



ESG Key Performance Data

Environmental

| Renewable Energy Use Percentage ⁽¹⁾ | Unit | 2019 | 2020 | 2021 | 2022 |
|--|---------------------------------|------------|---------------|---------------|---------------|
| USI Group | % | 82.7 | 79.6 | 80.3 | 81.6 |
| Mainland China Facilities | % | 100 | 100 | 100 | 100 |
| Mexico Facility | % | 10 | 21 | 31 | 50 |
| Nantou Facility | % | 0 | 0 | 0 | 0 |
| GHG Emissions | Unit | 2019 | 2020 | 2021 | 2022 |
| Scope 1 | metric tonnes CO ₂ e | 8,438.84 | 6,802.39 | 4,592.71 | 5,385.74 |
| Scope 2 | metric tonnes CO ₂ e | 168,730.49 | 184,225.84 | 201,538.85 | 215,510.73 |
| Scope 3 | metric tonnes CO ₂ e | 22,623.67 | 16,722,053.37 | 12,980,878.70 | 10,473,941.30 |
| Water Resource Management | Unit | 2019 | 2020 | 2021 | 2022 |
| Water withdrawal | ML | 681.848 | 803.690 | 861.887 | 1,068.173 |
| Recycled water | ML | 155.058 | 179.145 | 236.972 | 307.539 |
| Recycling rate | % | 22.7 | 22.3 | 27.5 | 28.8 |
| Waste Management | Unit | 2019 | 2020 | 2021 | 2022 |
| Hazardous waste generated | metric tonnes | 696.641 | 783.065 | 967.233 | 1,006.243 |
| Non-hazardous waste generated | metric tonnes | 7,813.671 | 7,805.962 | 8,766.093 | 9,835.675 |
| Non-hazardous waste recycled | metric tonnes | 7,067.916 | 7,079.345 | 8,115.463 | 9,097.263 |
| Non-hazardous waste recycling rate | % | 90.46 | 90.69 | 92.58 | 92.49 |

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



| Environmental Expenditures | Unit | 2019 | 2020 | 2021 | 2022 |
|----------------------------|------|------------|------------|------------|------------|
| Total | CNY | 23,179,611 | 28,131,112 | 25,989,443 | 29,912,628 |
| Operating cost | CNY | 11,428,159 | 15,177,012 | 12,176,028 | 12,634,136 |
| Upstream/downstream cost | CNY | 516,463 | 854,709 | 1,058,487 | 862,255 |
| Management overhead | CNY | 10,806,289 | 11,880,177 | 12,464,402 | 16,237,399 |
| Social activities cost | CNY | 428,700 | 219,214 | 290,527 | 178,839 |

Social

| Talent Attraction and Retention | Unit | 2019 | 2020 | 2021 | 2022 |
|---|------|--------|--------|--------|--------|
| Number of employees | - | 18,267 | 17,486 | 18,081 | 16,660 |
| Male employees | - | 9,866 | 9,426 | 9,938 | 9,271 |
| Female employees | - | 8,401 | 8,060 | 8,143 | 7,389 |
| Percentage of females in total workforce | % | 46.0 | 46.1 | 45.0 | 44.4 |
| Employees in senior management positions (director and above) | - | 133 | 132 | 199 | 213 |
| Female employees in senior management | - | 17 | 17 | 35 | 41 |
| Percentage of females in senior management positions | % | 12.8 | 12.9 | 17.6 | 19.2 |
| Employees in management positions | - | 1,046 | 1,082 | 1,091 | 1,061 |
| Female employees in management | - | 243 | 255 | 247 | 245 |
| Percentage of females in management positions | % | 23.2 | 23.6 | 22.6 | 23.1 |
| IDL employees promoted | - | 1,086 | 868 | 920 | 745 |
| Female IDL employees promoted | - | 379 | 310 | 319 | 278 |
| Employees with disabilities | - | 79 | 73 | 83 | 83 |

| Talent Attraction and Retention | Unit | 2019 | 2020 | 2021 | 2022 |
|--|-------|-----------|-----------|-----------|-----------|
| Average age of employees | year | 30.5 | 31.6 | 31.7 | 33.0 |
| Average number of years employees worked in USI | year | 4.6 | 4.7 | 4.8 | 5.2 |
| Employee turnover rate | % | 44.2 | 33.7 | 38.7 | 28.8 |
| Ratio of DL entry level wage compared to local minimum wage | - | 1.00~1.13 | 1.00~1.10 | 1.00~1.08 | 1.00~1.09 |
| Employee engagement score | % | 77 | - | 84 | - |
| Return to work rate of employees that took parental leave | % | 73 | 100 | 68 | 68 |
| Retention rate of employees that took parental leave | % | 100 | 100 | 79 | 47 |
| Training & Talent Development | Unit | 2019 | 2020 | 2021 | 2022 |
| Employees that complete the internal lecturer training program | - | 608 | 833 | 867 | 1,118 |
| Female internal lecturers | - | 194 | 247 | 287 | 344 |
| Total cost of employee training and development | M CNY | 7.3 | 4.2 | 28.9 | 17.1 |
| Coverage of employee training | % | 100 | 100 | 100 | 100 |
| Average training per employee | hour | 22.6 | 31.0 | 30.7 | 28.8 |
| Employees supported to take advanced studies | - | 15 | 43 | 73 | 24 |
| Human Rights | Unit | 2019 | 2020 | 2021 | 2022 |
| Average human rights training per employee | hour | 1.1 | 1.4 | 1.1 | 1.4 |
| Labor contract signage rate | % | 100 | 100 | 100 | 100 |
| Number of employee symposiums | - | 294 | 216 | 116 | 140 |
| Employees in unions | - | 4,435 | 5,900 | 6,350 | 5,901 |
| Percentage of union labor in workforce | % | 24.3 | 33.7 | 35.1 | 35.4 |



| Occupational Health and Safety | Unit | 2019 | 2020 | 2021 | 2022 |
|--|---------|-----------|-----------|-----------|-----------|
| Incidences of occupational disease | - | 1 | 0 | 0 | 0 |
| Work-related fatalities | - | 0 | 0 | 0 | 0 |
| Amount invested in safety production | M CNY | 150 | 166 | 159 | 184 |
| Number of emergency drills conducted | - | 52 | 58 | 32 | 30 |
| Number of health and well-being activities held | - | 38 | 53 | 42 | 51 |
| Number of participants in health and well-being activities | - | 4,447 | 13,701 | 13,028 | 8,611 |
| Number of doctor consultations held | session | 19,169 | 9,692 | 18,519 | 30,211 |
| Total hours consulted | hour | 13,455 | 9,140 | 9,558 | 9,777 |
| Social Involvement | Unit | 2019 | 2020 | 2021 | 2022 |
| Total amount of social involvement | CNY | 6,269,375 | 5,970,377 | 3,826,752 | 5,281,086 |
| Investing in Education | CNY | 1,521,946 | 1,259,165 | 1,713,707 | 2,205,556 |
| Contributing to Society | CNY | 2,175,354 | 2,769,476 | 489,454 | 1,015,895 |
| Conserving the Environment | CNY | 468,147 | 433,558 | 451,281 | 423,275 |
| Promoting Arts & Culture | CNY | 1,053,759 | 1,087,534 | 829,772 | 1,188,091 |
| External Participation | CNY | 1,050,169 | 420,645 | 342,538 | 448,269 |
| Number of employees engaged in social activities | - | 536 | 1,412 | 314 | 701 |
| Number of hours volunteered | hour | 3,633 | 1,674 | 1,717 | 2,047 |
| Environmental Protection | Unit | 2019 | 2020 | 2021 | 2022 |
| Annual number of trees planted | - | 20,111 | 21,040 | 21,864 | 22,381 |
| USI Corporate Forest | - | 14,000 | 14,000 | 14,000 | 14,000 |
| USI Employee Forest | - | 6,111 | 7,040 | 7,864 | 8,381 |
| Annual area of trees planted | Ha | 13.44 | 14.14 | 9.51 | 9.65 |

| Environmental Protection | Unit | 2019 | 2020 | 2021 | 2022 |
|---|-------|--------|--------|---------|---------|
| Cumulative number of trees planted | - | 64,929 | 85,969 | 107,833 | 130,214 |
| Cumulative area of trees planted | Ha | 53.06 | 67.20 | 76.71 | 86.36 |
| Weight of coastal/stream trash picked | Kg | 486.30 | 49.00 | 335.20 | 200.00 |
| Rural Revitalization | Unit | 2019 | 2020 | 2021 | 2022 |
| Number of programs invested | - | 6 | 6 | 5 | 5 |
| Number of students assisted | - | 964 | 1,001 | 1,050 | 1,838 |
| Amount invested in targeted programs | K CNY | 685 | 1,362 | 216 | 818 |
| Investing in Education | Unit | 2019 | 2020 | 2021 | 2022 |
| Cumulative number of Philanthropic Library boxes donated | box | 645 | 685 | 725 | 767 |
| Number of people engaged in Parent-Child Reading Activity | - | 136 | 100 | 119 | 111 |
| Number of students benefiting from industrial-academic partnerships | - | 93 | 754 | 1,415 | 660 |
| Local Procurement | Unit | 2019 | 2020 | 2021 | 2022 |
| Global | % | 18 | 37 | 39 | 43 |
| Mexico | % | 25 | 19 | 12 | 5 |
| Taiwan | % | 42 | 30 | 29 | 30 |
| Mainland China | % | 14 | 38 | 43 | 50 |
| Supplier Sustainability Evaluation | Unit | 2019 | 2020 | 2021 | 2022 |
| Number of suppliers evaluated with sustainability metrics | - | 515 | 576 | 419 | 525 |
| Percentage of suppliers that completed Supplier Sustainability Assessment Questionnaire | % | 70 | 70 | 73 | 73 |
| Number of suppliers and contractors on-site audited with sustainability metrics | - | 80 | 76 | 83 | 81 |
| Supplier Communication | Unit | 2019 | 2020 | 2021 | 2022 |
| Number of suppliers that attended the Sustainable Supply Chain Seminar/Webinar | - | 222 | 120 | 276 | 342 |



| Conflict Minerals | Unit | 2019 | 2020 | 2021 | 2022 |
|--|------|------|------|------|------|
| Number of suppliers that completed due diligence (CMRT survey) | - | 352 | 359 | 416 | 199 |
| Percentage of target suppliers completing the conflict-free minerals | % | 100 | 100 | 100 | 100 |

Governance

| Financial Performance | Unit | 2019 | 2020 | 2021 | 2022 |
|---|-------|--------------|--------------|--------------|--------------|
| Operating revenue | K CNY | 37,204,188.4 | 47,696,228.2 | 55,299,654.8 | 68,516,076.0 |
| Operating cost | K CNY | 33,499,411.1 | 42,710,970.3 | 49,981,479.2 | 61,327,074.5 |
| Operating profit | K CNY | 1,422,151.4 | 1,961,650.8 | 2,131,813.5 | 3,460,804.0 |
| Total profit | K CNY | 1,432,763.0 | 1,973,563.1 | 2,138,858.9 | 3,477,195.2 |
| Net profit | K CNY | 1,260,107.6 | 1,733,565.2 | 1,856,693.0 | 3,059,989.8 |
| Government subsidies | K CNY | 52,011.8 | 76,779.5 | 50,678.1 | 56,144.7 |
| Taxes | K CNY | 352,271.7 | 397,576.8 | 618,989.5 | 897,547.9 |
| Earnings per share | CNY | 0.58 | 0.80 | 0.85 | 1.40 |
| Research and Patents | Unit | 2019 | 2020 | 2021 | 2022 |
| Share of R&D personnel of total workforce | % | 6.8 | 6.7 | 9.4 | 11.5 |
| Amount invested in R&D | M CNY | 1,373 | 1,576 | 1,641 | 2,034 |
| R&D intensity | % | 3.69 | 3.31 | 2.97 | 2.97 |
| Share of ecological designed product of total revenue | % | 82.6 | 86.5 | 92.1 | 82.4 |
| Number of patents accumulated | - | 628 | 660 | 696 | 740 |
| Smart Manufacturing | Unit | 2019 | 2020 | 2021 | 2022 |
| Saving benefits | K CNY | 91,231 | 142,388 | 208,247 | 295,439 |



| Continuous Improvement | Unit | 2019 | 2020 | 2021 | 2022 |
|---|-------|--------|--------|--------|---------|
| Number of improvement proposals | - | 277 | 319 | 340 | 360 |
| Cost saved | K CNY | 92,628 | 76,951 | 78,756 | 119,251 |
| Customer Relationship | Unit | 2019 | 2020 | 2021 | 2022 |
| Customer satisfaction score | - | 83.8 | 84.1 | 84.1 | 84.2 |
| Satisfied customers | % | 82 | 93 | 86 | 93 |
| Percentage of revenue covered by customer surveys | % | 93 | 93 | 89 | 100 |

| 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 |