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Material Topics Target and Achievement

Key Performance Indicator	United Nations Sustainable Development Goals (SDGs)	2023 Goals	2023 Status and Achievements	Short-term Goals (2024)	Mid-term Goals (2025 - 2030)	Long-term Goals (2030 and beyond)
Occupational health and safety (including issues like occupational safety and hygiene, occupational health)	<div>3</div> <div>BETTER HEALTH AND WELL-BEING</div> <div>4</div> <div>QUALITY EDUCATION</div>	0 work-related ill health 0 major work-related accidents	Achieved	0 major work-related accidents	0 major work-related accidents	0 major work-related accidents
		Environmental safety, emergency rescue, disaster prevention drills, and other education and training courses are held at least once every six months	Achieved	Hold first-aid or disaster prevention drills at least once every six months.	-	-
		100% of new recruits have completed workplace violence education and training within 30 days of arrival	Achieved	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)
		All employees receive ESG-related education and training at least once a year	Achieved	On average, each employee receives at least 10 hours of occupational safety and health-related training.	On average, each employee receives at least 15 hours of occupational safety and health-related training.	On average, each employee receives at least 20 hours of occupational safety and health-related training.
		-	-	Health/safety-related promotions are published in the corporate newsletter (CONNECTION) quarterly.	-	-
		-	-	Establish/re-examine the labor ethics policy of each plant	-	-
		-	-	Establish/re-examine the labor ethics procedures of each plant	-	-
		-	-	All employees are to complete education and training related to labor ethics.	-	-



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5.1 Safe Environment

GlobalWafers strives to create a better, safer, and healthy working environment in order to promote sustainable development for the Company. In order to construct a safe working environment, all colleagues must participate in safety and health management activities through review, audit, communication, education and training, as well as hygiene management and timely adopt the corrective measures in addition to complying with relevant local safety and health regulations. Supervisors at all levels must provide sufficient resources and support; and departments are also encouraged to actively proposal improvement and training topics while taking the initiative to make "zero work injury & zero disaster" the basic attitude of self-requirement. The goal is to raise the awareness of oneself, the environment, the machines, and the products during construction in order to strengthen the overall safety of colleagues, manufacturers, and guests while creating a sustainable business environment.

All GlobalWafers' plants worldwide have gradually implemented the occupational health and safety management system^{Note} (ISO 45001) and used the systematic management mechanism (P → D → C → A) to fulfill the continuous improvement spirit of occupational safety and health management. The goal is to eliminate work environment hazards, reduce hazard risks, ensure all hazards are within the effective control range, continue to prevent occupational hazards and fulfill the duty to ensure employee safety and health. Each year, the company implements internal audit to review management system fulfillment, and commissions third party verification unit for system external verification and review in order to ensure management system effectiveness.

Note: Number of people covered by the Occupational health and safety management system verification: 90.14% employees (calculated based on 6,585 people compared to 7,305 total employees), and 94.33% non-employees (calculated based on 799 people compared to 847 total non-employees).

⦿ Occupational Health and Safety Worker Participation

In Taiwan, we have established Occupational Health and Safety Committees according to the plant regions. The committees are composed of management, engineering, technical, and labor representatives, as well as medical staff and safety and health personnel. The labor representative ratio is higher than that required by laws and regulations, which accounts for over 1/3 of the total number of committee member seats. A regular Occupational Health and Safety Committee meeting is convened once every three months. This committee is responsible for the deliberation, coordination, and promotion of occupational health and safety related issues; and allowing employees to participate, consult, and communicate regarding the performance of the occupational health and safety management system.

⦿ Workers' Consultation and Communication

The Company has established communication mechanisms such as employee suggestion boxes, labor-management meetings, communication meetings, employee relations systems, internal meetings between various departments, and website announcement boards to facilitate consultation and participation, as well as listen to the needs and expectations employees and stakeholders. The Company has also provided education, training, and consultations in order to improve health and safety, environmental protection, and energy conservation awareness and competency.

Moreover, we also actively communicate with other workers who are not employees to establish contractor partnerships as well as operation management methods, and implement our commitment to health and safety. In addition to requiring the contractor to comply with the safety and health management laws and regulations, the contractor must also meet the Company's qualifications for construction personnel, equipment and materials, and safety protection before signing a contract with the Company. The Company shall inform the contractors of any working environment, project hazard risks, or relevant safety and health regulations before they enter the Company; and require them to participate in safety meetings convened by the safety and health management personnel.

⦿ Hazard Identification, Risk Assessment, and Incident Investigation

We identify possible hazards in all Company operations, including workers and workers under the control of the Company. We assess the risk and potential harm these hazards may cause, such as hazards associated with machinery, chemicals, confined spaces, and warehouse forklifts. We then implement evaluations and control improvements to mitigate these risks.

The main risk assessment models for routine and non-routine operations in the plant include Job Safety Analysis (JSA), Failure Modes and Effects Analysis (FMEA). Qualified personnel are trained by each unit to perform hazard identification and risk assessment for their operations and activities, and the identification results are regularly reviewed annually.



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We have established various workplace safety and health management procedures, work standards, special hazard work controls, chemical management standards, and work environment monitoring provisions to serve as guidelines for colleagues. The objectives are to prevent occupational injuries and diseases, promote employees' physical and mental health, create a high-quality and safe, and healthy working environment, eliminate hazards, reduce environmental safety and health risks, and provide employees with a safe working environment. In addition, GlobalWafers has established procedures for the investigation of incidents and the management of non-conformities. Regardless of the severity of an incident, it should be investigated. The personnel involved in the investigation include the management, supervisors, operators, and labor representatives. Those who are qualified for incident investigation education and training should find the root cause of incident investigation, re-examine and adjust the hazard risk assessment, and take remedial and improvement measures to eliminate the cause of the accident and prevent it from happening again and the safety and health personnel will follow up and review.

If any immediate danger at workplace is discovered, the worker can stop the operation and retreat to a safe location on his/her own without endangering the safety of other workers, and immediately notify the on-site supervisor without receiving any unfavorable punishment from the Company.

⦿ Special Hazardous Operation Control

The Company has established the relevant operation control measures for operation projects with high potential risks such as special operations at elevated, hot and confined space, hanging, and fire-fighting interruption sites. Colleagues must apply in advance before executing such special operations, and conduct work safety inspections in advance to ensure work safety. Daily patrol inspection system must be implemented to detect anomalies in advance, avoid potential hazards, strengthen the safety and hygiene, prevent accidents, and achieve the hazard prevention objective in the work environment.

⦿ Chemical Control

The Company has continued to conduct risk assessment of all chemical operations in the plants, established a chemical database and safety data sheet area, mastered high-risk operations, and develop risk mitigation plans to protect labor health and safety.

The safety and health unit has gained a full understanding of the chemical risks and management measures in the factory via the safety data sheet information provided by the chemical supplier and the Chemical Control Banding (CCB) tool, and conducted regular chemical reporting to the competent authority pursuant to the relevant laws and regulations. The chemical machines at the work site are equipped with local exhaust devices, affixed with chemical GHS labels in both Chinese and English, and the work area is equipped with a safety data sheet (SDS) to give colleagues a full understanding of chemical storage, hazards, and preventive measures during operations. In addition, highly flammable chemicals are stored in safety explosion-proof cabinets after use to reduce the risks of such chemicals. In addition to providing personal protective equipment according to the different features of the work area, colleagues are also arranged to conduct respiratory protective equipment snugness test every year to ensure proper protective equipment effectiveness.

⦿ Procurement Management

GlobalWafers has integrated the engineering, property, or labor service safety and health requirements into the procurement management operating procedures. During procurement proposals, the safety and health specification requirements, safety inspections, and related record documents required for the case, such as industrial safety facilities, protective gear, qualifications/operator techniques, safety protection that should be installed or used with mechanical equipment, equipment safety performance verification documents or test reports, and other items required according to laws, regulations, or international standards, etc., must be submitted in order to prevent safety and health hazards or risks that may occur during purchases and ensure they meet the requirements before acceptance.

⦿ Respiratory Protection Plan

The Company has referenced the relevant respiratory protection plans, measures, guidelines, and manuals to formulate the "Respiratory Protection Plan Procedures." We have also conducted the respiratory protective equipment fit test each year to evaluate whether employees are using and wearing protective equipment correctly if the respiratory protective equipment can meet the tightness factor required by regulations, and ensure the masks can completely fit the employees' face shapes. We required users to complete the physiological self-assessment questionnaire before the test. If there is a potential risk in the physiological test, the medical department will arrange an interview with an occupational doctor in the factory to reduce the risk of exposure to respiratory hazards.

⦿ Monitoring of Operation Environment

To ensure workplace safety, the Company has appointed qualified industrial and mining sanitation technicians and work environment monitoring agencies to regularly study the operation monitoring plan pursuant to the "Regulations Governing Labor Work Environment Monitoring Implementation," performed risk classification management for health risk hazard chemicals defined by the "Standards of Permissible Exposure Limits at Job Site" and met the national standard CNS 15030 in reference to the "Hazardous Chemicals Assessment and Classification Management Measures," and exceeded the legal requirement in terms of gaining a full understanding of the possible hazardous exposures for colleagues in the working environment. The working environment monitoring results are publicly disclosed on the Company's bulletin board and inspected to ensure compliance with the laws and regulations. Any anomalies found in the monitoring results are corrected immediately to ensure a safe working environment for colleagues.



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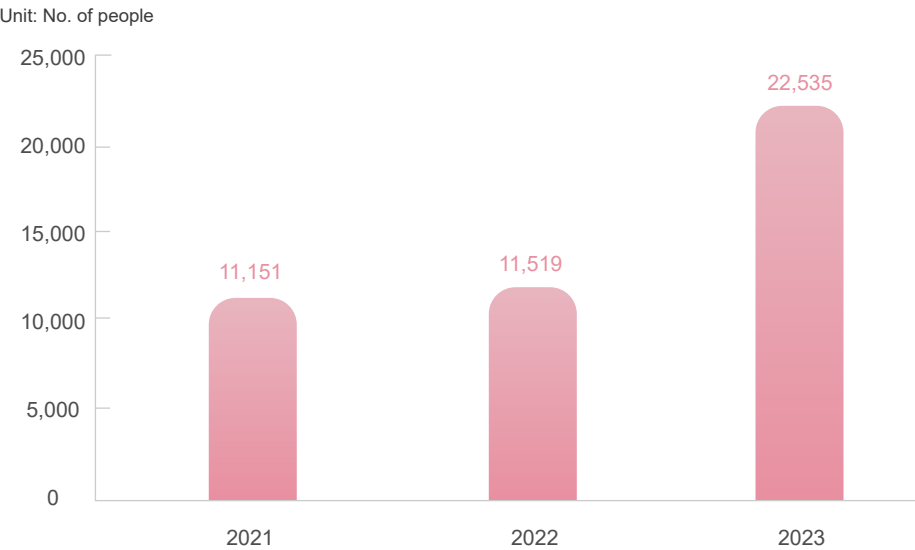
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5.2 Occupational Health and Safety Worker Training

GlobalWafers has listed the following safety and health education training as compulsory courses for new and on-the-job employees: Hazardous substance identification, emergency escape drills, personal protective equipment wearing, fire training operations, mechanical protection, human musculoskeletal injury prevention, AED & CPR first aid training, etc. Through training and publicity, employees will gain sufficient environmental safety and health knowledge as soon as they enter the job, and reduce or eliminate any possible hazards or accidents. Employees engaging in special operations such as stackers, aerial work vehicles, hoisting cranes, etc., must receive professional training in order to obtain qualification certificates, and must wear the relevant personal protective gears in order to perform their work. The same requirements are also implemented for contractors. Fire drills, emergency response training, AED & CPR first aid training, and several occupational safety and health education and training were held in 2023. Trainings for occupational safety-related license personnel are also handled in accordance with relevant laws and regulations, and are managed and regularly tracked by our education and training system.

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 implemented pre-employment physical exam as well as in-service annual physical exam health management to ensure the safety and health of employees at work. There has been no occupational disease involving employees engaged in special operations. In 2021 and 2022, over 11,151 and 11,519 employees have received safety and health education and training, respectively; that number exceeded 22,535 in 2023. This number increased significantly due to the inclusion of training data from overseas production sites at the beginning of the year. This continuous rise in training numbers reflects our commitment to promoting employee safety awareness and shows the Company's commitment to advocating employee safety awareness.

No. of people who received safety and health education and training



Note: 2021-2022 scope of statistics - GlobalWafers Headquarters, GlobalWafers Zhunan Plant, and Taisil Branch
 2023 scope of statistics - GlobalWafers Headquarters, GlobalWafers Zhunan Plant, GlobalWafers Japan, Kunshan Sino Silicon Technology Co., Ltd., MEMC Electronic Materials S.p.A, MEMC Korea Company, MEMC LLC, MEMC Japan Ltd., GlobiTech Incorporated., MEMC Electronic Materials Sdn.Bhd., Topsil GlobalWafers A/S

⦿ Contractor Management

GlobalWafers has formulated the contractor management measures to prevent personnel hazards or equipment loss caused by the relevant contractor operations in the Company, divide construction operations into general operations and special hazardous operations (open-fire, confined space, hanging, elevated, and other high-risk operations), and strictly controlled construction applications and risks. In addition to requiring contractors to assign supervisors to monitor the work on-site during construction, the project leader must also perform on-site supervision and management. Safety and health management personnel shall conduct irregular inspections to ensure all operations conform to safety, health, and environmental protection regulations; and to strengthen the construction safety management for contractor workers in the plant.

Moreover, GlobalWafers has also continued to promote occupational safety proposal competitions in recent years in order to create a comfortable and safe working environment. The award-winning units are selected based on the proposal contents and weighted scores, and are praised by the safety and health committee every quarter and issued bonuses for encouragement. The goal is to inspire employees to raise their safety and health awareness, promote active participation, and reduce occupational disaster incidents.

5.3 Emergency Response

Our emergency response management aims for the ability to handle in-factory emergencies in a timely manner and prevent them from further aggravation. To ensure accurate and effective response strategies upon occurrences of urgent abnormal incidents, and minimize possible personnel injuries, casualties and impact on the environment caused by accidents, we conduct emergency response team training and emergency evacuation drills each year for the purpose of enhancing our capabilities for factory disaster rescue as well as employees' knowledge and familiarity over their work environments and escape routes. In addition, all plants in Taiwan have established poison response personnel in accordance with the law. The emergency response training held in 2023 included emergency response equipment training, toxic chemical substances and chemical leakage treatment drills, earthquake drills, cardiopulmonary resuscitation, Heimlich maneuver emergency rescue training, firefighting emergency evacuation, and cooperation with the fire department to conduct fire drills for chemical warehouse fires.



Firefighting Emergency Escape Training



First Aid Training



Chemical Spill Response Drill



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5.4 Occupational Disaster Management

Disabling Injuries

Pursuant to the Occupational Safety and Health Act, GlobalWafers has established the "Occupational Disaster Prevention Plan" and "Injury, Disease, Incident Reporting Procedure" to serve as guidelines for incident investigation and handling. We have also established preventive and improvement measures to manage, track, and report occupational injuries and diseases to ensure the safety of employees.

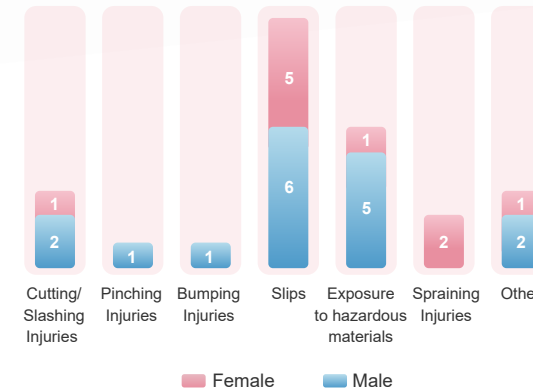
The department head as well as the safety and health personnel shall conduct accident investigation and analysis when an accident occurs, and the accident unit shall be responsible for tracking and handling the accident until the case is closed. The safety and health management unit shall report occupational disaster statistics to the Occupational Safety Department of the Ministry of Labor every month.

We have regularly implemented occupational safety and health 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.

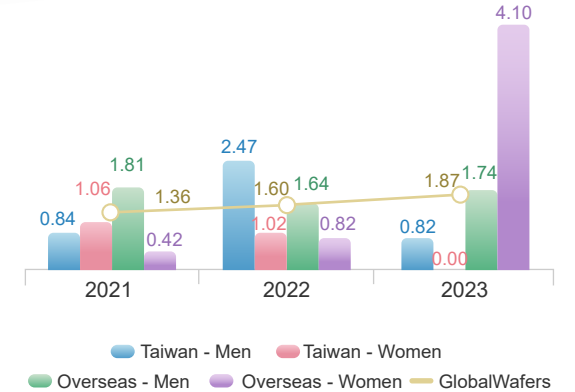
Our occupational hazard statistics analysis data are generated based on disability injuries statistics indicator published by the Ministry of Labors and GRI Standards. One million work hours being the base line, our statistics are mainly based on the Disabling Frequency Rate, (FR), Disabling Severity Rate (SR), Occupational Disease Rate (ODR) and Absence Rate (AR) (with disabling injury statistics excluding traffic accidents outside factories).

In 2023, there were 2 work-related injuries and disability incidents in Taiwan and 25 work-related injuries and disability incidents at overseas plants. Among the types of accidents, falls accounted for 40.74% of total workplace injuries, while harmful substance exposure accounted for 22.22%, making these the two most common types. The disability injury rate in plants worldwide was 1.87 (1.54 for men and 2.96 for women), and the severe disabling injury rate was 43 (29 for men and 88 for women). There were no occupational diseases. According to the statistics on occupational accidents in the past three years, the frequency of disabling injuries in 2023 increased slightly from the previous year, mainly due to four more work-related injuries than the previous year. Regarding the severity rate of disabling injuries, there was one major occupational accident in 2022. After a thorough review of the process and the introduction of improvement measures, the severity of disabling injuries was significantly reduced in 2023. In addition, in 2023, there were no work-related injuries among contractors operating in domestic and overseas plants.

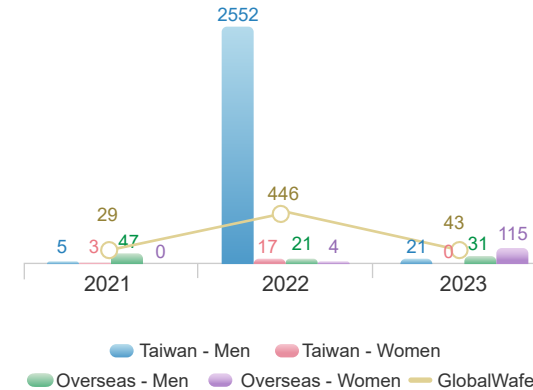
Statistics of Work Injury Types in 2023



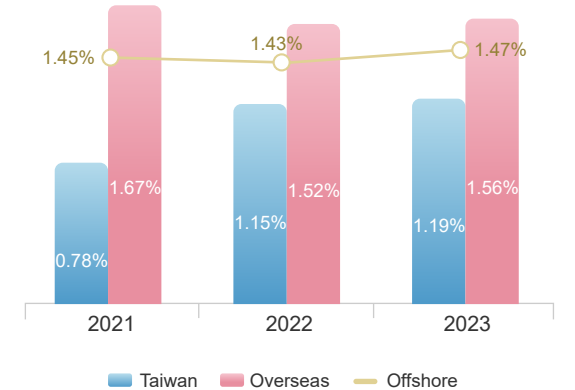
Disabling Frequency Rate (FR)



Disabling Severity Rate (SR)



Absence Rate (AR)



Note:

- Taiwan: GlobalWafers Headquarters & Zhunan Plant, the Taisil Branch, Crystalwise Technology Inc., Sunrise PV Electric Power Five Co. Ltd., Sunrise PV Four Co. Ltd.
- Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology, MEMC Electronic Materials Sdn.Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Topsil GlobalWafers A/S, Yuan Hong (Shandong) Photoelectric Material Co., Ltd., MEMC Electronic Materials France SarL, GlobalWafers B.V., Shanghai Sawyer Shenkai Technology Material Co. Ltd., and Yuan Hong Technical Materials Ltd.
- Disabling Frequency Rate (FR) = total number of disabled employees × 10⁶ / Total work hours
- Disabling Severity Rate (SR) = Total number of work days lost to injuries × 10⁶ / Total work hours
- Total work hours: Mandatory work days in respective factories × mandatory work hours × total number of employees for that factory
- Absence Rate Coverage Disclosure Sites: GlobalWafers Headquarters, GlobalWafers Zhunan Plant, the Taisil Branch, GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology Co., Ltd., MEMC Electronic Materials Sdn.Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Topsil GlobalWafers A/S

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2021-2023 Major Occupational Disaster Statistics

Occupational Disaster Statistics	2021		2022		2023			
	Taiwan		Taiwan		Taiwan		Overseas	
	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees
No. of people	1,674	88	1,711	110	1,701	133	5,604	714
Work hours	3,321,216	265,810	3,408,312	320,011	3,372,672	377,512	11,044,612	1,416,100
No. of disability injuries	3	0	7	0	2	0	25	0
Days of disabling injuries	14	0	6,218	0	52	0	561	0
Death toll due to work	0	0	1	0	0	0	0	0
No. of severe occupational accidents	0	0	0	0	0	0	0	0
No. of recordable occupational injuries	10	0	34	0	30	0	25	0
Recordable occupational injury rate (IR)	0.602	0	1.995	0	1.779	0	0.453	0
No. of people with occupational disease rate (ODR)	0	0	0	0	0	0	0	0

Note:

1. Other non-employee workers: Refer to workers who are not employees but whose work and/or workplace are controlled by the organization. Divide the total number of workers for the year by 365 to calculate the average number of people entering the plants every day.

2. Work hours: Employees - calculated based on the actual work hours of the year. Other non-employee workers - calculated based on the total number of workers for the whole year, followed by 8 hours per day.

3. Severe occupational disasters: Injuries in which workers are unable or cannot recover to their pre-injury health status within 6 months after the occupational injuries.

4. Recordable occupational injuries: Refer to occupational injuries that caused death, loss of work, restricted work, or work transfer; emergency care or higher level medical treatment; loss of consciousness; and serious injury or illness diagnosed by a doctor.

5. Recordable occupational injury rate (IR): (No. of recordable occupational injuries/total number of hours worked) *200,000

6. Occupational disease rate (ODR): (No. of work-related ill health cases/total number of hours worked) *200,000

7. For 2021 and 2022, only data for Taiwan were disclosed. Starting from 2023, data for overseas regions was also disclosed.

8. Taiwan: GlobalWafers Headquarters & Zhunan Plant, the Taisil Branch, Crystalwise Technology Inc., Sunrise PV Electric Power Five Co. Ltd., Sunrise PV Four Co. Ltd.

9. Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology, MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Topsil GlobalWafers A/S, Yuan Hong (Shandong) Photoelectric Material Co., Ltd., MEMC Electronic Materials France SarL, GlobalWafers B.V., Shanghai Sawyer Shenkai Technology Material Co. Ltd., and Yuan Hong Technical Materials Ltd.



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