

20 | Sustainability
24 | Report
— H —

employees and the company.

collaborating

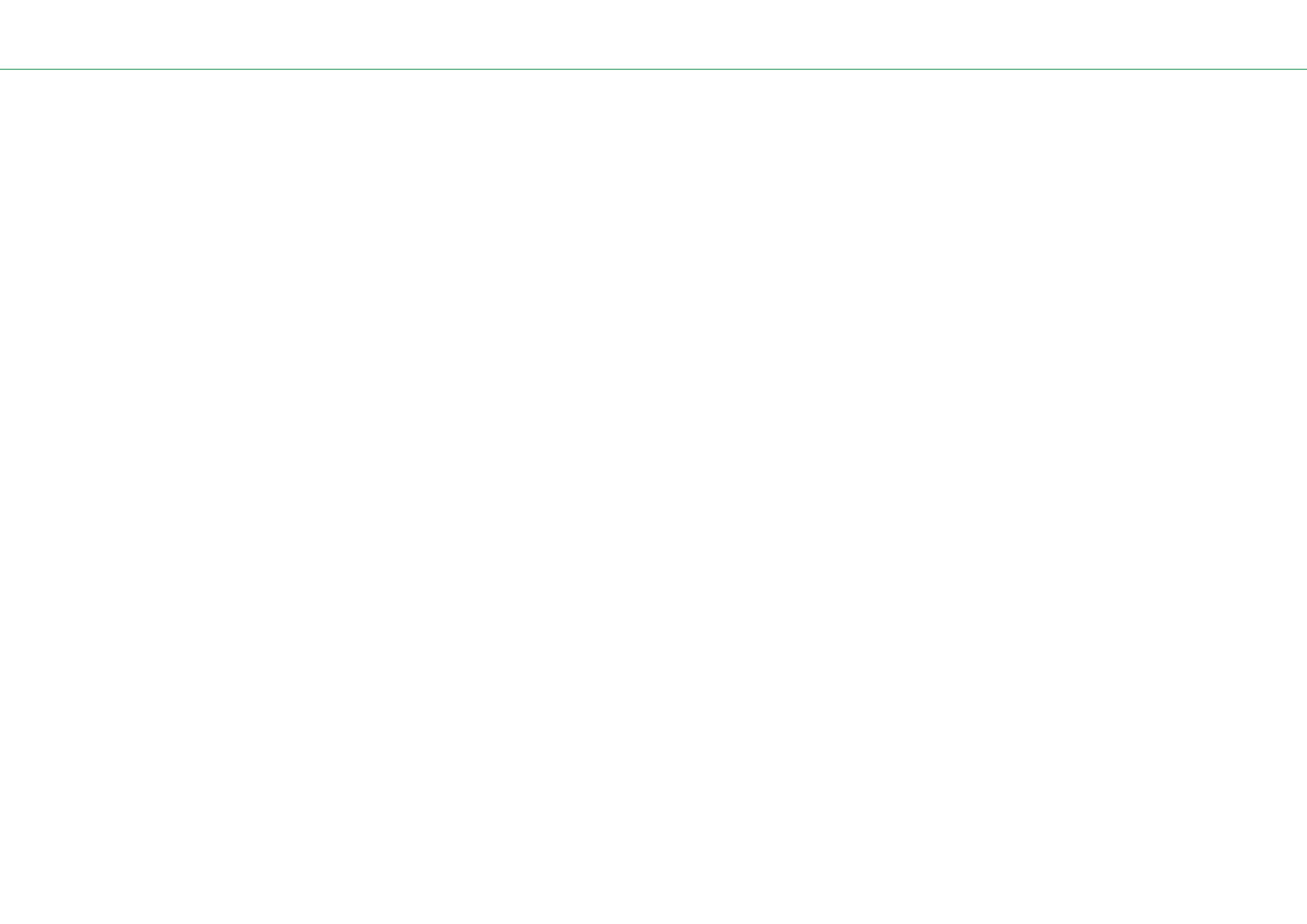
ine
SG

Bronze
EcoVadis Sustainability Rating

RBA FOC One Star Award
in 7 Facilities







Sustainability KPIs and Targets

| | Key Issue | KPI | 2029 Target |
|------------------------|---------------------------------|---|---|
| Corporate Governance | Information security management | | incidents |
| | management | Follow ISO 31000 management principles and guidelines | Introduce ISO 31000 to all major facilities |
| | | Follow ISO 22301 management principles and guidelines | Introduce ISO 22301 to all major facilities |
| Value Chain Management | Customer relations | Customer satisfaction score | At least 85.8 |
| | | | 0 product recalls |
| | Sustainable supply chain | Support local suppliers and procurement | At least 50% local procurement |
| | | Target suppliers completing survey | 100% target suppliers use |
| | | Tier-1 suppliers completing the Supplier Sustainability Assessment Questionnaire (SSAQ) | At least 75% |

| | Key Issue | KPI | 2029 Target |
|--|--------------------------------|--------------------------------------|------------------------------------|
| Environmental Protection & Occupational Safety | Climate strategy | Obtain ISO 14064-1 | Obtain ISO 14064-1 |
| | | Scope 1 & 2 absolute GHG emissions | 54.6% decrease from 2016 |
| | | Scope 3 absolute GHG emissions | 22.5% decrease from 2020 |
| | Energy management | Electricity intensity | 14% decrease from 2015 |
| | Waste management | Hazardous waste generation intensity | 1% decrease from the previous year |
| | | recycling rate | At least 90% |
| | Occupational health and safety | Obtain/maintain ISO 45001 | Obtain/maintain |
| | | | diseases |
| | | | injuries |
| | | | diseases |

| | Key Issue | KPI | 2029 Target |
|--------------------------------------|------------------------|--|---|
| Green Products & Innovation | Green products | Product carbon footprint inventory | Inventory 3 product series |
| | | Sustainable mechanical design | Over 80% of mechanical components use recyclable and reusable raw materials |
| | Innovation management | Cumulative number of patents | 1,960 patents |
| | | patent proposals | 100 proposals |
| | Sustainable production | Smart manufacturing | Introduce 14.0 and reach an average of 4.26-Stars |
| Continuous Improvement Program (CIP) | | Saved costs account for 0.21% of revenue | |

| | Key Issue | KPI | 2029 Target |
|--|-------------------------------|--------------------------------------|---|
| Employee & Society Well-being Engagement | Talent attraction & retention | Turnover rate | Direct employees: less than 25% Indirect employees: less than 7% |
| | | Key talent retention rate | Over 98% |
| | | Employee career development plan | Subsidize over 50 employees to obtain degrees |
| | Human capital development | Improve employee competence | Over 1,300 internal instructors |
| | | Human rights/diversity & inclusion | Percentage of women in top management |
| | Employ disabled employees | | Over 100 disabled employees |
| | Investing in education | Rural area reading activities | 6 reading activities in rural areas |
| | | academic partnerships | 2 research industrial-academic partnerships |
| | | shared | 100 interns |
| | Contributing to society | | 35 USIU classes |
| revitalization programs | | 2,000 rural students | |
| Promoting arts & culture | | 2,670 volunteer hours | |
| | supported | 4 art groups | |
| Conserving the environment | | 15,000 trees in the Corporate Forest | |
| | reduced | | |
| | environmental activities | 2,500 participants | |

Contributions to the SDGs



- Invested in **6** rural revitalization programs, **2,803** students.
- USI provides pension and elder insurance in accordance with the retirement regulations of **257,070,316** in total for the retirement programs.



- Donated **240** disadvantaged lonely elders to spread warmth and cheer.



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

Sustainable Impact Assessment

Economic and Tax Dimensions



USI's economic and tax-related value declined by 1% in 2024 compared to 2023. To support global supply chain restructuring and meet customer needs for localized and Poland. Gains were seen in payroll, investment, and intangible assets, but geopolitical tensions and supply to 2025, USI will focus on optimizing supply chain and logistics, advancing intelligent manufacturing, and integrating global resources to stay competitive.

Environmental Dimension

In 2024, USI reduced its environmental negative value by 2% compared to 2023, with GHG emissions and water consumption remaining the primary impact areas. To address this, USI continues to implement GHG reduction policies, and upgraded technology and equipment to enhance water recycling, raising its renewable energy usage rate to 84% and achieving a 23.6% water recycling rate. USI remains committed to advancing green initiatives and environmental protection for a more sustainable future.

Social Dimension



USI's social positive value rose by 10% compared to 2023, driven by stronger supplier partnerships and improved employee health and safety. Supporting local suppliers helped boost employment and stimulate regional economies. USI expanded decentralized production and onboarded new suppliers, while offering training, presentations, and technical support to strengthen their sustainability capabilities. For employees, USI provided free annual physicals and conduct regular inspections according to local health and safety policies, procedures, and training to

Employee engagement & development 465.1
 Recycled water 5.4
 Biodiversity 4.3
 Social cohesion 3.7
 Employee health & safety 15346
 Other taxes 301.7



Value Chain Management

In response to rapid global development, effective supply chain management not only reduces production costs and improves product quality to enhance customer satisfaction but also strengthens business

contribute to a more sustainable future.



87 Customer Satisfaction Score



41 % Global Local Procurement Rate



100 % Passed Sustainability Assessment



529 Supplier Partners Attended the Sustainable Value Chain Webinar



1,515 Metric Tonnes Waste Reduced in Collaboration with Suppliers

Supplier Carbon Mentoring Program

policies and encourages suppliers to adopt energy-saving and carbon-reducing measures. USI mentored **6** suppliers since 2022, training and assisting suppliers in establishing **GHG inventory (ISO 14064-1)** and **product carbon footprints (ISO 14067)** management

Supplier Innovative Application Collaboration

USI is collaborating innovatively with suppliers on a project-based basis, bringing its system module development experience to the automotive sector. We partnered with a time, thereby minimizing environmental impact and overall costs, effectively saving **5%** of circuit board space.

Green Products and Innovation

As an industry leader, we focus on smart manufacturing and continuously improve our eco-design capabilities. We



Assisted Obtaining **EPEAT Silver**

All-in one POS Products



CNY 431 Million

Saved from CIP and Smart



152 GWh
Product Energy



2,543 Metric Tonnes
Carbon Reduced from
CIP Key Projects



1,670
Cumulative
Patents

Product Life Cycle Assessment (LCA)

undergoing a full LCA assessment of environmental impact and performance accounted for carbon footprint inventory accounted for 5.94% of our revenue, a **34.22%** increase compared to 2023.

R&D and Intellectual Property Rights

with operational objectives. This system has achieved **Level A**

754 through intellectual property applications and publication in international journals.

Environmental Protection and Occupational Safety

as achieving environmental sustainability while pursuing high quality products and services. In addition, we are committed to promoting a culture of occupational safety



100 % Renewable Energy
and Vietnam Facilities



5,580 MWh
Renewable Energy Produced
through Solar Panels



94 %
Waste Recycling
Rate



0 Cases
Contractor
Occupational
Injuries



6,554 Participants
Attended Health
Promotion Activities

Net Zero Goals and Internal Carbon Pricing

In line with ASEH's goal of limiting global warming from below 2° C to below **1.5° C** and

Scope 2 emissions by 58.8% compared to 2016 levels, and Scope 3 by 25% compared to 2020, increasing the greenhouse gas reduction rate. We also implement internal carbon pricing through an implicit carbon price, achieving climate-related policies and goals through carbon pricing and carbon reduction targets. This price ranges from **CNY 9 to CNY 356** per metric tonnes of CO₂e, covering Scope 1 and Scope 2 greenhouse gas emissions, across all

Occupational Safety and Health

USI invested **CNY 217 million** in safety production and chemical safety management in 2024, including employee insurance, physicals, 63 health promotion activities, 14,000 health



Stepping into the Future, in Harmony with Green

USI strives for a sustainable future, leading the way forward with each footprint
Championing biodiversity, renewable energy, and ecological balance.
Contours of mountains meet forest green in shared vision,

Scan Me !



To learn more, please explore the [USI Sustainability Web](#) and the 2024 Sustainability Report.

If you have any suggestions, please contact us at csr@usiglobal.com