



Sustainable Issue Performance and Targets



Material Issue



Achieved



Not Achieved

Management Purpose	KPI	2023 Target	2023 Performance	Status	2024 Target	2028 Target
Management Approach: Strengthen employee awareness of the Company's and customer's information asset protection responsibilities, construct a safe and convenient information network environment to protect employees from internal and external cybersecurity threats. Evaluation Mechanism: Grade cybersecurity incidents according to tolerable downtime of critical systems through the Information Security Steering Committee and adopt countermeasures to avoid damage expansion.						
Cybersecurity Management						
Establish a holistic cybersecurity system and ensure its effectiveness	▶ Major cybersecurity incidents	▶ No major cybersecurity incidents	▶ 0 major cybersecurity incidents		▶ No major cybersecurity incidents	▶ No major cybersecurity incidents
Management Approach: Identify risk events and factors, evaluate, and adopt proper countermeasures, convert risk management actions to the organization strategies to ensure sustainable management and achieve business operational goals. Evaluation Mechanism: Ensure compliance through Risk Management Committee's annual review USI internal control and audit system, and conduct annual risk drills by business continuity management mechanism.						
Enterprise Risk Management/ Business Continuity						
Achieve sustainable business continuity through risk management	▶ Follow ISO 31000 management principles and guidelines	▶ Introduce ISO 31000 to Huizhou Facility	▶ Introduced ISO 31000 to Huizhou Facility		▶ Introduce ISO 31000 to Suzhou Facility	▶ Introduce ISO 31000 to North America Facilities
	▶ Follow ISO 22301 management principles and guidelines	▶ Implement ISO 22301 in Mainland China Facilities	▶ Implemented ISO 22301 in Zhangjiang, Huizhou, and Kunshan Facilities		▶ Implement ISO 22301 in Vietnam Facility	▶ Implement ISO 22301 in North America Facilities
Regulatory Compliance/Data Privacy						
Ensure compliance with applicable laws and regulations and avoid violations	▶ USI Regulation Compliance training completion rate	▶ 90% training completion rate	▶ 90% training completion rate		▶ 95% training completion rate	▶ 99% training completion rate
Business Ethics						
Prevent corruption and bribery	▶ USI Code of Conduct or Sunshine Conduct Policy training completion rate	▶ 100% training completion rate	▶ 100% training completion rate of USI Code of Conduct		▶ 100% training completion rate	▶ 100% training completion rate