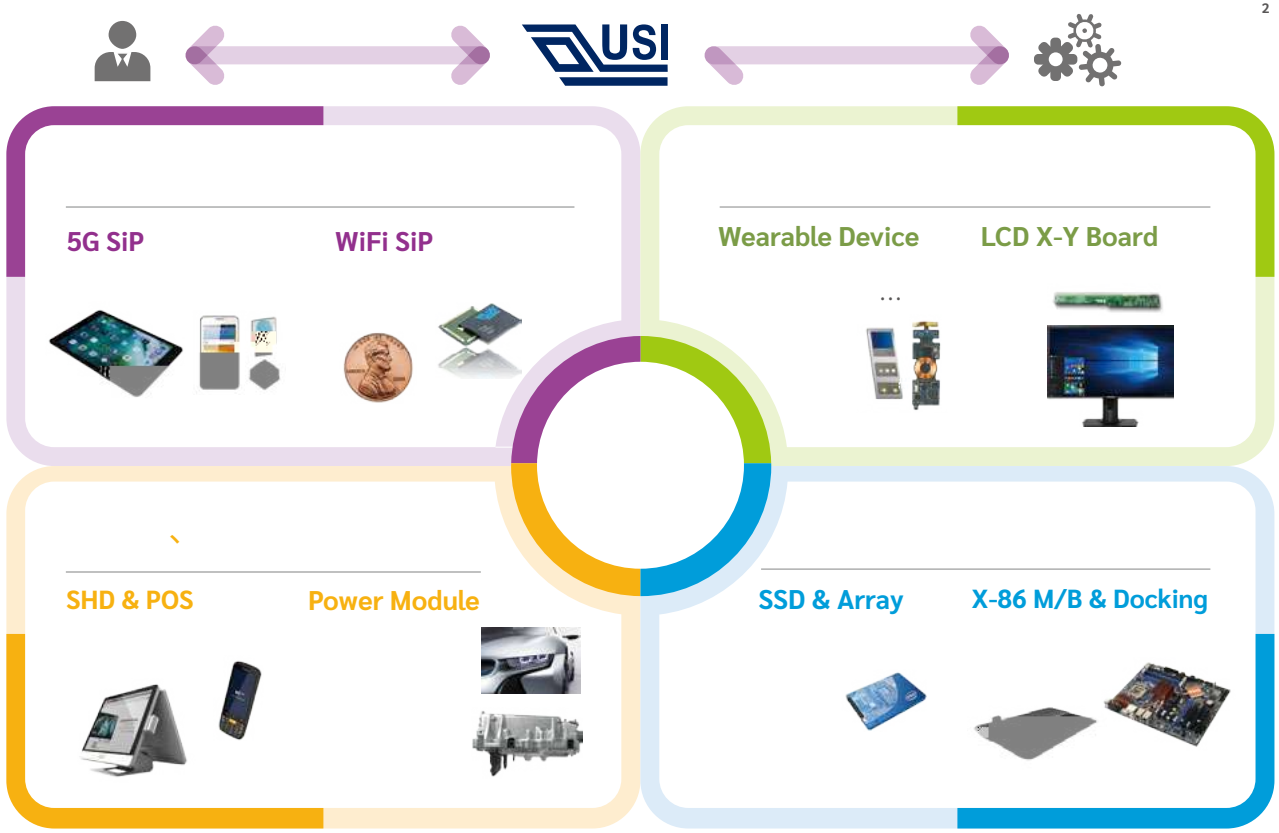
，

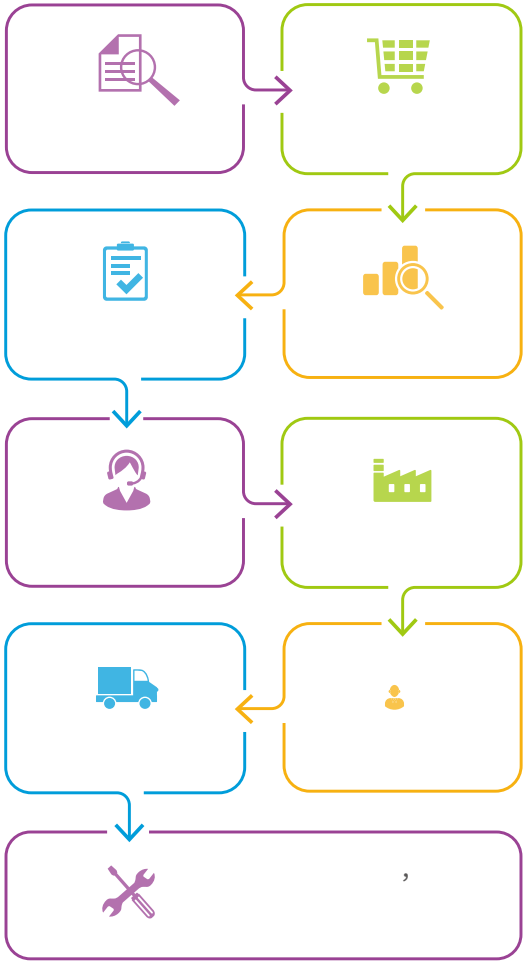
、 、 、

、 ， ，

：

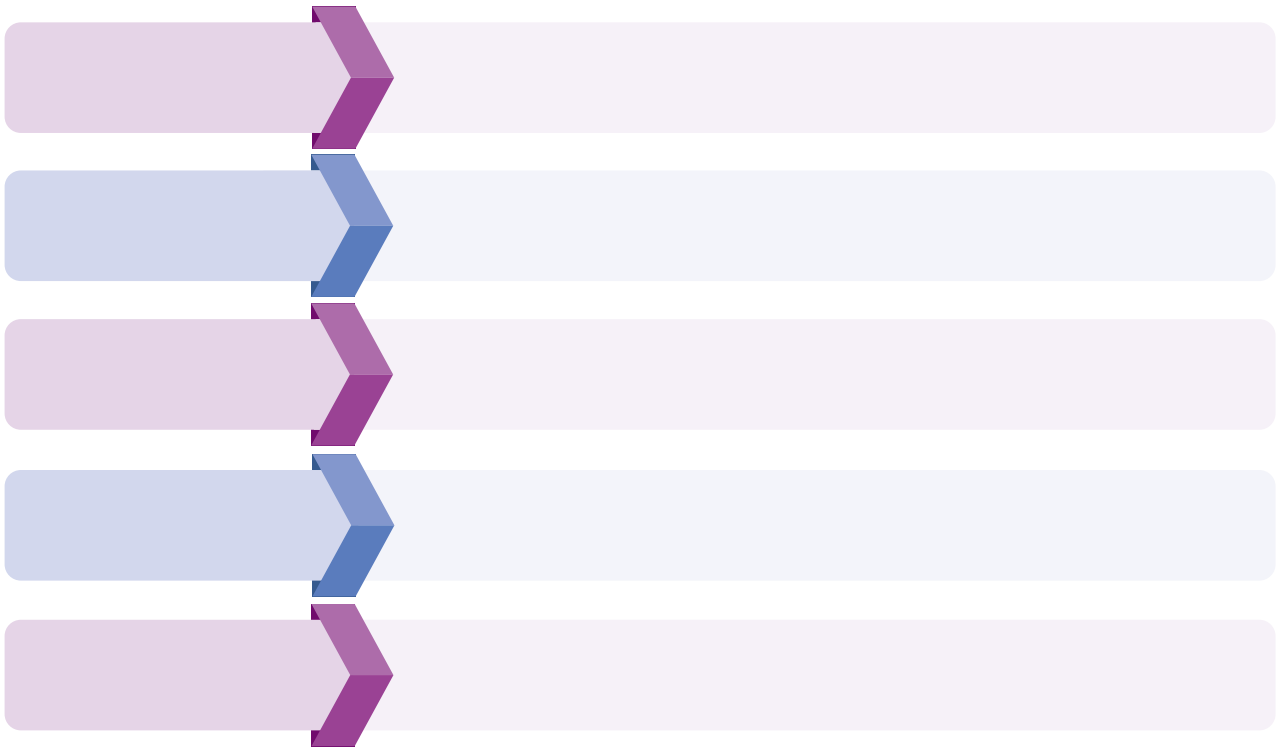
2


USI
5G SiP
WiFi SiP
Wearable Device
LCD X-Y Board
SHD & POS
Power Module
SSD & Array
X-86 M/B & Docking

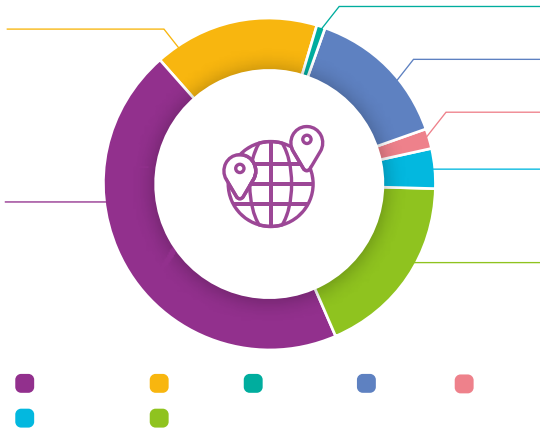


，

1.
2. /

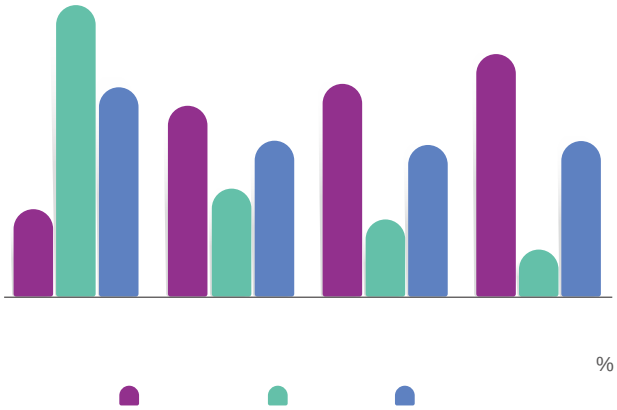


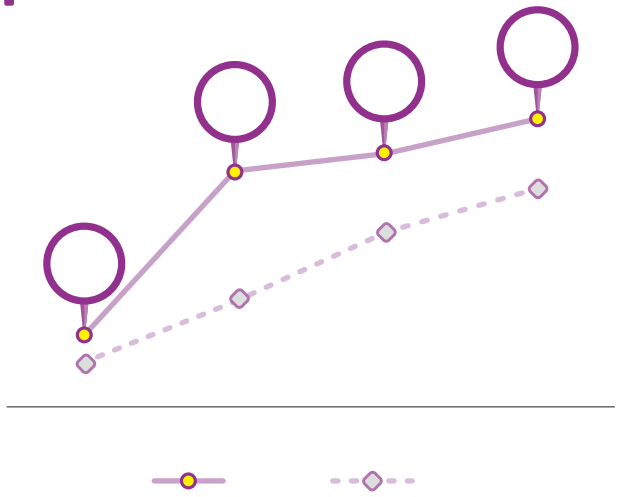
1



2

3



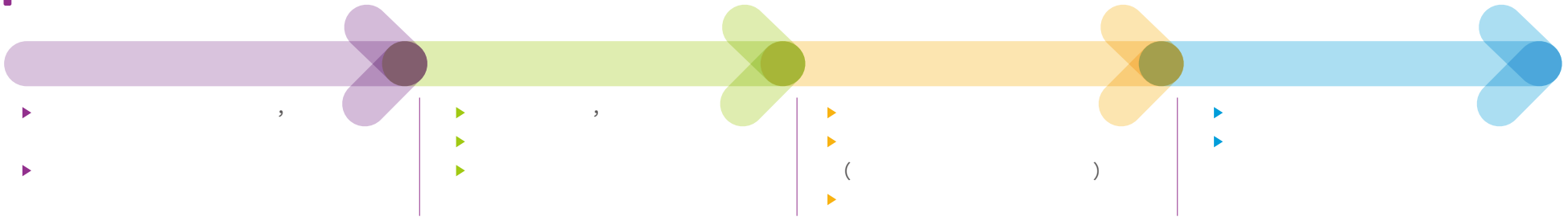


1.
2.
3.

/				

ESG

SDG		
RBA		
RBA SAQ		



，《 》，，
，、、，，，
、（），，。

- ，
- ，
- （ ）
-

，，，、，
。，“ ”；，“ ”。

、、 、、 	、、	、	、

1

		▶ ▶	▶ ▶
		▶ ▶ 、	▶ , ▶ ,
		▶ 、 ▶	▶ 、 ▶

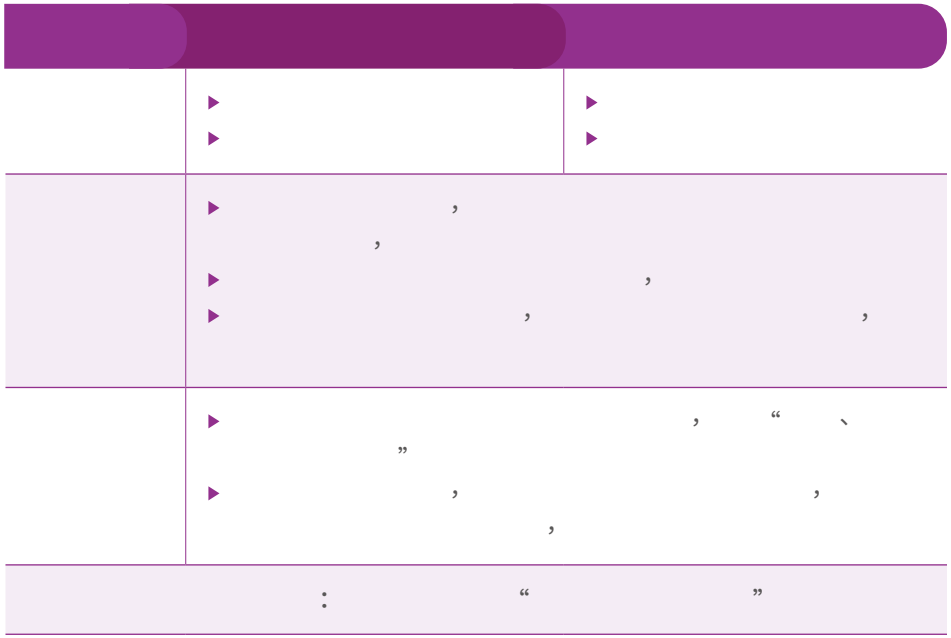
1.

		▶ ▶ ,	▶ , ▶ ,
		▶ , ▶	▶ , ▶
		▶ ▶	▶ , ▶ ,
		▶ ▶	▶ , ▶ , ,
		▶ ▶	▶ ▶ ,
		▶ ▶ ,	▶ ▶ ,
		▶	▶
		▶	▶
		▶	▶

, , ◦ ,

, “ 、 、 ” , ,

◦ , ◦



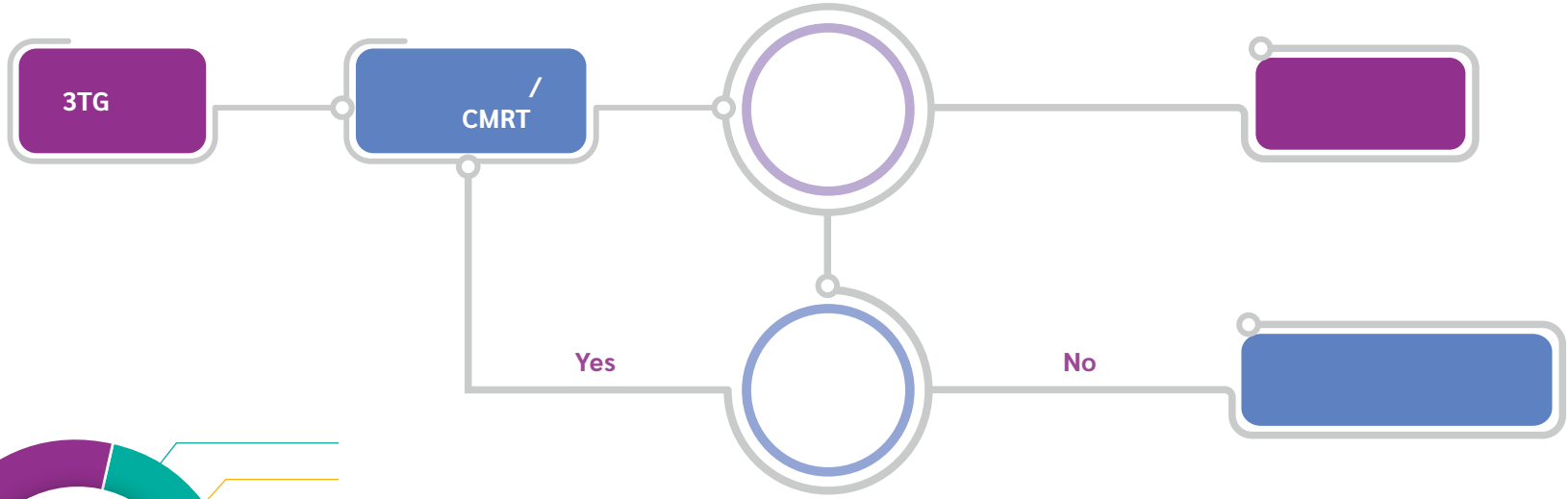
	▶ ▶	▶ ▶
	▶ , , ▶ , ▶ , ,	
	▶ , “ 、 ” ▶ , , ,	
	: “ ”	

( )
、 , 、 、 、 ( )
。 ( )
, , 、 ,
, ,
。

, , ,
, _____ ,
, ,
_____ 。 (
) “
” , 、
、 , ,
。

	( )	( )	( )	( )
• •	• ( ) •	• • •	•	•

, , (、 、)
、 , , 。 ,
。 , , , , 。
, ; ,



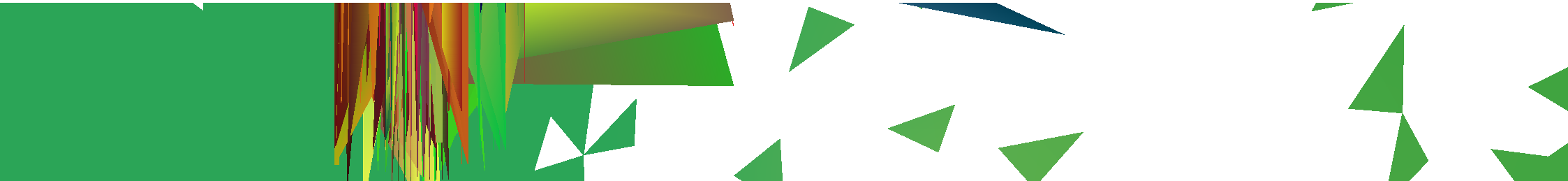
3TG

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

100

2019~2022

1. IPSA, Independent Private Sector Audit
2. SEC, United States Securities and Exchange Commission



, 、 ,

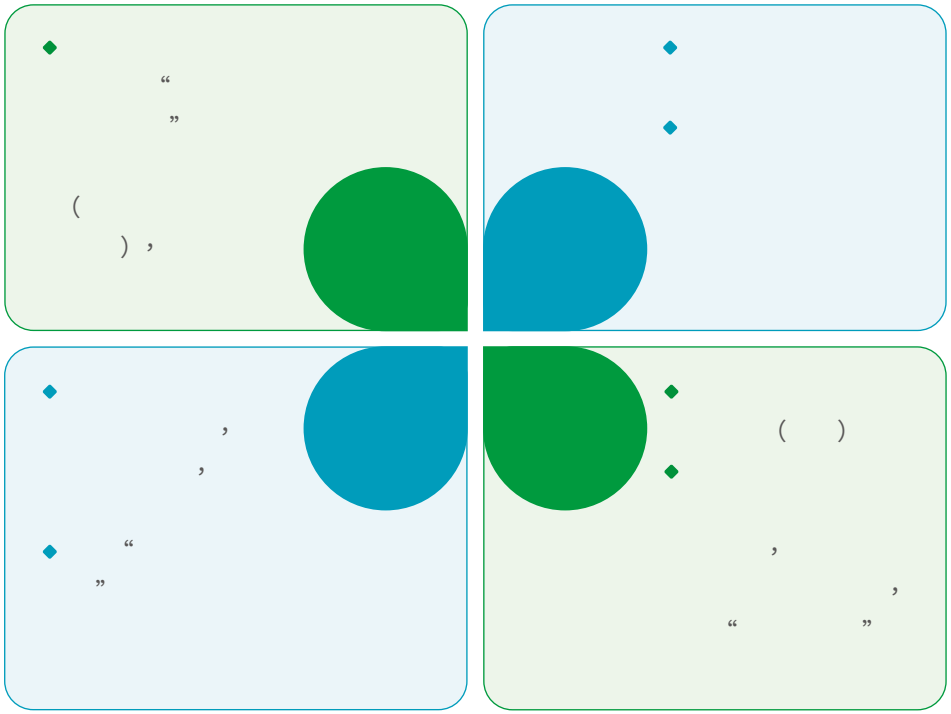
,

( )

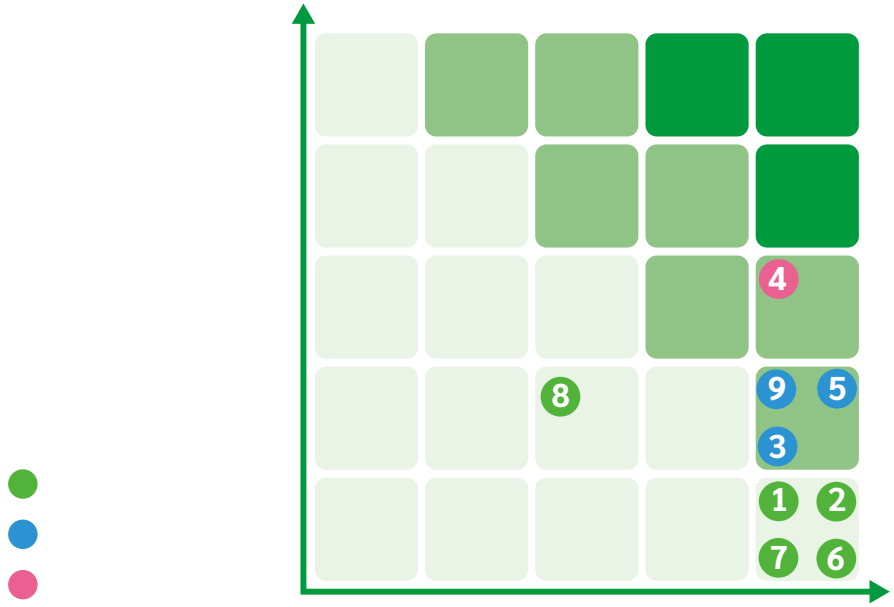
	▶	▶	▶	✓	▶	▶
,	▶	▶	▶	✓	▶	▶
、 ,	▶					

1. 2022 1%

（TCFD）



1. 6.7 1



1 ( )

2 ( )

3 ( )

4

5

6

7 ,

8

9

，，（

，），、、，

、、、，，，

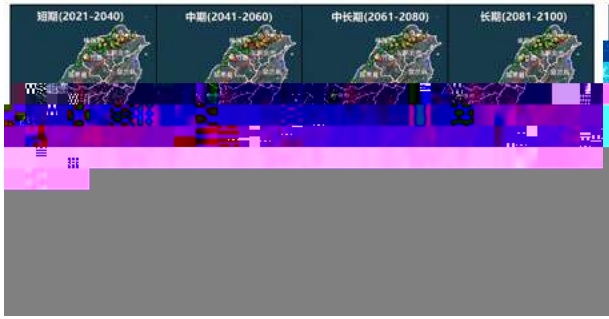
（、），、，，，

，，，。

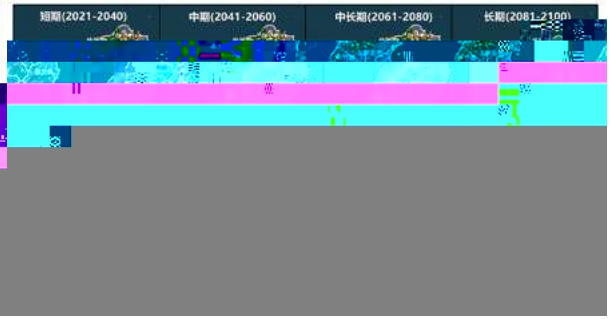
；，

；。

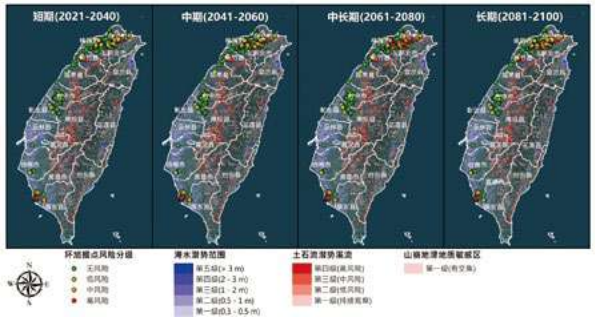
RCP 2.6



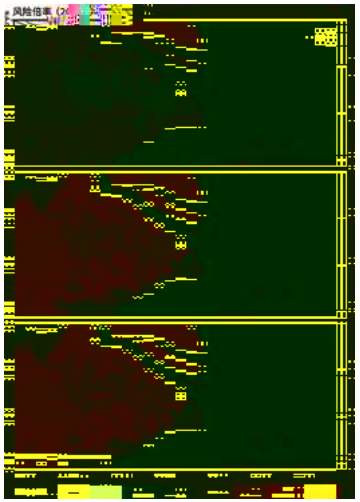
RCP 6.0

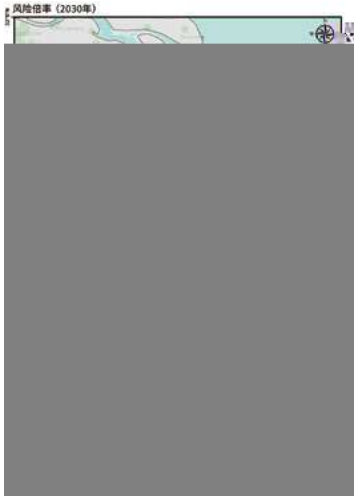


RCP 4.5



RCP 8.5





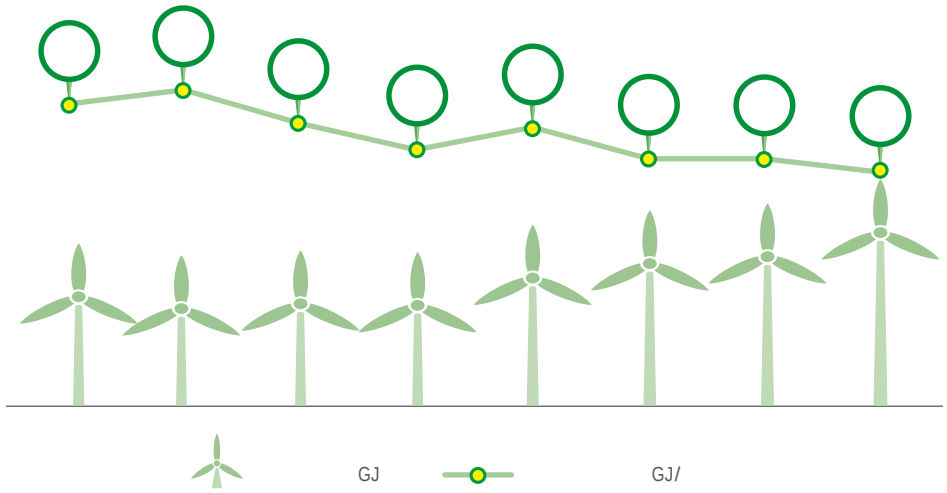
1. RCP, Representative Concentration Pathways
2. SSP, Shared Socioeconomic Pathway

“ ”

，　　，　　、　　，
。　　，　　，

，　　，
，　　，　　，
。　　，
。　　，　　。　　，
，　　、　　，　　。　　，
（　　）　　，
，　　《_____》。
，　　，

,



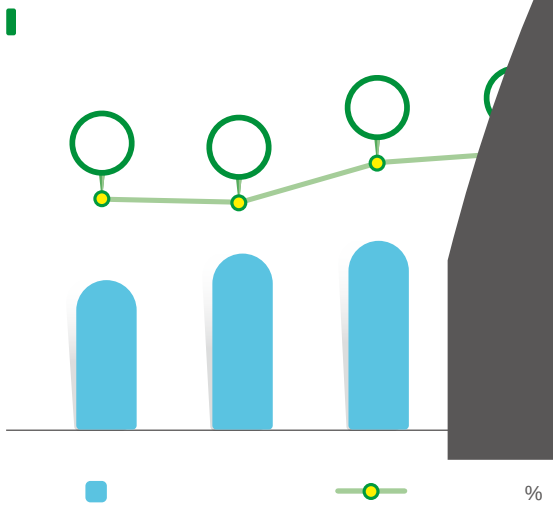
, (,
) (
) , (、 、
、 ;) ,
, , 《 》
, 。
:

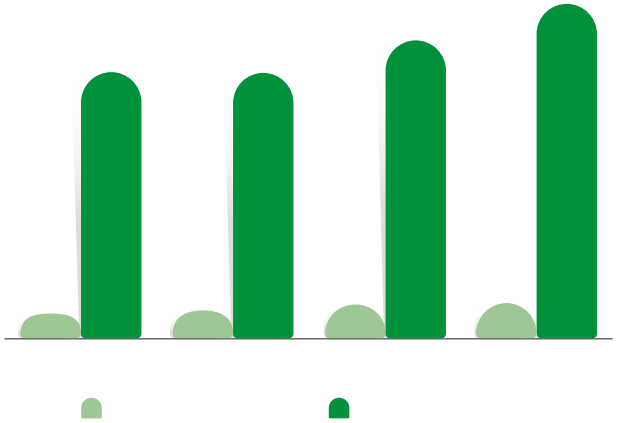
	( )			
	( )			

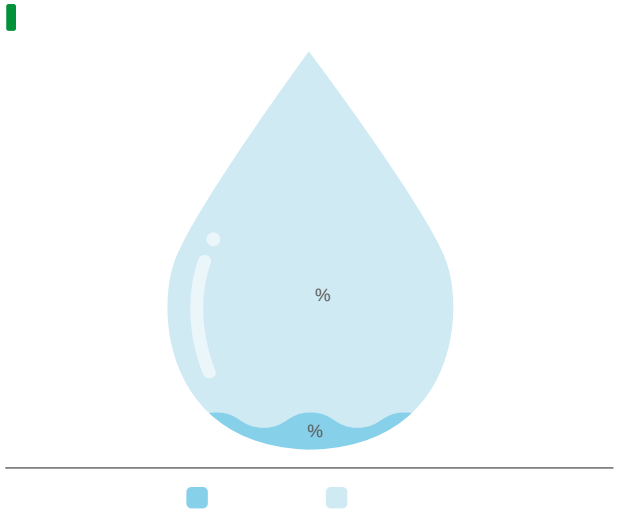
2022

			( )	( )
		, ,		
		, , ,		
		, ,		
		,		
		, ,		
		, ,		
			1,563.4	**960**

1. ISO 14064-1:2018
2. X
3.
   - 2019 0.792 CO_2e/
   - 110 0.509 CO_2e/
4. PCM, Phase Change Material





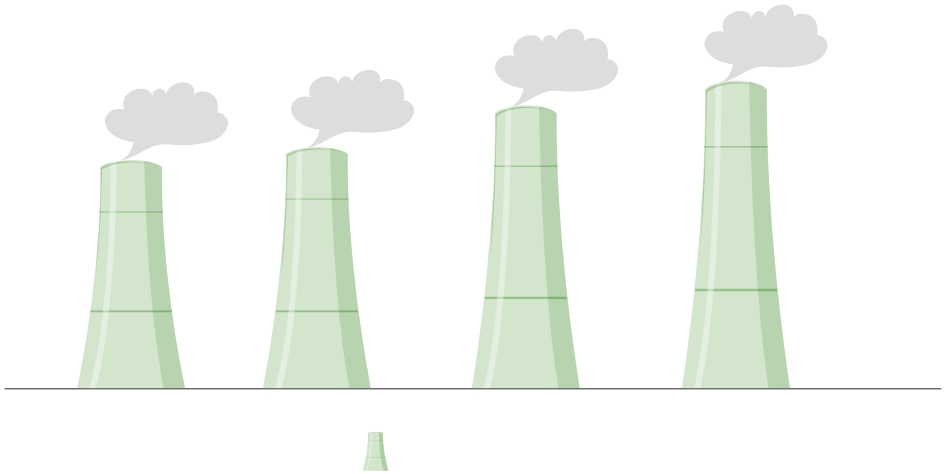


, ; , .

:

	0.0%	9.8%	2.1%	62.2%	0.0%	11.9%	0.0%	3.6%	7.1%	3.2%
	1,060.718		6,978.282		1,290.396		393.250		1,119.272	

1.



、 、 ，

， 、

， 。

， 、 ，

《 》 ：

（ 、 、

- ，

。 ，

（ ） （ ） 。

- ， ，

， 。

。

- ， ，

。 ， ， 、

、 ， 。

- ，

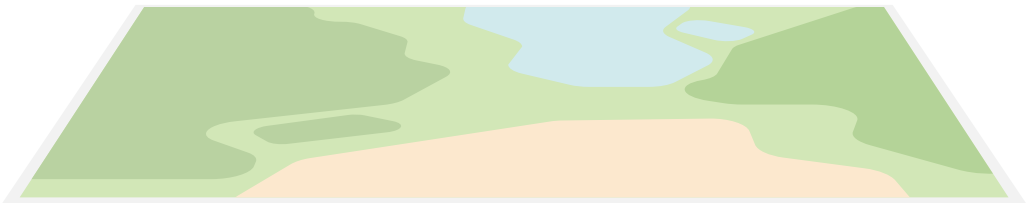
， 、 ，

， 。

， 、 、

， （ ）

。



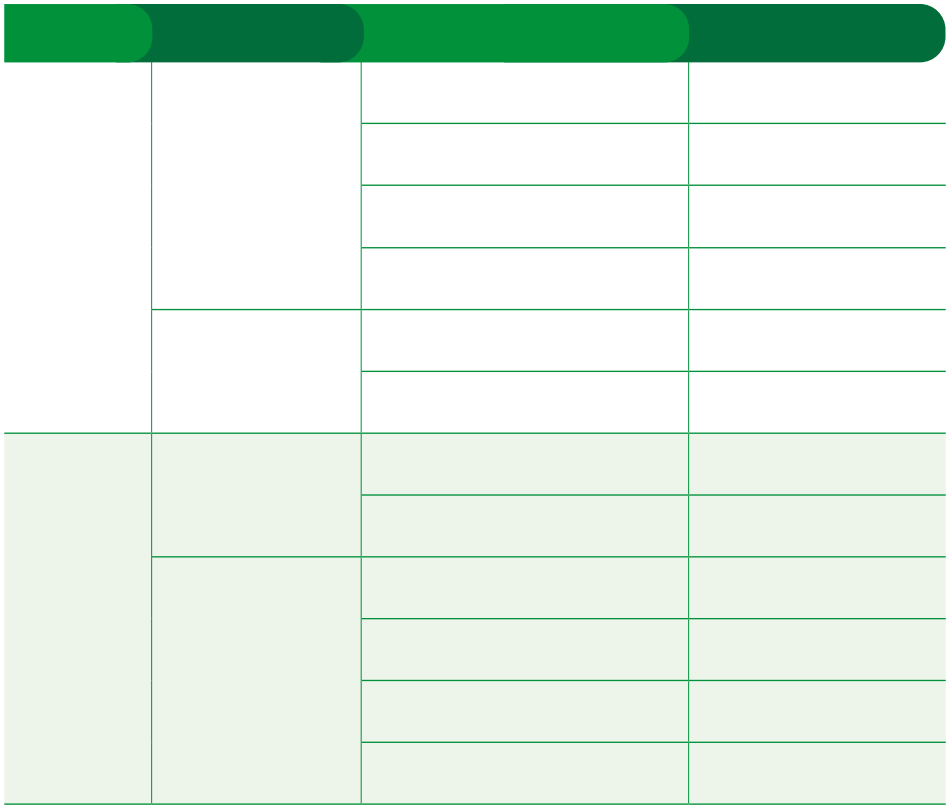
“ ” ,

, ; , 。

, , 。

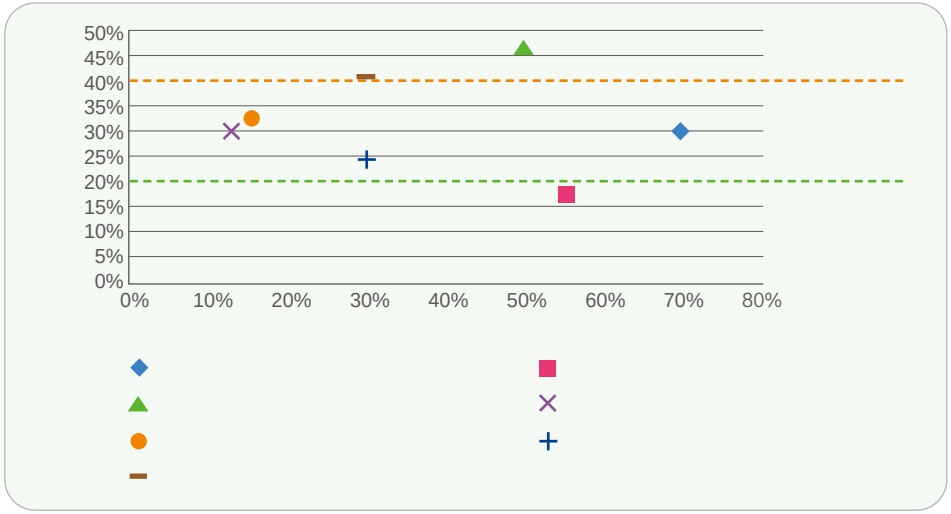
, ,

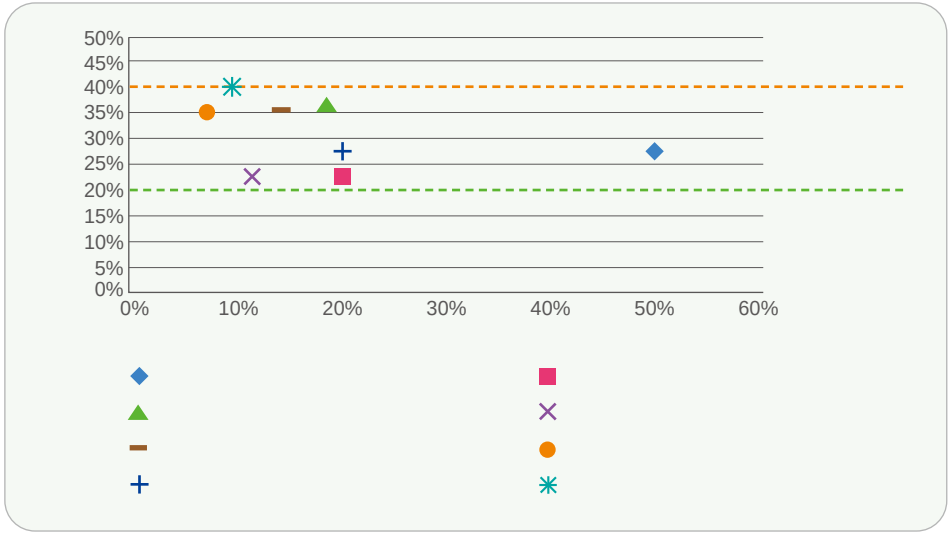
, “ ” 。



1. 10%
2. 60% 40~60% 20%~40%

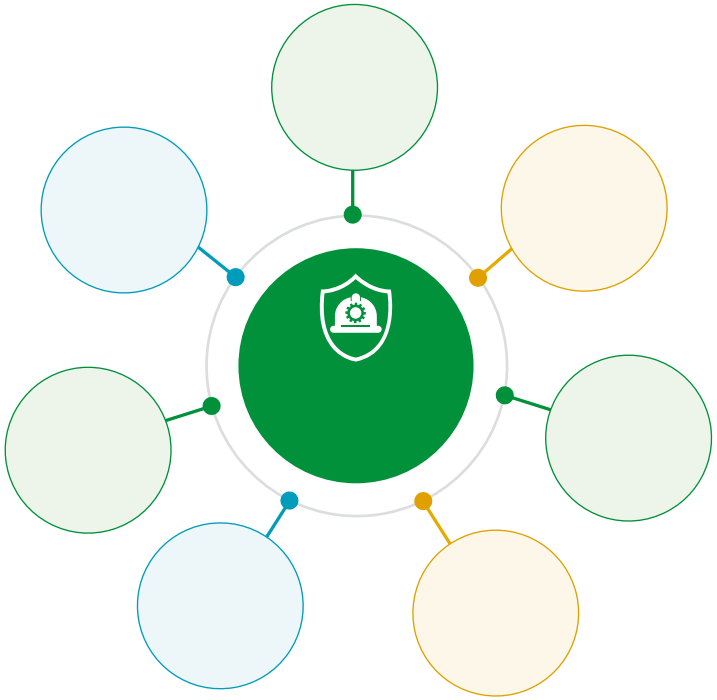
20%





2022

( )

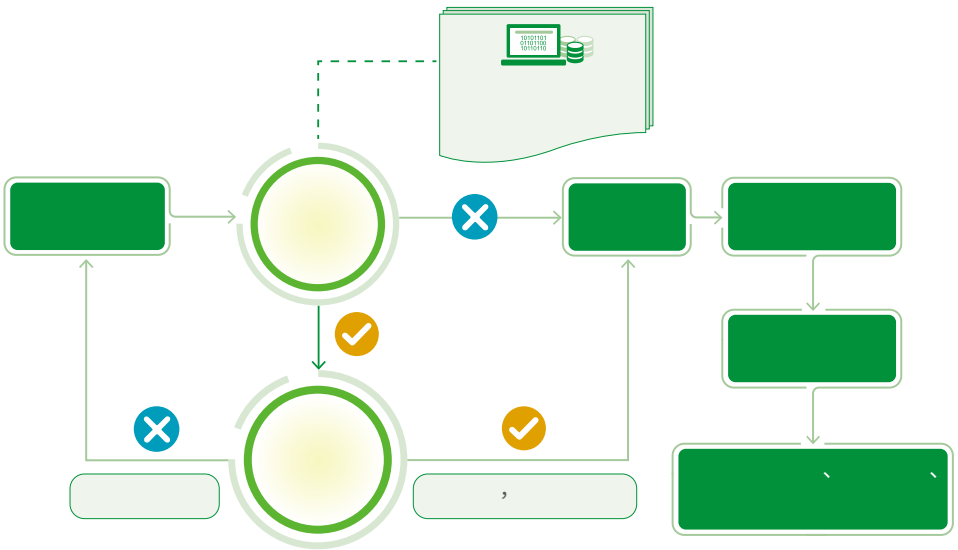


1. 4,838

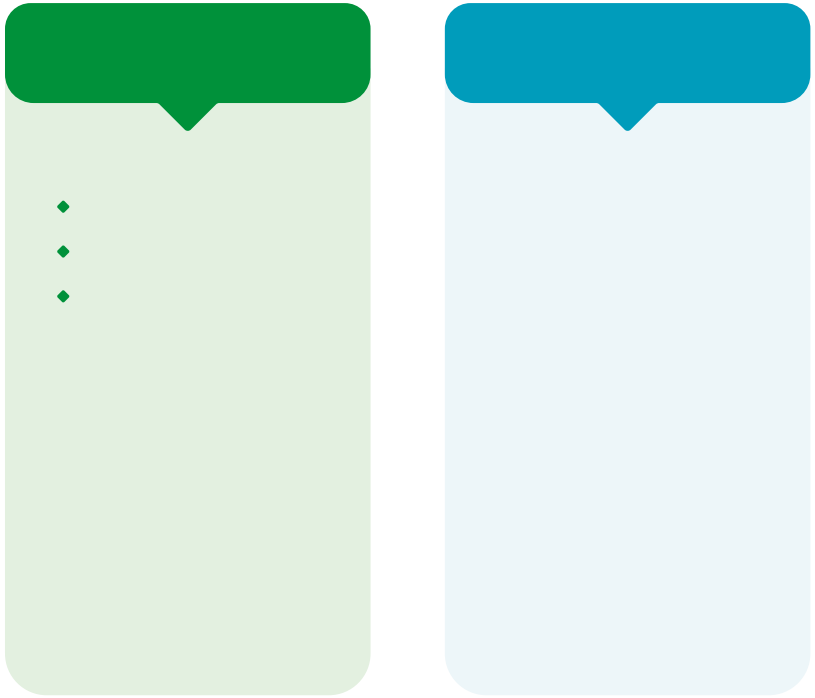
2022

1.				
2.				
3.				
4.				
5.				
6.				

1



1.



2022

1

误工率[注7]										

1. “ ”
2. ÷ × 1,000,000
3. ÷ × 1,000,000
4. ÷ × 1,000,000
5. ÷ × 1,000,000
6. ÷ × 1,000,000
7. ÷ × 1,000,000 2022/12/31

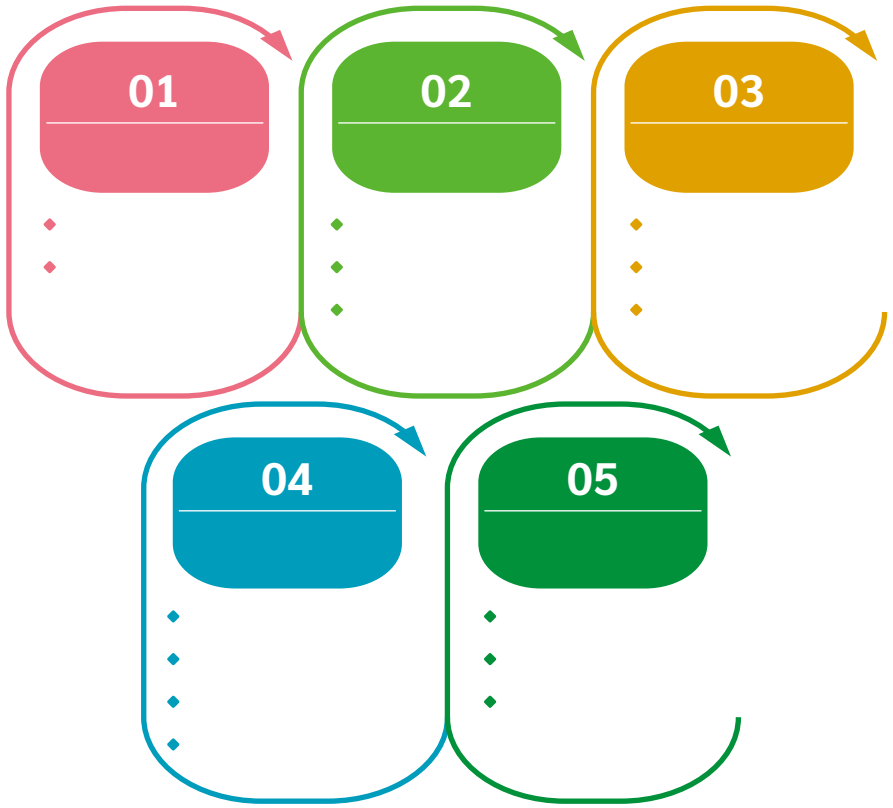
,

《

》 ,

,

(ظ ۳


01
02
03
04
05

1

2				
3				

，　　、　　、　　，

、　　。　　，

，　　，

。　　，　　，　　。

5

误工率				

，　　；　　、

，　　，　　。　　、　　、

，　　（　　）、　　、　　、

，　　，　　、　　，

，　　。

、

，　　、　　、

，　　、　　，　　、

、　　“　　”　　。　　，　　，

。

，　　，　　、　　，

，　　。　　、

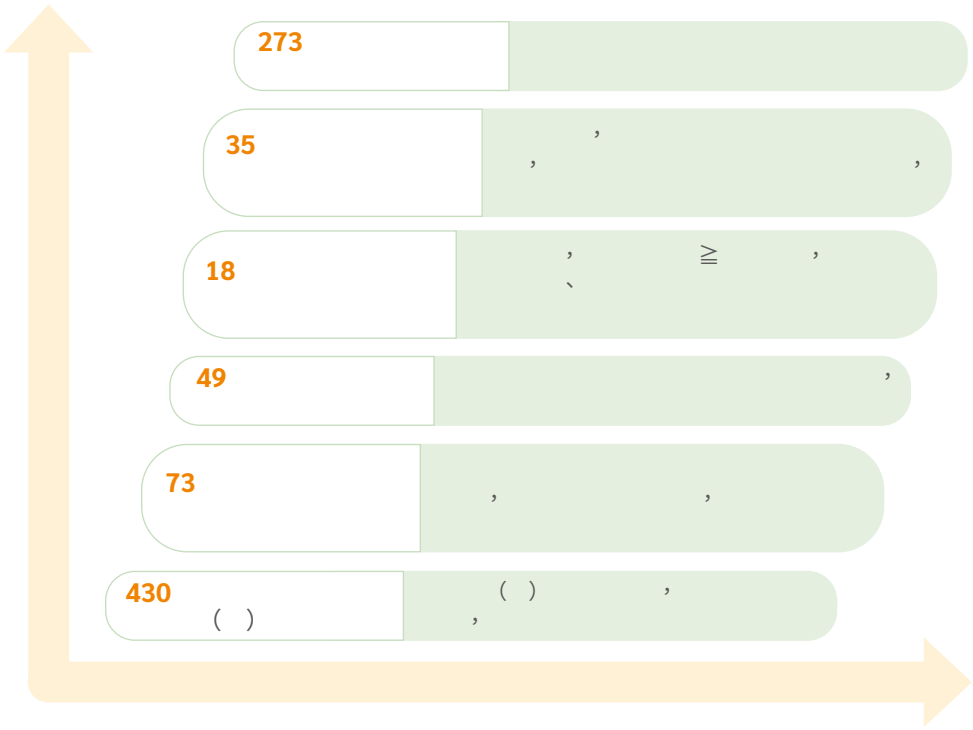
（　）　，　　、　　、　　。　　“

（　）　”　，　　（　）　　。

（　）

1.
2.
3.
4.　　“ 2019　　43 ”　“ 2020　　111 ”
5.　　“　　”

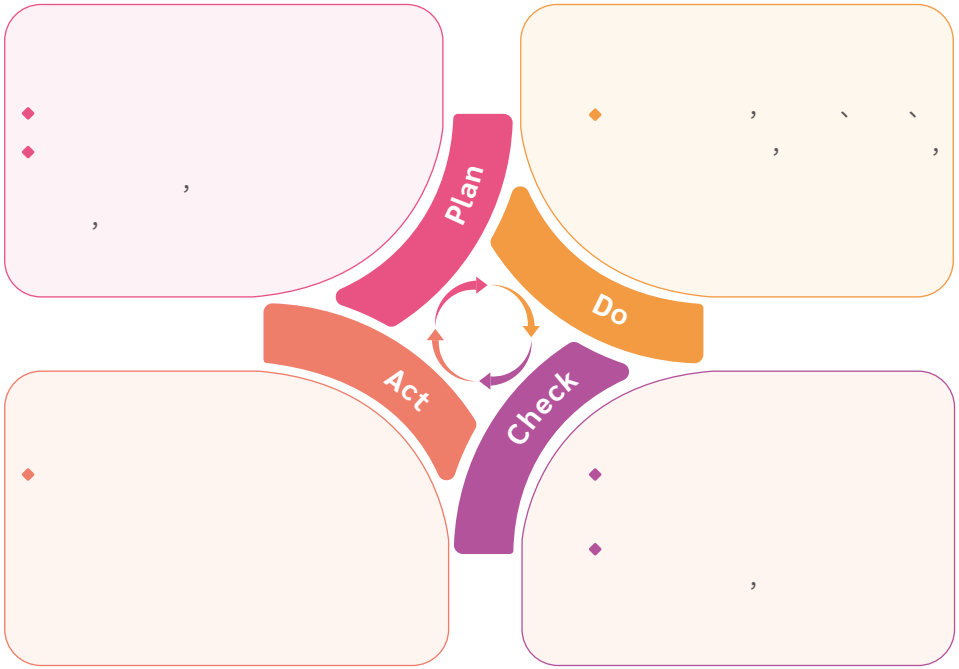
1



1.
2. a. b. c. d. e.

3. NMQ, Nordic Musculoskeletal Questionnaire

RBA



1. SAQ, Self-Assessment Questionnaire
2. VAP, Validated Audit Process

RBA

1

2

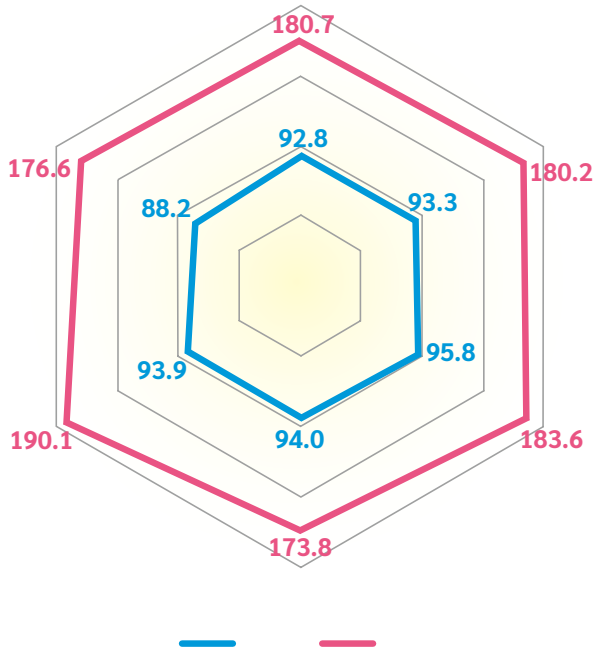
3

4

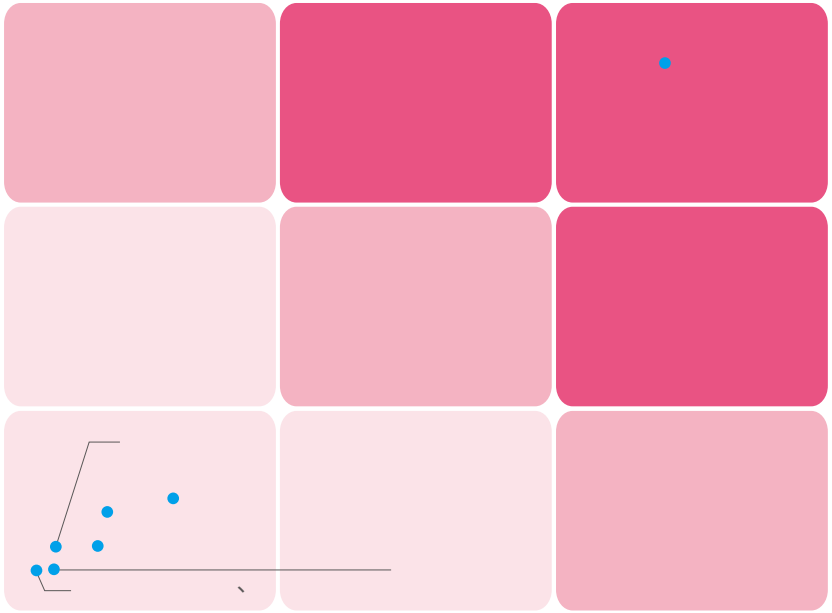
( )

, , 。 , 。

1



2

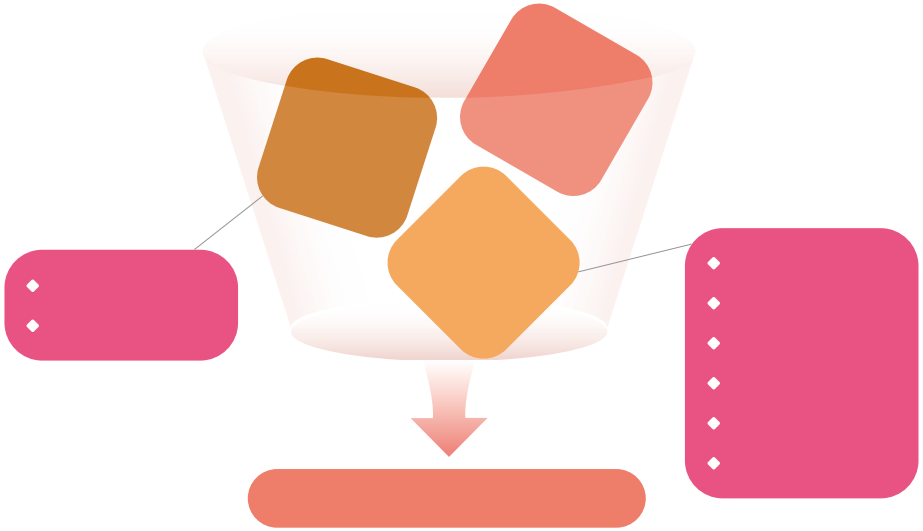


1. SAQ 85 65~85 65
2.

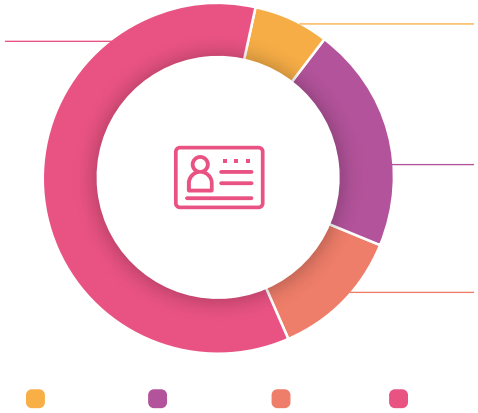
，。，“、、、、
、”。，“”，“”。

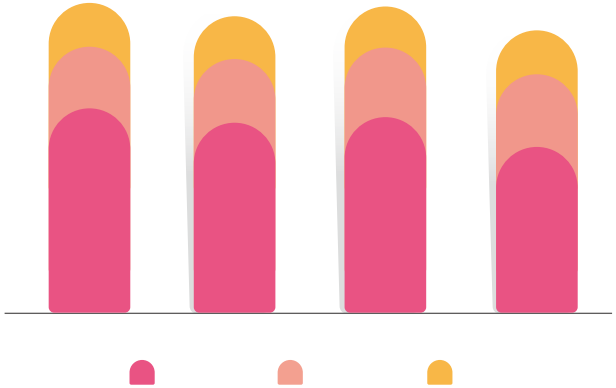
	、、	、、
	： ▶ ， ▶ ， ▶ ： ▶ ： ▶ （、、，），，	： ▶ 、： ▶ ， ▶ ▶
	： ▶ ， ： ▶ ，，， ▶ ，	： ▶ 、
	：、	

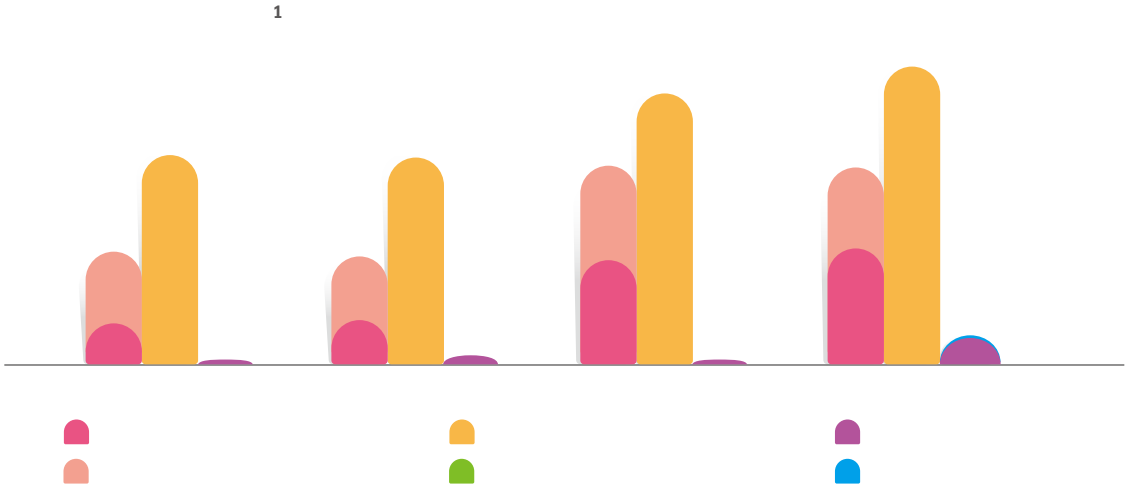
，　　、　　，
、　　，　　。
、　　，　　、
、　　，　　。
（　　；　　；
；　　），
，　　，　　。
“　　、　　、　　、
”　　，　　，
。　　，　　，
。



HR		
	435	398





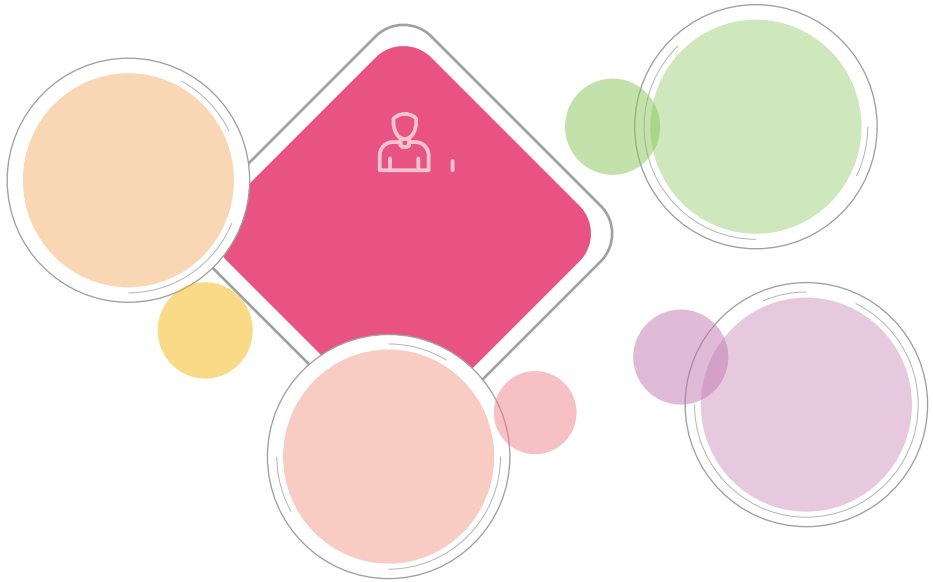


1

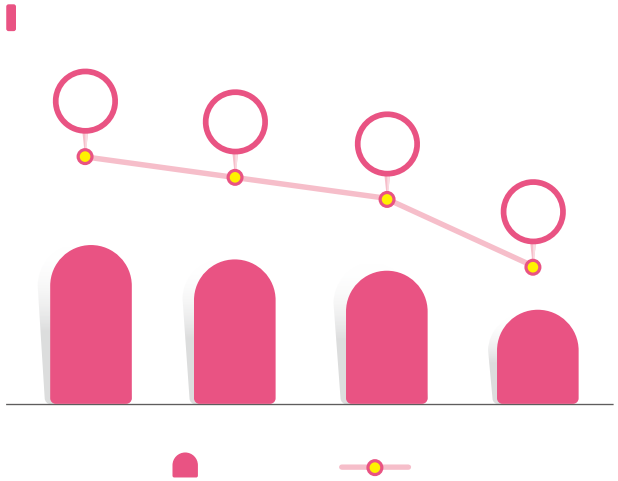
2				
3				
4				
5				
STEM 6				

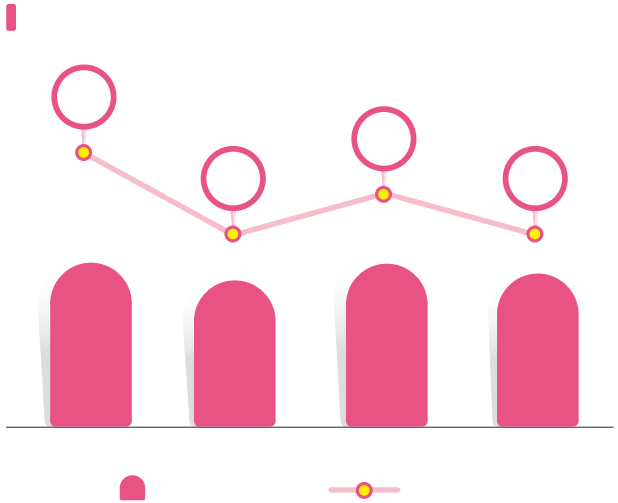
1. ÷ × 100%
2.
3.
4.

5. HR IT
6. STEM Science Technology Engineering Mathematics
7. N/A



1.
2.





，。（），，
，。，，：

，，》，。，
，。、。
，。
、、、、、，，
“”，、、、（“”）
，，《，，，
，。

1.
2.
3.
4. ÷
5. / / ÷ /

		▶ 、 、 、 、 、 、 、 、 (、)
		▶ , 、 、 、 (、) 、 ( ) 、 ( )
		▶ , 、 (,) 、 ( )
		▶ 、 , ,
		▶ , 、 、 、 ; 、 ( )
		▶ 、 、 ( )
		▶ 、 、 、 、 、 、 、 ▶ : 、 、 、 、 、 、 、 、 、 ; ( ) 、 、 、 、 ▶ 、 , 、 、
		▶ 、 、 、
		▶ , 、 , , , 、
		▶ 、 (、) 、 、 ( ) 、 (、) 、 ▶ 、 ( ) 、 ▶ 、 、 (、)
		▶ 、 、 ( ) 、
		▶ 、 、 ; ; 、 ( ) ; , : 、 、 、 ; 、 (、) ; 、 、

1. 5 10 15
3 7 10 14 15 1 30 6
2 12
2. 2 10 4
7 7 30

( )

	48,243	**13,515,869**

( )

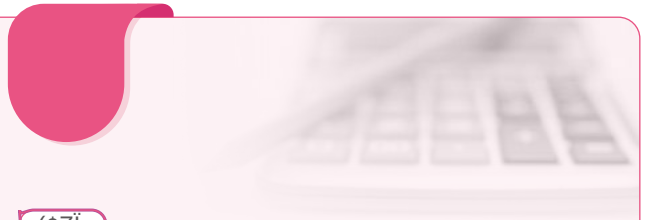
	6,916	**2,723,497**

1. 2018-2022 “ ” 20 2022
2. ÷ × 100%
3. ÷ × 100%

, , “ 、 ” ,

。 , , ,

。 , : 。



(¢ZÏ

《 》 ط ς ⅵ

,

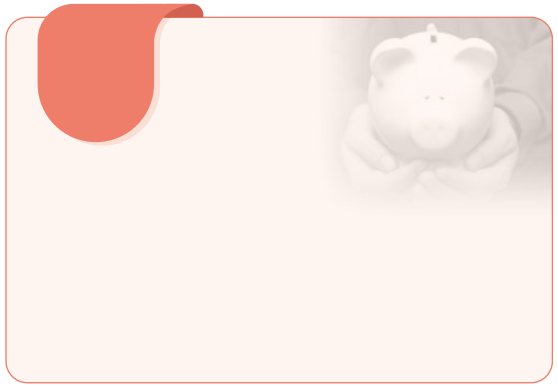
; ,

, 。

! æ R

ɬ5 ǐ ㄉ ㄱ

σ



1.

相信自己 永不放棄
09.
22.
18.
30

臺灣海岸
奇妙探索
11.24 — 18:30

FUN 愛

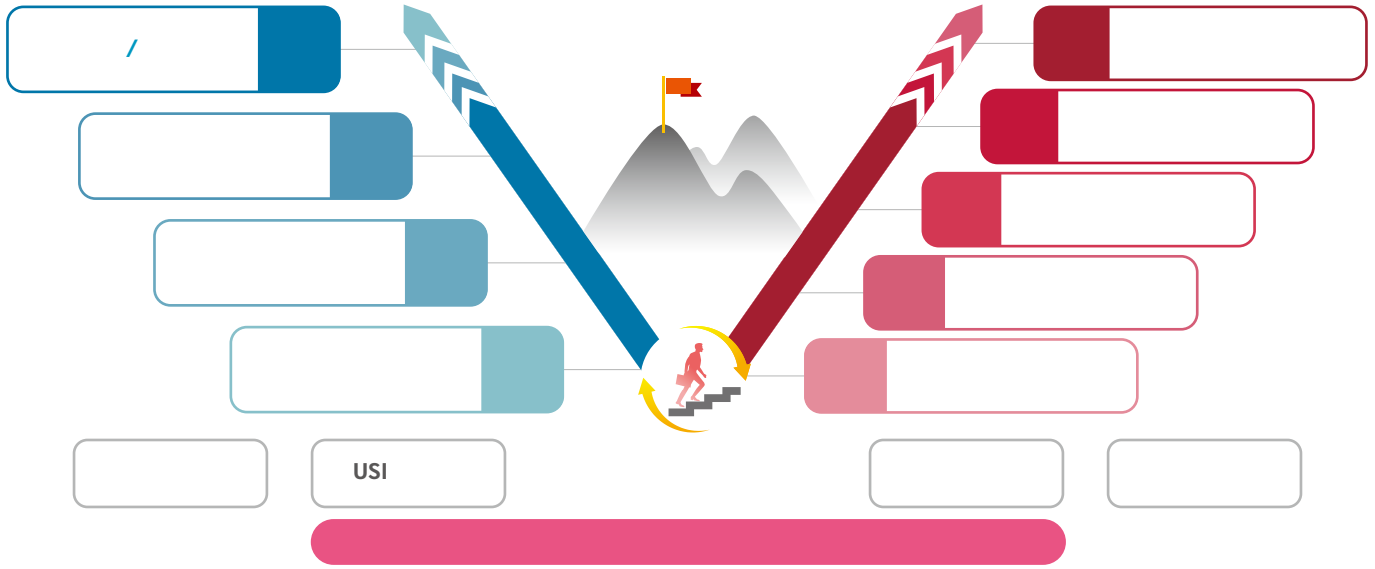
BIBLIOTECA

1~2

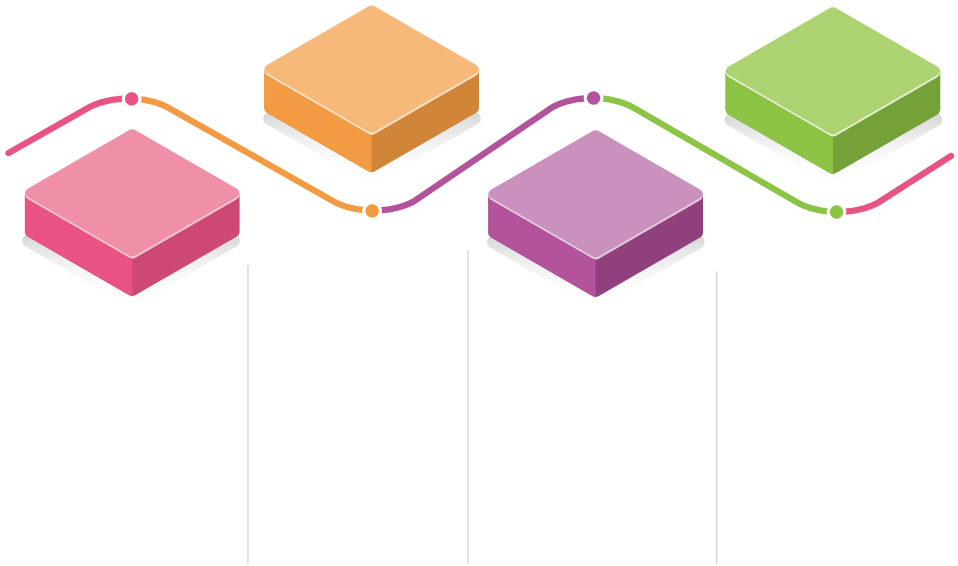
, ,

, , 。

, “ ” ,



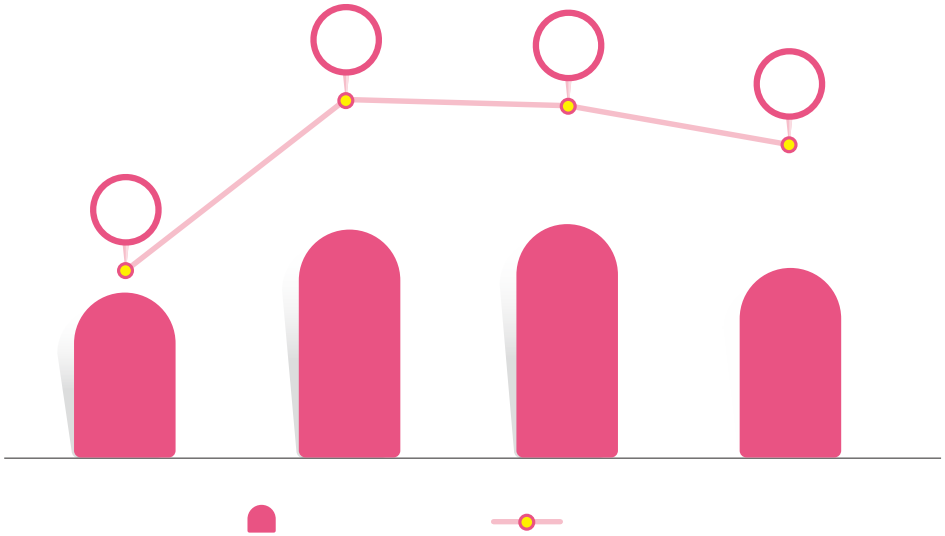
1. UMBA, USI Master of Business Administration
2. MTP, Manager Training Program
3. MIT, Manager Initial Training
4. TWI, Training Within Industry for Supervisors /



1. VUCA, Volatility Uncertainty Complexity Ambiguity
2. SWOT, Strengths Weaknesses Opportunities Threats

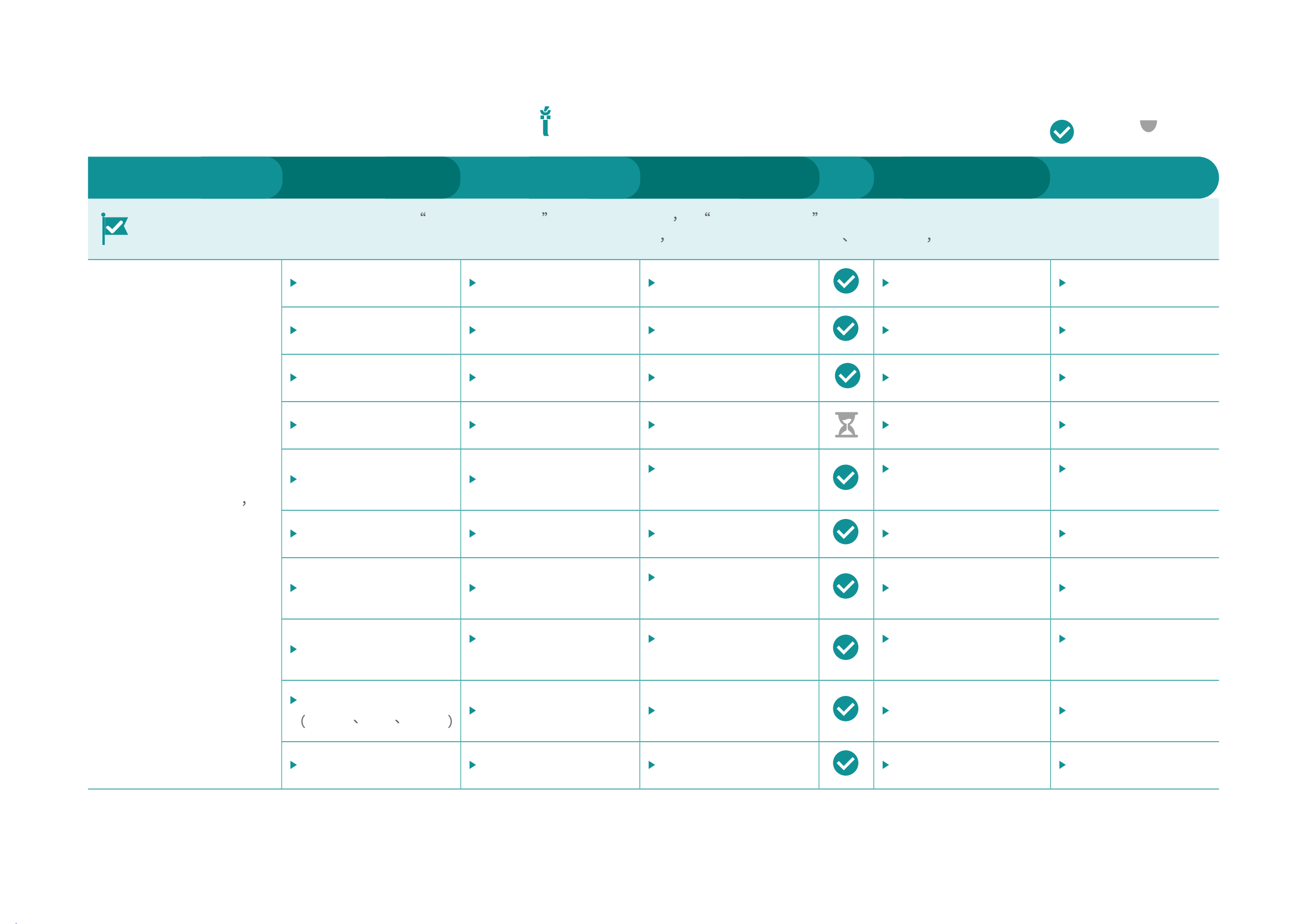
, , , , ° ,

, , , “ ” °

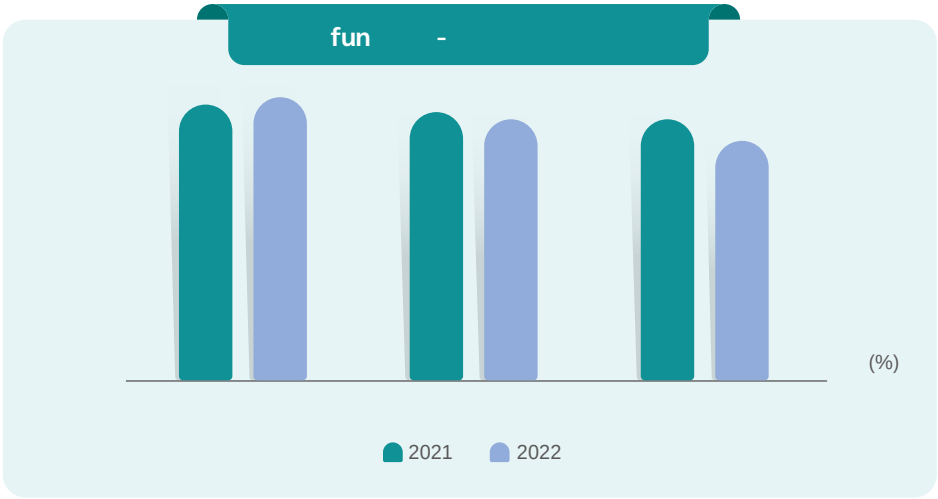


1. / ÷ /

4
QUALITY EDUCATION
11

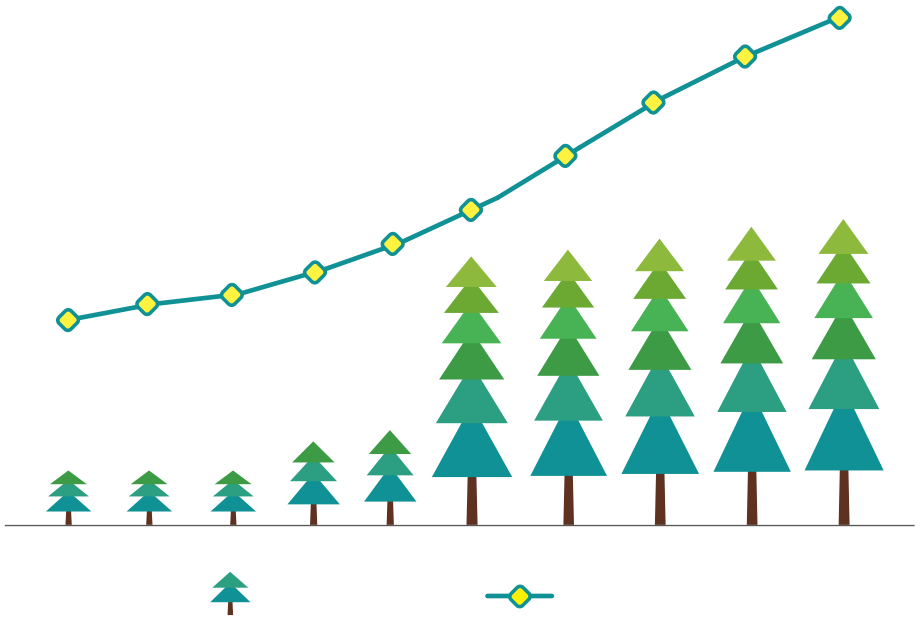


1.
2.

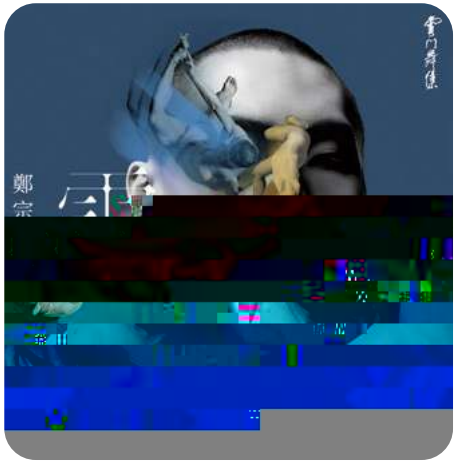

fun -
(%)
2021
2022

-
(%)
2019
2020
2021
2022

	◆ ， （ ） ◆ （ ）
	◆ （ ） ◆ （ ）
	◆ （ ） ◆ （ ） ◆ （ ）
	◆ 、 、 （ ）



USI



1. ◆ /
2. ◆◆
3. ◆◆◆ /
4. USI

◆ RBA RMI

◆

,

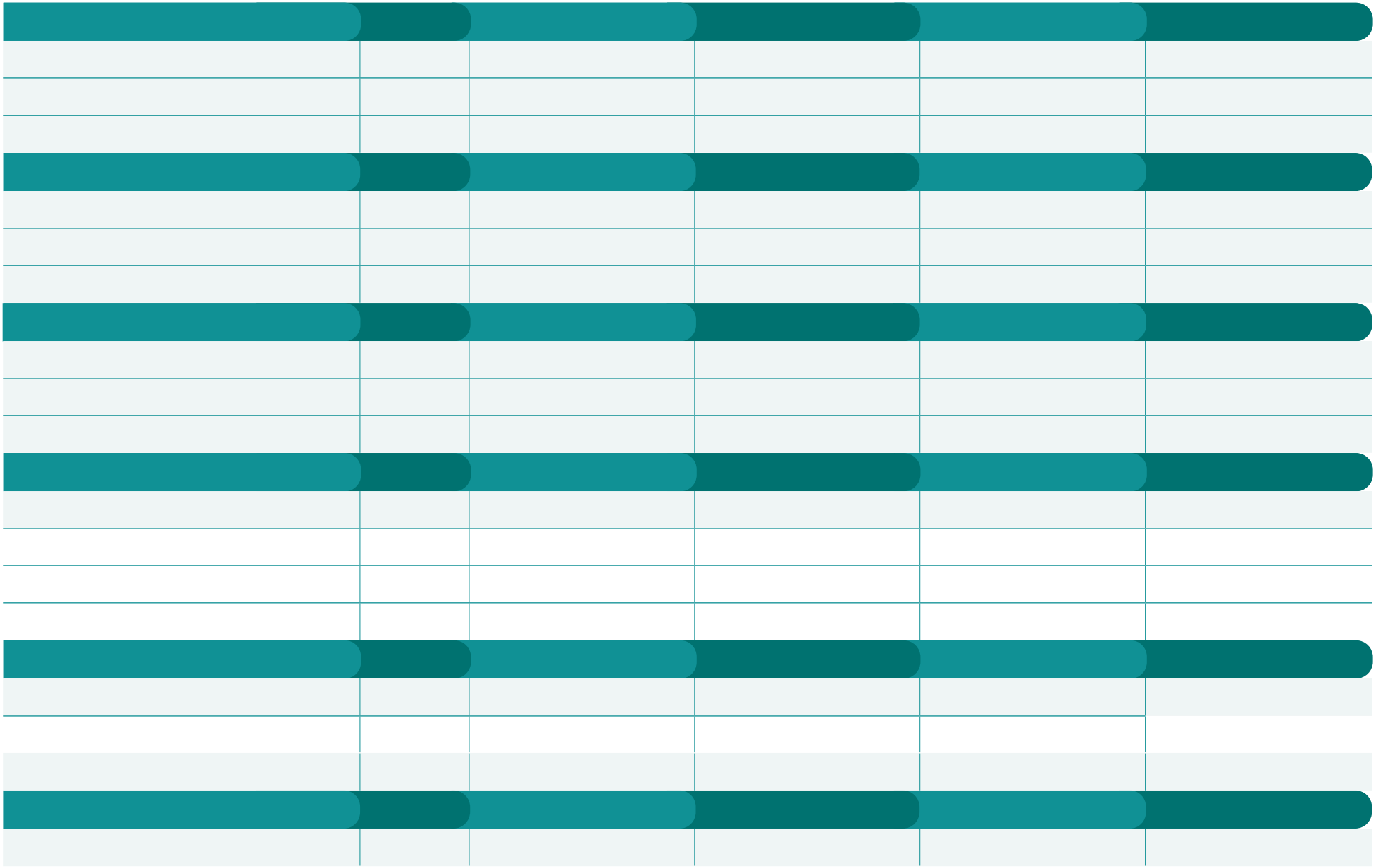
,

5 ,

1,838

- ,
- 200
- 4
- 《 》、《 》
- ,
- ,
- 、
-

( )					



( )					

A.

B.

D. [1]

[2]								
[3]								
[4]								
[5]								
	3,511,192	19,668,419	5,543,644	22,587,468	2,236,331	23,753,112	2,948,737	26,963,891

E.

1.
2.
3.
4.
5.

F.

			[
			[ ]
			( )
	C		

G.

		( )		
、 、 、 、				,
、 、				

A.

1														

1.
2. 8
3.

B.

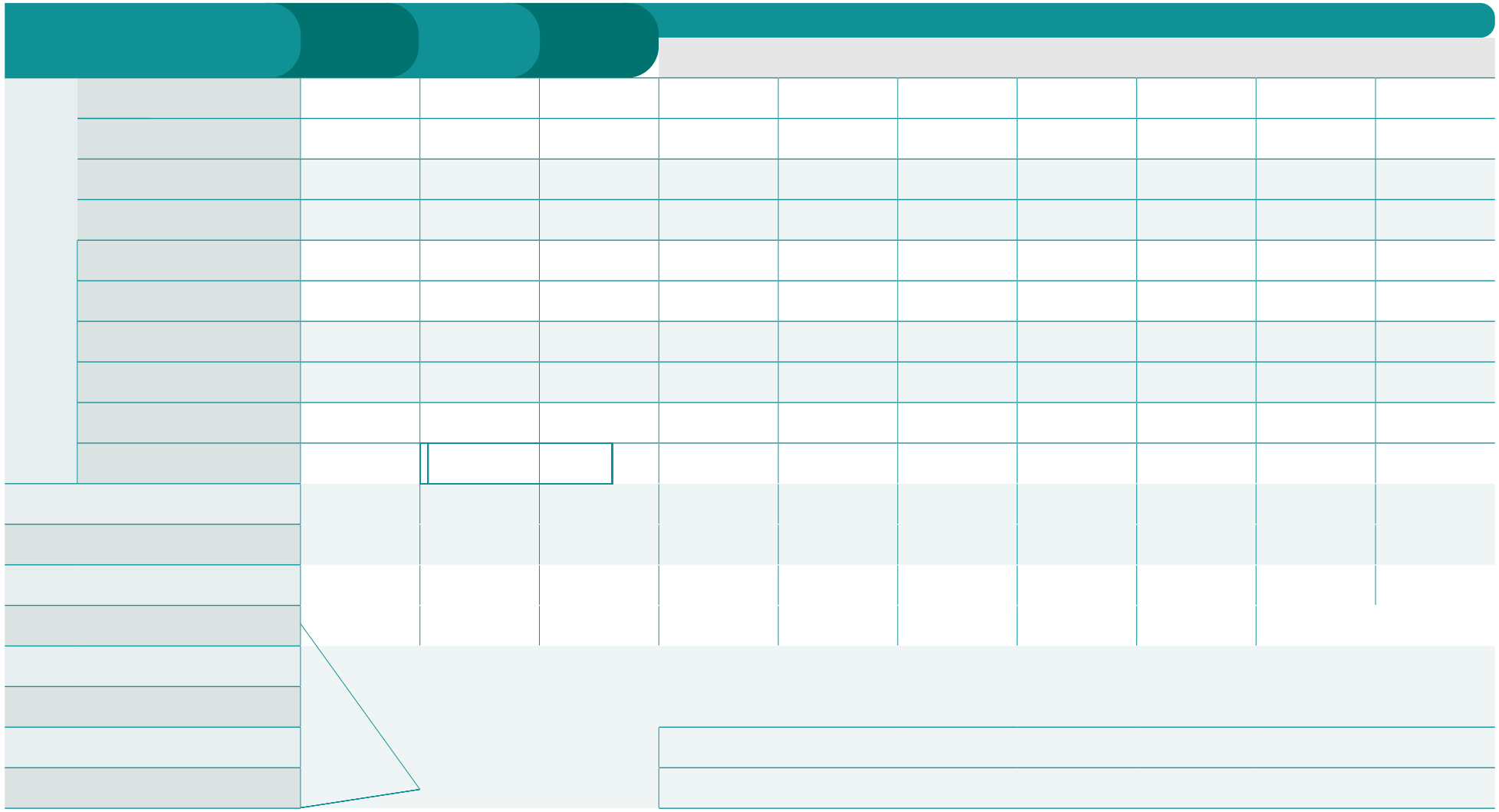
[1]

											5,869
											61%
											3,565
											46%

										9,434
										54%
										1,136
										17%
										8,298
										77%
( )										3,317
										753
[1]										40%

											2,808
											29%
											2,195
											28%
											72
											7%
											518
											15%

1. ÷ + × 100
2.
3. ÷ + ÷ 2 × 100
4. 90



F. /

G. / /

( )										

A. 2022 (,)

( )							26,939
							216
							163%

B. 2022 [1]

TCFD

、 :		
	( )	

、 : , 、		
、		
、		

、 : 、 、		
、 ,		

、 :		
,		
、 、		

GRI

GRI

GRI

GRI 2 2021

					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
GRI 3	2021				
					◇
					◇

( )					◇
					◆
					◆
					◆
					◇
					◇
					◇
( )					◇
	( )				◆
	( )				◆
	( )				◆
					◆
					◆
( )					◇
					◆
					◆
					◆

( )					◇
					◆
					◆
					◆
					◆
					◆
	、				◆
( )					◇
					◇
( )					◇
					◆
					◆
	,				◆
					◆
					◆
					◇

（ ）					◇
					◇
					◇
					◇
					◇
					◇
（ ）					◇
					◇
（ ）					◇
					◇
	、 、				◇
					◇
	、				◇
					◇
（ ）					◇
					◇
					◆
					◆

( )					◇
					◆
					◆
					◆
					◆
					◆
					◆
					◆
					◇
( )					◇
					◆
					◇
					◇
( )					◆
					◆
					◆
					◆

					◆
					◆
USI					
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇

SASB

		、				
		( ) ( )				
		( ) ( ) ; ( ) ( ) ( )		) :) :) :) :		
		( ) ( ) ( ) ( ) ( ) ( )		) ;) ;) ;) ;		
		( )				

ISO 14001	✓	✓	✓	✓	✓	✓
ISO 14064-1	✓	✓	✓	✓	✓	✓
ISO 50001	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	✓	✓	✓
IECQ QC080000	✓	✓	✓	✓	✓	✓
TL 9000	✓	✓				

ASSURANCE STATEMENT

'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE UNIVERSAL SCIENTIFIC INDUSTRIAL(SHANGHAI) CO., LTD.'S

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 climate-related financial disclosures (TCFD).
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
its 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 (based on GRI Principles and guidance in AA1000)
B	AA1000ASv3 Type 2 Moderate Level (AA1000AP Evaluation plus evaluation of Specified Performance Information)
C	AA1000ASv3 Type 2 High Level (AA1000AP Evaluation plus evaluation of Specified Performance Information)

92E3 Tj TT1 1 Tf[20)-7(Td(-) Tj Td 7[illd3,(20)-2313 GR0 saRu5790(2413579 2555 20 f[2030 5H-(Tj Td85 0 1 Td(2)Tj0.3 2(20)-7313 3140 aR

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 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

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 specific 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.

TWLPPS008 Issue 2305

Asteelflash

- ASTEELFLASH TECHNOLOGIES
- ASTEELFLASH ATLANTIQUE
- ASTEELFLASH EST
- ASTEELFLASH DÉVELOPPEMENT
- ASTEELFLASH LORRAINE
- ASTEELFLASH NORMANDIE

ASTEELFLASH ÎLE-DE-FRANCE

ASTEELFLASH BAD HERSFELD

ASTEELFLASH BONN

ASTEELFLASH EBERBACH

ASTEELFLASH DESIGN SOLUTIONS HAMBURG

ASTEELFLASH BEDFORD