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🕒 Stakeholder Engagement

GlobalWafers continuously communicates with all its stakeholders through diverse communication channels, including employees, suppliers, customers, communities, and investors. We proactively disclose human rights due diligence information on our official website, in media, sustainability reports, and annual shareholders' meeting reports. This information is provided in both Chinese and English, ensuring that stakeholders from around the world can easily read it. The disclosed information includes our corporate commitments, due diligence processes, policies and actions, and identification and evaluation details. GlobalWafers upholds the core value of integrity and is committed to the authenticity of the information disclosed.

In most of our operation sites, we conduct human rights-related education and training for new employees. In 2023, a total of 13,489 participants received human rights education training, with a total training time of 16,449 hours. Additionally, for current employees, we periodically organize related courses on workplace violence and sexual harassment prevention. For personnel with business relationships with GlobalWafers (such as suppliers), human rights information is made available on our official website, and we provide the "Supplier Code of Conduct" as a standard for implementation.

4.5 Social Participation

4.5.1 Social Care

The GlobalWafers Group adheres to the concept of "Caring for the Society and Sustainable Development" to fulfill its corporate social responsibility. It has long taken "giving back to the people" and "caring for the disadvantaged" as its action directions to protect Taiwan with "love and responsibility." To support and respond to public welfare, the Company has actively participated in public fundraising activities such as "Caring for the Rural Areas and the Vulnerable," extending employees' donations and warmth to more places needing help.

Charity Events	Recipient Organization	Donation/ Participation
Mid-Autumn Festival Care Donation	Shiguang Nursing Home, Huakuang Mental Development Center, Hiangyuan Memorial Correctional Home	NT\$64,000
2023 Turkey-Syria Earthquake Relief Donation Event	World Vision Taozhumiao Office	NT\$921,000
2023 Spring STEM Innovation Competition	Optoelectronics Technology Manufacturers Association	NT\$50,000
Paul Chiang Art Promotion Program and Operation Preparations for Paul Chiang Art Park	The Alliance Cultural Foundation	NT\$5,000,000
Public Restroom Adoption Program	Hsinchu County Xionglin Township Office	NT\$48,000
Early Intervention Fundraising Project	Syin-Lu Social Welfare Foundation	NT\$250,800
Local Care, Helping Miaoli Nursing Home Equipment Renewal Project	Genesis Social Welfare Foundation	NT\$238,600
Winter Warmth Charity Carnival Sponsorship	Hsinchu Family Support Center	NT\$10,000
Employee Blood Donation Activity	Hsinchu Blood Donation Center	A total of 182 employees participated, collectively donating 75,250 c.c. of blood.
Beach Cleanup Activity	Long Fong Fishing Port, Miaoli County	A total of 92 people were called to participate, and more than 100 kilograms of garbage were removed.
Environmental education activities at Guanyidu Ecological Park in Zhunan, Miaoli	Employees/Family Members/Community Residents	GlobalWafers organized the event and called on more than 100 employees in the industrial park and the community to participate



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Donation to World Vision Taiwan - Turkey-Syria Earthquake Relief Donation

In the early morning of February 6, 2023, a 7.8-magnitude earthquake occurred in southeastern Turkey, close to the border with Syria, resulting in the loss of over 55,000 lives and leaving at least 850,000 children homeless. In light of the severe earthquake disaster in Turkey and Syria and the dire living conditions faced by the victims, Sino-American Silicon and GlobalWafers collaborated with the Taiwan World Vision Foundation to launch an internal fundraising campaign among employees. This initiative not only aimed to encourage employees to care for and support disadvantaged groups in society but also hoped to assist those in need through donations, helping them overcome their immediate challenges.

With the enthusiastic participation of employees and a matching donation from the Company (matching every employee donation 1:1), NT\$921,000 was raised. The funds were provided to the Taiwan World Vision Foundation to assist the children and families affected by the disasters in Turkey and Syria and offer support from immediate emergency relief to long-term post-disaster recovery, helping them heal and rebuild their lives.



Syin-Lu Social Welfare Foundation Hsinchu Branch - Local Care and Fundraising for Early Intervention Therapists

According to statistics from the Ministry of Health and Welfare, over 26,000 children aged 0 to 6 years have been reported as developmentally delayed each year since 2020. Studies have shown that if children with developmental delays are not given early assistance (such as medical rehabilitation, special education, etc.), they may become physically and mentally disabled children, causing a burden on families and society. Providing necessary support for developmentally delayed children often requires significant financial expenditure from parents. Due to insufficient social resources, many children cannot receive the essential assistance and care they need. With the philosophy of "Taking from Society and Contribute to Society," Sino-American Silicon and GlobalWafers Group are committed to contributing to society. Recognizing that many developmentally delayed children lack necessary assistance and proper care, the Group collaborated with the Hsinchu Branch of the Syin-Lu Social Welfare Foundation, hoping to aid these children through donations for early intervention, relieve the financial pressure on families, and ensure sufficient social welfare resources for professional treatment.

With the support of employees and the Company's assistance, a total of NT\$250,800 was raised for this charity event. This fund will be used by the Syin-Lu Social Welfare Foundation to assist families with developmentally delayed children in accessing professional early intervention resources by hiring dedicated physical therapists or occupational therapists for the children.





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Genesis Social Welfare Foundation Miaoli Branch - Local Care and Assisted with Equipment Upgrade at Genesis Nursing Home in Miaoli

GlobalWafers Group has long been committed to supporting disadvantaged groups in society. The Genesis Social Welfare Foundation is Taiwan's sole organization dedicated to caring for impoverished vegetative patients. Due to limited public awareness about vegetative patients, fundraising for this cause can be challenging. Therefore, in 2022, the Group collaborated with the Genesis Social Welfare Foundation's Miaoli Branch to launch the "Guardian of Home" fundraising campaign. This initiative aimed to collect funds to provide one day of meals for vegetative patients, demonstrating support for these patients and their families. Moreover, the Genesis Social Welfare Foundation's Miaoli Branch, established for over 20 years, faces the challenge of outdated hospital equipment requiring urgent replacement. The hospital expanded from 55 to 87 beds in May 2018, necessitating additional equipment. Consequently, a fundraising campaign was initiated in the second half of 2023 to address these needs. This fundraising effort translated love into practical action, enhancing the care environment for vegetative patients.

This event saw GlobalWafers Group's employees donate NT\$238,600, which will profoundly impact the quality of life for the vegetative community, turning their compassion into action to enhance their living conditions.



Hsinchu Family Support Center - Winter Warmth Kindergarten Party Charity Event Sponsorship

The Hsinchu Family Support Center organized a garden party aimed at fostering stronger bonds among beneficiary families and enhancing parent-child relationships. During the event, we recognized and praised supporters and outstanding volunteer role models, expressing gratitude to enterprises for their sustained contributions to assisting disadvantaged children and families in overcoming life challenges.

For the 14th consecutive year, the Group sponsored the expenses of the Family Support Center Winter Warmth Kindergarten Party, sharing joy with disadvantaged families. This event included a donation of NT\$10,000.



Mid-Autumn Festival Moon Cake Donation Charity Event

GlobalWafers has annually delivered Mid-Autumn Mooncake gift boxes to colleagues. The company has also organized an employee fundraising event, matching donations from colleagues to support the disadvantaged and fulfill its corporate social responsibility in charity and public welfare. In the recent initiative, employees and the company donated NT\$16,000 to "Shiguang Nursing Home," NT\$16,000 to "Huakuang Mental Development Center," and NT\$32,000 to "Hianguan Memorial Correctional Home."





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Blood Donation Activity

Sino-American Silicon Group and GlobalWafers Group organize annual in-house blood drives to encourage colleagues to actively participate, roll up their sleeves, and contribute to society. In Taiwan, a total of 182 employees participated, collectively donating 76,250 c.c. of blood. In addition to our Taiwan fabs, GlobalWafers Japan Co., Ltd. also organized a blood donation drive, with many employees responding enthusiastically, turning their donations into a source of warmth in society.



Technology Talent Cultivation - Sponsored PIDA 2023 Spring Foundation STEM Innovation Competition

GlobalWafers encourages youth participation in technological competitions and is committed to cultivating technological talents. We continue to sponsor the "Spring Foundation STEM Innovation Competition," which involves public and private high school students from Taiwan and Chinese high school students in Southeast Asia. The competition aims to cultivate students in practical problem-solving and teamwork, fostering solid theoretical knowledge and cooperative attitudes essential for future technological roles in both country and industry. In the 2023 finals, 16 teams from across Taiwan and Southeast Asia advanced after competing through three stages over five months. National Changhai Girls' Senior High School clinched the gold medal, with Hui Deng High School and Shu Guang Girls' Senior High School earning silver medals. Bronze medals were awarded to National Hsinchu Senior High School, Stella Matutina Girls' High School, and Catholic Franciscan School Li-Ming High School.



Support Cultural Undertakings - Sponsored the Paul Chiang Art Promotion Projects and the Preparations for the "Paul Chiang Art Park"

GlobalWafers has a longstanding commitment to rural areas, actively engaging in social initiatives and supporting domestic cultural and artistic development in alignment with government policies. In 2023, in collaboration with the Alliance Cultural Foundation, GlobalWafers invested NT\$5 million to sponsor the Paul Chiang Art Promotion Project and the development of the "Paul Chiang Art Park," aiming to integrate various resources in the Hualien and Taitung areas. This initiative seeks to revitalize local communities through art and foster sustainable cultural development in the region.

To further promote public participation in arts and culture, GlobalWafers sponsored the "Paul Chiang 2023 Solo Exhibition" at the Kaohsiung Museum of Fine Arts from December 2, 2023, to March 10, 2024. The exhibition attracted 72,006 visitors and featured over a hundred pieces showcasing Paul Chiang's life journey, from his years abroad to his return to Taiwan. The artworks reflect his deep connection with Taiwan's landscapes, nature, and ocean. Through these cultural endeavors, GlobalWafers aims to inspire public appreciation for the environment and cultural heritage, contributing positively to society. Paul Chiang, a renowned Taiwanese artist known for his abstract creations, spent three decades in Paris and New York before settling in Taitung in 2008. Inspired by Taitung's natural beauty, he conceived the "Paul Chiang Art Park" in Jinzun, Taitung City, where art and architecture will harmonize with the local landscape. Scheduled for completion and opening in 2024, the park will serve as an international-level art landmark, inviting both domestic and international artists to engage with Taitung's indigenous culture, sustainable lifestyle, and natural advantages.





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USA Plants - Christmas Gifts and Living Supplies Donation

Christmas is an important holiday in Western countries. GlobiTech Incorporated, a subsidiary of GlobalWafers based in the United States, initiated a Christmas gift-giving event to spread Christmas blessings to disadvantaged families through the distribution of gifts. Additionally, GlobiTech collaborates with the MasterKey Ministry Foundation to organize donation activities for supplies, ensuring that disadvantaged families have adequate living essentials and access to improved educational resources.



Italy Plant - Local Charities and Care

GlobalWafers' Italian subsidiary, MEMC Electronic Materials S.p.A., is deeply committed to community care. In 2023, colleagues from the Italian plant participated in charity running and charity football matches, with all registration fees from both events donated to disadvantaged groups. These activities not only fostered camaraderie among colleagues and promoted physical health but also brought warmth to the community. In response to the Red Cross's global humanitarian aid efforts, the Merano plant, a subsidiary of the Italian company, donated several containers in 2023. This support enabled the Red Cross to transport supplies and rescue equipment to various locations, providing aid to those in need. Furthermore, the Merano plant responded to International Women's Day by fundraising among its employees. The proceeds were donated in full to the Italian Women Against Violence Association, contributing to the cause of women's rights and empowerment.



Korea Plant - New Engineers Participating in Volunteer Activities

In 2023, the MKC factory in South Korea collaborated with the local children's social welfare organization to organize a kimchi-making charity event, ensuring children have sufficient kimchi during the winter.



Many new engineers enthusiastically participated, and although the process was not easy, their love and care will support the growth of these children.

Japan Plant - Environmental Maintenance Activities

In line with the spirit of environmental protection and sustainability, GlobalWafers Japan Co., Ltd., a subsidiary in Japan, initiated a collaborative garbage collection event. This activity aimed to clean up litter left in natural environments due to human activities. It encouraged employees, their families, and friends to actively participate in environmental protection efforts, contributing to the preservation of our living environment.





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4.5.2 Environmental Conservation

Extreme climates have caused mankind to face various environmental problems, such as global warming, biodiversity loss, air pollution, and water pollution. To achieve a sustainable future, GlobalWafers is committed to various environmental conservation activities.

GWC Earth-Friendly : You and I Beach Cleanup Activity

GlobalWafers adheres to the principles of environmental conservation and community engagement. It has adopted and maintained the Long Fong Fishing Port coastline, actively promoting and participating in environmental protection activities. The annual beach cleaning event in 2023 marked its fourth year, aiming to encourage employees, families, and friends to actively participate in environmental conservation. This initiative seeks to raise awareness among staff about protecting the oceans and the environment, leveraging their influence to reduce plastic waste and promote waste reduction in the surrounding areas.



Biodiversity

Biodiversity represents the continuity of the earth's ecological environment and the nurture of diverse species. However, with the impact of climate change, biodiversity on earth is gradually being impacted or disappearing, which highlights its value and contribution to sustainable development. GlobalWafers officially released the [Biodiversity Policy](#) signed by the Chairperson in December 2023 to address the operational impact of climate change and the resulting challenges, assess biodiversity using this commitment framework, take positive actions, and respond to initiatives such as the UN Convention on Biological Diversity to preserve biodiversity.

Assessment of Biodiversity-Sensitive Areas:

Since 2022, GlobalWafers has been conducting yearly biodiversity risk assessments for its operations. We have included Global or National Important Biodiversity Areas, the network of nature reserves (Natura 2000), and the risk assessment measures announced by the United Nations Educational, Scientific and Cultural Organization (UNESCO). The World Heritage Site's location and the Key Biodiversity Areas (KBA) coverage are analyzed on an overlay map of the Company's plant locations. As of the end of 2023, the Company is not located in or near such biodiversity-sensitive areas.

Biodiversity Risk Assessment:

In addition to conducting sensitive area assessments for existing plant locations, GlobalWafers first refers to the ENCORE database for the industry's general risk nature and then adopts the "biodiversity risk analysis tools and data established by the World Wildlife Fund (WWF)" to assess the risks to biodiversity from the Company's operations at both the Company-wide and regional levels. After identifying the overall risks of our 20 global operation sites (including offices), the figure below shows the top 10 risks. The overall physical risk (=2.998) and reputational risk (=3.176) are medium risks. For risk identification results rated as "Medium Risk (2.6)" or higher, GlobalWafers focuses on "Avoidance (avoiding impact)" and "Minimization" as the primary levels of source control risk based on its dependency on biodiversity and the degree of impact from risks. We set targets and take mitigation measures based on the identification results to reduce the ecological impact of our operational activities.

Number of sites by top 10 risk indicators

3.6 Tropical Cyclones	4	4	12
3.1 Landslides	1	7	5
3.5 Extreme Heat	3	7	2
8.1 Media Scrutiny	3	17	
6.1 Protected/Conserved Areas	4	2	14
6.2 Key Biodiversity Areas	5	6	9
7.3 Labor/Human Rights	4	7	9
8.3 Sites of International Interest	12	8	
2.2 Water Condition	6	9	5
6.5 Range Rarity	12	3	5

Supply Chain Biodiversity Management:

We collaborate with our supply chain partners to ensure compliance with biodiversity conservation regulations and to prevent operational activities from impacting critical biological habitats, thereby avoiding significant environmental impacts.