

Appendix

Contributions to the SDGs



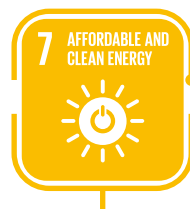
- Invested in **6** rural revitalization programs, benefiting **2,923** students.
- USI provides pension insurance and elder insurance in accordance with the retirement laws and regulations of each business location, USI has allocated CNY **261** million in total for the retirement programs.

- Donated **235** Chinese New Year's Eve dinners to disadvantaged lonely elders to spread warmth and cheer.

- Held **48** health activities, such as blood donation, weight-loss competition, and bone density testing with **3,955** participants.
- Provide medical and emergency support for unexpected or sudden illnesses for employees stationed overseas or on business trips.

- Donated a cumulative total of **887** boxes of books to the Philanthropic Libraries for 21 years running.
- Built **7** computer classrooms through the Rural Digital Education Program, benefiting **4,590** students.
- Trained cumulative total of **1,243** USIU internal lecturers.
- Supported total **571** employees to take advanced studies.

- Increased percentage of females in top management positions reaching **20%** by 2025.
- Strengthen human rights training and publicity including non-discrimination and sexual harassment. A total of **25,231** employees participated in the training, with **24,233** training hours.



- Reduced **15%** water use intensity from the baseline year 2015.
- Recycled **65%** of process water in 2025.

- 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 **59.2** billion revenue in 2025.
- Customer satisfaction score reached **86.3**.
- 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 **18,686** job opportunities worldwide with **94.3%** local hires.

- An R&D intensity of **3.21%** and a workforce composition of **13.95%** R&D personnel in 2025 reflect USI's strong commitment to cultivating innovation in design and development.
- Solar panels installed on Nantou-NK, Huizhou, and Vietnam Facilities generated **8,238** MWh of renewable energy as of 2025.

- USI established Tax Policy to guide the principles of tax governance and follow tax laws of global operation locations.
- Employed **105** people with disabilities.
- Employed **439** ethnic minorities with **5** 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 2025.
- Recycled **92%** of non-hazardous waste through qualified disposal/recyclers.



- Cooperated with suppliers to recycle pallets and packaging materials, reducing **4,058** metric tonnes of waste, and saved CNY **57** 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 Set-Top Box products.
- Used **96%** recyclable or reusable materials in designing mechanical products, which reached **1,106** metric tonnes in USI's annual shipments.



- Promoted green product design, reduced energy loss, and engaged in continuous improvement to reduce CO₂ emissions, saving **58.7** GWh of electricity in 2025, equivalent to reducing **23,716** metric tonnes of CO₂.
- **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 and invest in carbon credits to achieve **net-zero carbon emissions** by 2050.



- Cleaned up 1 coast and picked up **90.3** kg of trash.
- Held 1 environmental seminar and **2** environmental protection film screenings.



- Supported the Million Tree Project for 13 years running, planting a total of **183,517** trees covering **112.85** 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.
- Formulated Information Security Policy and Privacy Policy. No cybersecurity incidents, privacy violations, or data leaks or losses occurred in 2025.



- 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 **33%**.