



ESG Key Performance Data

Environmental

Renewable Energy Use	Unit	2020	2021	2022	2023
USI Group	%	79.6	80.3	81.6	81.7
Mainland China Facilities	%	100	100	100	100
Mexico Facility	%	21	31	50	100
Vietnam Facility	%	-	-	-	100
Nantou Facility	%	0	0	0	0
GHG Emissions	Unit	2020	2021	2022	2023
Scope 1	metric tonnes CO ₂ e	6,802.39	4,592.71	5,385.74	5,265.23
Scope 2	metric tonnes CO ₂ e	184,225.84	201,538.85	215,510.73	202,570.24
Scope 3	metric tonnes CO ₂ e	16,722,053.37	12,980,878.70	10,473,941.30	7,883,729.04
Water Resource Management ⁽¹⁾	Unit	2020	2021	2022	2023
Water withdrawal	ML	803.690	861.887	1,068.173	1,028.620
Recycled water	ML	179.145	236.972	307.539	232.938
Recycling rate	%	22.3	27.5	28.8	22.6
Waste Management	Unit	2020	2021	2022	2023
Hazardous waste generated	metric tonnes	783.065	967.233	1,006.243	790.359
Non-hazardous waste generated	metric tonnes	7,805.962	8,766.093	9,835.675	11,586.338
Non-hazardous waste recycled	metric tonnes	7,079.345	8,115.463	9,097.263	10,599.595
Non-hazardous waste recycling rate	%	90.69	92.58	92.49	91.48

Note:

1. In 2023, both the water withdrawal and recycling rate proportionally decreased with the Company's revenue slight decline.



Environmental Expenditures	Unit	2020	2021	2022	2023
Total	CNY	28,131,112	25,989,443	29,912,628	47,496,006
Operating cost	CNY	15,177,012	12,176,028	12,634,136	27,857,337
Upstream/downstream cost	CNY	854,709	1,058,487	862,255	262,200
Management overhead	CNY	11,880,177	12,464,402	16,237,399	18,599,286
Social activities cost	CNY	219,214	290,527	178,839	777,183

Social

Talent Attraction and Retention	Unit	2020	2021	2022	2023
Number of employees	-	17,486	18,081	16,660	17,031
Male	-	9,426	9,938	9,271	9,133
Female	-	8,060	8,143	7,389	7,898
Percentage of females in total workforce	%	46.1	45.0	44.4	46.4
Employees in senior management positions (director and above)	-	132	199	213	219
Female employees in senior management	-	17	35	41	44
Percentage of females in senior management positions	%	12.9	17.6	19.2	20.1
Employees in management positions	-	1,082	1,091	1,061	1,113
Female employees in management	-	255	247	245	263
Percentage of females in management positions	%	23.6	22.6	23.1	23.6
IDL employees promoted	-	868	920	745	834
Female IDL employees promoted	-	310	319	278	320
Employees with disabilities	-	73	83	83	101



Talent Attraction and Retention	Unit	2020	2021	2022	2023
Average employee age	year	31.6	31.7	33.0	33.8
Average employee tenure	year	4.7	4.8	5.2	5.4
Employee turnover rate	%	33.7	38.7	28.8	29.7
Ratio of DL entry level wage compared to local minimum wage	-	1.00~1.10	1.00~1.08	1.00~1.09	1.00~2.51
Employee engagement score	%	-	84	-	80
Return to work rate of employees that took parental leave	%	100	68	68	79
Retention rate of employees that took parental leave	%	100	79	47	87
Talent Development	Unit	2020	2021	2022	2023
Employees that complete the internal lecturer training program	-	833	867	1,118	1,129
Female internal lecturers	-	247	287	344	352
Total cost of employee training and development	M CNY	4.2	28.9	17.1	10.4
Coverage of employee training	%	100	100	100	100
Average training per employee	hour	31.0	30.7	28.8	24.5
Employees supported to take advanced studies	-	43	73	24	155
Human Rights	Unit	2020	2021	2022	2023
Average human rights training per employee	hour	1.4	1.1	1.4	1.0
Labor contract signage rate	%	100	100	100	100
Number of employee symposiums	-	216	116	140	167
Employees in unions	-	5,900	6,350	5,901	6,887
Percentage of union labor in workforce	%	33.7	35.1	35.4	40.4



Occupational Health and Safety	Unit	2020	2021	2022	2023
Incidences of occupational disease	-	0	0	0	0
Work-related fatalities	-	0	0	0	0
Amount invested in safety production	M CNY	166	159	184	197
Number of emergency drills conducted	-	58	32	30	36
Number of health and well-being activities held	-	53	42	51	40
Number of participants in health and wellbeing activities	-	13,701	13,028	8,611	10,705
Number of doctor consultations held	-	9,692	18,519	30,211	14,856
Total hours consulted	hour	9,140	9,558	9,777	9,720
Social Involvement	Unit	2020	2021	2022	2023
Total amount of social involvement	CNY	5,970,377	3,826,752	5,281,086	9,248,749
Investing in Education	CNY	1,259,165	1,713,707	2,205,556	4,960,776
Contributing to Society	CNY	2,769,476	489,454	1,015,895	306,252
Conserving the Environment	CNY	433,558	451,281	423,275	696,683
Promoting Arts & Culture	CNY	1,087,534	829,772	1,188,091	2,834,620
External Participation	CNY	420,645	342,538	448,269	450,417
Number of employees engaged in social activities	-	1,412	314	701	535
Number of hours volunteered	hour	1,674	1,717	2,047	3,645
Environmental Protection	Unit	2020	2021	2022	2023
Annual number of trees planted	-	21,040	21,864	22,381	21,268
USI Corporate Forest	-	14,000	14,000	14,000	14,000
USI Employee Forest	-	7,040	7,864	8,381	7,268
Annual area of trees planted	ha	14.14	9.51	12.04	9.16



Environmental Protection	Unit	2020	2021	2022	2023
Cumulative number of trees planted	-	85,969	107,833	130,214	151,482
Cumulative area of trees planted	ha	67.20	76.71	86.36	97.91
Weight of trash picked or reduced	kg	49.00	335.20	200.00	35,040.00
Rural Revitalization	Unit	2020	2021	2022	2023
Number of programs invested	-	6	5	5	6
Number of students assisted	-	1,001	1,050	1,838	2,732
Amount invested in targeted programs	K CNY	1,362	216	818	531
Investing in Education	Unit	2020	2021	2022	2023
Cumulative number of Philanthropic Library boxes donated	box	685	725	767	807
Number of people engaged in Parent-Child Reading Activity	-	100	119	111	67
Number of students benefiting from industrial-academic partnerships	-	754	1,415	660	679
Local Procurement	Unit	2020	2021	2022	2023
Global	%	37	39	43	40
Mexico	%	19	12	5	6
Taiwan	%	30	29	30	28
Mainland China	%	38	43	50	51
Southeast Asia	%	-	-	3	4
Supplier Sustainability Evaluation	Unit	2020	2021	2022	2023
Number of suppliers evaluated with sustainability metrics	-	576	419	525	456
Percentage of suppliers that completed the SSAQ	%	70	73	73	76
Number of suppliers and contractors on-site audited with sustainability metrics	-	76	83	81	99
Supplier Communication	Unit	2020	2021	2022	2023
Number of suppliers that attended the Sustainable Supply Chain Seminar/Webinar	-	120	276	342	507



Conflict Minerals	Unit	2020	2021	2022	2023
Number of suppliers that completed due diligence (CMRT survey)	-	359	416	199	219
Percentage of target suppliers that completed the conflict-free minerals survey	%	100	100	100	100

Governance

Financial Performance	Unit	2020	2021	2022	2023
Operating revenue	K CNY	47,696,228.2	55,299,654.8	68,516,076.0	60,791,909.5
Operating cost	K CNY	42,710,970.3	49,981,479.2	61,327,074.5	54,939,136.5
Operating profit	K CNY	1,961,650.8	2,131,813.5	3,460,804.0	2,177,678.2
Total profit	K CNY	1,973,563.1	2,138,858.9	3,477,195.2	2,189,687.9
Net profit	K CNY	1,733,565.2	1,856,693.0	3,059,989.8	1,949,709.1
Government subsidies	K CNY	76,779.5	50,678.1	56,144.7	89,396.5
Taxes	K CNY	397,576.8	618,989.5	897,547.9	963,297.4
Earnings per share	CNY	0.80	0.85	1.40	0.89
Research and Patents	Unit	2020	2021	2022	2023
Share of R&D personnel of total workforce	%	6.7	9.4	11.5	12.2
Amount invested in R&D	M CNY	1,576	1,641	2,034	1,807
R&D intensity	%	3.31	2.97	2.97	2.97
Number of patents accumulated	-	660	696	740	801
Green Products	Unit	2020	2021	2022	2023
Annual product energy efficiency	GWh	4.14	95.75	22.02	7,108.28
Revenue ratio of eco-designed product	%	86.5	92.1	82.4	81.4
Number of inventoried LCA products	-	-	1	28	33



Smart Manufacturing	Unit	2020	2021	2022	2023
Number of introduced projects	-	-	33	70	62
Saving benefits	M CNY	142	208	295	300
Continuous Improvement	Unit	2020	2021	2022	2023
Amount of carbon reduced from CIP key projects	metric tonnes CO ₂ e	-	819	1,316	2,877
Number of improvement proposals	-	319	340	360	458
Cost saved	M CNY	77	79	119	109
Customer Relations	Unit	2020	2021	2022	2023
Customer satisfaction score	-	84.1	84.1	84.2	84.5
Satisfied customers	%	93	86	93	95
Percentage of revenue covered by customer surveys	%	93	89	100	100

Board of Directors	Unit	
Number of board directors ⁽¹⁾	-	11
Independent directors	-	4
Percentage of independent directors	%	36.4
Strategy and Sustainability Committee	Unit	
Number of committee members	-	7
Number of independent directors in the committee	-	2
Percentage of independent directors	%	28.6
Audit Committee	Unit	
Number of committee members	-	5
Number of independent directors in the committee	-	3
Percentage of independent directors	%	60.0

Note:

1. Two new directors were added in 2024, of which one of the new directors is independent.

Remuneration Committee	Unit	
Number of committee members	-	5
Number of independent directors in the committee	-	4
Percentage of independent directors	%	80.0
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