

# Appendix

## Contributions to the SDGs



- Invested in **6** rural revitalization programs, benefiting **2,803** students.
- USI provides pension insurance and elder insurance in accordance with the retirement laws and regulations of each business location, USI has allocated CNY **257,070,316** in total for the retirement programs.



- Donated **240** Chinese New Year's Eve dinners to disadvantaged lonely elders to spread warmth and cheer.



- Held **63** health activities, such as blood donation, weight-loss competition, and bone density testing with **6,554** participants.
- Provide medical and emergency support for unexpected or sudden illnesses for employees stationed overseas or on business trips.



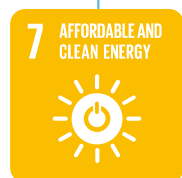
- Donated a cumulative total of **847** boxes of books to the Philanthropic Libraries for 20 years running.
- Built **7** computer classrooms through the Rural Digital Education Program, benefiting **3,869** students.
- Trained cumulative total of **1,042** USIU internal lecturers.
- Supported **419** employees to take advanced studies.



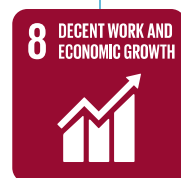
- Increased percentage of females in top management positions reaching **20%** by 2024.
- Strengthen human rights training and publicity including non-discrimination and sexual harassment. A total of **22,275** employees participated in the training, with **24,366** training hours.



- Reduced **19.3%** water use intensity from the baseline year 2015.
- Recycled **65%** of process water in 2024.



- Purchased certified renewable energy to offset carbon dioxide emissions generated by traditional electricity used. **100%** renewable energy use in Mainland China, Mexico, and Vietnam Facilities.



- CNY **60.7** billion revenue in 2024.
- Customer satisfaction score reached **87.1**.
- Starting salaries for direct laborers at each facility are higher than local minimum wages. Employees have the right to equal pay for equal work regardless of gender.
- Provided **23,665** job opportunities worldwide with **96%** local hires.



- An R&D intensity of **3.14%** and a workforce composition of **13.20%** R&D personnel in 2024 reflect USI's strong commitment to cultivating innovation in design and development.
- Solar panels installed on Nantou-NK 1 and Huizhou Facilities generated **5,580** MWh of renewable energy as of 2024.

- USI established Tax Policy to guide the principles of tax governance and follow tax laws of global operation locations.
- Employed **116** people with disabilities.
- Employed **655** ethnic minorities with **7** in management positions.



- Consistently monitored our compliance with legal emission regulations to lessen our negative environmental impact and contribute to building sustainable communities. There were **0** significant air pollution incidents in 2024.
- Recycled **94%** of non-hazardous waste through qualified disposal/recyclers.



- Cooperated with suppliers to recycle pallets and packaging materials, reducing **1,515** metric tonnes of waste, and saved CNY **34** million.
- Included **PFAS** in the Prohibited Substances Elimination Plan to minimize their impact on workers and the environment.
- Assisted customers to obtain **EPEAT Silver** certification for All-in-one POS products.
- Used **96%** recyclable or reusable materials in designing mechanical products, which reached **770.6** metric tonnes in USI's annual shipments.



- Promoted green product design, reduced energy loss, and engaged in continuous improvement to reduce CO<sub>2</sub> emissions, saving **152** GWh of electricity in 2024, equivalent to reducing **12,840** metric tonnes of CO<sub>2</sub>.
- **0** days of production interruptions due to climate-related disasters.
- Implemented TCFD to analyze USI climate risks. USI will use **100%** renewable energy in our operations by 2035 and achieve **net-zero carbon emissions** by 2040.



- Promoted waste classification and recycled around **109** kg of trash a year.
- Cleaned up 2 coasts and picked up **756** kg of trash.
- Held **6** environmental seminars.



- Supported the Million Tree Project for 12 years running, planting a total of **166,265** trees covering **105.12** hectares.
- Established Biodiversity and No Deforestation Commitment. Through the hierarchical mitigation approach of prevention, mitigation, restoration, and offsetting in our facilities to reduce the Potentially Disappeared Fraction of species and achieve **Net Positive Impact** and **No Gross Deforestation** by 2050.



- Established Sunshine Conduct Policies and Anti-Corruption Management Measures with reporting mechanisms to ensure compliance from suppliers and employees. No corruption or bribery instances were found.
- No major fines or violations related to insider trading, anti-competitive practices, or antitrust laws and regulations.
- Set up the Information Security Steering Committee and obtained **ISO 27001** certification. No major cybersecurity incidents in 2024.



- Provide a wide range of electronic products and services under Global Demand, Local Service to our customers with operations covering Asia, Europe, America, and Africa.
- Global local procurement rate reached **41%**.