

2021 Fulfillment of Social Responsibility

Sino-American Silicon Products Inc

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
I. Did the company have established the governance framework for promoting sustainable development, and a dedicated (concurrent) unit in charge of promoting sustainable development, and the senior management is authorized by the board of directors for handling, as well as the status of board of directors’ oversight?	V		<p>The Company has established the “Corporate Sustainability Development Committee” in 2016 as the highest-level corporate social responsibility implementation organization for the Company. The Chairperson of the committee was originally held by the president, but was switched to the Chairperson of the board since June 2020 due to organizational changes. The committee members comprised of department heads in order to coordinate the development direction of the Company's corporate social responsibility and sustainability goals. In 2022, to be aligned with international development trends and high attention to ESG governance, the sustainability organization has been renamed as the “ESG Committee,” and the chair of the committee will remain as the chairperson, to promote and deepen the implementation of sustainability goals.</p> <p>The ESG Committee is the highest-level sustainable management and supervision organization within Sino-US Silicon. In order to implement the promotion of activities in the environmental, social and governance aspects, the ESG Committee has set up professional committees (added as needed), and promotion committee are established in the early stage of project tasks for short-term goals. Two promotion committees are now established based on the needs, namely the Greenhouse Gas Inventory and Reduction Promotion Committee, and the TCFD Promotion Committee. After the project is completed, it will be transferred to each professional committee to integrate the concerned matters of each department and implement the Company's various sustainable issues, while regularly tracking and reviewing such. Every year, the chair reviews the performance and the achievement of goals and continuously reviews and improves. Through the joint division of works among various departments, the implementation of corporate sustainability</p>	No significant difference

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			<p>commitments are fulfilled.</p> <p>In addition, the committee has reported to the board of directors on August 5, 2021 regarding implementation priorities, annual goals and implementation results of the year.</p> <p>The Committee is supervised by the board of directors. In addition to the annual report by the chair to the board of directors on the implementation of sustainable development and the achievement of goals, it also reports ESG promotions to the board of directors every quarter. The board of directors supervises the goal-setting for sustainable development and reviews the implementation, while giving relevant advices and guidance based on the content of the report.</p>	
II. Whether the company conducts business operations in accordance with the principle of materiality risk assessment of environmental, social and corporate governance issues, and formulates relevant risk management policies or strategies?	V		<p>The Company has prescribed the “Risk Management Policy and Procedures” approved by the board of directors. The board of directors is the highest risk management unit, based on the overall operating strategies and operating environment, aims to comply with laws and regulations, promote and implement the Company's holistic risk management, and bear the ultimate responsibility for risk management; the senior management is responsible for planning, commanding, and deploying the implementation of risk management decisions by the board of directors, and coordinating interaction and communication for the cross-departmental risk management; each functional unit is responsible for analyzing, managing and monitoring related risks within their respective units; the internal audit is an independent unit that assists the board of directors to monitor the implementation of the risk management mechanism, to ensure the effective implementation of the risk control mechanism and procedures. The scope of risk management includes hazard risk, operational risk, financial risk, strategic risk, compliance risk/contract risk, environmental risk and other risks. Through the effective implementation of risk management processes (including risk identification, risk measurement, risk monitoring, risk reporting, and risk</p>	No significant difference

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			<p>response), the Company’s risk management mechanism is realized.</p> <p>The Company’s Corporate Sustainable Development Committee conducts risk evaluation on environmental, social and governance issues related to the Company operations based on the principle of materiality, establishes relevant risk management strategies to continue the identified three major emerging risks in 2020—climate change, information security and epidemic infectious diseases, and formulates corresponding risk strategies and execution mechanisms depending on the possible impacts on all aspects of the Company’s operations, to ensure that risks have been effectively controlled. For the information about each risk and corresponding risk management strategies, please refer to the “Governance and Operations” section of the Company’s Sustainability Report.</p> <p>The Company regularly assesses risks every year. The risk assessment boundary covers all the Company's operations and production bases, and the assessment is reported to the board of directors annually. The latest report was made to the board of directors on August 5, 2021.</p>	
<p>III. Environmental issues</p> <p>(I) Whether the Company establishes an appropriate environmental management system which suits its industrial characteristics?</p>	V		<p>The Company insists the promotion of ISO 14001 Environment Management System,” and “ISO 50001 Energy Management System,” The Company introduces the concept of product lifecycles, and starts from improving the manufacturing process and product design stage in order to truly achieve reduction of source raw materials. The Company accommodates the environment and energy management system, to determine the goal of energy saving and material saving every year, while continuously implementing water recycling and waste reduction measures, to treasure resources and reduce uses of resources, and achieving the effect of reducing greenhouse gas emissions.</p> <p>The Company abides by relevant domestic laws and regulations. Chunan</p>	No significant difference.

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			<p>plant and Ilan plant have passed and renewed the internationally recognized environmental and safety and health management system certification of ISO 14001 and ISO 45001 certification. The updated certifications information as below:</p> <p>ISO 45001 : 2018 Effective Date : 11 March,2022-11 March,2025 Approved Date : 17 February,2022 Certification No. : 196466-2016-ASA-RGC-JAS-ANZ</p> <p>ISO 14001 : 2015 Effective Date : 11 March,2022- 11 March,2025 Approved Date: 17 February, 2022 Certification No. : 196463-2016-AE-RGC-UKAS</p> <p>The company upholds the corporate social responsibility and aims to take care of environmental protection while serving customers, and provide a better and safer working environment. The implementation of ESH through the “compliance with laws and regulations, environmental protection, hazard prevention, continuous improvement, all staff awareness” policy. The company has obtained environmental management system, energy management system, and occupational safety and health management system certifications, meanwhile, the company is responsible for boosting and execution of environmental protection problems, safety and health affairs for environmental management by promoting the environmental protection concept, strengthening the educational training, saving energy and reducing carbon internally, fulfilling the environmental management policies and establishing the unit dedicated to managing labor safety and health affairs.</p>	

<p>(II) Whether the Company is committed to improving the utilization efficiency of various resources and using recycled materials with low impact on environmental?</p>	V	<p>The Company, by promoting the “ISO 14001 environmental management system,” has introduced the product life cycle concept in order to reduce raw material consumption and waste output, and achieve the goal of sustainable operation and environmental protection. To achieve the goal of sustainable utilization of environmental resources, the Company focuses on the improvement of the efficiency of the use of various resources, gives priority to the process reduction and reuse, and finally makes disposal; in the selection of raw materials, it will choose recycled materials with low impact on the environment as far as possible in order to reduce the impact on the environment.</p> <p>Please refer to the Company's Sustainability Report “Chapter III. Clean and Green Energy Environment.”</p>	No significant difference
<p>(III) Whether the Company assesses the potential risks and opportunities of climate change to the company now and in the future, and take measures to deal with climate-related issues?</p>	V	<p>Mitigating the emission of greenhouse gas has become the key issue of the global economic development. In 2017, the Financial Stability Board (FSB) has published the Task Force on Climate-Related Financial Disclosures (TCFD). We have followed the 4 core elements (governance, strategy, risk management, indicators & goals) under the framework recommended by TCFD to reveal the climate change related information. The Company's ESG Committee (previous Corporate Sustainability Development Committee) members have collected the risk and opportunity information related to climate change, and incorporated the stakeholders' concerns. The ESG Committee team members would identify and score the topics, and report the results in the Corporate Sustainability Development Committee meeting held every year. The relevant team members would formulate the management practices and goals in response to the risks (major topics), and report the results to the latest board of directors meeting. For the related countermeasures, goals and information, please refer to the Company' Sustainability Report “Chapter I. Governance and Operation 1.3 Risk Management.”</p>	No significant difference
<p>(IV) Whether the company counts greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulate policies for energy, carbon,</p>	V	<p>The Company inventories and tracks the volume of greenhouse gas emissions, water consumption, waste, the use of recycled materials, and power consumption every year. Please refer to the Company's Sustainability Report “Chapter III. Clean and Green Energy Environment”</p>	No significant difference

greenhouse gas and water use reduction, or other waste management?

for the relevant data and coverage of information

1. Volumes of GHG emission, water consumption, and total weight of waste in the recent two years:

(1) GHG emissions: unit: (ton/CO₂e)

Factory	Chunan		Yilan	
Year	2020	2021	2020	2021
Direct emission (Scope 1)	26.807	296.615	741.066	1,721.059
Energy indirect emission (Scope 2)	15,799.849	23,015.56	21,294.734	18,257.555
Carbon Emission Quantity (Total emissions - including the emission from other scopes)	44,405.884	73,306.873	247,404.676	330,066.340

Note: The above carbon emissions were inventoried and verified based the 2018 version of ISO 14064 standards

(2) Water consumption: Unit (ton)

Factory	Chunan		Yilan	
Year	2020	2021	2020	2021
Water consumption	102,025	131,159	316,815	235,042

(3) Waste volume: Unit (ton)

Factory	Chunan		Yilan	
Year	2020	2021	2020	2021
Non-hazardous waste volume	396.19	559.11	2261.24	2010.18
Hazardous waste volume	1.40	2.05	5.08	1.46
Total waste volume	397.59	561.16	2,266.32	2,011.64

2. According to results of the organizational examination of greenhouse gas emissions, the main source of greenhouse gas emissions of the Company is electricity (Scope 2). Therefore, the reduction of electricity use and the improvement of energy efficiency are the top priorities of the Company at present. Starting from the core of the Company, by introducing the environmental management system and the energy management system, the Company promotes various energy-saving improvement measures to achieve the goal of energy saving and carbon reduction. The Company began to work with BenQ ESCO Corp. for energy since 2015, and successively introduced various energy-saving engineering improvement plans every year, such as plant air conditioning and cooling water frequency conversion control, air conditioning system engineering improvement, power-saving lighting replacement, and recovery of air compressor waste heat. In 2021, Chunan Plant introduced the ISO 50001 Energy Management System and passed the certification, and continued to optimize and improve energy management. In the same year, it applied for the Green Building Label with the "Carbon Reduction Benefit Evaluation Method," and obtained the Green Building Label Diamond Grade. The statistics collected for 2021 results of energy saving measures are shown in the table below (Chunan Plant + Yilan Plant).

			Type	Measures	Total power savings (kWh)
			Wastewater system	1. Adjust the aeration time of HF mixing tank and biological tank 2. Turn off the circulating water pump of the aerobic tank	515,995
			Air compressor system	Add an external air conditioning box to lower the temperature of the air compressor room	64,494
			Air conditioning system	1. Supporting the hot water pipelines of air conditioners with the hot water from process 2. Replacing energy-saving fans for cooling towers 3. Extending the air-conditioning duct of the packing station to support the pipe modification of the acid cleaning station	197,458
			Improving exhaust system	Connecting two sets of main air ducts in parallel to shorten the air extraction distance and reduce pressure loss	41,175
			Renewable energy	Install solar modules on the roof of the plant to generate electricity	1,125,051
			Total		1,944,173
			In addition to energy saving and carbon reduction, by promoting ISO 14001 Environment Management System, the Company has introduced the concept of product life cycle through the promotion of the new ISO 14001 environmental management system in other parts of		

environmental protection improvement, such as water saving and waste reduction, so that the reduction of raw materials at the source can be achieved from the improvement of process and product design stages. With respect to prevention of air pollution and water pollution, the company also works with the promulgation of the environment management system. Each year, goals for energy conservation, water conservation, waste reduction and resource saving are established in order to lower energy resource consumption while achieving results of reducing greenhouse gas emission. In the aspect of waste management, the traditional concept of clean-up and disposal is transformed into the concept of effective management of resources, so as to reduce the output of waste. Target setting for 2022, targets for 2021 and the achievement are shown in the following table:

Material topics	2021 Goals	Status of goal achievements
Pollution prevention	1. Chunan Branch reclaimed more than 50% of the waste water from the drilling process. 2 Quality of drained waste water in Yilan Branch improved - COD<200 mg/L (standard 480) - SS<150 mg/L (standard 320) - Nitrate Nitrogen < 40 g/L (standard 50)	1. Achieved the target 2. Achieved the target
Waste Management	Yilan Branch's frequency of replacing active carbon in the organic air-pollution treatment system decrease 30% (lower generation of wasted active carbon)	Goals not achieved (the actual reduction was about 14%)

		<p>3. Verification information</p> <p>(1) The Chunan and Yilan Plants has inventoried GHG based on the 2018 ISO 14064 standards from 2021, and have been verified by a third-party verification institution (DNV); the information of the statement is as following:</p> <p><u>Chunan Plant</u> ISO 14064-1 : 2018 Inventory period: 1st January, 2021~ 31st December, 2021 Date of issuance: 8 April, 2022 Statement No.: 10000519023-2021-DNV-TWN</p> <p><u>Yilan Plant</u> ISO 14064-1 : 2018 Inventory period: 1st January, 2021~ 31st December, 2021 Date of issuance: 13 April, 2022 Statement No.: 10000519022-2021-DNV-TWN</p> <p>(2) The Chunan Plant has been certified for ISO 50001 Energy Management System, the certificate information is as follows: ISO 50001 : 2018 Expiry: 21 February, 2025 Verification date: 22 February, 2022</p> <p>Verification No.: 00001-2022-AN-TWN-TAF</p>	
<p>IV. Society issues</p> <p>(I) Whether the Company establishes the related management policies and procedures in accordance with the relevant laws and international human rights conventions?</p>		<p>The Company complies with all human rights disclosed by the United Nation conventions, such as the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the Global Compact, the International Labor Convention, the Convention on the Elimination of All Forms of Discrimination against Women, and the Employment Services Act, the Company has formulated personnel appointment methods, clearly expressed the prohibition of child labor and related remedial measures; and strictly prohibited any illegal discrimination of employees, including race, class, language, thought, religion, party, native place, place of birth, skin color, age, gender, sexual orientation, marriage, appearance, facial features, nationality, disability,</p>	No significant difference.

		<p>pregnancy, trade union membership, and concealed veteran status in recruitment and actual work.</p> <p>The operation activities in respective countries comply with all local labor laws which include various acts preventing human trafficking and slavery systems. The Company implements safe working conditions, and will never tolerate any modern slavery, and insists that all commercial transactions, business relations, supply chain activities, personnel recruitment and appointment comply with ethical standards, with integrity as the top priority. It also provides relevant training courses for all employees to strengthen their awareness of human rights.</p> <p>The basic wages, working hours, vacations, pension payments, labor health insurance payments and occupational hazard compensation of employees in the Company comply with the relevant provisions of the Labor Standard Law. It has established the Staff Benefit Committee to handle various welfare matters through the Welfare Committee elected by the staffs. It regularly holds labor meetings to understand the ideas of both sides, in order to achieve a win-win situation.</p> <p>The Company voluntarily conducts risk assessments regarding human rights and labor rights pursuant to the regulations set by the “Responsible Business Alliance” every year to continuously improve the Company’s implementation, and also provides assessment reports to customers if requested by the customers. There have been no human rights incident complaints (forced labor, child labor, discrimination, harassment, and violation of freedom of association) from our operating locations in the past three years.</p> <p>In terms of training, new recruits will receive human rights training upon onboard; employees in service are arranged for courses on workplace violence, and sexual harassment prevention and promotion from time to time. In 2021, total 75 attendees attended and 476 training hours spent for the related courses.</p>	
(II) Whether the Company legislates and implement reasonable employee welfare measures (including compensation, vacations and other benefits), and appropriately reflect operating performance or results in employee compensation?	V	<p>The Company fairly decides and distributes employees’ remunerations from the annual profit, if any, for 3%~15%, as set for in the Articles of Incorporation, and the performance of individual employee pursuant to the “Employee Remuneration Distribution Procedures.” It seeks to properly reflect the operating performance or results on the employees’ remunerations.</p>	No significant difference.

		<p>The Company establishes the procedures of attendance, specifies the paid leaves entitled by employees. All employees of the Company are entitled to labor insurance, health insurance, group insurance, pension contribution and other fringe benefits. The fringe benefits include year-end bonus, gifts for birthday and festivities, year-end banquet, subsidies for matrimony, bereavement, and other celebration, domestic and international tourist traveling, emergency relief fund, scholarship, paternal subsidy, meals, and complete set of education and training. The Company also establishes the Employee Caring Program (ECP) team, to integrate and planning for the improvement of holistic employees' benefits through the cross-function team, so that any employee may select from proper resources to help when facing personal difficulties.</p> <p>In 2021, the trust of employee shareholding was also added. Employees may evaluate on their own whether to join or not, and participants are given rewards equal to 100% of the amount contributed by themselves.</p> <p>The Company is also committed to implementing a friendly and equal workplace environment, equal pay and work for both genders, with fair promotion opportunities. In 2021, female staff accounted for 27% of all employees, and female managers accounted for 32% of all management.</p>	
(III) Whether the Company provides its employees with a safe and healthy work environment, and regularly implements employee safety and health education measures?	V	<p>1. The Company regularly inspects the working environment of employees, and conducts various safety and health education and training courses and health seminars based on the needs of employees, promotes anti-bullying in the workplace, annual physical checks of employees, and distribute health information to all employees weekly, to create a happy, healthy and safe workplace environment for each employees.</p> <p>2. The Company's Chunan and Yilan Plants have passed the environmental and occupational safety management system validation, and have passed the new version of ISO 14001 and ISO 45001, to provide the employees with a healthy and safe working environment. Certificate information is updated as follows:</p> <ul style="list-style-type: none"> ●ISO 45001 : 2018 <p>Validity period: 11 March, 2022-11 March, 2025</p>	No significant difference.

		<p>Verification period: 17 February, 2022</p> <p>Verification number: 196466-2016-ASA-RGC-JAS-ANZ</p> <p>●ISO 14001 : 2015</p> <p>Validity period: 11March,2022-11 March,2025</p> <p>Verification period: 17 February, 2022</p> <p>Verification number: 196463-2016-AE-RGC-UKAS</p> <p>The Company insists a healthy and safe working environment, and fulfills the responsibility of environmental protection and green operation as the Company's business goals. It seeks to serve customers while protecting environment, and provide a better and safer working environment. Through commitments such as "compliance to laws and regulations, control of risks, consultation and participation, green operation, and continuous improvement," the environmental, safety and health policies are implemented, and incorporate measures such as energy-saving and carbon reduction, pollution prevention, and waste reduction into daily operations, to implement environmental protection and management of the production process.</p> <p>In addition, meetings of occupational safety and health committees are held quarterly in various plants to discuss about safety and health management plan, improvement and response measures of working environment determination, safety and health education and training, safety and health audit, safety and health management performance, accident propaganda and prevention, health management and promotion and other matters. The matters discussed about in the meeting are recorded, and continuously tracked and improved.</p> <p>3. In 2021, the Company has no incidents of death, occupational disease, or major occupational disasters caused by work. There were five recordable occupational injuries (excluding employee commuting accidents): two injuries of pinching, and stamping, one for stomping, falling and cutting each. According to the definition by the Ministry of Labor, the disability injury frequency rate (FR) is 2.30, and the disability injury severity rate (SR) is 23. We have conducted special investigations for each occupational disaster incident, and taken improvement</p>	
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			<p>measures (such as improving facilities/equipment, establishing systematic document specifications, or strengthening personnel education and training) based on the root cause of the incident, and provided training to other departments to prevent similar incidents from occurring again.</p> <p>Please refer to the Company's Sustainability Report "Chapter IV. Great work place and society."</p>	
(IV) Whether the Company establishes some effective career development training plan for employees?	V		<p>Each year the Company establishes annual education training program based on our operation strategies and short/mid/long term goals, and consider talent cultivation and technology inheritance as our key task. We strengthen our talent database in order to keep track of the talent dynamics and development direction in the group. We host various types of training courses, academia-industry collaboration and research projects, in order for our employees to stay tuned to real-time global political and economic trends and status, technology updates, while supplementing the training with job substitutes, job rotation and on-the-job training to strengthen different professional capacity of our employees. The Company provides diversified training system encompassing the following five categories: competency training for new recruits, professional competency training, general management competency training, intellectual property training, and health and safety management training. This system provides suitable training courses for employees in their different stages of career development, so that the Company and employees will be adaptive to the ever evolving world, and own the knowledge, skills, and capabilities go along with the time.</p> <p>In 2021, total 57 classes of function training for new recruits were conducted, attended by 75 persons, with total 476 hours; 831 classes of professional function training were conducted, attended by 17,589 persons, with total 1,589 hours; 105 classes of general function training were conducted, attended by 1,251 persons, with total 159 hours.</p>	No significant difference.
(V) With regard to customer health and safety, customer privacy, marketing and labeling of products and services, has the company followed relevant regulations and international standards, and formulated	V		<p>The Company's products and services complies with the relevant regulations and standards applicable to the Company's industry; through the supplier management, it is ensured that the products from the supply chain fully conform to the industrial standards and policies like RoHS, REACH, WEEE, among other things, to fulfill the social and environmental</p>	No significant difference.

relevant consumer protection policies and appeal procedures?			<p>responsibility; the Company is also committed to comply with product standard and operational regulations in plants required by customers, to achieve the promises with full force, and maintain quality relationships. The Company also has a legal compliance unit in place, to ensure that commercial conditions, products, processes and services to meet the requirements of competition laws and relevant export control regulations with jurisdiction.</p> <p>Before working with any customer, the Company shall sign a non-disclosure agreement (NDA) approved by the legal department, and personnel shall not breach the contracts entered with the Company by disclosing the known trade secrets to others, nor shall they inquire or collect trade secrets not related to their duties, in order to fully protect the confidential and sensitive information of both parties. The Company has established the "Procedures of Customer Complaints Management" to maintain good communications with its customers, as well as effective appealing procedures regarding products and service.</p>	
(VI) Whether the company formulates supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights, and their implementation?	V		<p>The Company has established the "External Supplier Evaluation and Appraisal Procedures", including written reviews, on-site evaluations, monthly evaluations, process monitoring, qualification evaluation and continuous evaluation and assistance, and regularly or from time to time audits suppliers. There is also an annual evaluation mechanism for performance evaluation. The Company requires suppliers to sign the "Supplier's Code of Conduct and Supplier Commitment Letter," requiring suppliers to adopt the same standards as the Company in terms of anti-bribery and corruption, social and environmental responsibility, conflict-free minerals, and non-infringement, and addresses that the suppliers are obliged to observe the regulations applicable to their business activities. In the "purchase order," the Company also requires the suppliers to comply with the Responsible Business Alliance (RBA), including the requirements of green regulations such as RoHS, REACH and WEEE, and not to use the conflict minerals, promotions of engagement in green procurement, environmental protection, and occupational safety and health, intellectual property rights, and labor human rights.</p>	No significant difference.

<p>V. Does the Company refer to international reporting rules or guidelines to prepare Sustainability Report to disclose non-financial information of the Company? Has the said Report acquire 3rd certification party verification or statement of assurance?</p>	<p>V</p>	<p>1. The Company refers to the core indicators of the “Sustainability Reporting Standards” issued by the Global Reporting Initiative (GRI) and the indicators for semiconductor industry in the “Sustainability Accounting Standards” issued by the Sustainability Accounting Standards Board (SASB), as well as the “Compiling the sustainability report in accordance with the category indicators of the semiconductor industry and the “Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies” to prepare the Company’s sustainability report.</p> <p>2. The Company’s 2021 Corporate Social Responsibility Report was inspected by DNV GL Business Assurance Co., Ltd. It complies with the core options in the GRI Standards, and the requirements for moderate level of assurance. The Sustainability Report and verification statement are disclosed on MOPS and the Company's website.</p>	<p>No significant difference.</p>
<p>VI. If the Company has established the corporate social responsibility principles based on “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the Principles and their implementation:</p> <p>The Company has established the “Sustainable Development Best-Practice Principles” and devoted to promote the sustainable development, which has no significant difference with the Rules.</p>			
<p>VII. Other important information to facilitate better understanding of the Company’s promotion of sustainability development:</p> <p>1. Environmental protection: It is everyone's responsibility to promote environmental protection and low-carbon activities. In addition to strengthening energy-saving management and control of the process, the Company actively implements waste classification and resource recovery, promotes energy saving and carbon reduction, and has energy-saving and carbon-reduction equipment expenditure.</p> <p>2. Social welfare: Social welfare activities participated by the Group in 2021 include</p> <p>(1) “Send love to rural villages - stacking your love to repair Shilei” event, donated total NT\$347,000 to Shilei Elementary School in Jianshi Township, Hsinchu County.</p> <p>(2) “Bath in Scent for Hot Summer” event, donated total NT\$420,000 to the Hsinchu County Branch of the Red Cross.</p> <p>(3) “Love Breakfast Adoption” event, donated total NT\$141,000 to Chuxing Elementary School and Chunan Elementary School in Miaoli County.</p> <p>(4) “Endless Generations Project - Fostering Children in Taiwan Fund for Children and Families” and “Afternoon Tea/Charity Sale of Crafts” events, donated total NT\$405,000 to Yilan Center of Taiwan Fund for Children and Families</p>			

- (5) Events including “Public Welfare in the Pandemic - Food Box of Love,” “Accompanying them - College Student Education Aiding Program,” “Warm Winter Garden Party - Love is Limitless,” donated total NT\$568,000 to Hsinchu Center of Taiwan Fund for Children and Families.
 - (6) “Consultation and Care Program for Peace of Mind from the Epidemic,” donated a total of 54,000 yuan to Hsinchu Lifeline Association.
 - (7) “Support in the Pandemic - Assistance Fund for Underprivileged Family with Special Circumstance” and “2022 Emergency Medical Subsidy Program,” donated total NT\$428,000 to Yilan branch of World Vision Taiwan.
 - (8) “Raising funds for supports in cold winter,” donated total NT\$14.1,000 to Miaoli Center, Taiwan Fund for Children and Families
 - (9) The Mid-Autumn Festival moon cake donation charity event, donating to Holy Family for Special Education, Shi-Guang Correctional Institution, Hua Guang Intelligent Development Center, and Private Xiang Yuan Memorial Correctional Institution, totaling NT\$90,000
 - (10) The Group held the welfare event, “Friendly Earth-You and Me, Hand in Hand” beach cleaning and forest protection activity at Chunan Longfeng Fishing Port Beach, calling on 123 people to participate and cleaning up about 500 kilograms of garbage.
3. Consumer rights: For customers, the Company has internally established the “Customer Complaint Management Procedure” to provide customers with a channel to express their complaints, and externally signed contracts such as supply contracts and quality contracts with its customers, in order to fully ensure customer's rights and interests.
 4. Human rights: The Company attaches great importance to human rights. Regardless of race, gender and age, employees enjoy the same right to work, and the Company also provides opportunities for free expression and development to standalone, in order to achieve respect for personal dignity.
 5. Safety and health: With zero disaster as the goal, the Company is committed to the promotion of safety and health policy and the continuous improvement of process and working environment. Through the joint efforts of all staffs, we continuously improve the occupational safety and health performance.
 6. Employee health care: The Company carries out health examination for employees each year to let them know their health status each year, and then care for and strengthen their health. We also arrange professional medical specialists to visit our plant every month for consulting services. In the workplace, in order to grasp the status of employees' working environment and assess the exposure status of hazard factors, besides setting detection and alarm equipments at appropriate positions, work environment test is also done regularly as a basis for improving the workplace environment.
 7. Plant pandemic prevention: In 2021, the world has been still under the disturbance of COVID-19 pandemic, the Company monitored the pandemic evolution via the internal pandemic containment panel, and took the plant pandemic prevention measures. Under the side-by-side cooperation of various departments, pandemic prevention operations in the plant area were fully undertaken; the pandemic prevention strategies were formulated, and the management of hierarchical measures and inventory of resources for pandemic prevention were carried out. The Company has regularly held meetings to formulate pandemic prevention measures, to ensure healthy and safe workplace. The relevant pandemic prevention measures are as follows:

- (1) Pandemic prevention information: in order to enable employees to correctly grasp the real-time information of pandemic prevention, the health management center regularly issues global pandemic information and in-plant pandemic prevention measures, so that employees may quickly receive correct pandemic prevention information.
- (2) Health monitoring: Full body temperature monitoring is carried out at the accesses of each plant. If there is a fever or a history of suspected contact, entry into the plant is completely prohibited, and an internal electronic questionnaire survey will be conducted simultaneously with the central command center to track the confirmed case's footprint, as implementing the initiative of employees' report and voluntary health management.
- (3) Visitor management: use emails and paper fliers to advocate on-site epidemic prevention measures to supply chain manufacturers, require visitors to fill-in the health declaration form before entry, and wear masks to protect the safety of employees.
- (4) Office epidemic prevention: To prevent the infection risks due to crowd gathering, office workers have taken a number of contingency measures such as: crisscross seating, cabin separation, traffic flow diversion, and work from home in order to minimize crowd gathering and reduce the frequency of employee contact.
- (5) Safe dining environment: The Company has planned epidemic prevention dining lines, table plastic partitions, disposable lunch boxes, and divided the dining area by units to ensure worry-free meal dining safety in the plants.
- (6) Disinfection in the plants: The Company has formulated public area disinfection and cleaning measures, increase internal ventilation, encourage staff to open windows at confined spaces, affixed adhesive films on top of frequently used buttons, added partitions in restaurants, increased dry-cleaning equipment, and posted correct hand-washing instructions in all restrooms.
- (7) Employee care: For high-risk groups, tracking is taken and the temperature re-examination and follow-up control is conducted. The outpatient services of psychologists is provided when necessary to help employees resolve negative emotions and stress.