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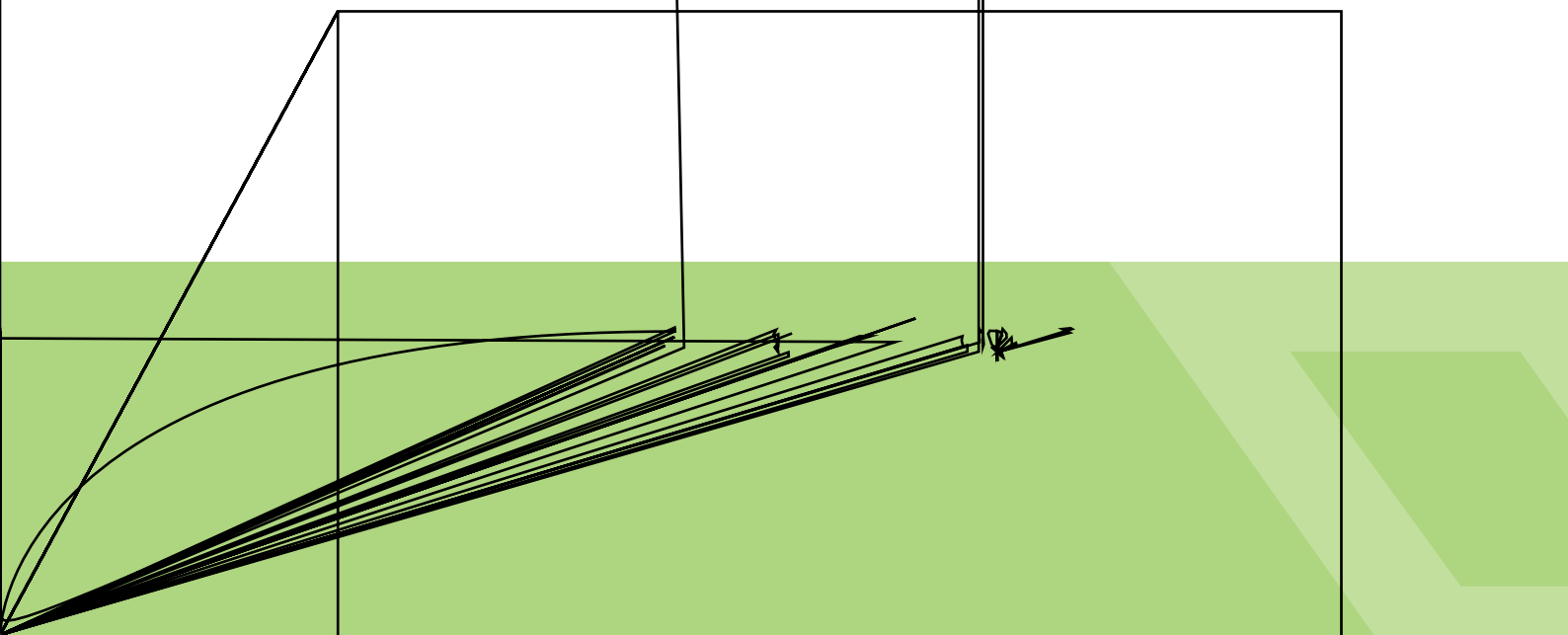
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3.2		24
3.3		25
3.3.1	ف	26
3.3.2		28
3.3.3		30
3.3.4	ق	31
3.4		32
3.4.1	! ٥ ٦ ف	32
3.4.2	٧ ف	33
3.4.3	ف	34
3.4.4	٨ ف	35
3.4.5	ف	36
3.5		37

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4.1.2		✓
4.1.3	n	✓ =
4.1.4		✓
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Initiative, GRI 3.0, GRI G3, (Global Reporting Initiative, 2008, 2009, 2008, 2009)

**GRI G3**

Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15		Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17		Same as requirement for Level B	
	G3 Management Approach Disclosures OUTPUT	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach disclosed for each Indicator Category	Report Externally Assured
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: social, economic, and environment.		Report on a minimum of 20 Performance Indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.		Respond on each core G3 and Sector Supplement* indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

*Sector supplement in final version

Year	Deaths
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2011	10

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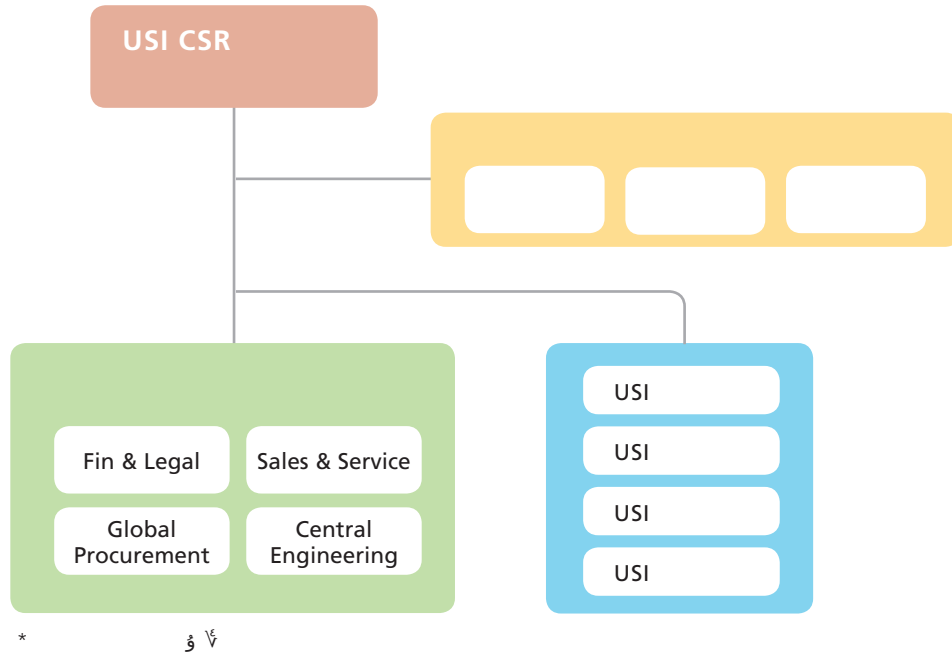
886-49-2350876

csr@ms.usi.com.tw

<http://www.usi.com.tw>

N 886-49-2393571

Global Reporting Initiative(GRI)



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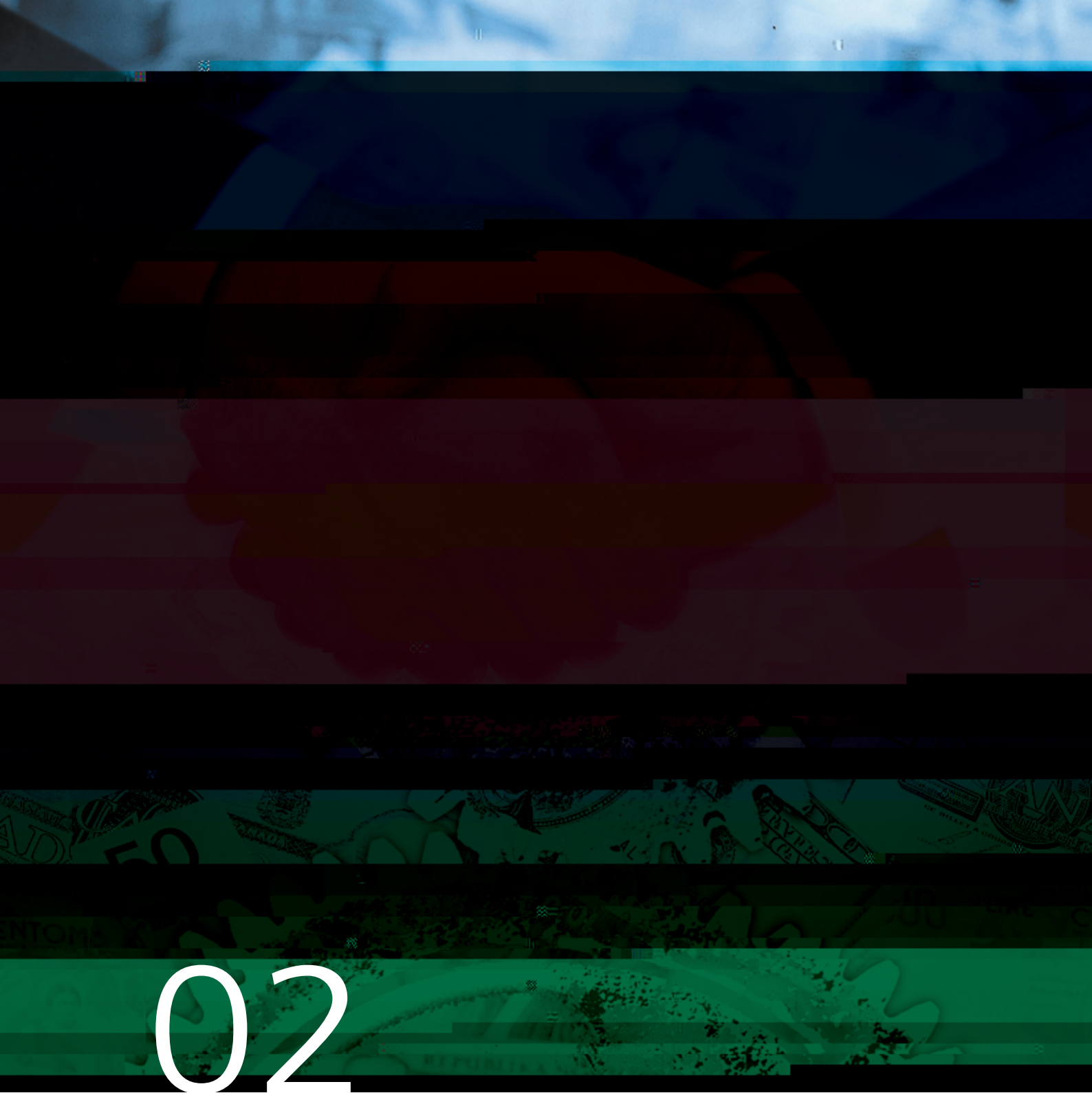
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		%		%
ع	15,598,579	24%	15,072,829	29%
,	47,514,240	73%	35,700,364	69%
	2,223,178	3%	1,194,969	2%
	65,335,997	100%	51,968,162	100%

2,605	)	2009	15.63	0.64%	R
0.57%	0.67%	0.75%	0.6%		

2.1.5

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2008

	2008	2009
ج (1)		
	64,809	51,517
	5,829	5,895
ج ف	3,176	2,475
	1,744	1,564
ج	908	1,855
ج	343	1,740
ع (2)	0.32	1.61
-		
	31,250	35,635
ع ج	14,812	16,178
ج ()	2.07	1.45
ج (%)	145%	152%
ج (%)	53%	55%
ع ج ج (%)	2%	11%

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	2008				2009			
	599	946,608	57,287	10,492,533	326	800,928	64,946	8,563,127
	24,376	3,999,123	9,170	1,				
	120	140,437	33,159	1,968,271	51	74,267	28,813	1,487,694
	2,186	601,761	177,552	4,158,258	423	247,197	107,439	4,326,895
	28,273	5,834,139	281,030	19,252,198	20,577	6,160,667	289,313	16,305,771

2.1.6

2008 2009

— 2008 —

2008

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- 1000 8
- 1000 243
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2008



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Frost & Sullivan

2009

TTQS

(USIU)

2007

2009

(EMC)

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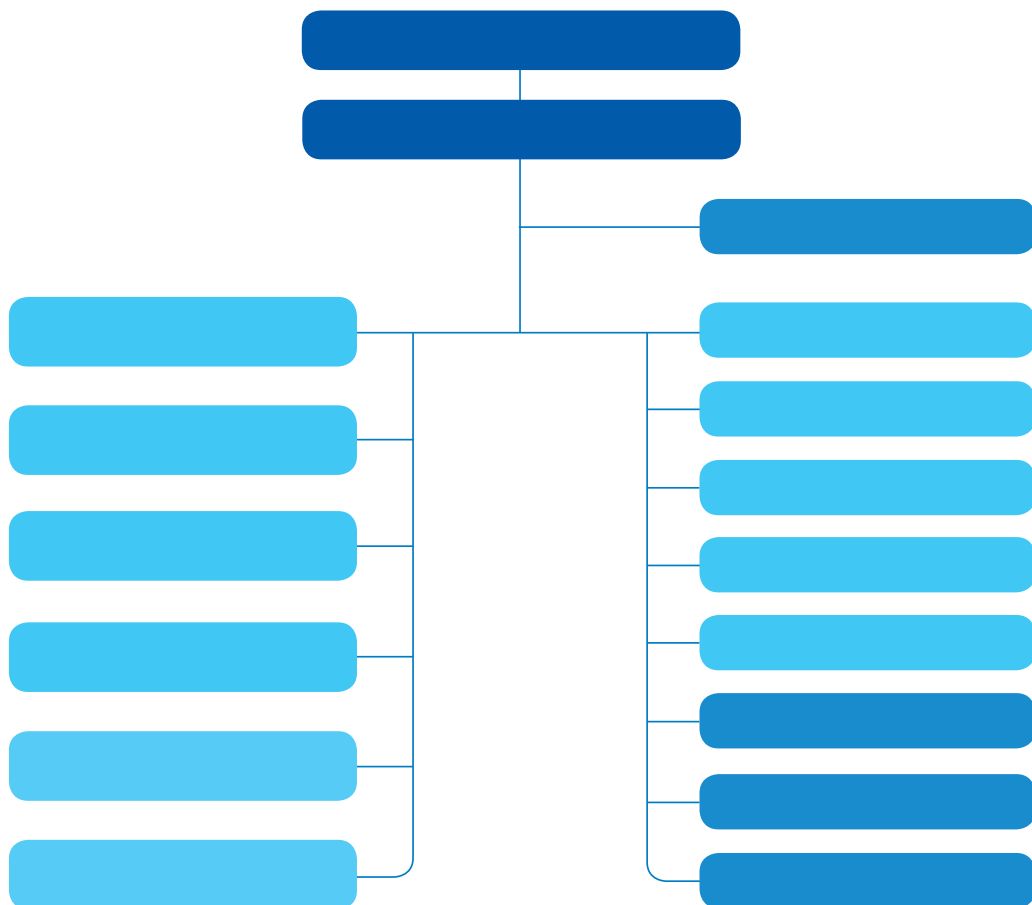
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2009

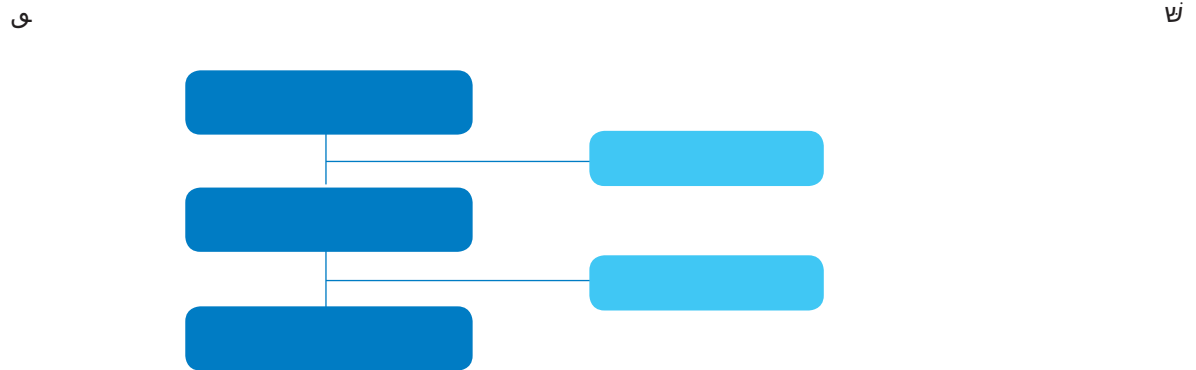
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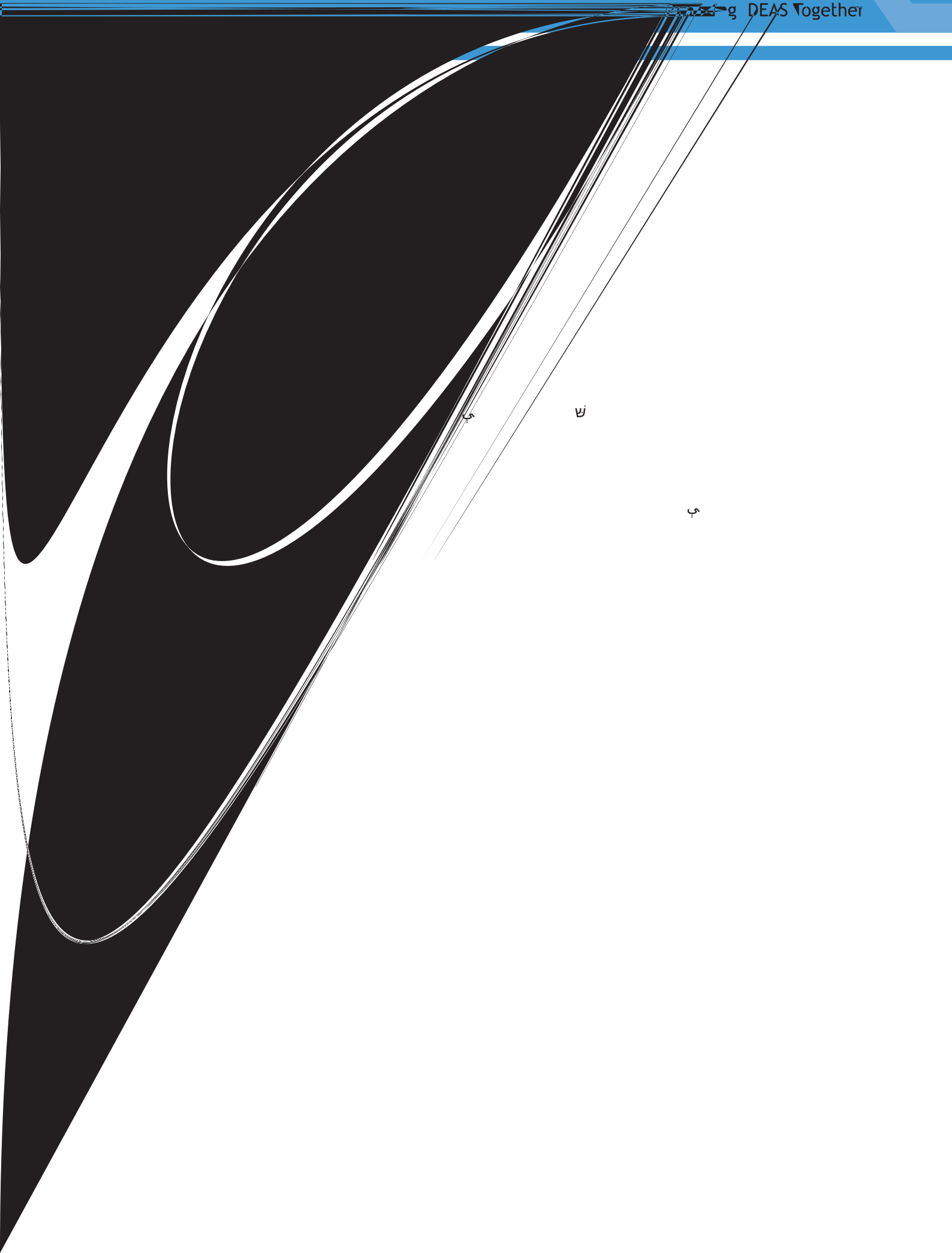
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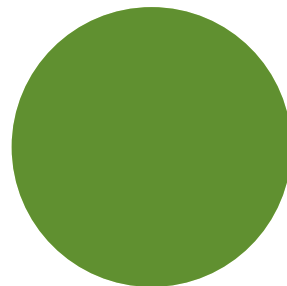
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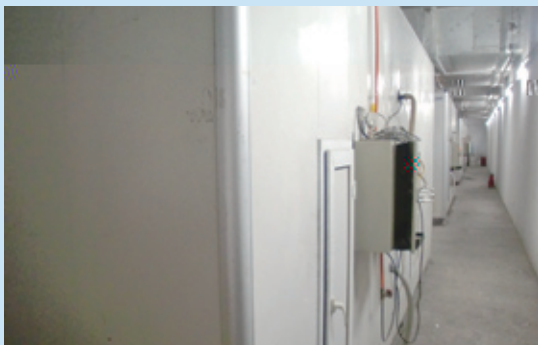
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2008

1. Planning phase ()

2. EVT phase ()

EHS

3. EVT gating phase ()

4. DVT phase ()

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5. DVT gating phase ()

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- LA
- GE

- GE
- B&P

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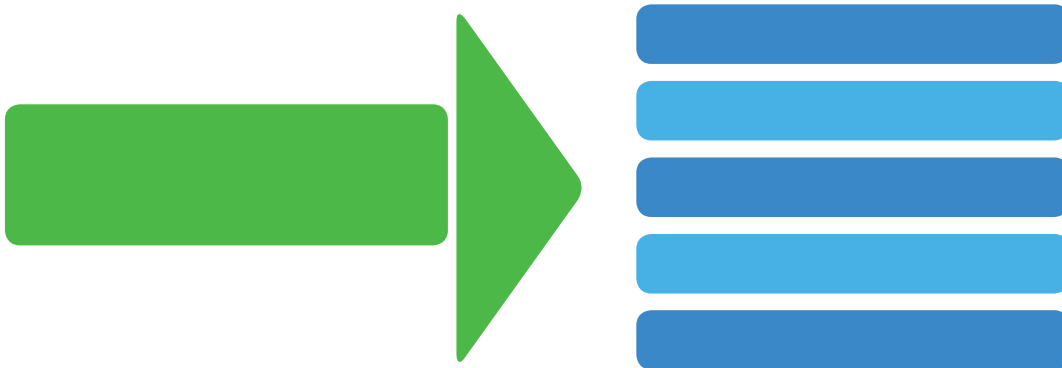
	2008	2009
	2,524	2,808
(	2,673	26,519
	1,803	2,163
	389	408

		2008	2009
	IC TRAY	54,528	36,283
/	PCB		
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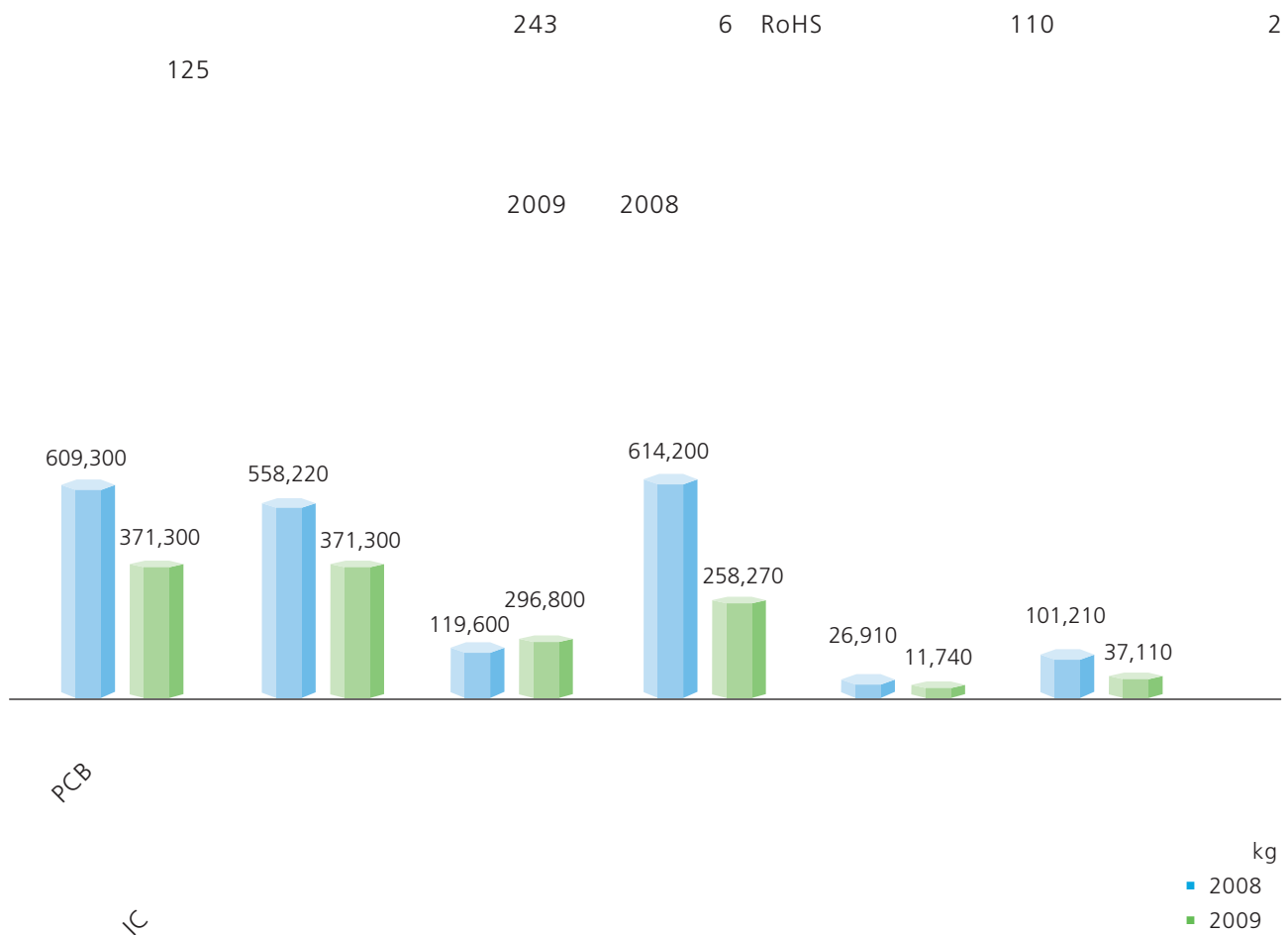
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e-learning

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3.4.1



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	2008	2009
	184,500	118,200
	27,610	33,510
	63,910	47,210
	5,320	2,680
	71,740	57,665

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2008 2009

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2011 45 CO2-e / US
2012 42 CO2-e / US

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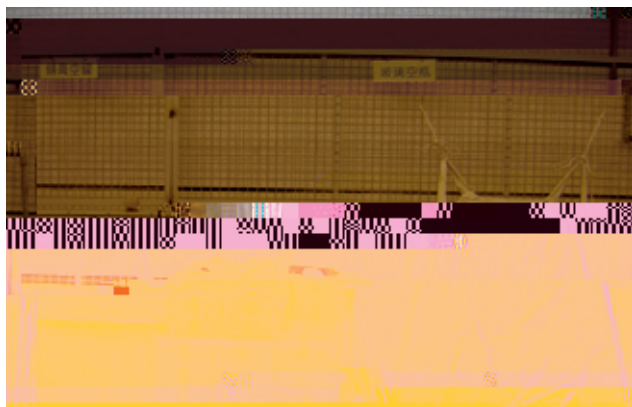
3.4.3

2009 192 2008 2008 53 245
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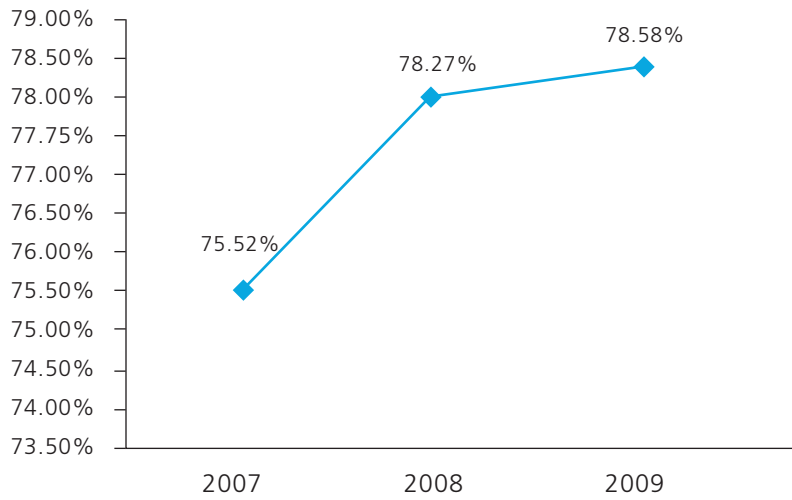
2008 2009 3,275K 10.86%
2008 630K



3.4.4



	(Kg)	(kg)
2008	3,924,288	3,071,710
2009	3,230,386	2,538,521



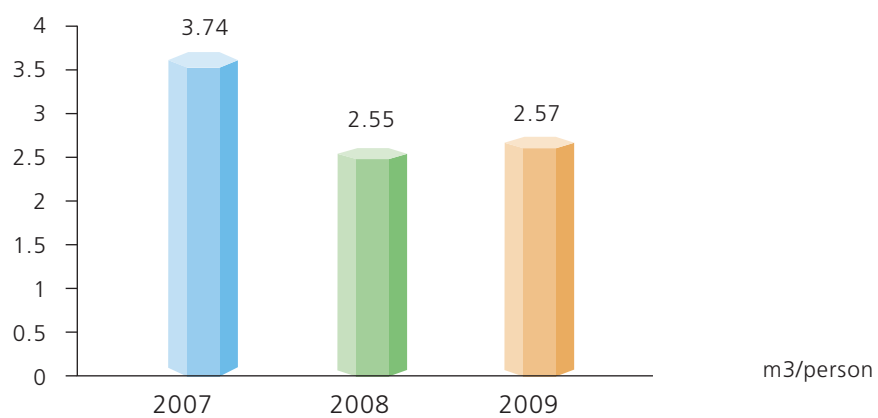
2009 2008 17% 2008 2009 70%

3.4.5

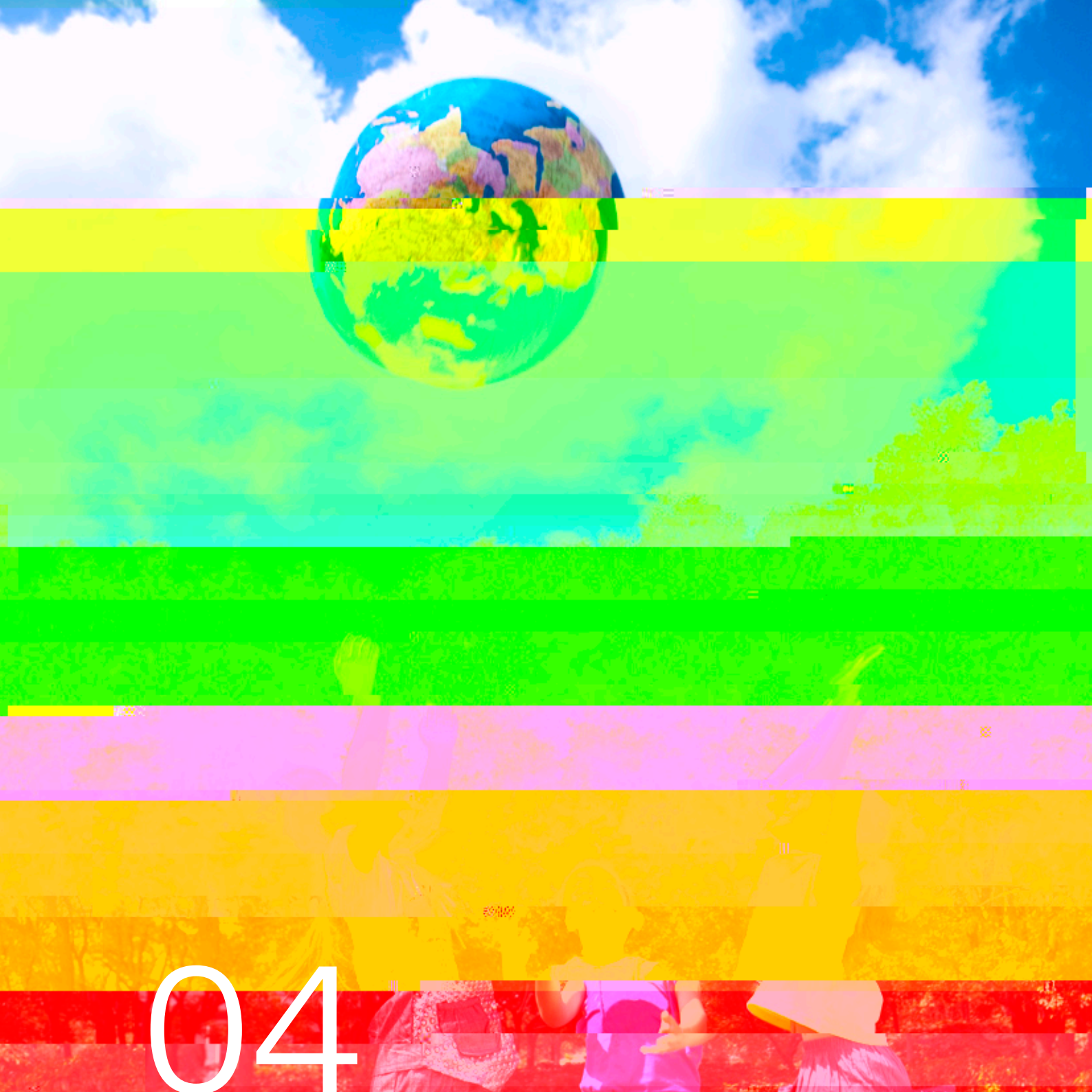
2009 2008 87,636 65,359

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2008	357,582	248,654
2009	269,946	183,294
	-24.51%	-26.29%

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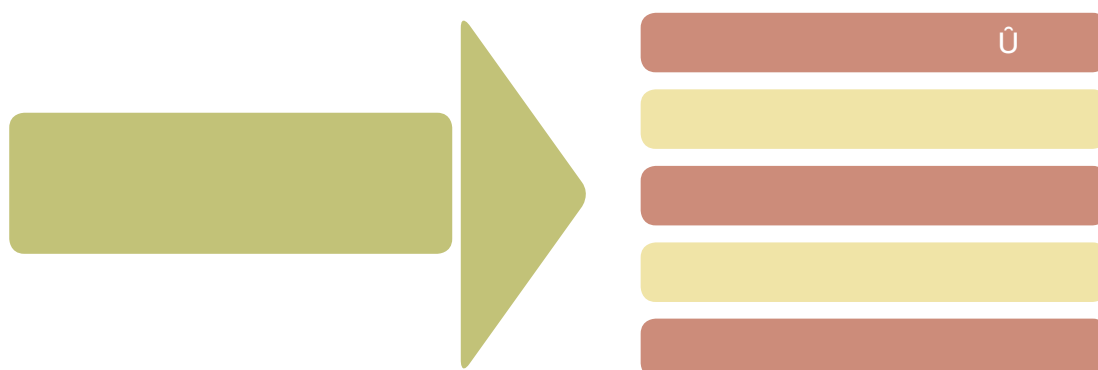
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2008

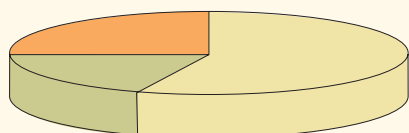


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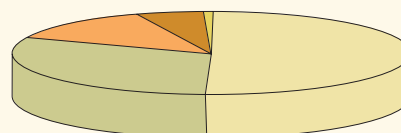
2009

1	1,100	2,224	8,431	445
1,796	1,720	7,584		
7,318	66%			

■ (16.2%)
■ (15.5%)
■ (78.3%)



■ (0.07%)
■ (5.29%)
■ (30.94%)
■ (54.57%)
■ (9.24%)



4.1.3

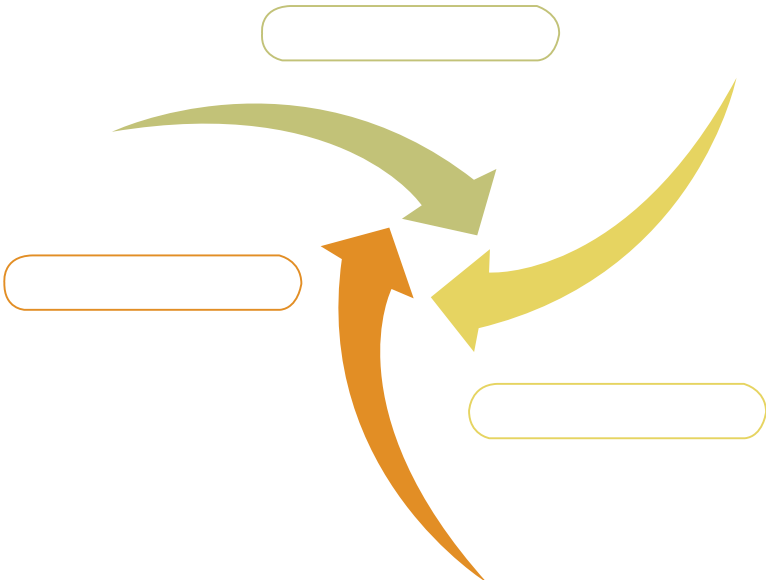
USIU USI University

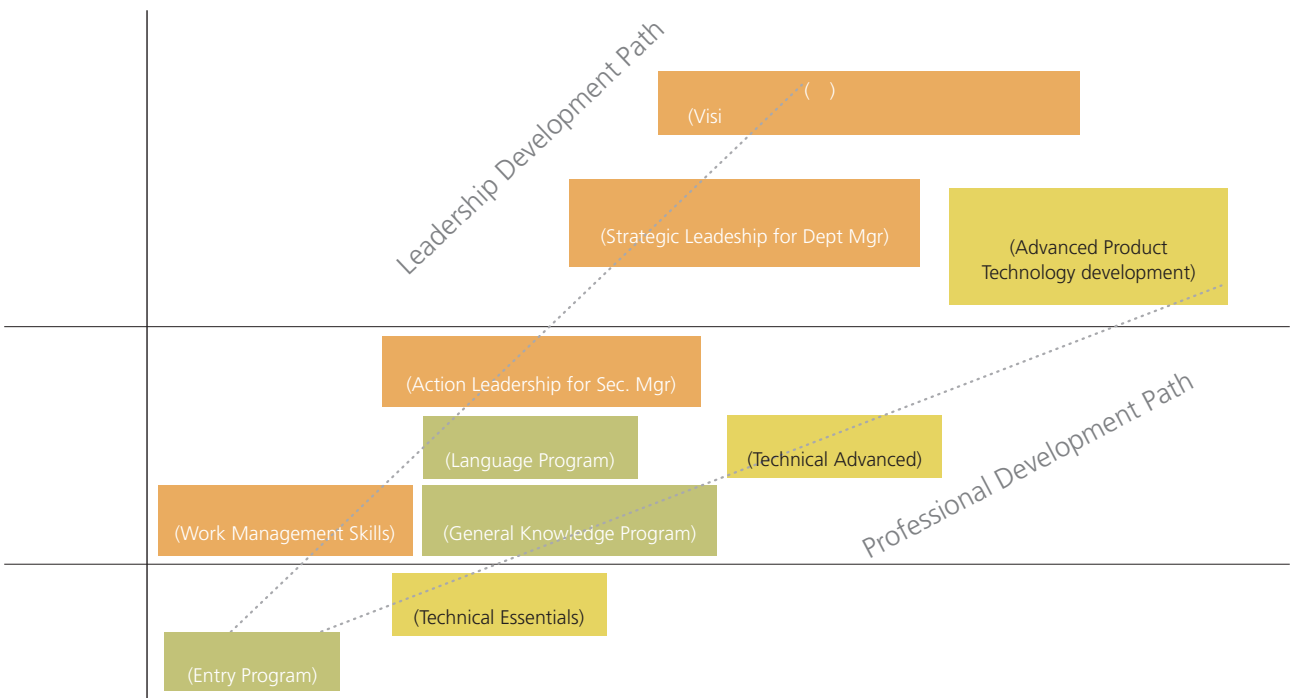
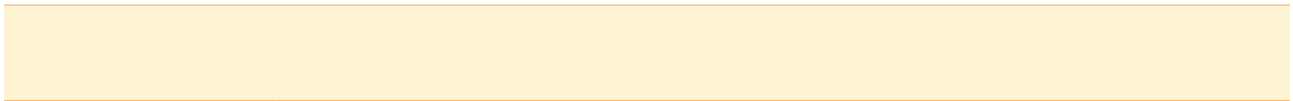
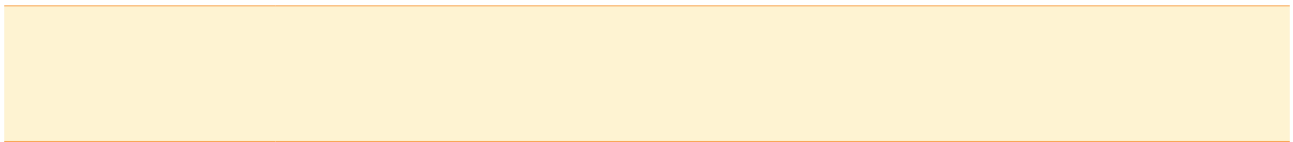
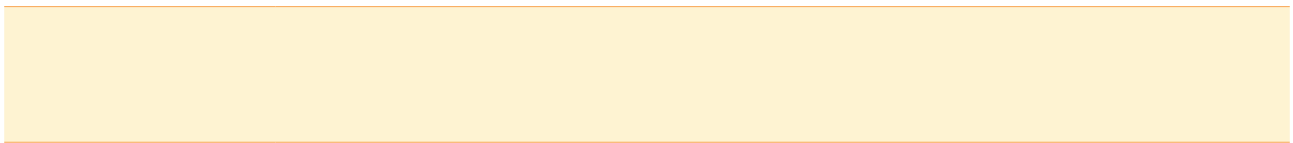


(USIU)

(Individual Development Plan IDP)

e-learning





2009

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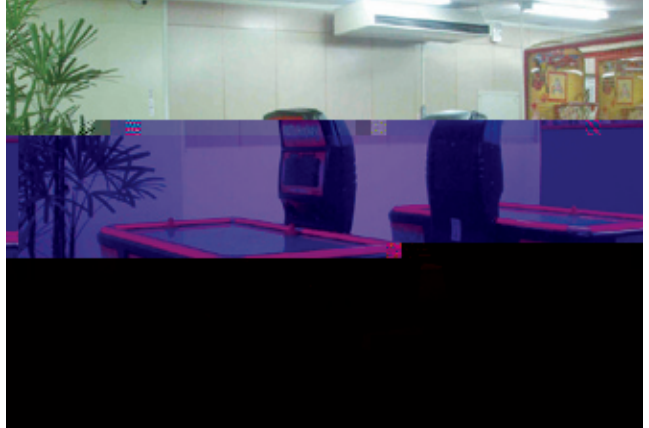
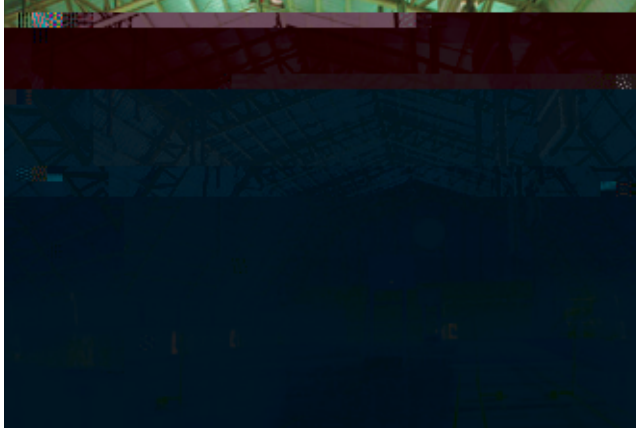
	6.11	2.28
	12.72	8.90
	4.63	7.51
	19.11	6.80
	2.04	1.87
	0.91	1.33
	1.45	1.62
	1.37	1.91

2009 ()

	8.29	10.68
	15.85	10.91
	4.90	8.42
	2.18	0.40
	1.30	2.25
	0.84	1.55
	1.62	1.65
	1.47	0.83

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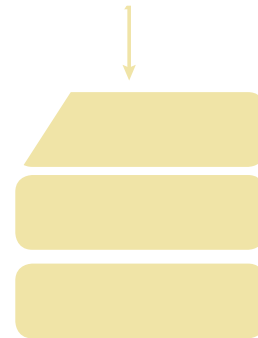
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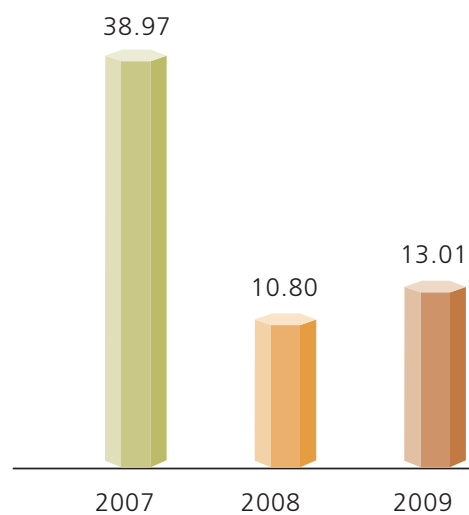


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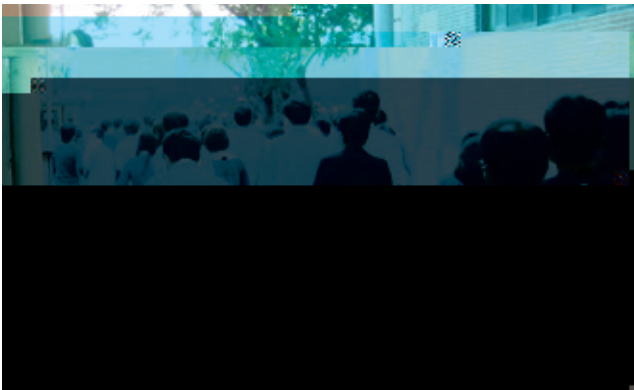
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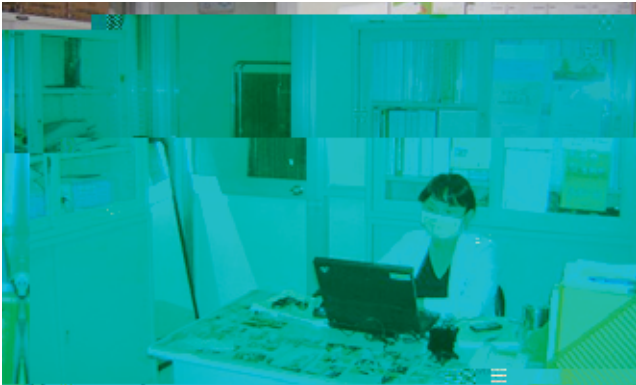




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(Employee Assistant Program)

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(DMS; Design & Manufacturing Services)

4.2.1

DMS

	ISO 14001	TL 9000	ISO 9001	ISO/TS 16949	OHSAS 18001	TIPS	IECQ QC080000	ISO 17025	ISO 13485
	1998		1994	2003	2004	2005	2006	2007	2008
	2001	2002	2001	2003	2004		2007		
	2004	2005	2004	2007	2004		2007		
	2006		2003	2005			2007		

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I 2008 2009

	(WP) 100%
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	(ASD) 100%
	(WP) 60%
	(S&C) 60%
	(VPD) 30%
	(ASD) 4%
	(WP) 100%
	(M&N) 100%
	(S&C) 100%
	(VPD) 100%
	(ASD) 100%
	(Auto) 100%

4.2.2

QBR(Quarterly Business Review)

QBR

ERP SAP e-RMA
e-RMA RMA
RMA

RMA		



4.3.3

QBR (Quarterly Business Review)

4.3.4

4.3.5

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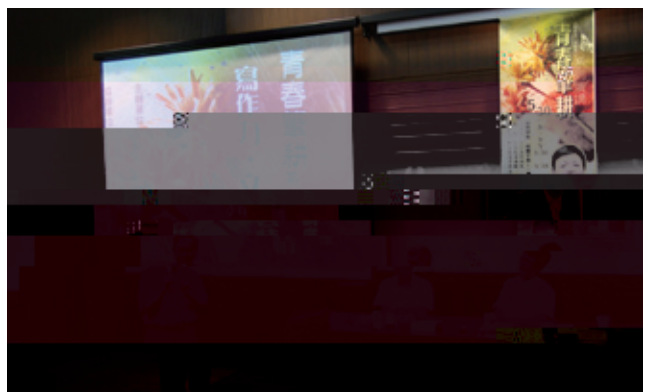
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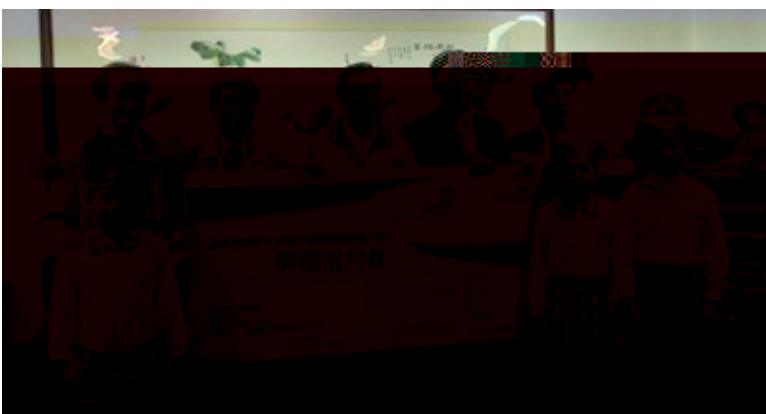
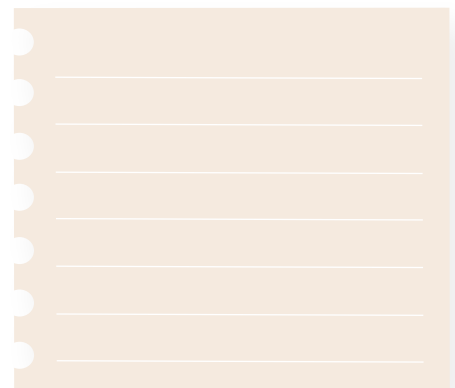
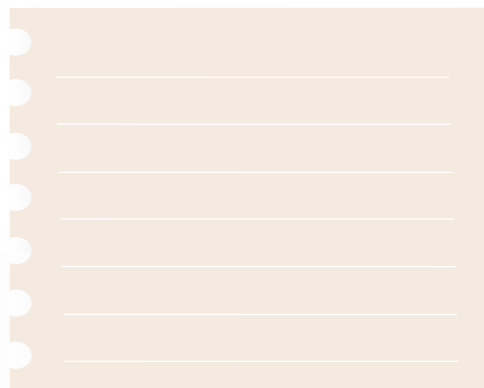
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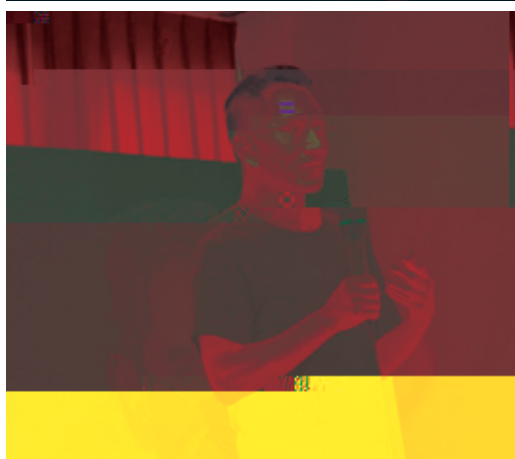
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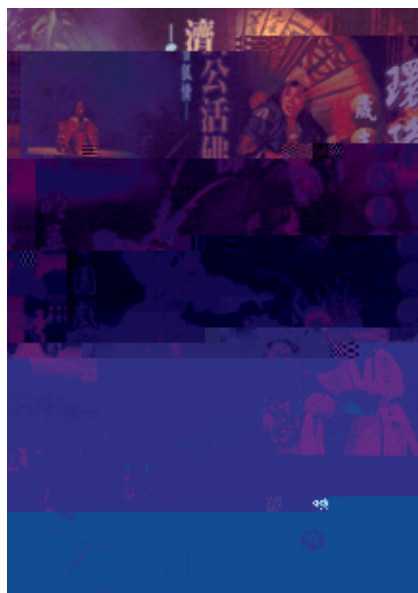
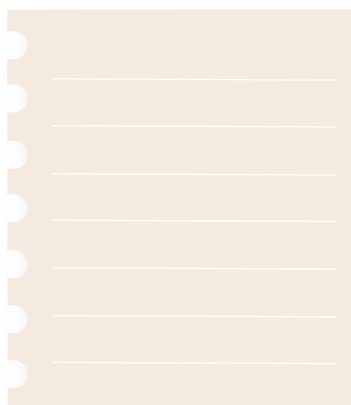
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2.3	2.2.1	18
2.4	2.1.1	11
2.5	2.1.3	13
2.6	2.2.1	19
2.7	2.1.4	13
2.8	2.1.1	11-12
	2.1.5	14-15
2.9	2.1.1	12
2.10	2.1.6	15-16
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3.1		3
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3.11		
3.12	GRI	GRI 68
3.13		
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4.1	2.2.1	17
4.2	2.2.1	19

GRI				
4.3		2.2.1	19	
4.4	/	2.2.1	17	
		4.1.5	46-48	
4.5		2.2.1	20	
4.6		2.2.1	19-20	
4.7		2.2.1	19	
4.8		1.1	7-8	
		1.2		
4.9		2.2.1	8-13	
		2.2.2		
		2.2.4		
4.10		2.2.1	10-11	
4.11		1.2	7	
		2.2.1	10-13	
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4.12		1.2	7	
		2.2.1	10	
		3.3.1	26-27	
4.13	()	2.2.6	22	
4.14		1.3	8	
4.15		1.3	8	
4.16		1.4	9	
4.17		1.4	9	
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EC1		2.1.5	5-6	
		4.1.5	9	
		4.4.1	46	
		4.4.2	59-67	
		4.4.3		
EC2		3.3.3	30-31	
		3.5	37	
EC3		4.1.4	44-46	
EC4		2.2.5	22	
EC5		4.1.5	46	
EC6		4.3.1	55-57	
		4.3.2		
		4.3.3		

GRI				
EC7	4.1.1 4.1.2	40		
EC8	4.4.1 4.4.2 4.4.3	59-67		
EC9	2.1.5	5		
				
EN1	3.4.1	32		
EN2	3.4.1	33		
EN3	3.4.3	34		
EN4	3.4.3	34		
EN5	3.4.3	34		
EN6	3.3.1 3.4.3	26-27 34		
EN7	3.4.3	34		
EN8	3.4.5	36		
EN9	3.4.5	37		
EN10			2008-2009	
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EN11				
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EN14				60%
EN15				
EN16	3.4.2	33		
EN17	3.4.2	33		
EN18	3.4.2	34		
EN19	3.4.2	33		

GRI				
EN20	3.4.2	33	2008 2009 (VOC)	2008 39 2009 19
EN21	3.4.5	36		
EN22	3.4.4	35		
EN23				
EN24				
EN25	3.4.5	37		
EN26	3.2 3.3 3.4	24 25-37		
EN27	3.4.1	33		
EN28	3.2 3.3.1	24 26	2008 2009	
EN29	3.3.2	28		
EN30	3.3.3	30-31		
LA1	4.1.1	39-40		
LA2	4.1.1	39-40		
LA3	4.1.4	44-46		
LA4	4.1.5	47		
LA5	4.1.6	A÷v •F3A 6XV XPÇ°		
LA6				

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LA10

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LA11

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LA12

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LA13

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HR1

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HR9	4.1.6	51		
SO1	(		SOP	
SO2	2.2.3	21-22		
SO3	2.2.3	21-22		
SO4	2.2.3	21-22		
SO5				
SO6			2008	
			6,000	182
			269	2009
SO7	2.2.4	22		
SO8	2.2.4	22		
PR1	3.3	25-30		
	3.3.1	52-53		
	3.3.2			
	4.2.1			
PR2	4.2.1	52		
PR3	4.2.1	53		
PR4	4.2.1	52		
PR5	4.2.2	53		
PR6	4.2.2	53-54		
PR7	(		2008	2009
PR8			2008	2009
PR9			2008	2009



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TEL 886-49-2350876
FAX 886-49-2393571
<http://www.usi.com.tw>