



Sustainable Issue Performance and Targets



Material Issue



Achieved



Not Achieved

Management Purpose	KPI	2023 Target	2023 Performance	Status	2024 Target	2028 Target
Cybersecurity Management 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.						
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
Enterprise Risk Management/ Business Continuity 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.						
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