

# 2022 ESG Report — Highlights —



**Sustainability Award**  
Bronze Class 2022

**S&P Global**



## Letter from the Chairman

For years, with sustainable operations as our utmost goal, USI continually enhanced our corporate governance and investor relations to establish a good corporate image in the capital market, increasing our corporate social value. Our strategy of stable operations and effective risk control resulted in a consolidated revenue of CNY 68.5 billion in 2022, achieving record revenue growth of 24%. This achievement brought excellent financial value to our investors and made positive contributions to society. These honors recognize our past year's efforts and encourage us to keep moving forward on our ESG journey. USI will continue to follow our Low Carbon, Circular, Collaborative, and Inclusive Sustainability Strategy, uphold our corporate philosophy of sustainable operations, and practice the motto "think responsibly, learn deeply, and work productively" to work together for the long-term coexistence and prosperity of Earth and society.



## Letter from the President

Looking back at 2022, the world faced many challenges such as the ongoing war between Russia and Ukraine, energy and price spikes that led to inflation, extreme climate disasters, and geopolitical issues that affected supply chains. To tackle these issues, we are committed to improving our environmental protection (E), social responsibility (S), and corporate governance (G) practices. We realize that improving overall awareness is the first step to implement ESG. USI provides trainings to enhance employees' understanding of global sustainability trends and corporate sustainability actions and encourages employees to work with the Company to achieve USI ESG commitments.

President C.Y. Wei *Chen-Yen Wei*

# 2022 AWARDS



Awarded 2022 AUO Supplier  
**Intelligent Supply Chain  
Contribution Award**



Maintained **Five Years**  
**Information Disclosure**  
**A Rating on the SSE 2018-2022**



Included in the  
S&P Global Sustainability Yearbook  
**Top 10% S&P Global ESG Score 2022**  
**Top 1% S&P Global ESG Score (China) 2022**



Received 2022  
**EcoVadis**  
**Silver Sustainability Rating**



Received **BBB Rating**  
2022 China Listed Companies  
TCFD Disclosures



Nantou-NK 1  
Received  
**Green Factory Certification**

USI Values Fields

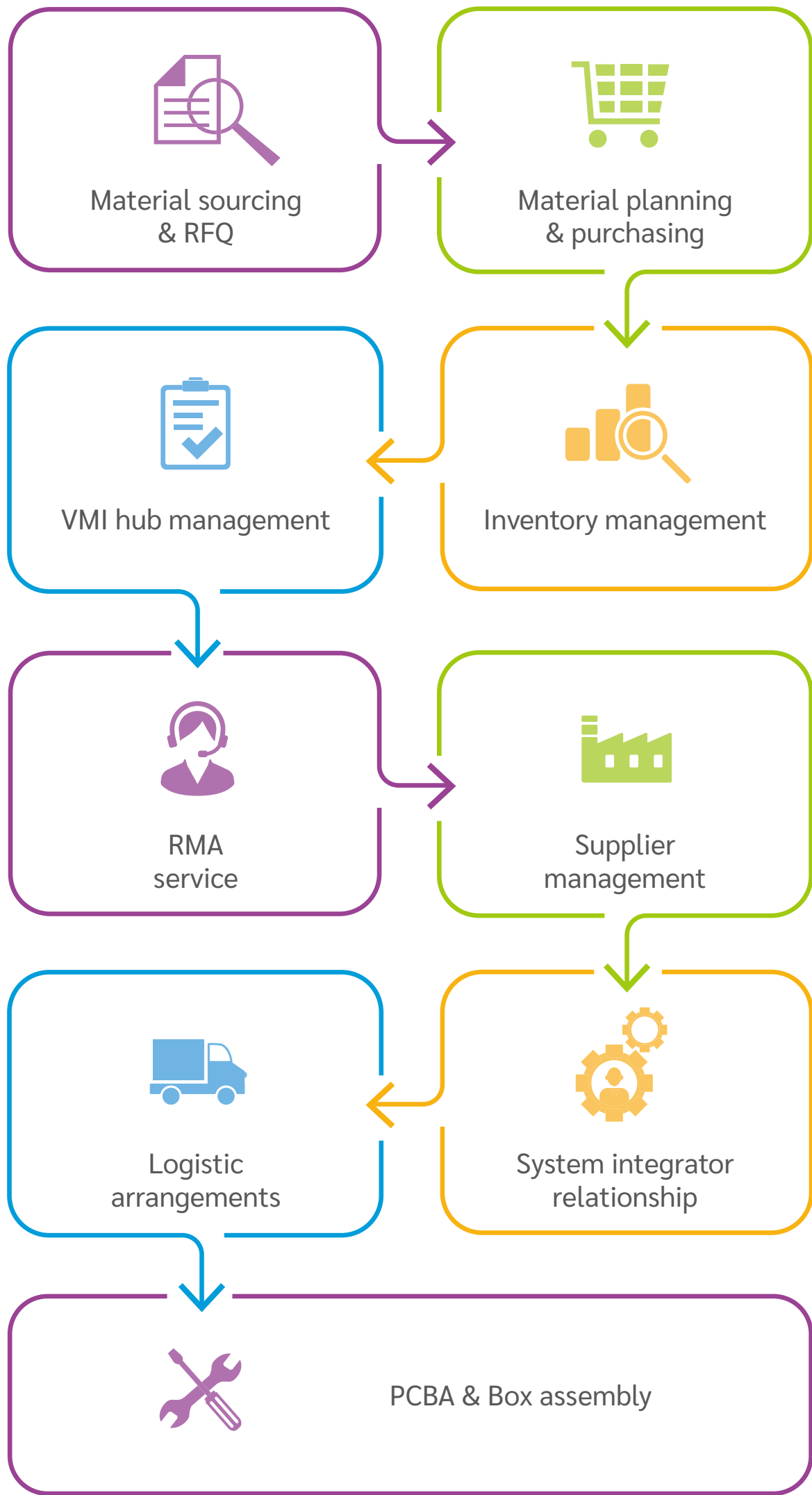
Universal Scientific Industrial (Shanghai) Co., Ltd. (USI, Company, We) (SSE: 601231) leads the industry in the field of miniaturized modules and system-in-package (SiP) products manufacturing and provides comprehensive D(MS)<sup>2</sup> product services, specializing in providing "Design", "Manufacturing", "Miniaturization", "Solutions" for the industry software and hardware, and "Services" of material procurement, logistics and maintenance for well-known domestic and foreign electronic product brand manufacturers, and serve them with our one-shop Turnkey Service. In 2022, we created a total revenue of CNY 68.5 billion, with an annual growth rate of up to 24%, to achieve a superior business performance for stakeholders. In addition to bringing excellent financial value to shareholders and investors, USI is also committed to practicing social responsibilities and pursuing sustainable development with coexistence and co-prosperity of the environment, society, and governance.

To meet or exceed customer needs and expectations provides customers with high-stability, high-reliability, and cost-advantage products. With the experience and technology accumulation by working with top clients in the world for years, we integrate the three core technologies: computing, communications, and multimedia processing, and provide customers with the most complete solution for wireless communication products, computer and industrial applications, storage of products and servers, automotive and video products, and miniaturized products.

Product Value Chain



Turnkey Service







## Sustainable KPIs and Targets

Taskforce	Key Issue	KPI	2027 Target
Corporate Governance	Corporate Governance	◆ Included in the SSE Corporate Governance Index	◆ Continue To Be Included in the SSE Corporate Governance Index
	Business Continuity	◆ Obtain ISO 22301 Certification	◆ Implement BCMS To Major Facilities
	Cybersecurity Management	◆ Cybersecurity Training Completion Rate	◆ 100% Cybersecurity Training Completion Rate
	Business Ethics	◆ USI Employee Code of Conduct Training Completion Rate	◆ 100% Completion Rate of USI Employee Code of Conduct Training
Value Chain Management	Customer Relationship Management	◆ Customer Satisfaction Score	◆ Customer Satisfaction Score Reaches 84
		◆ Product Recalls	◆ 0 Product Recalls
	Sustainable Supply Chain	◆ Local Procurement Rate	◆ Local Procurement Rate Maintains At Least 40% Globally
		◆ Percentage of Target Suppliers Completing the Conflict-Free Minerals	◆ 100% Target Suppliers Use Conflict-Free Minerals
		◆ Percentage of Tier 1 Suppliers Complete the Supplier Sustainability Assessment Questionnaire (SSAQ)	◆ Tier 1 Suppliers SSAQ Complete Rate Reaches 75%

Taskforce	Key Issue	KPI	2027 Target
Environmental Protection & Occupational Safety	Climate Change	◆ Obtain ISO 14064-1 Certification	◆ Obtain/Maintain ISO 14064-1 Certification in All Major Facilities
	Energy Management	◆ Electricity Intensity	◆ 12% Decrease from 2015
	Water Resource Management	◆ Water Intensity	◆ 12% Decrease from 2015
	Waste & Recycling	◆ Hazardous Waste Generation Intensity	◆ 1% Decrease from Previous Year
		◆ Non-Hazardous Waste Recovery Rate	◆ Recycling Rate Reaches 90%
	Occupational Health and Safety	◆ Get ISO 45001 Certification	◆ Obtain/Maintain ISO 45001 Certification in All Major Facilities
		◆ Major Occupational Diseases ◆ Major Occupational Injuries ◆ Major Infectious Disease	◆ No Major Occupational Diseases ◆ No Major Occupational Injuries ◆ No Major Infectious Diseases

Taskforce	Key Issue	KPI	2027 Target
Green Products & Innovation	Innovation Management & Sustainable Production	◆ Meet International Safety, Environmental Protection, Energy Saving Standards	◆ 100% Shipped Products Meet Standards
		◆ Sustainable Design (For Mechanism)	◆ More Than 80% of Mechanical Components Use Recyclable and Reusable Raw Materials
		◆ Product Carbon Footprint Inventory	◆ Keep Promoting 1 Series of Product Carbon Footprint Inventory
		◆ Cumulative Number of Patents	◆ Hold More Than 1,672 Patents
		◆ Smart Manufacturing	◆ 100% of the Industry 4.0 Facilities Accredited as 5-Star Lights-Out Factory
		◆ Continuous Improvement Program	◆ Cost Saved 0.21% of Revenue

Taskforce	Key Issue	KPI	2027 Target
Employee Care & Social Involvement	Talent Attraction & Retention	◆ Turnover Rate	◆ DL Turnover Rate Lower Than 40% ◆ IDL Turnover Rate Lower Than 12%
		◆ Key Talent Retention Rate	◆ Over 95% Key Talent Retention Rate
	Human Capital Development	◆ Employee Career Plan	◆ Subsidize More Than 40 Employees to Obtain Degrees
		◆ Improve Employees' Competency	◆ Have Over 970 Internal Instructors
	Human Rights	◆ Equal Employment Opportunities	◆ Over 25% of Females Serve in Top Management Positions
			◆ Employ More Than 160 Disabled Employees
	Investing in Education	◆ Rural Area Reading Activities ◆ Number of Industrial-Academic Partnerships ◆ Number of Interns ◆ Number of USIU Classes Shared	◆ Hold 6 Reading Activities in Rural Areas ◆ Conduct 2 Research Industrial-Academic Partnerships ◆ Admit 150 Interns ◆ Share 40 USIU Classes
	Contributing To Society	◆ Number of People Benefiting from Rural Revitalization Programs ◆ Number of Volunteers	◆ Support 2,000 Rural Students ◆ Reach 2,000 Volunteers
	Promoting Arts & Culture	◆ Number of Art Groups Supported	◆ Support 3 Art Groups
	Conserving the Environment	◆ Number of Trees Planted ◆ Amount of Trash Picked ◆ Number of Environmental Seminars Held	◆ Plant 14,000 Trees in the Corporate Forest ◆ Pick 1,000 kg of Trash ◆ Hold 5 Environmental Seminars



ESG Key Performance Summary

	Key Performance		Unit	2019	2020	2021	2022
Governance	Financial Performance	Operating Revenue	K CNY	37,204,188.4	47,696,228.2	55,299,654.8	68,516,076.0
		Total Profit	K CNY	1,432,763.0	1,973,563.1	2,138,858.9	3,477,195.2
		Earnings per Share	CNY	0.58	0.80	0.85	1.40
		Taxes	K CNY	352,271.7	397,576.8	618,989.5	897,547.9
	Research and Patents	R&D Investment	M CNY	1,373	1,576	1,641	2,034
		Accumulated Number of Patents	-	628	660	696	740
	Sustainable Production	Number of New Improvement Proposals	-	277	319	340	360
		Cost Saving	K CNY	183,859	219,339	287,003	414,690
	Customer Relationship	Customer Satisfaction Score	-	83.8	84.1	84.1	84.2
	USI Supply Chain	Global Local Purchasing Rate	%	18	37	39	43
	Supplier Sustainability Evaluation	Percentage of Suppliers That Completed SSAQ	%	70	70	73	73
		Number of Suppliers and Contractors On-Site Audited with Sustainability Metrics	-	80	76	83	81
	Supplier Communication	Number of Suppliers Attending Sustainable Supply Chain Briefing	-	222	120	276	342
	Conflict Minerals	Number of Suppliers Completed Due Diligence (CMRT Survey)	-	352	359	416	199
		Percentage of Target Suppliers Completing the Conflict-Free Minerals	%	100	100	100	100
Environmental	Renewable Energy Use <sup>(1)</sup>	USI Group	%	82.7	79.6	80.3	81.6
	Greenhouse Gas Emissions <sup>(2)</sup>	Scope 1	Metric Tonnes CO <sub>2</sub> e	8,438.84	6,802.39	4,592.71	5,385.74
		Scope 2 - Location	Metric Tonnes CO <sub>2</sub> e	168,730.49	184,225.84	201,538.85	215,510.73
		Scope 2 - Market	Metric Tonnes CO <sub>2</sub> e	22,165.63	26,056.90	26,617.41	26,912.82
		Scope 3	Metric Tonnes CO <sub>2</sub> e	22,623.67	16,722,053.37	12,980,878.70	10,473,941.30
	Energy Consumption	Direct Energy Consumption - Diesel	GJ	1,065.38	1,393.59	1,335.80	1,266.00
		Direct Energy Consumption - Gasoline	GJ	3,572.89	2,523.89	2,575.20	2,215.40
		Direct Energy Consumption - Natural Gas	GJ	103,881.07	74,103.64	34,238.98	28,307.90
		Indirect Energy Consumption - Electricity	GJ	769,756.87	870,905.19	948,483.21	1,063,884.00
		Total Energy Consumption	GJ	878,276.21	948,926.31	986,633.19	1,095,673.30
	Water Resource Management	Water Withdrawal	ML	681.848	803.690	861.887	1,068.173
		Recycled Water	ML	155.058	179.145	236.972	307.539
		Recovery Rate	%	22.7	22.3	27.5	28.8

Note:

1. Renewable energy use fluctuated in 2020 and 2021 because: (1) we included Nantou-TT 1 energy consumption data in 2020 and (2) expanded production lines in Nantou-NK 1 sharply increased energy consumption in 2021

2. Scope 3: In 2019, it covered the Mainland China Facilities and Nantou Facility; in 2020, the inspection items were added according to ISO 14064-1:2018 requirement

	Key Performance		Unit	2019	2020	2021	2022
Environmental	Waste Management	Hazardous Waste Generated	Metric Tonnes	696.641	783.065	967.233	1,006.243
		Recycling/Reuse	Metric Tonnes	255.13	247.23	202.79	232.13
		Non-Hazardous Waste Generated	Metric Tonnes	7,813.671	7,805.962	8,766.093	9,835.675
		Recycling/Reuse	Metric Tonnes	7,072.29	7,079.35	8,115.46	9,097.26
	Materials Recycled and Reused	Total Financial Benefits	K CNY	3,452,049	3,050,159	2,387,932	8,248,872
	Air Pollution Control	Volatile Organic Compounds (VOCs)	Metric Tonnes	44.640	47.056	55.238	60.064
Social	Environmental Expenditures	Total Expenses	CNY	23,179,611	28,131,112	25,989,443	29,912,628
	Talent Attraction & Retention	Percentage of Females in Total Workforce	%	46.0	46.1	45.0	44.4
		Percentage of Females in Top Management Positions	%	12.8	12.9	17.6	19.2
		Percentage of Females in Management Positions	%	23.4	23.6	22.6	23.1
		Employee Turnover Rate	%	44.2	33.7	38.7	28.8
		Employee Engagement Score	%	77	-	84	-
		Retention Rate of Employees That Took Parental Leave	%	100	100	79	47
	Training & Talent Development	Total Cost of Employee Training and Development	M CNY	7.3	4.2	28.9	17.1
		Average Training Hours per Employee	Hours	22.6	31.0	30.7	28.8
	Human Rights	Number of Employee Symposiums	-	294	216	116	140
		Percentage of Total Workforce in Trade Unions	%	24.3	33.7	35.1	35.4
		Number of Employees with Disabilities	-	79	73	83	83
	Occupational Health & Safety	Work-Related Deaths - Employees	-	0	0	0	0
		Work-Related Deaths - Contractor	-	0	0	0	0
		Lost-Time Injury Frequency Rate (LTIFR) <sup>(3)</sup>	-	0.31	0.29	0.31	0.23
		Lost Day Rate (LDR) <sup>(4)</sup>	-	1.64	2.95	10.33	6.54
		Amount Invested in Safety Production	M CNY	150	166	159	184
	Social Involvement	Total Amount of Social Involvement	CNY	6,269,375	5,970,377	3,826,752	5,281,086
		Number of Employees Engaged in Social Activities	-	536	1,412	314	701
		Number of Hours Volunteered	Hours	3,633	1,674	1,717	2,047

3. LTIFR = (Number of recordable occupational injuries ÷ total working hours) × 1,000,000


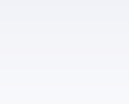



4. LDR = (Lost days due to work injury ÷ total working hours) × 1,000,000





# Contributions to the SDGs

<div><div>6</div><div>CLEAN WATER AND SANITATION</div></div>	<ul style="list-style-type: none"><li>◆ Reduced <b>28.5%</b> water use intensity from the baseline year 2015.</li><li>◆ Recycled <b>78.1%</b> of process water.</li></ul>
<div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div></div>	<ul style="list-style-type: none"><li>◆ Purchased certified renewable energy to offset carbon dioxide emissions generated by traditional electricity used. <b>100%</b> renewable energy use in Mainland China Facilities and <b>50%</b> in Mexico Facility.</li></ul>
<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div>	<ul style="list-style-type: none"><li>◆ Solar panels installed on Nantou-NK 1 Facility generated <b>2,142</b> MWh of renewable energy as of 2022.</li></ul>
<div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div>	<ul style="list-style-type: none"><li>◆ Consistently monitored our compliance with legal emission regulations to lessen our negative environmental impact and contribute to building sustainable communities. There were <b>0</b> significant air pollution incidents in 2022.</li><li>◆ Reached <b>92.5%</b> recycling rate for non-hazardous waste through qualified disposal/recyclers.</li></ul>
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	<ul style="list-style-type: none"><li>◆ Cooperated with suppliers to recycle pallets and packaging materials, reducing <b>828</b> metric tonnes of waste, and saved CNY <b>36.65</b> million.</li><li>◆ Banned use of <b>Indium Phosphide</b>, <b>Nickel Sulfate</b>, and <b>Nickel Amino Sulfate</b> from 01/01/2023 and restricted use of <b>TBBP-A</b> and <b>MCCP</b> according to regulations to minimize their impact on workers and the environment.</li><li>◆ Used <b>87%</b> recyclable or reusable materials in designing mechanical products, which reached <b>33,362</b> kg in USI's annual shipments.</li></ul>
<div><div>13</div><div>CLIMATE ACTION</div></div>	<ul style="list-style-type: none"><li>◆ Promoted green product design, reduced energy loss, and engaged in continuous improvement to reduce CO<sub>2</sub> emissions, saving <b>22,023</b> MWh of electricity in 2022, equivalent to reducing <b>14,191</b> metric tonnes of CO<sub>2</sub>.</li><li>◆ <b>0</b> days of production interruptions due to climate-related disasters.</li><li>◆ Implemented TCFD to analyze USI climate risks. USI will use <b>100%</b> renewable energy in our operations by 2035 and achieve <b>net-zero carbon emissions</b> by 2050.</li></ul>
<div><div>14</div><div>LIFE BELOW WATER</div></div>	<ul style="list-style-type: none"><li>◆ Cleaned up Maoluo River and picked <b>200</b> kg of trash.</li><li>◆ Held <b>4</b> environmental protection seminars.</li></ul>
<div><div>15</div><div>LIFE ON LAND</div></div>	<ul style="list-style-type: none"><li>◆ Supported the Million Tree Project for 10 years running, planting a total of <b>130,214</b> trees covering <b>86.36</b> hectares.</li></ul>

Environmental



Governance






1

NO POVERTY

◆ Invested in **5** rural revitalization programs, benefiting **1,838** students



2

ZERO HUNGER

◆ Donated **268** Chinese New Year's Eve dinners to disadvantaged lonely elders to spread warmth and cheer.



3

GOOD HEALTH AND WELL-BEING

◆ Held **51** health activities, such as blood donation, weight-loss competition, and bone density testing with **8,611** participants.

◆ Provide medical and emergency support for unexpected or sudden illnesses for employees on business trips or stationed overseas.



4


QUALITY EDUCATION

◆ Donated a cumulative total of **767** boxes of books to the Philanthropic Libraries for 18 years running.

◆ Built 3 more computer classrooms through the Rural Digital Education Program, benefiting **2,444** students.

◆ Trained cumulative total of **1,118** USIU internal lecturers.

◆ Supported **157** employees to take advanced studies.

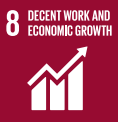


5

GENDER EQUALITY

◆ Employees have the right to equal pay for equal work regardless of gender.

◆ Increased percentage of females in senior management positions for **5** consecutive years and promoted **1.6%** compared with 2021.




8

DECENT WORK AND ECONOMIC GROWTH

◆ Starting salaries for direct laborers at each facility are higher than local minimum wages.

◆ Provided **18,267** job opportunities worldwide with **95%** local hires.



10

REDUCED INEQUALITIES

◆ Employed **83** people with disabilities.

◆ Employed **703** ethnic minorities and **7** of them were in management positions.

◆ **23.93%** revenue growth in 2022 compared to 2021.

◆ Actively engaged in sound tax policies and honest tax contributions to support the government's efforts to promote economic growth.

◆ Customer satisfaction score reached **84.2**.

◆ Implemented enterprise risk management assessment and applied relevant countermeasures.

◆ Established an email protection mechanism to strengthen USI email security.

◆ Introduced **Threat Intelligence System** to strengthen cybersecurity protection capabilities.

◆ 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 anti-competitive practices or antitrust laws and regulations.

◆ **100%** target suppliers met Conflict-Free minerals requirements.

◆ 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.

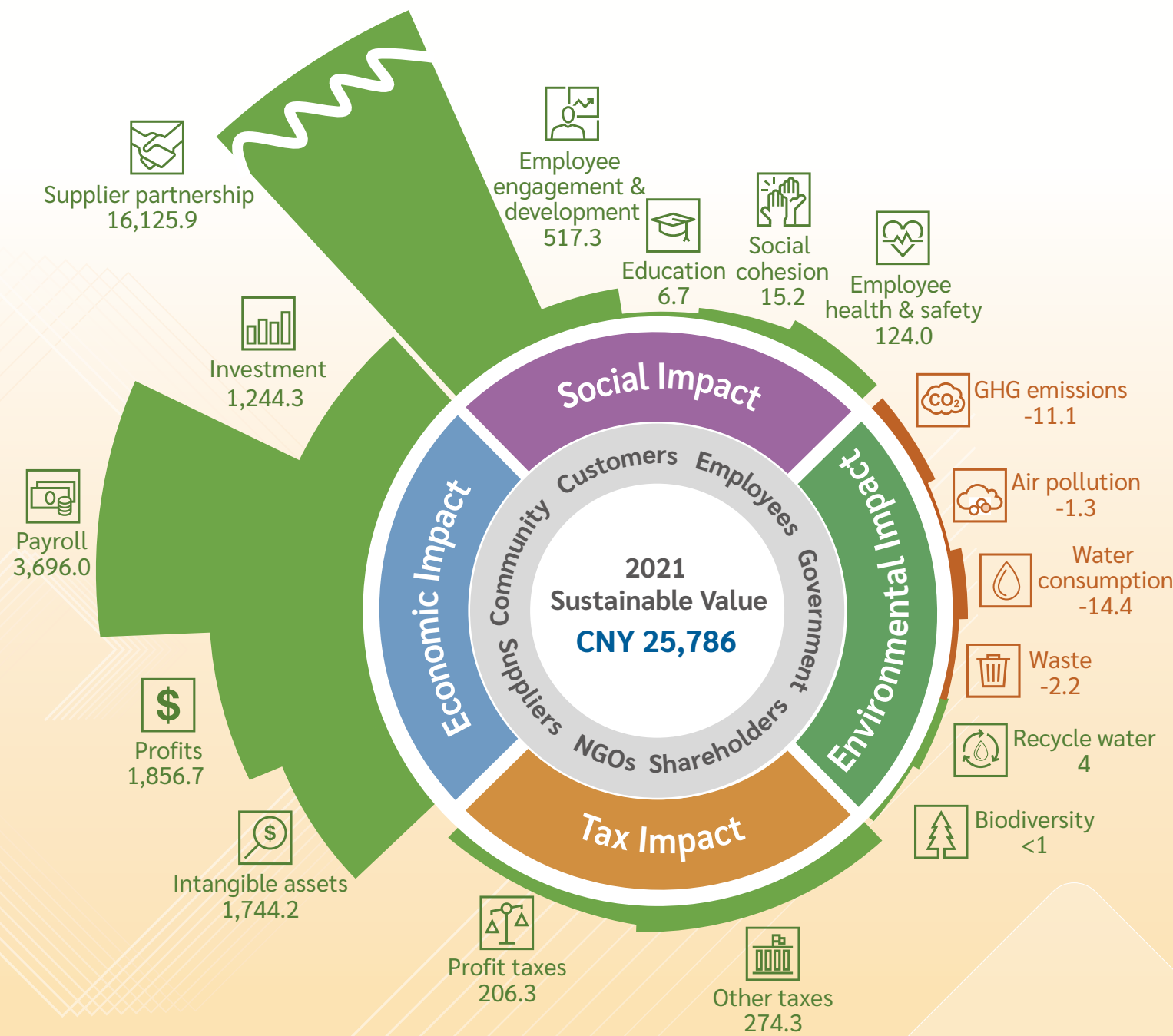
◆ Global local procurement rate reached **43%**.

# Sustainable Impact Assessment

To monitor the progress of our sustainability strategies and goals, USI introduced the Total Impact Measurement and Management (TIMM) methodology to inventory the impacts and contributions to stakeholders from Company's operations in the Economic, Social, Environmental, and Taxes dimensions to revise key management indicators and improve operational performance. Through the TIMM assessment <sup>(1)</sup>, USI generated CNY 33,283 million worth of sustainability value for stakeholders in 2022. Compared with 2021, we increased CNY 7,497 million or 29% in positive sustainability value, creating positive contributions to the society.

## Economic and Tax Dimensions

USI created 26% higher of positive value than in 2021. Though the electronics production chain was impacted by geopolitics and COVID-19, USI applied glocalization strategy to make countermeasures and reduce the impacts of production capacity. On the other hand, USI grasps business opportunities to develop new energy vehicle power systems and power modules through providing a complete supply chain technology and continuously improving core competitiveness based on years of automotive electronics experiences. In 2022, USI increased 65% of annual net profit which created premium benefits for stockholders, suppliers, employees, and the government.



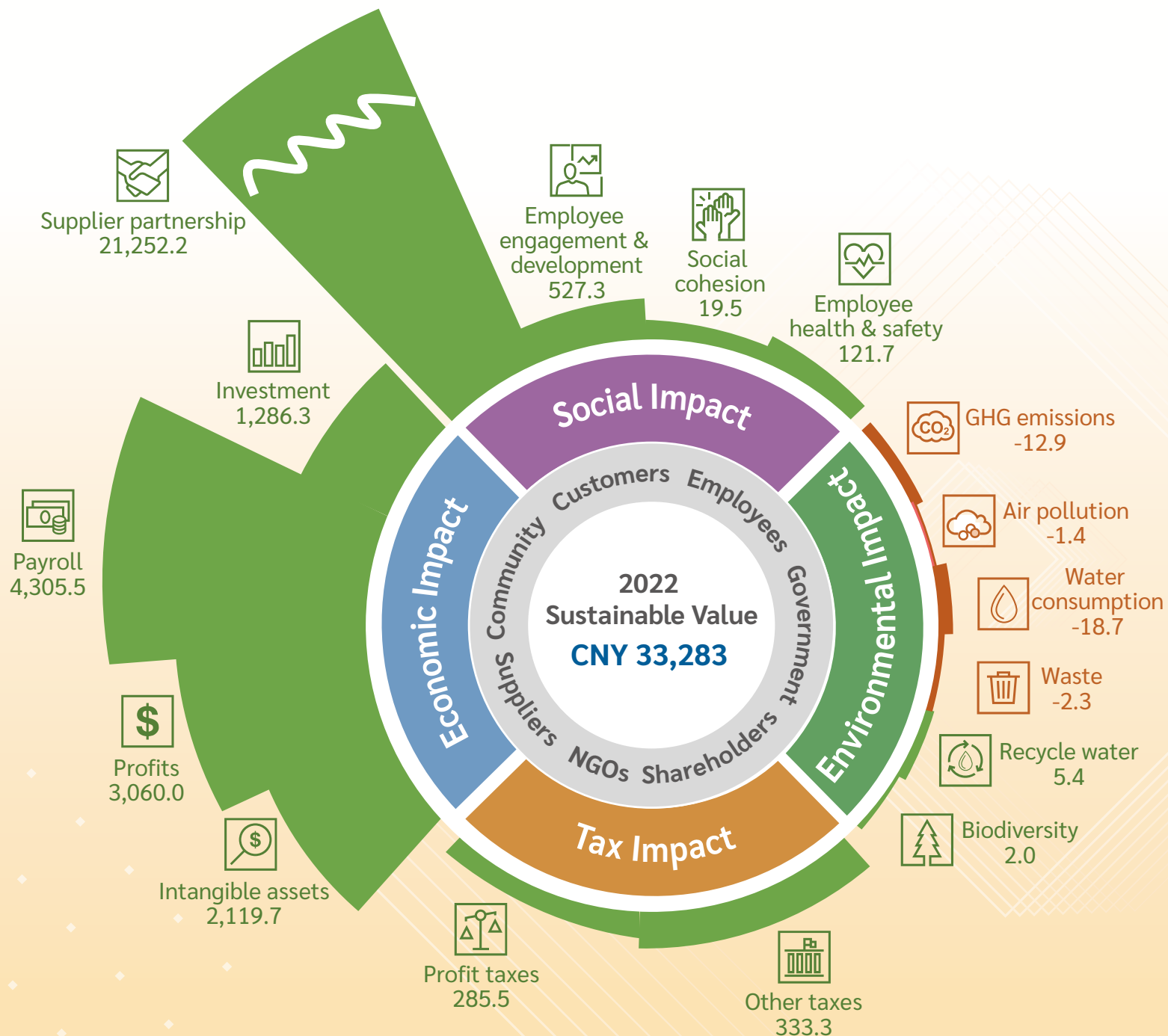
Note:  
1. The impact driver Education was merged with Social Cohesion in 2022

## Environmental Dimension

To compare with 2021, USI increased 12% of negative value due to expansion of production capacity. The major impacts were Water Consumption and GHG Emissions. To make sure the use out of every drop of water, USI has been planning to recycle as much water as possible via improvement of equipment and technology. Through process water recycling system, the positive benefit of recycled water has been increasing every year. The recycled water rate was 29% in 2022. And USI launches GHG reduction policy to inventory GHG emissions and product carbon footprint, purchase certified renewable energy to offset carbon dioxide emissions generated by traditional electricity used. The renewable energy rate was 82% in 2022. USI will continue to keep a track on the use of water resources and conserve water, promote green promises and environmental protection measurements for a friendly environment, and lower environmental impact.

## Social Dimension

USI increased 31% of positive value compared with 2021. The primary performances were good relationships with suppliers and human capital cultivation. USI holds a Sustainable Value Chain Webinar every year to promote company ESG policy. We support local suppliers, which facilitates the growth of the local economy and increases local employment rates. In 2022, the average local purchasing rate was 43% which increased by 4% compared with 2021. Human capital development was executed by employee engagement survey to exhibit employees' working performances and values. While creating economic performances, company also actively engages in community construction and sustainable development and contributes to society through various charitable activities.



Unit: CNY million



# Operations and Governance

USI's vision is to be the most reliable provider for electronic design, manufacturing service, and modularization with diversified global footprints and miniaturization solutions. Through the collective contribution of employer and employees, we established effective governance mechanisms with respective responsibilities and accountabilities. We strive to generate exceptional rewards for stakeholders and to build a better place to live.



CNY **68.5** Billion  
Record High Sales Revenue



CNY **3.06** Billion  
Net Profit



Received  
**2022 Board Office Best Practices Award**



Included in  
**SSE Corporate Governance Index**



**A-level**  
Rating of Information Disclosure in the SSE



**28** Manufacturing Facilities  
Across Asia, Europe, America, and Africa



**No.1**  
Leader in SiP Miniaturization Product Manufacturing



**0** Cases  
Major Violations over CNY 67,000



**121.51** Hours  
Sustainability Training of Board Members



**1**  
Female Director



# Value Chain Management

Facing the boundless development trend in the globe, good supply chain management can not only effectively lower production costs and enhance the quality of products to win more satisfaction, but also expand the company's business and social responsibility with partners to create a sustainable future.



43%

Global Local Procurement Rate



100%

Target Suppliers Use Conflict-free Minerals



100% New Suppliers

Passed Sustainability Assessment



84.2

Customer Satisfaction Score



0 Cases

Product Recalls



342 Supplier Partners

Participated in the Sustainable Value Chain Webinar



92%

Completed Suppliers Human Rights Due Diligence



19 Sessions

Supplier New Product and Technology Briefings



Over 1 Billion

Product Shipped



81 Suppliers/Contractors

On-Site Audited for Sustainability Risks





# Green Products and Innovation

With our core competitiveness as the industry leader, we grasp the smart manufacturing trend and actively enhance our eco-design capabilities, promote low-carbon product designs, improve product energy efficiency, and advance smart manufacturing projects. USI's Green Product (Clean Technology) Strategy of Modularization, Globalization, Diversification, Vertical Integration, and Smart Manufacturing responds to the SDGs and addresses climate change and energy resource reduction.



100%

Meet International Safety, Environmental Protection, Energy Saving Standards



1,501 Cases

Cumulative Patents Cases



CNY 415 Million

Saved from CIP and Smart Manufacturing Projects



82%

Eco-design Product to Revenue Ratio



22 GWh

Product Energy Efficiency



1,316 Metric Tonnes

Carbon Reduced from CIP Key Projects



33 Metric Tonnes

Recycled and Reused Raw Materials Used in Products



2,728 Employees

Total Headcount in R&D



360 CIP Proposals

Approved by Site Review Committee



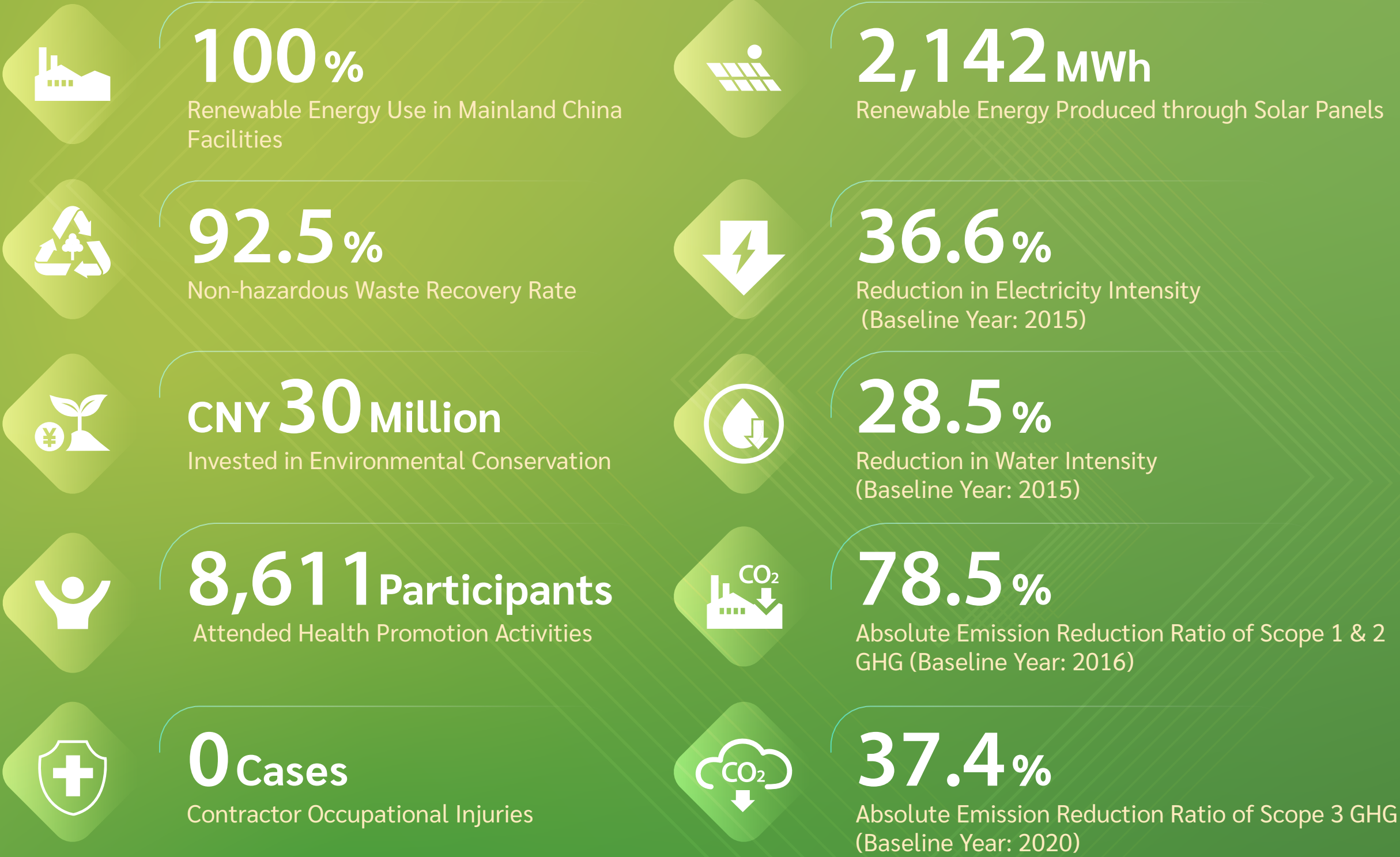
67%

Low-Carbon Products Share of Annual Revenue



# Environmental Protection and Occupational Safety

With an emphasis on environmental protection, USI takes aggressive measures against climate change. We look forward to considering environmental protection as well as achieving environmental sustainability while pursuing high quality products and services. In addition, we are committed to promoting a culture of occupational safety and health and providing a quality working environment for our employees.





# Inclusive Workplace

Talents are the essential seeds for USI's continuous growth and need to be carefully nurtured and watered. We build an inclusive workplace for employees by Enforcing Human Rights, Implementing Talent Development, Providing Comprehensive Benefits, and Cultivating Harmonious Labor Relations.





# Social Involvement

To manage our relationships with our surrounding communities and the environment, USI actively engages in corporate citizenship through external participation and four approaches: Investing in Education, Contributing to Society, Conserving the Environment, and Promoting Arts & Culture. Together, we can create social value and build a sustainable future.





# Inclusive Society for a Better Tomorrow

Dots connect to form lines and then planes like a circuit,  
Intuiting threads of technology and society intertwined.  
With technology's infusion, we can work to realize a better future together.  
As a leading global company of electronic design and manufacturing services,  
USI turns innovative technologies into value for our customers and continues to  
leverage corporate influence to promote public welfare and sustainable  
development for the betterment of society.



For more information, please refer to [USI's Sustainability Website](#) and the 2022 ESG Report  
If you have any questions, you are sincerely welcome to contact us at [csr@usiglobal.com](mailto:csr@usiglobal.com)

Scan me!