

GlobalWafers Co., Ltd.

Promotion of Sustainable Development and Variance from the Sustainable Development Best Practice Principles (2022)

Evaluation Item	Status			Deviations from “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
I. Did the company have established the governance framework for promoting sustainable development, and a dedicated (concurrent) unit in charge of promoting sustainable development, and the senior management is authorized by the board of directors for handling, as well as the status of board of directors’ oversight?	V		<p>The Company has established the Corporate Sustainability Development Committee in June 2017, the highest-level sustainable development decision-making center within the Company. It is responsible for coordinating and comprehensively managing all aspects of the Company’s development directions and goal formulation related to ESG (environmental, social, and governance) sustainable development in all aspects, to pursue the sustainable development and fulfill social responsibilities.</p> <p>The Company's Corporate Sustainability Development Committee is chaired by the Chairperson, the Corporate Governance Officer is the director general, and representatives from each functional organization are designated to serve the members. Through the cross-function integration, the ESG-related goals, policies and development strategies are formulated, the implementation programs are promoted, and the implementation effectiveness is reviewed and improved continuously; the regular annual meeting of all members are convened every year, to review the achievement of the relevant goals for the previous year, and set the goals for the coming year.</p> <p>The Corporate Sustainability Committee is supervised by the board of directors. In addition to the annual report by the chair to the board of directors on the implementation of sustainable development and the achievement of goals, it also reports performance indicators and related data on environmental issues to the board of directors every quarter. The</p>	No significant difference

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			board of directors supervises the goal-setting for sustainable development and reviews the implementation, while giving relevant advices and guidance based on the content of the report.	
II. Does the Company follow materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy?	V		<p>The Company established the "Risk Management Policy and Procedures" approved by the board of directors. The board of directors is the highest risk management unit, based on the overall operating strategies and operating environment, aims to comply with laws and regulations, promote and implement the Company's overall risk management, and bear the ultimate responsibility for risk management; the senior management is responsible for planning, commanding, and deploying the implementation of risk management decisions by the board of directors, and coordinating interaction and communication for the cross-departmental risk management; each functional unit is responsible for analyzing, managing and monitoring related risks within their respective units; the internal audit is an independent unit that assists the board of directors to monitor the implementation of the risk management mechanism, to ensure the effective implementation of the risk control mechanism and procedures. The scope of risk management includes hazard risk, operational risk, financial risk, strategic risk, compliance risk/contract risk, environmental risk and other risks. Through the effective implementation of risk management processes (including risk identification, risk measurement, risk monitoring, risk reporting, and risk response), the Company's risk management mechanism is realized.</p> <p>The Corporate Sustainability Committee of the Company conducts risk assessments on environmental, social and corporate governance issues</p>	No significant difference

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			<p>related to the Company's operations based on the principle of materiality, and prescribes relevant risk management strategies. The identified ESG risk issues include "environment aspect: climate change risks and environmental protection risks; social aspect: occupational health and safety risks, labor health risks, and labor-management relations risks; corporate governance aspect: various risks in operation and investment, challenges for internal and external stakeholders relationship maintenance and communications, enhancement of the board of directors' functions, and risks of legal compliance." Please refer to "Chapter II, Governance and Operation/2.4 Risk Management" in the Company's Sustainability Report for various risks and corresponding risk management strategies.</p> <p>The Company regularly assesses risks every year. The risk assessment boundary covers all the Company's operations and production bases, and the assessment is reported to the board of directors annually. The latest report was made to the board of directors on August 2, 2022.</p>	
<p>I. Environmental Topic</p> <p>(I) Has the Company set an environmental management system designed to industry characteristics?</p>	V		<p>The Company insists the promotion of ISO 14001 Environment Management System,” and “ISO 50001 Energy Management System,” GlobalWafers introduces the concept of product lifecycles, and starts from improving the manufacturing process and product design stage in order to truly achieve reduction of source raw materials. The Company accommodates the environment and energy management system, to determine the goal of energy saving and material saving every year, while continuously implementing water recycling and waste reduction measures, to treasure resources and reduce uses of resources, and</p>	No significant difference

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			<p>achieving the effect of reducing greenhouse gas emissions.</p> <p>For information regarding the certifications of “ISO 14001 Environmental Management System” and “ISO 50001 Energy Management System” obtained by each production bases, please refer to our website “Corporate Social Responsibility/Environmental Health and Safety Management/Related Certifications.”</p> <p>(https://www.sas-globalwafers.com/en/ehs-management-system_en/)</p>	
(II) Does the company endeavor to improve the energy utilization efficiency and use renewable materials which have low impact on the environment?	V		<p>The Company, by promoting the “ISO 14001 environmental management system,” has introduced the product life cycle concept in order to reduce raw material consumption and waste output, and achieve the goal of sustainable operation and environmental protection. Each plant, based on different process characteristics, uses recycled materials as much as possible. The recycled materials used in each plant include silicon raw materials, cutting fluids (carriers), product packaging cartons and wafer cassette. The major raw material used in the production of the Company is the silicon material; by using the material at both ends recovered in the plant as much as possible during the crystal growth stage, not only the costs of purchasing materials is saved, but also waste generated is reduced. Please refer to the Company's Sustainability Report "Chapter IV Sustainable Environment/4.3 Reduction from the Source" for the utilization of recycled materials.</p>	No significant difference
(III) Does the Company evaluate current and future climate change potential risks and opportunities and take measures related to climate related topics?	V		<p>The Company complies with the framework recommended in the Task Force on Climate-Related Financial Disclosures Recommendation (TCFD) promulgated by the Financial Stability Board, and discloses climate change-related information, assess the risks and opportunities of</p>	No significant difference

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			climate change for the Company, potential financial impacts, and corresponding strategies and countermeasures based on the four core elements, including governance, strategy, risk management, indicators and goals. For the detailed information on the Company's climate change risk and opportunity analysis, please refer to the Company's Sustainability Report "Chapter II, Governance and Operations/2.4 Risk Management."	
(IV) Does the Company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set energy conservation, greenhouse gas emissions reduction, water usage reduction and other waste management policies?	V		<p>The Company inventories and tracks the volume of greenhouse gas emissions, water consumption, waste, the use of recycled materials, and power consumption every year. Please refer to the Company's Sustainability Report "Chapter IV. Sustainable Environment/4.1.1 Greenhouse Gas; 4.2 Waste Management; 4.3.1 Reuse of Raw Materials; 4.3.2 Energy Management; 4.3.3 Water Resources Management" for relevant data and coverage of information.</p> <p>The Company boosts various measures subject to the effect produced by operating activities, in order to mitigate the impact posed by the Company's operation to the natural environment. The Company established the energy management system (ISO 50001:2018) for the energy saving and carbon reduction and the greenhouse gas inspection (ISO 14064:2018) for greenhouse gas reduction, conducted the water footprint assessment (ISO 14046:2014) for reduction of water consumption and assessed the clean production. All of said operations passed the certification by a third party contracted by the Company (the GHG emissions has passed the certification by a third party for the recent two years). For the verification information, please refer to the official website “Corporate Social Responsibility/Environmental Safety and</p>	No significant difference

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			<p>Hygiene Management/Related Certifications” (https://www.sas-globalwafers.com/ehs-management-system/) ◦</p> <p>The Company supports Taiwan's net-zero transformation with real actions, promises to use 100% renewable energy by 2050, and set phased goals supplemented by a climate blueprint: 20% in 2030, 35% in 2035, and 50% in 2040 for renewable energy use, to gradually implement the long-term goal of using 100% renewable energy by 2050. The Company has set annual targets, short-term, medium-term and long-term targets for power consumption, greenhouse gas emissions, water consumption, and waste, respectively. For relevant target information and achievements, please refer to the Company's Sustainability Report "Chapter II. Sustainable Performance Overview."</p> <p>The Company achieves the set goals through the following promotion measures:</p> <p>(1) Consumption of energy and resources and GHS emission reduction: the main source of greenhouse gas emissions of the Company is electricity. Therefore, the reduction of electricity use and the improvement of energy efficiency are the top priorities of the Company. Through the introduction of ISO 50001 energy management system, the Company monitors and measures significant energy utilization equipment, proposes improvement action plan and conduct regular tracking on performance of improvement measures, as well as promotion energy saving internally, in order to achieve the goals of continued improvement, energy saving and carbon reduction.</p>	

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			<p>(2) Reduce water consumption: The Company's water-saving measures management process is mainly divided into plant system and process equipment for itemized management. It is continuously improving the efficiency of the process wastewater recycling system, and regularly holding internal water-saving discussion and improvement meetings and promoting water-saving.</p> <p>(3) Waste management: The Company values waste management, from process improvement and source reduction to reduce the output of waste (including air pollution source emissions), and recycles in the plants, to reduce the volume of newly purchased raw materials, while reducing the generation of waste.</p> <p>(4) Pollution prevention: The Company aggressively promote green product and green production, and reduce raw material consumption through manufacturing process and technology enhancement. We not only reduce pollution discharge at the source, we also lower operation costs, reduce resource consumption and mitigate impact to environment.</p>	
<p>I. Social Topic</p> <p>(I) Whether the Company establishes the related management policies and procedures in accordance with the relevant laws and international human rights conventions?</p>	V		<p>The Company recognizes and supports the spirit and fundamental principles of human rights protection set forth in the Universal Declaration of Human Rights, United Nations Global Compact, and International Labour Conventions. We established the human rights policy in accordance with labor laws and regulations and the abovementioned international human rights conventions, and strive to create a work environment with equality, safety, and dignity.</p> <p>(1) The Company's five approaches under the human rights policy and</p>	No significant difference

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			<p>their implementation status is as follows:</p> <p>Continue to create diversity, inclusiveness, and equal opportunity, and prohibit any form of discrimination (including gender (including sexual orientation) race, class, age, marital status, language, ideology, religion, political party, nationality, place of birth, appearance, facial features, and physical and mental disability):</p> <p>The Company continues to communicate that all forms of discrimination are prohibited in its recruitment, appointment, and operating processes. Furthermore, in addition to Christmas celebrations and gifts prepared for Philippine migrant workers, we have made an effort to improve their living conditions overseas to fulfill our responsibility to take care of migrant workers.</p> <p>The Company strives to create a friendly workplace environment with equality. The Company established the Sexual Harassment Prevention, Grievance and Disciplinary Policy, and announced it in the factory area. The Company also provides a wide range of resources to encourage female employees to continue developing their career, such as comprehensive maternity protection measures, regulations established according to the Act of Gender Equality in Employment, and formulating policies for internal lecturers, on-the-job education, and training to provide diverse development opportunities.</p> <p>The Company strives to improve the diversity and harmony in the workplace, and continue to increase diversity in different aspects,</p>	

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			<p>such as gender, nationality, and age. Specific results include: In 2022, female employees accounted for 28.7% of all employees, and female managers accounted for 22.8% of all managers. Of the total of 7,300 employees worldwide, domestic employees account for 23.4%, while overseas employees account for 76.6%. The Company employs a total of 84 employees with disabilities, accounting for 1.1% of all employees. Employees that are 30 years old and younger account for 20.5%, employees who are 30-50 years old account for 52.5%, and employees who are 50 years old and above account for 27%.</p> <p>(2) Ban on forced labor and child labor: The Company complies with all labor-related laws and regulations, respects the intentions of all employees, and encourage employees to find a balance between work and family. Furthermore, the Personnel Appointment Regulations contain provisions on the identification of child labor and remedial measures, in order to ensure that there is no illegal child labor in operating activities. If child labor is discovered to be involved in operations, remedial measures will be implemented for six months or until the child labor reaches the age of 16, in order to protect the rights and interests of children.</p> <p>(3) Create a safe and healthy work environment: The Company continues to provide health examinations free of</p>	

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			<p>charge, arranges for medical specialists to visit plants to provide services, organizes health promotion activities, and tracks special groups, in order to raise the health management awareness of employees. The Company's plants in Taiwan planned a total of 53 health promotion measures in 2022, such as seminars, first aid courses, and cancer screening, with a total of 4,583 participants. Furthermore, overseas plants often organize a wide range of health promotion activities to protect employee health; the number of activities and facilities were used 169 times, and a total of 361 people participated or used health promotion facilities. The Company also established work safety and health management procedures, operating standards, special hazardous operation control, chemicals management, and operating environment monitoring for employees to follow, preventing occupational injury and illness, eliminating hazards, and lowering environmental safety and health risks to provide employees with a safe work environment.</p> <p>(4) Providing fair and reasonable salaries and work conditions: The Company assesses market salary levels through salary surveys, and references objective data such as macroeconomic indicators and price index to make suitable adjustments to employee salaries. The salary of employees is determined based on their position, seniority, and professional competence, ensuring equal pay for equal work and preventing discrimination and differential treatment against gender,</p>	

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			<p>age, or other conditions. Furthermore, we strictly control work hours so that they do not exceed the legal limit, and actively prevent overworking through periodic work hours analysis reports and the attendance abnormality management system.</p> <p>(5) We provide channels and environment for employees to freely express their opinions, and respect employees freedom of association: The Company holds 4 labor-management meetings each year to discuss labor-management relations, labor conditions, and employee benefits, in order to promote harmonious labor-management relations. Employee opinion boxes are placed in clearly visible locations for employees to report illegal conduct, complain about unfair treatment, or express and resolve their discontent and questions.</p> <p>The Company assesses human rights and labor rights risks according to standards of the Responsible Business Alliance (RBA) every year, and established the standards in the "Personnel Appointment Regulations" and "Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment." Employees can report unlawful infringement through anonymous grievance channels, such as: e-mail and telephone. Related committees will maintain the confidentiality of reports throughout the process, and meeting results will be used to track, supervise, and provide necessary support to the parties,</p>	

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			<p>in order to protect human rights and prevent recurrence. There has only been 1 human rights complaint (forced labor, child labor, discrimination, sexual harassment, and violation of freedom of association) at the Company's business locations in the past 3 years. The event that was reported occurred in 2022, and related departments formed a committee to conduct investigation, provide protection, and carry out re-education. Human rights training for all employees was immediately improved to prevent events from occurring.</p> <p>In terms of training, new employees will receive human rights training once they report for duty; current employees irregularly take courses on the prevention of workplace violence and sexual harassment. Furthermore, the Company identified major stakeholders and made it mandatory for employees in managerial roles to take the courses, in order to prevent workplace violence. Related courses had a total of 15,193 participants who received 18,592 hours of training in 2022.</p>	
(II) Has the Company established appropriately managed employee welfare measures (include salary and compensation, leave and others), and link operational performance or achievements with employee salary and compensation?	V		<p>The Company fairly decides and distributes employees' remunerations from the annual profit, if any, for 3%~15%, as set for in the Articles of Incorporation, and the performance of individual employee pursuant to the “Employee Remuneration Distribution Procedures.” It seeks to properly reflect the operating performance or results on the employees' remunerations.</p> <p>The Company establishes the procedures of attendance, specifies the paid leaves entitled by employees. All employees of the Company are entitled to labor insurance, health insurance, group insurance, pension contribution and other fringe benefits. The fringe benefits include year-</p>	No significant difference

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			<p>end bonus, gifts for birthday and festivities, year-end banquet, subsidies for matrimony, bereavement, and other celebration, tourist traveling in home country and abroad, emergency relief fund, scholarship, paternal subsidy, meals, stock offering for the employees, and complete set of education and training. The Company also establishes the Employee Caring Program (ECP) team, to integrate and planning for the improvement of holistic employees’ benefits through the cross-function team, so that any employee may select from proper resources to help when facing personal difficulties.</p> <p>The employee welfare savings trust was added in 2021. Employees may evaluate whether to join or not, and participants are given rewards equal to 100% of the amount they contribute.</p>	
(III) Whether the Company provides its employees with a safe and healthy work environment, and regularly implements employee safety and health education measures?	V		<p>The Company provides a comfortable, safe and healthy working environment. It also conducts inspections on the working environment on a regular basis, and annually organizes employee health checks as well as training on health and safety for its employees. In 2022, there were 11,422 attendees received health and safety education and trainings. We have also provided education and training for employees engaging in noise, organic solvent, and specific chemical substance exposure conditions that are particularly hazardous to health; issued appropriate safety protection equipment; and implement pre-employment physical exam as well as in-service annual physical exam health management to ensure the safety and health of employees at work. At present, there has been no occupational disease involving employees engaged in special operations.</p> <p>The Company has obtained Occupational Health and Safety Management</p>	No significant difference

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			<p>System (ISO 45001: 2018) certification. For detailed information on the certification, please refer to the Company's website "Corporate Social Responsibility/Environmental Safety and Hygiene Management/Related Certifications" (https://www.sas-globalwafers.com/en/ehs-management-system_en/)</p> <p>The Company’s occupational hazard statistics analysis data are generated based on disability injuries statistics indicator published by the Ministry of Labors and GRI. One million work hours being the base line, our statistics are mainly based on the Disabling Frequency Rate, (FR), Disabling Severity Rate (SR), Occupational Disease Rate (ODR) and Absence Rate (AR) (with disabling injury statistics excluding traffic accidents outside factories). In 2022, there were 7 work-related disability incidents in Taiwan, and 16 work-related disability incidents in overseas plants. The global Disabling Frequency Rate (FR) was 1.6, and the Disabling Severity Rate (SR) was 446. There was 1 work-related death; all occupational accidents have been investigated and analyzed, and corresponding improvement measures have been implemented. The Company have regularly implemented occupational health and safety education and training for employees and contractors to effectively prevent occupational disasters; and conducted work environment inspections and internal/external audits in order to review the Company's environmental, safety, and sanitary operations. The goal is to ensure environmental safety for workers and achieve the zero-accident target. For detailed information on occupational disaster statistics and management, please refer to "Chapter V. Friendly Workplace/5.2.4</p>	

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			Occupational Disaster Management” in the Company's Sustainability Report."	
(IV) Has the Company established effective career development training plans?	V		<p>Each year the Company establishes annual education training program based on our operation strategies and short/mid/long term goals, and consider talent cultivation and technology inheritance as our key task. We strengthen our talent database in order to keep track of the talent dynamics and development direction in the group. We host various types of training courses, academia-industry collaboration and research projects, in order for our employees to stay tuned to real-time global political and economic trends and status, technology updates, while supplementing the training with job substitutes, job rotation and on-the-job training to strengthen different professional capacity of our employees. The Company is promoting six academy systems, including new employees, logistics and generation education, business administration, professional core, EHS, and health promotion. Training units will design courses on the specialty of each academy for employees. The academy system prevents repetitive courses from being offered, allows curriculum planning, and also stacks and increases the transparency of training and learning.</p> <p>In 2022, total 441 classes of function training for new recruits were conducted, attended by 1,422 persons, with total 3,284 hours; 1,580 classes of professional function training were conducted, attended by 15,471 persons, with total 5,463 hours; 747 classes of general function training were conducted, attended by 29,832 persons, with total 13,235 hours.</p>	No significant difference
(V) Does the Company’s product and service comply	V		The Company's products and services complies with the relevant	No significant

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with related regulations and international rules for customers’ health and safety, privacy, sales, labelling and set polices to protect consumers or customers’ rights and appeal procedures?			regulations and standards applicable to the Company’s industry; through the supplier management, it is ensured that the supply chain adopts the industrial standards and policies like the “Responsible Business Alliance” (RBA), “conflict minerals,” “silicon raw materials without forced labor,” “environment friendly products” (RoHS, REACH, WEEE) , among other things, to fulfill the social and environmental responsibility; the Company is also committed to comply with product standard and operational regulations in plants required by customers, to achieve the promises with full force, and maintain quality relationships. The Company also has a legal compliance unit in place, to ensure that commercial conditions, products, processes and services to meet the requirements of competition laws and relevant export control regulations with jurisdiction. Before working with any customer, the Company shall sign a non-disclosure agreement (NDA) approved by the legal department, and personnel shall not disclose the known trade secrets to others, nor shall they inquire or collect trade secrets not related to their duties, in order to fully protect the confidential and sensitive information of both parties. With regard to personal data protection for customers, the Company's compliance unit instructed the unit responsible for data to periodically inventorize personal data, and ensure that the collection, processing, and use of personal data by the responsible unit is compliant with the Personal Data Protection Act. The Company has established the “Process of Customer Complaints Management” to maintain good communications with its customers, as well as effective appealing procedures regarding products and service.	difference

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(VI) Does the Company set supplier management policy and request suppliers to comply with related standards on the topics of environmental, occupational safety and health or labor right, and their implementation status?	V		The Company has established the "Supplier's Code of Conduct," and the suppliers are required to sign the "Supplier Commitment Letter," requiring suppliers to comply with relevant regulations in terms of anti-bribery and corruption, social and environmental responsibility, conflict-free minerals, compliance with trade laws and regulations, and non-infringement. In the "purchase order," suppliers are also required to comply with the Responsible Business Alliance (RBA), including the requirements of green regulations such as RoHS, REACH and WEEE, and not to use the conflict minerals, promotions of engagement in green procurement, environmental protection, and occupational safety and health, intellectual property rights, and labor human rights. Also, there is the "External Supplier Evaluation and Appraisal Procedures", including written reviews, on-site evaluations, monthly evaluations, process monitoring, qualification evaluation and continuous evaluation and assistance, and regularly or from time to time audits suppliers. There is also an annual evaluation mechanism for performance evaluation.	No significant difference
V. Does the Company refer to international reporting rules or guidelines to prepare Sustainability Report to disclose non-financial information of the Company? Has the said Report acquire 3rd certification party verification or statement of assurance?	V		The Company refers to the “Sustainability Reporting Standards” issued by the Global Reporting Initiative (GRI) and the indicators for semiconductor industry in the “Sustainability Accounting Standards” issued by the Sustainability Accounting Standards Board (SASB), as well as the "Compiling the sustainability report in accordance with the category indicators of the semiconductor industry and the “Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” to prepare the sustainability report. The Company's 2022 Sustainability Report was	No significant difference

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			inspected by DNV GL Business Assurance Co., Ltd. It complies with the core options in the GRI Standards, and the requirements for moderate level of assurance. The 2022 Sustainability Report is disclosed on MOPS and the Company's website "ESG/ Sustainability Report" and could be doanloaded. (https://www.sas-globalwafers.com/en/sustainability-report-en/)	
<p>VI. If the Company has established the sustainable development principles based on “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the Principles and their implementation: The Company has established the “Sustainable Development Best-Practice Principles” and devoted to promoting the sustainable development, which has no significant difference with the Rules.</p>				
<p>VII. Other important information to facilitate better understanding of the Company’s promotion of sustainability development:</p> <ol style="list-style-type: none"> 1. Environmental protection: It is everyone's responsibility to promote environmentally friendly and low-carbon activities. Therefore, in addition to improving the process of energy conservation and control, the Company actively implements waste separation and resource recycling, promotes energy conservation and carbon reduction, and invests in equipment related to energy conservation and emissions reduction. 2. Social welfare: The Company continues to assess the risks and opportunities of business locations, and dedicates efforts to caring for local underprivileged groups, such as low income households, children, and persons with disabilities, including actions and education for local environmental protection. To encourage employees to participate in social welfare, the Company matches donations (the Company donates the same amount as the employee) to combine resources and spread the love and warmth to places in need. Resources invested in social welfare activities in 2022 include: <ol style="list-style-type: none"> (1) The "2022 Mid-Autumn Festival moon cake donation charity event" and donations to Shi-Guang Correctional Institution, Hua Guang Intelligent Development Center, and Private Xiang Yuan Memorial Correctional Institution amounted to NT\$70,000. (2) "Hsinchu Wujian Center Nutritional Supplement Program" and "2022-2023 Hsinchu Children Safety Protection & Home Safety Improvement Plan" donated a total of NT\$561,000 to the Taoyuan-Hsinchu-Miaoli Office of World Vision Taiwan. (3) Angel Family Relaxation Service, donated a total of NT\$350,000 to the Angel Heart Family Social Welfare Foundation. (4) "Yilan Underprivileged Children Learning and Care Program," donated a total of NT\$226,000 to the Yilan Branch of the Taiwan Fund for Children and Families. 				

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<p>(5) "Gentle Protectors of Families of PVS Patients," donated a total of NT\$421,000 to the Miaoli Branch of Genesis Social Welfare Foundation.</p> <p>(6) Site Layout Fundraising Plan for 2022 SAS & GWC Donation Charity Event, donated a total of NT\$311,000 to the Hsinchu Branch of the Association for Victims Support.</p> <p>(7) "Good Neighbor of the Blind" White Cane Action, donated a total of NT\$181,000 to the Taiwan Foundation for the Blind.</p> <p>(8) 2023 Rural Tribe Family Education Program (Book Van/Cooking for Families at Home), donated a total NT\$203,000 to the Yilan Office of World Vision Taiwan.</p> <p>(9) Charity School Fair [Taiwan Fund for Children and Families 55 Dancing with Happiness], raised NT\$10,000 funds for the Hsinchu Center of Taiwan Fund for Children and Families.</p> <p>(10) Called on 174 people together with Sino-American Silicon Products Inc. to participate in the 2022 annual beach cleaning and forest protection event - Longfeng Fishing Port Beach in Chunan, Miaoli County, cleaning a total of 600 kg of waste with an average of 3.5 kg cleaned per person.</p> <p>3. Consumer rights: For customers, the Company has internally established the “Customer Complaint Management Procedure” to provide customers with a channel to express their complaints, and externally signed contracts such as supply contracts and quality contracts with its customers, in order to fully ensure customer's rights and interests.</p> <p>4. Human rights: For a long time, the Company is committed to promote the equal rights at work regardless of race, gender and age. It also provides opportunities for employees’ individual development, allow them to freely express their opinions, and respect the dignity of individuals.</p> <p>5. Safety and health: The Company devoted its efforts to promote safety and health policy, continuously improve the production process and working environment in the aim of achieving zero disasters, and continue to improve occupational safety and health performance through joint efforts of all its employees.</p> <p>6. Employee Health Care: The Company conducts health checkups on a regular basis for employees to understand their health status in order to protect and improve their health. In addition to setting up detection and alarm equipment at appropriate locations, the Company also regularly conducts operating environment testing as a basis for improving the workplace environment, in order to control the physical working environment of employees and evaluate the exposure of hazardous factors.</p> <p>7. Human capital development: The Company has a well-rounded system that links performance to remuneration, cultivates professional talent currently in school, subsidizes continuing education of employees, and signs contracts with important members of management. We identify, cultivate, and reward</p>				

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<p>talent for long-term retention. Furthermore, we increase the willingness of talent to stay with the Company through the employee welfare savings trust and medals commending senior employees that have worked at the Company for a long period of time.</p> <p>(1) Industry-academia collaboration: The Company sends professional talent to participate in industry-academia collaboration, research commissioned by research institutes, and forms strategic alliances with the industrial sector, jointly resolving technical issues encountered in the product development process, while enhancing the professional skills of employees. There were 16 ongoing collaboration projects in 2022, on average 7 people participated in each project, and the cumulative number of participants reached 112 and above. Schools that we worked with include National Taiwan University, National Tsing Hua University, National Chiao Tung University, National Central University, National Taiwan University of Science and Technology, National Taipei University of Technology, and Chang Gung University.</p> <p>(2) Talent cultivation projects: The Company and National Yang Ming Chiao Tung University jointly established a talent development base for semiconductor and key technology industries. A total of 3 recruitment events were held in 2022 and had approximately 90-120 participants, matching talent in different fields.</p> <p>(3) College interns: The Company has successfully cultivated over 40 students together with colleges starting in 2017. The practical experience gained by students at the Company gave them an opportunity to face real world problems. The students were from National Tsing Hua University, National Central University, National Chiao Tung University, and National Taiwan University of Science and Technology, and majored in electronics, industrial engineering, machinery, and psychology. They became interns in R&D, manufacturing, and other support departments.</p> <p>(4) Scholarships for master's and doctoral students: The Company established Regulations Governing Applications for Scholarships for Master's and Doctoral Students, and continues to fund scholarships for professional talent in related fields. Recipients of the scholarships directly become employees of the Company after graduation.</p> <p>(5) Subsidies for on-the-job training: The Company established an on-the-job training policy and fully subsidizes on-the-job training of employees with excellent performance and the willingness to learn, thus encouraging their personal career development.</p> <p>(6) Signing contracts with important members of management: The Company signs contracts with managers that have strategic planning ability or an irreplaceable specialty, in order to retain talent and ensure the sustainable development of the Company's human capital.</p> <p>(7) Fellow Program: The Company has its own Fellow Program within the group, and many employees who were nominated for the program are the leading experts in their field. There is a strict operating and selection process of the committee for selecting employees into the Fellow Program. At present, we have 77 outstanding employees gain recognition through the program.</p>				

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<p>8. Plant pandemic prevention: In 2022, the world has been still under the disturbance of COVID-19 pandemic, the Company monitored the pandemic evolution via the internal pandemic containment panel, and took the plant pandemic prevention measures. Under the side-by-side cooperation of various departments, pandemic prevention operations in the plant area were fully undertaken; the pandemic prevention strategies were formulated, and the management of hierarchical measures and inventory of resources for pandemic prevention were carried out. The Company has regularly held meetings to formulate pandemic prevention measures, to ensure healthy and safe workplace. The relevant pandemic prevention measures are as follows:</p> <p>(1) Pandemic prevention information: in order to enable employees to correctly grasp the real-time information of pandemic prevention, the health management center regularly issues global pandemic information and in-plant pandemic prevention measures, so that employees may quickly receive correct pandemic prevention information.</p> <p>(2) Health monitoring: Full body temperature monitoring is carried out at the accesses of each plant. If there is a fever or a history of suspected contact, entry into the plant is completely prohibited, and an internal electronic questionnaire survey will be conducted simultaneously with the central command center to track the confirmed case's footprint, as implementing the initiative of employees' report and voluntary health management.</p> <p>(3) Visitor management: use emails and hard-copy announcements to inform the supply chain vendors about the prevention measures for entering the plants, and require those who enter the plant to complete the entry health declaration form, and wear a mask for protection employee safety.</p> <p>(4) Office pandemic prevention: in order to avoid crowding of people that increases the risk of infection, office workers have taken a number of contingency measures, including: checkboard seating, isolation rooms, triage, working from home, among other measures, to reduce population density and reduce frequency of contact among employees</p> <p>(5) Eat with peace of mind: in order to provide employees with a safe dining environment, pandemic prevention dining routes are planned, with plastic table partitions and disposable lunch boxes; the dining area are divided by unit to ensure that the safety of dining in the plants.</p> <p>(6) Disinfection in the plant area: formulate the disinfection and cleaning measures in public areas, increase internal ventilation and exhaust, encourage opening windows in confined spaces, and put plastic films on commonly used buttons, add partitions in canteens, add hand sanitizer dispensers, and post the correct hand-washing slogans in the restrooms.</p> <p>(7) Employee care: For high-risk groups, tracking is taken and the temperature re-examination and follow-up control is conducted. The outpatient services of psychologists is provided when necessary to help employees resolve negative emotions and stress.</p>				