

ESG Key Performance Data

Environmental

Renewable Energy Use	Unit	2022	2023	2024	2025
USI Group	%	81.6	81.7	83.4	87.5
Mainland China Facilities	%	100	100	100	100
Mexico Facility	%	50	100	100	100
Vietnam Facility	%	-	100	100	100
Nantou Facility	%	0	0	6	23
GHG Emissions	Unit	2022	2023	2024	2025
Scope 1	metric tonnes CO ₂ e	5,385.74	5,265.23	4,476.85	5,459.05
Scope 2 Location-based	metric tonnes CO ₂ e	215,510.73	202,570.24	158,496.83	160,333.48
Scope 3⁽¹⁾	metric tonnes CO ₂ e	11,521,990.32	8,764,066.55	13,188,624.96	3,983,151.90
Water Resource Management	Unit	2022	2023	2024	2025
Water withdrawal	ML	1,068.173	1,028.620	1,024.702	1,049.806
Recycled water	ML	307.539	232.938	260.242	315.123
Recycling rate	%	28.8	22.6	25.4	30.0
Waste Management	Unit	2022	2023	2024	2025
Hazardous waste generated	metric tonnes	1,006.243	790.359	833.189	823.739
Non-hazardous waste generated	metric tonnes	9,835.675	11,586.338	15,679.655	10,350.985
Non-hazardous waste recycled	metric tonnes	9,097.263	10,599.595	14,758.800	9,542.413
Non-hazardous waste recycling rate	%	92.49	91.48	94.13	92.19

Note:

1. The 2024 emissions figure increased, supported by the strategic procurement of inventory.

Environmental Expenditures	Unit	2022	2023	2024	2025
Total	CNY	29,912,628	47,496,006	42,551,852	35,918,776
Operating cost	CNY	12,634,136	27,857,337	26,403,041	17,338,672
Upstream/downstream cost	CNY	862,255	262,200	421,888	640,651
Management overhead	CNY	16,237,399	18,599,286	15,327,772	17,627,118
Social activities cost	CNY	178,839	777,183	399,151	312,335
Green Products	Unit	2022	2023	2024	2025
Annual product energy efficiency	GWh	22.02	7,108.28	151.84	58.70
Revenue ratio of eco-design products	%	82.4	81.4	80.0	80.9
Number of LCA products inventoried	-	28	33	110	179

Social

Talent Attraction and Retention	Unit	2022	2023	2024	2025
Number of employees	-	16,660	17,031	14,998	16,365
Male	-	9,271	9,133	8,200	8,860
Female	-	7,389	7,898	6,798	7,505
Percentage of females in total workforce	%	44.4	46.4	45.3	45.9
Employees in top management positions (director and above)	-	213	219	231	242
Female employees in top management	-	41	44	46	48
Percentage of females in top management positions	%	19.2	20.1	19.9	19.8
Employees in management positions	-	1,061	1,113	1,096	1,112
Female employees in management	-	245	263	268	261
Percentage of females in management positions	%	23.1	23.6	24.5	23.5

Talent Attraction and Retention	Unit	2022	2023	2024	2025
IDL employees promoted	-	745	834	837	698
Female IDL employees promoted	-	278	320	315	250
Employees with disabilities	-	83	101	116	105
Average age of employees	year	33.0	33.8	35.5	34.8
Average number of years employees worked in USI	year	5.2	5.4	6.6	6.4
Employee turnover rate	%	28.8	29.7	21.6	15.8
Ratio of DL entry level wage compared to local minimum wage	-	1.00~1.09	1.00~2.51	1.00~1.37	1.00~1.51
Employee engagement score	%	-	80	-	83
Return to work rate of employees that took parental leave	%	68	79	69	78
Retention rate of employees that took parental leave	%	47	87	61	62
Training and Talent Development	Unit	2022	2023	2024	2025
Employees that complete the internal lecturer training program	-	1,118	1,129	1,042	1,243
Female internal lecturers	-	344	352	383	414
Employee training and development cost	M CNY	17.1	10.4	7.1	8.4
Employee training coverage	%	100	100	100	100
Average training per employee	hour	28.8	24.5	26.4	43.8
Employees supported to take advanced studies	-	24	155	107	152
Human Rights	Unit	2022	2023	2024	2025
Average human rights training per employee	hour	1.4	1.0	1.1	1.0
Labor contract signage rate	%	100	100	100	100
Number of employee symposiums	-	140	167	139	140
Employees in unions	-	5,901	6,887	6,607	8,474
Percentage of union labor in workforce	%	35.4	40.4	44.1	51.8

Occupational Health and Safety	Unit	2022	2023	2024	2025
Occupational disease incidences	-	0	0	0	0
Work-related fatalities	-	0	0	0	0
Amount invested in safety production	M CNY	184	197	217	233
Number of emergency drills conducted	-	30	36	41	40
Number of health and well-being activities held	-	51	40	63	48
Number of participants in health and well-being activities	-	8,611	10,705	6,554	3,955
Number of doctor consultations held	-	30,211	14,856	13,902	12,813
Total hours consulted	hour	9,777	9,720	9,231	9,960
Social Involvement	Unit	2022	2023	2024	2025
Total social involvement cost	CNY	5,281,086	9,248,749	9,548,459	7,651,432
Investing in Education	CNY	2,205,556	4,960,776	6,061,126	2,883,338
Contributing to Society	CNY	1,015,895	306,252	395,842	332,756
Conserving the Environment	CNY	423,275	696,683	753,805	1,286,124
Promoting Arts & Culture	CNY	1,188,091	2,834,620	1,700,169	2,284,122
External Participation	CNY	448,269	450,417	637,517	865,092
Number of employees engaged in social activities	-	701	535	968	1,349
Number of hours volunteered	hour	2,047	3,645	4,844	6,839
Environmental Protection	Unit	2022	2023	2024	2025
Annual number of trees planted	-	22,381	21,268	14,783	17,252
USI Corporate Forest	-	14,000	14,000	14,501	16,916
USI Employee Forest	-	8,381	7,268	282	336
Annual area of trees planted	Ha	12.04	9.16	7.21	7.73
Cumulative number of trees planted	-	130,214	151,482	166,265	183,517
Cumulative area of trees planted	Ha	86.36	97.91	105.12	112.85
Weight of trash picked or reduced	Kg	200.00	35,040.00	865.00	246.3

Rural Revitalization	Unit	2022	2023	2024	2025
Number of programs invested	-	5	6	6	6
Number of students assisted	-	1,838	2,732	2,803	2,923
Amount invested in targeted programs	K CNY	818	531	523	609
Investing in Education	Unit	2022	2023	2024	2025
Cumulative number of Philanthropic Library boxes donated	box	767	807	847	887
Number of people engaged in reading activities	-	479	689	347	572
Number of students participating in industrial-academic partnerships	-	660	679	1,447	3,226
Local Procurement	Unit	2022	2023	2024	2025
Global	%	43	40	41	33
Mexico	%	5	6	7	5
Taiwan	%	30	28	26	27
Mainland China	%	50	51	51	43
Southeast Asia	%	3	4	4	4
Supplier Sustainability Evaluation	Unit	2022	2023	2024	2025
Number of suppliers evaluated with sustainability metrics	-	525	456	469	495
Percentage of suppliers that completed the SAQ	%	73	76	76	76
Number of suppliers and contractors on-site audited with sustainability metrics	-	81	99	108	110
Supplier Communication	Unit	2022	2023	2024	2025
Number of suppliers that attended the Sustainable Supply Chain Webinar	-	342	507	529	388
Conflict Minerals	Unit	2022	2023	2024	2025
Number of suppliers that completed due diligence	-	199	219	241	347
Percentage of target suppliers that completed the MRT	%	100	100	100	100

Governance

Financial Performance	Unit	2022	2023	2024	2025
Operating revenue	M CNY	68,516.08	60,791.91	60,690.65	59,195.06
Operating cost	M CNY	61,327.07	54,939.14	54,929.61	53,579.58
Operating profit	M CNY	3,460.80	2,177.68	1,872.48	2,104.57
Total profit	M CNY	3,477.20	2,189.69	1,853.82	2,139.49
Net profit	M CNY	3,059.99	1,949.71	1,644.17	1,878.63
Government subsidies	M CNY	56.14	89.40	59.89	56.90
Taxes	M CNY	897.55	963.30	826.56	877.75
Earnings per share	CNY	1.40	0.89	0.76	0.85
Research and Patents	Unit	2022	2023	2024	2025
Share of R&D personnel of total workforce	%	11.5	12.2	13.2	14.0
Amount invested in R&D	M CNY	2,034.46	1,807.20	1,907.55	1,901.27
R&D intensity	%	2.97	2.97	3.14	3.21
Number of patents accumulated	-	740	801	754	620
Smart Manufacturing	Unit	2022	2023	2024	2025
Number of introduced projects	-	70	62	68	87
Saving benefits	M CNY	295.44	299.71	310.38	346.78
Continuous Improvement	Unit	2022	2023	2024	2025
Amount of carbon reduced from CIP key projects	metric tonnes CO ₂ e	1,316	2,877	2,543	1,736
Number of improvement proposals	-	360	458	451	521
Cost saved	M CNY	119.25	108.74	120.26	112.98

Customer Relations	Unit	2022	2023	2024	2025
Customer satisfaction score	-	84.2	84.5	87.1	86.3
Satisfied customers	%	93	95	99	96
Percentage of revenue covered by customer surveys	%	100	100	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

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

Note:

1. Board directors include three females.