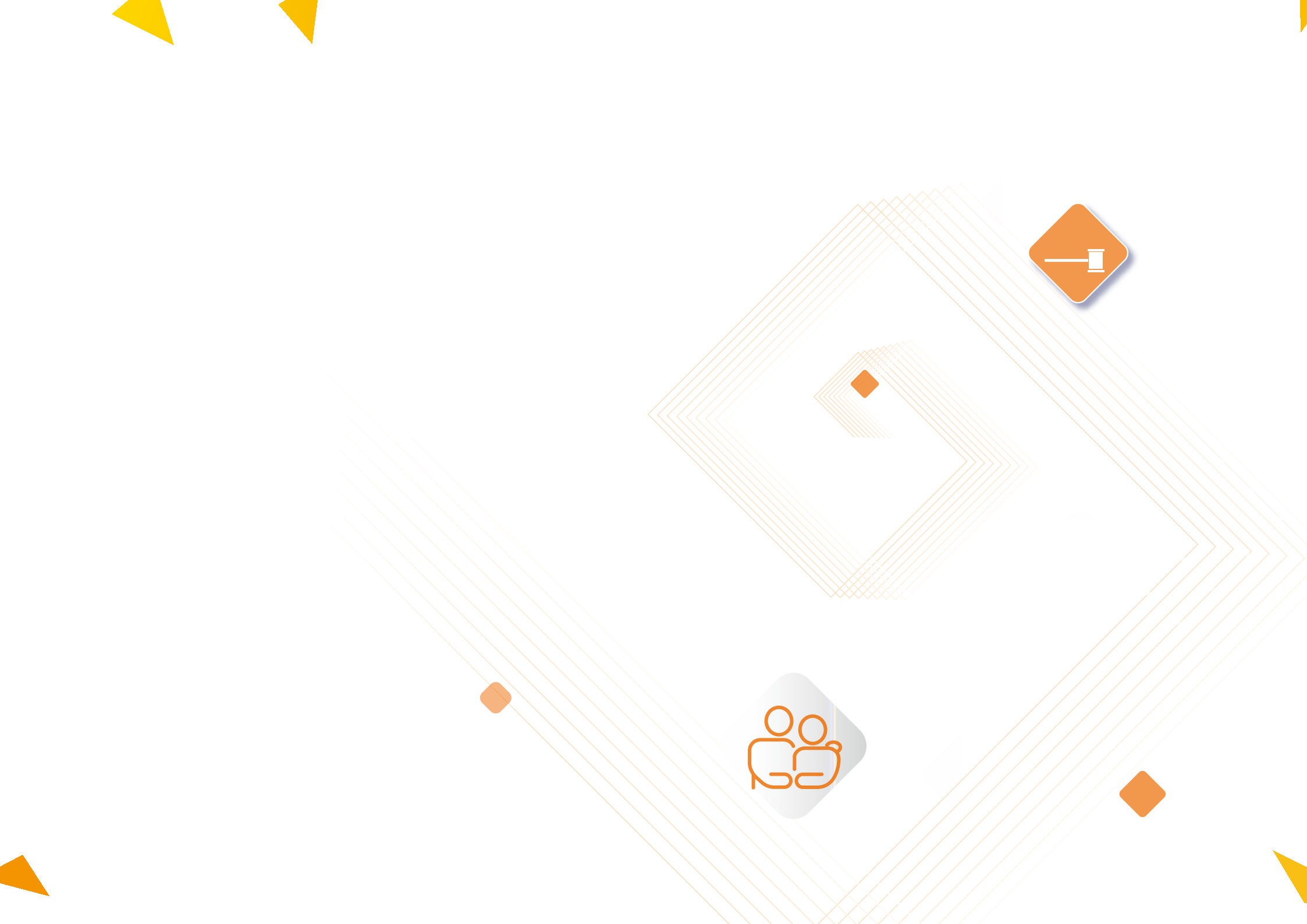
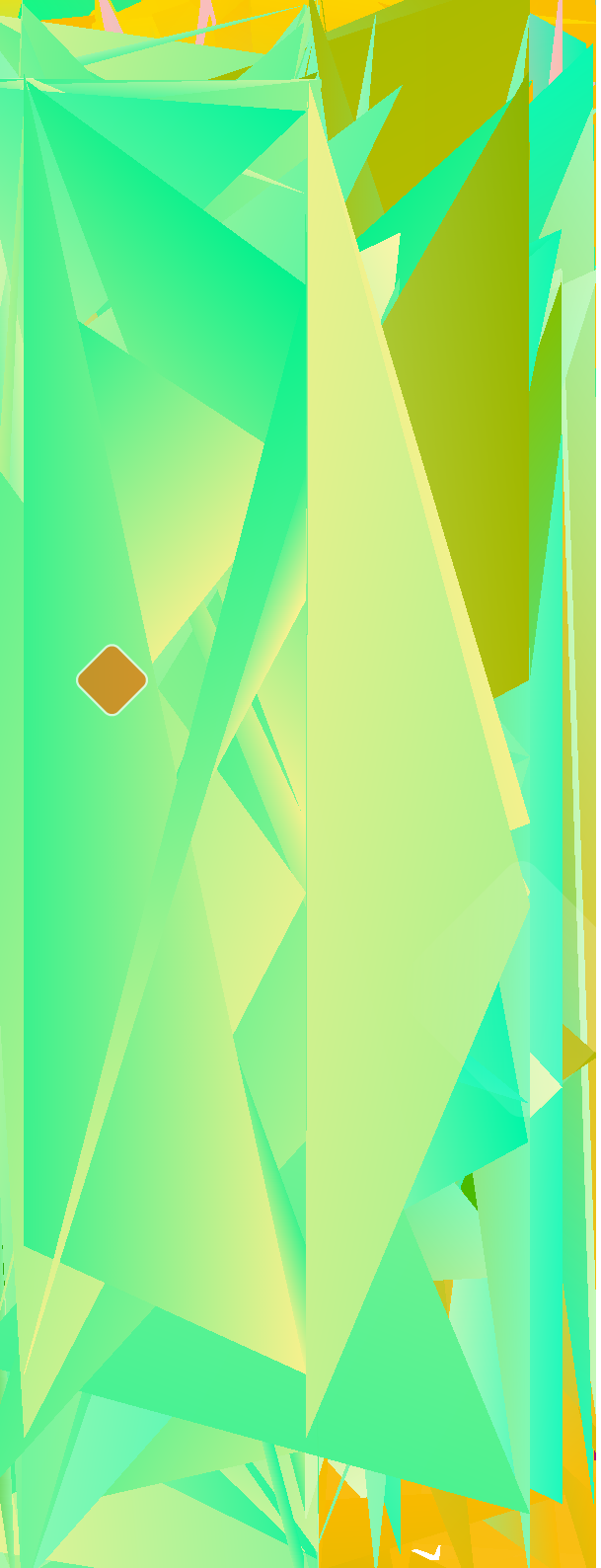




About this Report

Universal Scientific Industrial (Shanghai) Co., Ltd. (USI, Company, We) publishes an ESG Report in Traditional/Simplified Chinese and English every year. This report is the 11th ESG Report published by USI and its subsidiaries. (From 2010 to 2012, USI's indirect controlling shareholder Universal Scientific Industrial Co., Ltd. published 3 ESG Reports). Through this report,

Principles for Report Compilation

the SSE Listed Companies Self-Regulatory Guidelines No.1-Regulations (Chapter 8 Social Responsibility) framework and provide ESG data consistent with the 2022 Annual Report.

The data collection period of this report was from 01/01/2022 to 12/31/2022, and financial

(1)

Zhangjiang Facility, Jinqiao Facility, Huizhou Facility (2), Kunshan Facility, Nantou Facility (Nantou-TT and Nantou-NK 1), and Mexico Facility

defined scope above, there will be a note indicating the particular scope for that data.

ASE Technology Holding Co., Ltd.

party verification for this report to improve information transparency and accountability. SGS Taiwan Ltd. provided third-party assurance for this report following AA1000 AS v3 (2020) Type 2 Moderate Level with GRI 48 disclosures verified with High Level. We also verified

Report Publication

If you have any suggestions, please contact us at:

https://www.usiglobal.com

USI is a member of ASEH (TWSE: 3711, NYSE: ASX) and

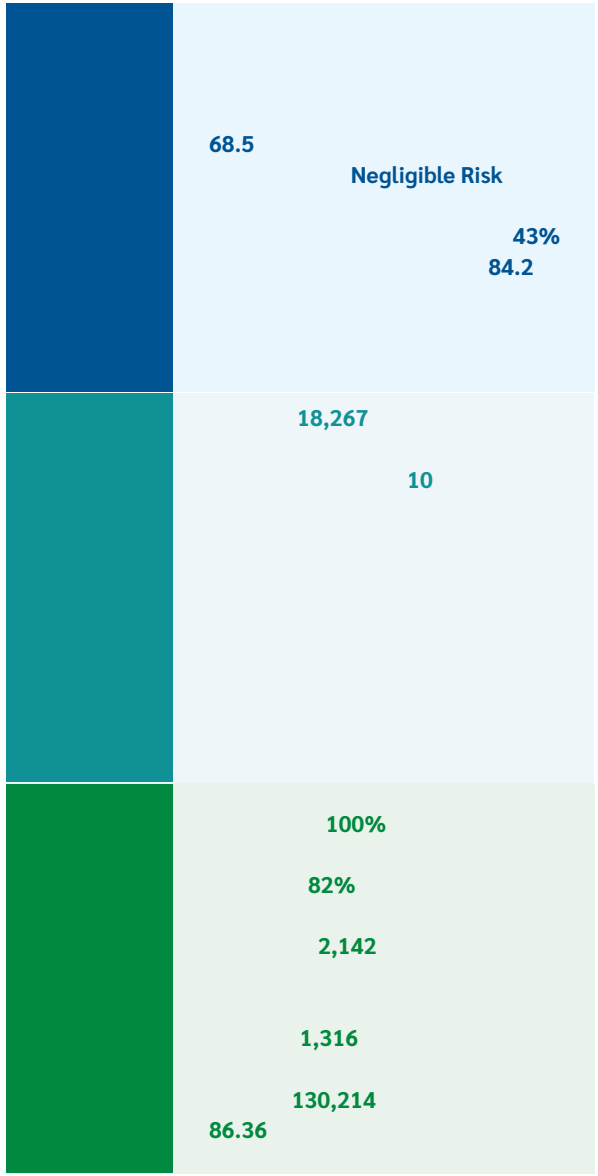
Package (SiP) products manufacturing. We provide D(MS)

◆ Realizing the Sustainable Development Goals (SDGs)

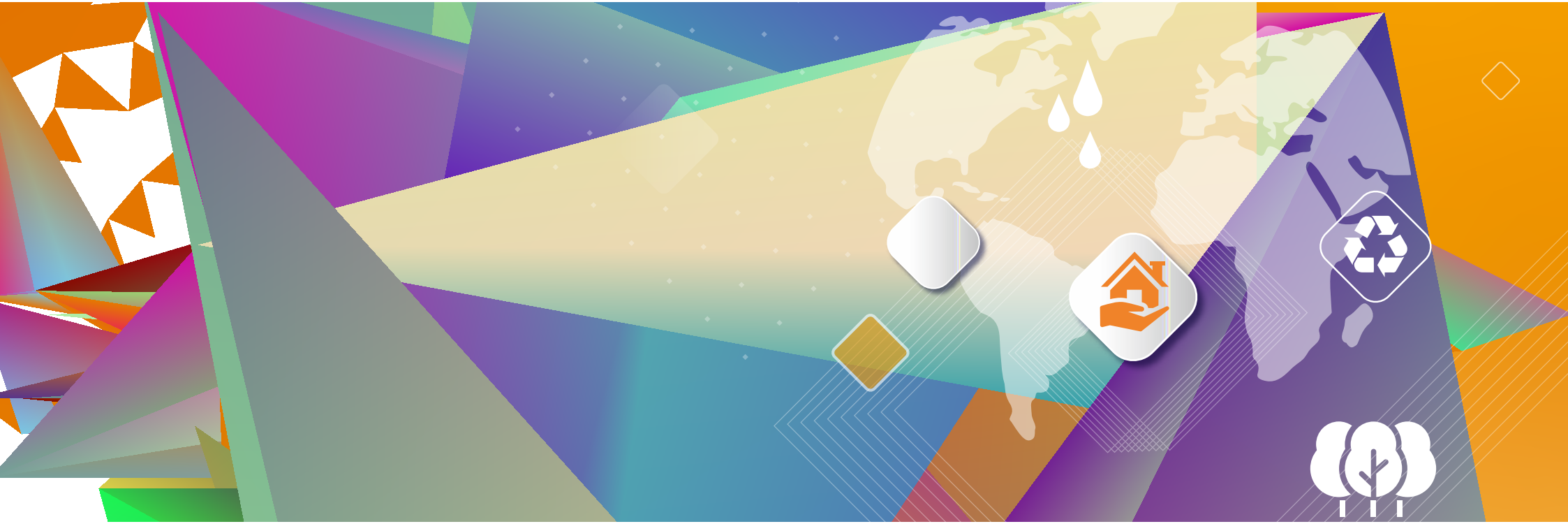
According to the identified material issues and annual sustainable goals, USI focused on 6 SDGs to be key indicators of sustainable development in 2022.

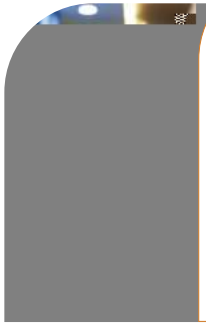
effluents quality to meet local safety standards.

we joined, increases influence of sustainable goals

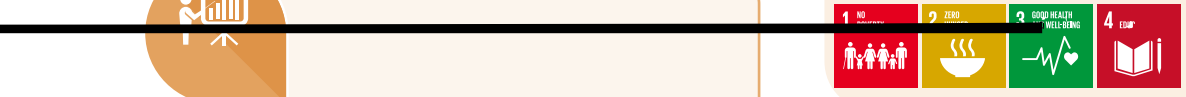


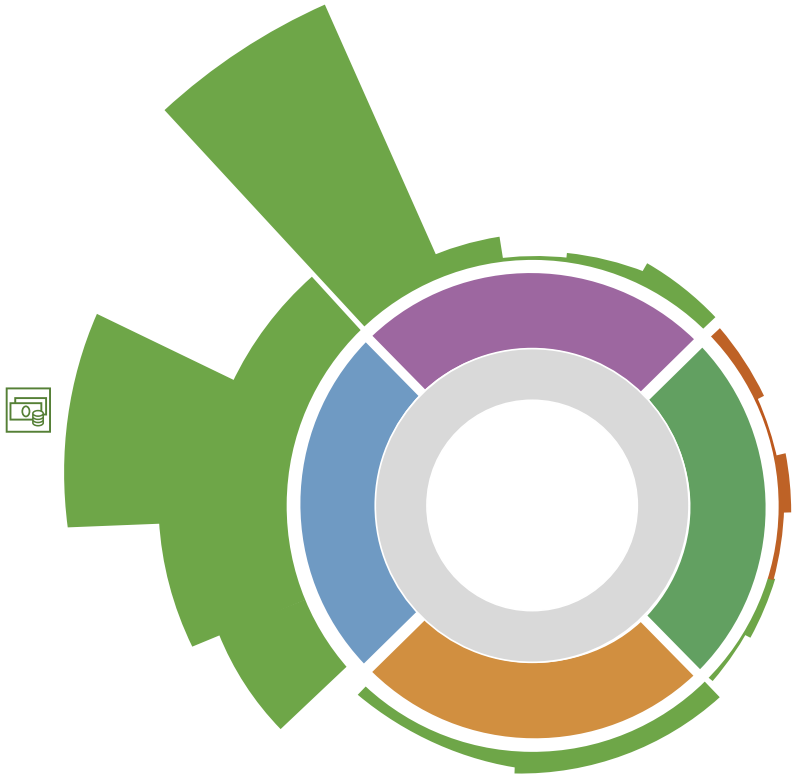
Five Years Information Disclosure
A Rating on the SSE 2018-2022





• Sustainable Promotion •


1 NO
2 ZERO
3 GOOD HEALTH WELL-BEING
4



Economic and Tax dimensions

experiences. In 2022, USI increased 65% of annual net profit which created substantial benefits for shareholders, suppliers, employees, and the government.

Environmental dimension

process water recycling system, the positive benefit of recycled water has been

certified renewable energy to offset carbon dioxide emissions generated by traditional

Social dimension

Environmental Profit and Loss

by GHG emissions (the impact of GHG emissions is the result of offsetting the positive benefits of carbon sinks from biodiversity) Scopes 1 and 2 accounting for 39%. In 2022, our revenue grew by 24% compared to 2021. Despite our significant increase in revenue,

Social Impact

During the business operating, USI has not only directly financial impacts on stakeholders, but also positive and negative

(1)

	Impact Driver	Activity/Output	Outcome/Impact
Direct Operations		▶ ▶	

Materiality Analysis

Benchmarking Group (LBG) framework, and the TIMM Impact Evaluation framework to assess the significance of economic, environment, and people/human rights

then prioritized according to their significance, presented

Process to Determine Material Issues

Phase I. Inclusivity

Based on our previously identified stakeholders, we assessed our business relationships and identified banks as increasingly important to USI due to facility expansions, mergers and acquisitions, and green finance trends. After USI

in the same stakeholder category as shareholders/investors. We defined our 7 major stakeholders as: shareholders/investors/banks, employees, customers, suppliers/contractors, governments, industry unions/associations, and communities (including NGOs and the media).

related Financial Disclosures (TCFD), Responsible Business Alliance (RBA) Code of Conduct, S&P Global Corporate Sustainability Assessment (CSA), and Morgan Stanley Capital International (MSCI) ESG Rating with our industry specific

Phase II. Materiality

stakeholders. Respondents include shareholders/investors/banks (10), customers (20), employees (548), suppliers/contractors (427), government (18), industry unions/associations (14), and communities (52). We analyzed the surveys and identified

Impact Survey to reflect **Financial Materiality**

filled out this survey as representatives of USI's operations. For **Significance Materiality**

9 positive impacts and 6 negative impacts on the economy,[1] environment, people/[2]

impacts. The survey results identify 6 significant impacts, including 3 positive

We ranked the top 5 sustainability issues of stakeholder concern, significant operational impact, and significant external sustainability impact, and then tallied

Step 1 Identify Stakeholders
- 7

Step 2 Design Sustainability Survey
- 21

Step 3 Investigate Stakeholder Concerns
- 1,089

Step 4 Double Materiality Impact Analysis
- 89
- 10

Phase III. Responsiveness

We assessed the significance of the issues by cross analyzing the Stakeholder

We mapped 19 GRI topic standards and 5 USI specific topics [1]
material issues identified. Non-material issues such as Diversity & Inclusion are also

Scope and Structure of the Report:

and plans for fulfilling ESG sustainability development.

Phase IV. Impact

USI's five Sustainability Taskforces have disclosed management approaches, short-

Step 5 Identify Material Issues
- 13

Step 6 Define Topic Disclosures and Boundaries
- 19
- 5 USI specific topics
- 6

Step 7 Formulate Long-term Goals
- 38

Step 8 Evaluate Impact
- 7

1. USI specific topics include Cybersecurity Management, Innovation Management & Sustainable Production, Customer Relationship Management, Sustainable Supply Chain, Social Involvement, Data Privacy, and Biodiversity

Impact Evaluation - Monetization Model (TIMM)

Dimension	Impact Driver	Type of Impact	Cause of Impact	Stakeholder/ Impact Area	Output Metric	Impact Valuation	Monetization (M CNY)	Impacted Sustainable Issue
Economic				Shareholders/ investors/banks				
					Payroll and benefits given			
	Profits		Products/	Shareholders/ investors/banks	Profit distribution	Net profit reported		
				Shareholders/ investors/banks				
Environmental								Climate Change/Energy
					air purification	Ecological benefits of vegetation		Biodiversity/
Social				Suppliers/				
						Company benefits and subsidies		Retention/Human
						(1)		
				Suppliers/				
Tax	Profit taxes							

1. Based on the value transfer model described in the Social Capital Protocol, we referenced Taiwan Social Return on Investments (SROI) reports certified by Social Value International on similar topics, mapped and matched

Double Materiality Assessment Results

Dimension	Material Issue	Operational Significance (Financial Materiality)				External Sustainability Impact (Significance Materiality)					
		Revenue	Risks	Customer Satisfaction	Employee Engagement	Innovating Products that Advance Industrial Development (＋ Positive)	Creating Upstream or Industrial Value (＋ Positive)	Paying Taxes & Fees to Support Infrastructure and Social Welfare (＋ Positive)	Producing Products with Environmental Benefits (＋ Positive)	Resource Consumption (－ Negative)	Pollutant Emissions Affecting Human Health (－ Negative)
Governance/ Economic			✓	✓			✓	✓			
		✓		✓		✓	✓				
		✓		✓		✓	✓				
		✓				✓	✓	✓	✓	✓	
			✓	✓							
Environmental						✓			✓	✓	✓
						✓			✓	✓	
											✓
Social			✓								
					✓		✓				
					✓						
					✓					✓	
								✓			

Material Issues Risk Impact Management

Material Issue Impact Boundaries

Material Issues Risk Management

Material Issues	Risk Factor	Risk Type	Risk Impact Evaluation	Likelihood	Severity	Mitigation/ Management Approach
Air Pollution Control		★ ⚠				
Talent Attraction & Retention		★	Failure to provide salaries and benefits that reflect the needs and standards of the local community will prevent USI from recruiting and retaining sufficient and talented			
Human Rights		⚠				
Social Involvement		⚠				
Cybersecurity Management		★	A lack of cybersecurity awareness can cause leaked confidential information, leading cybersecurity system can lower risks, increase customer confidence, and generate positive economic benefits.			
Occupational Health & Safety		⚠				
Human Capital Development		★				

Stakeholder Engagement

sustainable development strategies and progress to maintain and strengthen our relationships. Issues identified as non-material will also be disclosed in their respective chapters to

Communication Channel/Frequency	2022 Performance
Employees	**Focus Issues:**
▶ Employee Welfare Committee/staff congress (quarterly) ▶ Employee Relationship Website (all the time) ▶ President's symposium (quarterly) ▶ Industrial relations meetings (quarterly) ▶ Training programs (non-periodic) ▶ Employee engagement survey (every other year) ▶ Newsletter (quarterly) ▶ Announcement (all the time)	▶ ▶ ▶ ▶ Share the experience of high-ranking officials through the Company's quarterly journals and WeChat group and ▶ In order to provide employees with more flexibility in terms of time utilization and choice of workplace during work, the Company has implemented a telecommuting (remote work) system, with a total of 1,521 applicants.
Suppliers/Contractors	**Focus Issues:**
▶ Quarterly business review (quarterly) ▶ Business meetings (non-periodic) ▶ Supplier evaluation (yearly) ▶ Purchase contracts/Conducts (in contract period) ▶ Training of suppliers (non-periodic) ▶ On-site audit for suppliers (non-periodic) ▶ Questionnaire investigation for suppliers (yearly) ▶ Supplier sustainability conferences (yearly)	▶ Continue to promote green supply chain, ask, and help suppliers to pass quality management system certifications. ▶ 38 new suppliers were subject to evaluation and 100% were approved and became to USI's Approved Vendor List (AVL). ▶ ▶ ▶ ▶ ▶ 2 suppliers were mentored, introduced and obtained greenhouse gas and product carbon footprint certification (ISO 14064-1:2018 & ISO 14067). ▶ We held an online supplier sustainability briefing in Mainland China to promote our policies and philosophy and online sharing session. We also held 25 Executive Business Review (EBR) meetings with material suppliers, 47 suppliers

Communication Channel/Frequency	2022 Performance
Governments	Focus Issues:

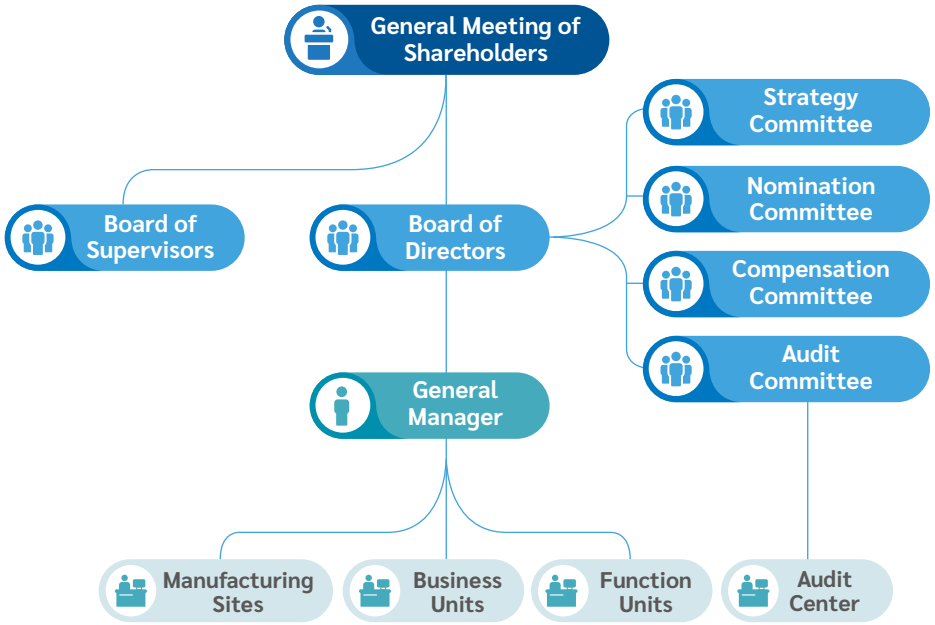
Board Governance

Board Diversity

to their expertise to enhance corporate core competitiveness, increase the efficiency and

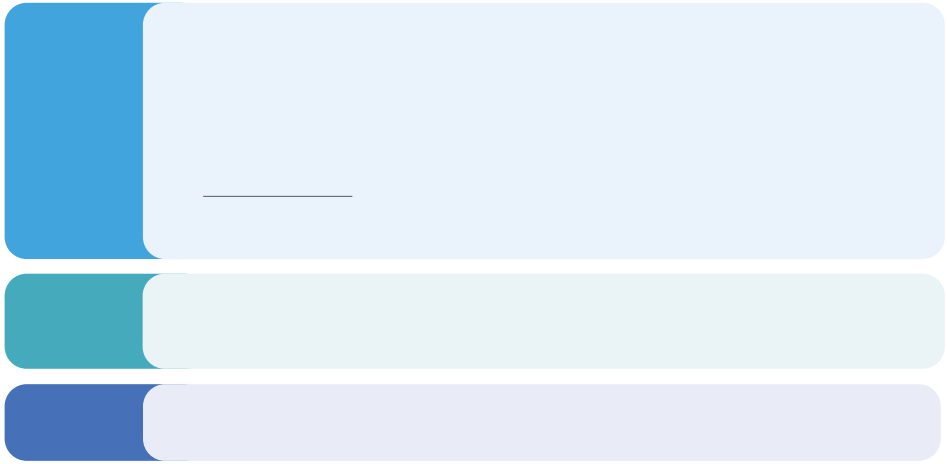
Board Committees

Board Structure



Audit Center

Internal Audit Process



Continuous Education for Board Members

Board Participation in Sustainability Governance

ASEH Chief Administration Officer Dtuang Wang, have roles in our sustainable governance.

Board Performance and Compensation

directors and senior officers respectively. Board of Directors will submit Working Reports,

rate of annual profit and operating targets, and link to sustainable targets of material issues

operator's annual salary, company asset, profitability, and business goals. It is expected to

Officers, please refer to Section 4 of the

Conflict of Interests Management

Business Ethics and Compliance

Business Ethics

or illegal profit exchanges with related institutes, USI employees must put more emphasis on incorruptible deeds. In

Promotion and Training

courses, all employees need to finish the required reading and pass the quiz every year. All records are listed as tracking list to ensure the course of Employee Code of Conduct has been finished by each employee. In 2022, 100% of board

been verified to be true, the punished personnel must return unjustified enrichment to compensate company's losses,

Risk Assessment

After identified and assessed by risk management process in 6 major facilities [1] in 2022, Fraud was identified as a low

Grievance Mechanism and Whistleblowing Protection

and Ethics to do due diligence to investigate all reported cases and keep confidential of reporters in accordance with

Regulatory Compliance

financial management, intellectual property, green

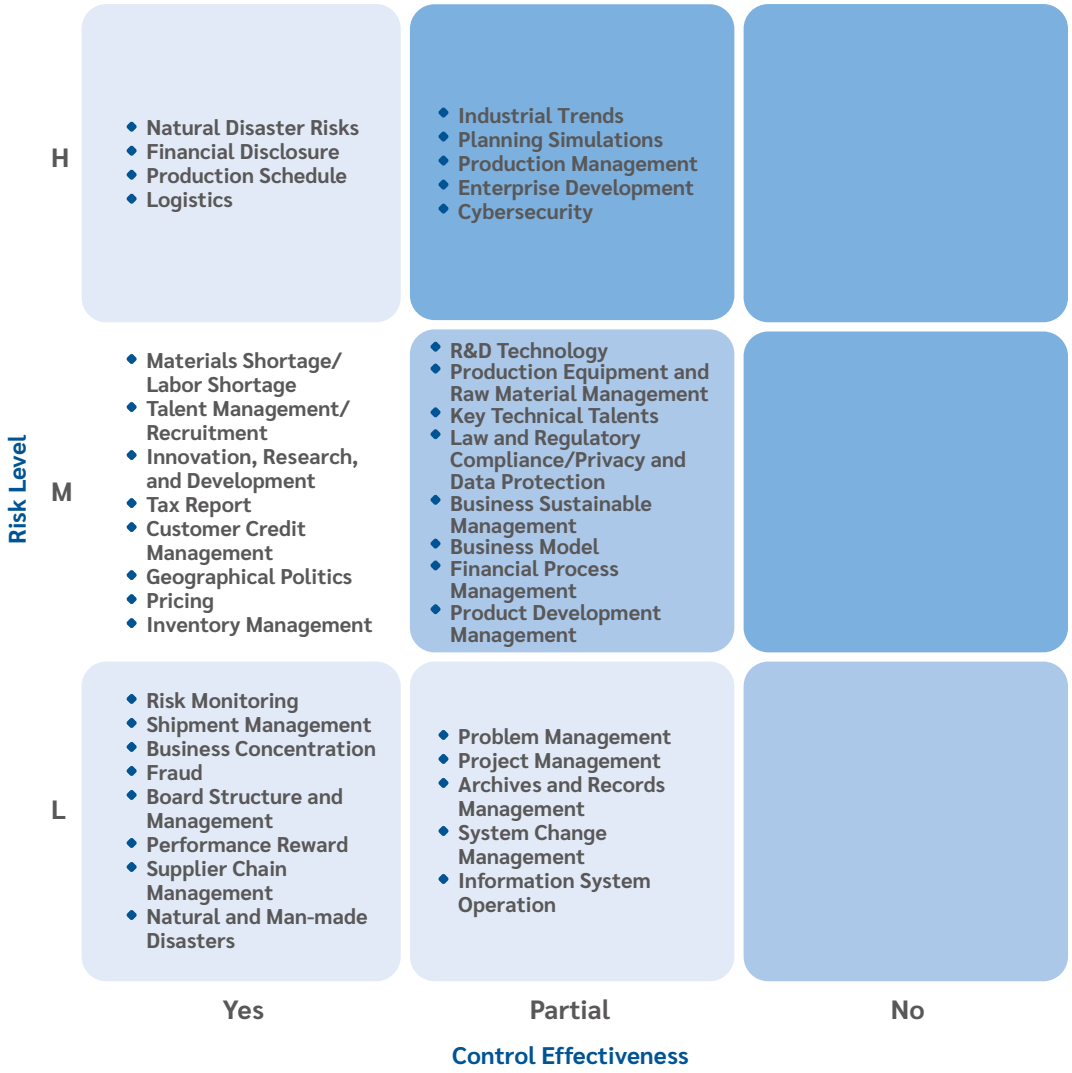
2022, no violations resulting in a significant penalty [2]

secondary purposes other than the specific purposes for which the personal data was first collected, and there

Reporting areas	Number of breaches in 2022
	0
	2
	0
Conflicts of Interest	0
	0

2. The definition of significant penalty is sanctions over CNY 67,000

Risk Assessment Matrix

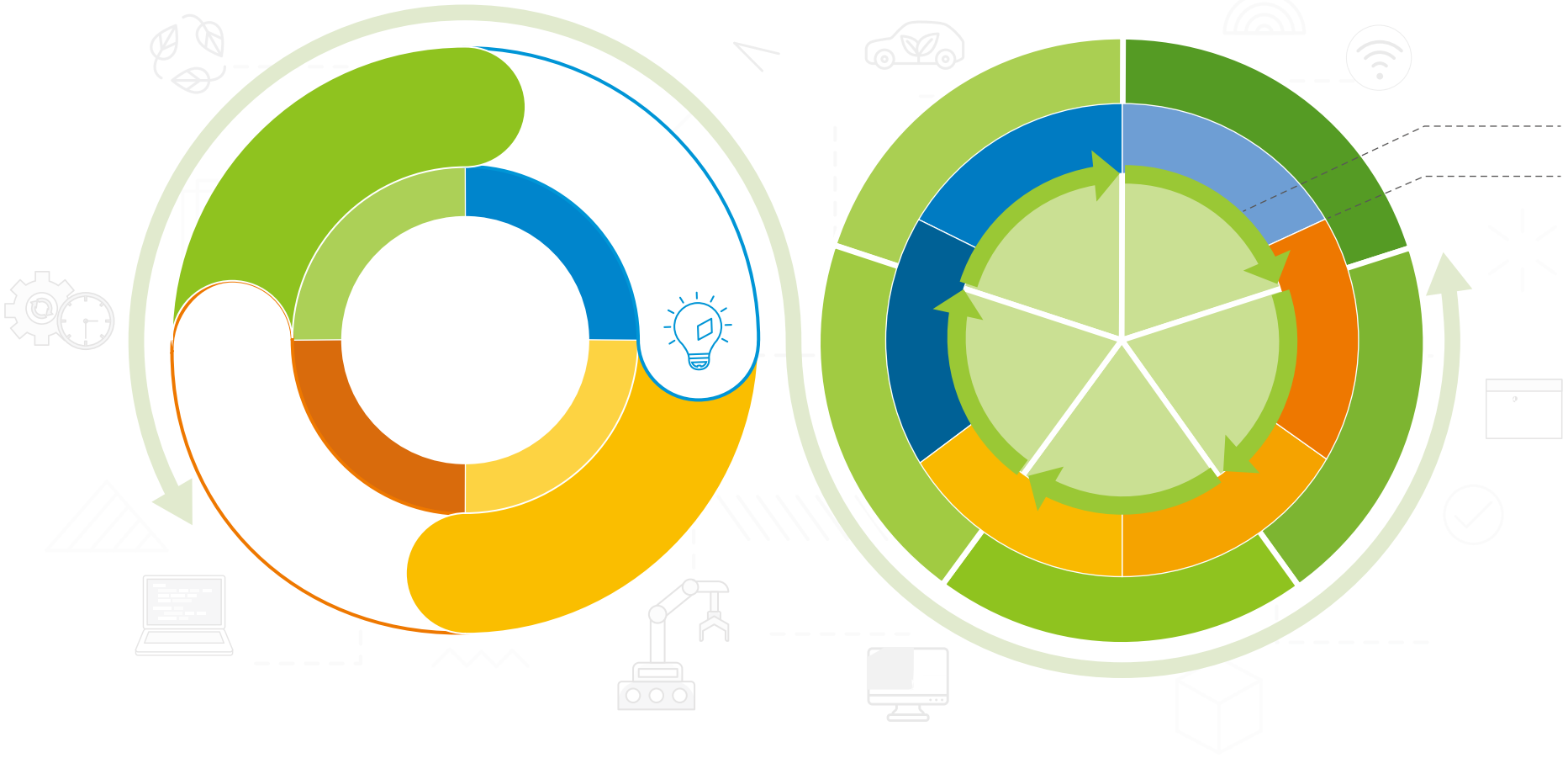


2022 USI Risk Assessment Countermeasures [(1)]

Risk Category	Risk Factor	Risk Situation	Countermeasure	Corporate Chance
Emerging Risk		Regional conflicts from global inflation to	risk identification; through corrective actions and	1. Cooperate with customers to flexible adjust

Risk Category		Risk Factor	Risk Situation	Countermeasure	Corporate Chance
Strategy and Planning				related risks/opportunities along the value chain, assess financial impact and develop countermeasures	

Management Purpose	KPI	2022 Target	2022 Performance	Status	2023 Target	2027 Target
Innovation Management & Sustainable Production	**Management Approach:** Launch green product specifications in compliance with the law, continue to research and develop innovations and process **Evaluation Mechanism:**					
	▶	▶	▶	✓	▶	▶
	▶ (for Mechanism)	▶	▶	✓	▶	▶
	▶	▶	▶ (total 28 products)	✓	▶	▶
	▶	▶	▶	✓	▶	▶
	▶	▶	▶	✓	▶	▶



Green Product Management

Four Main Aspects of Green Product Eco-design

Main Aspect	Environmental Directive	Requirement	USI Design for Environment (DfE)
Hazardous Substances Management	▶ RoHS (Restriction of Hazardous Substances) ▶ REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) ▶ ▶	▶ ▶	▶ ▶ ▶
Recycling Management	▶ WEEE (Waste Electrical and Electronic Equipment)	▶ ▶ ▶	▶ ▶ ▶
Ecological Energy Design	▶ ErP (Energy-related Product) ▶ CEC (California Energy Commission)	▶ ▶ ▶	▶ ▶ Increase the efficiency of energy conversion of EPS ▶
Miniaturization Design	▶ SiP (System in Package) ▶ SOM (System on Module)	▶ ▶	▶ ▶ ▶

Green Supply Chain

_____ (GPARS) and Green Parts (GP) database to manage the materials we use in our products and meet Hazardous

1. To date, we have controlled over 300 chemical substances under the Green Product Specifications to ensure

2. In response to the announcement of adding the 28th batch of 9 Substances of Very High Concern (SVHC),

4. Tetrabromobisphenol-A and Medium-chain Chlorinated paraffins the threshold below 1,000 ppm after

I. Mineral oil aromatic hydrocarbons (MOAH) (From 1 to 7 aromatic cycles)

II. Mineral oil aromatic hydrocarbons (MOAH) (From 3 to 7 aromatic cycles)

III. Mineral oil saturated hydrocarbons (MOSH) (From 16 to 35 carbon atoms)

Hazardous Substance Free (HSF) Management

Standard and establish green parts/material management and control procedures to meet HSF standards. The main management requirements are as follows (for a partial

Directive	Control Requirements
EU Directive - RoHS	▶ RoHS directive was officially implemented on July 1, 2006. It mainly regulates the material and technical standards of electronic and electrical products. DIBP in electronic products. (RoHS Directive includes (2011/65/EU) and Amendment Directive (EU) 2015/863).
EU Directive - REACH	▶ ▶ For SVHC in REACH, suppliers must confirm all provided components, non-BOM and packaging materials, and report back to USI via GPARS or questionnaire methods for any SVHC substances at/or above the 0.1% weight by weight (w/w) concentration. For the current SVHC candidate ز, ز, ز, يه

Product Compliance

requirements, such as complying with region-specific sales market safety and regulatory

customers. All suppliers are required to comply with the USI's Green Product Specification,

USI Products Compliance with Directives in 2022

Green Products Directive	Percentage of USI Products within the Directive					
	Automotive Electronics and Wireless & Wearable Miniaturization Product	Intelligent Connectivity Product	Specific Application Product	Advanced Mobile and Miniaturization Product	Advanced Low-Cost Module Manufacturing Product	Visual Product
EU RoHS						
Halogen Free (HF)						
China RoHS						

in the early stages and addressing regulation deficiencies to strengthen product safety

audited by a third-party (ex. UL, TUV, CCC)[1] to ensure user safety and compliance with

safety certifications are all tagged with safety warnings and equipped with operation

guidelines and testing procedures for home/building security and retail IoT products.
In the future, we will integrate charging/power supply safety certifications to meet the

USI System Products Compliance with Safety Regulations in 2022

Percentage of USI Products within the Regulations	Safety Regulations			
	UL 60950-1 / 62368-1	EN/IEC 62368-1	CNS 14336.1	GB 4943.1
Intelligent Connectivity Solutions				
Specific Application Product				

1. Factory Inspection Mechanism: a manufacturing factory that manufactures products which are labeled with safety regulations shall receive factory inspection (to be audited by an external certification unit) based on the request of a certification issuance unit to ensure that its products conform to safety regulations

Promoting Green Design

in miniaturization/packaging technology, Wi-Fi technology, testing technology, reliability

friendly products around the world. According to the Design for Environment (DfE)

design phase, but also confirms product specifications with Project Managers and

reduction, efficient

ecological design standards to improve energy efficiency and reduce environmental

significantly, and the total economic benefit of material recycling increased 3.45 times

Product Energy Efficiency Evaluation

Product Category	Communication	Consumer Electronics	Cloud and Storage	Industrial	Automobile Electronic	Total
Energy Saving in 2022 (kWh)						22,022,859

USI's Green Design in 2022

Product Design Aspect	Key Features	Performances
Choice of raw materials or components that have a lower environmental footprint	▶	▶ capacitive/resistive components by up to 11.5%
	▶	▶
Direct operations, production & manufacturing	▶	▶ Improved shared specifications by using the same size shield, thus reducing the use of mold material by up to 75%
	▶ operating efficiently	▶
	▶	▶ ▶
Distribution, storage, and transportation	▶	▶
Use phase - operation and servicing/maintenance	▶ efficiency	▶ The DC-DC conversion efficiency of the DC power supply of the server product is more than 90.4%
	▶ Energy efficiency	▶ All internal power supplies complied with 80 Plus Titanium certification ▶ 100% in compliance with the California Energy Commission Appliance Efficiency Regulations (CEC), European Commission's Eco-design Directive (EU ErP Lot 3, Lot 26) and the latest regulations of the EU Code of Conduct Tier 2 (CoC Tier-2)
	▶	▶
End of life management	▶	▶ ▶

Product Life Cycle Assessment

Life Cycle Assessment (LCA) means systemically analyzing the environmental impacts of of the product, to its final recycling or disposal. Among different methodologies, the product Footprint the best example of a Simplified Life Cycle Assessment (SLCA). Due to the variety and our customer's LCA evaluation of their end products (with USI components).

footprint and ISO 14045 eco-efficiency evaluations. This is used to explore the impact product eco-efficiency in terms of the value of the product or service and its impact on [1]

Product Carbon Footprint Inventory Performances

Product Category	Product Name	Carbon Footprint [2]	Eco-efficiency Assessment/ Environmental Footprint	Emissions (Kg CO_2e/pcs)
Consumer	LCD Drive X Board			
Consumer	LCD Drive XC Board			
Communication				
Industrial, Automobile Electronic				
Cloud and Storage	XnBay Smart Server			
Cloud and Storage				

1. Eco Efficiency ↑ = Product or Service Value ↑ ÷ ↓
2. The various product carbon footprint certificate please refer to the

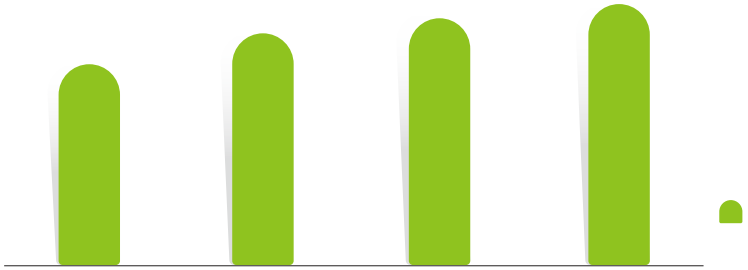
Continuous Improvement Program

Continuous Improvement Program (CIP) proposes improvement plans for the productivity, process, quality, efficiency, equipment, software, hardware, energy conservation and CO emission reduction, automation, safety...etc., and have cost saving benefits.

CIP Purposes

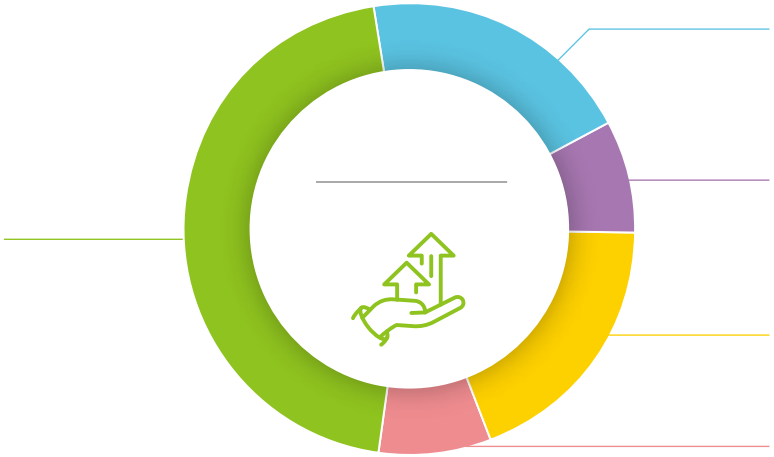
The cases proposed by each facility are reviewed by Site Review Committee (SRC) for their

Committee (CRC) will review their saving benefits and promote cases with reproducible results to enlarge the benefits. According to the statistics in the figure below, over 270 [(1)]



Please refer to the figure for the details of each facility.

CIP Performance by Facility



The CIP annual performance bonus includes basic bonus and incentive bonus (converted from the total annual savings of the Facility), which is distributed according to the

employees accounts for 20%~70% of the total bonus of a single project, while the other 30%~80% of the bonus is distributed to the project lead in charge of the project (including

support units) after a holistic consideration by the Facility general manager. The total

Facility	Ranking	Project Name	Project Benefit
Key Project			
Jinqiao		Clean Dry Air (CDA)	

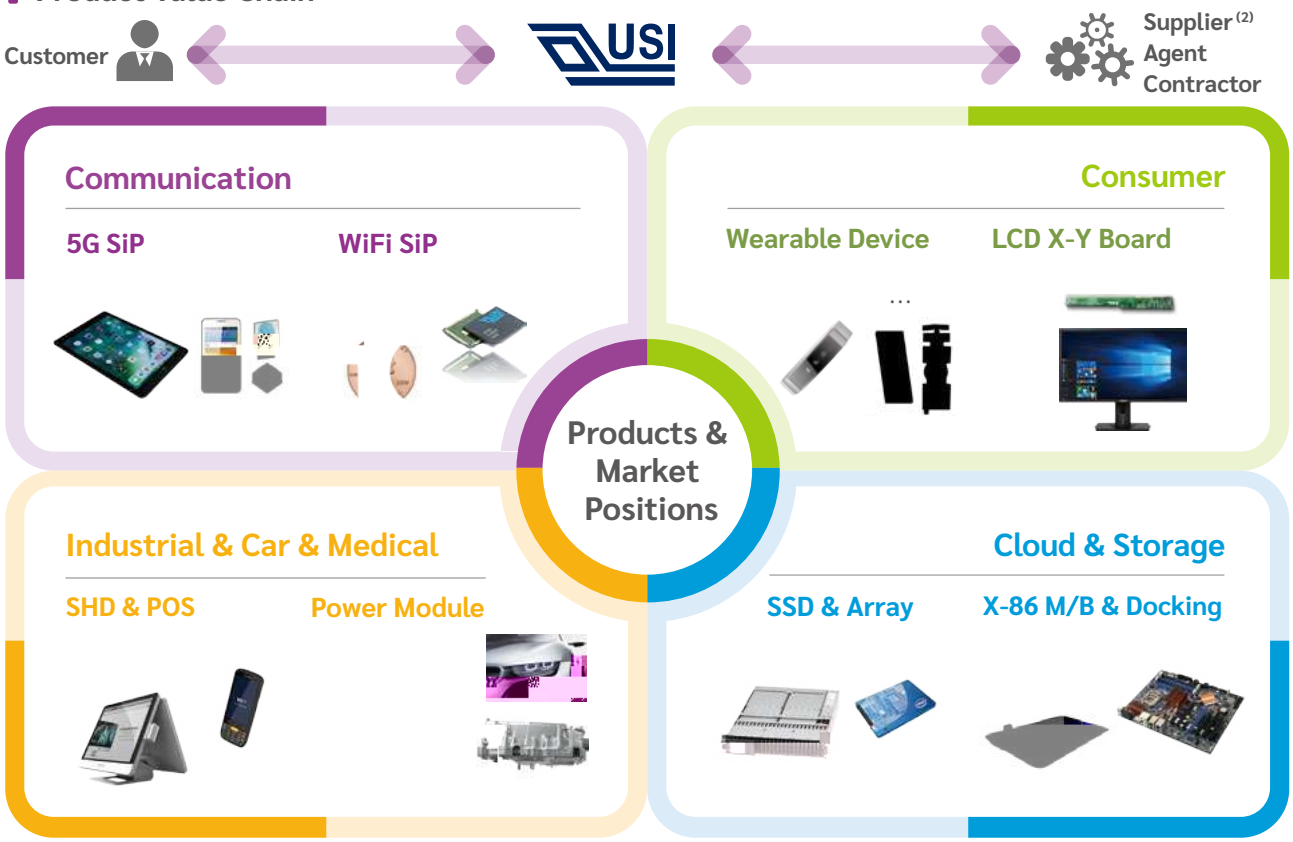
Sustainable Issue Performance and Targets

Management Purpose	KPI	2022 Target	2022 Performance	Status	2023 Target	2027 Target
Customer Relationship Management	**Management Approach:** accurately, provide quality and diversified service solutions, and create a win-win situation with customers **Evaluation Mechanism:**					
Sustainable Supply Chain	**Management Approach:** Develop sustainable procurement policies around evaluating supplier environmental/social performance, avoiding purchasing conflict minerals, and advancing with our suppliers to lower operational risks and secure overall supply chain resilience **Evaluation Mechanism:** Conduct annual statistics on the procurement amount of each region, conduct a Conflict Minerals Reporting Template (CMRT) and Supplier Sustainability Assessment Questionnaire (SSAQ) survey on suppliers, and evaluate and track deficiencies based on the survey results to confirm the achievement and completion rate of various indicators					
	conflict-free	use conflict-free	conflict-free minerals		use conflict-free	use conflict-free

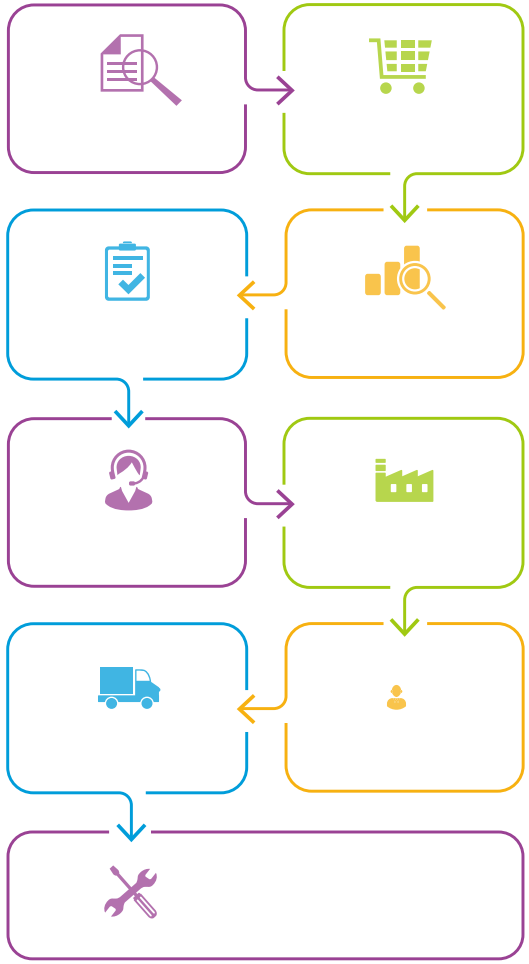
Product Value Chain

[1] for our customers, as shown in the figures below:

Product Value Chain



Turnkey Service



2. Material suppliers refers to suppliers of PCBs, substrates, active/passive components, other electromechanical components, mechanical components, packaging materials, and accessories

Customer Relationship

Quality and Service

_____ and a comprehensive quality management system certified with ISO 9001 and other international standards (please refer to the _____ Certification Table). Through quality inspections, audits, and other process management

Customer Complaints and Product Recall

feedback rapidly. Related personnel are immediately notified when there's feedback. They

(1)

and automatically increasing the leakage voltage test, are defined in the management

Driving up Customer Satisfaction

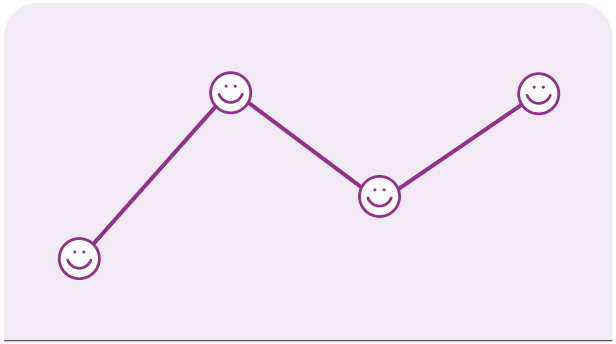
USI offers a full range of services tailored to customer needs, providing high quality, high efficiency, and flexible service

and strengthen the solid relationship with customers in order to obtain their affirmation and long-term support and create

(1)

threshold target for satisfaction, 93% of customers are satisfied with USI's services. In addition, the overall customer satisfaction score averages out to 84.2 (Successful) across all satisfaction dimensions. In terms of individual satisfaction

Percentage of Satisfied Customers



Customer Satisfaction Score

Customer Privacy Protection

Confidential customer information and customer health and safety are always treated with the highest priority as they

data confidentiality. We set systems and procedures in place to center customer privacy and data confidentiality as the foundation of all business contracts. In addition to signing confidentiality agreements with our customers to safeguard customers' proprietary and confidential information, and require related units to observe confidentiality measures, we have

Regarding customer document management, the Company stipulates that all customer documents are defined to have the highest level of confidentiality to protect product information provided by customers. Document information shall be

1. Definition of Customer Satisfaction Score: Outstanding (Satisfaction ≥ 90), Excellent (Satisfaction ≥ 85), Successful (Satisfaction ≥ 80), Satisfied (Satisfaction ≥ 70), Improvement Required (Satisfaction ≥ 60), Unacceptable (Satisfaction < 60)

Supply Chain Management

In the face of unprecedented impacts and challenges, we have joined hands with our global partners to fight against the

addition, we have identified five key material categories for production: materials with unique characteristics, customized materials, or materials subject to market supply constraints. To maintain operational efficiency and avoid supply chain

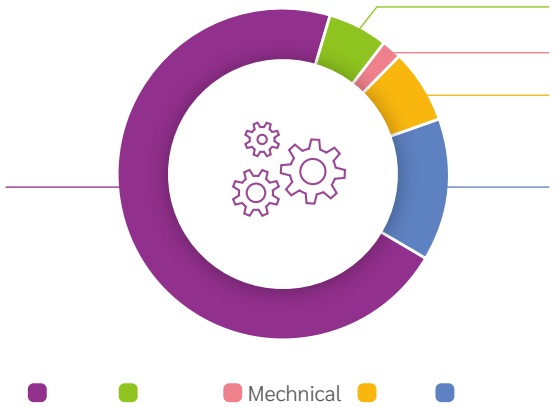
Critical Material Risk Management

Development of alternative material mechanisms	
Material shortage review mechanisms	
Purchase mechanism from spot dealers	
Inter-facility transfer and rebalancing mechanisms	
Emergency response management measures	After a disaster/emergency, proactively contact suppliers to understand the

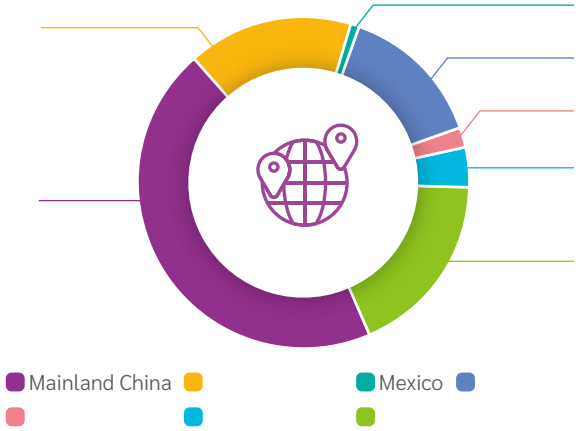
Supply Chain Overview

mainly procure active/passive components, substrates,

Raw Material Supplier Categories

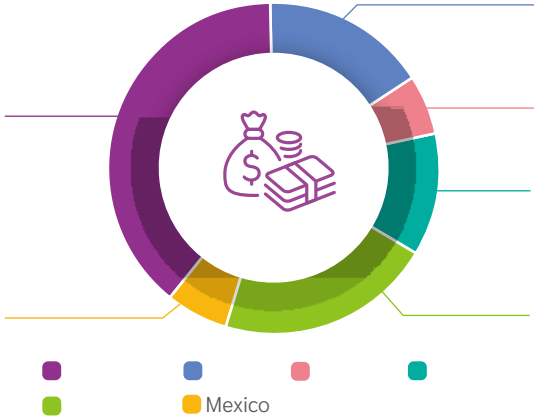


Distribution of Raw Material Suppliers [1]

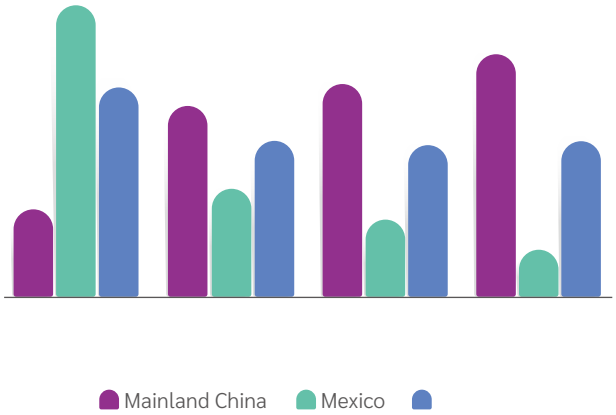


suppliers and completed the development of diversified sourcing solutions for raw materials, increasing the proportion of

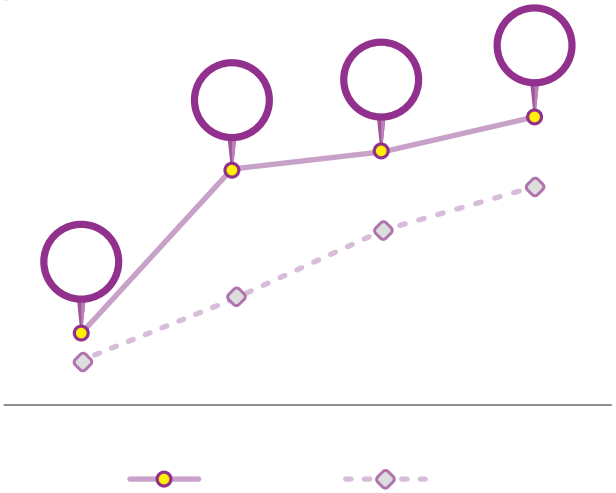
Transaction Amount at All Facilities [2]



Percentage of Procurement from Local Suppliers at All Facilities [3]



Global Local Procurement Rate



Supplier Evaluation

select those that meet the requirements as our official suppliers. A cross-departmental

basic company information, financials, product services, and primary customers and then assess their quality, green management, and sustainability through the SSAQ (including labor rights, health and safety, environmental protection and other components). The

Board for final assessment and approval. All new suppliers developed by USI are required

were evaluated, and 100% passed the screening criteria to become qualified suppliers.

Supplier ESG Program

Risk assessment and conflict minerals due diligence, written assessments and on-site

divided into five levels, and according to the assessment regulations, the Company will

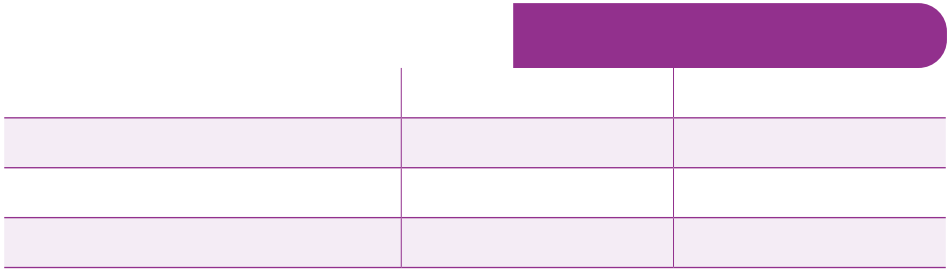
expectations, the Company will request a Vendor Corrective Action Report (VCAR) and

qualification will be suspended. For the improvement plan proposed by the supplier, the relevant unit shall provide counseling for identified deficiencies.

to participate in the Company's quarterly Executive Business Review (EBR) meetings,

each other, maintain close interaction with suppliers, and find long-term suppliers. In

Developing Sustainability Competency

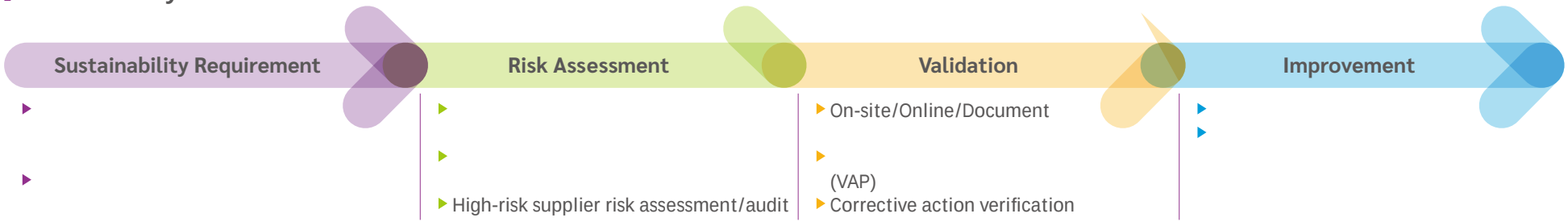


Supplier Sustainability Risk Management

the five major components of labor rights, health and safety, environmental protection,

implement effective supplier management, reduce risks and improve the overall efficiency

Sustainability Risk Assessment Process



Before conducting risk assessment of suppliers, the Company must first proactively conduct supplier screening. USI selects suppliers to be included in control by annual procurement amount and identifies suppliers with potentially high risks in terms of governance, environment and social as the basis for key management. For details regarding Supplier Screening,

Supplier Screening

Methodology for Suppliers Screening

We proactively review and investigate all suppliers' countries/regions, their production processes, and their respective product categories to conduct preliminary assessments of suppliers and

- Country-specific risk: Minerals from the Democratic Republic of the Congo and neighboring countries in Central Africa may lead to human rights violations and risks of environmental damage.
- Sector-specific risk: Suppliers of raw materials, labor agencies, contractors and field service providers that provide labor, energy consumption, and manufacturing processes with special risks of pollution emissions in the manufacturing industry, as well as labor agencies, contractors and field service providers who provide manpower.
- Commodity-specific risk: Parts containing metals and hazardous materials are selected according to the classification of parts.

Aspects of Suppliers Screening

Environmental	Social	Governance	Business Relevance
Any fire, explosion, industrial accident			

Supplier Sustainability Risk Assessment

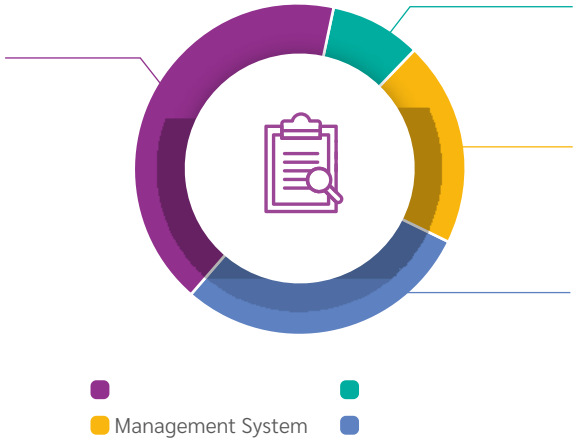
In order to enhance the competitiveness of the overall supply chain and to ensure that suppliers fulfill their corporate

includes five dimensions: labor, occupational health and safety, environment, ethics, and management systems. The Company conducts SSAQ surveys for Tier 1 Suppliers. In addition to asking suppliers to fill in related questionnaires, suppliers are also required to provide relevant management system certificates as supporting evidence (e.g. ISO 14001, ISO 14064-1, ISO 45001, ISO 27001 etc.), and the results of third-party risk assessments and audits by suppliers who have

and documented audits of 46 material suppliers (including 44 non-responding SSAQ suppliers and 2 high-risk suppliers) and on-site audits of 35 service contractors, with 100% of the audits yielding a low-risk rating. For the deficiencies found

after assessment and analyzed the deficiency items in supplier audits and found that of the five major areas, 42% were

Distribution of Supplier Sustainability Audit Findings



Supplier Audit Findings and Corrective Actions [1]

Category	RBA Classification	Major Non-conformance Findings	Corrective Actions
Labor		▶ ▶	▶ ▶
		▶ ▶	▶ ▶
	Benefits	▶ ▶	▶ ▶

1. Identify the first three main categories of the key audit deficiencies

Category	RBA Classification	Major Non-conformance Findings	Corrective Actions
Health and Safety		▶ ▶	▶ ▶
		▶ Fire-fighting equipment blocked by objects and failure ▶ specified	▶ ▶
		▶ ▶	▶ ▶
Environment		▶ ▶	▶ ▶
		▶ ▶	▶ ▶
Management System		▶ identification and customer requirements ▶ Inadequate identification of regulatory lists and failure	▶ Develop procedures for regulation identification and customers' requirements ▶
		▶	▶
		▶	▶

Employment, Non-Discrimination/Non-Harassment, Occupational Safety, and Industrial Hygiene" were the main human rights risk issues. We identified suppliers that may face high risks

Supplier Human Rights Incident Mitigation and Compensation Measures

Category	Labor	Health and Safety
Risk Issue	▶ ▶ Non-Discrimination/Non-	▶ ▶
Mitigation Measure	▶ ▶ ▶	
Compensation Measure	▶ ▶ If a high-risk supplier is identified, the Company shall conduct on-site	
External grievance mechanism & reporting mailbox:		

Conflict Minerals Compliance

Conflict Minerals refer specifically to tantalum, tin, tungsten, gold (collectively "3TG"),

member of ASEH who joined the Responsible Minerals Initiative (RMI) in 2015, USI utilizes RMI's resources and guidance to make responsible choices regarding conflict minerals,

achieving a conflict-free mineral supply chain.

Conflict Minerals Management

In order to avoid the inadvertent use of conflict minerals in the manufacturing process of our products, the Company has established a conflict minerals procurement management policy that commits to not using conflict minerals and requires suppliers to source raw

Qualified Smelters Disclosed by RMI

Reasonable Country of Origin Inquiry (RCOI)

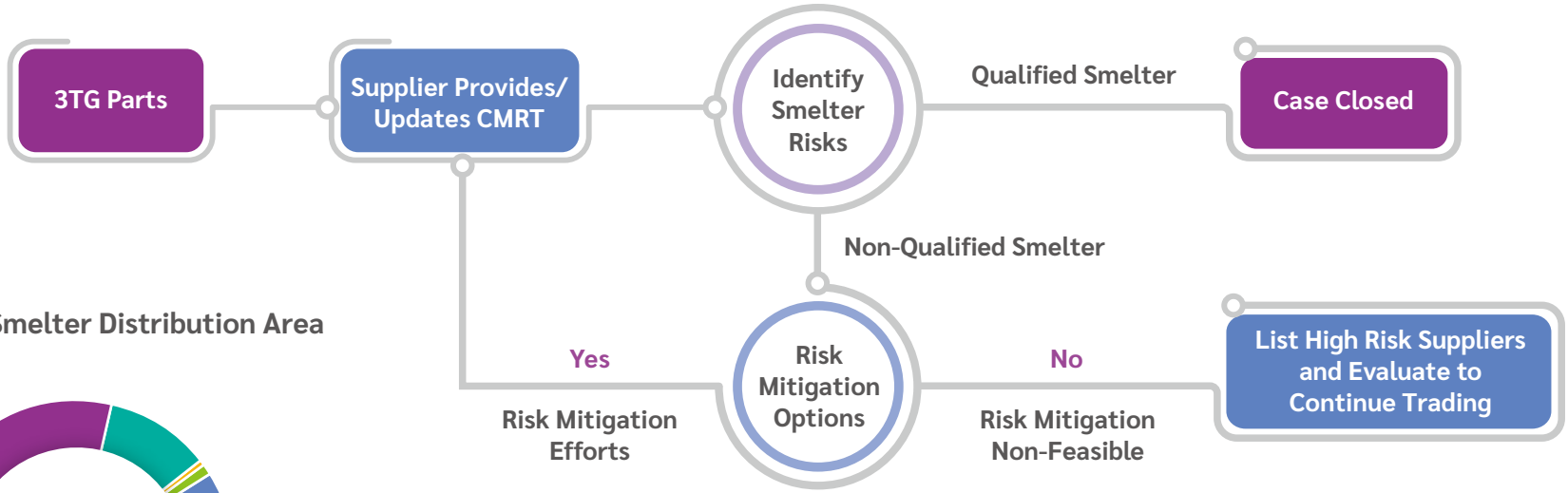
The Company has established a conflict minerals management program to conduct a [1]

confirm the source of 3TG, cobalt and mica in product bill of materials and component materials to confirm whether they are sourced from conflict mineral areas. We deploy the GPARS system to collect CMRT and EMRT (Extended Minerals Reporting Template) from

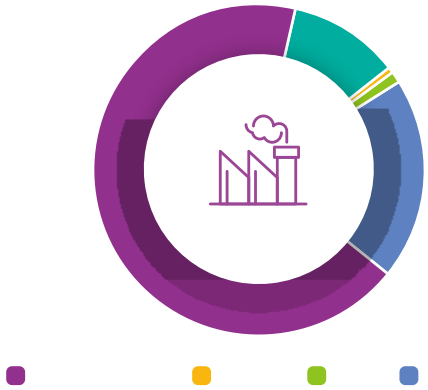
by the RMI to verify and ensure that the smelters' sources are qualified. If a supplier uses non-qualified smelters, we follow the risk identification and management process along with three mitigation options (mitigation for continued trading, temporary suspension of trading during mitigation period, and non-mitigation resulting in the cessation of trading)

smelters from the supply chain. In 2022, all target suppliers used material from qualified

Risk Identification Management Process



3TG Qualified Smelter Distribution Area



Due Diligence (DD)

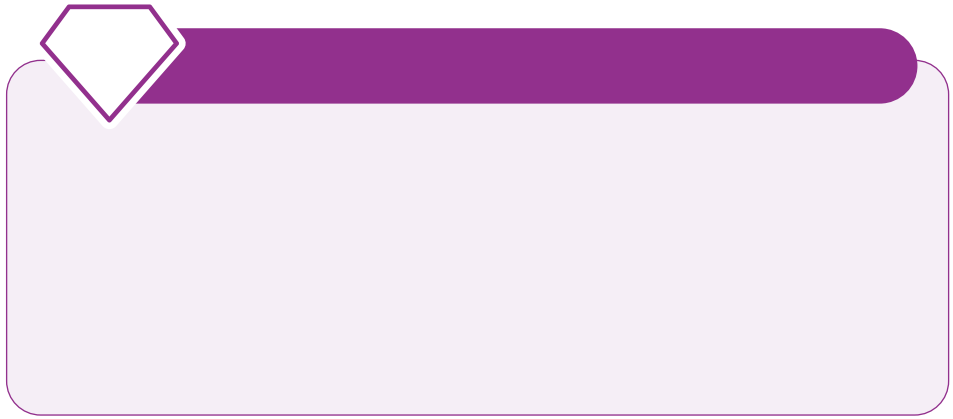
USI continues to promote conflict-free mineral sourcing into the supply chain by conducting supplier due diligence and requiring the use of qualified smelters. In 2022,

conflict-free minerals requirement; in addition to 3TG, we are progressively including more minerals from Conflict-Affected and High-Risk Areas (CAHRAs) (e.g., cobalt and mica) in the survey, with a total of 150 suppliers surveyed and disclosed for cobalt and mica. We also shared our conflict minerals policy and related requirements through our

Independent Private Sector Audit and Annual Report

conflict minerals audits and management standards. Every year, USI conducts an IPSA

target suppliers are verified to use qualified smelters and comply with the annual declaration of conflict-free minerals. ASEH, the parent company of USI, is required to file annually with the United States Securities and Exchange Commission (SEC) and its Annual Conflict Minerals Report, which covers USI and its subsi M P coclte



New Technology/Product Presentation for Suppliers

Supporting Suppliers with Improvement Actions

the overall development of the Company. Therefore, during the document/on-site

we counsel them on their deficiencies through online discussions or on-site face-to-

and posting SDS were recommended to address the identified deficiencies for 22 suppliers. In addition, pertaining to the written assessment of conflict minerals, written

processes and conflict mineral policies were identified. In total, 47 suppliers were

Supplier Capacity/Technology Development Program

Supplier Carbon Mentoring Program

gas inventory management systems (ISO 14064-1) and product carbon footprints (ISO 14067) that comply with regulatory requirements. The program involved

PCB manufacturing and stamping were officially certified for greenhouse gas and

Supply Chain Financing Program

Intended for qualified suppliers with good credit, stable quality, and no quality or financial crisis, as well as suppliers with large annual procurement amounts with

operational capital cost, USI has been providing flexible and efficient working capital solutions. Since 2015, the Company has been providing flexible and efficient working capital solutions to suppliers, allowing them to increase their

joined the program. Cumulatively, we continue to provide financing support for

3 GOOD HEALTH AND WELL-BEING
6 CLEAN WATER AND SANITATION
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Management Purpose	KPI	2022 Target	2022 Performance	Status	2023 Target	2027 Target
Occupational Health & Safety	Management Approach:					

Management Purpose	KPI	2022 Target	2022 Performance	Status	2023 Target	2027 Target
Energy Management	**Management Approach:** Establishing ISO 50001 energy management systems to systematically improve energy efficiency and reduce the risk **Evaluation Mechanism:**					
Improving energy efficiency and fulfill corporate social responsibility	▶	▶	▶	✓	▶	▶
Air Pollution Control	**Management Approach:** **Evaluation Mechanism:** Quarterly review and confirmation of air pollutant emissions without violations					
	▶	▶	▶	✓	▶	▶
Water Resource Management						
	▶	▶	▶	✓	▶	▶
Waste Management						
	▶	▶				

Climate Change Risk and Opportunity Management Process

Background Data Collection

-
- Consider the transition risks (policy and law/market/ technology/reputation), the physical risks (chronic and acute) and the opportunities (resource efficiency, energy, products and services, markets and adaptation)

Risk/Opportunity Possibility Analysis

-
- (including direct operations, supply chain or customers)
- Impact duration (now within 0 to 1 year, short-term 1 to 3 years, medium-term 4 to 10 years and long-term 11 to 30 years)
- Possibility (almost sure, highly possible, possible, unlikely, and extremely unlikely)

Financial Impact Analysis

- Use impact on monthly revenue as an indicator (indicator levels are divided into 1 to 5, with the fifth level having the highest impact)

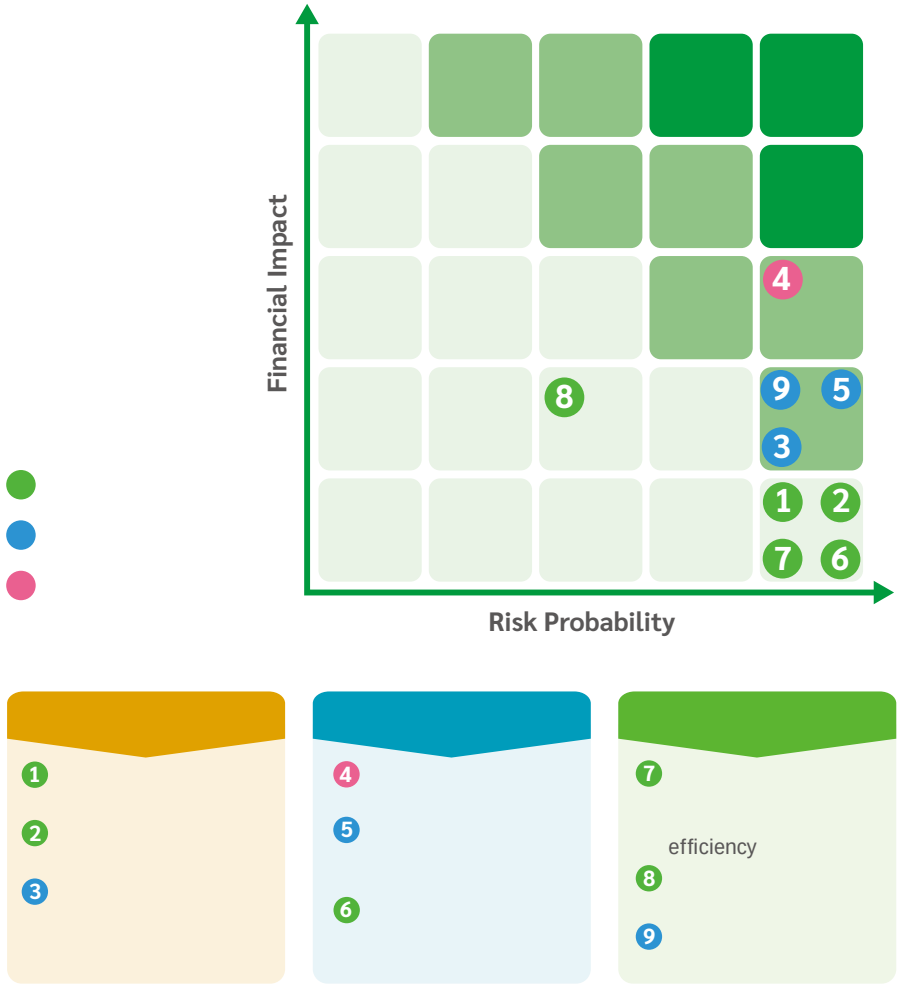
Risk Assessment

- Evaluate risk/opportunity indices based on the possibility and financial impact scales
- According to the risk/opportunity indices, it is classified as
  - Red: High risk/opportunity (for immediate action)
  - Blue: Moderate risk/opportunity
  - Green: Low risk/opportunity

Control Mechanism

-

Climate Change Risk and Opportunity Matrix



Financial Impact from Risk and Opportunity

With reference to IEA's NZE 2050 and country-defined contribution scenario targets for each facility, we have conducted financial impact analysis of climate change risks and

the relevant units in the organization, and the physical risks are identified in the form of financial and revenue losses due to the impact of natural disasters that would impact our production, operations and supply chain, and transition risks are identified in the form of

terms of opportunities, we will continue to manage and improve energy efficiency,

future, we will evaluate establishing a mechanism to estimate the financial impact

and the enhancement of energy efficiency; in terms of adaptation, we strengthen USI's

Risk and Opportunity Types	Description of Risks and Opportunities	Targets	Risk	Potential Financial Impact	Countermeasures
Physical Risks		▶ ▶ Downstream/		influenced, financial losses and	▶ Simulate flood and drought risks using physical scenarios of climate change and propose contingency
		Upstream/			▶ ▶ ▶ ▶ Provide market information to prepare materials in advance (MPA) ▶
Transition Risks		Downstream/			▶ We have developed biodegradable plastics (emission reduction) that fit the customers' needs based on ▶
		▶ ▶ Upstream/ ▶ Downstream/			▶

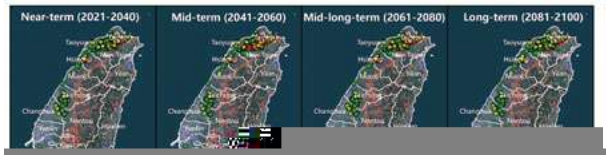
risk levels for extreme rainfall hazards and vulnerabilities (including floods, mudslides, and landslides) between 2021 to 2100. Although analysis indicated no risk of flooding or [1]

place for sudden floods and drought. Supplier site vulnerability analysis has identified 484 flooding risks and 2 landslide risks, and no supplier sites have landslide risks, which we will [2]

response procedures and prepared sufficient emergency supplies in case of unexpected floods or droughts.

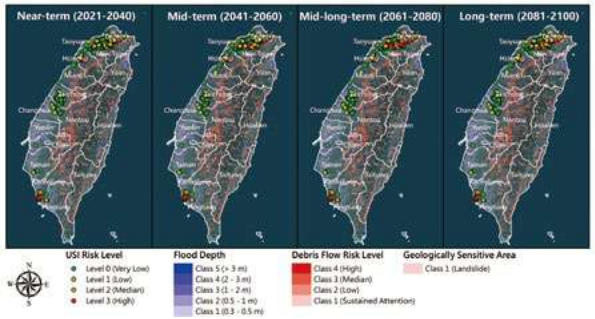
Hazard and Weakness Scenario Risk Analysis Chart

RCP 2.6

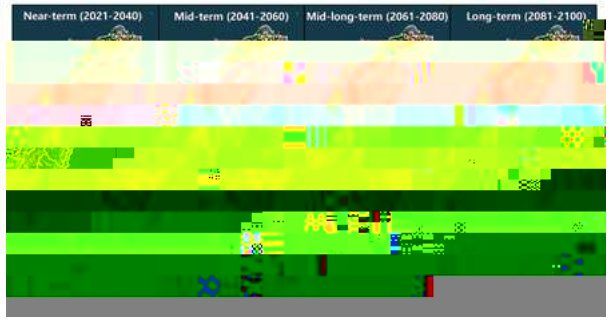


RCP 6.0

RCP 4.5



RCP 8.5

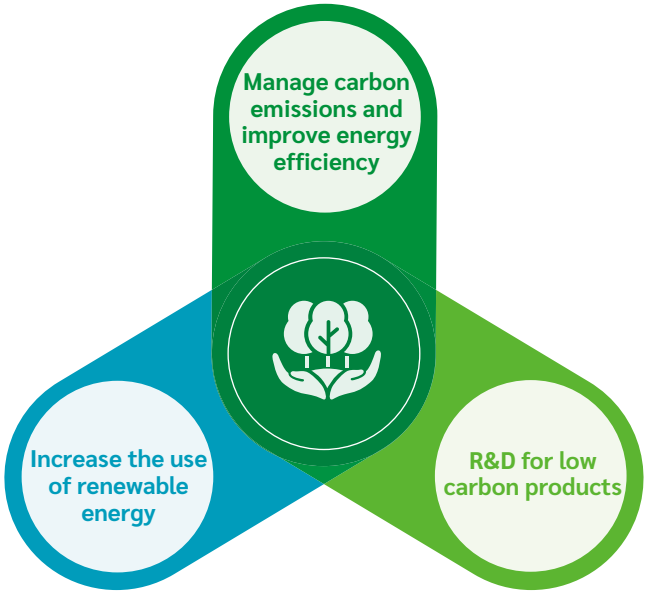


Base Period Water Stress Multiplier Analysis Chart

2. SSP, Shared Socioeconomic Pathways: five different scenarios models based on projected population, economic growth, energy demands, social equality, and other factors

Metrics and Targets Related to Climate Change

- & 2 emissions in 2030 (base year: 2016, 2.5% reduction per year)
- emissions in 2030 (base year: 2020, 1.5% reduction per year)



-
-

- saving benefits and revenue

Net Zero Carbon Emissions Target Pathway

2025

-
-

2030

-
- ✓ emissions by 35% (base year: 2016)
- ✓ by 15% (base year: 2020)
-
-

2035

-

2045

-

2050

-

Carbon Management

USI continues launch greenhouse gas reduction policy. The greenhouse gas (GHG)

was conducted in 2010 on our worldwide production bases and the results were verified

Disclosure Project (CDP) and conducts annual inventory surveys. For detailed information,

consumption (I-REC, please refer to the _____ section for details). In

efforts in energy efficiency improvement, the promotion of Green Promise and the

Greenhouse Gas Emissions

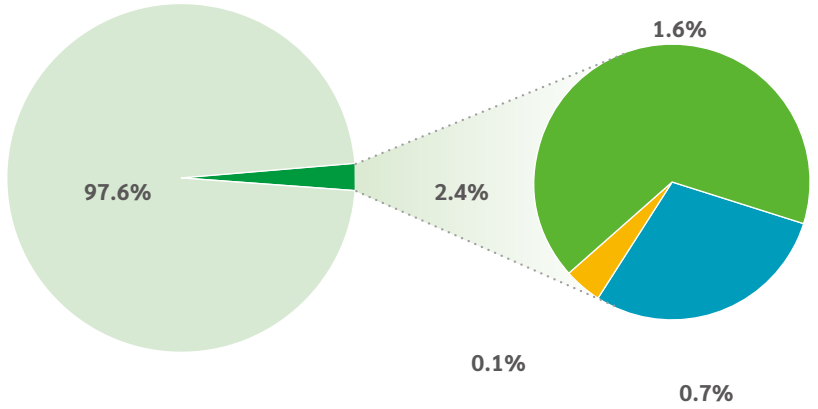
e (Scope 1 & 2),

from the expansion of the business and the continued improvement in energy efficiency and reduction in energy costs. The analysis is shown in the following figure:

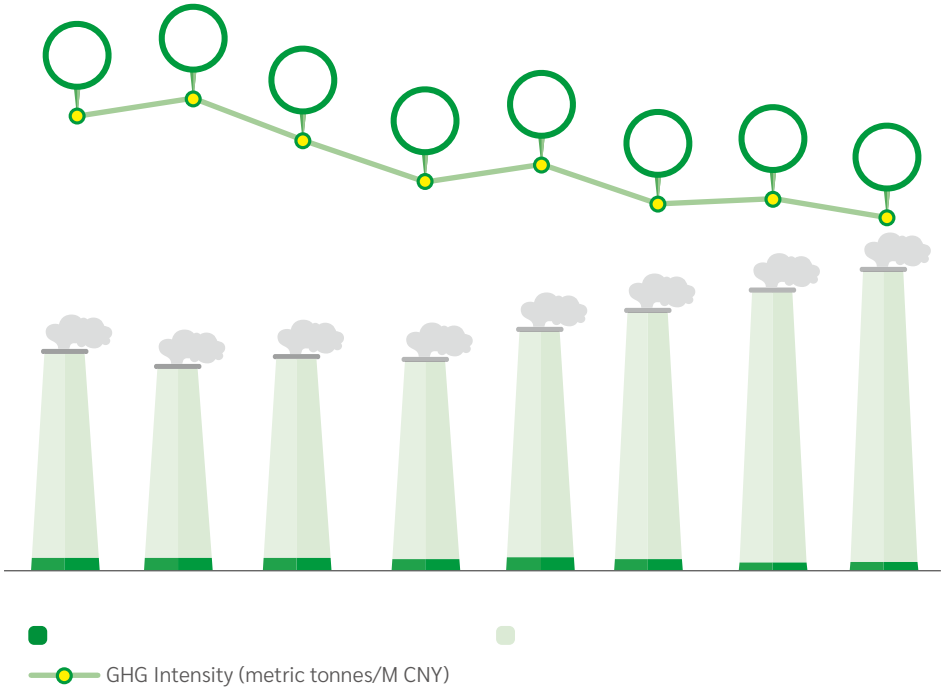
1. The data presented came from the ISO 14064-1:2018 inventory results, rounded to the 2nd decimal place

3. The significant threshold is set at 3%, and the substantial threshold is set at 5%

The Ratio of Scope 1 to Scope 2 Greenhouse Gas Emissions (1~5)



Greenhouse Gas Emissions and Intensity



Indirect Greenhouse Gas Emissions

USI continued to promote the greenhouse gas inspection (ISO 14064-1). Following the

to conduct 15 categories of significant identification and inventory of upstream and downstream activities in Scope 3, the results of which were verified by a third-party verification unit as follows:

Indirect Greenhouse Gas Emissions [1]

Category	Description	Greenhouse Gas Emissions
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		N/A[2]
11		N/A
12		N/A
13		N/A
14		N/A
15		
Total		10,473,941.30

1. The data presented came from the ISO 14064-1:2018 inventory results, rounded to the 2nd decimal place,

2. N/A: Non-significant after assessment of the indirect emissions materiality criteria in accordance with ISO 14064-1:2018
3. The data presented came from the ISO 14064-1:2018 inventory results, rounded to the 1st decimal place

Energy Management

reducing carbon emission is to save power, making maximum efforts for electricity efficiency.

heat value coefficient conversion data for Mexico, increasing direct and indirect energy

in 2022 decreased by 2.1 gigajoules. USI's energy intensity for 2022 is 18.5 (GJ/M CNY), a

Energy Consumption [3~4]

Category	Direct Energy Consumption			Indirect Energy Consumption	Total Energy Consumption
	Diesel	Gasoline	Natural Gas/Liquid Petrol Gas	Electricity	
2022					
2021					
2020					
2019					

Guidelines for Greenhouse Gas Emissions and Reporting (SZDB/Z 69-2018)

• Mexico Facility adopted "Lista de combustibles 2022"

Energy Consumption and Intensity

Renewable Energy

International Renewable Energy Certificate (I-REC) and Green Electricity Certificate (GEC) in 2023 to offset CO emitted by traditional power in 2022 (the annual electricity

Mexico Facility's electricity was offset). Low-carbon products produced in facilities

(1)

Category	Item	Scope 1	Scope 2	Total
Location based	(Metric tonnes CO e)			
Market based	(Metric tonnes CO e)			

Power Saving Performances in 2022

Facility	Project	Description	Power Saved (MWh)	CO_2 Reduction(2~3) (metric tonnes CO_2e)
Zhangjiang		units (AHU) with 1 floor-mounted high-efficiency		
Jinqiao				

1. The data presented came from the ISO 14064-1:2018 inventory results, rounded to the 2nd decimal place
2. Carbon emissions reduction = electricity saved x electricity emission coefficient
3. Electricity emission coefficient:
   - Zhangjiang, Jinqiao, and Kunshan Facilities adopt the Huadong Power Grid 0.792 metric tonnes CO MWh based on the "2019 Emission Reduction Project: China's regional grid baseline emission factor" by

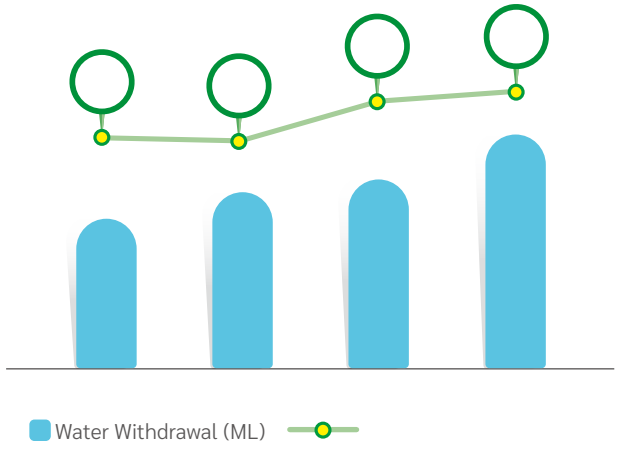
4. PCM, Phase Change Material

Water Resource Management

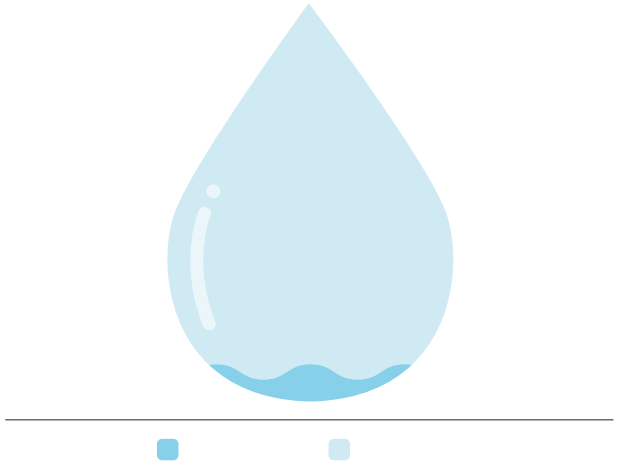
a third-party to check the quality of effluents on a regularly basis to prevent water

Waste Management

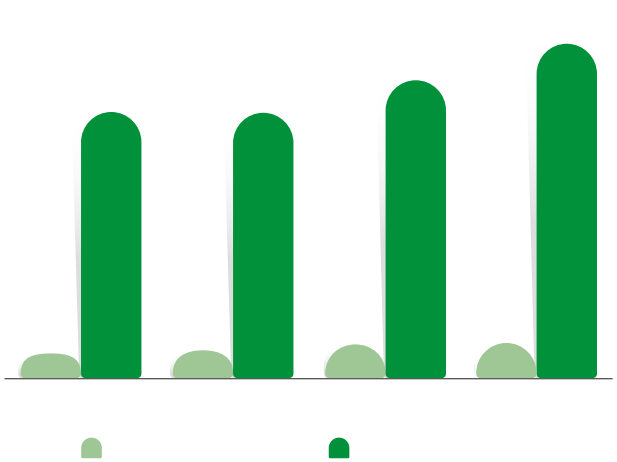
Water Withdrawal and Recycle

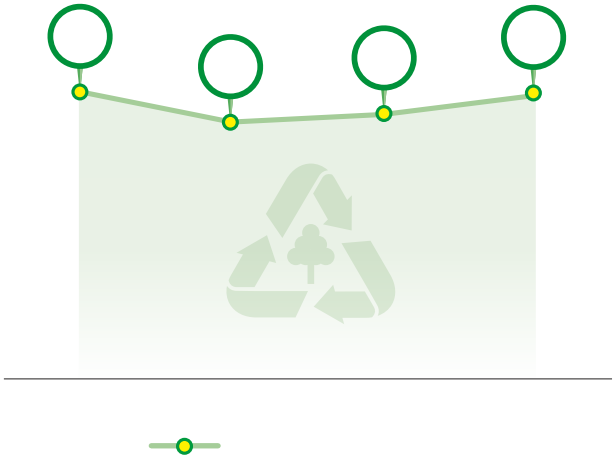


Water Usage Ratio



target (80%); The non-hazardous waste recycling rate of 92.5% also meets the annual target (90%), the details are shown as follows. The hazardous waste generation intensity is 0.125 (kg/KUSD) in 2021 and 0.114 (kg/KUSD) in 2022, a





USI has developed a waste disposal program specifying that hazardous wastes must be handled by qualified suppliers with valid licenses for disposal and that non-hazardous wastes must

Statistics of Disposal Methods for Various Wastes in 2022 (1)

Treatment / Facility	Reuse		Recycle		Compost		Landfill		Incineration	
	Hazardous	Nonhazardous	Hazardous	Nonhazardous	Hazardous	Nonhazardous	Hazardous	Nonhazardous	Hazardous	Nonhazardous
Percentage	0.0%	9.8%	2.1%	62.2%	0.0%	11.9%	0.0%	3.6%	7.1%	3.2%
Total	1,060.718		6,978.282		1,290.396		393.250		1,119.272	

Air Pollution Control

(1)

(2)

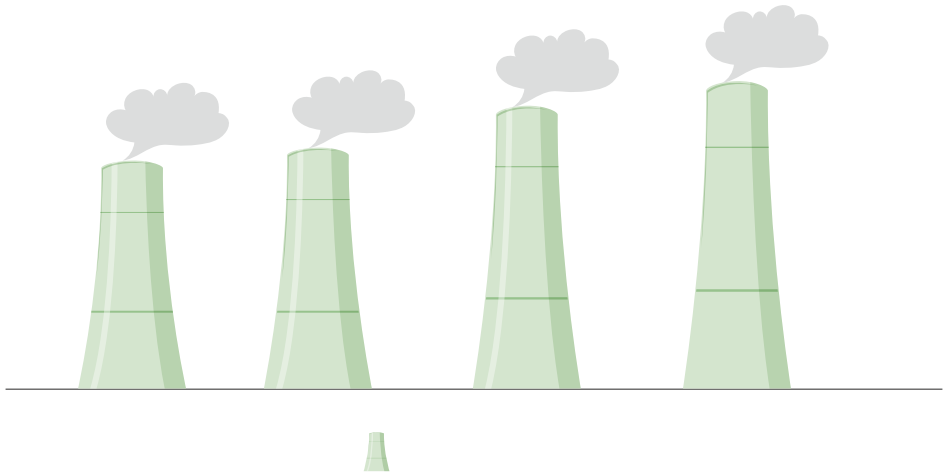
In terms of volatile organic compounds (VOCs), Nantou Facility was the only one required

first declaration. In 2018, in response to the "Environment Protection Tax" declaration

x x

nitrogen oxides (NO), sulfur oxides (SO) and fine suspended particulates. Huizhou Facility

(3~6)



Pollutant \ Facility	Zhangjiang	Jinqiao	Huizhou	Kunshan	Nantou	
					TT	NK 1
Volatile Organic Compounds (VOCs)						
Nitrogen Oxides (NO_x)			N/A	N/A	N/A	N/A
Sulfur Oxides (SO_x)			N/A	N/A	N/A	N/A
Particulate Matter (PM)			N/A		N/A	N/A

1. UV beam can break the molecular bond of industrial wastes as well as the water and oxygen in the air. Then,

6. N/A: No applicable local regulation and no available self-testing data

Biodiversity

Biodiversity Commitment

◆ **Target Objective:** to work towards No Net Loss (NNL) and No Gross Deforestation

◆ **Risk Assessment:**

◆ **Mitigating Impact:**

◆ **Scope of Coverage:**

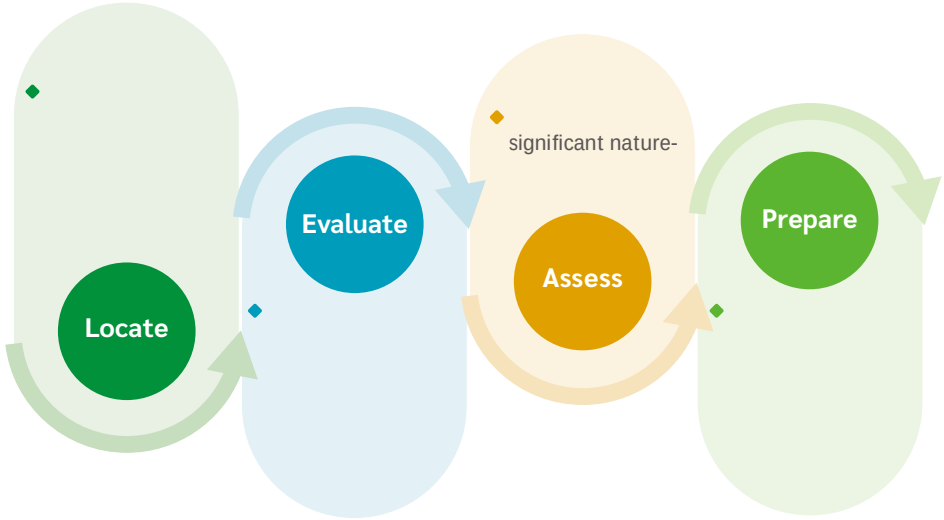
the value chain worldwide to achieve the long-term goal of 2050 Net Positive Impact (NPI).

1. Dependency: It refers to the services provided by natural resources or ecosystem during the operation process;

Biodiversity Risk Assessment

(1) (2)

Biodiversity Risk Assessment Process



According to the specific protection zone delineated by local regulations, the biodiversity

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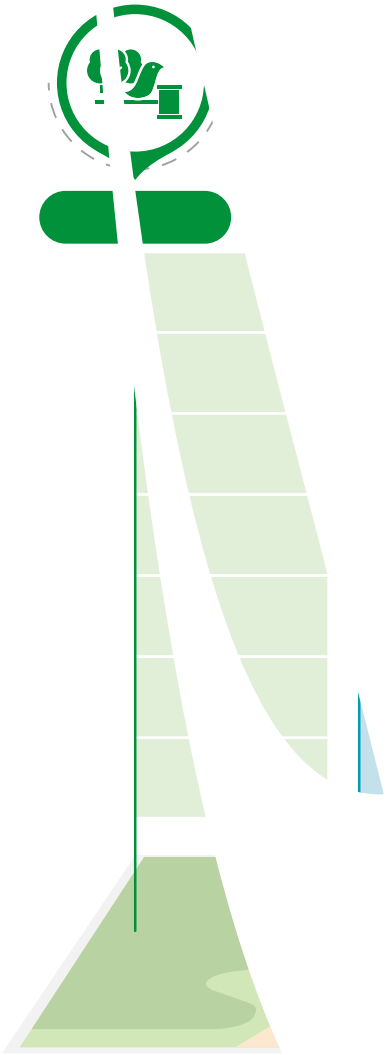

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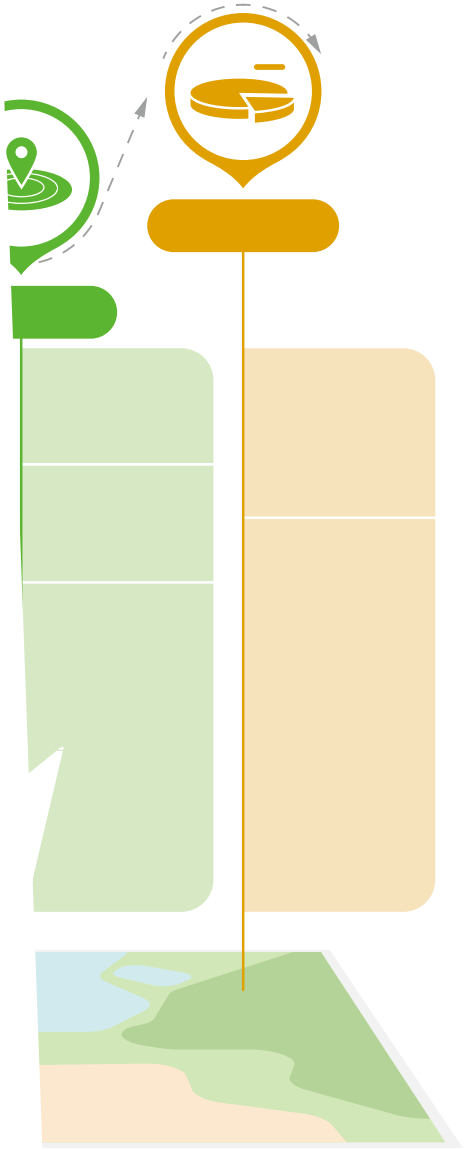
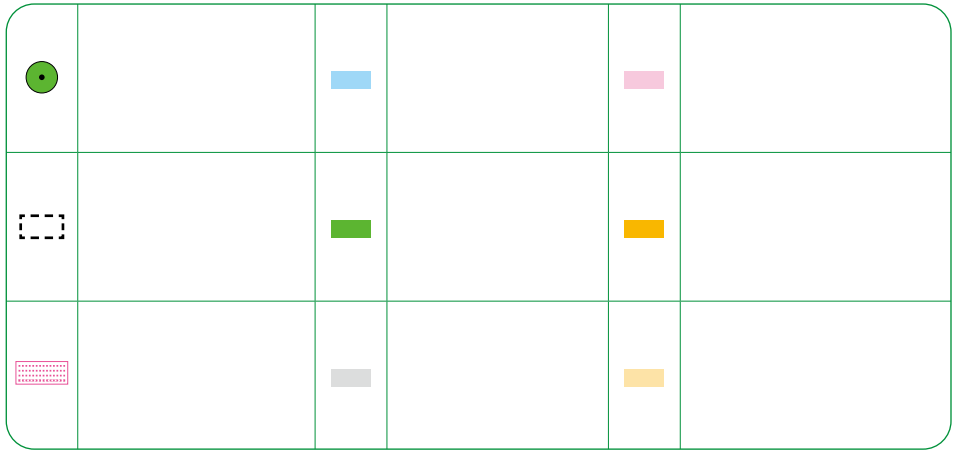


Buffer Analysis of Supplier Locations



specified the natural resources required for operations or the services provided by

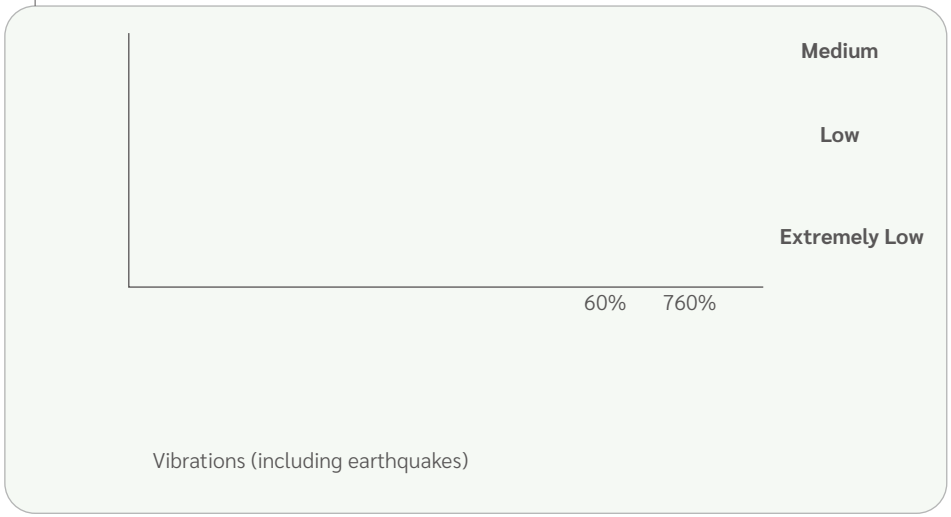
influence, and identify the concerns and risks of dependence and impact. From the identification results, it is found that the company has a high risk of relying on climate

Issues of Concern and Risk Levels of Dependence and Impact

Relevance	Objective	Issues of Concern [1]	Level of Risk [2]
Dependency			
		(metals)	
Impact		Process Wastewater (containing chemicals and heavy metals)	
		Minerals (e.g., metals, non-metals)	
		Fossil Fuel & Energy (e.g., steam, electricity, heat)	

2. Level of Risk: The most serious financial impact may be graded, setting more than 60% as high risk, 40~60% as medium risk, 20%~40% as low risk, and 20% or less as extremely low risk

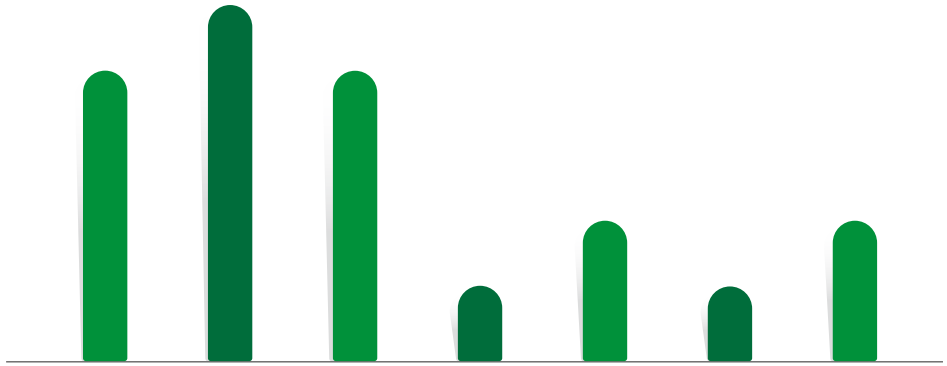
Operational Ecosystem Dependency Assessment



Supplier Ecosystem Dependency Assessment

Customer Concerns about Ecosystem Dependence

Customer Concerns about the Impact of Nature



Green Manufacturing and Expenditures

Expenditures of Environmental Protection

Occupational Health and Safety

have established and certified ISO 45001 Occupational Safety and Health Management [(1)] (coverage rate: 100%).

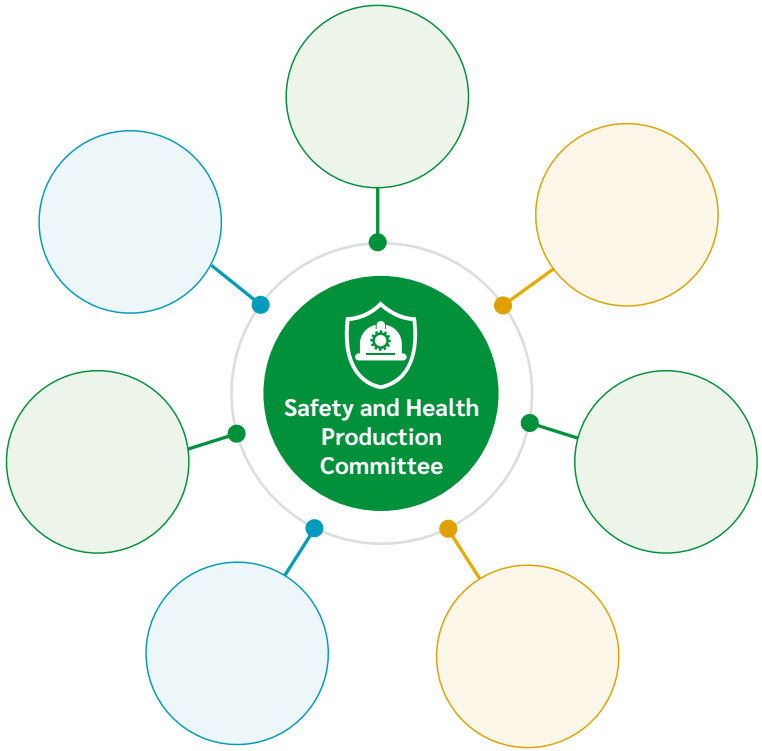
In order to maintain the validity of the certificate, the occupational safety and health

Occupational Health and Safety Management

Health and Safety Management Goals and Statuses in 2022

Goals	Performance
Maintaining Zero Occupational Disease Incidences	
Maintaining Zero Work-Related Deaths	
Zero Infections from Infectious Diseases within Facilities	Since 2016, we established a universal notification

Safety and Health Production Committee's Responsibilities

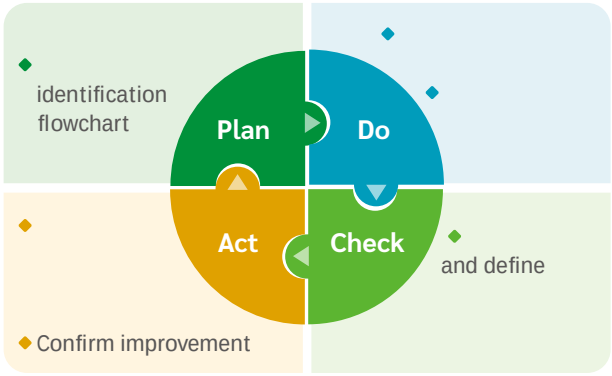


measures improvements, operating environment monitoring, and ISO 45001 certification

Company's information system are also established within the facility (including WeChat and irregular exchange sessions) to ensure the availability of smooth communication

Occupational Safety Risk Management

Hazards, Risks, and Opportunities Identification Procedure



or stakeholder request, the identification and assessment procedures must be applied again. USI identifies and controls

training and internal auditor training within the ISO 45001 management system and acquire qualifications (Please refer to _____ section).

Hazards, Risks, and Opportunities Identification Management Measures in 2022

Risk and Opportunity Level	Corrective Action	Identification Result	Hazard or Impact Above Medium Level	Management Measures
1. Serious				
2. High				
3. Medium-High				

and if employees find that there is a direct threat to personal safety and other emergency

Safe Workplace

recognized in the regular occupational safety and health (production) meetings to encourage

Audit Findings Results Over the Years [1]

Aspects \ Year	2019	2020	2021	2022
Safety				
Health				
Management System				

In addition, according to the actual operating hazards of each facility, qualified

emergency lighting, lightning protection testing, smoke detection equipment and fire

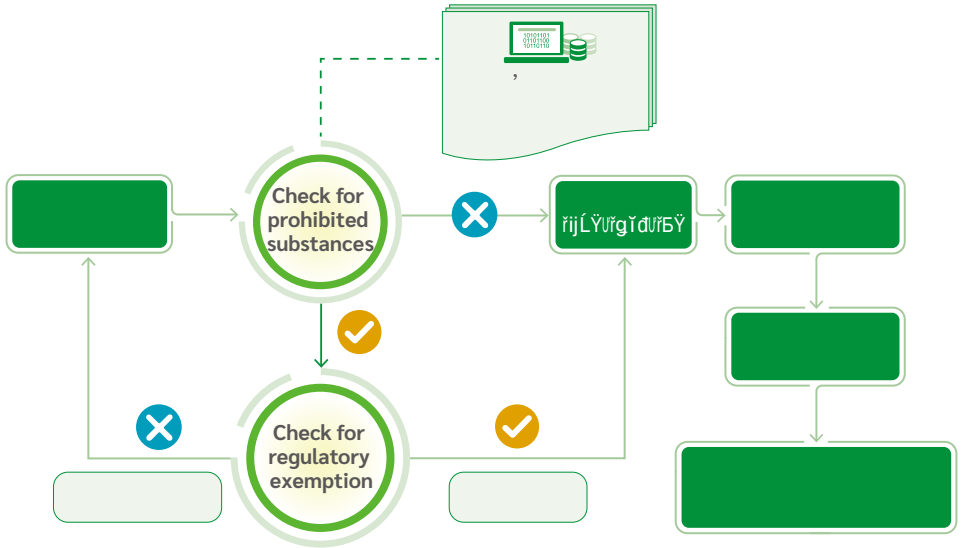
organic solvents, specific chemical substances, lead in the workplace and free radiation

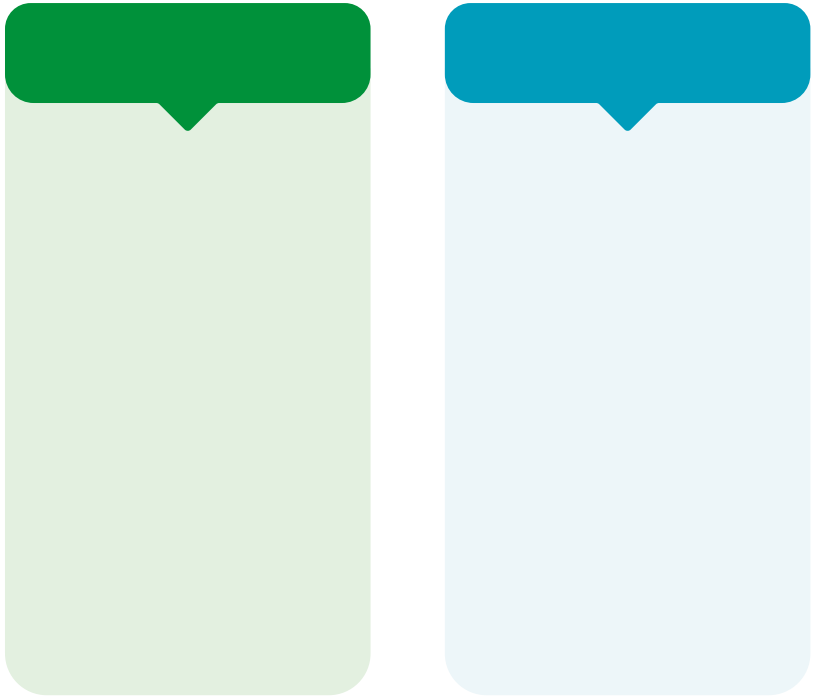
Chemical Safety Management

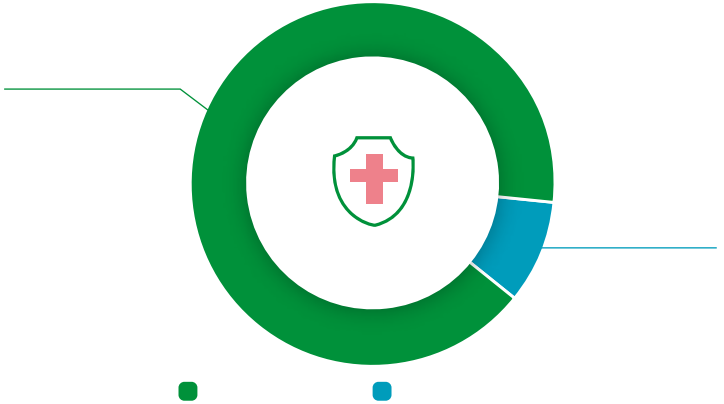
to International Chemicals Management (SAICM), so chemicals are controlled and used in

be checked against the database, reviewed, and filed before they can be procured and

Chemical Safety Management Process







Occupational Injuries and Occupational Diseases in 2022 [1]

1. Statistical count excludes traffic accidents during commutes. Please refer to the Contractor Management

Occupational Safety and Health Training

safety and health education and training for new recruits and in-service personnel (e.g.,

workplace accident management training), regulatory and certification training (e.g., first-

operation training), management system operational training, emergency response
training, and contractor training (please refer to the _____ section),

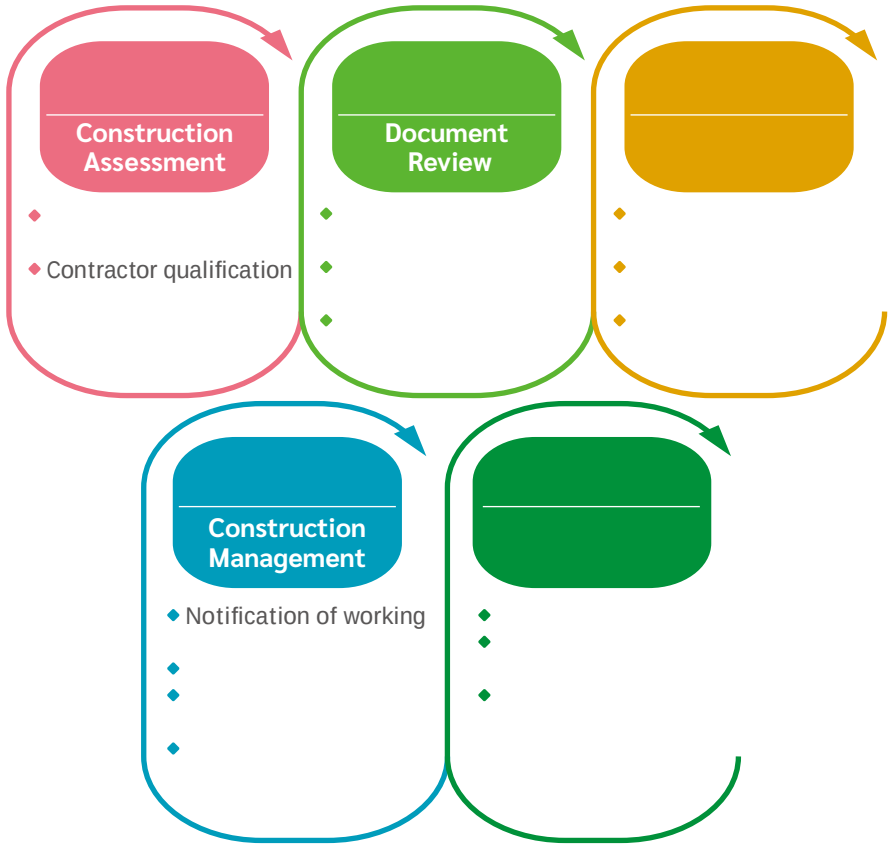
Occupational Health and Safety Training Data

Center conducts emergency response training for disasters caused by earthquakes, fires,

including first responder training and earthquake, fire, and chemical spill drills.

Contractor Management

Contractor and On-Site Construction Management Regulations



The quality of the contractor's personnel has a significant impact on the quality,

3,454 participants from 409 contracting companies (trainees include contractors for material contractors, factory services, construction, waste, and other services). After

with safe conduct. If deficiencies are found and not improved immediately, penalties will

in the evaluation of the contractor's qualifications[1]. In 2022, no qualified contractors were disqualified due to safety and health audits.

1. Mainland China Facilities: Contractors will be disqualified if there are two abnormalities within half a year;

Contractor Construction Application and Audit Findings [1]

Items \ Year	2019	2020	2021	2022
Number of construction applications				
Number of applications for hazardous work [2]				
Number of findings in on-site audit				
Number of major findings [3]				

fires, or explosions in accordance with USI's accident investigation and improvement
[4]

Contractor Occupational Injuries and Occupational Diseases [5]

Items \ Year	2019	2020	2021	2022
Total hours worked				
Number of lost-time injuries				
(LTIFR)				
Number of high-consequence work-related injuries				
Number of near misses				
Near Miss Frequency Rate (NMFR)				
Number of work-related fatalities				
Occupational Diseases Rate (ODR)				
Number of days lost due to injuries				
Lost Day Rate (LDR)				

Physical and Mental Healthcare

Amenities and Programs

Excellent Breastfeeding Room certification for nine consecutive years, providing a

2. Hazardous work: including hot work, hanging work, confined space work, elevated work
3. Major findings: on-site auditing findings and issuing a ticket

Occupational Incident Management

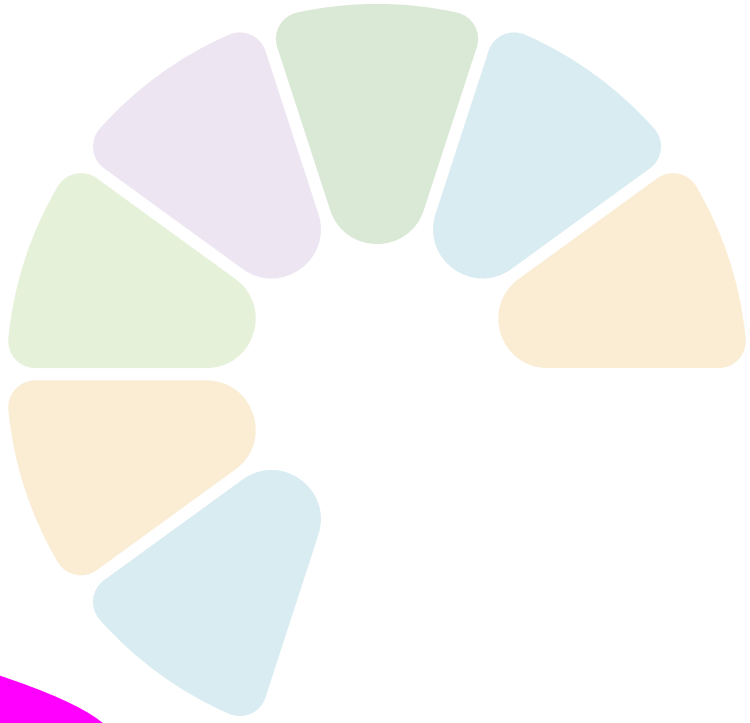
Health Risk Management

risk operating environments, and the results are classified and managed. In addition to

Performance of Diverse Health Promotion Activities

-
- The Nantou Facility was awarded the "Healthy Workplace Certification - Health
-
-
-

Annual Health Promotion Activities



USI Role	Target	Human Rights Issues	Main Policy
Employer	▶ ▶	Prohibition of forced labor, working hours, wages and benefits, non-discrimination, anti-	▶ ▶ ▶ Environment, Health, Safety (EHS) &
	▶	human trafficking, freely chosen employment, religious freedom, sanitation, food & housing	
	▶		
	▶		
Purchaser	▶ Suppliers/contractors	Freely chosen employment, working hours, wages and benefits, non-discrimination, anti- diseases, data privacy and security, prohibition of use of conflict minerals	▶ ▶ Conflict Minerals ▶
Product/Service Provider	▶		▶

RBA Human Rights Management Mechanism

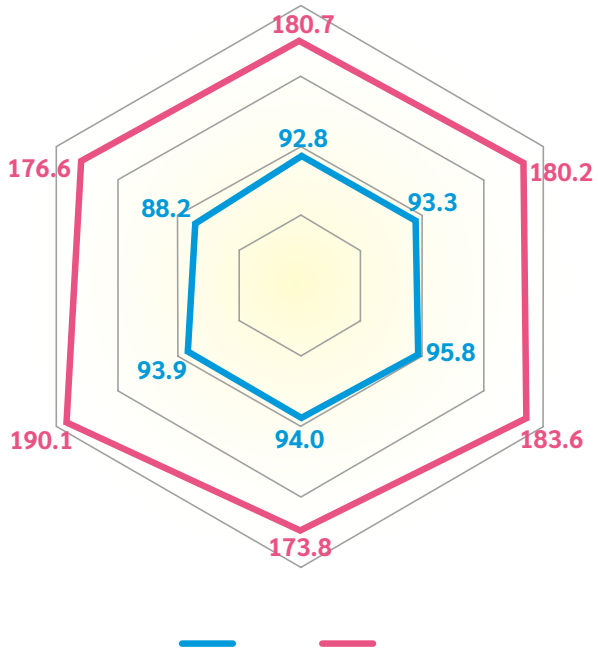
health to ensure that the company fulfills various social responsibilities. The company has established investigation mechanisms and complaint channels to ensure the implementation

1 2 3 4 2. Confidential filing of the information (case closed)

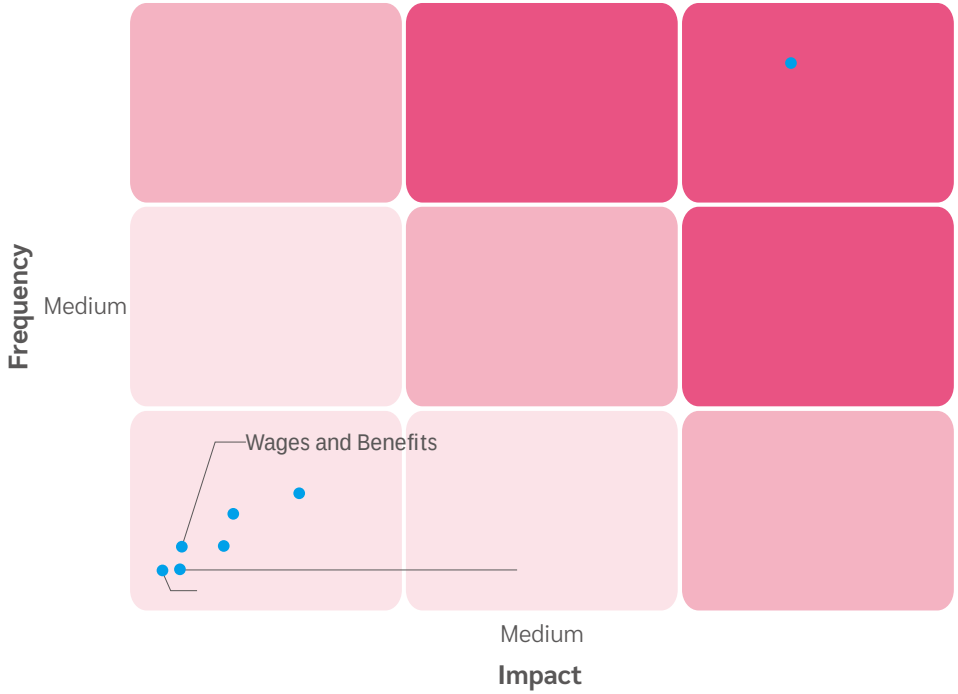
Human Rights Risks Assessment Results

complaints, we have developed corresponding human rights mitigation measures and compensatory content to the findings.

Human Rights Risk Assessment Result [1]



Human Rights Risk Analysis [2]



1. The SAQ assessment score: above 85 is considered low risk; 65~85 is considered medium risk; below 65 is high risk
2. Major risks are those events with high frequency and high impact; minor risks are those events with low frequency and low impact; other events are classified as secondary risks

Human Rights Risk Mitigation & Remediation

remuneration measures based on the risks of each facility. In 2022, the issues that are prone to exposure risks are working hours, wages and benefits, sexual harassment, sanitation,

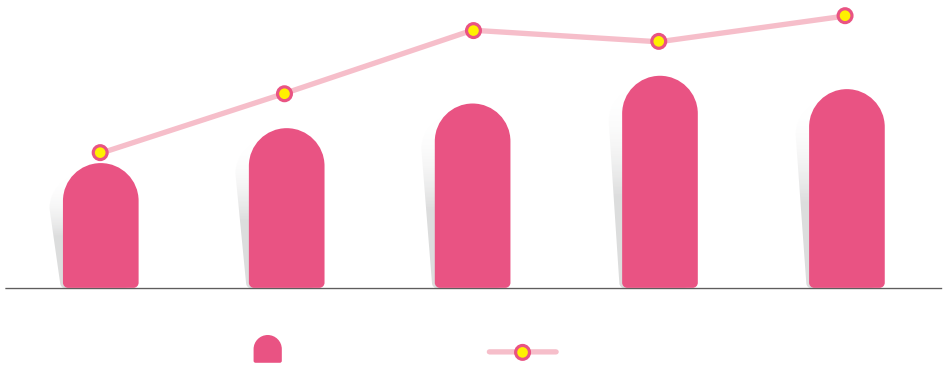
Objectives	Employee	
Risk Issues	Working Hours, Wages and Benefits, Sexual Harassment	
Mitigation	**Working Hours:** ▸ Recruit sufficient staff to meet production capacity needs and avoid overtime due to an insufficient workforce ▸ ▸ **Wages and Benefits:** ▸ **Sexual Harassment:** ▸ Strengthen human rights (including non-discrimination, sexual harassment, privacy rights, etc., but not limited to) training and publicity, and reiterate the relevant human rights complaints and	**Sanitation, Food & Housing:** ▸ **Occupational Safety, Emergency Preparedness:** ▸ ▸ ▸
Compensatory	**Wages and Benefits:** ▸ **Sexual Harassment:** ▸ ▸	**Sanitation, Food & Housing:** ▸
Grievance Mechanism		

Human Rights Training

know the definitions and requirements of proper behavior, verifying training effectiveness

(including resigned employees). 100% of

Human Rights Training Participant Numbers and Training Hours



Employee Rights

local regulations (the signing rate is 100%). When does the company's operation occurs

(1)

the workplace. Every facility has recruitment guidelines that had defined standardized

Employee Unions

( )

1. Notice Period: Mainland China Facilities: employees should be notified at least 30 days in advance; Nantou Facility: employees should be notified at least 10 days in advance; Mexico Facility: employees should be notified at least 7 days in advance

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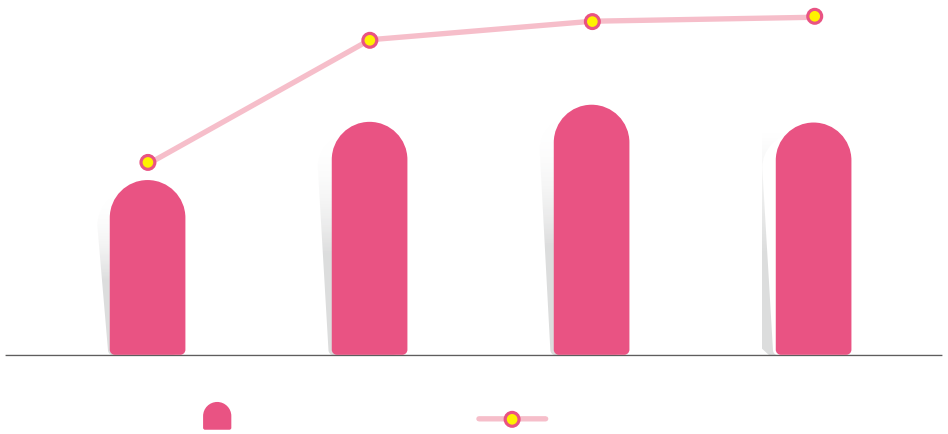
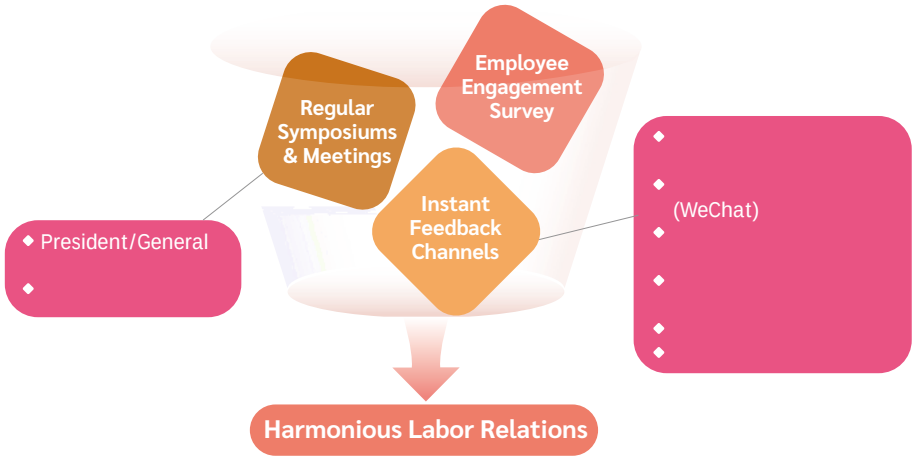
The Proportion of Employees Participating in Trade Union



Internal Communication Channels

Internal Opinion Response Pathway	No. of Feedback	No. of Closed Case
Total	435	398



Employee Communication

Suggestion Box, and how to fill in the relevant information. We listen to employees' voices

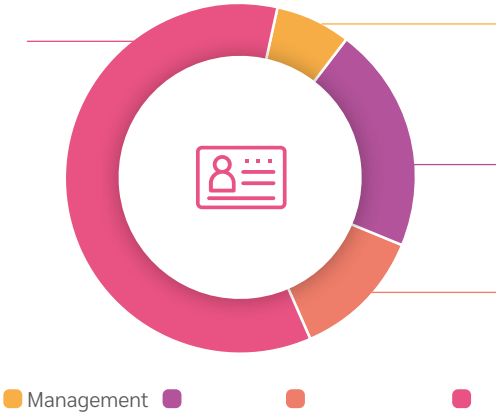
in total (37 President/General Manager Symposiums, 21 New Employees Outreach, 12 Foreign Employees Caring Meetings, and 70 Employee Feedback Meetings) and vigorously

In 2022, there were 16 employee complaints, with 13 cases confirmed through

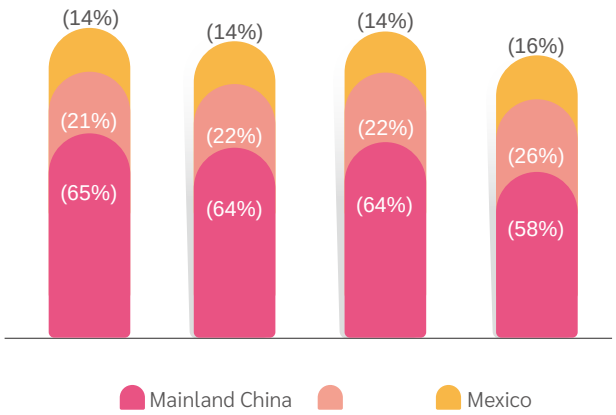
Employee Headcount [1]

Permanent/Temporary Employees [2]

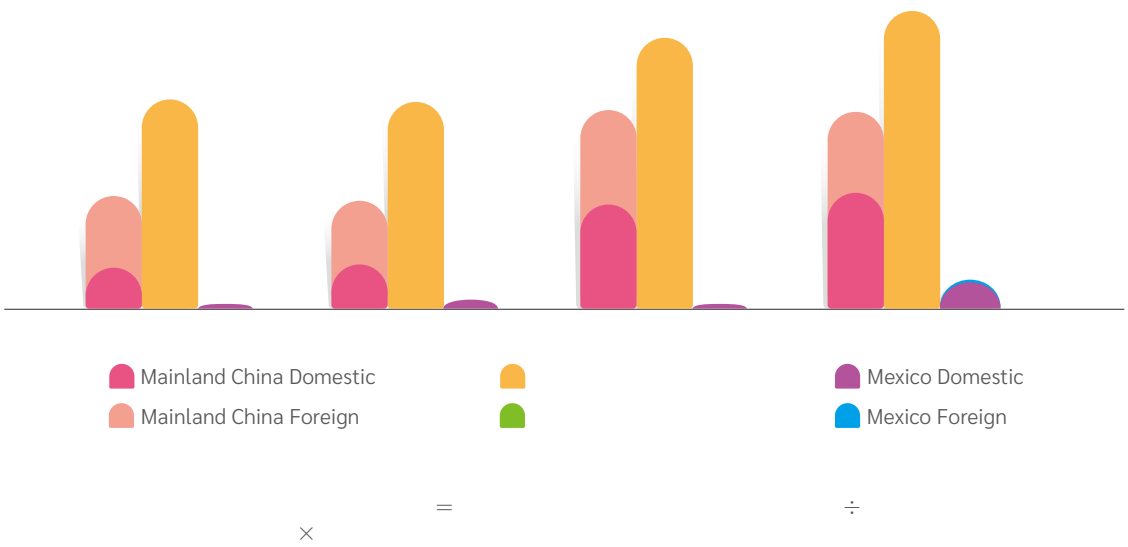
Job Category Distribution



Geographic Distribution



Distribution of Top Management Position [1]



workers to fully utilize their talents in this diversified and

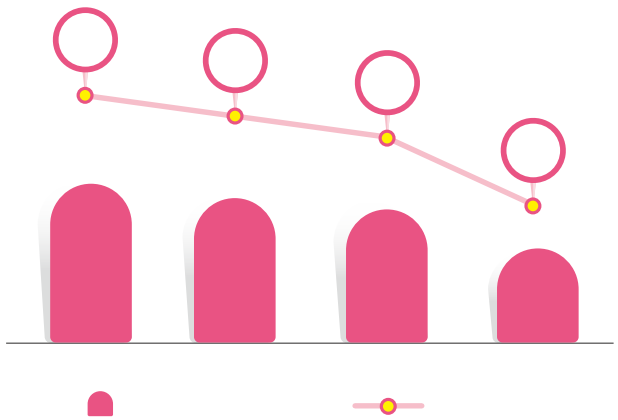
Gender Diversity Indicators

Diversity Indicator (%)	2019	2020	2021	2022
Females in total employees				
Females in management positions				
Female in junior management positions [2]				
Females in middle management positions [3]				
Females in top management positions [4]				
Females in revenue-generation function management positions [5]	N/A [7]			
Females in STEM job positions [6]	N/A			

6. STEM refers to personnel with job functions related to science, technology, engineering, and mathematics fields
7. N/A: There is no relevant statistical classification for that year

the company's regularization system, which will select dispatch/contract employees with high company recognition and previous year. For other detailed classification information, please refer to the _____

Number and Ratio of New Entry Employees



Number and Turnover Rate of Former Employees

Number and Ratio of New Entry IDL Employees

Number and Turnover Rate of IDL Former Employees

Comprehensive Compensation System

USI Compensation Philosophy

- Adjust flexibly to the human resource market

and benefits through a fair, reasonable, and motivated

and profit-sharing plans. In addition, USI participates

adjust our offer to reflect market prices and enables

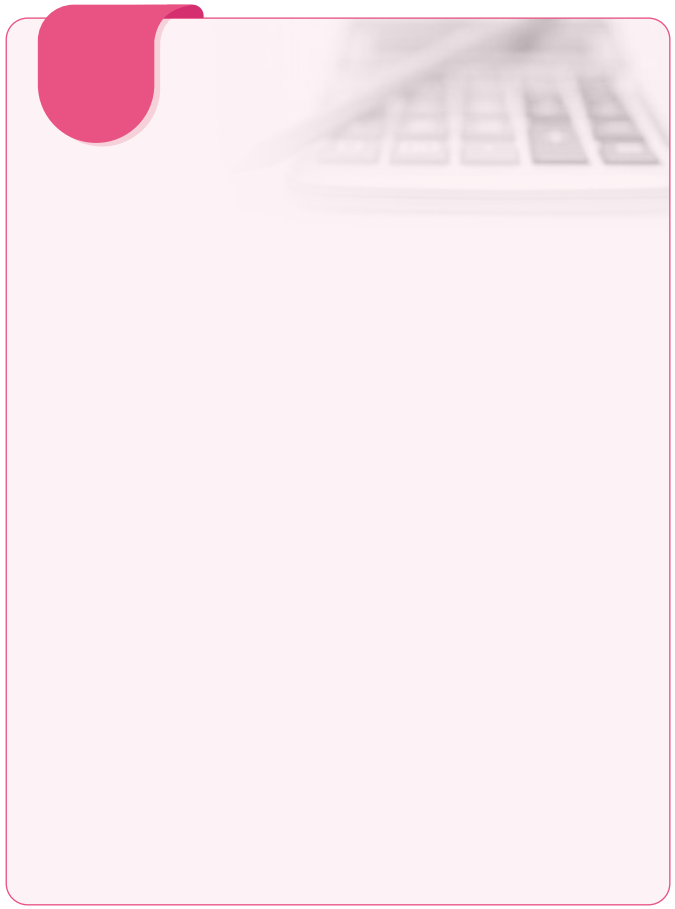
Ratio of DL starting salaries to local minimum wages [4]							

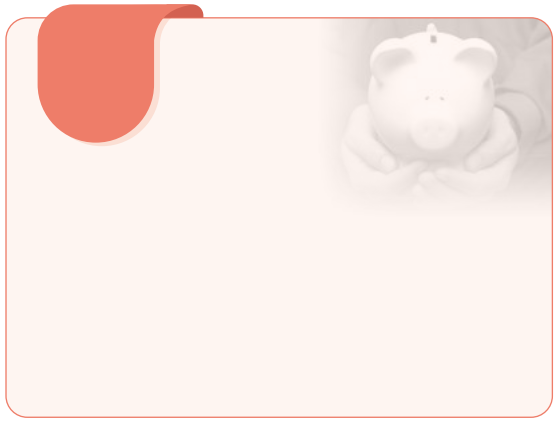
three festival bonuses, profit sharing, job performance bonuses, and special bonuses)

Comprehensive Welfare System

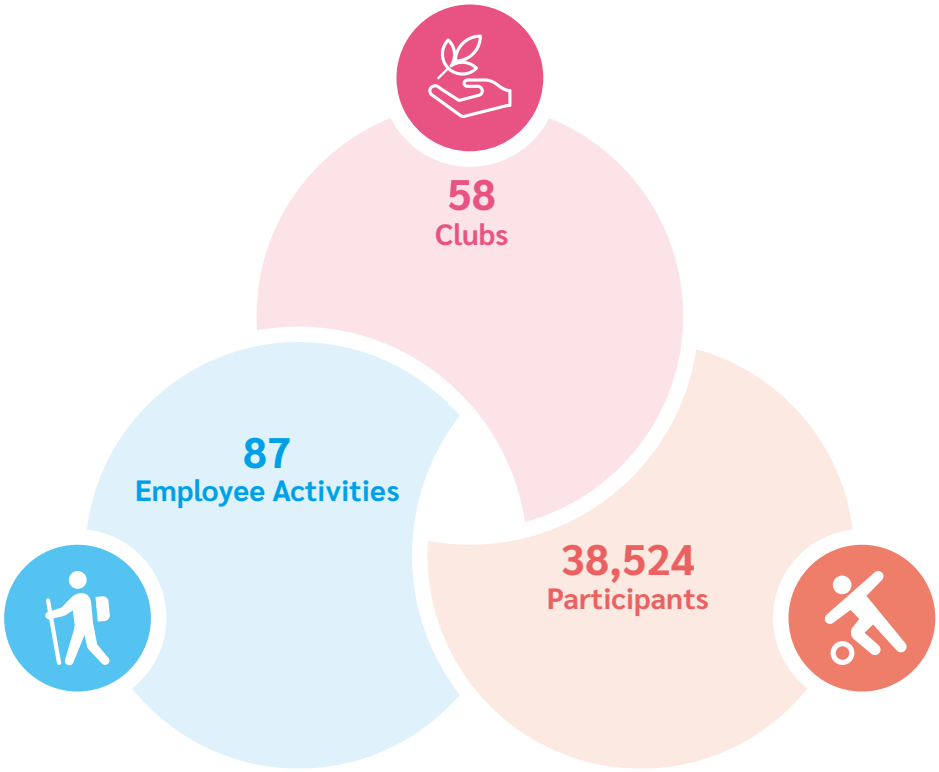
Labor Practices		▶ Festival bonus, full attendance bonus, overtime wage and allowance, performance bonus, three festival gift certificates, birthday gift certificate, R&D incentive bonus, patent incentive reward, employee seniority bonus (Mainland China and Nantou Facilities)
		▶ [1] [2] (Mainland China and Nantou Facilities), Indigenous holiday leave (Nantou Facility) and election voting leave (Nantou Facility)
		▶ domestic and overseas travel insurance (for expatriates and their families to participate during their oversea assignments), and life insurance (Mexico Facility)
		▶
		▶ Diverse types of dormitories are equipped with household appliances, air-conditioning, hot water, wi-fi, and furniture. USI pays for all full-time employees' housing accumulation funds and provides housing subsidies (Mainland China Facilities)
		▶
Sport and Health		▶ Employee (domestic and foreign itineraries) travel, family days, parent-child activities, annual dinner party and lottery, birthday parties, sports meetings, ▶ club, Iron Horse (bike) club, jogging club, billiard club, volleyball club, yoga aerobic fitness club; Learning/leisure clubs are USI Toastmasters (English speech club), fishing club, field camping club, photography club, volunteer club ▶
		▶
		▶ USI provides full-time nursing employees and professional doctors (contracted with hospitals) to provide services such as free medical consultation and
Family Supports		▶ Paternity leave, pregnancy checkup leave for female employees (Mainland China and Nantou Facilities), maternity leave, parental leave, breastfeeding leave ▶ ▶ education subsidies and scholarships for employees and their children (Mainland China and Nantou Facilities)
		▶ Funeral allowance for employees and dependents, hospitalization solatium/allowance for employees, hospitalization solatium for employees' families (Mexico Facility), emergency subsidy
Others		▶ Implement remote working, flexible working hours, part-time working hours system; pay residence/working permit for foreign employees; communication expenses, care for workgroup expenses; special activity facility such as: worship room, computer classroom, reading room, Muse and Creativity Center (fitness room); on-site convenience stores to provide employees payment and ticketing services (Mainland China and Nantou Facilities); provide information on

1. Paid annual leave is implemented according to local regulations. Mainland China Facilities: An employee who has been working for more than one year and less than ten years will have five days of annual leave; more than ten years and less than 20 years have ten days; more than 20 years have 15 days. Nantou Facility: An employee who has been working for more than six months and less than one year will have three days of annual leave; more than one year and less than two years will have seven days; more than two years and less than three years will have ten days; more than three years and less than five years will have 14 days; more than five years and less than ten years will have 15 days; more than ten years will be offered with one additional day each year. Mexico Facility: Those who have been working for one year will have six days; more than one year will have one day of annual leave each additional year (no more than 12 days in total); more than four years will be offered with two additional annual leave every five years
2. Welfare leave: It is regarded as a long-term reward in Mainland China Facilities. Employees who have served for more than two years will be provided with full-paid welfare leave ranging from 2 to 10 days according to their length of service; The time limit is to be used within one year after the entry date; after one year of employment, employees are entitled to 7 days of full-paid sick leave for the whole year, and 7 days of full-paid sick leave for





improve work efficiency.



Employee Activities

Sports Competition: Employees can enhance their physical fitness,

Art and LOHAS:

Energy Supplement:

fields when improving self-energy

Warmth and Gratitude:

Employee Performance Appraisal and Development

Employee Performance Appraisals

Types of Performance Appraisals	Objectives	Assessment Items	Frequency	Practices
Agile Conversations			Ongoing/	Supervisors evaluate job progress/working attitude at any time, and communicate
Management by Objectives and Ranking		(1) Core competencies: problem (2) Managerial competencies:	Semi/annual	Employees put forward their working plans and quantifiable key performance indicators (KPI) on the performance appraisal management system at the beginning of each year.
Team-based Matrix Management				

Employee and Distribution of Taking Regular Performance Appraisal and Competency Review [1~2]

Employee Engagement Survey

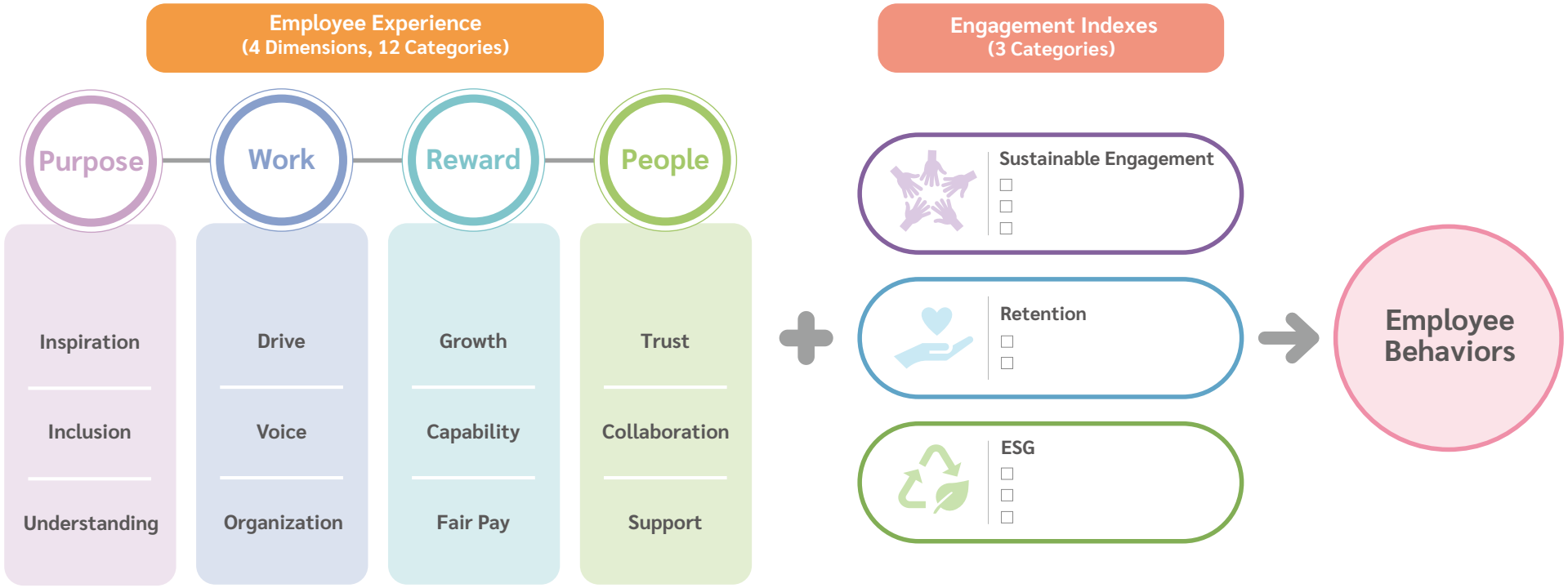
has a positive impact to USI. USI conducted the first biennial survey with expert consultants

the Engagement Indexes (sustainable engagement, retention, and ESG 3 dimensions) in

According to the 2021 employee engagement survey results, "organizational efficiency,

engagement. To raise "organizational efficiency", we implemented process simplification

qualifications. Regarding "reasonable reward", we redefined the key focus objects, propose



Human Capital Development

Dual Career Ladder

Through diversified educational training, USI helps its employees cultivate professional

and development system in the USI cultivation program is USI University (USIU). USIU

served by the vice presidents with prestigious and M يم withih vIt

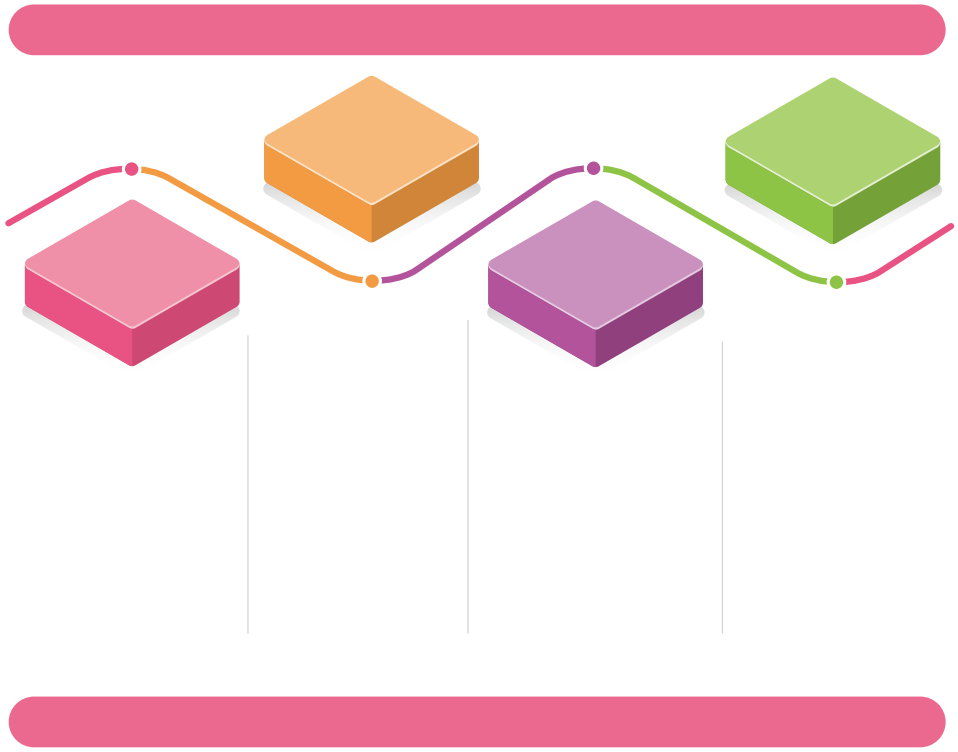
1. UMBA, USI Master of Business Administration
2. MTP, Manager Training Program
3. MIT, Manager Initial Training

Diversified Channels and Platforms of Learning

offers not only diversified training content but also designed the training methods and

enable employees to learn and continuing education in a more efficient and flexible

execution, and innovation, and apply what they have learned to practice field of works.



(1)

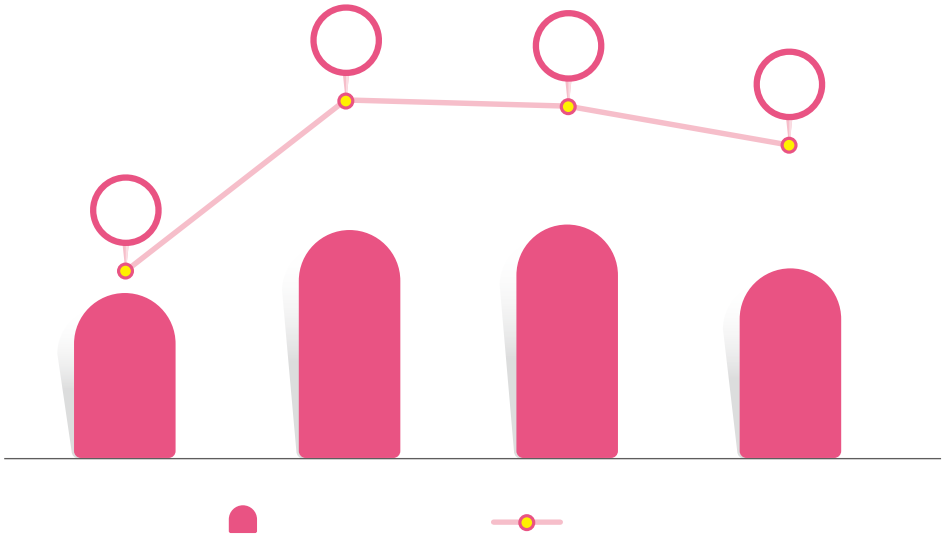
(IDP) management mechanism. This is a structured learning plan led by employees.

time, we have made our course content more streamlined and vivid, and the choice of course location and class time is more flexible. In 2022, our total training hours reached 480,548 [1]

Training Statistics for Each Employee Category

Category	2022	
	Total Training Hours	Average Training Hours
Male		
Female		
Management Position		
Technical Position		
Administrative Position		
Skilled Position		
New Employees		
All Employees		

Employee Training Hours



Training Statistics Breakdown by Issues

Training Topics	Environment	Health and Safety	Human Rights	Green Product	Business Ethics	Enterprise Risk	Cybersecurity
Total Training Hours							
No. of Employees							
Average Training Hours							

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Tailored Career Plan

functions, human resources, financial accounting, and other concepts. We organize the Leadership Development Strategy Program (TWI/MIT/MTP) is to strengthen the management ability to improves the work efficiency of themselves and their subordinates. The estimated benefit is CNY 3.58 million.

In terms of professional skills certification, USI promotes the job certification system, and

For example, in 2019, Kunshan Facility became the first batch of high-skilled certification

types of jobs (as special installation and adjustment electronic equipment technician,

installation in broadcasting and communication equipment technician) and four levels of qualifications for junior, middle, high, and advanced technicians. As of 2022, a total of 249

technicians. 1,534 skilled workers have been trained and certificated in total. The High Skill (Lean Production) Certification Program is to enhance employees' key competencies such as analyzing and problem-solving ability through taking the certification course,

estimated benefit of the course this year is CNY 78.63 million.

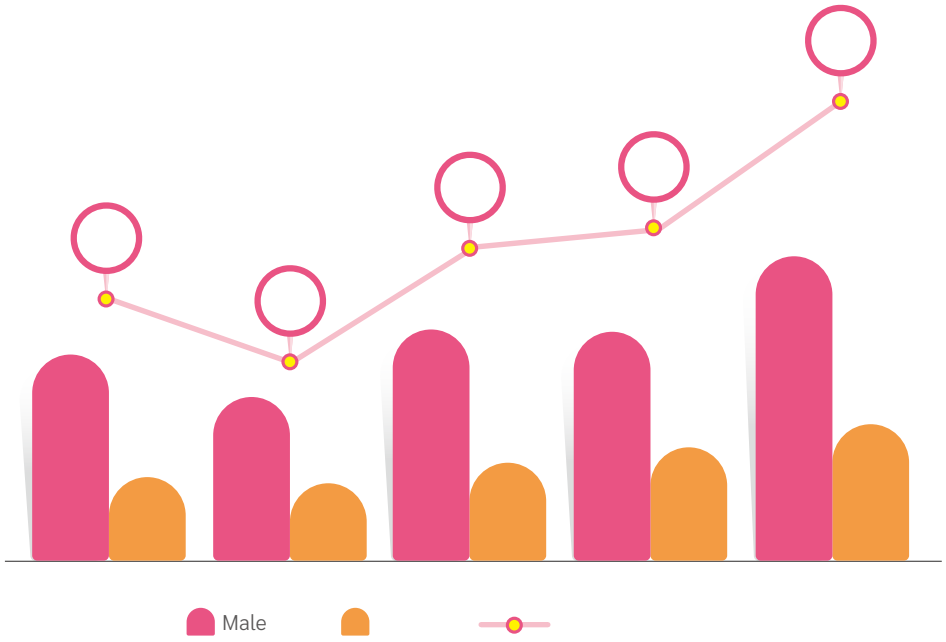
Strengthen Employee Sustainable Employment Ability and Lifelong Learning Program

own time arrangements, and then obtain academic qualifications/degrees. Starting from 2018, a total of 157 employees have been supported to obtain academic qualifications/

Internal Instructor Training Program

Over the years, USI has trained and certified employees through the internal instructor

full play to internal human resources and influence to provide employees with high-



Management Purpose	KPI	2022 Target	2022 Performance	Status	2023 Target	2027 Target
Social Involvement	Management Approach: Evaluation Mechanism:					
beneficiaries						
	benefiting from rural					

Sponsor Chinese Literary Prize for Global Youth (Nantou Facility)

USI University Courses & Industrial-Academic Partnerships (Global)

Module Miniaturization Reliability Testing research. Overall, 660 students benefited from

USI University Courses (Global)

Facility	Course Name
Zhangjiang	◆ Career Planning (Shanghai Tech School) ◆ RBA Introduction (Suppliers)
Huizhou	◆ DISC Personality Analysis (Industry) ◆ RBA Introduction (Suppliers)
Kunshan	◆ (Kunshan Human Resources Market) ◆ Reading Enhances Life (Industry) ◆ How to Select the Right Talent (Industry)
Nantou	◆ Language, Talent, Competitiveness (Industry)

Contributing to Society

Rural Revitalization

In response to SDGs (Goal 1: No Poverty; Goal 4: Quality Education), USI sponsors several educational rural revitalization

Rural Digital Education Program
(Zhangjiang Facility)

Spark Philanthropic Library
(Zhangjiang, Jinqiao Facilities)

Kunshan Charity Foundation "Peace Packages" Activity
(Kunshan Facility)

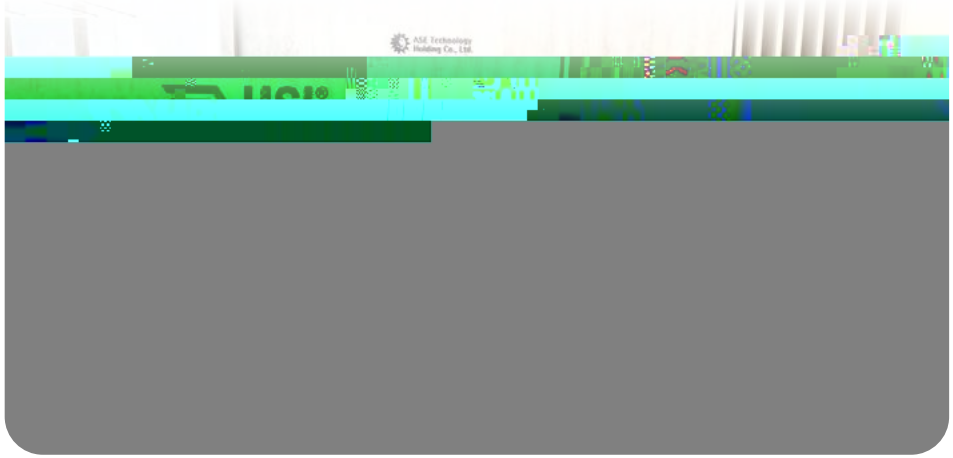
donated CNY 5,000 worth of Peace Packages, filled with sports equipment, stationery, and

Social Inclusion

Christmas Dreams Come True Project
(Nantou, Mexico Facilities)

organizing a gift registry for the Nantou Renai Home for Children for five consecutive

Chinese New Year's Eve Dinners
(Nantou Facility)



Conserving the Environment

Million Tree Project
(Global)

In response to SDGs (Goal 13: Climate Action; Goal 15: Life on Land), USI

combats desertification, and reverses

land degradation and desertification in Inner Mongolia and Ningxia, planting trees also

USI Tree Planting Data

Creek Cleanup Project
(Nantou Facility)

Promoting Arts and Culture

Mini Farmer's Market (Nantou Facility)

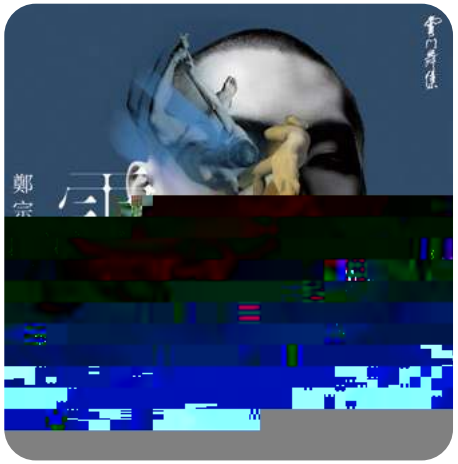
Adopt-a-Road Program (Nantou Facility)

USI Nantou Facility adopted a stretch of Caoxi Road (from Zhongxing Road to Maoluoxi Bridge), the provincial highway No.14B access road to Freeway No.3 (from Maoluoxi Bridge to the intersection at Shengfu Road), and

Sponsor Youth Go Competitions (Zhangjiang Facility)

Sponsor Ming Hua Yuan Theatre Performance (Nantou Facility)

Sponsor Cloud Gate Dance Theatre Annual Tour (Nantou Facility)



External Participation

(1~3)

(4)

specific issues, including workplace safety, sharing best practices, and professional

- Responsible Business Alliance (RBA) and Responsible Minerals Initiative (RMI)
- Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)

Zhangjiang Facility

Nantou Facility

Huizhou Facility

Kunshan Facility

◆ Represents the position of Chairman/Vice-chairman

exempt groups whose role is to influence political campaigns or legislation

Appendix

Awards and Recognitions

Governance

Social

Environmental

Contributions to the SDGs

SUSTAINABLE DEVELOPMENT GOALS

5

programs, benefiting
1,838

1 NO POVERTY

51

8,611

3 GOOD HEALTH AND WELL-BEING

5

1.6%

5 GENDER EQUALITY

Purchased certified renewable

100%

50%

7 AFFORDABLE AND CLEAN ENERGY

2,142

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

2 ZERO HUNGER

268

4 QUALITY EDUCATION

767

Program, benefiting 2,444

1,118

157

6 CLEAN WATER AND SANITATION

28.5%

78.1%

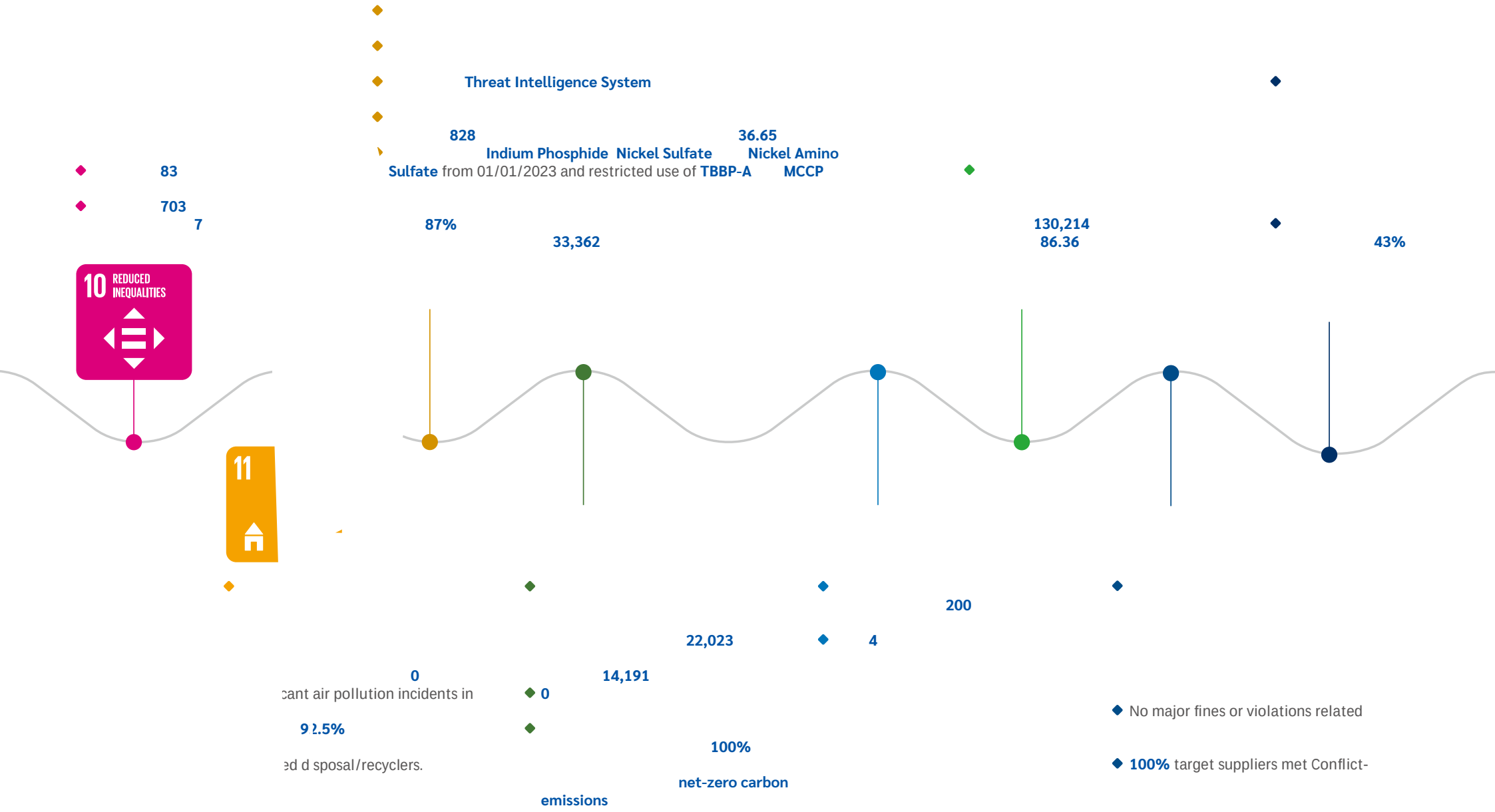
8 DECENT WORK AND ECONOMIC GROWTH

23.93%

84.2

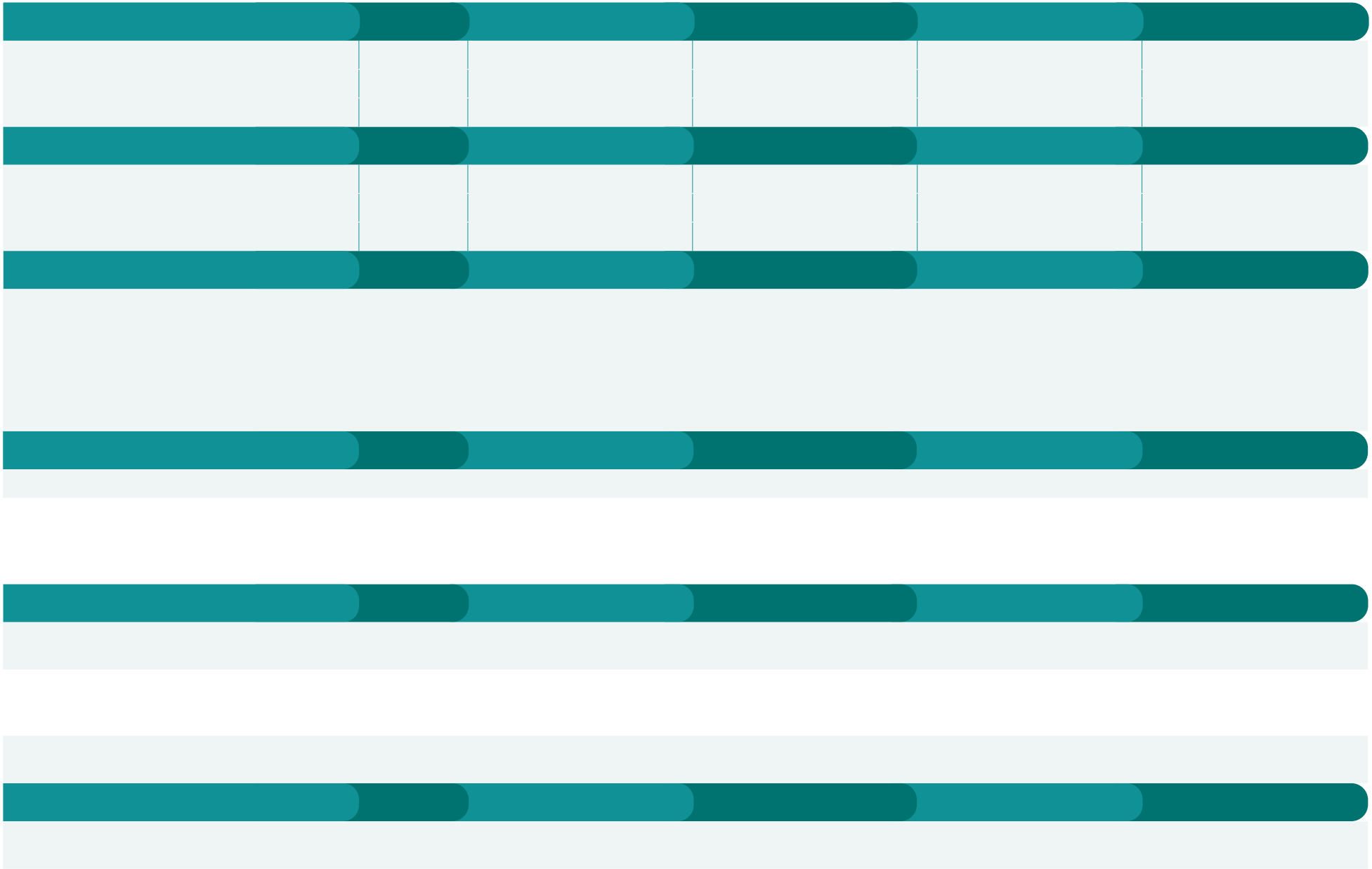
18,267

95%


Threat Intelligence System
828
36.65
Indium Phosphide
Nickel Sulfate
Nickel Amino
Sulfate from 01/01/2023 and restricted use of TBBP-A
MCCP
83
703
7
87%
33,362
130,214
86.36
43%
10 REDUCED INEQUALITIES
11
200
22,023
4
0
14,191
0
cant air pollution incidents in
92.5%
ed d sposal/recyclers.
100%
net-zero carbon
emissions
No major fines or violations related
100% target suppliers met Conflict-

Average age of employees					
Average number of years employees worked in USI					
Employee turnover rate					
Ratio of DL entry level wage compared to local minimum wage		1.00~1.13	1.00~1.10	1.00~1.08	1.00~1.09
Employee engagement score					
Return to work rate of employees that took parental leave					
Retention rate of employees that took parental leave					
Employees that complete the internal lecturer training program					
Female internal lecturers					
Total cost of employee training and development					
Coverage of employee training					
Average training per employee					
Employees supported to take advanced studies					
Average human rights training per employee					
Labor contract signage rate					
Number of employee symposiums					
Employees in unions					
Percentage of union labor in workforce					

Incidences of occupational disease					
Work-related fatalities					
Amount invested in safety production					
Number of emergency drills conducted					
Number of health and well-being activities held					
Number of participants in health and well-being activities					
Number of doctor consultations held					
Total hours consulted					
Total amount of social involvement					
Investing in Education					
Contributing to Society					
Conserving the Environment					
Promoting Arts & Culture					
External Participation					
Number of employees engaged in social activities					
Number of hours volunteered					
Annual number of trees planted					
USI Corporate Forest					
USI Employee Forest					
Annual area of trees planted					



Conflict Minerals					
Number of suppliers that completed due diligence (CMRT survey)					
Percentage of target suppliers completing the conflict-free minerals					

Governance

Operating revenue					
Operating cost					
Operating profit					
Total profit					
Net profit					
Government subsidies					
Taxes					
Earnings per share					
Share of R&D personnel of total workforce					
Amount invested in R&D					
R&D intensity					
Share of ecological designed product of total revenue					
Number of patents accumulated					
Saving benefits					

Number of directors on the board		
Independent directors		
Percentage of independent directors		

Number of committee members		
Number of independent directors in the committee		
Percentage of independent directors		

Number of committee members		
Number of independent directors in the committee		
Percentage of independent directors		

Sustainability Data

Environmental

A. Scope 2 Market-based GHG Emissions

Scope 2 Market-based					

B. Hazardous Waste

Recycled/reused					
Total					
Landfilled					
Incinerated with energy recovery					
Incinerated without energy recovery					

C. Non-hazardous Waste

Recycled/reused					
Total					
Landfilled					
Incinerated with energy recovery					
Incinerated without energy recovery					

D. Environmental Expenditures [1]

Operating cost [2]								
Upstream/downstream cost [3]								
Management overhead [4]								
Social activities cost [5]								
Total	3,511,192	19,668,419	5,543,644	22,587,468	2,236,331	23,753,112	2,948,737	26,963,891

E. Materials Recycled and Reused

Social

A. Workforce Structure

			(Facility)		(Facility)		(Facility)								

			(Facility)		(Facility)		(Facility)		(Facility)		(Facility)		(Facility)		
Nationality															
Age															
Education															
Subtotal by Facility															
Total															16,660

B. New Hires and Employee Turnover [1]

Gender											5,869
	[2]										61%

Total No. of New Employees										9,434
New Entry Rate										54%
Total No. of New IDL Employees										1,136
New Entry Rate										17%
Total No. of New DL Employees										8,298
New Entry Rate										77%
Average Hiring Cost [1] (CNY)										3,317
Total No. of IDL Job Transfers										753
Inter-departmental IDL Replacement Rate [2]										40%

	(3)										
Gender											2,808
	(4)										29%
											2,195
											28%
Position											72
											7%
											518
											15%

÷ × ÷ ÷ ×

Position											360
											18%
											4,053
											38%
Age											2,962
											40%
											1,935
											21%
											106
											13%
Total No. of Resigned Employees											5,003
Total Employees Turnover Rate											29%
Total No. of Resigned IDL											950
IDL Turnover Rate											14%
Total No. of Resigned DL											4,053
DL Turnover Rate											38%
Total No. of Voluntary Resignation [1]											4,089
Turnover Rate											24%

C. Workforce Breakdown: Nationality Distribution

Mainland China				
Taiwan				
Mexico				
Philippines				
Vietnam				
United States				
France				
Singapore				
Canada				
United Kingdom				
Total	16,660	100%	1,061	100%

D. Workforce Breakdown: Ethnic Minorities [1]

Zhuang				
Miao				
Yi				
Tujia				
Buyei				
Yao				
Li				
Shui				
Bai				
Hui				
Dai				

E. Human Capital Return on Investment & Average Profit per Employee

Human Capital Return on Investment [2] (HC ROI)					
Average Profit per Employee [3]					

1. There are 703 employees that are ethnic minorities, accounting for 4.22% of the total workforce, including 7 in management positions, accounting for 0.66% of managers. 47 employees not included above are from 18 other

2. HC ROI = (Total operating income for the current year - (Total operating expenses for the current year - Total employee-related expenditures for the current year (salary + benefits))) ÷

3. Average profit per Employee = total profit ÷ ÷

I. Coverage and Progress of our Supplier Screening Program [1~2]

Total number of Tier-1 Suppliers		
Total number of Significant Suppliers in Tier-1		
Percentage of total spend on Significant Suppliers in Tier-1		
Total number of Significant Suppliers in non-Tier-1		
Total number of Significant Suppliers (Tier-1 and non-Tier-1)		

J. Supplier Selection by Country

K. Coverage and Progress of our Supplier Assessment Program

Total number of suppliers assessed via desk assessments/on-site assessments			
Percentage of Significant Suppliers assessed			
Number of suppliers assessed with substantial actual/potential negative impacts			
Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan			
Number of suppliers with substantial actual/ potential negative impacts that were terminated			

1. Definition of Tier 1 Suppliers:
   I. Material suppliers (including direct materials, indirect materials, and packaging materials) that we have

2. Definition of Significant Suppliers:

Governance

A. Business Ethics Anti-Corruption Trainings in 2022 [1]

Employees (excluding senior managers)							26,939
							216
Training Rate							163%

B. Scope Comparison Table of the 2022 Annual Report and ESG Report [2]

TCFD Index

1. Governance: Disclose the organization's governance around climate-related risks and opportunities		
	Task Force on Climate-related Financial Disclosures (TCFD)	

2. Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning		
Describe the climate-related risks and opportunities the organization has identified over the		
strategy, and financial planning		
◦		

3. Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks		

4. Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities		

GRI Index

Statement of use	USI has reported the information cited in this GRI index for the period 01/01/2022 to 12/31/2022 with reference to the GRI Standards
GRI 1 used	
Applicable GRI Sector Standards	

Level of External Assurance: Moderate

GRI 2 General Disclosures 2021					
The organization and its reporting practices					
Activities and workers					
Governance					
	Conflicts of interest	Conflict of Interests Management			

Level of External Assurance: Moderate ◇ ◆

GRI Standard/					
Material Topics					
Innovation Management & Sustainable Production					
3 Material Topics (2021)					◇
					◆
					◆
USI Specific Topic					◇
					◇
Climate Change					
3 Material Topics (2021)					◇
	305-1 Direct (Scope 1) GHG emissions				◆
	305-2 Energy indirect (Scope 2) GHG emissions				◆
	305-3 Other indirect (Scope 3) GHG emissions				◆
					◆
					◆
Energy Management					
3 Material Topics (2021)					◇
					◆
					◆
					◆

GRI Standard/					
Business Ethics					
3 Material Topics (2021)					◇
					◆
					◆
					◆
					◆
	205-3 Confirmed incidents of corruption and actions				◆
					◆
Customer Relationship Management					
3 Material Topics (2021)					◇
USI Specific Topic					◇
Sustainable Supply Chain					
3 Material Topics (2021)					◇
					◆
					◆
					◆
					◆
					◆
					◆
USI Specific Topic		Conflict Minerals Compliance			◇

GRI Standard/					
Air Pollution Control					
3 Material Topics (2021)					◇
	305-7 Nitrogen oxides (NO), sulfur oxides (SO), and other significant air emissions				◆
Talent Attraction & Retention					
3 Material Topics (2021)					◇
					◆
					◆
					◆
	401-2 Benefits provided to full-time employees that are	Employee Benefits			◆
		Employee Benefits			◆
402 Labor/Management					◆
					◆
Human Rights					
3 Material Topics (2021)					◇
					◆
		Conflict Minerals Compliance		There were no significant freedom	◆
	408-1 Operations and suppliers at significant risk for				◆
	409-1 Operations and suppliers at significant risk for				◆
					◇

GRI Standard/					
Social Involvement					
3 Material Topics (2021)					◇
USI Specific Topic					◇
					◇
					◇
					◇
Cybersecurity Management					
3 Material Topics (2021)					◇
USI Specific Topic					◇
Occupational Health & Safety					
3 Material Topics (2021)					◇
					◇
	403-2 Hazard identification, risk assessment, and incident				◇
					◇
					◇
					◇
and Safety (2018)					◇
					◇
					◆
					◆
					◆

GRI Standard/					
Human Capital Development					
3 Material Topics (2021)					◇
					◆
					◆
					◆
Topic Standard Disclosures					
					◆
					◆
	201-3 Defined benefit plan obligations and other	Employee Benefits			◆
					◆
303 Water and Effluents (2018)					◇
					◇
					◆
306 Waste (2020)	306-1 Waste generation and significant waste-related				◇
	306-2 Management of significant waste-related impacts				◇
					◆
					◆
					◆
					◆

GRI Standard/					
					◆
					◆
USI Specific Disclosures					
USI Specific Topic					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇
					◇

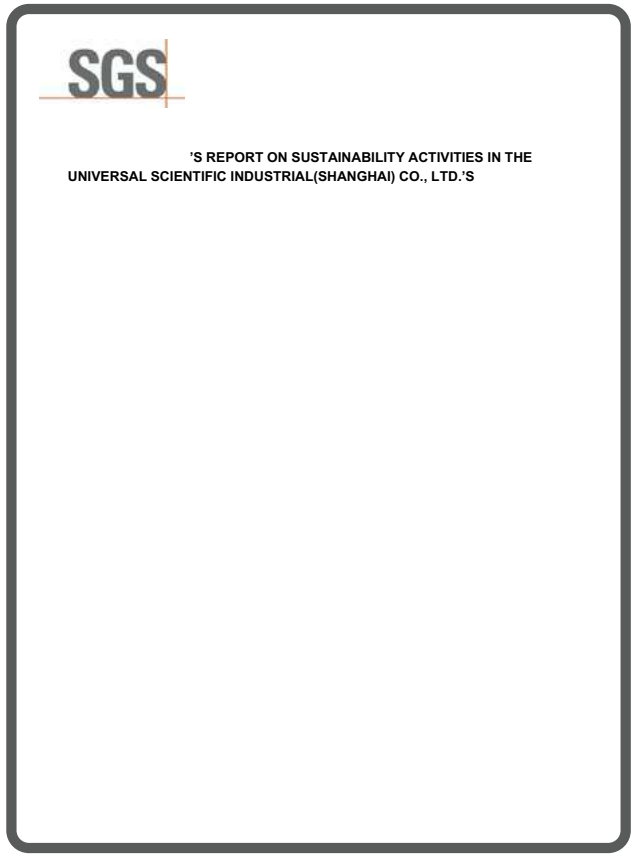
SASB Index

Water Management		(1) Total water withdrawn, (2) total water				
Waste Management						
Labor Practices		(1) Number of work stoppages and (2) total days idle				
Labor Conditions		(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees				
		Percentage of (1) entity's facilities and (2) Tier 1 Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities		1.a) Percentage of Facilities that passed RBA VAP: 100% 1.b) Percentage of high-risk Facilities that passed RBA VAP: NA 2.a) Percentage of Tier 1 suppliers that passed RBA VAP: 4% 2.b) Percentage of high-risk Tier 1 suppliers that passed RBA VAP: 6%		

Management Systems Certification Table

Facility / Management System[1]	Zhangjiang	Jinqiao	Huizhou	Kunshan	Nantou	Mexico
ISO 14001	✓	✓	✓	✓	✓	✓
ISO 14064-1	✓	✓	✓	✓	✓	✓
ISO 50001	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	✓	✓	✓
IECQ QC080000	✓	✓	✓	✓	✓	✓
TL 9000	✓	✓		✓		
ISO 9001	✓	✓	✓	✓	✓	✓
IATF 16949	✓			✓	✓	✓
ANSI/ESD S20.20	✓	✓		✓	✓	✓
ISO 13485				✓		
ISO 26262	✓			✓		
ISO 27001					✓	
GB/T 23001				✓		
RBA VAP	✓	✓		✓	✓	✓

Third-Party Assurance Statement


SGS

'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE
UNIVERSAL SCIENTIFIC INDUSTRIAL(SHANGHAI) CO., LTD.'S

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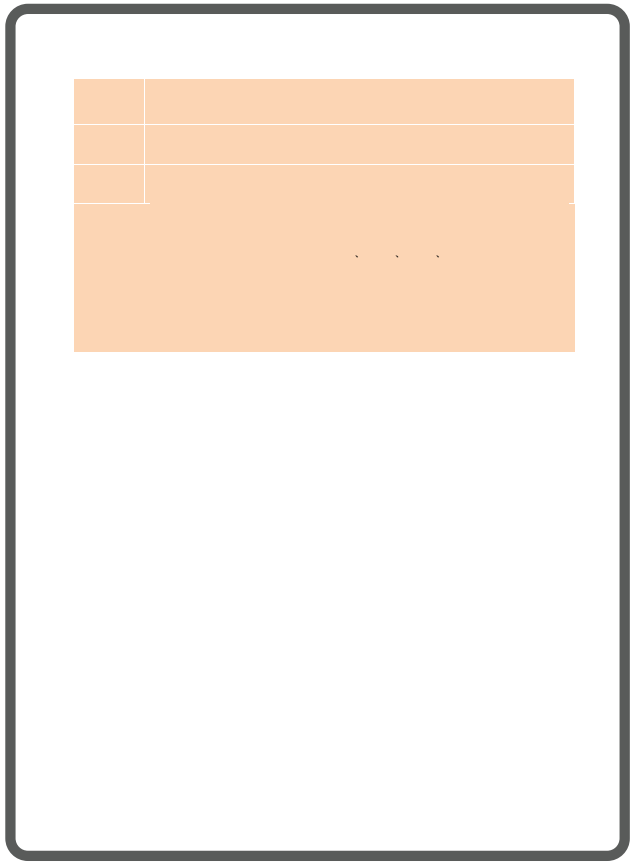

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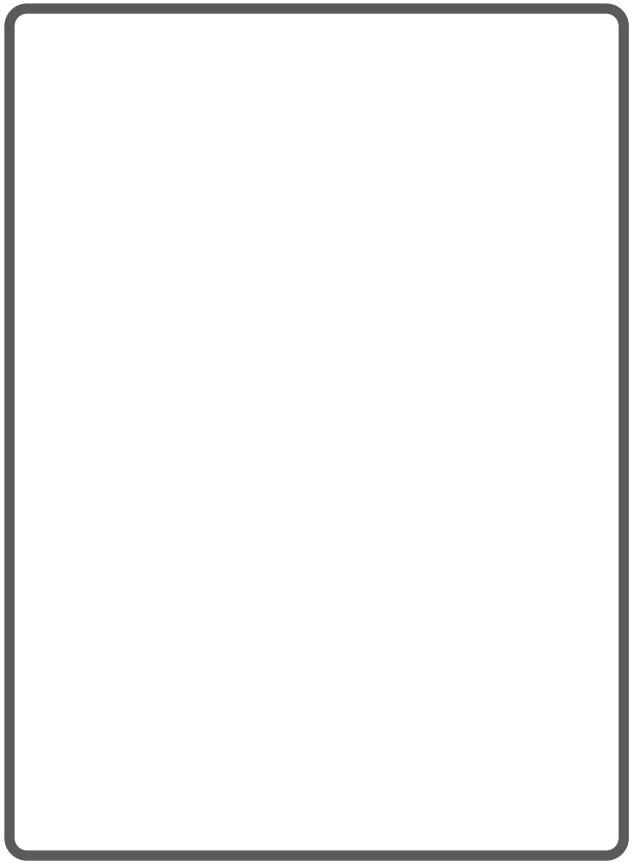

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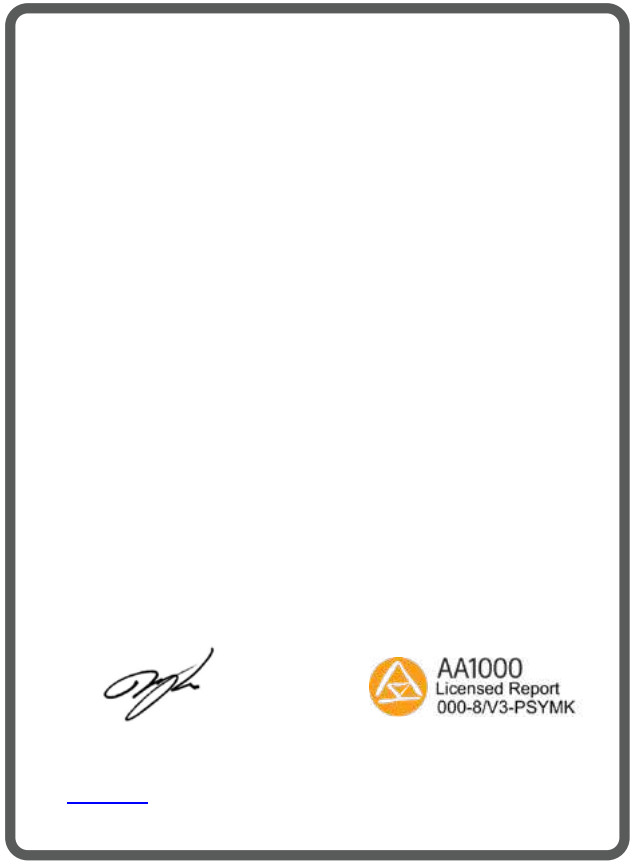

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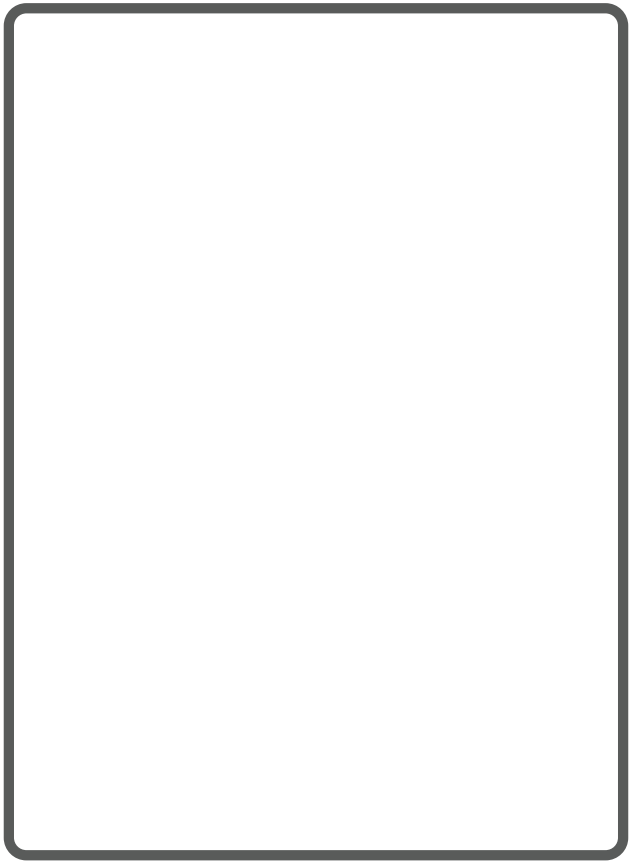

TWLPPS008 Issue 2305

Manufacturing Sites

USI

SHANGHAI-ZHANGJIANG

SHANGHAI-JINQIAO
No.501, Longgui Road, Jinqiao Export Processing (South)

HUIZHOU
No.369, Xinhe Boulevard, West District Daya Bay, Huizhou

KUNSHAN

NANTOU-TSAOTUEN

NANTOU-NANKANG 1

NANTOU-NANKANG 2

Sales Offices

HEADQUARTERS

ASTEELFLASH ÎLE-DE-FRANCE

ASTEELFLASH BAD HERSFELD

Tel: +49 (0) 6621-84-201

ASTEELFLASH BONN

Tel: +49 (0) 2222-9964-101

ASTEELFLASH EBERBACH

Tel: +49 (0) 6271-81-200

ASTEELFLASH DESIGN SOLUTIONS HAMBURG

ASTEELFLASH BEDFORD

ASTEELFLASH PLZEN
Podnikatelská 1227/24, 301 00 Plzen, Czech Republic

ASTEELFLASH LA SOUKRA

ASTEELFLASH FREMONT

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SUZHOU

HONG KONG
Unit A, 7/F., Yuen Long Hi Tech Centre, 11 Wang Yip Street

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