



About This Report

2023 Key Indicators and  
Recognitions

Message from the  
Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and  
Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and  
Retention

4.3 Talent Cultivation and  
Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and  
Safety

Appendix

# 4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and  
Development

4.4 Human Rights

4.5 Social Participation



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)
Talent Attraction and Retention	<div><div>4</div>QUALITY EDUCATION</div> <div><div>5</div>GENDER EQUALITY</div> <div><div>11</div>AFRIBANABILITIES AND COMMUNITIES</div>	The average education and training hours for the Group's employees was 16 hours	Achieved	The completion rate of the talent pipeline assessment for plant chiefs reaches 75%	The completion rate of the talent pipeline assessment for plant chiefs reaches 80%	The completion rate of the talent pipeline assessment for plant chiefs reaches 80%
		100% of new recruits have received orientation education and training	Achieved	No less than 75% of executives above the manager level are promoted or transferred from within	No less than 80% of executives above the manager level are promoted or transferred from within	No less than 80% of executives above the manager level are promoted or transferred from within
		100% of new recruits have completed workplace violence prevention education and training within 30 days of arrival	Achieved	The turnover rate of new recruits within the year does not exceed 18%	The turnover rate of new recruits within the year does not exceed 15%	The turnover rate of new recruits within the year does not exceed 12%
		-	-	Total employee turnover rate between 5% and 10%	Total employee turnover rate between 5% and 10%	Total employee turnover rate between 5% and 10%
		-	-	Industry-academia collaboration with at least 3 high schools or universities in each country	-	-
		-	-	At least one engineering-related personnel from factories in each country is dispatched to assist an affiliated factory for more than one year, or have three instances of overseas business trips for support or discussions	-	-
		-	-	Each country's plant has at least one intern for a period of more than three months, with an executive serving as the mentor	-	-



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

## 4.1 Human Resources

Diverse talents are the cornerstone of enterprise growth. We value the autonomy to select the right talents and foster work independence, and we are committed to achieving results together with our employees. In response to the challenges posed by globalization, technological advancements, organizational growth, and demographic shifts, we have developed short-, medium-, and long-term human resource management plans. These plans align with our corporate goals and include objectives such as attracting, integrating, retaining, evaluating, and developing talent. In sum, we have designed a structured interview process to effectively recruit knowledge-based professionals; placed significant emphasis on employee potential and personal development; implemented job rotations to cultivate versatility among our workforce; formed work teams to jointly formulate and execute projects; committed to creating a safe, happy, and healthy environment; upheld the fundamental rights of every employee; developed a performance-linked reward system; and encouraged employees and supervisors to collaborate in setting and achieving personal goals. We will continue to provide employees with high-quality human resources services to help them create higher value.

### Diverse Talent Pool

GlobalWafers upholds the people-oriented core values and respects diverse cultures worldwide. Our employees remain enthusiastic about collaboration, uphold integrity and comply with local laws and regulations, and continuously innovate to achieve excellence. The Company actively communicates its core values and vision with employees through various channels, including the Company's website, conferences, publications, and education and training.

In 2023, GlobalWafers had a total of 7,305 employees worldwide. Employees in Taiwan accounted for 23.96% of the total workforce, while overseas employees made up 76.71%.In terms of employment classification, there were 1,700 full-time employees and 1 non-full-time employee in Taiwan, while there were 5,065 full-time employees and 539 non-full-time employees overseas. Additionally, 222 employees required work visas, representing 3.04% of the total workforce. The Company had a total of 342 senior and mid-level managers (166 in Taiwan, 69 in other plants in Asia, 63 in Europe, and 44 in the Americas) and 340 junior managers (131 in Taiwan, 153 in other plants in Asia, 33 in Europe, and 23 in the Americas); 79 fellows, including associate fellows, fellows, and senior fellows (including 7 in Taiwan, 20 in other plants in Asia, 18 in Europe, and 32 in the Americas); 1,287 professional staff (273 in Taiwan, 650 in other plants in Asia, 228 in Europe, and 138 in the Americas); and 5,257 regular employees (1,124 in Taiwan, 2,880 in other plants in Asia, 883 in Europe, and 370 in the Americas).

GlobalWafers actively promotes gender equality in employment. In 2023, the total number of male employees was 5,628, accounting for 77.04%, and the total number of female employees was 1,677, accounting for 22.96%, with a male-to-female ratio of 3.36:1. By job position, female managers made up 18.62% of the total number of managers.The proportion of women in each position was 19.53% for middle and senior managers, 18.39% for lower-level managers, 5.06% for Fellows (including associate researchers and senior researchers), 22.69% for professionals, Support staff is 23.82%. The proportion of female employees in each region was 28.0% in Taiwan, 20.0% in other factories in Asia, 21.6% in Europe, and 29.8% in the Americas.

#### No. of GlobalWafers Employees Across All Levels

Employment Classification	Taiwan	Other Plants in Asia	Europe	The Americas	Total
Senior and mid-level managers	167 people	69 people	63 people	44 people	343 people
Junior managers	139 people	153 people	33 people	23 people	348 people
Fellow	7 people	20 people	18 people	34 people	79 people
Professional staff	271 people	652 people	228 people	136 people	1,287 people
Regular employees	1,117 people	2,878 people	883 people	370 people	5,248 people



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

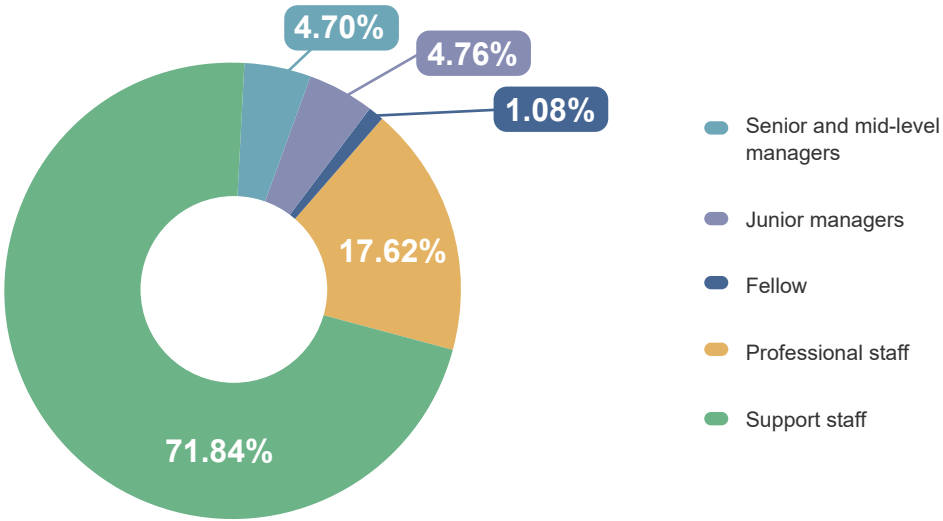
Appendix

Man Power Structure in Global Factories

Year		2021	2022	2023
Workforce structure				
By gender	Male	5,446	5,590	5,628
	Female	1,649	1,701	1,677
Full-time/Part-time	Official	6,755	6,740	6,765
	Non-official	340	551	540
By employment contract	Non-fixed term	6,095	6,371	6,522
	Fixed term (contractors, interns, migrant workers, seasonal)	1,000	920	783
By nature of work	Direct	4,426	4,535	4,388
	Indirect	2,669	2,756	2,917
By education level	Dr.	62	67	76
	Master degree	493	543	561
	College	1,752	1,556	1,651
	Senior high school and vocational school	4,344	3,515	3,894
	Junior high school and below	444	1,610	1,123
By age	< age 30	Male	995	1,059
		Female	386	397
	Age 30-50	Male	2,950	2,621
		Female	902	858
	> age 50	Male	1,501	1,850
		Female	361	384
Foreign employees & overseas staff	Visa-exemption	236 <sup>Note</sup>	276 <sup>Note</sup>	7
	Visa required			222
Total		7,095	7,291	7,305

Note: In 2021-2022, foreign and overseas employees were not classified based on whether they required a visa.

Percentage of People Across Different Levels at GlobalWafers



Move Forward with GlobalWafers for a Sustainable Future

In terms of talent attraction and retention, GlobalWafers is dedicated to attracting and retaining high-quality job opportunities and a supportive workplace. We also encourage internal and external talents to continuously learn and expand their potential to strengthen their future career development. In 2023, GlobalWafers recruited 636 new employees. By gender, new male hires represented 6.57% of the total workforce, while new female hires accounted for 2.14%. In terms of age, employees under 30 years old had the highest recruitment rate at 4.70%, followed by those aged 30 to 50 at 3.01%. The new hire rates for 2022 and 2023 were 14.44% and 8.71%, respectively, while overall turnover rates for the same years were 13.08% and 9.12%. When employees submit a resignation, the HR department promptly schedules an exit interview to understand their reasons for leaving. This process allows HR to provide support, offer adjustments, and give detailed feedback on work content and personal fit. It also helps identify underlying issues, ensuring employees are better suited to their roles, ultimately reducing talent loss.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

### Statistical Analysis for New Employees

Year	2021								2022								2023							
Region	Taiwan				Overseas				Taiwan				Overseas				Taiwan				Overseas			
Age	Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)	
< age 30	113	6.75%	51	3.05%	223	4.11%	72	1.33%	103	6.02%	67	3.92%	358	6.42%	129	2.31%	51	3.00%	18	1.06%	222	3.96%	52	0.93%
age 30~50	104	6.21%	71	4.24%	99	1.83%	42	0.77%	102	5.96%	48	2.81%	143	2.56%	48	0.86%	35	2.06%	25	1.47%	121	2.16%	39	0.70%
Age 50 and above	3	0.18%	2	0.12%	22	0.41%	15	0.28%	1	0.06%	3	0.18%	29	0.52%	22	0.39%	3	0.18%	3	0.18%	48	0.86%	19	0.34%
Total	220	13.14%	124	7.41%	344	6.35%	129	2.38%	206	12.04%	118	6.90%	530	9.50%	199	3.57%	89	5.23%	46	2.70%	391	6.98%	110	1.96%

### Statistical Analysis for Resigned Employees

Year	2021								2022								2023							
Region	Taiwan				Overseas				Taiwan				Overseas				Taiwan				Overseas			
Age	Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)		Male (no. of people)		Female (no. of people)	
< age 30	68	4.06%	31	1.85%	106	1.96%	64	1.18%	76	4.44%	35	2.05%	246	4.41%	119	2.13%	46	2.70%	24	1.41%	150	2.68%	35	0.62%
age 30~50	105	6.27%	52	3.11%	87	1.60%	33	0.61%	107	6.25%	55	3.21%	120	2.15%	67	1.20%	65	3.82%	58	3.41%	129	2.30%	46	0.82%
Age 50 and above	7	0.42%	7	0.42%	48	0.89%	31	0.57%	0	0.00%	4	0.23%	76	1.36%	49	0.88%	23	1.35%	14	0.82%	55	0.98%	21	0.37%
Total	180	10.75%	90	5.38%	241	4.45%	128	2.36%	183	10.70%	94	5.49%	442	7.92%	235	4.21%	134	7.88%	96	5.64%	334	5.96%	102	1.82%

Note: The percentage of new recruits and resigning employees is measured against the total workforce at the end of the said year.





About This Report

2023 Key Indicators and  
Recognitions

Message from the  
Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and  
Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and  
Retention

4.3 Talent Cultivation and  
Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and  
Safety

Appendix

## ◉ Hiring People with Disabilities

GlobalWafers adheres to Article 38 of the "People with Disabilities Rights Protection Act" and upholds the principle of equal opportunities to ensure that everyone has the chance to participate in the workforce.

In line with our commitment to social responsibility, we actively support the employment of individuals with physical and mental disabilities, creating opportunities in the workplace. We not only offer high-quality job opportunities for people with disabilities but also comprehensive support to help them fully express their talents and realize their potential. As of 2023, we have employed 68 individuals with disabilities, including 21 in Taiwan and 47 overseas, representing 0.93% of our total workforce. We remain dedicated to expanding employment opportunities for individuals with disabilities, helping them integrate into the workplace, and continuously practicing the principles of Diversity, Equity, and Inclusion (DEI). We respect and value the uniqueness of each employee, aiming to cultivate an inclusive organizational culture.

## ◉ Overseas Talent Recruitment

In response to the trends of globalization, whether in industry, technology, or education, rapid advancements highlight the importance of talent cultivation and development. GlobalWafers is committed to recruiting exceptional talent and applying them to appropriate positions, providing high-quality education and training to retain these outstanding individuals within the company, thereby strengthening international competitiveness. As of 2023, 104 employees were hired in Taiwan, and 120 employees were hired in overseas regions, accounting for 3.07% of the Company's total workforce.

To address the potential risks brought about by hiring overseas talents, GlobalWafers actively conducts risk assessments, covering risks such as international regulations, visas, and contract expiration. Before recruitment, we assess the impact of visa regulations, labor market restrictions, and political and geopolitical conditions in the target country on recruitment. During recruitment, we follow and ensure that the recruitment procedures comply with local laws and regulations to reduce legal risks. After onboarding, we provide support to help new hires adapt to their new work and living environments, reducing the risk of talent turnover. We also implement corresponding measures to ensure effective risk management.

GlobalWafers provides comprehensive support measures to help foreign colleagues better adapt to the new working and living environment. Including newcomer education and training, dormitory placement, assistance from translation teachers, life management, and consulting services. At the same time, we hold regular communication meetings for migrant workers to maintain open communication channels and actively strive to improve their living conditions overseas. The Company also conducts advocacy from time to time to remind all employees to abide by the relevant regulations. To facilitate cultural exchange and communication, we commission a labor agency every year to organize Christmas celebrations or prepare Christmas gifts for Filipino migrant workers to promote interaction and inclusion.

GlobalWafers continues to practice DEI in the workplace and create a friendly and open workplace that supports and respects diversity of all genders, ages, races, sexual orientations, and other aspects of diversity. It is believed that DEI not only affects employee happiness, performance, and retention rate but also has a positive impact on the innovation ability, competitiveness, and social responsibility of enterprises. We continue to strive to promote cultural diversity and talent development to achieve the goal of sustainable development.

## 4.2 Talent Attraction and Retention

Employees are a vital driving force behind corporate growth and success. We provide competitive remuneration and benefits to attract and retain talents from all areas, as well as offering substantial rewards for our employees' hard work and contributions to the Company.

GlobalWafers has established internal and external audit mechanisms, along with regular workforce system reviews and labor market analysis, to continuously enhance workforce development. These efforts aim to inspire employee potential, nurture their strengths, and foster mutual growth with the Company. Our goal is to ensure that employees understand GlobalWafers' commitment to sharing business success with them, maintaining strong teamwork, enhancing employee cohesion and identity, and creating a positive growth culture that makes the Company a highly desirable workplace for professionals.

GlobalWafers conducts an annual review of salary levels in the technology industry, using objective data such as macroeconomic indicators and price indices to adjust employee compensation appropriately. Our competitive salary structure is designed to attract and retain quality talent while rewarding employees for their performance. The alignment between the Company's business performance and employee compensation is carefully structured, with adjustments made based on talent needs and market dynamics. To ensure fairness, compensation standards are based on job-related factors such as job title, seniority, and professional skills, guaranteeing equal pay for equal work and eliminating discrimination based on gender, age, or other factors.

### Number of full-time employees as well as the average and median salary of non-supervisory positions in 2023

Item		2021	2022	2023	Difference compared to the previous year
Non-supervisory positions	Number of full-time employees (persons)	1,563	1,593	1,655	3.89%
	Average salary (NT\$ thousand)	1,205	1,307	1,386	6.04%
	Median salary (NT\$ thousand)	1,124	1,228	1,280	4.23%

- Note :
- "Full-time employees" refer to those whose working hours have reached the normal working hours or statutory working hours stipulated by the Company ; or the rough average working hours have exceed 35 hours per week for those whose normal working hours are not set.
  - "Full-time non-supervisory employees" refers to the number of full-time employees after subtracting the supervisor positions, part-time positions, and those eligible for exemption from statistics from all employees. Employees in supervisory positions refer to Company managers or "managers" within the scope as defined by the regulations of the competent authority: President and equivalent; vice president and equivalent; associate manager and equivalent; head of the financial department; head of the accounting department; and other persons who have the authority to manage the company's affairs, provide authorization signatures, and consistent within the scope of insiders (managers) and (managers) declared by the annual shareholders meeting report.
  - "Salary" refers to the employee's salary attributable to the current year according to the accrual basis based on the occurrence of powers and responsibilities. It shall include recurring salary (monthly basic salary, fixed allowance, and bonus), overtime pay (regardless of taxable or tax-free), and non-recurring salary (non-monthly allowances, bonuses, employee compensation, etc.).
  - The number of employees listed above is based on the weighted average statistical concept (the average number of employees for each month) and only covers GlobalWafers and the Taisil Branch.

### Connection Between Appraisal and Remuneration

We have conducted performance reviews on all employees each year and focusing on their commitment, duties, responsibilities, and contributions. The aim is to make salary adjustments based on future development potential and market salary levels. Additionally, we offer cash rewards and bonuses to recognize performance, ensuring that employee remuneration and development align with the Company's financial status and performance. This approach encourages employees to achieve breakthroughs and create personal value within GlobalWafers.

### Performance and Remuneration of the Senior Management Team

The remuneration structure for senior managers closely linked to the Company's performance. Each year, senior managers' salaries are proposed based on the Company's performance indicator scores. This proposal is reviewed by the Remuneration Committee and then submitted to the Board of Directors for approval. Additionally, the long-term incentive plan for high-ranking executives aligns with the Company's long-term performance and shareholders' interests.

To uphold the Company's commitment to sustainable development, ESG (Environmental, Social, Governance) factors are integrated into the performance evaluation of senior managers, including Presidents, Vice Presidents, and Heads of operational sites. ESG performance indicators and their respective weighting ratios are tailored to each role's responsibilities, encompassing international ESG ratings, climate change mitigation and adaptation measures (such as greenhouse gas emission reduction, energy conservation, and carbon reduction targets), and occupational safety and health initiatives. These ESG performance indicators are factored into the performance appraisal process, influencing the evaluation of their remuneration.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix





About This Report

2023 Key Indicators and  
Recognitions

Message from the  
Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and  
Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and  
Retention

4.3 Talent Cultivation and  
Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and  
Safety

Appendix

### ⦿ Long-Term Retention Plan for R&D and Key Talent

For global R&D and key core personnel, tailored retention measures are implemented according to local market conditions. We offer specialized retention programs to encourage long-term service and sustained contributions from these valuable talents.

### ⦿ Comprehensive Benefits System

We aim for GlobalWafers to support employees in achieving peace and contentment in their personal and professional lives, while significantly advancing their careers. At our major operational sites, we offer full-time employees six key benefits: life insurance, medical insurance, disability insurance, parental leave, retirement plans, and, in Taiwan, an employee stock ownership plan. These comprehensive benefits ensure that employees can fully dedicate themselves to their work and remain committed to growing with GlobalWafers.

At our Taiwan facilities, we offer a comprehensive range of benefits, including labor and health insurance, labor retirement and group insurance, meal subsidies, annual travel subsidies, marriage subsidies, maternity subsidies, childcare subsidies, educational subsidies for employees and their children, health check-ups, holiday and birthday bonuses, Labor Day bonuses, marriage and funeral subsidies, hospitalization subsidies, social club activity subsidies, training subsidies, on-site medical services, cancer consolation payments, employee welfare savings trusts, and an Employee Assistance Program (EAP) to help employees balance work and life. In our overseas regions, we provide non-legal health insurance, including hospitalization coverage, cancer-related insurance, and employee health check-ups.

Continuous learning is the cornerstone of the Company's employee development strategy. We provide regular internal training and external training subsidies, and have established the "In-Service Education Regulations." We encourage employees to engage in various training programs to enhance their knowledge and skills, supported by tuition subsidies and flexible work hours. This approach aims to meet both the Company's operational needs and employees' personal development goals.

Note: Major operating sites refer to all operating and production sites

### ⦿ Rewards to Excellent Employees

The Company has established various rewards schemes to recognize proactive and outstanding employees, including rewards for exceptional achievements, project submissions, and patents. In Taiwan, we conduct an annual Model Employee selection process, where selected employees are publicly recognized and praised. This initiative aims to foster a more positive and dynamic corporate culture and to uphold our commitment to continuous improvement.

### ⦿ Group Insurance

The Company's group insurance includes term life insurance, accidental injury insurance, aviation accident insurance, major burns insurance, medical injury insurance, hospitalization medical insurance, and cancer insurance. Our goal is to provide comprehensive protection to ensure the safety and health of our employees.

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### ⦿ Employee Stock Ownership Trust

In Taiwan, the Company matches 100% of the amount employees deposit into their monthly accounts. This initiative aims to encourage employees to benefit from regular investments in the Company's stock, thereby enjoying steady returns. We are committed to supporting employees' financial independence, enhancing their benefits, and aiding them in retirement planning. In 2023, the participation rate was approximately 46%.

### ⦿ Pension System

We allocate pension funds in accordance with the laws of the countries where we operate. In Taiwan, we adhere to the "Labor Standards Act" and the "Labor Pension Act" to establish our labor retirement guidelines. Additionally, we have set up a Labor Pension Reserve Supervision Committee and allocate a sufficient amount of labor pension funds each month to ensure that employees can apply for their pensions and protect their rights.

Our approach to benefits is designed to be flexible and responsive to employee needs, aiming to increase engagement. For instance, following feedback from our Novara, Italy factory, we launched the "Take Away, From the Factory to Home" program. This initiative, which combines health and convenience, allows employees to view the nutritional content of meals and order their favorites via the "Appetie" app. Employees can also take meals home to share with their families. This program supports work-life balance and integrates work into employees' lives, fostering harmony between family and work.

In addition, at MEMC Japan Ltd. in Japan, we have formalized an agreement with the kindergarten affiliated with Kiyohara Industrial Park to prioritize enrollment for the children of our employees. We are committed to providing a supportive environment that allows employees to work with peace of mind.





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

### ⦿ **Fertility Support System: Maternity Leave, Paternity Leave, Prenatal Leave, Maternity Leave, Parental Leave**

GlobalWafers encourages both male and female employees to actively participate in their children's growth. All of our operation sites offer maternity and parental leave policies to support employees in balancing career development with parenting responsibilities.

In Taiwan, employees are entitled to prenatal check-up leave, paternity check-up leave, maternity leave, flexible working hours, and other measures to comfortably balance work with childbirth needs. Following delivery, both male and female employees can apply for unpaid parental leave to care for their children up to the age of three, provided they have been employed for at least six months.

In addition to flexible working hours and holidays, our health center implements a maternal health protection plan for female employees of child-bearing age. This plan supports pregnant employees and includes features such as dedicated parking spaces, a Good Maternity Pack, and a breastfeeding room. These facilities provide additional rest time and support for breastfeeding to accommodate the needs of young children. We conduct health risk assessments for pregnant employees and those returning to work after childbirth, offering consultations and care services from physicians. Additionally, we have partnered with childcare service providers to offer employees discounts on childcare services that are more favorable than market rates. This initiative aims to enhance the workplace environment and support employees in balancing their professional and personal responsibilities.

In Japan, for example, employees can take childcare leave until their child reaches the age of three, during which they receive a government allowance. Upon returning to work, employees have the option to reduce their working hours by up to two hours per day until their child graduates from elementary school, although this reduced time is unpaid. This approach supports employees with childcare responsibilities, helping to mitigate staff turnover and encouraging employees to remain in the workforce while continuing to contribute their skills.

GlobalWafers adheres to or surpasses local laws regarding childcare-related leave at all global locations. In certain OECD countries, such as Denmark, Italy, and the United States, we have established paid maternity and parental leave policies. Research indicates that such policies generally contribute to increased female labor participation. Similarly, in our plants across Asian countries, including Malaysia, South Korea, and China, we provide parental leave policies that comply with local regulations and continually enhance support systems to align with International Labour Organization standards.

From 2021 to 2023, a total of 217 employees applied for childcare leave.

### ⦿ **Execution Results of Unpaid Child Care Leave Application**

Item	Gender	Total number/ratio				
		2021	2022		2023	
		Taiwan	Taiwan	Overseas	Taiwan	Overseas
Total employee staff number eligible for unpaid child care leave	Male	60	41	1,023	46	985
	Female	24	21	340	22	317
Total number of employees who actually took unpaid child care leave	Male	2	7	57	2	47
	Female	11	8	23	9	28
Total number of reinstated employees upon the expiration of their child care leaves	Male	2	6	55	4	45
	Female	10	7	21	12	26
Total number of employees who actually resumed their duties upon the expiration of their child care leaves	Male	2	2	54	3	45
	Female	8	6	19	6	26
Ratio of employees who resumed their duties upon the expiration of their child care leaves (reinstatement rate)	Male	100%	33.3%	98.2%	75%	100%
	Female	80%	85.7%	90.5%	50%	100%
Total number of employees still in service 12 months after expiration of their unpaid child care leaves	Male	2	-Note1	46	1	24
	Female	5	7	21	4	9
The ratio of employees still in service 12 months after expiration of their parental leaves (retention rate)	Male	100%	-Note1	-Note2	50.00%	44.44%
	Female	83.33%	87.5%	-Note2	66.67%	47.37%

Note 1: "-" means no one meets the criteria.

Note 2: "-" means no comparable data for the previous year.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

## 4.3 Talent Cultivation and Development

To continuously improve human capital and support the Company's growth and development, we have created a learning organization atmosphere through diverse learning resources and learning channels. We also actively strengthen on-the-job training and are committed to the comprehensive career development of all employees.

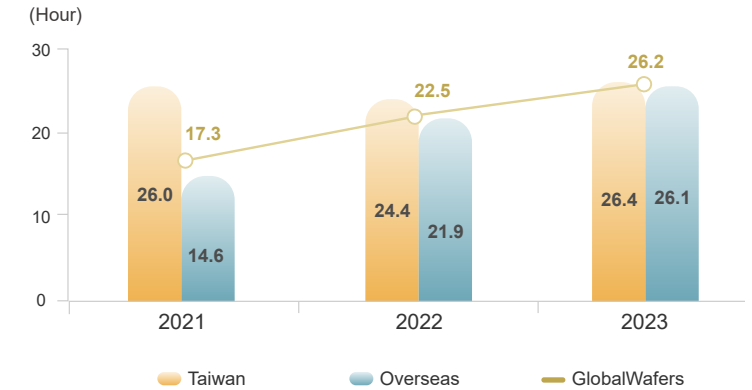
We have established a complete employee education and training system, covering six majors: New Orientation Academy, Logistics General Education Academy, Management Academy, Professional Core Academy, Environmental Safety and Health Academy, and Health Promotion Academy. Each year, the annual education and training plan is formulated and implemented according to the Company's development and policies, as well as the functions and needs of each position. Through in-plant training and OJT (On-Job Training), we aim to enhance employees' professional capabilities and job competencies. We also encourage employees to participate in courses offered by external professional training institutions, hoping to provide employees with various training opportunities through diverse training methods to promote the Company's continuous development.

In 2023, the total training hours for GlobalWafers in Taiwan and overseas amounted to 191,233 hours, with an average annual training time of 26.2 hours per employee, an increase of 16.6% compared to the previous year. Our plants' average hours of education and training for men and women according to gender were 23.7 hours and 34.6 hours, respectively. Based on employee classification, the average hours of education and training received by direct and indirect personnel are 26.7 hours and 25.4 hours, respectively.

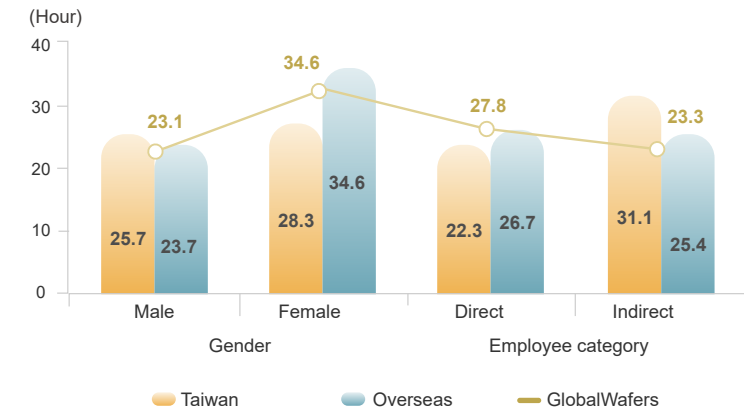
### Number of People and Hours for Education and Training From 2021 to 2023

Training type	Year	Number of sessions	Number of people	Total class opening hours	Total class hours
Competency training for new recruits	2023	316	1,282	1,586	9,553
Professional competency training		1,951	13,757	25,282	79,075
General management competency training		1,263	47,246	3,163	102,606
Total		3,530	62,285	30,032	191,233
Competency training for new recruits	2022	441	1,422	3,284	26,529
Professional competency training		1,580	15,471	5,463	80,770
General management competency training		747	29,832	13,235	56,456
Total		2,768	46,725	21,982	163,755
Competency training for new recruits	2021	295	1,092	1,571	9,259
Professional competency training		1,426	12,513	24,830	57,709
General management competency training		767	39,749	6,482	55,624
Total		2,488	53,354	32,883	122,592

### Average Training Hours Per Employee (by region)



### Average Training Hours Per Employee (by gender & category)



Note:

- The education and training statistics cover all operation & manufacturing sites including GlobalWafers Headquarters, GlobalWafers Zhunan Plant, GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology, the Taisil Branch, MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, Topsil GlobalWafers A/S, MEMC LLC, Crystalwise Technology Inc., Yuan Hong (Shandong) Photoelectric Material Co., Ltd., Sunrise PV Electric Power Five Co. Ltd., Sunrise PV Four Co. Ltd., MEMC Electronic Materials France SarL, GlobalWafers B.V., Shanghai Sawyer Shenkai Technology Material Co. Ltd., and Yuan Hong Technical Materials Ltd.
- Direct personnel: personnel who actually engaged in production-related operations such as technical workers and foremen at the production site
- Indirect personnel: workers who do not directly involved in production such as supervisors, product designers, accountants, procurement, or engineers





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

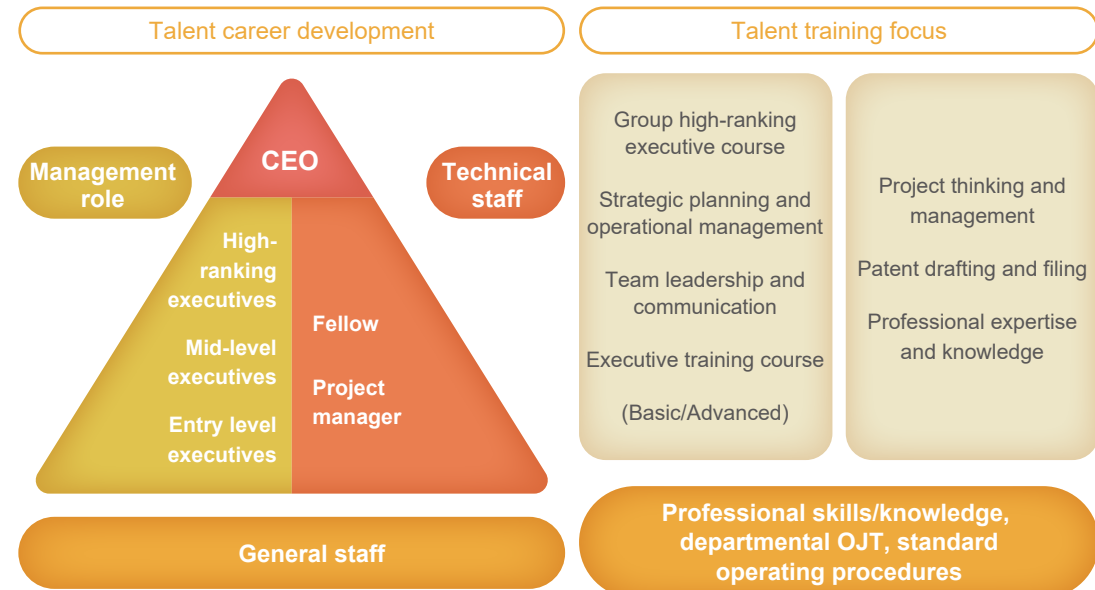
## Bronze Medal in the Talent Quality Management System (TTQS) Evaluation by Workforce Development Agency, Ministry of Labor

In 2023, we participated in the evaluation of the Talent Quality Management System, the only national testing standard for training quality in Taiwan. This evaluation, conducted by the government to assess training quality, awarded us the Bronze Medal honor. This highlights the Company's commitment to linking its education and training system with its business philosophy, strategy, and goals and its dedication to employee career development and professional growth. It effectively demonstrates the execution of talent cultivation, laying a foundation for sustainable operation.



## Employee Development and Career Planning

Regarding employee cultivation and career planning, GlobalWafers provides opportunities for promotion to management positions and emphasizes the cultivation and development of technical positions. We deeply understand the important role that technical personnel play in the Company's development. Therefore, we provide diversified promotion channels and development plans and give employees different opportunities to demonstrate their technical or management skills according to their expertise so that they can continue to grow. We are also constantly optimizing and adjusting the talent cultivation plan to adapt to the constantly changing market environment and the Company's needs.



## Executive Training Program

We have established a program to cultivate and enhance the management capabilities of employees at the executive level. This program helps executives to better understand and respond to management challenges, improve their leadership and decision-making skills, and effectively lead and motivate teams to achieve corporate goals. In addition to organizing internal training courses for subordinates, we also systematically train potential senior managers through external training institutions such as Carnegie Training and Corporate Managers Association R.O.C. At the same time, exchange opportunities with the leaders of other industries and jointly promote the development of the industry. Six executives participated in the external senior manager training in 2023, and a total of 19 have completed the training so far.

## Fellow Program

Since 2016, we have developed a well-rounded fellow program to encourage the Group's technical personnel to demonstrate their strengths. When their personal contributions have a positive impact on the Company and their achievements are recognized by the Company, we provide them with diverse career development options. Each time, factories around the world nominate technical elites to participate in the selection. After rigorous review and evaluation by the committee, 14 outstanding talents were selected in 2023. To date, a total of 79 employees within the Group have been recognized and promoted through this program.



Level	2023 Selection		Sum of Incumbents	
	Taiwan	Overseas	Taiwan	Overseas
Senior Fellow		1		6
Fellow		3	2	17
Associate Fellow	2	8	5	49
Total	14		79	



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

Diverse Talent Cultivation Channels

To cultivate outstanding talent, we have collaborated with colleges and universities since 2017. So far, we have successfully cultivated more than 45 students to work for companies to accumulate experience before graduation, providing them with professional skills training and the ability to cope with practical fields. These students come from Tsing Hua University, Central University of Technology, Chiao Tung University, National Taiwan University of Science and Technology, National Yunlin University of Science and Technology, and other institutions. They specialize in fields such as electronics, industrial engineering, mechanical engineering, psychology, and more. They are assigned to internships in research and development, process engineering, manufacturing, and other support departments. Providing interns with valuable learning and growth opportunities is helpful for a smooth start to their careers.

In addition, we collaborated with the National Yang Ming Chiao Tung University on the talent development project—Semiconductor and Key Technology Industries Talent Development Base. We held three corporate recruitment conferences in 2023, with a total of 90 - 120 participants, to facilitate the matching of diverse talents with practical experience and communication.



Industry-Academia Research Collaboration

We engage in industry-academia collaboration, strategic alliances with academic units, and exchange professional knowledge and technology through collaborative research projects. We complement each other's advantages and jointly solve technical problems in the product development process. In addition to continuously improving the professional skills of the Company's R&D personnel, we also cultivate high-quality academic talents to promote technological innovation and industrial development. In 2023, there were 23 ongoing collaboration projects, with an average of about six people participating and more than 121 people participating. The collaboration projects include National Tsing Hua University, National Yang Ming Chiao Tung University, National Central University, and National Kaohsiung University of Science and Technology.

4.4 Human Rights

The Company recognizes and supports the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Conventions, which outline the spirit and basic principles of human rights protection. In accordance with relevant labor laws and the aforementioned international human rights conventions, we have established a "Human Rights Policy" dedicated to creating an equal, safe, and dignified working environment.

GlobalWafers respects the right of employees to freely associate, negotiate, and communicate with the Company. Employees can choose to join organizations or not participate in any organizations. The Company and employees respect each other and work together to create fair working conditions, equal opportunities, and good labor-management relations.

We respect the activities of trade unions and other forms of employee activities. We ensure that no employee is discriminated against, subjected to retaliation, harassed, or adversely affected by their requests to join or form a labor union or collective bargaining because of their behavior.

On the basis of mutual trust, we strive to solve problems in good faith and have constructive discussions, taking into account the practices of various regions.

GlobalWafers has a total of 2,084 employees in its overseas regions who participate in trade unions or industry unions in their respective countries, including the Italy plants (MEMC Electronic Materials S.p.A), the Korea plant (MEMC Korea Company), the Japan plants (GlobalWafers Japan Co., Ltd.、MEMC Japan Ltd.), and the U.S.A. plant (MEMC LLC). The percentage of employees covered by collective bargaining agreements was 28.52%. Regardless of whether employees participate in a union, they can submit suggestions for improving the work environment or working conditions to the Company's management team via meetings, phone calls, or emails, anonymously or otherwise, to strengthen the good communication between the Company's anagement team and employees.

Operating Locations	Number of Unionized Employees
Italy Plants (MEMC Electronic Materials S.p.A)	In Italy, employees can join the 3 major trade union federations (CGIL, CISL, and UIL) by registering their membership card. The 156 employees of the Italian factory are affiliated with these trade union federations.
Korea Plant (MEMC Korea Company)	608 people
Japan Plants(GlobalWafers Japan Co., Ltd., MEMC Japan Ltd.)	1,312 people
USA Plant (MEMC LLC)	8 people





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

In the Taiwan Plants, labor-management meetings and Employee Welfare Committee meetings are held in accordance with the law, and each unit selects the representatives according to the proportion of the number of members. Labor representatives communicate with employers and strive for their rights through quarterly labor-management meetings, achieving a 100% employee coverage rate.

Item	No. of meetings in 2023	Description
Labor Management Meeting	8	A meeting is held quarterly at both GlobalWafers headquarters and the Zhunan Plant (jointly) and at the Taisil Branch.
Migrant Worker Communication Meeting	4	Communication meetings are held in migrant workers' dormitories, with dormitory management staff on-site to assist with interpretation.
Employee Benefits Meeting	4	A joint meeting is held quarterly at the GlobalWafers headquarters, the Zhunan Plant, and the Taisil Branch.
Electronic bulletin board [Have Something to Say]	19 entries	Employees are free to express opinions or improvement suggestions on the Company's electronic bulletin board, and relevant units will reply and explain.

### Employee Satisfaction Survey

The annual employee satisfaction survey was conducted at GlobalWafers headquarters, Zhunan plant, and Taisil Branch, focusing on six aspects: engagement, leadership and communication, rewards and recognition, career development, work environment, and work-life balance. The survey aimed to comprehensively understand employees' work experiences and their suggestions for the company, analyze the company's strengths and areas for continuous improvement, and develop improvement actions based on the survey results.

GlobalWafers headquarters, the Zhunan Plant, and the Taisil Branch.	In 2023, the overall employee satisfaction score was 3.88 points/out of 5 points
Taisil Branch	In 2023, the overall employee satisfaction score was 3.79 points/out of 5 points

GlobalWafers' influence on the world is increasing due to its continuous pursuit of product quality, innovative technology, and the growth of operation sites. While pursuing development, we are obliged to carefully conduct human rights due diligence to confirm the potential impact of business activities on employees, suppliers, customers, communities, the environment, and other stakeholders. We are committed to establishing corresponding policies and measures to manage and reduce human rights risks while ensuring our operations comply with legal and regulatory requirements.

In response to material human rights issues, the Company has established the "Human Rights Policy" and formulated the following management guidelines:

- ★ 1.Continue to create diversity, inclusiveness, and equal opportunities, and prohibit any form of discrimination (gender (including sexual orientation), race, nationality, class, age, marriage, language, ideology, religion, political affiliation, place of origin, place of birth, appearance, facial features, physical and mental health, etc.)
- ★ 2.Forced labor and child labor are prohibited.
- ★ 3.Establish a safe and healthy work environment.
- ★ 4.Provide fair and reasonable wages and working conditions.
- ★ 5.Provide a channel and environment for the free expression of opinions and respect the right of employees to freely associate with each other.

### Working Hour Management

In Taiwan, in compliance with regulations and RBA working hours requirements, we have established an "Attendance System" and an "Overtime Reporting System." Overtime requires mutual consent from both employer and employee, and compensation is provided afterward in the form of overtime pay or compensatory time off. Provide work assignments and working hour management for department executives through management and analysis.

### Complete grievance and employee assistance channels are provided.

GlobalWafers encourages open communication with employees and affiliated parties. When they encounter illegal infringement or have any concerns, whistleblowers can report by name or anonymously. The Company provides 24/7 open access for complaints and accepts complaints in various languages, including but not limited to Chinese, English, Japanese, Korean, Italian, or Danish, so that stakeholders are not subject to any language or time restrictions when they file complaints.

Reporting illegal and unethical or dishonest conduct	886-3-577-2255#2370 whistleblower@sas-globalwafers.com
Employee complaint mailbox	886-3-577-2255#2398 Wecare@sas-globalwafers.com Pub_GWC_HR@sas-globalwafers.com



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

Human Rights Due Diligence

According to the UNGPs, all companies have the responsibility to respect human rights. Human rights due diligence is an integral part of GlobalWafers' operational policies and activities. We follow the framework outlined below to ensure we cover the core elements recommended by international human rights organizations:



Feedback and Evaluation

Parties	Risk Topic	Content Description	Common Assessment Factors	Individual Assessment Factors	Assessment Tools
GlobalWafers Group, its subsidiaries, and suppliers	Labor Laws and Regulations	Fulfill the basic commitments of labor-related laws and regulations, including recruitment, interviews, contracting, employment, working hours, overtime, leave, salary, insurance, pensions, workplace safety, gender-friendliness, job transfers, disciplinary actions, and employee resignation, retirement, or dismissal.	1. ours of human rights-related education and training received 2. Whether the supplier has signed the supplier code of conduct	Number of fines imposed by competent authorities for violation of labor laws and regulations	1. Labor law compliance 2. RBA SAQ 3. Employee health checks 4. Employee complaint mechanism 5. Labor-Management Meeting 6. Employee Assistance Program (EAP) 7. Internal control system 8. Maternity protection-related hazard assessment 9. Supplier risk assessment and on-site audit 10. Supplier Code of Conduct and Supplier Commitment Letter
	Child Labor	We do not employ child labor in any of our operations. "Child labor" refers to any hired worker between the ages of 15 and 16.		Whether identity checks are carried out during the recruitment process	
	Forced Labor	Work or services that are not provided voluntarily include but are not limited to the following: abuse of vulnerable position, deception, movement restriction, isolation, physical and sexual violence, intimidation and threats, withholding of identity documents, withholding of wages, repayment of debt, working and living conditions, and working overtime.		Number of substantiated human rights complaints	
	Working Conditions	Ensure that employees work in a healthy and safe working environment, including that the number of working hours per week does not exceed 60 hours, the wages should comply with all payroll laws, avoiding harsh or inhumane treatment of employees, and ensuring the operation of the occupational safety and health system.		1. No. of people who work more than 12 hours in a single day for more than 6 consecutive days. 2. No. of fines imposed for violating laws and regulations on working hours, wages, and occupational safety. 3. No. of occupational accident cases 4. Irregular workload identification and risk investigation	





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

Parties	Risk Topic	Content Description	Common Assessment Factors	Individual Assessment Factors	Assessment Tools
GlobalWafers Group, its subsidiaries, and suppliers	Discrimination and Harassment	Employees must not be discriminated against or harassed in recruitment and actual work due to race, color, age, gender, sexual orientation, gender identity and expression, race or ethnicity, disability, pregnancy, belief, political stance, group background, veteran status, protected genetic information, or marital status. This includes impacts on wages, promotions, rewards, and opportunities for training.	1. Hours of human rights-related education and training received 2. Whether the supplier has signed the supplier code of conduct	Number of substantiated human rights complaints	1. Labor law compliance 2. RBA SAQ 3. Employee health checks 4. Employee complaint mechanism 5. Labor-Management Meeting
	Human Trafficking	It is prohibited to exploit others' inability, ignorance, or difficulty in seeking help, or any other means against their will, to engage in the recruitment, buying, selling, pledging, transportation, delivery, receipt, harboring, hiding, mediating, or accommodating of domestic or foreign residents.			6. Employee Assistance Program (EAP)
	Freedom of Association	Employees and/or their representatives can openly communicate with the management and share their thoughts and concerns about working conditions and management methods without fear of discrimination, retaliation, threats, or harassment.		No. of employees participating in la-bor unions and societies	7. Internal control system 8. Maternity protectionrelated hazard assessment
	Equality and Equal Pay for Equal Work	Employees of the same position and under the same working conditions, with different gender, identity, household registration, or employment forms, shall be paid the same amount of labor as long as the quantity and quality of labor provided are the same.			9. Supplier risk assessment and on-site audit
	Maternity Care	The measures taken for female workers to perform work that may involve maternal health hazards include hazard assessment and control, physician consultation instructions, risk classification management, work suitability arrangements, and other related measures.		No. of protected individuals	10. Supplier Code of Conduct and Supplier Commitment Letter

### ⦿ Actions and Effectiveness

Parties	Risk Topic	Mitigation Measures	Remedial Measures	Implementation Results
GlobalWafers Group, its subsidiaries, and suppliers	Labor Laws and Regulations	<ol style="list-style-type: none"> <li>1. Work rules are formulated and announced in a conspicuous place that is easily accessible. In addition, during the training of new employees, work rules, regulations, and measures are taught in the employees' native languages so that the employees can fully understand their labor rights and interests.</li> <li>2. Regularly review and revise all rules and regulations through the internal control system and internal audit to ensure that all operations comply with labor laws and regulations.</li> <li>3. Establish multiple communication channels: All factories in Taiwan and overseas have communication and grievance channels, such as labor and management meetings, dedicated emails, hotlines, and whistleblower systems, to understand problems at the workplace in a timely manner and make improvements.</li> <li>4. Fully consult the Company's internal professional legal department in case of changes to the employment conditions to ensure that the rights and interests of employees are protected.</li> </ol>	<ol style="list-style-type: none"> <li>1. The Human Resources Department and the Compliance Unit will intervene in the investigation. While fully considering the personal interests of the employees and maintaining confidentiality throughout the process, they will communicate with the parties involved along with the department supervisor. After the communication is completed, they will report to the top management and take compensatory and corrective actions.</li> <li>2. If any audit activity reveals procedures or operations that do not comply with labor regulations, the root cause will be immediately investigated, and corrective actions will be taken within a specified time frame.</li> <li>3. The HR Department handles employee complaints and establishes a committee to make adjudications when necessary to ensure fairness.</li> </ol>	No illegal incidents occurred at each operation site



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

Parties	Risk Topic	Mitigation Measures	Remedial Measures	Implementation Results
GlobalWafers Group, its subsidiaries, and suppliers	Child Labor	<ol style="list-style-type: none"> <li>During the recruitment stage, identity documents are strictly verified, and conversations and observations are used to ensure that no child laborers under the age of sixteen are hired.</li> <li>Employees under the age of 18 are not permitted to engage in any work that could endanger their health and safety, nor are they allowed to work at night.</li> </ol>	<ol style="list-style-type: none"> <li>The remediation plan continues for six months or until the child laborer reaches sixteen years of age. If child labor is discovered, the child will be immediately removed from the workplace, sent back to their original residence, parents, or guardians, and their education expenses will be compensated.</li> <li>Child laborers will be given a medical examination to ensure their health has not been affected by the work. The company will fully cover the resulting medical and living expenses if any health issues are found.</li> </ol>	No illegal child labor at any operation site
	Forced Labor	<ol style="list-style-type: none"> <li>The "Personnel Appointment Regulations" clearly stipulates that the employment of forced, intimidated or involuntary labor is prohibited.</li> <li>Formulate a supplier code of conduct in accordance with the RBA framework and ensure that all suppliers are committed to complying.</li> <li>Employee attendance and analysis are summarized on a monthly basis for executives to use as a basis for working hour management. To ensure employees' physical and mental health, we provide realtime warnings of working hours management through the system every day, and the Human Resources Department and department executives jointly formulate countermeasures to ensure the implementation of preventive and remedial measures.</li> <li>Hold meetings with foreign migrant worker agencies from time to time to ensure that they do not charge unreasonable fees or unlawfully withhold identity documents.</li> </ol>	<ol style="list-style-type: none"> <li>Implement multiskilled training to increase the flexibility of personnel utilization to prevent excessive reliance on a single person and cause excessive workload. Implement a rotating shift system to ensure employees' family life and personal wellbeing.</li> <li>Upon investigation, the Company shall immediately stop charging unreasonable fees to migrant workers and compensate them for any excess fees.</li> <li>If any noncompliance issues are found with a supplier, they are required to make immediate improvements, and their continued cooperation will be evaluated.</li> </ol>	<ol style="list-style-type: none"> <li>No forced labor complaint has been investigated by the competent authority at any of our operation sites.</li> <li>In 2023, all GlobalWafers locations conducted selfassessments according to the RBA SAQ questionnaire, and no highrisk situations occurred. The Company's selfassessment score was 87 points, which was determined to be low risk.</li> </ol>
	Working Conditions	<ol style="list-style-type: none"> <li>Through annual salary surveys, we measure the market salary level and overall economic indicators, adjust employee salaries appropriately, and provide competitive starting salaries.</li> <li>The Employee Assistance Programs (EAPs) provide employees with free, professional, and highly confidential consultation services in five areas: psychological, management, legal, health, and finance.</li> <li>Regular health checks are conducted for existing employees.</li> <li>To ensure the operation of occupational safety and health systems, mechanisms for hazard assessment and tiered management are established, emergency response teams are set up in each plant, and comprehensive occupational safety and health education and training are provided.</li> <li>EHS organizations and occupational safety and health committees are established by the highest executive at each plant.</li> <li>We have formulated the "Regulations for the Employment and Management of Interns from Domestic and Foreign Universities" to provide internship opportunities for college students.</li> </ol>	<ol style="list-style-type: none"> <li>Ergonomic hazards: Risk surveys are conducted for each department, with gradual engineering/operation improvements carried out annually.</li> <li>Irregular workload: The working hours are in compliance with laws and regulations, the health and education consultation is arranged based on the physical examination report, overwork and risk assessment and analysis, and the work scheduling and employee adjustment are coordinated with the supervisor.</li> <li>Through professional employee assistance agencies, we offer support to help employees resolve their life and psychological issues.</li> <li>Providing health checks that exceed legal requirements, identifying highrisk groups through health checks, and continually tracking and managing them, we also arrange for professional occupational safety physicians to provide onsite services.</li> <li>In the event of an occupational accident, a formal investigation and counseling process will be launched immediately, and the relevant units will provide comprehensive assistance, such as insurance claims, emergency assistance, working hours adjustment, psychological counseling, etc.</li> <li>A flexible working hour system is provided to allow employees to choose their commute time based on their individual needs to ensure that employees can take care of their family life needs.</li> </ol>	<ol style="list-style-type: none"> <li>In 2023, 13,489 people participated in human rightsrelated education and training, and the cumulative training hours were 16,449.</li> <li>In 2023, the total no. of people who received EAP consultations was 79 (including the parent company, SinoAmerican Silicon Products Inc.. To protect user privacy, EAPC does not provide differentiated statistics).</li> <li>In 2023, we received the Healthy Workplace "Health Promotion Badge" Accreditation from the Health Promotion Administration, Ministry of Health and Welfare, Taiwan.</li> <li>In 2023, we were honored with the "Excellent Organization for Promoting Work Equality in the Workplace in Hsinchu Science Park."</li> <li>In 2023, 164 employees, accounting for approximately 9.64% of our workforce in Taiwan, were monitored for irregular workload management.</li> <li>In 2023, there were a total of 22,535 participants in occupational safety and healthrelated training sessions.</li> </ol>





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

Parties	Risk Topic	Mitigation Measures	Remedial Measures	Implementation Results
GlobalWafers Group, its subsidiaries, and suppliers	Discrimination and Harassment	<ol style="list-style-type: none"> <li>1. Conduct education and training for all employees on the avoidance of discrimination and harassment every year, and make the supervisors required trainees to avoid coercion, bullying, and workplace violence due to power asymmetry.</li> <li>2. Employment opportunities for people with disabilities are guaranteed.</li> <li>3. Established the "Sexual Harassment Preventive Measures Complaint and Disciplinary Measures" and posted the statement of prevention of workplace violence in a conspicuous place to demonstrate GlobalWafers' determination to eliminate such sexual abuse from happening.</li> <li>4. Due to the aging global population, to ensure the health of middleaged and elderly employees and their suitability for workload, hazard identification and risk assessment, prevention and improvement measures, and implementation result tracking are carried out to protect the health of middleaged and elderly employees.</li> </ol>	The HR Department will initiate the committee to form a committee to protect the parties concerned, adjust working conditions, hold meetings, adjudicate, further education, and provide the required resources to protect the rights and interests of the parties concerned and prevent recurrence.	<ol style="list-style-type: none"> <li>1. In 2023, we employed 68 individuals with disabilities, representing approximately 0.93% of all employees.</li> <li>2. No discriminatory incidents occurred at any of the operating sites</li> <li>3. In 2023, we received four complaints of harassment at overseas factories. The relevant personnel were interviewed, and immediate corrective actions were required.</li> <li>4. In 2023, 328 middle-aged and elderly employees, accounting for 19.28% of our workforce in Taiwan, were monitored for health protection.</li> </ol>
	Human Trafficking	Each operating site conducts the RBA SAQ selfassessment every year to assign a risk rating and a rating to the management system and to detect and correct human trafficking in operations in a timely manner.	Identify whether human trafficking is a highrisk item for GlobalWafers through RBA SAQ. If so, management measures and action plans will be immediately formulated to ensure that all production processes are free of human trafficking.	No human trafficking was detected at any of our operation sites
	Freedom of Association	Encourage employees to form clubs and participate in group activities organized by the Company.	<ol style="list-style-type: none"> <li>1. Formulate rules and measures to ensure the rationality of club activities and provide operating subsidies to clubs.</li> <li>2. Regularly elect labor and management representatives and hold labor and management meetings. Employees can communicate formally with the Company on working conditions and benefits on the equivalent platform.</li> </ol>	In 2023, a total of 2,084 employees joined the labor union, accounting for 28.53% of all employees.
	Equality and Equal Pay for Equal Work	<ol style="list-style-type: none"> <li>1. Established the "Regulations on Salary, Allowances and Bonuses" and prepared job descriptions to determine salaries based on objective conditions rather than subjective determinations.</li> <li>2. Supervisors can consult management problems through the Employee Assistance Programs (EAPs) to effectively avoid uneven work and rest and ensure nondiscriminatory work.</li> </ol>	In addition to defining salary ranges based on job nature to ensure equal pay for equal work, we conduct annual performance evaluations. Salary adjustments are made for employees with superior performance, linking compensation closely with performance. This ensures that salaries are awarded based on objective criteria without differential treatment due to personal characteristics.	GlobalWafers conducts annual assessments of market levels and individual performance for salary adjustments.
	Maternity Care	<ol style="list-style-type: none"> <li>1. The "Maternal Health Protection Management Regulations" are established to identify and track the working conditions of breastfeeding employees to ensure that female employees can work with peace of mind during the breastfeeding period.</li> <li>2. Breastfeeding rooms are provided at each plant for employees who need them.</li> </ol>	According to the regulations of the competent authority, we adjust the working hours, locations, and contents of work for qualified employees according to their wishes. We also conduct hazard assessments and follow up on the risks caused by not being identified in real time to ensure their health.	In 2023, the number of employees in the Taiwan plants who had been identified, classified, and implemented maternity protection measures was 13.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

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





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

## 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.







About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

## 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 "Hiangyuan Memorial Correctional Home."







About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

## 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 Changhua 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.







About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

4.1 Human Resources

4.2 Talent Attraction and Retention

4.3 Talent Cultivation and Development

4.4 Human Rights

4.5 Social Participation

5 Occupational Health and Safety

Appendix

## 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.





## 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	7	5
3.5 Extreme Heat	3	7	8	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.





About This Report

2023 Key Indicators and  
Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and  
Social Inclusion

5 Occupational Health and  
Safety

5.1 Safe Environment

5.2 Occupational Health and  
Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster  
Management

5.5 Health Promotion and Care

Appendix

# 5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety  
Worker Training

5.3 Emergency Response

5.4 Occupational Disaster  
Management

5.5 Health Promotion and Care





# 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 GOOD HEALTH AND WELL-BEING</div> <div>4 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.	-	-



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix

## 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<sup>Note</sup> (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.





## About This Report

### 2023 Key Indicators and Recognitions

### Message from the Chairperson

### About GlobalWafers

### Sustainable Management

### Climate Strategy and Actions

### 1 Governance and Operation

### 2 Innovation and Service

### 3 Sustainable Environment

### 4 Talent Development and Social Inclusion

### 5 Occupational Health and Safety

#### 5.1 Safe Environment

#### 5.2 Occupational Health and Safety Worker Training

#### 5.3 Emergency Response

#### 5.4 Occupational Disaster Management

#### 5.5 Health Promotion and Care

## Appendix

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.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

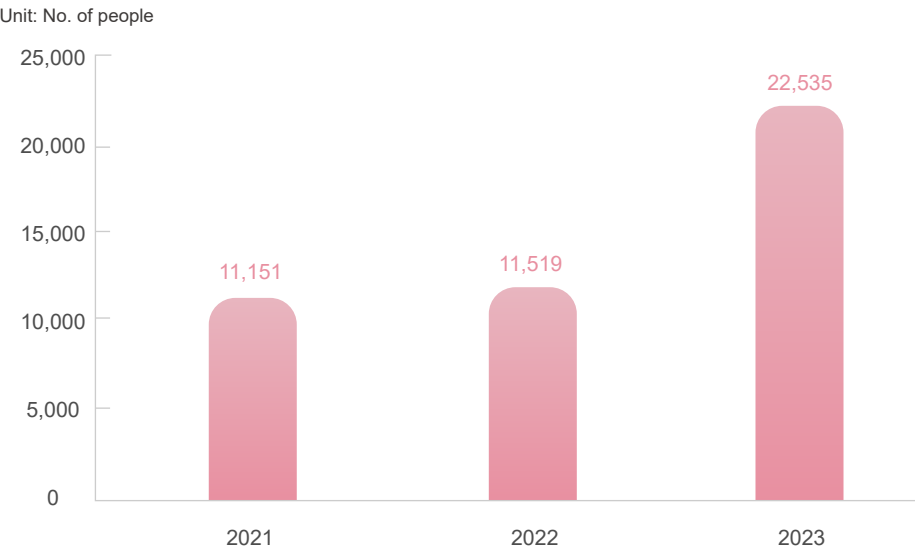
Appendix

## 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



#### About This Report

#### 2023 Key Indicators and Recognitions

#### Message from the Chairperson

#### About GlobalWafers

#### Sustainable Management

#### Climate Strategy and Actions

#### 1 Governance and Operation

#### 2 Innovation and Service

#### 3 Sustainable Environment

#### 4 Talent Development and Social Inclusion

#### 5 Occupational Health and Safety

##### 5.1 Safe Environment

##### 5.2 Occupational Health and Safety Worker Training

##### 5.3 Emergency Response

##### 5.4 Occupational Disaster Management

##### 5.5 Health Promotion and Care

#### Appendix



## 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.

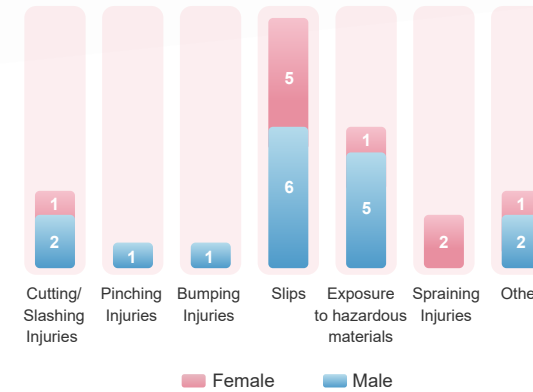
The department head as well as the safety and health personnel shall conduct accident investigation and analysis when an accident occurs, and the accident unit shall be responsible for tracking and handling the accident until the case is closed. The safety and health management unit shall report occupational 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.

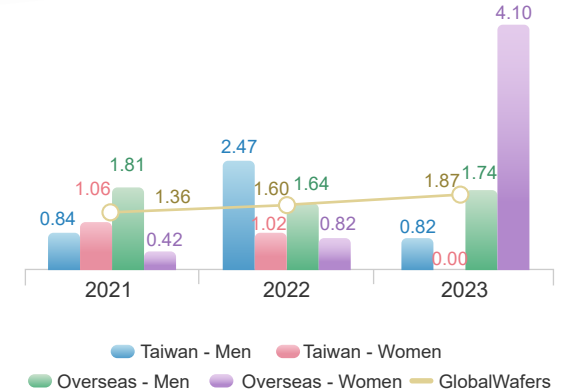
Our occupational hazard statistics analysis data are generated based on disability injuries statistics indicator published by the Ministry of Labors and GRI Standards. One million work hours being the base line, our statistics are mainly based on the Disabling Frequency Rate, (FR), Disabling Severity 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.

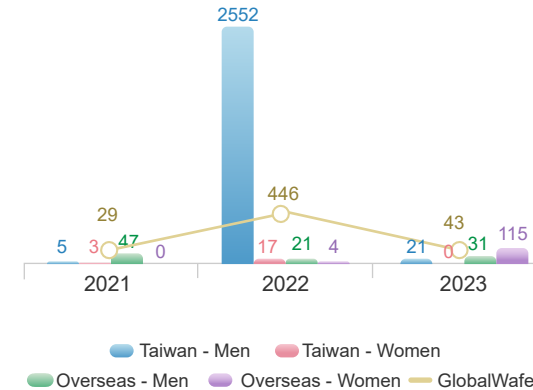
### Statistics of Work Injury Types in 2023



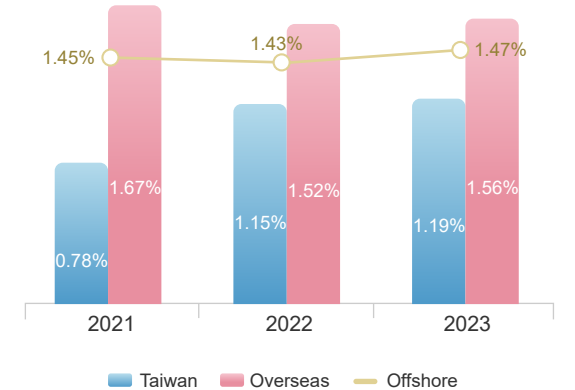
### Disabling Frequency Rate (FR)



### 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 × 10<sup>6</sup> / Total work hours
- Disabling Severity Rate (SR) = Total number of work days lost to injuries × 10<sup>6</sup> / 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

About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix



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:

- 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.
- 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.
- 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.
- 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.
- Recordable occupational injury rate (IR): (No. of recordable occupational injuries/total number of hours worked) \*200,000
- Occupational disease rate (ODR): (No. of work-related ill health cases/total number of hours worked) \*200,000
- For 2021 and 2022, only data for Taiwan were disclosed. Starting from 2023, data for overseas regions was also disclosed.
- 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.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix

## 5.5 Health Promotion and Care

Employees are the most valuable asset to GlobalWafers. We are committed to creating a safe and comfortable working environment and regard the health of employees as a key factor for the Company's success and sustainable development. Take Taiwan sites as example, the Company has full-time nurses and regular on-site clinic visits by an occupational medicine specialist to organize internal planning based on the five major aspects of maternity protection, prevention of irregular workload, health protection of middle-aged and elderly employees, prevention of workplace illegality, and human-induced hazard prevention. The Employee Caring Program (ECP) provides comprehensive care for employees, including the introduction of the Employee Assistance Program (EAP) of Hsinchu Lifeline Association to protect the physical and mental health of employees; in 2023, GlobalWafers received the "Badge of Accredited Healthy Workplace" from the Health Promotion Administration, Ministry of Health and Welfare, and the Award of Excellence in the 2023 Hsinchu Science Park Awards for Promoting Equal Workplace Rights. We are committed to becoming a model of a happy and healthy workplace. GlobalWafers' global plants are gradually implementing and providing occupational health services based on the framework of the Occupational Health and Safety Management System (ISO 45001) to achieve the goal of safeguarding employee health.



### ◉ The Five Pillars of Health Protection

Pillars	Execution Direction	Results in 2023
Maternity Care	Conduct health risk assessments for pregnant female employees who want to return to the workplace after childbirth, offer physician consultation and care services, and provide expecting mothers with a good maternity pack to protect the physical and mental health of pregnant, postpartum, and breastfeeding colleagues.	Level-I management: 13 people Level-II management: 0 people (8 people in GlobalWafers Headquarters & Zhunan Plant; 4 people in the Taisil Branch; 1 person in the Crystalwise Technology Inc.) Health risk assessment completion rate: 100%
Prevention of Irregular Workload	Based on employee health examination data, the Framingham Risk Assessment Scale, the overwork scale, and other data were used to analyze the high-risk overload groups and provide on-site medical consultation and protection guidance measures for such groups. The nursing staff has regularly distributed health messages to help prevent overwork and continue implementing employee tracking and care.	Tracking management: 164 people (87 people in GlobalWafers Headquarters & Zhunan Plant; 70 people in the Taisil Branch; 7 people in the Crystalwise Technology Inc.)
Middle-Aged and Elderly Employees Health Protection	To ensure the health of middle-aged and elderly employees and their suitability for workload, hazard identification and risk assessment, prevention and improvement measures, and implementation result tracking are carried out to protect the health of middle-aged and elderly employees.	Tracking management: 328 people (174 people in GlobalWafers Headquarters & Zhunan Plant; 154 people in the Taisil Branch)
Prevention of Unlawful Infringement	To provide a healthy and positive workplace, we conduct a risk assessment for the entire factory every two years. Positivity courses like unlawful violation and spiritual growth are arranged to construct an excellent work environment.	All new recruits have completed the education and training on workplace violence prevention and sexual harassment within 30 days of arrival. Physical lectures are arranged, and mood articles are shared monthly to care for employees' physical and mental health.
Ergonomic Hazard Prevention	We conduct ergonomic hazard risks surveys on all departments based on their work content/operation. Operation observation, personnel interviews and medical treatment record investigation are conducted to screen and identify priority improvement targets (operation). Next, based on their operation hours, loading of weight, postures and work conditions, a quantitative risk assessment is in place for the risk grade calculation (Key Indicator Methods, KIM) to gradually improve the operation/construction by the year and to prevent the ergonomic hazards.	-





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix

## Maternity Health Protection

To prevent workplace health hazard exposure to female colleagues, we have established a maternal health protection plan and implemented the maternal health risk assessment accordingly in order to protect the health of female colleagues of childbearing age in the workplace and prevent female colleagues who are pregnant or have a child of less than 12 months old from exposure to health hazards at workplaces that may affect embryonic development or affect the health of mothers and infants during pregnancy or lactation. GlobalWafers has implemented hierarchical management and work adjustments after referencing comprehensive evaluations from professional medical doctors to provide exclusive parking spaces, breast collection rooms, and care armbands for pregnant colleagues and create a friendly working environment for working mothers. Since 2021, our breastfeeding rooms have received the Excellent Certification for Friendly Breastfeeding Rooms from Hsinchu County and City. To encourage pregnant colleagues to report the pregnancy as soon as possible so they can receive immediate maternal workplace health assessment and initiate protective measures, the Company has started offering the "Good Pregnancy Pack - a breastfeeding pillow (moon pillow)" in 2021. The goal is to create a mother-friendly workplace environment so colleagues can feel at ease while nurturing new life at work.

### Exclusive parking spaces and care armbands for pregnant colleagues



### Breastfeeding Room



### Good Pregnancy Pack



## Prevention of Diseases Triggered by Irregular Workloads

To prevent diseases triggered by work shifts, nighttime work, long work hours, and other irregular workloads, we have established plans to prevent diseases triggered by work overloads. The summarized analysis is conducted based on all employees' health examination data, work hours, and overwork questionnaire results. Tier management is implemented, and high-risk groups are listed accordingly via occupational doctor interviews, health guidance, and relevant preventive measures. We have also delivered regular health and fatigue prevention articles to help reduce disease risks and ensure colleagues' physical and mental health.

## Middle-Aged and Elderly Employees Health Protection

In response to our country's aging population structure and to ensure the health suitability of middle-aged and elderly employees for their workloads, we have established a Health Protection Plan for Middle-Aged and Elderly Employees. This plan involves hazard identification and risk assessment, preventive and improvement measures, and tracking the effectiveness of these implementations. The goal is to protect the health of middle-aged and elderly employees, promote their physical and mental well-being, and prevent occupational hazards.

## Prevention of Unlawful Infringement

To provide a friendly workplace environment, the plants have established workplace unlawful infringement protection management measures to prevent physical or mental unlawful infringement due to other people's behavior when performing duties; posted a workplace unlawful infringement prevention statement on the factory's announcement board; provided multiple complaint channels to employees; conducted regular workplace unlawful infringement risk assessments; planned the relevant safety measures based on the survey results; and regularly conducted seminars on workplace unlawful infringement prevention, sexual harassment prevention, and interpersonal relations to ensure employee safety at work and protect their physical and mental wellbeing.

## Ergonomic Hazard Prevention

To prevent human-factor hazards and avoid repetitive musculoskeletal injuries, a human-factor hazard prevention plan has been established to issue a comprehensive musculoskeletal injury survey questionnaire. The goal is to investigate and screen suspected medium- and high-risk hazard cases, conduct on-site job evaluation by occupational health managers and provide professional medical doctor interviews and guidance, and recommend improvements based on the evaluation results.



About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

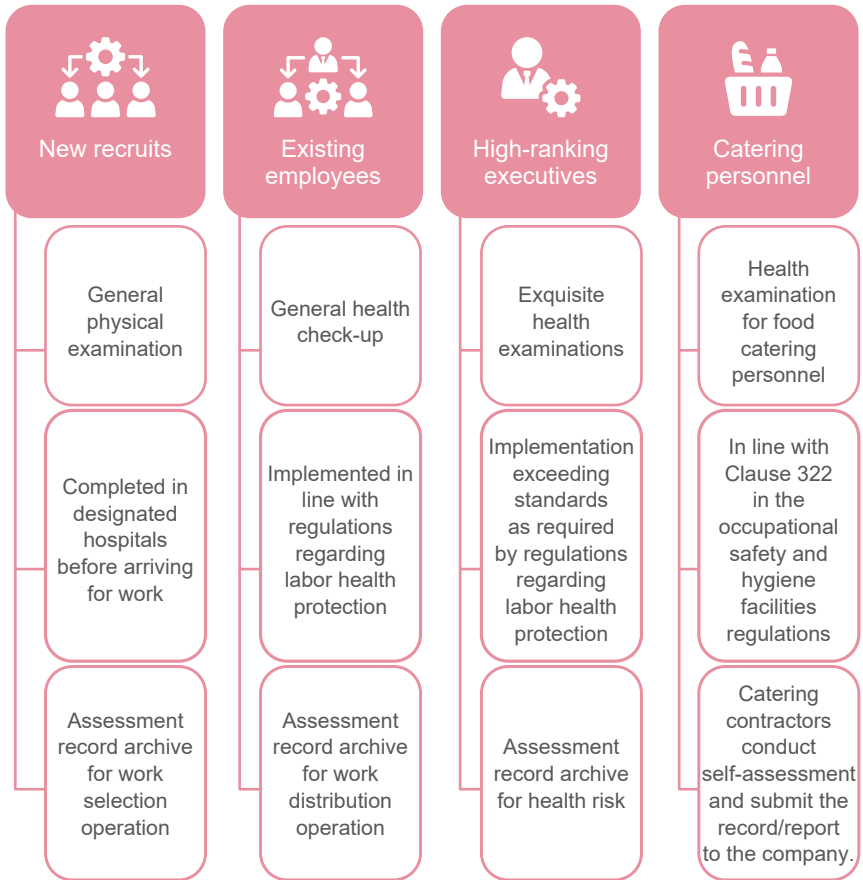
5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix

### Health Promotion and Reinforcement of Health Concepts

GlobalWafers has implemented diversified health care for employees. Each year, the Company has formulated a health management and improvement plan in order to maintain the health of employees according to the overall employee health exam data analysis. The relevant physical and health exams are also provided to operators of different ethnic groups. All of the implementation items and frequency have exceeded the regulation requirements. In collaboration with medical institutions, we offer free cancer screenings for employees, including colorectal cancer, cervical cancer, mammography, and oral cancer, to ensure comprehensive health management for all employees. Upon completion of health check operations, professional on-site medical personnel will conduct follow-up tracking regarding abnormal results. This data serves as a key reference for health improvement activities and health promotion initiatives.



Our health care centers perform statistical analysis based on the annual health exam results, plan the health promotion activity and lecture topics for the year, arrange consultations with the clinic service physicians, and collaborate with the medical and healthcare services provided by the Hsinchu Science Park employee clinic to promote preventive medicine and disease prevention while strengthening health awareness for colleagues.

In 2023, GlobalWafers launched a number of health promotion activities, with the participation of 7,173 people in the Taiwan plants, including cancer screenings, health talks (Kick Away Workplace Stress and Reclaim Your Energy, EYE Spoiling - Eye Care Knowledge Lecture, A Healthy Day for People Who Eat Out Often, and Stay Away from Osteoporosis: Embrace Health Seminar, etc.), Say Goodbye to Big Belly Fat Loss Competition, fitness courses, aromatherapy stress relief courses, horticultural stress relief workshops, bone density testing activities, community running events, and first aid courses. These initiatives helped employees establish correct health knowledge and enhance health awareness. Additionally, employees receive free influenza vaccinations annually to boost immunity and reduce the risk of workplace outbreaks. Regular blood donation activities are organized, where participants receive additional gifts and vouchers from the Company, encouraging employees to donate blood and engage in community service.

Moreover, overseas plants also develop a variety of health promotion activities and facilities tailored to local cultures and environments. In 2023, these activities saw participation totaling 11,957 instances, including health lectures, emergency rescue courses, cancer screenings, flu vaccinations, sponsoring and encouraging employee participation in community sports activities, free bicycle rentals, carbon reduction bicycle competitions, family fitness walks, smoking cessation activities, fall prevention

exercises, healthy fruit and vegetable boxes, healthy employee meals, weekly fruit days, nutritionist video apps, healthy food vending machines, provision of winter survival kits for employees, partnerships with nutritionists, physical therapists, and massage therapists, fitness facilities, and sports centers. GlobalWafers continues to refine our health promotion system through internal information exchange within the Group, ensuring the health of our organization members is well-protected.

To ensure workplace safety, the Company has established the emergency response staff in addition to the emergency personnel for each shift as required by the law. The Company's plants contain 24-hour automatic external defibrillator (AED), AED managers, and emergency rescue kits to give first-line rescue personnel to have sufficient and complete rescue equipment when performing rescue work. The Company also holds annual CPR+AED practical operation skills courses, "In-plant Emergency Rescue Response Measures and Chemical Splash Cleanup Course," and arranges for emergency rescue personnel and staff to participate in such courses. The goal is to enable the plants to effectively and immediately take appropriate emergency rescue measures in case of an accident, establish a safe workplace environment, and win the certificate of safe workplace from the Ministry of Health and Welfare.







About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix

## 2021~2023 Health Promotion / Emergency Rescue Events

Unit: Participants

Year		2021	2022	2023
GlobalWafers	Taiwan	4,589	7,223	7,173
	Overseas	-	-	11,957

## Say Goodbye to Big Belly Fat Loss Competition, Fitness Courses, Aromatherapy Stress Relief Courses, Horticultural Stress Relief Workshops



## CPR and AED Training Courses, Cancer Screening Activities, Bone Density Testing Activities, Influenza Vaccination Activities, Charity Blood Donation Activities, Community Running Events



## Special Ethnic Group Tracking and Health Care

GlobalWafers' health centers provide comprehensive health care, healthy nutrition consulting services, and consultation to high-risk groups, maternal health protection groups, and new recruits whose physical and health exams showed abnormal results. The Company also arranges physician consultation and care as well as psychological support according to individual needs.

In addition, the Company will provide care to colleagues who have suffered a public injury or traffic accident by offering psychological support, insurance claims service instructions, and on-site physician consultation to help colleagues return to work as soon as possible.

## Number of Services for Special Ethnic Groups<sup>Note 1</sup> and Number of People Tracked from 2021 to 2023

No. of service sessions	2021	2022	2023
GlobalWafers - Taiwan sites <sup>Note 2</sup>	1,247	1,690	1,193

No. of people being tracked	2021	2022	2023
GlobalWafers – Taiwan sites <sup>Note 2</sup>	915	1,069	1,565

Note 1: Definition of special ethnic group:

(1) Irregular workload prevention (GWC: Follow the current year to track B2 level or higher based on the management method for abnormal workloads prevention / TEM: doctor suggested interviews, Framingham Risk Score 10% or more + overload in the overload scale), (2) Maternity (tracking the case received in the current year), (3) Disability (track the current year, once every 2 years), (4) Newcomers (GWC: those who have received an abnormal physical examination guide leaflet / TEM: those with level 3 or higher physical examination classification), (5) Special grade 2, (6) Annual health checkup (GWC: those with grade 4 or higher / TEM: those with grade 3 or higher according to the scale of physical exam), (7) Work injury (statistics based on the day of occurrence), (8) Psychology (GWC: Mental Health Scale score of 19 or higher or suicidal intent / TEM above the medium load) Note 2: "GlobalWafers – Taiwan" includes GlobalWafers headquarters, the Zhunan Plant, the Taisil Branch, and the newly incorporated subsidiary Crystalwise Technology Inc. in 2023.





About This Report

2023 Key Indicators and Recognitions

Message from the Chairperson

About GlobalWafers

Sustainable Management

Climate Strategy and Actions

1 Governance and Operation

2 Innovation and Service

3 Sustainable Environment

4 Talent Development and Social Inclusion

5 Occupational Health and Safety

5.1 Safe Environment

5.2 Occupational Health and Safety Worker Training

5.3 Emergency Response

5.4 Occupational Disaster Management

5.5 Health Promotion and Care

Appendix

Health Information & Health Promotion Platform

To enable employees to gain the correct health care knowledge, the health center has provided employee disease information and consulting services, established a health management website and electronic bulletin board within the Company, and delivered or posted various health information on an irregular basis for reference by the colleagues. For health promotion / healthcare activities and health knowledge, employees can learn the latest information and activities through the website and grasp the latest health related information in real time.

E-bulletin updates health information sporadically



Health news column and marquee provide health and epidemic prevention propaganda



Physical and Mental Balance and a Blissful Workplace

GlobalWafers believes that employees are the Company's most important asset. Only with healthy employees can we raise corporate productivity. Therefore, we are committed to creating a safe, healthy, and friendly workplace.

Since 2021, GlobalWafers has implemented the "Life Mind Guide" Employee Assistance Program (EAP), providing comprehensive care for employees. The services offered include consultations in various areas such as emotional management, interpersonal relationships, legal issues, career development, family and parenting, and financial advice. Employees have unlimited access to the hotline, where they can receive immediate assistance through phone, email, Line, or Skype. Case management psychologists provide services in both Chinese and English, offering emotional support and initial assessment. For further consultation, each employee is entitled to two free one-on-one counseling sessions per year. Nurses will also proactively refer high scorers from the Mood Thermometer Questionnaire to the EAP for regular follow-ups and care. In addition, in conjunction with the new employee training courses, we promote service plans, send contact cards, and regularly distribute psychological health education articles. Through professional counseling services, employees can relieve stress and address underlying issues, ensuring they can work with peace of mind.

Employee Assistance Program (EAP)		2022	2023
Live chat E-mail consultation service	All regions*	38 people	69 people
One-to-one expert consultation	GlobalWafers - Taiwan	7 people	10 people
Total number of consultations		45 people	79 people
Overall satisfaction of colleagues with on-site psychological counseling using professional consultation services		97%	96.7%

\*The scheme covers the parent company Sino-American Silicon Products Inc. To protect user privacy, EAPC does not provide differentiated statistics.

