



# USI Contributions to the SDGs



- Invested in **5** rural revitalization programs, benefiting **1,050** students.

1



- Supplied free COVID-19 nucleic acid testing and rapid testing for employees, with **9,176** participants.
- Promoted COVID-19 vaccination, with a complete vaccination rate of over **83%**.
- Held **42** health activities, such as occupational health promotion, blood donation, weight loss competition, and bone density testing, with **13,028** participants.
- Provide medical and emergency support for unexpected or sudden illnesses for employees on business trips or stationed overseas.

3



2

- Donated Care Packages with rice, oil, and dried goods to **18** Kunshan households in need before Chinese New Year.



4

- Donated a cumulative total of **725** boxes of books to the Philanthropic Libraries.
- Built 5 computer classrooms through the Rural Digital Education Program, benefiting **1,614** students.
- Trained a cumulative total of **867** USIU internal lecturers.
- Supported to take advanced studies total of **133** employees.
- **411** employees are enrolled in **14** On-Job Degree Programs held in partnership with local schools.



5

- Employees have the right to equal pay for equal work regardless of gender.
- Increased percentage of females in senior management positions for 4 consecutive years, and promoted **4.7%** to compare with 2020.



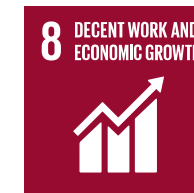
6

- **36.4%** Reduction of water use intensity from the baseline year 2015.
- **73.1%** Recycling rate of process water in 2021.



7

- Purchased certified renewable energy to offset carbon dioxide emissions generated by traditional electricity used.
- **100%** renewable energy use in Mainland China Facilities and **31%** in Mexico Facility.
- Saved **1,944** MWh of electricity with energy-saving measures in 2021.



8

- **15.94%** Revenue growth in 2021 compared to 2020.
- Actively engaged in sound tax policies and honest tax contributions to support the government's efforts to promote economic growth.
- **84%** Satisfaction rate from our major customers.
- Starting salaries for direct laborers at each facility are higher than local minimum wages.
- Provided **17,923** job opportunities worldwide with **97%** local employment.



9

- Installed solar panels on the roof of Nantou-NK Facility to promote solar power and generated **1,508** MWh of green electricity in 2021.
- Encourage innovation and increased R&D employees to **2,332**.



- Tightened the banned substance elimination program and limited 3 substances (Indium Phosphide, Nickel Sulfate, Nickel Amino Sulfate) to **1,000 ppm** or less to reduce harm to workers and the environment.

11



- Promoted green product design, reduced energy loss, and engaged in continuous improvement to reduce CO<sub>2</sub> emissions, saving **95,754** MWh of electricity in 2021, equivalent to reducing **46,888** metric tonnes of CO<sub>2</sub>.
- **0** days of production interruptions due to climate-related disasters.
- Implemented TCFD<sup>(1)</sup> to analyze USI climate risks. Results include 3 opportunities, 3 transition risks, and 3 physical risks. We will use **100%** renewable energy in our operations by 2035 and achieve **net-zero carbon emissions** by 2050.
- **85** employees volunteered in environmental conservation-related activities.

13



- Supported the Million Tree Project for 9 years running, planting a total of **107,833** trees covering **76.71** hectares.

15



- 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.
- Local purchasing rate reached **39%**.
- **100%** of our key suppliers meet conflict-free mineral requirements.

17



10

- Employed **83** people with disabilities.
- Appointed **8** ethnic minorities to management positions.



12

- Performed corporate risk management assessment and implemented relevant countermeasures.
- Established an email protection mechanism to strengthen USI email security.
- Introduced an APT<sup>(2)</sup> system to strengthen cybersecurity protection capabilities.
- Co-worked with suppliers to recycle pallets and packaging materials, saving approximately CNY **12.45** million.



14

- Cleaned up 2 coasts and picked **335.2** kg of trash.



16

- 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.

Note 1. TCFD, Task Force on Climate-related Financial Disclosures  
 Note 2. APT, Advanced Persistent Threat