

Sustainability Development Implementation Status

Evaluation Item	Abstract Explanation												
1. Does the Company establish a governance structure to promote sustainable development, established a dedicated (part-time) unit to promote sustainable development; and did the Board of Directors authorize senior management to handle it and report the supervisory status to the Board of Directors?	<p>CSR Governance and Management Framework</p> <p>The company upholds its“CSR Policy” as the paramount guideline for sustainable development.</p> <p>The company oversees its sustainable development efforts through the Board. It has established Corporate Sustainability Committee, chaired by the General Manager. Together with the management team, conduct regularly reviews of CSR issues relevant to the company's operations. And then establish development strategies and goals for each sustainability issue in line with the company's CSR Policy. Sustainability Office acts as the executive secretary, is established under the CSR committee, carries out resolutions from the Committee, pools resources across departments, assembles task forces for five issues, linking core functions to formulate action plans. Every year, the Committee reports to the Board on the progress of ESG initiatives and future plans for the Board's feedback and advice.</p> <p>In 2024, the Committee has reported to Board meetings on November 6.</p>												
2. Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	<p>The board is the highest risk management unit, is bear the ultimate responsibility for risk management. Based on the overall operating strategies, aims to comply with laws and regulations, promote and implement the company's holistic risk management. The senior management is responsible for deploying the implementation of risk management decisions and coordinating interaction and communication for the cross-departmental risk management. Functional unit is responsible for analyzing, managing and monitoring related risks within their respective units; The audit committee and internal auditing unit that assist the Board to monitor the implementation of the risk management mechanism, to ensure the effective implementation of the risk control mechanism.</p> <p>The company values stakeholder communication and their feedback. The ESG strategy and risk assessment of the company, including all sites of the company, are in compliance with the GRI Standards.</p> <p>The company conducts risk assessments on important issues based on impacts on the economy, environment, and people, including impacts on their human rights, and formulates relevant risk management policies or strategies as follows.</p> <p>Environmental Issues</p> <table> <tr> <th>Items</th><th>Related risk management Policies and Strategy</th></tr> <tr> <td>Climate change</td><td> <ol style="list-style-type: none"> 1. 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	Society & Corporate Governance Issues	
	Items	Related risk management Policies and Strategy
	Supply chain risk	1. Selects qualified suppliers to ensure the supply of raw materials. 2. Establish a safety-inventory mechanism 3. Prepare raw materials in advance to ensure sufficient raw materials and supplies for production.
	Ethical operation & Legal Compliance	1. Ethical operation -Set up an internal and external appeal mechanism and enhance whistleblower protection. 2. Legal Compliance -Implementing the internal control mechanism to ensure the entire personnel of the company and the operation comply to the related laws and regulations.
	Information security risk & Confidential Privacy of clients	1. Improve various internal cybersecurity management mechanisms to prevent hackers from attacking, ex. established firewall, virus protection program etc. 2. Increase the employees' cybersecurity awareness through arranged various cybersecurity training sessions. 3. Setting up an authorization system.
	Human rights and talent retention (including Salary and benefits)	1. Provide employees with favorable treatment. 2. Provide diversified employee training.
	Occupational health and safety risk	1. Deepen the occupational safety -awareness to reduce occupational safety accidents. 2. The company introduced ISO45001 Occupational Health and Safety Management Standard with annual follow-up to maintain the validity of the certification. 3. Set up an emergency response center to take necessary response measures.
	Note: The risk items are also significance issues of the company's ESG report.	
3. Environmental Issues		
(1) Does the company establish proper environmental management systems based on the characteristics of their industries ?	The company has established environmental management systems in accordance with ISO 14001 and continue to obtain third-party verification. The company combines daily management and comprehensive quality management activities, and incorporates environmental safety management plans into actual plant operations to achieve implementation goals.	
(2) Does the company endeavour to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	In addition to regular audits to ensure compliance with statutory requirements, the company formulates a plan on pollution prevention and equipment improvement and promotion every year, and sets up the annual objectives in order to effectively reduce pollution emissions and review the environmental management system in a timely manner. The energy management measure is as follows:	
(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	1. Energy-saving and carbon reduction initiatives (1) Replace old equipment to improve energy efficiency. (2) Promote various energy-saving measures. (3) Install solar photovoltaic system (4) Promote the purchase of renewable energy. (5) Conduct greenhouse gas inventories every year and gradually increase product carbon footprint inventories to identify greenhouse gas emission hotspots.	
(4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	2. Water-saving initiatives (1) Striving for water-saving measures. (2) Effluent quality monitoring and optimization. (3) Replacement, renewal, and upgrade of existing pollution prevention equipment and water-use optimization.	
	3. Waste-reduction initiatives (1) Utilize energy and resources effectively. (2) Implement source management measures to reduce the negative environmental impact of products. (3) Reusing Trays We collaborate actively with suppliers and business partners to promote Reusing Trays.	
	The Implementation please refer to climate-related information on this table.	

Evaluation Item	Abstract Explanation
4. Social issues	
(1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	(1)to (4) Please refer to Labour Relationship under this table.
(2) Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?	
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	
(4) Does the company provide its employees with career development and training sessions?	
(5) Does the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection and grievance procedure policies implemented?	(5) For customer satisfaction enhance, the company provides customer complaints solutions with a regular review and the quality of response. For consumer protection mechanisms, in order to strictly customer-related information, the company has established document management procedure. Therefore, the company can prevent leakage of customer document. To implement the privacy protect and effectively maintain information security, the company has introduce information technology and improve management mechanisms continuously.
(6) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.	(6) Based on the company's supplier review guidelines, for achieving a supply chain with fulfill environmental protection, social responsibility, labor and human right, safety and health. For the details, please refer to the company's Sustainability Report on the website.

Evaluation Item	Abstract Explanation
<p>5. Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as corporate social responsibility reports? Do the reports above obtain assurance from a third party verification unit?</p>	<p>The company has been publishing CSR Report since 2013. The CSR Report are based on GRI Standards, while responding to Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, Sustainable Development Goals (SDGs).</p>
<p>6. Describe the difference, if any, between actual practice and the Sustainable Development principles, if the company has implemented such principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies: No material differences</p>	
<p>7. Other useful information for explaining the status of sustainable development practices: Please refer to the company website for the sustainable development implementation status: https://www.lingsen.com.tw/webc/html/csr/csr-EP.aspx</p>	

8. Climate-Related Information of TWSE/TPEX Listed Company

(1) Implementation status of climate-related information

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1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	<p>Climate Change Governance and Management Framework</p> <p>Framework for the strategies to promote climate change and sustainable management, the Board plays the supervising and guiding role by authorizing the Corporate Sustainability Committee to assist in supervising management practices related to corporate sustainability and climate change.The Committee, chaired by the General Manager, is a cross-department communication platform that integrates climate action resources, guides the climate change adaptation and mitigation management plans, shall report to the the Board annually on the progress of climate-related issues.</p> <p>The CSR Committee oversees the Environmental Sustainability Sub-Committee to improve environmental management performance, led by senior executives, formulates management plans, reviews implementation status, and discusses future plans periodically.</p> <p>The company also incorporates internal audit and internal control functions to ensure that the risks associated with operations are effectively controlled</p>																																			
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	<p>The risks and opportunities are distinguished based on short-term (within the next 3 years), medium-term (within the next 5 years), and long-term (more than 5 years in the future) occurrences.</p> <p>(1) Transition Risks</p> <p>Based on the issues of" Operational Emission Reduction", the company evaluated the impact of different risk content on operations.</p> <table><tr><th>Climate Risk</th><th>Risk content</th><th>Operational impacts</th><th>Financial Impacts</th></tr><tr><td>Increasing GHG emissions, regulations against GHG emissions, and other equirements</td><td>Implementation of mandatory emission reduction regulation</td><td>Carbon pricing legal control</td><td>●Increased cost of carbon fee</td></tr><tr><td>Customers' requirements to save energy and reduce carbon emissions</td><td>Voluntary business reduction (Trend or customer request)</td><td>Renewable energy procurement</td><td>●Increase operating cost, ●Increased procurement costs for Power Purchase Agreements (PPA) or REC</td></tr><tr><td>Power shortage or outage</td><td>Unstable power supply will limit production capacity</td><td>Impact operations and ability to meet customer demand</td><td>●Decrease operating revenue</td></tr></table> <p>Key response measures: Set ambitious carbon reduction targets, implements GHG reduction practices</p> <p>(2) Physical risk</p> <table><tr><th>Climate Risk</th><th>Risk content</th><th>Operational impacts</th><th>Financial Impacts</th></tr><tr><td>Drought</td><td>Operational disruptions due to drought</td><td>Production interruption</td><td>● Production disruptions are caused to decrease operating revenue</td></tr><tr><td>Heavy rainfall</td><td>Heavy rainfall exceeding the maximum capacity</td><td>Production interruption</td><td>● Increase operating cost due to damaged equipment and personnel absent.</td></tr><tr><td>Temperature rise</td><td>Increase in electricity consumption, cost, and carbon emissions.</td><td>Increase in electricity consumption, cost, and carbon emissions.</td><td>● Increase operating cost</td></tr></table> <p>Key response measures:</p> <p>Establish a water monitoring system and emergency response processes and hold regular drills.</p> <p>Led by senior executives to reduce greenhouse gas emissions.</p>				Climate Risk	Risk content	Operational impacts	Financial Impacts	Increasing GHG emissions, regulations against GHG emissions, and other equirements	Implementation of mandatory emission reduction regulation	Carbon pricing legal control	●Increased cost of carbon fee	Customers' requirements to save energy and reduce carbon emissions	Voluntary business reduction (Trend or customer request)	Renewable energy procurement	●Increase operating cost, ●Increased procurement costs for Power Purchase Agreements (PPA) or REC	Power shortage or outage	Unstable power supply will limit production capacity	Impact operations and ability to meet customer demand	●Decrease operating revenue	Climate Risk	Risk content	Operational impacts	Financial Impacts	Drought	Operational disruptions due to drought	Production interruption	● Production disruptions are caused to decrease operating revenue	Heavy rainfall	Heavy rainfall exceeding the maximum capacity	Production interruption	● Increase operating cost due to damaged equipment and personnel absent.	Temperature rise	Increase in electricity consumption, cost, and carbon emissions.	Increase in electricity consumption, cost, and carbon emissions.	● Increase operating cost
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Item	Implementation status			
	(3) Climate Opportunities			
	Climate Opportunities	Content	Operational impacts	Financial Impacts
	Emission reduction measures to improve production efficiency	Replacement of High energy-consuming equipment	Improve the efficiency of energy and resource use	• Operational costs reduction
3. Describe the financial impact of extreme weather events and transition actions.	Please refer to Item.2 of this table.			
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Please refer to “Item.1 Climate Change Governance and Management Framework” of this table.			
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The company has not yet conducts climate-related scenario analysis.			
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	<p>Energy Conservation and Carbon Reduction in Operations</p> <p>1. Climate Change Mitigation Management Strategy</p> <p>(1) Reduction targets</p> <p>Through ISO 14064 annual inventory and disclosure of greenhouse gas emissions, review the impact on the company's operations, and assess the risks of Scope 1 and 2 and the mitigation strategies. The reduction targets for 2030 are to reduce Scope 1 and Scope 2 greenhouse gas emissions by 10% compared to the 2021 baseline year. And to reduce 50% by 2040. The target is to achieve Carbon Neutral by 2050.</p> <p>(2) Main Initiatives</p> <p>Based on the Carbon Neutral, the company actively implements GHG reduction measures following the emissions roadmap, including low-carbon manufacturing, use of renewable energy, and energy efficiency improvements.</p> <p>(3) Amount invested in environmentally sustainable machinery equipment related to energy conservation or green energy, and corresponding projects:</p> <p>①NT\$905,000 invested into reducing GHG emissions, which includes (a) purchased 156 T-RECs and (b) green electricity to reduce power consumption by 156,000kWh/year.</p> <p>②NT\$3,598,000 invested into energy-saving equipment, which includes replaced cooling air compress, conserved 1,160,000kWh/year in electricity.</p> <p>Total reduced 650 tons of CO₂e with energy-saving measures in facility equipment.</p>			

Item	Implementation status	
	<p>2. Climate Change Adaptative Management Strategy</p> <p>(1) Targets</p> <p>①The company adheres to the concept of sustainable utilization of water resources and will continue to improve efficiency for use of water resources. Set target for water reclaimed by the overall recycling system reached 0.4 million m3 each year, to improve its water resource management.</p> <p>②Increase energy efficiency, saving rate reaches 10% between 2021 and 2030 through energy-saving measures. The target is to achieve 40% cumulative energy-saving rate by 2050.</p> <p>(2)Main Initiatives</p> <p>①Implements water conservation and use practices in strengthening the company's climate resilience, such as improved usage efficiency of recycled water and purchasing backup water sources.</p> <p>②Implements energy saving practices, such as lighting energy savings, A.C. energy savings & increased its performance, manufacturing tools standby energy savings.</p>	
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>The company has not yet conducts internal carbon pricing as a planning tool.</p> <p>The company will considered the international carbon market prices, the carbon prices of GHG relevant regulations and the costs of reducing greenhouse gas emissions of the company to set an internal carbon price. The company will use it as a reference for carbon reduction management and planning.</p>	
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity.</p>	<p>Please refer to Item.6, item 9 of this table.</p>	
<p>9. Greenhouse gas inventory and assurance status.</p>	Baseline year	<p>The baseline year for greenhouse gas reduction is 2021, with total emissions of 67,572.1711 tons of CO2e for Scope 1 and Scope 2.</p>
	Reduction targets	<p>The reduction targets for 2030 are to reduce Scope 1 and Scope 2 greenhouse gas emissions by 10% compared to the 2021 baseline year.</p> <p>And to reduce 50% by 2040.</p> <p>The goal is to achieve Carbon Neutral by 2050.</p>
	Reduction strategies	<p>(1) Renewable energy adoption.</p> <p>(2) Reducing direct emissions.</p>
	Specific action plans	<p>(1) Replace old equipment to improve energy efficiency.</p> <p>(2) Promote various energy-saving measures.</p> <p>(3) Install solar photovoltaic system.</p> <p>(4) Promote the purchase of renewable energy.</p> <p>(5) Carry out ISO 14064 GHG inventory and promotes the product carbon footprint inventory program to grasp GHG emissions hotspots and reduction potential.</p> <p>(6) Promote the GHG inventory and verification program of subsidiaries.</p>
	Results	<p>Greenhouse gas emissions inventory and assurance results are shown in table (2) on the following page.</p>

(2) Greenhouse Gas Inventory and Assurance Status

Year	Scope (Note1)	Total emissions (Metric tons CO ₂ e)		Intensity (Metric tons CO ₂ e/NT\$ 1 million)		Verification Party	Standards	Verification Status
		Scope 1	Scope 2	Scope 1	Scope 2			
2024	Parent company	Under Verification	Under Verification	Under Verification	Under Verification	BSI	ISO14064-3	Under Verification (Note 3)
2023	Parent company	1,690.9313	59,980.8035	0.3578	12.6923			Verification Status
2022	Parent company	1,750.4530	63,035.3240	0.3423	12.3271			Verification Status

Note:

Note1 : According to the regulations of Sustainable Development Roadmap for TWSE/TPEx Listed Company, the company shall at least disclose the parent company's inventory information this year

Note2: Scope 1 Direct GHG Emissions, Scope 2 Indirect GHG Emissions (From Purchased Energy) °

Note3: The complete verification status and opinion shall be appended to the company's CSR report. For the Greenhouse Gas Emission Verification Opinion Statement of the company, please refer to the company's website at: <https://www.lingsen.com.tw/webc/html/csr/pdf/ISO14064-2023.pdf>

(3) Water Usage in recent two years

The company continued to practice water conservation and use reclaimed water during manufacturing. Water Usage in recent two years is as follows.

Year	Total Water Usage (Ton)	Process water recycling (Ton)	Process water recycling rate
2024	Note2	Note2	Note2
2023	917,136	577,027	62.9%
2022	896,773	591,734	66.0%

Note1: The target for process water recycling were supplied or able to conserve 0.4 million m3 and above.

Note2: For 2024, the data announced in the company's sustainability report shall prevail.

(4) Waste Quantity in recent two years

To mitigate the environmental impact, the company continued to achieve the management of waste, such as promote waste reduction by source separation, recycle and reuse waste to expand circular economic benefits, proper disposal of waste and tracking of its flow. Waste Quantity in recent two years is as follows.

Year	Recycled waste	Non-recyclable waste		Total waste production (Ton)	Waste recycle rate
	General waste (Ton)	General waste (Ton)	Hazardous waste (Ton)		
2024	Note2	Note2	Note2	Note2	Note2
2023	770.973	41.25	54.904	867.127	89%
2022	839.083	44.64	61.0258	944.7488	89%

Note1: Targets: The Recovery Treatment ratio is at least 50% of Total Weight of Waste

Note2: For 2024, the data announced in the company's sustainability report shall prevail.

Labor Relations

Current employees' welfare measures, advanced studies, training, retirement systems and its implementation of the company. Any Loss suffered by the company in the most recent 2 years and up to the annual report publication date due to labor disputes.

The company respects and promotes international human rights by providing employees with a quality employment environment and maintaining harmonious labor relations effectively. The company has consistently valued employee benefits and welfare, and has actively cultivated talent, implemented labor laws and regulations, and strengthens employee awareness to prevent labor disputes. Through channels such as labor-management meetings, suggestion boxes and communication management units, to achieved competent communication and effective problem-solving. About the management and implementation of labor relations such as employee welfare measures, in-service education, training and retirement systems are planned and conducted in accordance with the requirements of law.

During 2023 and as of the date of this Annual Report, the company has not incurred any labor-dispute related losses.

1. Human Rights

For further protection and promotion of human rights, the company supports and respects international standards, including the UN Universal Declaration of Human Rights, the first & second principles of UN Global Compact, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

The company has formulated and implemented relevant employee management systems and procedures in accordance with local laws and regulations and respect for the principles of internationally recognized basic labor human rights, so as to protect the legitimate rights and interests of employees and employ non-discriminatory treatment policies. In the implementing of human rights management, the company adopts the Responsible Business Alliance (RBA) Code of Conduct as the management framework, internal and external audits at our facilities are carried out on a regular basis in accordance with the RBA audit process.

Related supplementary information is as follows:

Target	Topic Issues	Mitigation Actions
Employees	No forced labor	Employment of sufficient labor to meet capacity and prevent overtime.
Employees	Sexual Harassment	Ensure a safe and zero-harassment working environment.
Employees	Zero discrimination in hiring	Zero discrimination in hiring. Complies with local labor laws and regulations.
Young Workers	Child labor was prohibited	Verifies the resume and actual age of applicants prior to hiring employees.
People with disabilities	Employment of people with disabilities	Regularly monitored the number of employees with disabilities monthly according to labor laws and regulations

The company makes hiring decisions based on the required professional skills, offering equal opportunities to all qualified candidates. Applicants are not treated differently for factors including their race, nationality, gender, m, age, sexual orientation, or political beliefs. In 2023, female employee ratio was 53.22% and female ratio in managements was 15.38%. There is no significant difference in remuneration ratio between male and female for the company.

The company conducted multiple human rights protection training courses in 2023 including plant safety and health, first-aid personnel training, friendly workplace, etc. The total training hours are 678 hours, and a total of 678 employees have completed the training.

Please refer to the company website and Sustainability Report for details on our human rights management principles.

2. Performance-oriented Compensation System

The company conducts and implements reasonable employee compensation and the company's employee compensation is based on educational level, performance and market value. According to the company's overall operation, team and individual performance, the company offer incentive bonuses and annual profit-sharing bonuses to reward employees' diligent contributions to the company. Profit-sharing bonuses in cash are rewarded to employees with outstanding performance based on our business results. Annual bonuses are rewarded to employees based on their individual performances and results.

The Articles of Incorporation also states that if the company gains profit at the end of the fiscal year, it shall allocate not less than 10% for employee's compensation.

The company launched the "employee stock ownership trust" in OCT. 2003, and has invited employees to become our shareholders. Employees can choose to participate according to their personal intention. The trust allows employees the opportunity to share the operational results of the company over the long term.

3. Retirement pension, leaves

The compensation is in lined with laws and regulations in terms of retirement pension, leaves and other mandatory benefits to safeguard the rights of our employees.

In terms of labor pension system, the company allocates the employee's retirement reserve funds to the Labor Pension Reserve Supervisory Committees each month in compliance with regulations, and then allocates the funds to employees' account at Central Trust of China. The company ensures sufficient allocation annually, and processes the employee labor pension payment in accordance with the Labor Standards Law. As until end of 2023, the remaining balance in the pension account is NT\$ 638,597,000.

Since July 1, 2005, for employees who select the retirement system under the Labor Pension Act, 6% of their monthly salary is paid into their individual labor pension account to secure their rights and interests.

4. Employee Welfare Programs

- (1) Comprehensive insurance system : The company provides employees with statutory labor insurance and national health insurance as well as comprehensive paid group insurance plans.
- (2) Extended parental leave without pay: In accordance with laws and regulations, the company provides breast milk collection rooms. To help employees balance their personal and work lives, the company offers parental leave to support for employees' parenting needs.
- (3) Club Recreation: Employees are encouraged to set up recreational clubs on their own initiative.
- (4) Health Care: In addition to regulatory annual checkups annually, a variety of health promoting activities and education are then organized for employees accordingly to give them further knowledge and skills for self-managing their health.

In addition, the company provides subsidies for marriage, childbirth and funerals, as well as discounts in designated shops.

5. Education and Training

The company has set management skills or core professional competencies requirements for managers and colleagues at all levels. Internal training courses are designed based on job function to plan mandatory training courses. The company encourages all colleagues to continue to learn and develop their personal careers in line with industry trends.

Training courses are conducted according to the plans including:

Training courses	Content
New Employee Orientation	Company-wide general education and training in safety and health: To help new employees quickly adapt to the work environment, orientation training is provided for new employees to give them a basic understanding of semiconductor packaging and testing processes. To help new employees quickly develop professionalism, they are paired with a mentor to help them quickly integrate into the corporate culture.
On Job Training	Assisting our employees in the production line to learn the required knowledge, skills and attitude with the certification required for the job training for operating the machines.
Job Training inside the factory	Courses including quality, manufacturing process, problem analysis and solving. The purpose is to develop the leadership of the management and building up technical languages inside the factory.
Outside Factory Educational Training	Encourage employees to participate in external training related to their positions. After the training, colleagues will bring their training experience and new knowledge back to the company for sharing. Through the external training, colleagues can further expand and broaden their knowledge in the professional field.

6. Freedom of association and collective bargaining

The company respects employees' freedom of association and allows employees to form trade unions. Union representatives are elected by employees, and represent the employees in regular engagement with the management. The unions also work to protect the rights of employees and maintain a stable and healthy employer & employee relationship. The company's union has been established for over 30 years, the rights and obligations of both labor and management are clearly defined in the company's rules and relevant regulations. Meanwhile, the unions have not expressed the need for collective bargaining, and so no collective agreement has been entered into.

7. Protection Measures to ensure the safety of our employees, the occupational environment and the implementation

Aiming to establish the healthiest possible workplace, and to mitigate health risks to employees in the workplace, the company has adopted rigorous safety and health control measures focused on preventing occupational injuries and diseases and promoting employee safety, physical and mental health. The company have ISO 45001 certification for occupational safety and health management systems, the above certifications is maintained and valid.

(1) Safety and Health Management

By the Occupational Health and Safety Act, the company has established a "Safety and Health Committee", which holds a meeting quarterly, discusses various safety strategies and proposals and formulate precautions, to ensure the safety of the work environment and the employees.

(2) Emergency Response Measures

To ensure the safety of employees and factory sites, the company enacted the “Operational Procedure for Responding Emergency Situation”. An emergency response team (ERT) is formed, and the members of this team should receive various emergency response trainings and regular rehearsals with respect to various accidents in order to strength the disaster response skills of ERT members and to achieve the objective of protection and control at the initial stage of disaster.

(3) Workplace Protection Measures

Item	Content
Operational safety	Maintenance and repair of fire safety equipment, operational testing.
Training	Orientation training and On Job Training (OJT), fire drills, protective equipment, and emergency preparedness training.
Disaster prevention	Fire safety equipment and warning system.
Health care	Set up in-house physicians and nurses in plant, to provide counseling services for the physical and mental health needs of employees. Conduct regular employee health check-ups and health consultations.

(4) Occupational disasters and prevention

A total of 0 Inpatient occupation accidents occurred at the company in 2023. The ratio is 0% based on total employees. The company investigated every occupational accident and identified the root causes. The company also performed necessary construction or administrative improvement or provide necessary personal health and safety equipment. Mandatory health and safety education and training and campaigns were reinforced to reduce the risk of repeat accidents.

A total of 0 Inpatient fire incidents, 0 casualties occurred at the company in 2023. The ratio is 0% based on total employees. To ensure comprehensive environmental safety, our company conducts daily safety inspections of office environments, equipment, and machine rooms by dedicated personnel. Additionally, we conduct annual fire evacuation drills for all employees to continuously strengthen their emergency response capabilities and ensure everyone's safety.