



ESG Key Performance Data

Environmental

Renewable Energy Use Percentage ⁽¹⁾	Unit	2018	2019	2020	2021
USI Group	%	87.2	82.7	79.6	80.3
Mainland China Facilities	%	100	100	100	100
Mexico Facility	%	0	10	21	31
Nantou Facilities	%	10	0	0	0
Greenhouse Gas Emissions ^(2~3)	Unit	2018	2019	2020	2021
Category 1	metric tonnes CO ₂ e	7,024.93	8,438.84	6,802.39	4,592.71
Category 2	metric tonnes CO ₂ e	148,201.93	168,730.49	184,225.84	201,538.85
Category 3-6	metric tonnes CO ₂ e	115.48	22,623.67	16,722,053.37	12,980,878.70
Water Resource Management	Unit	2018	2019	2020	2021
Water withdrawal	ML	581.537	681.848	803.690	861.887
Recycled water	ML	142.813	155.058	179.145	236.972
Recovery rate	%	24.6	22.7	22.3	27.5

Note 1. The reasons of Renewable Energy Use Percentage reduced in USI Group: (1) increased energy consumption data of Nantou-TT1 in 2020; (2) expanded production lines in Nantou-NK sharply increased energy consumption in 2021

2. USI first inventoried GHG emissions Categories 3-6 in 2018, covering only Nantou Facility. In 2019, the inventory scope expanded to Mainland China and Nantou Facilities. In 2020, our inventory scope expanded according to ISO 14064-1:2018 requirements

3. The emissions data of Category 1 and Category 3-6 were modified because of the greenhouse emissions formula revision in 2020



Waste Management	Unit	2018	2019	2020	2021
Hazardous waste generated	metric tonnes	537.915	696.641	783.065	967.233
Non-hazardous waste generated	metric tonnes	7,239.187	7,813.671	7,805.962	8,766.093
Non-hazardous waste recycled	metric tonnes	6,940.740	7,067.916	7,079.345	8,115.463
Non-hazardous waste recycling rate	%	95.88	90.46	90.69	92.58
Environmental Expenditure	Unit	2018	2019	2020	2021
Total	CNY	20,729,687	23,179,611	28,131,112	25,989,443
Operating cost	CNY	12,589,868	11,428,159	15,177,012	12,176,028
Upstream/ downstream cost	CNY	425,092	516,463	854,709	1,058,487
Management overhead	CNY	7,583,392	10,806,289	11,880,177	12,464,402
Social activities cost	CNY	131,335	428,700	219,214	290,527

Social

Talent Attraction and Retention	Unit	2018	2019	2020	2021
Number of employees	-	18,567	18,515	18,615	19,290
Male employees	-	10,216	10,012	10,184	10,847
Female employees	-	8,351	8,503	8,431	8,443
Percentage of females in total workforce	%	45.0	45.9	45.3	43.8



Talent Attraction and Retention	Unit	2018	2019	2020	2021
Employees in senior management positions (Director or above)	-	125	133	132	199
Female employees in senior management	-	14	17	17	35
Percentage of females in senior management positions	%	11.2	12.8	12.9	17.6
Employees in management positions	-	984	1,042	1,082	1,091
Female employees in management	-	232	244	255	247
Percentage of females in management positions	%	23.6	23.4	23.6	22.6
IDL employees promoted	-	767	1,086	868	922
Female IDL employees promoted	-	275	379	310	319
Employees with disabilities	-	77	79	73	83
Average age of employees	Year	29.8	30.6	32.8	31.4
Average number of years employees worked in the Company	Year	3.7	4.1	5.2	4.5
Employee turnover rate	%	48	42	34	36
Ratio of DL entry level wage compared to local minimum wage	-	1.00~1.18	1.00~1.13	1.00~1.10	1.00~1.08
Employee engagement score ⁽¹⁾	%	-	77	-	84
Return to work rate of employees that took parental leave	%	38	73	100	68
Retention rate of employees that took parental leave	%	100	100	100	79
Training & Talent Development	Unit	2018	2019	2020	2021
Employees that complete the internal lecturer training program	-	733	608	833	867
Female internal lecturers	-	210	194	247	287
Total cost of employee training and development	M CNY	1.85	7.29	4.21	28.94

Note 1. The coverage scope of 2019 employee engagement score was adjusted from IDL (Indirect Labor) to all employees



Training & Talent Development	Unit	2018	2019	2020	2021
Coverage of employee training	%	100	100	100	100
Average hours of training per employee	Hour	21.9	22.6	31.0	30.7
Employees supported to take advanced studies	-	2	15	43	73
Human Rights	Unit	2018	2019	2020	2021
Average training hours on human rights per employee	Hour	0.8	1.1	1.4	1.1
Labor contract signage rate	%	100	100	100	100
Number of employee symposiums	-	145	294	216	116
Employees in a union	-	4,363	4,435	5,900	6,350
Percentage of total workforce in a union	%	23.5	24.0	31.7	32.9
Occupational Health and Safety	Unit	2018	2019	2020	2021
Incidences of occupational disease	-	0	1	0	0
Work-related deaths	-	0	0	0	0
Amount invested in safety production	M CNY	120	150	166	159
Number of emergency drills conducted	-	24	52	58	32
Number of health and well-being activities held	-	32	38	53	42
Number of participants in health and well-being activities	-	3,482	4,447	13,701	13,028
Number of doctor consultations held	Session	2,453	19,169	9,692	18,519
Total hours consulted	Hour	759	13,455	9,140	9,558



Social Involvement	Unit	2018	2019	2020	2021
Total amount of social involvement	CNY	5,403,647	6,269,375	5,970,377	3,826,752
Investing in Education	CNY	1,171,332	1,521,946	1,259,165	1,713,707
Contributing to Society	CNY	1,824,782	2,175,354	2,769,476	489,454
Conserving the Environment	CNY	468,224	468,147	433,558	451,281
Promoting Arts & Culture	CNY	492,580	1,053,759	1,087,534	829,772
External Participation	CNY	1,446,729	1,050,169	420,645	342,538
Number of employees engaged in social activities	-	504	536	1,412	314
Number of hours volunteered	Hour	3,525	3,633	1,674	1,717
Environmental Protection	Unit	2018	2019	2020	2021
Annual number of trees planted	-	19,654	20,111	21,040	21,864
USI Corporate Forest	-	14,000	14,000	14,000	14,000
USI Employee Forest	-	5,654	6,111	7,040	7,864
Annual area of trees planted	Ha	12.83	13.44	14.14	9.51
Cumulative number of trees planted	-	44,818	64,929	85,969	107,833
Cumulative area of trees planted	Ha	39.62	53.06	67.20	76.71
Weight of coastal trash picked	Kg	1,283.96	486.30	49.00	335.2
Pieces of coastal trash picked	-	21,462	1,395	3,653	2,705
Rural Revitalization	Unit	2018	2019	2020	2021
Number of programs invested	-	5	6	6	5
Number of students assisted	-	791	964	1,001	1,050
Amount invested in targeted programs	K CNY	904	685	1,362	216



Investing in Education	Unit	2018	2019	2020	2021
Cumulative number of Philanthropic Library boxes donated	Box	605	645	685	725
Number of people engaged in Parent-Child Reading Activity	-	106	136	100	119
Number of interns	-	41	93	754	1,415
Local Procurement	Unit	2018	2019	2020	2021
Global	%	22	18	37	39
Mexico	%	30	25	19	12
Taiwan	%	43	42	30	29
Mainland China	%	16	14	38	43
Supplier Sustainability Evaluation	Unit	2018	2019	2020	2021
Number of suppliers evaluated with sustainability metrics	-	382	515	576	419
Percentage of suppliers that completed Supplier Sustainability Assessment Questionnaire	%	71	70	70	73
Number of suppliers and contractors on-site audited with sustainability metrics	-	75	80	76	83
Supplier Communication	Unit	2018	2019	2020	2021
Number of suppliers attending Sustainable Supply Chain Briefing	-	287	222	120	276
Conflict Minerals	Unit	2018	2019	2020	2021
Number of suppliers that completed due diligence (CMRT survey)	-	379	352	359	416
Percentage of target suppliers completing the conflict-free minerals	%	100	100	100	100



Governance

Financial Performance	Unit	2018	2019	2020	2021
Operating revenue	K CNY	33,550,275.0	37,204,188.4	47,696,228.2	55,299,654.8
Taxes ⁽¹⁾	K CNY	398,032.3	352,271.7	397,576.8	618,989.5
Research and Patents	Unit	2018	2019	2020	2021
Share of R&D personnel of total workforce	%	6.2	6.8	6.7	9.4
Amount invested in R&D	M CNY	1,312	1,373	1,576	1,641
R&D intensity	%	3.91	3.69	3.31	2.97
Number of patents accumulated	-	589	628	660	696
Continuous Improvement	Unit	2018	2019	2020	2021
Number of improvement proposals	-	356	275	319	304
Cost saved	K CNY	83,576	92,628	76,951	78,756
Customer Service and Satisfaction	Unit	2018	2019	2020	2021
On-time delivery	%	98.5	99.0	99.0	99.5
Customer satisfaction	%	82	83	84	84

Note 1. 2019 & 2020 data were adjusted by the accountant



Board of Directors	Unit	
Number of Directors on the Board	-	9
Independent Directors	-	3
Percentage of Independent Directors	%	33.3
Strategic Committee	Unit	
Number of committee members	-	5
Number of Independent Directors in the committee	-	1
Percentage of Independent Directors	%	20.0
Audit Committee	Unit	
Number of committee members	-	5
Number of Independent Directors in the committee	-	3
Percentage of Independent Directors	%	60.0

Compensation Committee	Unit	
Number of committee members	-	5
Number of Independent Directors in the committee	-	3
Percentage of Independent Directors	%	60.0
Nomination Committee	Unit	
Number of committee members	-	5
Number of Independent Directors in the committee	-	3
Percentage of Independent Directors	%	60.0
Board of Supervisors	Unit	
Number of board members	-	3
Number of employees on the board of supervisors	-	1
Percentage of employees	%	33.3