

2022 ESG Report Highlights



Sustainability Award
Bronze Class 2022

S&P Global



Letter from the Chairman

For years, with sustainable operations as our utmost goal, USI continually enhanced our corporate governance and investor relations to establish a good corporate image in the capital market, increasing our corporate social value. Our strategy of stable operations and effective risk control resulted in a consolidated revenue of CNY 68.5 billion in 2022, achieving record revenue growth of 24%. This achievement brought excellent financial value to our investors and made positive contributions to society. These honors recognize our past year's efforts and encourage us to keep moving forward on our ESG journey. USI will continue to follow our Low Carbon, Circular, Collaborative, and Inclusive Sustainability Strategy, uphold our corporate philosophy of sustainable operations, and practice the motto "think responsibly, learn deeply, and work productively" to work together for the long-term coexistence and prosperity of Earth and society.

Chairman Jeffrey Chen



Letter from the President

Looking back at 2022, the world faced many challenges such as the ongoing war between Russia and Ukraine, energy and price spikes that led to inflation, extreme climate disasters, and geopolitical issues that affected supply chains. To tackle these issues, we are committed to improving our environmental protection (E), social responsibility (S), and corporate governance (G) practices. We realize that improving overall awareness is the first step to implement ESG. USI provides trainings to enhance employees' understanding of global sustainability trends and corporate sustainability actions and encourages employees to work with the Company to achieve USI ESG commitments.



President C.Y. Wei *Chen-Yen Wei*

2022 AWARDS



Awarded 2022 AUO Supplier
**Intelligent Supply Chain
Contribution Award**



Maintained **Five Years
Information Disclosure
A Rating on the SSE 2018-2022**



Included in the
S&P Global Sustainability Yearbook
**Top 10% S&P Global ESG Score 2022
Top 1% S&P Global ESG Score (China) 2022**



Received 2022
**EcoVadis
Silver Sustainability Rating**



Received **BBB Rating**
2022 China Listed Companies
TCFD Disclosures



Nantou-NK 1
Received
Green Factory Certification

USI Values Fields

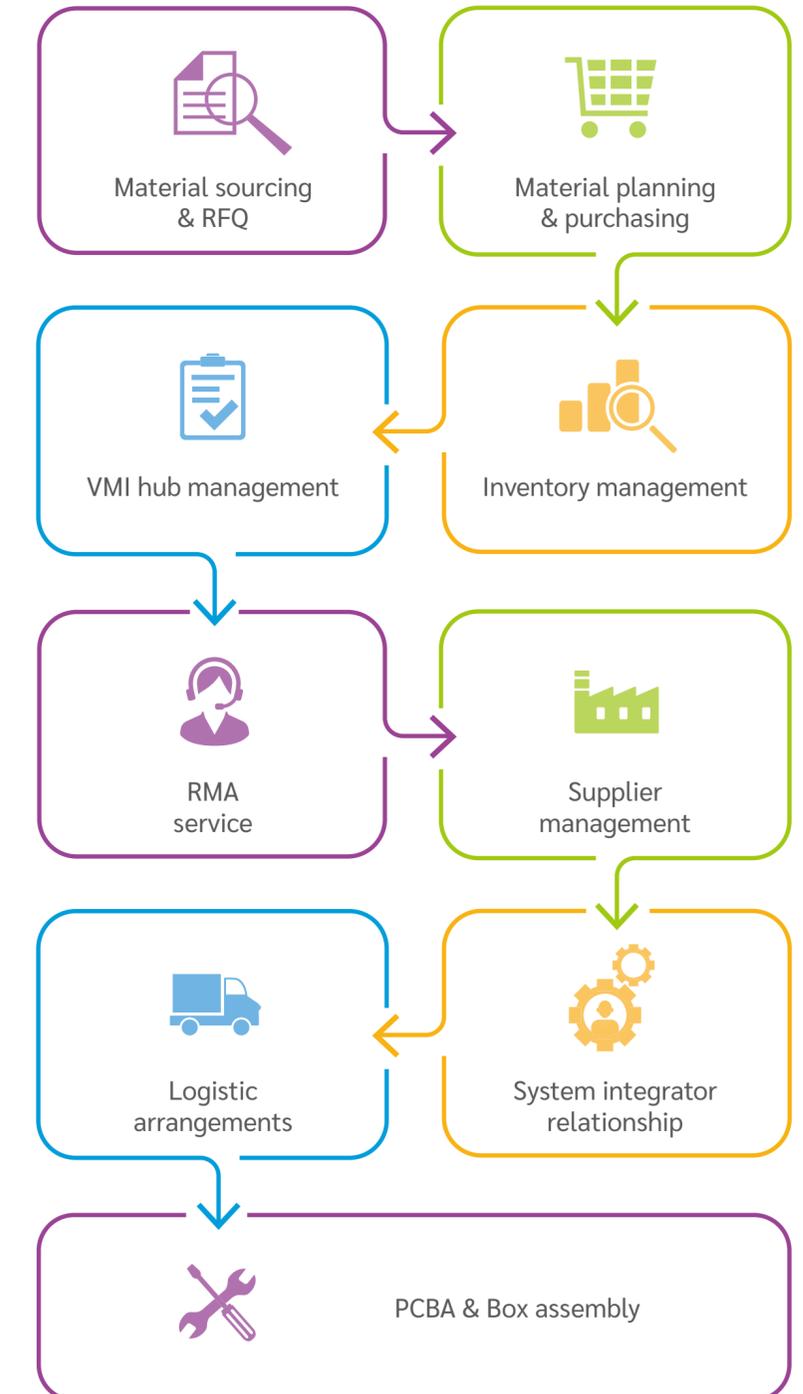
Universal Scientific Industrial (Shanghai) Co., Ltd. (USI, Company, We) (SSE: 601231) leads the industry in the field of miniaturized modules and system-in-package (SiP) products manufacturing and provides comprehensive D(MS)² product services, specializing in providing "Design", "Manufacturing", "Miniaturization", "Solutions" for the industry software and hardware, and "Services" of material procurement, logistics and maintenance for well-known domestic and foreign electronic product brand manufacturers, and serve them with our one-shop Turnkey Service. In 2022, we created a total revenue of CNY 68.5 billion, with an annual growth rate of up to 24%, to achieve a superior business performance for stakeholders. In addition to bringing excellent financial value to shareholders and investors, USI is also committed to practicing social responsibilities and pursuing sustainable development with coexistence and co-prosperity of the environment, society, and governance.

To meet or exceed customer needs and expectations provides customers with high-stability, high-reliability, and cost-advantage products. With the experience and technology accumulation by working with top clients in the world for years, we integrate the three core technologies: computing, communications, and multimedia processing, and provide customers with the most complete solution for wireless communication products, computer and industrial applications, storage of products and servers, automotive and video products, and miniaturized products.

Product Value Chain



Turnkey Service



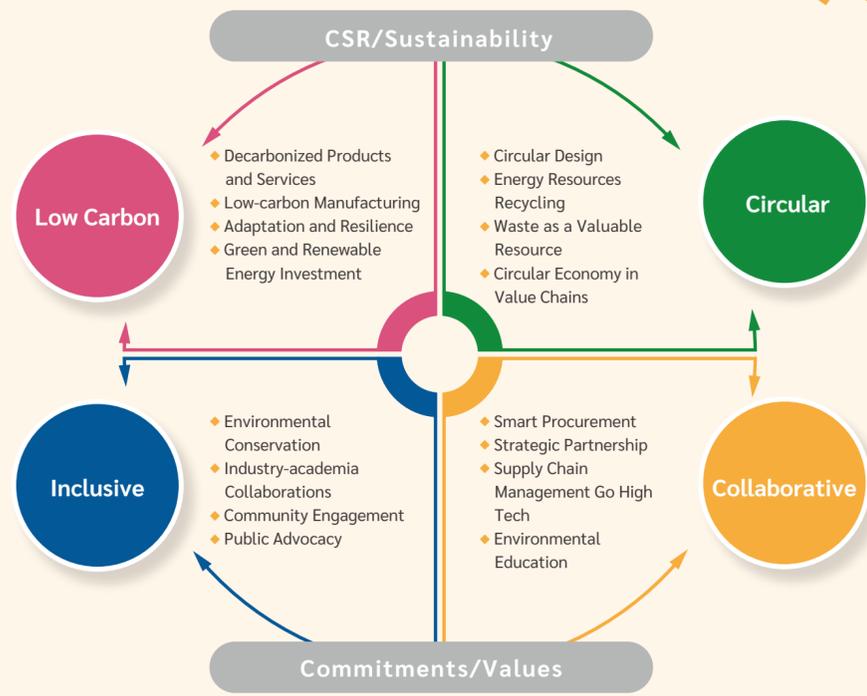
Sustainable Strategy and Framework

The USI Sustainability Committee was established as the highest-level organization of corporate sustainable development management. The President acts as the Chair, and senior managers act as Leaders and Coordinators respectively. The scope of the committee covers all USI's global manufacturing facilities. In order to effectively implement our Sustainability Policy, we follow four sustainability strategies, Low Carbon, Circular, Collaborative, and Inclusive, to prioritize the Company's core values and echo the United Nations Sustainable Development Goals (SDGs). The sustainability tasks are carried out through the Corporate Governance, Green Products and Innovation, Value Chain Management, Employee Care and Social Involvement, Environmental Protection and Occupational Safety five taskforces, reviewed the achievement of every target at the Sustainability Committee Annual Meeting, and publicly disclosed in the ESG Report as a record of our progress in sustainable development.

Sustainability Policy

- Governance**
 - ◆ Upgrade corporate governance; Uphold business ethics
 - ◆ Create company value; Connect with stakeholders
 - ◆ Drive transparency culture; Disclose sustainable indicators
- Environmental**
 - ◆ Respond to climate action; Reduce greenhouse gas emissions
 - ◆ Invest in green innovation; Improve energy efficiency
 - ◆ Promote circular economy; Prevent and control pollutants
- Social**
 - ◆ Ensure workforce diversity; Endorse human rights
 - ◆ Stimulate social welfare; Support community investment
 - ◆ Advocate supplier development; Achieve global partnership

Sustainability Strategy



Realizing the SDGs



Sustainability Tasks

- Corporate Governance**
 - ◆ Board Governance
 - ◆ Business Ethics and Compliance
 - ◆ Financial Performance and Tax Governance
 - ◆ Enterprise Risk Management
 - ◆ Cybersecurity Management
 - ◆ Stakeholder Engagement
- Value Chain Management**
 - ◆ Product Value Chain
 - ◆ Quality and Service
 - ◆ Customer Satisfaction Improvement
 - ◆ Customer Privacy Protection
 - ◆ Supply Chain Management
 - ◆ Conflict Minerals Compliance
 - ◆ Sustainable Supply Chain Development
- Green Products & Innovation**
 - ◆ Green Products Management
 - ◆ Innovation Management
 - ◆ Sustainable Production
 - ◆ Green Education
 - ◆ Green Supply Chain
- Environmental Protection & Occupational Safety**
 - ◆ Climate Change and Carbon Management
 - ◆ Energy Management
 - ◆ Water Resource Management
 - ◆ Waste Management
 - ◆ Air Pollution Control
 - ◆ Biodiversity
 - ◆ Occupational Health and Safety
- Employee Care & Social Involvement**
 - ◆ Human Rights Protection
 - ◆ Talent Attraction and Retention
 - ◆ Human Capital Development
 - ◆ External Participation
 - ◆ Investing in Education
 - ◆ Contributing to Society
 - ◆ Conserving the Environment
 - ◆ Promoting Arts and Culture



Sustainable KPIs and Targets

Taskforce	Key Issue	KPI	2027 Target
Corporate Governance	Corporate Governance	◆ Included in the SSE Corporate Governance Index	◆ Continue To Be Included in the SSE Corporate Governance Index
	Business Continuity	◆ Obtain ISO 22301 Certification	◆ Implement BCMS To Major Facilities
	Cybersecurity Management	◆ Cybersecurity Training Completion Rate	◆ 100% Cybersecurity Training Completion Rate
	Business Ethics	◆ USI Employee Code of Conduct Training Completion Rate	◆ 100% Completion Rate of USI Employee Code of Conduct Training
Value Chain Management	Customer Relationship Management	◆ Customer Satisfaction Score	◆ Customer Satisfaction Score Reaches 84
		◆ Product Recalls	◆ 0 Product Recalls
	Sustainable Supply Chain	◆ Local Procurement Rate	◆ Local Procurement Rate Maintains At Least 40% Globally
		◆ Percentage of Target Suppliers Completing the Conflict-Free Minerals	◆ 100% Target Suppliers Use Conflict-Free Minerals
		◆ Percentage of Tier 1 Suppliers Complete the Supplier Sustainability Assessment Questionnaire (SSAQ)	◆ Tier 1 Suppliers SSAQ Complete Rate Reaches 75%

Taskforce	Key Issue	KPI	2027 Target
Environmental Protection & Occupational Safety	Climate Change	◆ Obtain ISO 14064-1 Certification	◆ Obtain/Maintain ISO 14064-1 Certification in All Major Facilities
	Energy Management	◆ Electricity Intensity	◆ 12% Decrease from 2015
	Water Resource Management	◆ Water Intensity	◆ 12% Decrease from 2015
	Waste & Recycling	◆ Hazardous Waste Generation Intensity	◆ 1% Decrease from Previous Year
		◆ Non-Hazardous Waste Recovery Rate	◆ Recycling Rate Reaches 90%
	Occupational Health and Safety	◆ Get ISO 45001 Certification ◆ Major Occupational Diseases ◆ Major Occupational Injuries ◆ Major Infectious Disease	◆ Obtain/Maintain ISO 45001 Certification in All Major Facilities ◆ No Major Occupational Diseases ◆ No Major Occupational Injuries ◆ No Major Infectious Diseases

Taskforce	Key Issue	KPI	2027 Target
Green Products & Innovation	Innovation Management & Sustainable Production	◆ Meet International Safety, Environmental Protection, Energy Saving Standards	◆ 100% Shipped Products Meet Standards
		◆ Sustainable Design (For Mechanism)	◆ More Than 80% of Mechanical Components Use Recyclable and Reusable Raw Materials
		◆ Product Carbon Footprint Inventory	◆ Keep Promoting 1 Series of Product Carbon Footprint Inventory
		◆ Cumulative Number of Patents	◆ Hold More Than 1,672 Patents
		◆ Smart Manufacturing	◆ 100% of the Industry 4.0 Facilities Accredited as 5-Star Lights-Out Factory
		◆ Continuous Improvement Program	◆ Cost Saved 0.21% of Revenue

Taskforce	Key Issue	KPI	2027 Target
Employee Care & Social Involvement	Talent Attraction & Retention	◆ Turnover Rate	◆ DL Turnover Rate Lower Than 40% ◆ IDL Turnover Rate Lower Than 12%
		◆ Key Talent Retention Rate	◆ Over 95% Key Talent Retention Rate
	Human Capital Development	◆ Employee Career Plan	◆ Subsidize More Than 40 Employees to Obtain Degrees
		◆ Improve Employees' Competency	◆ Have Over 970 Internal Instructors
	Human Rights	◆ Equal Employment Opportunities	◆ Over 25% of Females Serve in Top Management Positions
			◆ Employ More Than 160 Disabled Employees
	Investing in Education	◆ Rural Area Reading Activities ◆ Number of Industrial-Academic Partnerships ◆ Number of Interns ◆ Number of USIU Classes Shared	◆ Hold 6 Reading Activities in Rural Areas ◆ Conduct 2 Research Industrial-Academic Partnerships ◆ Admit 150 Interns ◆ Share 40 USIU Classes
	Contributing To Society	◆ Number of People Benefiting from Rural Revitalization Programs ◆ Number of Volunteers	◆ Support 2,000 Rural Students ◆ Reach 2,000 Volunteers
Promoting Arts & Culture	◆ Number of Art Groups Supported	◆ Support 3 Art Groups	
Conserving the Environment	◆ Number of Trees Planted ◆ Amount of Trash Picked ◆ Number of Environmental Seminars Held	◆ Plant 14,000 Trees in the Corporate Forest ◆ Pick 1,000 kg of Trash ◆ Hold 5 Environmental Seminars	



ESG Key Performance Summary

Key Performance		Unit	2019	2020	2021	2022
Financial Performance	Operating Revenue	K CNY	37,204,188.4	47,696,228.2	55,299,654.8	68,516,076.0
	Total Profit	K CNY	1,432,763.0	1,973,563.1	2,138,858.9	3,477,195.2
	Earnings per Share	CNY	0.58	0.80	0.85	1.40
	Taxes	K CNY	352,271.7	397,576.8	618,989.5	897,547.9
Research and Patents	R&D Investment	M CNY	1,373	1,576	1,641	2,034
	Accumulated Number of Patents	-	628	660	696	740
Sustainable Production	Number of New Improvement Proposals	-	277	319	340	360
	Cost Saving	K CNY	183,859	219,339	287,003	414,690
Customer Relationship	Customer Satisfaction Score	-	83.8	84.1	84.1	84.2
USI Supply Chain	Global Local Purchasing Rate	%	18	37	39	43
Supplier Sustainability Evaluation	Percentage of Suppliers That Completed SSAQ	%	70	70	73	73
	Number of Suppliers and Contractors On-Site Audited with Sustainability Metrics	-	80	76	83	81
Supplier Communication	Number of Suppliers Attending Sustainable Supply Chain Briefing	-	222	120	276	342
Conflict Minerals	Number of Suppliers Completed Due Diligence (CMRT Survey)	-	352	359	416	199
	Percentage of Target Suppliers Completing the Conflict-Free Minerals	%	100	100	100	100
Renewable Energy Use ⁽¹⁾	USI Group	%	82.7	79.6	80.3	81.6
Greenhouse Gas Emissions ⁽²⁾	Scope 1	Metric Tonnes CO ₂ e	8,438.84	6,802.39	4,592.71	5,385.74
	Scope 2 - Location	Metric Tonnes CO ₂ e	168,730.49	184,225.84	201,538.85	215,510.73
	Scope 2 - Market	Metric Tonnes CO ₂ e	22,165.63	26,056.90	26,617.41	26,912.82
	Scope 3	Metric Tonnes CO ₂ e	22,623.67	16,722,053.37	12,980,878.70	10,473,941.30
Energy Consumption	Direct Energy Consumption - Diesel	GJ	1,065.38	1,393.59	1,335.80	1,266.00
	Direct Energy Consumption - Gasoline	GJ	3,572.89	2,523.89	2,575.20	2,215.40
	Direct Energy Consumption - Natural Gas	GJ	103,881.07	74,103.64	34,238.98	28,307.90
	Indirect Energy Consumption - Electricity	GJ	769,756.87	870,905.19	948,483.21	1,063,884.00
	Total Energy Consumption	GJ	878,276.21	948,926.31	986,633.19	1,095,673.30
	Water Resource Management	Water Withdrawal	ML	681.848	803.690	861.887
Recycled Water		ML	155.058	179.145	236.972	307.539
Recovery Rate		%	22.7	22.3	27.5	28.8

Note:
 1. Renewable energy use fluctuated in 2020 and 2021 because: (1) we included Nantou-TT 1 energy consumption data in 2020 and (2) expanded production lines in Nantou-NK 1 sharply increased energy consumption in 2021
 2. Scope 3: In 2019, it covered the Mainland China Facilities and Nantou Facility; in 2020, the inspection items were added according to ISO 14064-1:2018 requirement

Key Performance		Unit	2019	2020	2021	2022	
Environmental	Waste Management	Hazardous Waste Generated	Metric Tonnes	696.641	783.065	967.233	1,006.243
		Recycling/Reuse	Metric Tonnes	255.13	247.23	202.79	232.13
		Non-Hazardous Waste Generated	Metric Tonnes	7,813.671	7,805.962	8,766.093	9,835.675
		Recycling/Reuse	Metric Tonnes	7,072.29	7,079.35	8,115.46	9,097.26
Materials Recycled and Reused	Total Financial Benefits	K CNY	3,452,049	3,050,159	2,387,932	8,248,872	
Air Pollution Control	Volatile Organic Compounds (VOCs)	Metric Tonnes	44.640	47.056	55.238	60.064	
Environmental Expenditures	Total Expenses	CNY	23,179,611	28,131,112	25,989,443	29,912,628	
Social	Talent Attraction & Retention	Percentage of Females in Total Workforce	%	46.0	46.1	45.0	44.4
		Percentage of Females in Top Management Positions	%	12.8	12.9	17.6	19.2
		Percentage of Females in Management Positions	%	23.4	23.6	22.6	23.1
		Employee Turnover Rate	%	44.2	33.7	38.7	28.8
		Employee Engagement Score	%	77	-	84	-
		Retention Rate of Employees That Took Parental Leave	%	100	100	79	47
	Training & Talent Development	Total Cost of Employee Training and Development	M CNY	7.3	4.2	28.9	17.1
		Average Training Hours per Employee	Hours	22.6	31.0	30.7	28.8
	Human Rights	Number of Employee Symposiums	-	294	216	116	140
		Percentage of Total Workforce in Trade Unions	%	24.3	33.7	35.1	35.4
		Number of Employees with Disabilities	-	79	73	83	83
	Occupational Health & Safety	Work-Related Deaths - Employees	-	0	0	0	0
		Work-Related Deaths - Contractor	-	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR) ⁽³⁾		-	0.31	0.29	0.31	0.23	
Lost Day Rate (LDR) ⁽⁴⁾		-	1.64	2.95	10.33	6.54	
Amount Invested in Safety Production		M CNY	150	166	159	184	
Social Involvement	Total Amount of Social Involvement	CNY	6,269,375	5,970,377	3,826,752	5,281,086	
	Number of Employees Engaged in Social Activities	-	536	1,412	314	701	
	Number of Hours Volunteered	Hours	3,633	1,674	1,717	2,047	

3. LTIFR = (Number of recordable occupational injuries ÷ total working hours) × 1,000,000
 4. LDR = (Lost days due to work injury ÷ total working hours) × 1,000,000

Contributions to the SDGs



- Reduced **28.5%** water use intensity from the baseline year 2015.
- Recycled **78.1%** of process water.



- Purchased certified renewable energy to offset carbon dioxide emissions generated by traditional electricity used. **100%** renewable energy use in Mainland China Facilities and **50%** in Mexico Facility.



- Solar panels installed on Nantou-NK 1 Facility generated **2,142** MWh of renewable energy as of 2022.



- Consistently monitored our compliance with legal emission regulations to lessen our negative environmental impact and contribute to building sustainable communities. There were **0** significant air pollution incidents in 2022.
- Reached **92.5%** recycling rate for non-hazardous waste through qualified disposal/recyclers.



- Cooperated with suppliers to recycle pallets and packaging materials, reducing **828** metric tonnes of waste, and saved CNY **36.65** million.
- Banned use of **Indium Phosphide**, **Nickel Sulfate**, and **Nickel Amino Sulfate** from 01/01/2023 and restricted use of **TBBP-A** and **MCCP** according to regulations to minimize their impact on workers and the environment.
- Used **87%** recyclable or reusable materials in designing mechanical products, which reached **33,362** kg in USI's annual shipments.



- Promoted green product design, reduced energy loss, and engaged in continuous improvement to reduce CO₂ emissions, saving **22,023** MWh of electricity in 2022, equivalent to reducing **14,191** metric tonnes of CO₂.
- 0** days of production interruptions due to climate-related disasters.
- Implemented TCFD to analyze USI climate risks. USI will use **100%** renewable energy in our operations by 2035 and achieve **net-zero carbon emissions** by 2050.



- Cleaned up Maoluo River and picked **200** kg of trash.
- Held **4** environmental protection seminars.



- Supported the Million Tree Project for 10 years running, planting a total of **130,214** trees covering **86.36** hectares.

Environmental



Social

Governance



- 23.93%** revenue growth in 2022 compared to 2021.
- Actively engaged in sound tax policies and honest tax contributions to support the government's efforts to promote economic growth.
- Customer satisfaction score reached **84.2**.



- Implemented enterprise risk management assessment and applied relevant countermeasures.
- Established an email protection mechanism to strengthen USI email security.
- Introduced **Threat Intelligence System** to strengthen cybersecurity protection capabilities.



- Established Sunshine Conduct Policies and Anti-Corruption Management Measures with reporting mechanisms to ensure compliance from suppliers and employees. No corruption or bribery instances were found.
- No major fines or violations related to anti-competitive practices or antitrust laws and regulations.
- 100%** target suppliers met Conflict-Free minerals requirements.



- Provide a wide range of electronic products and services under Global Demand, Local Service to our customers with operations covering Asia, Europe, America, and Africa.
- Global local procurement rate reached **43%**.



- Invested in **5** rural revitalization programs, benefiting **1,838** students



- Donated **268** Chinese New Year's Eve dinners to disadvantaged lonely elders to spread warmth and cheer.



- Held **51** health activities, such as blood donation, weight-loss competition, and bone density testing with **8,611** participants.
- Provide medical and emergency support for unexpected or sudden illnesses for employees on business trips or stationed overseas.



- Donated a cumulative total of **767** boxes of books to the Philanthropic Libraries for 18 years running.
- Built 3 more computer classrooms through the Rural Digital Education Program, benefiting **2,444** students.
- Trained cumulative total of **1,118** USIU internal lecturers.
- Supported **157** employees to take advanced studies.



- Employees have the right to equal pay for equal work regardless of gender.
- Increased percentage of females in senior management positions for **5** consecutive years and promoted **1.6%** compared with 2021.



- Starting salaries for direct laborers at each facility are higher than local minimum wages.
- Provided **18,267** job opportunities worldwide with **95%** local hires.



- Employed **83** people with disabilities.
- Employed **703** ethnic minorities and **7** of them were in management positions.

Sustainable Impact Assessment

To monitor the progress of our sustainability strategies and goals, USI introduced the Total Impact Measurement and Management (TIMM) methodology to inventory the impacts and contributions to stakeholders from Company's operations in the Economic, Social, Environmental, and Taxes dimensions to revise key management indicators and improve operational performance. Through the TIMM assessment⁽¹⁾, USI generated CNY 33,283 million worth of sustainability value for stakeholders in 2022. Compared with 2021, we increased CNY 7,497 million or 29% in positive sustainability value, creating positive contributions to the society.

Economic and Tax Dimensions

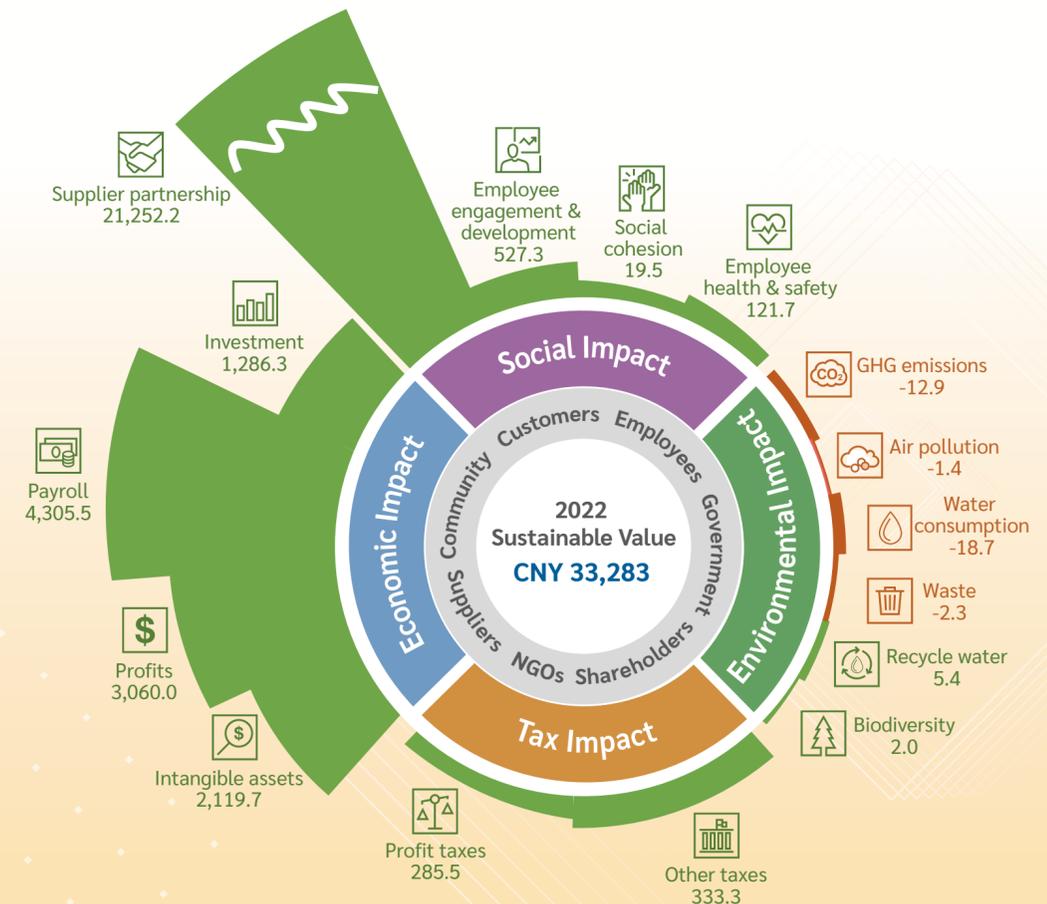
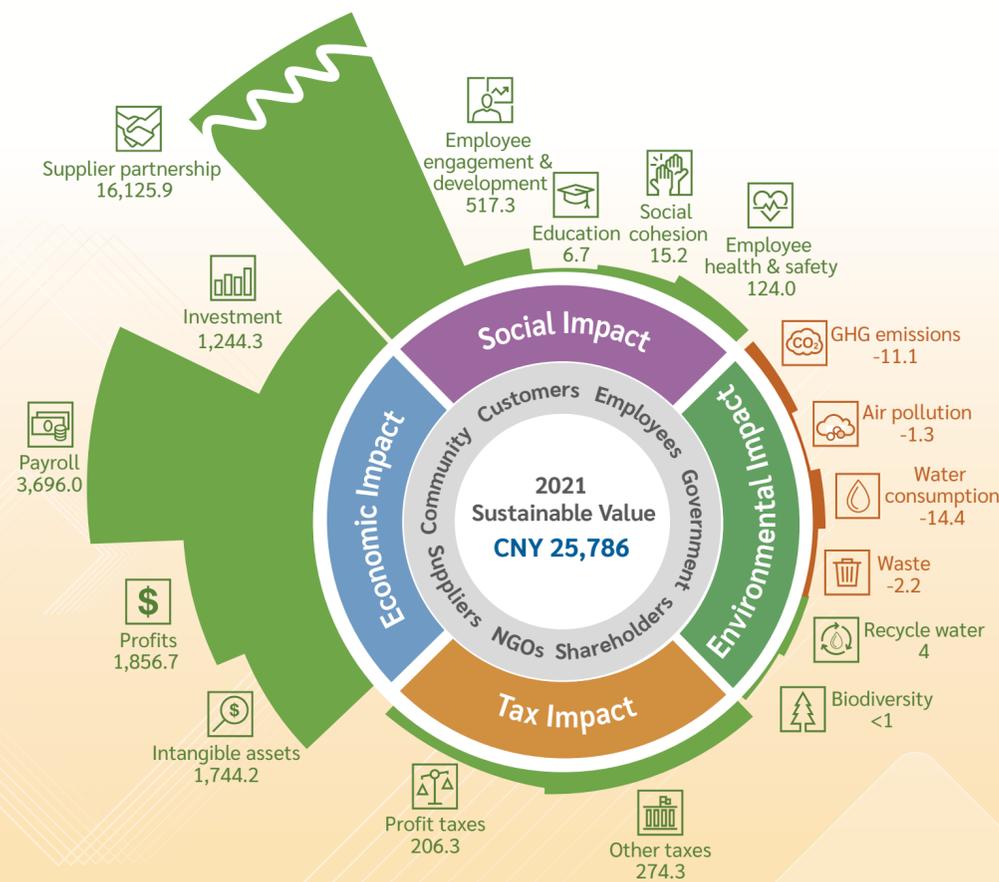
USI created 26% higher of positive value than in 2021. Though the electronics production chain was impacted by geopolitics and COVID-19, USI applied glocalization strategy to make countermeasures and reduce the impacts of production capacity. On the other hand, USI grasps business opportunities to develop new energy vehicle power systems and power modules through providing a complete supply chain technology and continuously improving core competitiveness based on years of automotive electronics experiences. In 2022, USI increased 65% of annual net profit which created premium benefits for stockholders, suppliers, employees, and the government.

Environmental Dimension

To compare with 2021, USI increased 12% of negative value due to expansion of production capacity. The major impacts were Water Consumption and GHG Emissions. To make sure the use out of every drop of water, USI has been planning to recycle as much water as possible via improvement of equipment and technology. Through process water recycling system, the positive benefit of recycled water has been increasing every year. The recycled water rate was 29% in 2022. And USI launches GHG reduction policy to inventory GHG emissions and product carbon footprint, purchase certified renewable energy to offset carbon dioxide emissions generated by traditional electricity used. The renewable energy rate was 82% in 2022. USI will continue to keep a track on the use of water resources and conserve water, promote green promises and environmental protection measurements for a friendly environment, and lower environmental impact.

Social Dimension

USI increased 31% of positive value compared with 2021. The primary performances were good relationships with suppliers and human capital cultivation. USI holds a Sustainable Value Chain Webinar every year to promote company ESG policy. We support local suppliers, which facilitates the growth of the local economy and increases local employment rates. In 2022, the average local purchasing rate was 43% which increased by 4% compared with 2021. Human capital development was executed by employee engagement survey to exhibit employees' working performances and values. While creating economic performances, company also actively engages in community construction and sustainable development and contributes to society through various charitable activities.



Note:
1. The impact driver Education was merged with Social Cohesion in 2022

Unit: CNY million

Operations and Governance

USI's vision is to be the most reliable provider for electronic design, manufacturing service, and modularization with diversified global footprints and miniaturization solutions. Through the collective contribution of employer and employees, we established effective governance mechanisms with respective responsibilities and accountabilities. We strive to generate exceptional rewards for stakeholders and to build a better place to live.



CNY 68.5 Billion
Record High Sales Revenue



CNY 3.06 Billion
Net Profit



Received
2022 Board Office Best Practices Award



Included in
SSE Corporate Governance Index



A-level
Rating of Information Disclosure in the SSE



28 Manufacturing Facilities
Across Asia, Europe, America, and Africa



No.1
Leader in SiP Miniaturization Product Manufacturing



0 Cases
Major Violations over CNY 67,000



121.51 Hours
Sustainability Training of Board Members



1
Female Director

Value Chain Management

Facing the boundless development trend in the globe, good supply chain management can not only effectively lower production costs and enhance the quality of products to win more satisfaction, but also expand the company's business and social responsibility with partners to create a sustainable future.



43%

Global Local Procurement Rate



100%

Target Suppliers Use Conflict-free Minerals



100% New Suppliers

Passed Sustainability Assessment



84.2

Customer Satisfaction Score



0 Cases

Product Recalls



342 Supplier Partners

Participated in the Sustainable Value Chain Webinar



92%

Completed Suppliers Human Rights Due Diligence



19 Sessions

Supplier New Product and Technology Briefings



Over 1 Billion

Product Shipped



81 Suppliers/Contractors

On-Site Audited for Sustainability Risks

Green Products and Innovation

With our core competitiveness as the industry leader, we grasp the smart manufacturing trend and actively enhance our eco-design capabilities, promote low-carbon product designs, improve product energy efficiency, and advance smart manufacturing projects. USI's Green Product (Clean Technology) Strategy of Modularization, Globalization, Diversification, Vertical Integration, and Smart Manufacturing responds to the SDGs and addresses climate change and energy resource reduction.




100%
Meet International Safety, Environmental Protection, Energy Saving Standards



1,501 Cases
Cumulative Patents Cases



CNY 415 Million
Saved from CIP and Smart Manufacturing Projects



82%
Eco-design Product to Revenue Ratio



22 GWh
Product Energy Efficiency



1,316 Metric Tonnes
Carbon Reduced from CIP Key Projects



33 Metric Tonnes
Recycled and Reused Raw Materials Used in Products



2,728 Employees
Total Headcount in R&D



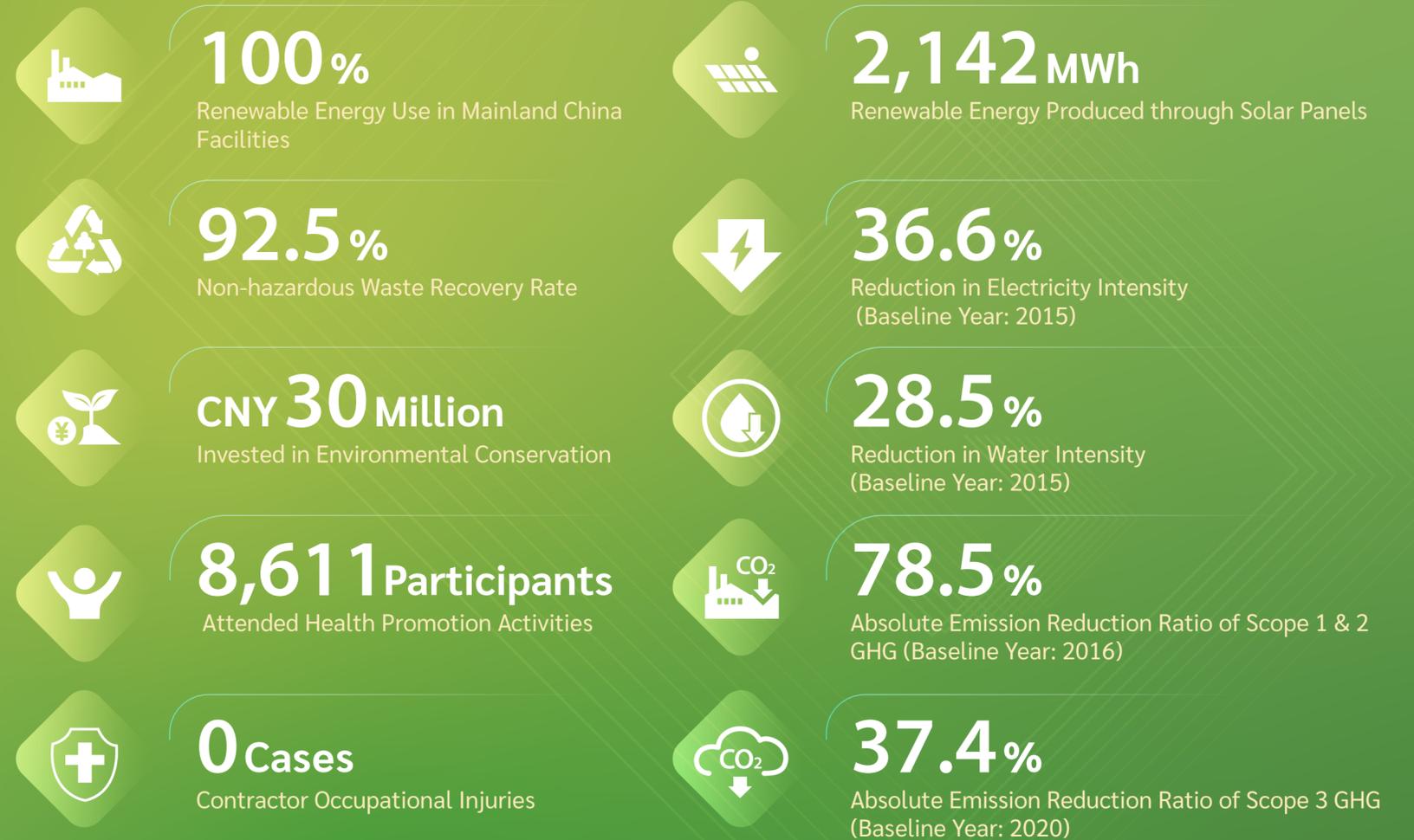
360 CIP Proposals
Approved by Site Review Committee



67%
Low-Carbon Products Share of Annual Revenue

Environmental Protection and Occupational Safety

With an emphasis on environmental protection, USI takes aggressive measures against climate change. We look forward to considering environmental protection as well as achieving environmental sustainability while pursuing high quality products and services. In addition, we are committed to promoting a culture of occupational safety and health and providing a quality working environment for our employees.



Inclusive Workplace

Talents are the essential seeds for USI's continuous growth and need to be carefully nurtured and watered. We build an inclusive workplace for employees by Enforcing Human Rights, Implementing Talent Development, Providing Comprehensive Benefits, and Cultivating Harmonious Labor Relations.



16,660 Employees
Total Headcount



95%
Key Talent Retention Rate



95%
Local Hire Rate



140 Events
Employee Communication Symposiums



19%
Female in Top Management Position



157 Employees
Sponsored to Obtain Degrees



72%
Group Agreement Coverage Rate



0 Cases
Major Labor Disputes or Strikes



CNY 894 Million
Benefited Amount from Employee Benefits



1,118
Total Certified Internal Instructors

Social Involvement

To manage our relationships with our surrounding communities and the environment, USI actively engages in corporate citizenship through external participation and four approaches: Investing in Education, Contributing to Society, Conserving the Environment, and Promoting Arts & Culture. Together, we can create social value and build a sustainable future.



CNY 5.28 Million
Invested in Social Involvement



660 Students
Participated in Industrial-Academic Partnerships



2,047 Volunteer Hours
Contributed to Local Communities



1,838 Students
Reached through 5 Rural Revitalization Programs



200 kg
Trash Picked from Creek Cleanup



767 Boxes
Donated to the Philanthropic Libraries



\$ 4 Value
Created for Every \$1 Invested through the Philanthropic Libraries



130,214 Trees
Planted in the Million Tree Project



86.36 Hectares
Tree Planted in the Million Tree Project



17,906 kg
Carbon Captured in the Million Tree Project

Inclusive Society for a Better Tomorrow

Dots connect to form lines and then planes like a circuit,
Intuiting threads of technology and society intertwined.
With technology's infusion, we can work to realize a better future together.
As a leading global company of electronic design and manufacturing services,
USI turns innovative technologies into value for our customers and continues to
leverage corporate influence to promote public welfare and sustainable
development for the betterment of society.



For more information, please refer to [USI's Sustainability Website](#) and the 2022 ESG Report
If you have any questions, you are sincerely welcome to contact us at csr@usiglobal.com



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