

ESG Key Performance Data

Environmental

Renewable Energy Use Percentage	Unit	2021	2022	2023	2024
USI Group	%	80.3	81.6	81.7	83.4
Mainland China Facilities	%	100	100	100	100
Mexico Facility	%	31	50	100	100
Vietnam Facility	%	-	-	100	100
Nantou Facility	%	0	0	0	6
GHG Emissions	Unit	2021	2022	2023	2024
Scope 1	metric tonnes CO ₂ e	4,592.71	5,385.74	5,265.23	4,476.85
Scope 2	metric tonnes CO ₂ e	201,538.85	215,510.73	202,570.24	158,496.83
Scope 3 ⁽¹⁾	metric tonnes CO ₂ e	13,652,135.58	11,521,990.32	8,764,066.55	13,188,624.96
Water Resource Management	Unit	2021	2022	2023	2024
Water withdrawal	ML	861.887	1,068.173	1,028.620	1,024.702
Recycled water	ML	236.972	307.539	232.938	260.242
Recycling rate	%	27.5	28.8	22.6	25.4
Waste Management	Unit	2021	2022	2023	2024
Hazardous waste generated	metric tonnes	967.233	1,006.243	790.359	833.189
Non-hazardous waste generated	metric tonnes	8,766.093	9,835.675	11,586.338	15,679.655
Non-hazardous waste recycled	metric tonnes	8,115.463	9,097.263	10,599.595	14,758.800
Non-hazardous waste recycling rate	%	92.58	92.49	91.48	94.13

Note:

1. Scope 3 emissions for 2021 to 2023 have been restated following a recalibration of the data scope to include 'use of sold products' and 'end-of-life treatment of sold products'. The 2024 emissions figure increased, supported by the strategic procurement of inventory.

Environmental Expenditures	Unit	2021	2022	2023	2024
Total	CNY	25,989,443	29,912,628	47,496,006	42,551,852
Operating cost	CNY	12,176,028	12,634,136	27,857,337	26,403,041
Upstream/downstream cost	CNY	1,058,487	862,255	262,200	421,888
Management overhead	CNY	12,464,402	16,237,399	18,599,286	15,327,772
Social activities cost	CNY	290,527	178,839	777,183	399,151
Green Products	Unit	2021	2022	2023	2024
Annual product energy efficiency	GWh	95.75	22.02	7,108.28	152
Revenue ratio of eco-design products	%	92.1	82.4	81.4	80.0
Number of LCA products inventoried	-	1	28	33	110

Social

Talent Attraction and Retention	Unit	2021	2022	2023	2024
Number of employees	-	18,081	16,660	17,031	14,998
Male	-	9,938	9,271	9,133	8,200
Female	-	8,143	7,389	7,898	6,798
Percentage of females in total workforce	%	45.0	44.4	46.4	45.3
Employees in senior management positions (director and above)	-	199	213	219	231
Female employees in senior management	-	35	41	44	46
Percentage of females in senior management positions	%	17.6	19.2	20.1	19.9
Employees in management positions	-	1,091	1,061	1,113	1,096
Female employees in management	-	247	245	263	268
Percentage of females in management positions	%	22.6	23.1	23.6	24.5
IDL employees promoted	-	920	745	834	837
Female IDL employees promoted	-	319	278	320	315

Talent Attraction and Retention	Unit	2021	2022	2023	2024
Employees with disabilities	-	83	83	101	116
Average age of employees	year	31.7	33.0	33.8	35.5
Average number of years employees worked in USI	year	4.8	5.2	5.4	6.6
Employee turnover rate	%	38.7	28.8	29.7	21.6
Ratio of DL entry level wage compared to local minimum wage	-	1.00~1.08	1.00~1.09	1.00~2.51	1.00~1.37
Employee engagement score	%	84	-	80	-
Return to work rate of employees that took parental leave	%	68	68	79	100
Retention rate of employees that took parental leave	%	79	47	87	87
Training and Talent Development	Unit	2021	2022	2023	2024
Employees that complete the internal lecturer training program	-	867	1,118	1,129	1,042
Female internal lecturers	-	287	344	352	383
Total cost of employee training and development	M CNY	28.9	17.1	10.4	7.1
Coverage of employee training	%	100	100	100	100
Average training per employee	hour	30.7	28.8	24.5	26.4
Employees supported to take advanced studies	-	73	24	155	107
Human Rights	Unit	2021	2022	2023	2024
Average human rights training per employee	hour	1.1	1.4	1.0	1.1
Labor contract signage rate	%	100	100	100	100
Number of employee symposiums	-	116	140	167	139
Employees in unions	-	6,350	5,901	6,887	6,607
Percentage of union labor in workforce	%	35.1	35.4	40.4	44.1

Occupational Health and Safety	Unit	2021	2022	2023	2024
Incidences of occupational disease	-	0	0	0	0
Work-related fatalities	-	0	0	0	0
Amount invested in safety production	M CNY	159	184	197	217
Number of emergency drills conducted	-	32	30	36	41
Number of health and well-being activities held	-	42	51	40	63
Number of participants in health and wellbeing activities	-	13,028	8,611	10,705	6,554
Number of doctor consultations held	-	18,519	30,211	14,856	13,902
Total hours consulted	hour	9,558	9,777	9,720	9,231
Social Involvement	Unit	2021	2022	2023	2024
Total amount of social involvement	CNY	3,826,752	5,281,086	9,248,749	9,548,459
Investing in Education	CNY	1,713,707	2,205,556	4,960,776	6,061,126
Contributing to Society	CNY	489,454	1,015,895	306,252	395,842
Conserving the Environment	CNY	451,281	423,275	696,683	753,805
Promoting Arts & Culture	CNY	829,772	1,188,091	2,834,620	1,700,169
External Participation	CNY	342,538	448,269	450,417	637,517
Number of employees engaged in social activities	-	314	701	535	968
Number of hours volunteered	hour	1,717	2,047	3,645	4,844
Environmental Protection	Unit	2021	2022	2023	2024
Annual number of trees planted	-	21,864	22,381	21,268	14,783
USI Corporate Forest	-	14,000	14,000	14,000	14,501
USI Employee Forest	-	7,864	8,381	7,268	282
Annual area of trees planted	Ha	9.51	12.04	9.16	7.21

Environmental Protection	Unit	2021	2022	2023	2024
Cumulative number of trees planted	-	107,833	130,214	151,482	166,265
Cumulative area of trees planted	Ha	76.71	86.36	97.91	105.12
Weight of coastal/stream trash picked	Kg	335.20	200.00	35,040.00	865.00
Rural Revitalization	Unit	2021	2022	2023	2024
Number of programs invested	-	5	5	6	6
Number of students assisted	-	1,050	1,838	2,732	2,803
Amount invested in targeted programs	K CNY	216	818	531	523
Investing in Education	Unit	2021	2022	2023	2024
Cumulative number of Philanthropic Library boxes donated	box	725	767	807	847
Number of people engaged in Parent-Child Reading Activity	-	119	111	67	56
Number of students benefiting from industrial-academic partnerships	-	1,415	660	679	1,447
Local Procurement	Unit	2021	2022	2023	2024
Global	%	39	43	40	41
Mexico	%	12	5	6	7
Taiwan	%	29	30	28	26
Mainland China	%	43	50	51	51
Southeast Asia	%	-	3	4	4
Supplier Sustainability Evaluation	Unit	2021	2022	2023	2024
Number of suppliers evaluated with sustainability metrics	-	419	525	456	469
Percentage of suppliers that completed the SSAQ	%	73	73	76	76
Number of suppliers and contractors on-site audited with sustainability metrics	-	83	81	99	108
Supplier Communication	Unit	2021	2022	2023	2024
Number of suppliers that attended the Sustainable Supply Chain Seminar/Webinar	-	276	342	507	529

Conflict Minerals	Unit	2021	2022	2023	2024
Number of suppliers that completed due diligence (CMRT survey)	-	416	199	219	241
Percentage of target suppliers completing the conflict-free minerals	%	100	100	100	100

Governance

Financial Performance	Unit	2021	2022	2023	2024
Operating revenue	M CNY	55,299.65	68,516.08	60,791.91	60,690.65
Operating cost	M CNY	49,981.48	61,327.07	54,939.14	54,929.61
Operating profit	M CNY	2,131.81	3,460.80	2,177.68	1,872.48
Total profit	M CNY	2,138.86	3,477.20	2,189.69	1,853.82
Net profit	M CNY	1,856.69	3,059.99	1,949.71	1,644.17
Government subsidies	M CNY	50.68	56.14	89.40	59.89
Taxes	M CNY	618.99	897.55	963.30	826.56
Earnings per share	CNY	0.85	1.40	0.89	0.76
Research and Patents	Unit	2021	2022	2023	2024
Share of R&D personnel of total workforce	%	9.4	11.5	12.2	13.2
Amount invested in R&D	M CNY	1,641.36	2,034.46	1,807.20	1,907.55
R&D intensity	%	2.97	2.97	2.97	3.14
Number of patents accumulated	-	696	740	801	756
Smart Manufacturing	Unit	2021	2022	2023	2024
Number of introduced projects	-	33	70	62	68
Saving benefits	M CNY	208.25	295.44	299.71	310.38

Continuous Improvement	Unit	2021	2022	2023	2024
Amount of carbon reduced from CIP key projects	metric tonnes CO ₂ e	819	1,316	2,877	2,543
Number of improvement proposals	-	340	360	458	451
Cost saved	M CNY	78.76	119.25	108.74	120.26
Customer Relations	Unit	2021	2022	2023	2024
Customer satisfaction score	-	84.1	84.2	84.5	87.1
Satisfied customers	%	86	93	95	99
Percentage of revenue covered by customer surveys	%	89	100	100	100

Board of Directors	Unit	
Number of board directors	-	11
Independent directors ⁽¹⁾	-	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. Independent directors include three female directors.

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