

Sino-American Silicon Products Inc.

2024 Status of Promotion of Sustainable Development

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. Has the Company established a governance framework to promote sustainable development and a dedicated department (or have another department be responsible for related efforts) for fulfilling sustainable development, with the board of directors authorizing high-level managers to handle such efforts, and having relevant progress be supervised by the board of directors?	V		<p>The Company has established the “Sustainability Development Committee” in 2016 as the Company’s highest-level organization for promoting and implementing corporate social responsibility and sustainability development. The Committee is responsible for coordinating the Company’s ESG (Environmental, Social, and Governance) development direction and setting relevant goals. The Sustainability Development Committee is chaired by Chairperson of the Board, with President serving as Vice Chair, and the Board appointing the Chief Sustainability Officer. This structure is intended to enhance the promotion and implementation of sustainability goals.</p> <p>In order to strengthen sustainable governance, the Board of Directors established the Sustainability Development Charter. In addition, to enhance the disclosure of sustainability information, it also established the Measures for Sustainability Information Management, which clearly define the procedures for preparing the sustainability report as well as compliance requirements for related business activities. These Measures are designed to ensure the integrity, accuracy, and reliability of sustainability information in data sourcing, collection, recording, processing, preparation, approval, and disclosure. This, in turn, enhances the credibility and consistency of sustainability information.</p> <p>Under the Sustainability Development Committee, five sub-committees have been established: Sustainable Operation, Green Manufacturing, Sustainable Supply Chain, Social and Corporate Care, and Corporate Governance and Risk Management. Each sub-committee is composed of the heads of related business and appoints representatives to form implementation taskforces to execute various sustainability projects, in order to implement environmental, social and governance activities.</p> <p>The Sustainability Development Committee reports to the Board of Directors on a quarterly basis, providing information on the key implementation activities, annual goals, the outcomes for the year. Key implementation matters in 2024 include: the greenhouse gas inventory and verification progress of the</p>	No significant difference

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			<p>Group’s branches and subsidiaries; the FSC requirements for ESG disclosure by TWSE/TPEX-listed companies; the preparation and verification of the 2023 sustainability report; the impact of carbon fees, progress on the adoption of IFRS S1/S2; the establishment and submission of SBT; and the organization reform towards sustainability. In the event of a significant issue, an extraordinary motion may be proposed to the Board of Directors.</p> <p>The Board of Directors supervises the goal-setting for sustainable development and reviews the implementation (including the preparation and verification of sustainability report), while giving relevant advice and guidance based on the content of the report of the Sustainability Development Committee.</p>	
<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?</p>	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; each functional unit is responsible for analyzing, managing and monitoring related risks within their respective units to ensure the effective implementation of risk control mechanisms and procedures; the internal audit is an independent unit that assists the board of directors to monitor the implementation of the risk management mechanism, audits the implementation status of risk response and control by each functional unit, and provides the improvement advice of risk monitoring. The implementation of the above risk management is reported to the Audit Committee and the Board of Directors annually, and the implementation of which is supervised by the Audit Committee to ensure the effective operation and implementation of risk management.</p> <p>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 response), the Company’s risk management mechanism is realized.</p>	No significant difference

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			<p>The Company conducts risk identification and assessment of environmental, social, and governance issues related to its operations based on the principle of materiality, and formulates relevant risk management strategies. Through engagement with both internal and external stakeholders and by referencing global risk reports, the Company has identified, in addition to extreme weather events, two top short-term high-risk issues: fraudulent and fake information, and information security. In response to the potential impact of these risks on various aspects of operations, the Company has developed corresponding risk strategies and execution mechanisms to ensure that risks have been effectively controlled. For the information about each risk and corresponding risk management strategies, please refer to the “Sustainability Management,” “Governance and Operations,” and “Climate Change Risks and Actions” sections 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 May 10, 2024.</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 continuously incorporates environmental management into its daily operations and has established environmental and energy management systems in accordance with relevant environmental protection laws and regulations. These systems cover areas such as energy use, water resource management, pollution prevention, and waste disposal, etc. Each factory site implements various management plans based on the issues of concern and actual operational needs, progressively carrying out measures for energy conservation, carbon reduction, resource efficiency improvement, and risk prevention.</p> <p>Among factory sites, Zhunan and Yilan Branches have implemented the ISO 14001 Environmental Management System and ISO 50001 Energy Management System, and have passed third-party verification. Information regarding the verification of the Company’s environmental, occupational safety and health, energy, and water resources policies and their respective management systems, including the validity periods of such verification, has been disclosed on the Company’s website. The Company has also continued to implement pollution prevention and resource protection through a systematic management framework and internal audit mechanism, aiming to reduce the</p>	No significant difference

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			<p>potential impact of operating activities on the environment and enhance the sustainability and resilience of operations.</p> <p>Information on the Company’s latest renewed certifications of ISO 14001 and ISO 50001 is as below:</p> <p>ISO 14001: 2015 Expiry: March 12, 2025 - March 11, 2028 Certificate No.: 196463-2016-AE-RGC-RvA</p> <p>ISO 50001: 2018 Expiry: February 22, 2025 - February 21, 2028 Certificate No.: 00001-2022-AN-TWN-TAF</p> <p>ISO 50001: 2018 Expiry: January 10, 2023 - January 9, 2026 Certificate No.: 00004-2023-AN-TWN-TAF</p>	
(II) Whether the Company is committed to improving the utilization efficiency of various resources and using recycled materials with low impact on environmental?	V		<p>Since 2021, the Company has implemented the Energy Management System (ISO 50001:2018) across its manufacturing facilities. Currently, both the Zhunan and Yilan branches have established a systematic PDCA management cycle. This includes conducting inventories of equipment energy consumption within the factory to identify major energy-consuming devices and those requiring priority improvements. These are then subject to monitoring, measurement, and targeted action plans for improvement. Moreover, corresponding energy baselines and energy performance indicators are defined based on each plant’s characteristics and the results of energy use identification. These indicators are updated, monitored, and reviewed for reasonableness on a monthly basis to support continuous improvement in energy efficiency.</p> <p>To mitigate environmental impacts, the Company’s waste management strategy prioritizes reducing raw material usage at the source by improving process design to minimize waste output. The second priority is in-factory recycling and reuse, with efforts focused on increasing the recycling and reuse rate of process materials. These initiatives not only reduce waste output but also decrease the consumption of raw materials and purchased semi-finished products, thereby lowering the use of consumables and reducing energy consumption related to transportation. The third priority is off-site resource recycling and reuse, while the final approach is outsourcing waste treatment through commissioned services. In terms of actual implementation, the Company reduces the use of limited raw materials by using recycled materials. In addition to utilizing in-factory recycled materials, the Company began</p>	No significant difference

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			<p>sourcing recycled materials externally in 2022 to gradually increase the proportion of recycled materials used.</p> <p>For the Company’s energy management and waste reduction status, please refer to “Chapter 3: Management of Energy and Pollutant Emissions” in the Company’s Sustainability Report.</p>	
(III) Whether the Company assesses the potential risks and opportunities of climate change to the company now and in the future, and takes measures to deal with climate-related issues?	V		<p>The Board of Directors is the Company’s highest governing body for climate change-related matters. The Corporate Sustainability Development Committee was established to review the Company’s climate change-related strategies and goals, manage climate change risks and opportunities, discuss future plans, and report to the Board of Directors.</p> <p>The Company has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework issued by the Financial Stability Board (FSB) and has developed its own procedures for assessing climate risks and opportunities. It also conducts risk analysis based on different scenarios with potential operational and financial impacts of climate risks and opportunities over the short, medium, and long term (evaluated every two years). The Company focused on 8 risks and 7 opportunities identified from a pool of 13 transitional risks, 3 physical risks, and 20 transitional opportunity issues. Additionally, it gains an understanding of the entire climate change trends to develop corresponding actions.</p> <p>For detailed information on the climate change risks and opportunities, as well as responsive measures, please refer to “Climate Change Risks and Actions” section in the Company’s Sustainability Report.</p>	No significant difference
(IV) Whether the company counts greenhouse gas emissions, water consumption and total weight of waste in the past two years, and formulates policies for energy, carbon, greenhouse gas and water use reduction, or other waste management?	V		<p>1. Since 2021, the Company has progressively implemented and completed a systematic greenhouse gas emissions inventory (ISO 14064-1: 2018) and established an inventory list database. The reporting boundary initially covered Chunan and Yilan Branches in 2021, and was expanded in 2022 to include the headquarters, Chunan, Yilan, and Hsu-Hsin Branches. Due to the changes in the reporting boundary for greenhouse gas inventory, 2022 was designated as the new base year. The Company has obtained third-party declaration of verification. The greenhouse gas emissions attributed to organizational operations include Scope 1 direct emissions (Category 1, direct greenhouse gas emissions), Scope 2 energy indirect emissions (category 2, indirect greenhouse gas emissions from input energy), and Scope 3 other indirect emissions (Categories 3 to 6, with Category 4 covering emissions from upstream tap water usage and waste treatment). For information on greenhouse gas emissions, water consumption, and total</p>	No significant difference

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			<p>waste weight, as well as the coverage of relevant inventory and data verification, please refer to “Climate Change Risks and Actions” section and “Chapter 3. Management of Energy and Pollutant Emissions” in the Company’s Sustainability Report. For the declaration of verification, please visit the Company’s website.</p> <p>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 corporate 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. Each plant develops annual energy-conservation plans, with a short-term target of achieving a power-saving rate of more than 1% per plant area each year. In 2024, Chunan and Yilan Branches conserved 939,869 kWh of electricity (3,384 GJ), which is equivalent to reducing approximately 464.3 metric tons of carbon dioxide emissions compared to the previous year. Including the energy-conservation performance of GlobalWafers - Taiwan, the total energy electricity conserved in 2024 reached 4,766,711 kWh (17,160 GJ), which is equivalent to reducing approximately 2,354.8 metric tons of carbon dioxide emissions. For the energy management and achievements of energy conservation measures, please refer to “Chapter 3: Management of Energy and Pollutant Emissions” in the Company’s Sustainability Report.</p> <p>3. 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</p>	

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			<p>into the concept of effective management of resources, so as to reduce the output of waste. The second priority is in-factory recycling and reuse, with efforts focused on increasing the recycling and reuse rate of process materials. These initiatives not only reduce waste output but also decrease the consumption of raw materials and purchased semi-finished products, thereby lowering the use of consumables and reducing energy consumption related to transportation. The third priority is off-site resource recycling and reuse, while the final approach is outsourcing waste treatment through commissioned services.</p> <p>For the information above, please refer to the Section “Climate Change Risks and Actions” and “Chapter 3. Management of Energy and Pollutant Emissions” in the Company’s Sustainability Report</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>	V		<p>The Company upholds the core value of respecting employees and putting people first. We observe and support the local laws and regulations of our business locations around the world; safeguard the legal rights and interests of full-time employees, contract workers and part-time staff, interns, and job seekers; and are committed to promoting cooperation and encouraging our partnering suppliers to adopt the same standard in their operating activities. The Company recognizes and supports the spirit and basic principles of human rights protection mandated in international human rights conventions such as the “Universal Declaration of Human Rights,” the “United Nations Global Compact,” and the “International Labor Conventions,” and abide by relevant labor laws and above international human rights regulations, setting a “Human Rights Policy”, in an effort to create an equal, safe, and dignified workplace environment.</p> <p>The five policy guidelines and related implementation status of the Company “Human Rights Policy” are as below:</p> <ol style="list-style-type: none"> Continuing to create opportunities for achieving diversity, inclusiveness, and equality and prohibit any forms of discrimination (including on the basis of gender, sexual orientation, race, class, age, marital status, language, thought, religion, nationality, political party, place of origin, place of birth, appearance, facial features, disability, etc.) <p>The Company continues to promote the prohibition of all inappropriate discrimination in recruitment, appointment, and operating processes. To fulfill the responsibility of caring for migrant workers, we not only</p>	No significant difference

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			<p>organize Christmas parties or prepare Christmas gifts for Filipino workers every year, but also commit to improving their overseas living conditions.</p> <p>2. Prohibition of human trafficking, forced labor, and child labor During the recruitment process, we ensure that all labor is obtained through direct employment or provided by legal human resources dispatch services and staffing agencies. No illegal methods are used to compel employees to perform work that violates laws or regulations, or that is unfairly compensated relative to their performance. The Company complies with all labor-related laws and respects the wishes of all employees. The “Personnel Employment Rule” clearly prohibits the recruitment of forced, coerced, or involuntary labor. The Company compiles a monthly analysis of employee attendance as a reference for working hour management, and encourages work-life balance. In addition, the Company rigorously verifies candidates’ identity documents during the recruitment stage, and ensures that no child labor under the age of 16 is employed based on interviews and observations. In addition, methods of detecting child labor and remedial measures are clearly stipulated in the “Personnel Employment Rules.” If use of child labor in operational processes is found, relevant remedial plans will be enforced for six months or until the child reaches the age of 16 in order to protect the rights of the child.</p> <p>3. Creating a safe and healthy work environment. Any form of harassment and inhumane treatment is prohibited. The Company continues to provide free health examinations, free influenza vaccination, arrange on-premise medical services, organizes health promotion activities, and keep track of specific populations to raise employees’ awareness of self-health management. In 2024, the Company organized various health promotion activities, including health lectures, first-aid training, cancer prevention screening, a “7,000 Steps a Day” walking challenge, and fitness classes, with a total of 3,278 participants. The Company also establishes various work safety and self-health management procedures and operating standards, and implements special hazardous operation control, chemical management, and environmental monitoring to prevent occupational injuries, eliminate hazards, and reduce environmental safety and health risks, thereby creating a safe operating environment for employees.</p>	

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			<p>The Company has established the “Regulations for the Prevention of Unlawful Infringement in the Workplace” and the “Measures for the Prevention of Sexual Harassment in the Workplace” to prevent any physical or mental illegal infringement caused by others during the performance of duties. Multiple reporting channels are available to employees, and dedicated personnel are assigned to handle all reports and complaints.</p> <p>4. Providing fair and reasonable salaries and working conditions Each year, the Company determines industry salary standards through salary surveys, and appropriately adjusts employee salaries with reference to objective data such as overall economic indicators and price indexes. For the purpose of fairness, employee remuneration standards are based on job position, seniority, and professional skills to ensure equal pay for equal work and avoid discrimination and differential treatment on the basis of gender, age, or other conditions. In addition, the Company also strictly controls working hours to meet the legal limit, and actively prevents burnout through regular working hour analysis reports and an abnormal attendance management system.</p> <p>5. Providing avenues and environment for freedom of expression and respecting employees’ freedom of association. The Company has established multiple communication channels and holds labor-employee meetings quarterly to discuss labor-management relations, labor conditions, labor benefits, and other matters to foster harmonious labor-management relationship. The Company has also set up email, hotline, and physical suggestion boxes to provide employees with whistleblowing and grievance channels, so that their dissatisfaction and concerns can be expressed and resolved.</p> <p><u>Employee Satisfaction Survey</u> The Company conducts annual employee satisfaction surveys organized by the Human Resources Department to comprehensively understand employees’ working experiences and gather their feedback. The survey covers six key aspects: engagement, leadership and communication, rewards and recognition, career development, work environment, and work-life balance. Through in-depth analysis, the Company identifies organizational strengths and areas for improvement. Specific improvement actions are then developed based on the survey results to continuously enhance the</p>	

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			<p>workplace environment, employee satisfaction, and overall corporate competitiveness.</p> <p>In 2024, the overall employee satisfaction score was 3.89 out of 5, with a participation rate of 63.45%. The satisfaction score of the Headquarters, Zhunan Branch, and Hsu-Hsin Branch reached 3.99, while the Yilan Branch recorded a score of 3.81.</p> <p>To further improve employee satisfaction, the Company will implement training initiatives that promote positive leadership across generations, increase awareness of labor laws, and prevent unlawful conduct in the workplace. Additionally, in response to employee feedback from the 2024 survey, the Company has optimized its uniform and workwear policy by allowing employees to decide whether or not to wear company uniforms during work hours, thereby enhancing their comfort and autonomy.</p> <table border="1"> <thead> <tr> <th>Survey Scope</th> <th>2024 Overall Satisfaction (Max: 5)</th> </tr> </thead> <tbody> <tr> <td>Headquarters, Chunan Branch, and Hsu-Hsin Branch</td> <td>3.99</td> </tr> <tr> <td>Yilan Branch</td> <td>3.81</td> </tr> <tr> <td>Sino-American Silicon Products Inc. – Overall</td> <td>3.89</td> </tr> </tbody> </table> <p>The Company upholds the principles of diversity, inclusion, and equality. In addition to formulating the “Human Rights Policy,” it has also issued the “Diversity, Equity, and Inclusion (DEI) Workplace Statement.” Both documents are endorsed by senior executives and publicly disclosed on the Company’s official website. Regular human rights due diligence is conducted. The Company conducts risk identification and assessment through human rights-related assessment tools, and adopts mitigation measures and remedial measures for various risk issues. When facing unlawful infringement or any related concerns, individuals may file a report, either anonymously or under their real name, through various channels such as email, a dedicated hotline, or physical suggestion boxes. Relevant committees will keep the entire handling process confidential. Meeting outcomes will be used to actively track, monitor, and provide necessary support to the parties involved so as to safeguard human rights and avoid recurrence. The Company has not been the subject of any complaints for violation of human rights (forced labor, child labor, discrimination, harassment, and infringement of freedom of association) at all operating locations in the past three years.</p>	Survey Scope	2024 Overall Satisfaction (Max: 5)	Headquarters, Chunan Branch, and Hsu-Hsin Branch	3.99	Yilan Branch	3.81	Sino-American Silicon Products Inc. – Overall	3.89	
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Headquarters, Chunan Branch, and Hsu-Hsin Branch	3.99											
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			<p>Regarding training, new recruits receive human rights training upon onboarding; existing employees are periodically assigned to attend courses on prevention of unlawful infringement and sexual harassment in the workplace. In 2024, a total of 1,072 employees participated in human rights education and training, accumulating 1,342 training hours. The Company continuously promotes concepts associated with human rights.</p> <p>The Headquarters and Zhunan Branch of Sino-American Silicon Products Inc. were jointly awarded the Excellence Award in the “2024 Hsinchu Science Park Outstanding Unit for the Promotion of Workplace Equality Evaluation,” reflecting the Company’s commitment to becoming a model of a happy and healthy workplace. In 2024, Yilan Branch successfully passed the RBA VAP audit and was honored with the Silver Award. These recognitions demonstrate its strong dedication and attitude to employees, human rights, and social responsibility, as well as its efforts to create a safe and friendly working environment for all employees.</p>	
(II) Whether the Company legislates and implements 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% to 15%, as set forth 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 in the employees’ remunerations. The Company establishes attendance rules in accordance with the Labor Standards Act. The attendance rules specify paid leaves to which employees are entitled. In addition to the general benefits such as labor insurance, health insurance, group insurance, and pension payment, the benefits provided by the Company to the employees include year-end bonus, birthday and festival gift money, year-end banquet, wedding and funeral subsidies, childbirth subsidies, annual travel subsidies, employee health checkup, employee meal subsidies, emergency relief, employee/children scholarship, on-the-job training subsidies, club activity subsidies, education and training subsidies, among other things.</p> <p>Since 2021, the Company has introduced the Employee Assistance Program (EAP) to provide comprehensive employee care. The program offers a wide range of consultation services, including emotional management, interpersonal relationships, legal matters, career development, family and parent-child issues, finance, and more, aiming to help employees work with peace of mind.</p>	No significant difference

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			Since 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.	
(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 is committed to creating a safe and healthy working environment. A health center has been established in the plant site, staffed with full-time nurses and regularly visiting occupational physicians who provide clinic services and professional health education consultations. Employee healthcare is evolving toward greater diversity. The Company provides annual health examinations that exceed regulatory requirements. Every year, based on the analysis of the test data collected from the overall health examination report of the employees, an annual health management plan with improvement planning that meets the health needs is formulated to maintain the physical health of the employees. Additionally, the Company provides free influenza vaccinations to employees each year to help strengthen their immunity and reduce the risk of cluster infections in the workplace.</p> <p>The Company is committed to implementing maternal protection program and proactively enhancing workplace-friendly measures that go beyond legal requirements. Since 2021, the Company has arranged the “Good Maternity Pack” program, where each expecting mother will be given a good maternity pack, i.e. a breastfeeding pillow. Dedicated parking spaces and identification armband are also available for these employees. Pregnant employees are encouraged to report their pregnancy early to receive workplace maternal health assessments and initiate protective measures as soon as possible. Through these initiatives, the Company aims to create a mother-friendly workplace where employees can feel secure at work while nurturing a new life.</p> <p>In 2024, the Company organized a variety of health promotion activities, with a total of 3,278 participants. These activities included cancer screening, health seminars (such as “Building a Friendly Workplace,” “Healthy Living with Strong Bones and Osteoarthritis Awareness,” and “Atopic Dermatitis: The Itchy Monster Within”), the “7,000 Steps a Day” walking challenge, and fitness courses. These efforts aim to help employees develop regular exercise habits. In addition, the Company has introduced the Employee Assistance Program (EAP) services provided by the Hsinchu Life Line Association, offering each employee 2 free one-to-one consultation sessions per year to protect their physical and mental health.</p>	No significant difference

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			<p>To ensure workplace environment safety, the Company has not only assigned first-aid personnel for each shift in accordance with legal requirements but also designated emergency response staff. Each factory is equipped with automatic external defibrillator (AED) connected 24/7 and is staffed with AED managers. The Company also holds annual CPR+AED practical operation skills courses. In 2024, a total of 23 sessions were held, with 276 employees participating. Regular “In-plant Emergency Rescue Response Measures and Chemical Splash Cleanup Course” is arranged for first-aid personnel and other staff based on business needs. These efforts aim to ensure that appropriate emergency response and first-aid measures can be taken effectively and promptly in the event of an incident within the factory.</p> <p>2. The Company’s Chunan and Yilan Plants (coverage of verification) have passed ISO 45001 occupational safety management system verification to provide employees with a healthy and safe working environment. Certificate information is updated as follows:</p> <ul style="list-style-type: none"> ■ ISO 45001: 2018 ■ Expiry: March 12, 2025 - March 11, 2028 ■ Certificate No.: 196466-2016-ASA-RGC-JAS-ANZ <p>For more information on the aforementioned management system certifications and the Company’s environmental, safety, and health policies, please visit the Company’s website.</p> <p>3. The Company fully recognizes that a safe and healthy working environment not only enables employees to work with peace of mind, but also provides a foundation for the Company’s sustainable development. Therefore, we established an occupational health and safety management system based on the ISO 45001 standard to integrate health and safety into daily operations. We believe that workplace safety is not achieved through a single system or regulation, but through the collective efforts of all employees and management. The occupational health and safety management system covers the Company’s main operational sites, extending from in-plant employees to contractors. We are committed to providing a healthy and safe working environment for everyone. Regarding safety and health education and training, in order to enhance the occupational safety and health awareness and responsiveness of workers, the Company develops environmental, safety, and health education and training programs annually based on internal management needs, employee feedback, and external issues. The training covers new recruits, in-service employees, managers at</p>	

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			<p>all levels, and contractors. The courses focus on understanding of relevant regulations, occupational safety management, and emergency response and rescue, aims to strengthen workers’ safety awareness and risk responsiveness in the workplace. Additionally, the Company is committed to creating a safe and comfortable working environment, recognizing employee health as a key element of its success and sustainable development. A health center has been established in the plant site, staffed with full-time nurses and regularly visiting occupational physicians who provide clinic services. Long-term cooperated occupational physicians offers in-depth health education consultations, guidance on how employees can adjust their lifestyle and exercise routines, and professional health guidance. Moreover, the Company organizes internal Employee Caring Program (ECP) built around five pillars: maternity protection, prevention of excessive workloads, middle-aged and elderly employee health protection, prevention of unlawful infringement in the workplace, and ergonomic hazard prevention. This program offers comprehensive care for employees, including introducing Employee Assistance Program (EAP) services provided by the Hsinchu Life Line Association. To safeguard employees’ physical and mental well-being, the Company also hosts diversified health care programs, health seminars (such as “Building a Friendly Workplace,” “Healthy Living with Strong Bones and Osteoarthritis Awareness,” and “Atopic Dermatitis: The Itchy Monster Within”), and a variety of health promotion activities. In 2024, the Headquarters and Zhunan Branch of Sino-American Silicon Products Inc. were awarded the Excellence Award in the 2024 Hsinchu Science Park Outstanding Unit for the Promotion of Workplace Equality Evaluation, reflecting the Company’s commitment to becoming a model of a happy and healthy workplace. To ensure safety in workplace environment, the Company holds annual CPR+AED practical operation skills courses and arranges regular “In-plant Emergency Rescue Response Measures and Chemical Splash Cleanup Course” for first-aid personnel and other staff based on business needs. These efforts aim to ensure that appropriate emergency response and first-aid measures can be taken effectively and promptly in the event of an incident within the factory, thereby creating a safe working environment. For detailed information on the number of participants and training hours related to occupational safety and health education and training, as well as aforementioned information, please refer</p>	

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			<p>to “Chapter 5: Occupational Health and Safety” in the Company’s Sustainability Report.</p> <p>4. Working environment monitoring: To protect workers from exposure to hazardous substances in the workplace and to provide them with a healthy and comfortable working environment, the working environment monitoring is held twice a year to gradually gain understanding of employees’ exposure levels.</p> <p>5. Occupational safety and health inspection: In addition to the irregular inspections of work operations and contractor safety, as well as regular internal audit of the management system, the Company promotes safety culture and occupational safety activities to enhance the employees’ attention on safety. This includes training safety seed personnel, strengthening the voluntary inspection of the operating environment safety, and expanding and deepening the scope and content of safety inspection. For detailed implementation of these initiatives, please refer to “Chapter 5: Occupational Health and Safety” in the Company’s Sustainable Report.</p> <p>6. Equipment safety management: Hazardous machines and equipment are managed and regularly inspected in accordance with the “Regulations for Safety Inspection of Hazardous Machines and Equipment” to ensure their safe operation.</p> <p>7. There were no fatalities, work-related illnesses, or significant occupational incidents arising from work in 2024. In terms of employees, a total of 10 work-related injuries (excluding commuting incidents) and 1 false alarm were reported. Based on the disabling injury indicators defined by the Ministry of Labor, the disabling injury frequency rate (FR) was 7.66, and the disabling injury severity rate (SR) was 46. These figures indicate room for improvement compared to the industry averages in the electronics components manufacturing and semiconductor manufacturing sectors. We have conducted dedicated investigations for each occupational disaster incident, and taken improvement 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>8. The number of fire incidents, fatalities, and ratio of fatalities to total employees of the Company in 2024 were all 0. In order to avoid disasters, improve safety management (including fire safety), and effectively respond</p>	

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			to disasters and correct/prevent recurrences, the Company has established “Management Procedures for Incident Reporting, Handling, and Investigation,” “Emergency Preparation and Response Management Procedures,” and “Nonconformity and Corrective Action Management Procedures,” and conduct contingency drills for possible emergencies.	
(IV) Whether the Company establishes an effective career development training plan for employees?	V		<p>The Company prepares the annual education and training program based on its operating strategies, and short-, medium-, and long-term goals, while valuing the talent cultivation and technology inheritance. A variety of training courses, industry-academia collaborations, and research projects are offered to help employees stay aligned with real-time global market trends and technology updates. These trainings are supported by job substitution, job rotation, and on-the-job training to strengthen employees’ different competencies. We provide diverse training resources, encompassing the following six categories: the New Recruit Academy, General Competency Academy for Support Staff, Business Management Academy, Professional Competency Academy, Environmental Safety and Health Academy, and Health Promotion Academy. 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 possess the knowledge, skills, and capabilities to keep up with the times.</p> <p>The Company’s learning culture is promoted to encourage colleagues to contribute their expertise and make full use of training resources, and has establish “Regulations for Internal Lecturer Management” for implementing the Company’s knowledge management, technology inheritance, and consolidate core competitiveness.</p> <p>In order to help managers enhance their leadership and decision-making capabilities, as well as effectively lead and inspire teams to achieve the Company’s goals, the Company provides not only internal departmental training but also systematic training for potential senior managers through external training institutions, such as the Chinese Professional Management Association (CPMA), offering opportunities for exchange with other industry participants and jointly promote industrial development. In 2024, three managers participated in the external senior manager training. At present, a total of seven managers have completed the training.</p> <p>As a high-quality green energy solution provider, SAS organized 3 ESG training sessions in 2024 to promote environmental protection, social</p>	No significant difference

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			<p>responsibility, and corporate governance. The aim was to enhance the Group’s employees’ understanding of the importance of ESG and corporate sustainability goals. A total of 328 employees participated in the sessions, accumulating 886 training hours.</p> <p>In 2024, a total of 38 sessions of functional training for new recruits were conducted, attended by 43 participants, with total 215.5 hours; 784 sessions of professional function training were conducted, attended by 10,887 persons, with total 2,002.5 hours; 305 sessions of general function training were conducted, attended by 3,277 persons, with total 481.5 hours.</p>	
(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 relevant consumer protection policies and appeal procedures?	V		<p>The Company’s products and services comply with the relevant regulations and standards applicable to the Company’s industry; through 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 its social and environmental responsibilities; the Company is also committed to comply with product standards and operational regulations in plants required by customers, to fully deliver on its commitments, and maintain quality relationships. The Company also has a legal compliance unit in place, to ensure that commercial conditions, products, processes and services meet the requirements of competition laws and relevant export control regulations with jurisdiction.</p> <p>Before working with any customer, the Company signs 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. With regard to the protection of customers’ personal information, the Company’s Compliance Unit charges the unit in charge of data with conducting regular inventory of personal data involved in business operations to ensure that the unit in charge of data observes the Personal Information Protection Act when collecting, processing, and using personal data. 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> <p>The Company has formulated the “Privacy Policy” to protect the personal information of the customers. The policy specifies the regulations and</p>	No significant difference

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			<p>procedures that should be followed in the collection, processing, use, access, and disclosure of information that may be used to identify a natural person (personal information). It covers three aspects: “privacy protection,” “personal information collection, processing, and use,” and “safety measures.” The specific contents have been disclosed on the Company’s website for stakeholders reference. In addition to the above-mentioned “Privacy Policy,” the Company has also established “Regulations for Personal Information Protection Management” to manage data and regulate employees’ collection, processing, and use of personal information in business operations. The Company’s Compliance Unit conducts regular audits and organizes “Personal Information Protection Education and Training.” Each data responsible unit is required to conduct inventory of personal information involved in business operations, to ensure compliance with the Personal Data Protection Act in the collection, processing, and use of personal information.</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 emphasizes the sustainable management of suppliers. For the requirements of sustainability, we focus on the requirements under the supplier’s environmental, social and corporate governance aspects.</p> <p>To cope with operating system for the supplier management, the Company has established the “Supplier Evaluation and Appraisal Mechanism,” to regularly manage, evaluate, appraise, coach, and track the improvement of suppliers. Meanwhile, based on the supply chain management policy, the Company requires suppliers to sign the “Statement of Commitment to Supplier’s Code of Conduct” and to comply with the Responsible Business Alliance (RBA) Code of Conduct, to ensure that suppliers adopt the same standards as the Company with respect to anti-bribery and corruption, social and environmental responsibility, conflict-free minerals, trade compliance, non-infringement, prohibition of silicon materials linked to forced labor, and green procurement (RoHS, REACH and WEEE), while promoting the cooperation to join the engagement in green procurement, and enforcing policies and regulations related to environmental protection, occupational safety and health, intellectual property rights, labor rights, and human rights.</p> <ul style="list-style-type: none"> ● Supplier Management Strategy <ol style="list-style-type: none"> 1. Establish a green supply chain, emphasize environmental issues, and implement sustainable risk management. <ol style="list-style-type: none"> (1) Building a Green Supply Chain, Emphasizing Environmental Issues, and Implementing Sustainable Risk Management 	No significant difference

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			<ul style="list-style-type: none"> • Actively promote green procurement to pursue economic benefits while ensuring environmental friendliness. • Encourage suppliers to transition from energy saving and carbon reduction to circular economy practices. • Require suppliers to commit to supplying products that comply with both domestic and international regulations (RoHS, REACH, and WEEE). • Strengthen waste resource reuse and strive to reduce environmental pollution. <p>(2) Enhancing Supply Chain Capacity Continue to assist in the localization of the supply chain and enhance the industry’s cost competitiveness.</p> <ul style="list-style-type: none"> • A total of 545 suppliers are engaged, of which 507 are located in Taiwan, accounting for 93% of the overall supply base. <p>(3) Conflict Minerals Policy Do not procure raw materials sourced from conflict-affected areas.</p> <ul style="list-style-type: none"> • Suppliers are required to commit that the products provided are free of conflict minerals. <p>(4) Enhancing Cost Leadership Capabilities Integrate group resources and establish strategic cooperation to obtain the most competitive supply chain value.</p> <p>(5) Commitment to Social Responsibility</p> <ul style="list-style-type: none"> • Suppliers shall thoroughly understand, adopt, and commit to complying with the Responsible Business Alliance (RBA) Code of Conduct. This ensures that labor safety and the standards related to environmental protection and ethical business practices in the electronics industry—or industries where electronic components are essential—are upheld and recognized, including standards regarding labor, health and safety, environment, and business ethics. <ul style="list-style-type: none"> ● Operation of Evaluation and Appraisal: Suppliers must pass the supplier evaluation process and comply with the Supplier Code of Conduct. <ol style="list-style-type: none"> 1. Eevaluation process <ol style="list-style-type: none"> (1) Domestic and foreign suppliers that have valid certifications such as ISO 9001:2015, IATF 16949:2016 and ISO 14001:2015, proving their quality systems have been reviewed and certified as qualified by a recognized institution or equivalent international standards. 	

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			<p>(2) For the domestic suppliers of raw materials and major consumables without ISO 9001:2015, IATF 16949:2016, or ISO 14001:2015 quality certification, the on-site appraisal will be conducted to see whether the vendor is qualified as supplier. The foreign suppliers must conduct a self-assessment with the “Survey of Suppliers’ Quality Management System” and “Survey Related to the Suppliers’ Environment.” If the self-assessment result is 70 points or above, such vendors are subject to the approval by the Company’s internal quality assurance, R&D and procurement personnel.</p> <p>2. Status of implementation:</p> <p>(1) Statement of Commitment to Supplier’s Code of Conduct signed by suppliers</p> <p>(2) Supplier quality certification management system</p> <ul style="list-style-type: none"> ● On-site audit An annual supplier audit plan is formulated, and regular audits are conducted once a year to ensure that suppliers continue to maintain their supply and service quality. Implementation status: No supplier scored less than 70 points in 2024. ● Coaching the Improvement and Tracking During the audit process, the Company provides counseling and advice for improvement, and tracks the improvement status. Implementation status: In 2024, no vendor was listed to be tracked for counseling improvement. 	
V. Does the company prepare sustainability reports and other reports that disclose non-financial information by following international reporting standards or guidelines? Does the company obtain third-party assurance or guarantees for the reports above?	V		<p>1. The Company prepares Sustainability Reports in alignment with the “GRI Standards: 2021” issued by the Global Reporting Initiative (GRI), the “Semiconductors Sustainability Accounting Standard 2023” issued by the Sustainability Accounting Standards Board (SASB), and the “Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TPEX Listed Companies.”</p> <p>2. The Company’s 2024 Sustainability Report was verified by DQS Taiwan Inc. It complies with the requirements of GRI Standards:2021 and the AA1000 AS v.3 2020 for Type 1 moderate assurance. Both the Sustainability Report and the declaration of verification are disclosed on the Company’s website and the MOPS.</p>	No significant difference
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:				

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The Company has established the “Sustainable Development Best-Practice Principles” and devoted to promoting the sustainable development, with no significant differences from the aforementioned Principles.				
<p>VII. Other important information to facilitate better understanding of the Company’s promotion of sustainability development:</p> <ol style="list-style-type: none"> 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. 2. Social welfare: The Company continues to assess risks and opportunities in its place of business operations (locations in Taiwan include Hsinchu, Miaoli, and Yilan). We are committed to taking care of disadvantaged individuals in rural areas, such as economically disadvantaged families, children, and those with physical and mental disabilities, expecting through the charity donation activity support to improve their life and education condition. In addition, implement specific action plans for environmental protection in the place of operation through local volunteer services. To encourage employee participation in charity and welfare, the Company will match employee’s contribution at a 1: 1 ratio (i.e., the Company will donate the exact same amount of donation made by employees), thereby increasing the size of donation to help more places that are in need of assistance. The Company invested resources in the following social welfare activities in 2024: <ol style="list-style-type: none"> (1) “Post-Disaster Reconstruction for the Hualien 0403 Earthquake” in which we donated a total of NT\$3 million to the “Hualien County Government’s Major Disaster Social Assistance Fund.” (2) “Teenager Development and Service Program” in which we donated a total of NT\$300,000 to the Miaobin Center of World Vision Taiwan. (3) “Art Appreciation Program for People with Mental or Physical Disabilities” in which we donated a total of NT\$30,000 to the Yilan Abao Foundation. (4) “Renovation Project for Nursing Homes for Underprivileged Individuals in a Vegetative State” in which we donated a total of NT\$397,000 to the Miaoli Branch of the Genesis Social Welfare Foundation. (5) “Red Nose Doctor Hospital Performance Program” in which we donated a total of NT\$312,800 to the Dr. RedNose Association. (6) “Mid-Autumn Festival Moon Cake Donation Charity Event” in which we donated NT\$12,000 and NT\$15,000 to Holy Family for Special Education and Yilan Hsing-Fu Social Welfare Charity Foundation, respectively. In addition, the Company donated 5 secondhand monitors to Yilan Hsing-Fu Social Welfare Charity Foundation, 10 to World Vision Taiwan, and 3 to Abo Foundation, promoting the recycling and reuse of the Company’s secondhand equipment. (7) The Company’s health center organized the “Let’s Walk Together – 7,000 Steps a Day for Rewards and Charity” event, which rewards participants for every 7,000 steps of walking. For every day an employee met the goal, the Group will donate NT\$1 as charity. The event will last for 13 weeks, aiming to help employees develop healthy exercise habits while contributing to a public welfare. A total of 401 employees participated in the event, with 253 successfully completing the challenge. Together, they accumulated a total of 16,451 goal-achievement days. The event raised NT\$16,451, and with an additional contribution from the Company, the total reached NT\$20,000. All proceeds were donated to the Hsinchu City Early Child Development Therapy Center under the Syin-Lu Social Welfare Foundation, creating a win-win outcome for both health and compassion. (8) SAS and GlobalWafers’ plants in Taiwan jointly organized the “Earth-Friendly Beach Cleanup Event” at Longfeng Fishing Port, Zhunan, Miaoli, with a total of 119 participants, an increase of 30% compared to the previous year. The cleaning area expanded by 5%, and the weight of garbage removed rose by 3%, with the total weight exceeding 100 kg. The event also promoted the importance of “plastic reduction” and encouraged participants to pay special attention to marine plastic waste, aiming to raise more people’s awareness towards plastic reduction and waste reduction. (9) The Company advocates blood donation activities, continues to support the service mission of the blood donation center, “donation of blood, saves a life,” to help solve the blood shortage problem of the blood bank. Two blood donation activities are organized in each plant every year. In 2024, a total of 83 employees donated 128 bags of blood, amounting to 32,000 c.c. SAS has been actively responding to social needs by encouraging employees to roll up their sleeves and help address blood shortages, embodying the spirit of charity and passing on the love. 				

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<p>(3) Signing contracts with a cadre of key employees: The Company enters a contractual relationship with a cadre of key employees in managerial roles who possess strategic planning capabilities or irreplaceable skills, so as to achieve talent retention and ensure the sustainable development of the Company’s human capitals.</p> <p>8. Pandemic containment in Plants: The post-pandemic era has come. The global outbreak of COVID-19 has changed the work and lifestyle significantly. Some of the changes will normalize immediately once the pandemic is under control, but some of the changes will be permanent. Even though long-term social distancing is not required, some behaviors will continue to exist, such as increased frequency of hand-washing, and maintaining personal hygiene, to reduce the risk of the spread of infectious diseases. The Company will regularly adjust its pandemic containment measures in accordance with changes in the global pandemic. Not only the Company implement high-standard corporate pandemic containment mechanisms to ensure uninterrupted production line operations, it also continuously promotes diverse care measures, ensure the safety of all employees, and exert a positive corporate influence to ensure the safety of healthy workplace.</p> <p>(1) Pandemic containment information: to enable employees to grasp the real-time information on pandemic containment, the health management center gathers the latest domestic and international pandemic information from time to time, and adjusts the real-time announcement of pandemic containment measures in the plant on a rolling basis, depending on the pandemic level, so that employees can receive accurate pandemic containment information quickly.</p> <p>(2) Care for health: cares are given to employees with fever symptoms and suspected contact history, regular follow-up and care are provided to strengthen the physical health of all employees.</p> <p>(3) Disinfection of the Plants: The disinfection and cleaning measures for public areas are formulated, the frequency of environmental disinfection is adjusted, with the supply of alcohol-based sanitizer in public areas and additional partitions in the cafeteria, posters of correct hand-washing slogans in each restroom, and regularly check of the pandemic containment materials, to ensure that the Company has sufficient pandemic containment materials.</p> <p>(4) Physical and mental care: To help employees monitor their physical and mental health and become more aware of their needs for balance, SAS has introduced the EAP since 2021. The program provides each employee with 2 free one-to-one consultation services every year. SAS has also regularly passed out psychological growth promotion materials to help employees resolve negative emotions and stress.</p>				