

2022
SUSTAINABILITY REPORT

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About this Report

Since the first corporate social responsibility report published in 2013, Siliconware Precision (SPIL) has continuously issued a ESG report each year (the last issue was published in June 2022) for eleven consecutive years. We have communicated with all stakeholders who pay attention to SPIL to meet stakeholders' expectations of the transparency of the Company's operations and allow the world to learn more about SPIL's efforts in and contributions to social responsibility. This report is available in e-books in both Chinese and English languages. For the complete file, please download it from the SPIL's website.

https://www.spil.com.tw/Sustainability/Download

ESG Reports over the years



2016



2017



2018



2019



2020



2021

Information disclosure period

The information disclosure period in this report is from January 1, 2022 to December 31, 2022.

Data Collection Scope

- The scope of data collected in this report covers the three major sustainability aspects of economy, environment, and society.
- The scope of disclosure includes those of the headquarters in Taiwan, Da Fong Facility, Chung Shan Facility, Zhong Ke Facility, Changhua Facility, Hsinchu I, Hsinchu III, Zhong Kong Facility, Zhong Ke W Building and Siliconware Technology (Suzhou) Co., Ltd. (hereinafter referred to as Siliconware Technology Limited)



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Preparation and Verification of the ESG Report

- This ESG Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards published by the Global Sustainability Standards Board (GSSB) in 2021, ISO 26000 Social Responsibility Guidance, and UN Global Compact. We have adopted a substantive analysis approach to understand issues to which our stakeholders pay attention and use it to disclose sustainability information of this report. This report refers to the content and quality requirements of the core GRI Standards as well as the four principles of AccountAbility Principle (AP) 2018 set forth in AA 1000 APS, namely materiality, inclusivity, responsiveness, and impact.
- To ensure the transparency of information disclosed in this report, we have obtained certification from SGS Taiwan Ltd. in related thereto, and ensured its compliance with core GRI standards and the high assurance level of AA 1000AS V3 TYPE II (as the reliability of specific sustainable performance information has been evaluated, the data error rate accompanied therewith is relatively low).

Report Data Quality Control

- Financial data: Audited and certified by Deloitte Taiwan (in NTD).
- Environmental information: Obtained ISO 14001and ISO 50001 certifications from SGS Taiwan Ltd.
- Environmental data: Obtained ISO 14067 and ISO 14064-1 from BSI Pacific Limited, Taiwan Branch.
- Safety and health information: Obtained ISO 45001 and CNS 45001 from SGS Taiwan Ltd.
- Information Security Information: Obtained ISO 27001 from BSI Pacific Limited, Taiwan Branch.
- Authorized supply chain: Obtained ISO 28000 from SGS Taiwan Ltd.
- Hazardous substance information: Obtained QC 080000 (IECQ HSPM) from UL DQS Taiwan Inc.
- Cleaner production information: The Cleaner Production Evaluation System was certified by Industrial Development Bureau, Ministry of Economic Affairs.
- Continuing operations: Obtained ISO 22301 from BSI Pacific Limited, Taiwan Branch.

Contact Us

To communicate with our stakeholders sustainably, we sincerely welcome you to contact us and give us your precious opinions. Our contact information is as follows:

Siliconware Precision Industries Co. Ltd.

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Letter from the Chairman

Dear SPIL stakeholders:

In 2022, due to the Russo-Ukrainian War, geopolitics and the spread of the pandemic, the supply chain was disrupted and reorganized, which drove up the prices of international energy and raw materials. Further, global inflationary pressure is rising, and many central banks have started tightening monetary policies to ease the pressure. As such, global economic activities are slowing down in general, which affects the demand for electronic products. According to statistics from WSTS, the growth of the global semiconductor market has slowed down to 4.4%. Despite the impact of the macro environment, under the efforts of all employees, the Company's revenue reached NT$130.79 billion - a record high.

Persevere in ESG and move toward sustainability

Under the pressure of the four goals of mitigation, adaptation, finance and cooperation set by the UN COP27, Taiwan's "Climate Change Response Act" was officially launched in 2023. We have also set autonomous net-zero carbon reduction targets and pathways to reduce the intensity of greenhouse gas emissions by 2% through electricity saving measures and procurement of renewable energy. To cope with the problem of water scarcity, we have adopted process water saving and water recycling technologies to reduce the overall water intake density by 8%. In terms of waste, by promoting source reduction and circular economy, the intensity of hazardous waste decreased by 17% and the recovery rate of general waste reached 99.1%.

While pursuing performance growth, SPIL has also balanced ESG performance. Combining the efforts of all of ASE Technology Holding's subsidiaries, the parent company, ASE Technology Holding, has been continuously recognized by the Dow Jones Sustainability Index (DJSI).

The Company is committed to public welfare and giving back to society.

For 16 years, SPIL has been promoting social welfare by investing manpower and material resources to help schools in remote areas. By improving hardware and equipment, children in remote areas can use electronic products to explore the world and learn without the impact of distance. By replacing the lights with high-efficiency lighting equipment, the school can provide a bright and comfortable learning environment while improving energy conservation and carbon reduction. Combined with the supply chain circular economy project, SPIL's waste silica sludge is purified and added to basketballs and yoga mats; moreover, SPIL buys them back and donated them to rural schools to enhance students' safety in sports.

The Family Assistance "100-Dollar" Club founded by SPIL's is to realize the purpose that children can grow up, and the elderly can be supported. Over $80 million in child support funds have been accumulated to cover children's living expenses and to help children study without worry and grow up healthily. SPIL volunteer club held the first "Listening to the new world-helping blind people with SPIL" online charity event, which not only helped Huei-Ming School to set up an online library, but also helped Huei-Ming School to win the 2022 National Sustainable Development Award (Education category). In the future, the volunteers club hopes to continue to use stories, braille and love to lead blind children to recognize this beautiful world, and to invite more companies and volunteers to continue to participate in recording audio books and reproducing braille books.

Future prospect

Looking ahead, The economy is in a slump, and we will continue to focus on our core business and expand our market in packaging and testing in the face of increasing competition in the industry. We will continue to improve corporate sustainability management, and take continuous action to fulfill our global citizenship responsibilities to contribute to the environment, society, and the economy, and to achieve a sustainable and commonly prosperous future for our shareholders.



Chairman

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Sustainable Management Awards in 2022

Corporate Governance aspect



2022

Won the award of Safety Production Social Responsibility Enterprise by Suzhou Industrial Park high-end manufacturing and international trade zone

Environmental aspect



2022

Changhua Facility won the Air Quality Purification Area Adoption Unit Excellent award

綠色工廠
GREEN FACTORY

2022

Zhong Ke Facility won the Green Factory Label

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Stakeholder Engagement

To ensure that the information disclosed in the 2022 Sustainability Report meets the expectations and demands of readers, SPIL has followed the GRI standards issued by the GSSB to establish the five-step materiality analysis. The analysis enables us to decide stakeholders with whom we wish to communicate; understand issues to which our stakeh pay great attention; then base thereon to prepare this report and have stakeholder inclusiveness, sustainability context, materiality, and completeness included. To completely present the overall value chain, information disclosed with respect to material issues of both SPIL and Siliconware Technology Limited are reviewed and discussed by members of a dedicated organization so as to define the scope of each aspect and index.

Step 1 Collect sustainable issues	**6** big issues were collected	Collect sustainability issues basis on: • Global standards (ISO26000, GRI standards, UN GC, DJSI, RBA, etc.) • Issues concerning SPIL's sustainability found on the Internet and issues of concern to peers
Step 2 Identify stakeholders	**6** major stakeholders	The ESG report team members brainstormed to list 11 relevant stakeholders and prioritized them as per the five principles of AA1000 SES-2015 Stakeholder Engagement Standard. Based thereon, we then identified 6 primary stakeholders on whom we must focus, including customers, employees, suppliers, government / public sector, subcontractors, and community / neighborhood.
Step 3 Materiality analysis	**6** issues of concern	20 issues of concern were summarized according to the investigation results of sustainability background and stakeholders, and then adopted for a materiality analysis. They are: 1.Stakeholders' "level of concern" for each issue is evaluated (distributed 423 questionnaires to stakeholders for investigation). 2.The evaluation of the impact probability and frequency of each issue on the company's "economy" , "environment", "human and human rights" is determined by the members of the Sustainability Committee, the director of the ESG report unit and colleagues.
Step 4 Decide on materiality indicators	**13** items prioritized to be disclosed	Concerning the 13 material topics decided based on materiality analysis, members of the ESG report team are responsible for deciding the priority of the topics to be disclosed; then have them confirmed and approved by senior managers.
Step 5 Identify boundary of indicators	Boundary of **2** internal entities Boundary of **2** external entities	Concerning defined materiality indicators, it is necessary to confirm entities inside and outside the organization, and further clarify the boundary of disclosed information. 1.Boundary of internal entities: Including SPIL and Siliconware Technology Limited. As for SPIL's subsidiary SPIL BVI. Holding, except for included in the consolidated financial statements, there are no CSR-related material issues and is therefore excluded therefrom. 2.Boundary of external entities: Including suppliers (and subcontractors) and clients.

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1. Analysis Results of Material Issues

As materiality analysis enables us to understand to which information our stakeholders pay the greatest attention, this approach was conducted on selected 20 sustainability issues with a focus on intersections of mid to high impact and mid- to high-level of concern. Then 6 core issues and 14 sustainability management issues were confirmed. The core issues, on which this report is prepared, ensure that the disclosed information meets the expectations and demands of stakeholders.



Economic aspect

- 01 Regulatory Compliance
- 02 Business Ethics
- 03 Customer Relationship Management
- 04 Sustainable Supply Chain
- 05 Innovation Management and Sustainable Manufacturing
- 06 Information Security Management
- 07 Data and Privacy

Environment aspect

- 08 Water Resource Management
- 09 Climate Change
- 10 Energy Management
- 11 Waste and Circular
- 12 Air Pollution Prevention
- 13 Biodiversity

Society aspect

- 14 Occupation Health and Safety
- 15 Talent Attraction and Retention
- 16 Talent Development
- 17 Human Rights
- 18 Diversity and Inclusion
- 19 Social Involvement
- 20 Work from Home

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2. Impacts of Material Issues on Operations

Concerning the importance of material issues to operations, 2022 implementation measures and results, and the Topic-specific disclosed corresponding to the GRI Standards. Please refer to the table below. As for a detailed description of material issues, please refer to the respective chapters of this report.

Corporate governance / Economic aspect

Issues	Importance to the operations	2022 Implementation Measures	Results	Topic-specific Disclosed Corresponding to the GRI Standards	Chapter
1. Compliance	As any change in domestic / international policy and regulations is closely related to the Company's finance and business, the core corporate policy of SPIL is "Never compromise on laws", where all of our employees from the board of directors to employees as a whole must comply with our code of conduct and be liable for legal liabilities derived therefrom.	• Pay attention to any changes at any time; make timely suggestions and plan countermeasures therefor. • Repeatedly and correctly educate and train managerial and relevant personnel.	Although the Company was imposed with penalties by competent authorities due to five cases in 2022, said cases were incidental ones without adverse substantive impact. In addition, through internal review and corrections made accordingly, the Company has minimized the chance of said cases from recurring.	GRI 2-27、GRI 205、GRI 416	1.1 Corporate Governance
2. Moral / Ethical code of conduct	SPIL believes that to eliminate unethical conduct, honesty, integrity, confidentiality and safety are the foundation for engaging in business activities and operations.	• Formulated "Ethical Corporate Management Best Practice Principles" to establish a corporate culture of business integrity. • Confirm the effectiveness of internal awareness-raising activities through random inspections.	• Inspected 50 employees in total with regard to their understanding of the Company's code of conduct and there was a deficiency. • Directors and the management team have strictly followed the integrity principle, and no violation thereof occurred in 2022.	GRI 2-23、GRI 2-24、GRI 205	1.1 Corporate Governance
3. Operational and financial performance	Financial performance is closely related not only to a company's business effectiveness, but also to its future growth and development. To give back to our shareholders and investors, SPIL has therefore been committed to stable and steadfast operations and the development of integrated circuit (IC) packaging and testing business so as to create a sound financial structure with excellent solvency and profitability.	• Devote ourselves to developing high-end and wafer-level system packaging technology to satisfy customers' demand for product development.	• In 2022, with the slowdown of theglobal epidemic, the gradual reopening and unblocking of the economy, and the promotion of the economic revitalization plan, the global economy will recover rapidly, driving strong growth in demand for electronic products, and revenue will continue to grow, reaching **NT$130.79 billion.**	GRI 201	1.2 Operating Performance
4. Sustainable supply chain management	Enhanced supply chain management enables the Company to have sound suppliers. This not only helps to improve the quality of raw materials and reduce risks derived from the acquisition of raw materials but also increases our customers' recognition of our products.	• Carry out evaluation / audit of suppliers to confirm their performance on a regular basis. • Assist suppliers in making improvement and increasing their competitiveness through counseling services; request suppliers to abide by their social responsibilities	• Audited **87** suppliers in total. • Offered counseling services to our suppliers concerning technical guidelines, quality improvement, environmental responsibilities, RBA, and conflict minerals.	GRI 204、GRI 308、GRI 414	3.2 Sustainable Supplier Management
5. Customer service management	As a professional packaging and testing OEM, SPIL must provide comprehensive customer services and high quality products, and pay attention to customers' confidentiality and privacy in order to satisfy their demand so as to maintain positive customer relations and customer satisfaction.	• Set quality objectives: Reduce the number of customer complaints. • Increase customers' level of satisfaction with various service indictors.	• Received a total of **7** awards from our customers. • Customer satisfaction reached **90%**	-	2.2 Customer Service

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Environmental aspect

Issues	Importance to the operations	2022 Implementation Measures	Results	Topic-specific Disclosed Corresponding to the GRI Standards	Chapter
1. Air pollution control	The main air pollutants produced from the production are mainly volatile organic wastes, which can be firstly condensed using the rotor to increase its intake concentration, and then diverted into the regenerative thermal oxidizer (RTO) for processing. This can ensure the legal compliance of emission and prevent the Company from penalties or work suspension.	• Our facilities have adopted multiple protection mechanisms for prevention equipment. • Hold emergency response drills for the scenario of air pollution.	• Regular maintenance works with the 24-hour continuous surveillance systems and backup measures. • All facilities have completed emergency response drills.	GRI 305	4.5 Cleaner Production
2. Water resource management	The increasing frequency and severity of drought will impact all companies and their supply chains to a considerable extent.	• Continued to promote water conservation, recycling and reuse projects to reduce the Company's pressure from water demand.	• Recycled 11,635,000 metric tons of water in total • Water withdrawal density (metric tons / millions of NTD) [Total water consumption for the year / Total revenue for the year] reduced to 61.3	GRI 303	4.3 Water Resource Management
3. Waste management	Effective waste management can reduce the production of wastes and the relevant treatment costs while minimizing the impact of our operations on the environment.	• Continue to promote waste reduction project • When disposing of wastes, reclamation and recycling are prioritized, and then incineration treatment is undertaken to effectively reduce the size of waste while recycling the heat for generation.	• Reduced 4,358 metric tons of waste. • The waste recycling and reuse rate reached 89%.	GRI 306	4.5 Clean Production
4. Energy management	Customers begin to request low-consumption products; and governments around the world are planning to levy a carbon or energy tax. Besides, as the primary carbon emission comes from the use of electricity, the expenses derived from the use of electricity and carbon tax will result in an increase of the Company's costs.	• The energy conservation team regularly implements a series of carbon reduction tasks, such as launching annual energy conservation programs or inviting experts outside the company to provide guidance on energy conservation.	• Saved 66,412 MWh of electricity, which is about 4.4% of the electricity used in 2022, surpassing the target of 2%.	GRI 302、GRI 305	4.1 Environmental Management System 4.2 Carbon Management

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Society aspect

Issues	Importance to the operations	2022 Implementation Measures	Results	Topic-specific Disclosed Corresponding to the GRI Standards	Chapter
1. Employees' Rights and Interests	Under the wave of globalization, SPIC has adopted international labor standards to maintain each employee's human and labor rights while preventing our corporate image and stock price from being impacted due to bad records.	All new employees and in-service employees shall take the RBA general knowledge and recurrent training sessions, respectively. Provide a complete grievance mechanism.	• Conducted RBA general knowledge training; 100% of all new employees and in-service employees completed the RBA general knowledge and recurrent training sessions, respectively. • RBA labor / ethical risk safety threat index was at a low level.	-	6.1 Employees' Rights and Interests
2. Occupational Safety and Health	Employees are important assets of the Company. Only by building a safe and healthy workplace, and preventing occupational injuries or diseases, our employees will be able to work without any worry and have their work efficiency and quality improved.	• Establish a management plan for high-risk operations. • Hold safety contests and praise outstanding EHS units and personnel to develop employees' safety awareness while motivating them to make further improvements	• The total frequency-severity indicator (FSI) of Taiwan Facility was 0.04.	GRI 403	6.4 Occupational Safety and Health
3. Employee training and career development	Complete talent cultivation and development plan can help the Company retain talents, satisfy our corporate development demand, and further reach our business targets.	• Develop a complete talent cultivation plan • Continue to optimize employees' career development	• The average completion rate of training courses was 96%.	GRI 404	6.2 Human Resource Management
4. Talent Attraction and Retention	"Talents" are important assets of SPIL. We have therefore abided by the golden rules of proactive recruitment, motivation, and talent retention. We have not only conducted our recruitment work in compliance with Labor Standards Act, the Act of Gender Equality in Employment, and the Employment Service Act, but prioritized the employment of local residents where our operations are located in the principles of lawfulness, equality, and openness.	• Recruit personnel through various channels directly; continue to employ alternative military servicemen as R&D talents so as to recruit professional technology and engineering talents. • Provide a sound salary and benefits package.	• The average turnover rate of our facilities in Taiwan was 1.0%. • Around 308 employees were on unpaid parental leave and the reinstatement rate was around 85%.	GRI 401	6.3 Talent Attraction and Retention

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Key Performance Indicators, Degree of Conformity, and 2022 Goals with respect to Material Issues

Corporate governance / Economic aspect

Prioritized issues	Objectives for 2022	Performance in 2022	Objectives for 2023
1. Compliance	The number of law violation cases decreases year by year.	There were only **five** law violation case. Note: 1 cases total in 2021.	The number of law violation cases decreases year by year.
	There will be no law violation that causes substantive adverse consequences.	There was no law violation that caused substantive adverse consequences.	There will be no law violation that causes substantive adverse consequences.
2. Moral / Ethical code of conduct	Inspect employees' understanding of moral / ethical code of conduct and internal communication channels.	Inspected **50** employees randomly and no deficiency was found.	Inspect employees' understanding of moral / ethical code of conduct and internal communication channels.
3. Operational and financial performance	Register a positive growth for revenue.	The consolidated operating revenue was **NT$130.79** billion.	Register a positive growth for revenue.
4. Sustainable supply chain management	Increase the percentage of local procurement (suppliers in Taiwan) gradually year by year.	The percentage of local procurement of products produced in and shipped from Taiwan was **70.5%**.	-
	Adopt only non-conflict minerals for all raw materials (100%) for products.	Adopted only non-conflict minerals for **100%** of raw materials used.	Adopted only non-conflict minerals for 100% of raw materials used.
5. Customer service management	Scores of customer evaluation increase year by year.	Customer satisfaction reached ≧ **90%**.	Customer satisfaction reaches ≧ 90%

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Environmental aspect

Prioritized issues	Objectives for 2022	Performance in 2022	Objectives for 2023
1. Air pollution reduction	VOCs mission density [Total VOCs emission (kg) / Total revenue (millions of NTD)] ≦ 0.2	VOCs emission density [Total VOCs emission (kg) / Total revenue (millions of NTD)] reduced to 0.189	VOCs emission density [Total VOCs emission (kg) / Total revenue (millions of NTD)] ≦ 0.2
2. Water resource management	Water withdrawal density [Total water consumption (metric tons) / Total revenue (millions of NTD)] ≦ 83.6	Saved 215,668 tons of water in total Water withdrawal density [Total water consumption (metric tons) / Total revenue (millions of NTD)] reduced to 61.3	Water withdrawal density [Total water consumption (metric tons) / Total revenue (millions of NTD)] ≦ 82.7
3. Waste management	The waste recycling and reuse rate reaches 90%	The waste recycling and reuse rate reached 99%	The general waste recycling and reuse rate reaches 100%
4. Energy management	Save 2% of electricity (around 2% of electricity used in 2022).	Saved 66,412 MWh of electricity, which is around 4.4% of the electricity used in 2022.	Save 2% of electricity (around 2% of the electricity used in 2023).

Society aspect

Prioritized issues	Objectives for 2022	Performance in 2022	Objectives for 2023
1. Employees' Rights and Interests	All employees (100%) take the RBA general knowledge and recurrent training sessions.	100% of all new employees and in-service employees completed the RBA general knowledge and recurrent training sessions.	All employees (100%) take the RBA general knowledge and recurrent training sessions.
2. Occupational safety and health	Employee FSI reaches 0.06	Employee FSI of the facilities in Taiwan reached 0.04	Employee FSI of the facilities in Taiwan reached 0.06
3. Employee training and career development	Employee training hours reach 150 hr / person	Employee training hours reached 199 hr / person	Employee training hours reach 150 hr / person
4. Talent Attraction and Retention	Employee engagement survey coverage rate reaches 90%	Employee engagement survey coverage rate reached 99%	Employee engagement survey coverage rate reaches 90%

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Communication with Stakeholders

Identify stakeholders (Mapping)	Understand issues of concern (Understand)	Decide on communication issues (Determine)	Deliver communication message (Deliver)	Respond to stakeholders (Response)	Reinforce communication (Reinforce)
Party concerned	**Questionnaire survey**	**Issues of high concern**	**Communication channels and frequency**	**Highlights of the communication in 2022**	**Highlights of the response to stakeholders in 2023**
Customer	59	Customer service management	Customer website system (anytime) Customer satisfaction survey (quarterly) Customer questionnaire (from time to time) Customer audit (from time to time) Product quality review meeting (from time to time) Phone and email (from time to time)	• Received a total of 7 awards from our customers. • Customer satisfaction reached 90%	• Customer satisfaction target in 2023 is 90%
		Sustainable supply chain management		• Completed audits of 87 suppliers to confirm supplier quality and management system performance. • Completed RBA audits of 30 suppliers.	• Implement supplier sustainability risk surveys, assessments, and audits of high-risk suppliers.
		Information security		• Passed ISO 27001: 2013 information security verification.	• Maintain system effectiveness • Increase employees' awareness of information security protection
Employees	184	Employees Rights and Interests	Face to face communication (any time) Departmental meetings (weekly / monthly) SPIL Quarterly (quarterly) Labor-management meeting (quarterly) Welfare committee (quarterly) Catering committee (bimonthly) Pension committee (bimonthly / quarterly) Employee satisfaction survey (biannually) Employee care mailbox Email box Service hotlines	• All new employees and in-service employees shall take the RBA general knowledge and recurrent training sessions, respectively. • Provide a complete grievance mechanism.	• All employees shall pass the RBA general knowledge training • RBA labor / ethical risk safety threat index was at a low level.
		Talent Attraction and Retention		• Provided a comprehensive insurance system and a complete retirement system.	• Continue to employ outstanding local talents • Establish a talent database
		Human rights		• The entire company received labor and human rights training.	• All employees shall pass labor and human rights training

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Identify stakeholders (Mapping)	Understand issues of concern (Understand)	Decide on communication issues (Determine)	Deliver communication message (Deliver)	Respond to stakeholders (Response)	Reinforce communication (Reinforce)
Party concerned	**Questionnaire survey**	**Issues of high concern**	**Communication channels and frequency**	**Highlights of the communication in 2022**	**Highlights of the response to stakeholders in 2023**
Suppliers / Subcontractors	116	Sustainable supply chain	Supplier QBR meeting (quarterly) Supplier information review (annually) Phone and email (from time to time) Toolbox meeting (daily) Agreement organization meetings (monthly) Corporate agreement organization meetings (annually) Training for subcontractors (when necessary) Telephone and email (irregularly)	• Completed audits of 87 suppliers to confirm supplier quality and management system performance. • Completed RBA audits of 30 suppliers.	• Implement supplier sustainability risk surveys, assessments, and audits of high-risk suppliers.
		Occupational Safety and Health		• Enhanced construction safety management • Promoted disaster reduction plan with the FSI at 0.04	• Enhanced construction safety management • Reduce FSI
		Customer relationship management		• Received a total of 7 awards from our customers. • Customer satisfaction reached 90%	• Customer satisfaction target in 2023 is 90%
Government / public sector	22	Social engagement	Filing (quarterly, semi-annually, and annually) Regulatory briefings and public hearings (irregularly)	• Provided care to the underprivileged • Assisted with the cleaning and maintenance of the community environment	• Actively participate in community charity activities
		Occupational Safety and Health		• Enhanced construction safety management • Promoted disaster reduction plan with the FSI at 0.04	• Enhanced construction safety management • Reduce FSI
		Air pollution control and prevention		• VOCs emission density [Total VOCs emission (kg) / Total revenue (millions of NTD)] reduced to 0.189	• Continue to complete emergency response drills to confirm the effectiveness of each facility's multiple protection mechanisms
Community	36	Occupational Safety and Health	• Company website (any time) • Participating in community activities (from time to time) • Hold activities and invite local residents to participate (from time to time) • Community visits (from time to time) • Complaint channels for local residents (any time)	• Enhanced construction safety management • Promoted disaster reduction plan with the FSI at 0.04	• Enhanced construction safety management • Reduce FSI
		Water resource management		• Saved 215,668 tons of water in total, with the target achieving rate of 284% • Water withdrawal density [Total water consumption (metric tons) / Total revenue (millions of NTD)] reduced to 61.3	• Continued to promote water conservation, recycling and reuse projects to reduce the Company's pressure from water demand.
		Social engagement		• Provided care to the underprivileged • Assisted with the cleaning and maintenance of the community environment	• Actively participate in community charity activities

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Overview of Siliconware Precision

Siliconware Precision Industries Co., Ltd.[Note 1] (hereafter referred to as "SPIL" or "the Company") was established in 1984 with the primary business of engaging in various integrated circuit (IC) packaging, processing, trading, and testing services. The Company's major customers are leading global IC design companies without fabs, integrated component manufacturing companies, and wafer manufacturing companies. To provide advanced process technology required by these companies, SPIL has built a reputation as a high-quality products and services provider.

SPIL's leading engineering technology, high-efficiency production coordination, and positive customer relations have allowed the Company to set up operations in multiple locations ranging from Taiwan, the U.S., and China to provide globalized services. With great responsiveness to customers' requirements for products and technologies, SPIL has already become the foremost partner for companies seeking a professional outsourced semiconductor assembly and testing (OSAT) company.

Note: 1. SPIL, Advanced Semiconductor Engineering Inc., and USI Inc. are members of ASE Technology Holding Co., Ltd., the world's No.1 OSAT service provider (TWSE code: 3711; NYSE code: ASX)

Watch the Video

A quick review of the relevant information of SPIL, including global operations, the management team, products, and services.

1. Company Profile

Company Name	Siliconware Precision Industries Co. Ltd.
Date of Incorporation	May 1984
Headquarters	No. 123, Sec.3, Dafeng Rd., Tanzi, Taichung
Paid-in Capital	NT$37,857,488,780
Chairman	Tsai, Chi-Wen
President	Tsai, Chi-Wen
Number of Employees	Around 23,800 persons
Principal Business	Various manufacturing, processing, trading, and testing services in IC packaging
Spokesperson	Jay Huang

2. Business Philosophy

SPIL's business philosophy is to achieve economies of scale, steady profitability, and value integration, as well as become a leading benchmark company through quick response, professional quality, research innovations, and team-based learning.

Vision Excels as the world-class OSAT service provider

Mission Win the trust of customers and build a future of technology

Business Philosophy Excel in performance through internal operations



The outer circle represents SPIL's harmony and tolerance externally.

Scale
Profit
Integration
Leading

The inner square represents SPIL's implicit stability and core competencies.

Speed
Professional
Innovation
Learning

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3. Global Operations

Based in Taiwan, SPIL has a worldwide customer service network, ranging from Taiwan (Hsinchu and Taichung), China (Suzhou), and the U.S. (San Diego, San Jose, the Laguna Mountains, Tempe, AZ, and Lewisville, TX).

Apart from its production centers located in Taichung City (Da Fong Facility, Chung Shan Facility, and Zhong Ke Facility, Zhong Gong Facility) and Changhua (Changhua Facility), SPIL currently has a number of branches, including the Hsinchu Branch that is located in Hsinchu Science Industrial Park for testing services and Siliconware Technology (Suzhou) Limited (hereinafter referred to as “SPIL Suzhou”), a subsidiary (investee) located in Suzhou, China, to serve local customers. In addition, new facilities are being built in Erlin Science Park of Central Taiwan Science Park and Huwei Science Park of Central Taiwan Science Park.


Da Fong Facility


Chung Shan Facility

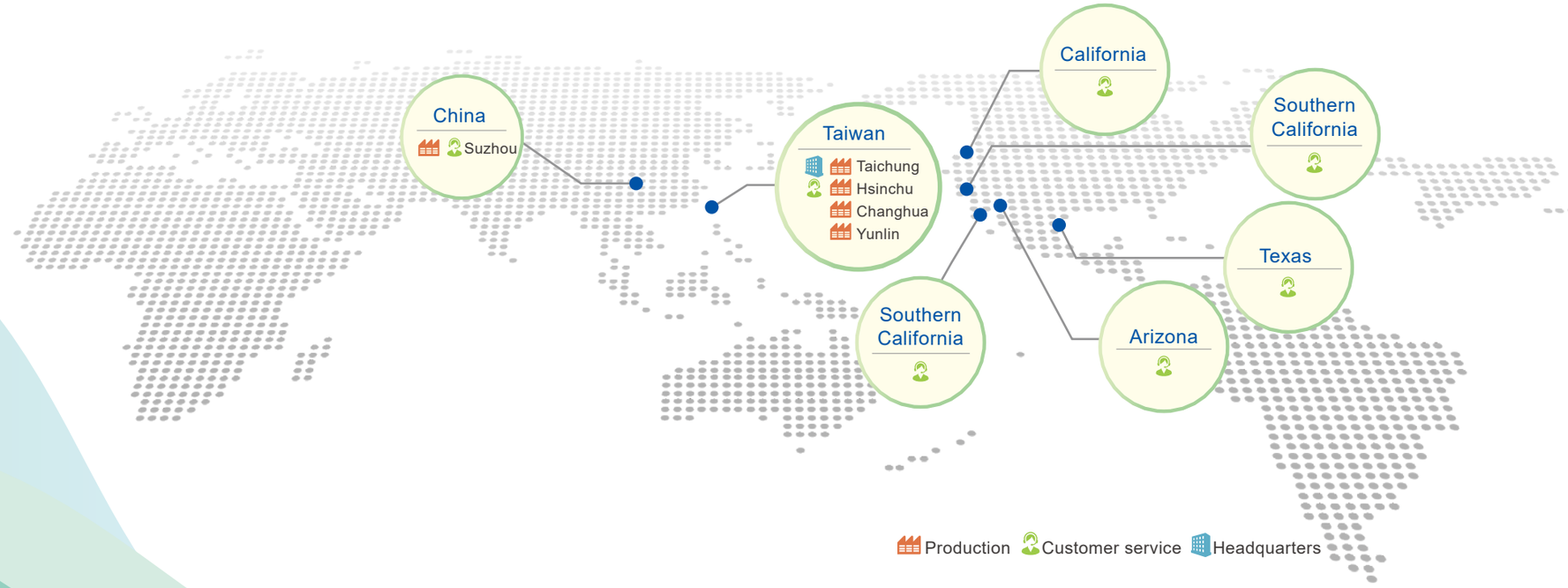

Zhong Ke Facility


Zhong Ke Facility


Changhua Facility


Hsinchu Facility


Suzhou Facility



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4. Key Milestones

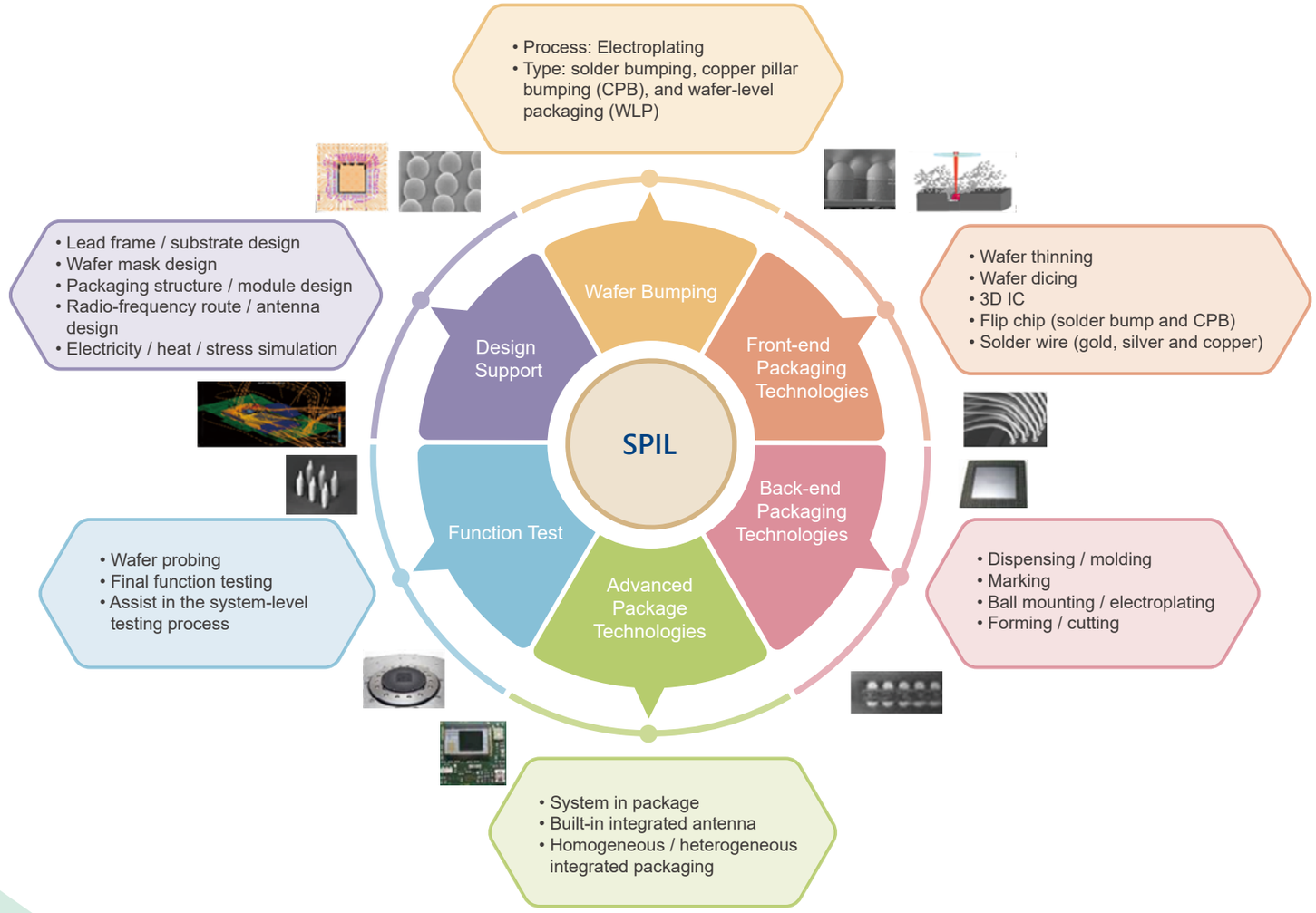
Year	Company Scale and Major Events	System Certification Passed
1984	Officially incorporated	
1988	Completed and launched the Tanfu Facility	
1993	Listed on TWSE (stock code: 2325) Completed and launched the Hsinchu I	ISO 9001 Quality Management System
1995	Completed and launched the Da Fong Facility Relocated the headquarters to the Da Fong Facility	
1999		QS 9000 Quality Management System ISO 14001 Environmental Management System
2000	Completed and launched the Chung Shan Facility Merged with Siliconware Corporate to establish the Hsinchu II Issued ADRs on NASDAQ in the U.S. (code: SPIL)	
2001	Established Siliconware Technology (Suzhou) Limited.	
2003		Obtained the Green Partner certification from SONY ISO / TS 16949 Quality Management System
2004		OHSAS 18001 Occupational Health and Safety Management System
2007	Completed and launched the Changhua Facility	
2008		QC 080000 (IECQ HSPM) Hazardous Substance Process Management System TOSHMS Taiwan Occupational Safety and Health Management System
2009	Merged with Siliconware Investment Co., Ltd. Acquired Hsinchu III	
2010		ISO 14064-1(Organization Level Greenhouse Gases) Verification
2011		The Publicly Available Specification - PAS 2050 - (Product Carbon Footprint) External Verification
2012		Authorized Economic Operator (AEO) TL 9000-HR5.0 / R4.5 Telecommunications Quality Management System
2013		ISO 28000 Supply Chain Safety Management System ISO 50001 Energy Management System (Da Fong Facility) Obtained the ANSI / ESD S20.20: 2007 Certificate
2014	Acquired Zhong Ke Facility	ISO 50001 Energy Management System (Chung Shan Facility, Changhua Facility and Hsinchu Facility) Publicly Available Specification (PAS) Product Water Footprint External Verification
2015	Zhong Ke Facility went into mass production in Q4 ASE conducted a takeover bid for SPIL	TL 9000-HR5.0 / R4.5 Telecommunications Quality Management System (Siliconware Technology Limited)
2016	The Company signed a “Joint Share Exchange Agreement” with ASE and was expected to swap shares with ASE’s new holding company.	Zhong Ke Facility received Authorized Economic Operator (AEO) certification issued by Customs Administration, Ministry of Finance.
2017	The proposal for the joint establishment of a holding company with ASE was officially approved by all competent authorities governing anti-monopoly	Hsinchu Branch obtained the IT product safety certification (CC EAL6+).
2018	Jointly established ASE Technology Holding Co., Ltd. with ASE; SPIL became a 100%-owned subsidiary of ASE Technology Holding Co., Ltd.	TL 9000-H R6.0 / R5.5 Telecommunications Quality Management System
2019	Acquired GSEO’s Facility II at CTSP to expand the Zhong Ke Facility	Passed the ISO 45001 Occupational Health and Safety Management System Certification
2020	28 / 39 5GHz Large antenna array CPE AIP-SIP Mass production AP+PMIC DS-SIP Mass production Advanced Package FO-MCM Platform Mass Production Disposed Siliconware Electronics (Fujian) Co., Limited Received Business Continuity Awards from BSI	Passed the ISO 14067 Carbon Footprint Certification Passed the ISO 27001 information security management system verification
2021	Advanced package FO-EB platform mass production Invest in Erlin Science Park of Central Taiwan Science Park, named Zhong Ke II facility Procurement of new plant at Taichung Tanzi Technology Industrial Park, named Tan Ke facility	
2022	28GHz / 39GHz 5G mm Wave package module with discrete antenna structure in mass production Cooperate with HSBC (Taiwan) Bank and Taipei Fubon Bank to sign a sustainable index-linked loan for ESG Invest in Huwei Science Park of Central Taiwan Science Park, named Hu Ke facility	Entire plant of SPIL had passed the ISO SAE 21434 automotive cybersecurity certification. The scope of IT product security certification (CC EAL 6+) was extended from Zhongke facility to Keya East facility

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5. Turnkey Solution

To meet customers' needs for IC packaging and testing, SPIL not only provides customers a turnkey solution that has included wafer bumping, wafer probing, IC packaging, IC testing and direct distribution services, but also, through continuous quality improvements and technological innovations, built itself into a professional supplier that creates high added value. Today, SPIL has become one of the world's level-one OSAT.



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6. Industry Overview

The semiconductor industry is characterized as labor- and technology-intensive with a high return on investment, high level of risks and high level of international competitions. Therefore, instead of running the Integrated Device Manufacture (IDM) supply chain model often adopted by major players overseas, Taiwan's semiconductor industry has divided the supply chain into horizontal divisions of design, mask making, fabrication, packaging and testing. This unique vertical division of labor and the intense, closely associated cluster has enabled Taiwan's semiconductor industry to occupy a leading position in the global IC design, foundry, IC packaging and testing fields.

In 2022, due to the Russo-Ukrainian War, geopolitics and the spread of the pandemic, the supply chain was disrupted and reorganized, which drove up the prices of international energy and raw materials. Further, global inflationary pressure is rising, and many central banks have started tightening monetary policies to ease the pressure. As such, global economic activities are slowing down in general, which affects the demand for electronic products. According to statistics from WSTS, the growth of the global semiconductor market has slowed down to 4.4%. Looking ahead to the future, with the increase in the functions of mobile devices and the diversification of electronic products, the semiconductor market, driven by artificial intelligence (AI), smart cars, 5G network, drones, and the Internet of Things (IoT), will further develop.

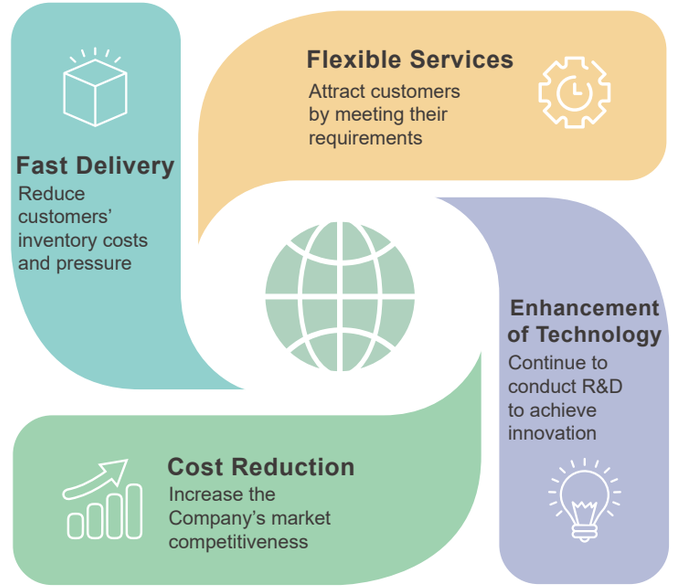
Membership in External Organizations

Units	Participation in Operations	Membership
CPHR-Human Resources Management Association		☆
High-Tech Industry Salary Management Association		☆
Federation of Taichung City Industries		☆
Taiwan Semiconductor Industry Association (TSIA)	☆	☆
The Allied Association for Science Park Industries		☆
Taiwan Electrical and Electronic Manufacturer's Association		☆
Chinese Professional Management Association of Taichung	☆	☆
Chinese Professional Management Association of Hsinchu		☆
Taiwan Compatriot Investment Enterprises Association of Suzhou		☆
Friends of the Police Association		☆
Taiwan Electrical and Electronic Manufacturer's Association in Technology Industrial Park		☆

7. Market Competitiveness and Growth Potentials

Concerning industrial competitions, SPIL is confronted by the challenge not only of industry players from Taiwan and the U.S., but also of IC packaging and testing suppliers from mainland China, and they are emerging competitors who cannot be underestimated. To ensure our leading position in the market, an accurate market strategy is the key to maintaining our competitive advantages. The reason that SPIL has been continuously growing over the last decades is that we have always insisted on our market strategy with respect to the product delivery period, services, costs, quality and technology.

As portable electronic devices are getting smaller while having more functions, internal key ICs are continuously becoming smaller. Therefore, the IC packaging technology shall comply with aforesaid product characteristics to create thin, small, short, high-efficiency and low-power consumption products. In the future, SPIL will continue to head towards the development of SiP Module, 3D IC, Higher I/O Density and miniaturization. Besides, in response to the increasing IC complexity as well as the high I/O ports and fine pitch of SOC, the demand for heat dissipation and stable power supply will be high for IC. Therefore, IC packaging technology will head toward high-end development.



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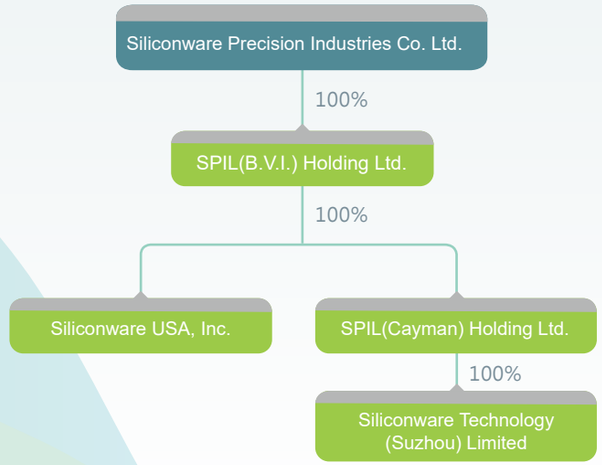
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1.1 Corporate Governance

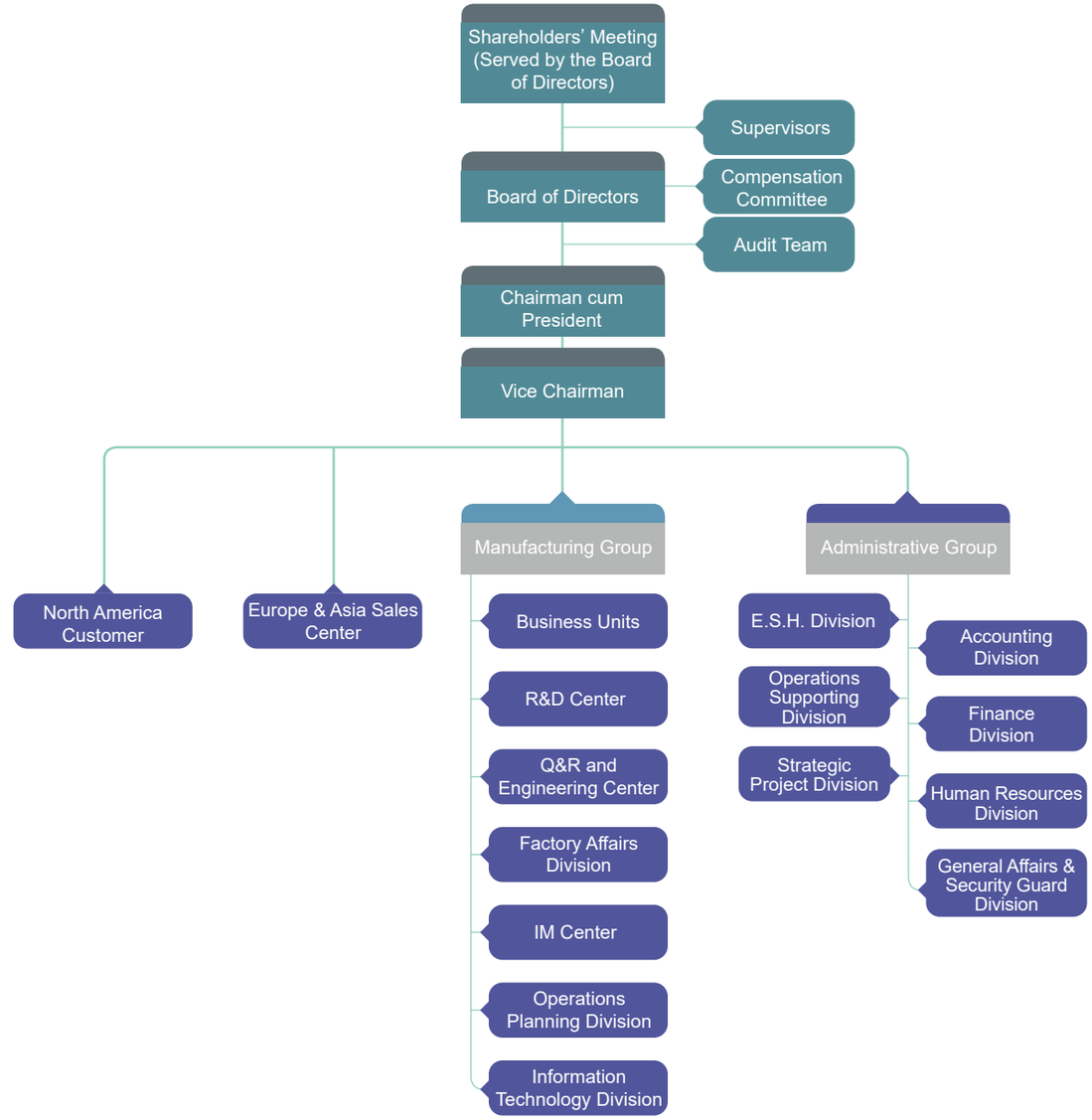
As an important member of ASE Technology Holding Co., Ltd., SPIL has been dedicated to complying with relevant corporate governance rules and procedures, including those of the Republic of China, Sarbanes-Oxley Act (SOA), and Securities Exchange Act of the U.S. The Company's organizational structure is as follows. For the responsibilities of each department, please refer to the Corporate Governance chapter of the SPIL 2022 Annual Report.

1. Overview of SPIL Affiliates

The structure of SPIL's affiliates is as follows. For background information on these companies, please refer to the Special Notes section of the 2022 Annual Report.



Corporate Organizational Structure



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2. Operations and Members of the Board of Directors

As the highest management decision-making body at SPIL, the board of directors exercises its authority in accordance with the Company Act, Securities Exchange Act, and Articles of Incorporation; and has the rights and duties to review the Company's guidelines for management, annual business plan, earnings distribution, and employment of senior managers. Currently, the board of directors holds at least one meeting, in which the management team reports SPIL's business performance thereto, each quarter. Based on the said reports, the directors then make the final decision on the future guidelines for management and major policies of SPIL. The Company has set 8 directors and 2 supervisors, who are all over 50 years old. In 2022, the board of directors held 7 meetings in total and relevant details, including the members of the board of directors and the attendance thereof, are specified in the Corporate Governance Report section of the 2022 Annual Report.

The Compensations Committee has been established under the board of directors to review senior managerial personnel's remuneration and assist the board in making correct decisions through the committee's professional review.

3. Procedures for Assessment of Performance of the Board and Principles of Recusal from Conflicts of Interest

To establish a sound governance structure and enhance the supervision and management functions of the board of directors, SPIL has set "Rules of Procedure for Board of Directors Meetings" as per the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" promulgated by competent securities authority. That is, directors shall be recused themselves from the discussion and voting on the proposals with their personal interests involved as per the regulations.

4. Operations of the Audit Committee and the Compensation Committee

Audit Committee

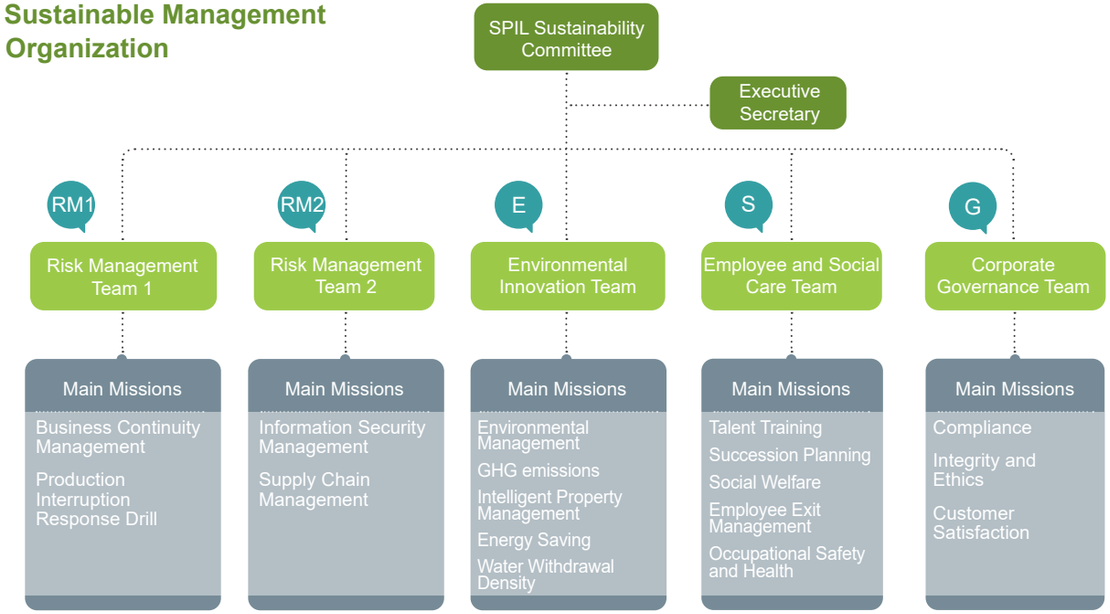
- Not applicable

(SPIL was delisted from TWSE on April 30, 2018 and, upon amendments to the Articles of Incorporation, independent directors have been replaced by supervisors.)

Compensation Committee 3 members Convened 2 meetings in total

- Duties
  - Formulate and regularly review the performance objective, salary and remuneration policy, system, standards, and structure of directors, supervisors, and managerial personnel.
  - Regularly assess directors' achievements in performance objectives and make suggestions on the content and amount of their individual remuneration.
- Members: Lin, Tsai-Ting (Convener); Shen, Wei-Min; and Chen, Chuan-Fei
- In 2022, the committee convened 2 meetings in total to discuss and plan the remuneration of directors, supervisors, and senior managerial personnel.

5. Sustainable Management Organization



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To implement sustainable management, we have established the SPIL Sustainability Committee, which is chaired by the Chairperson and formed by senior managers from different units, including important operating and administrative units related to customer service, R&D, engineering, quality assurance, business planning, plant affairs, supplies, human resources, environmental safety & health, public relations, internal control, marketing, and finance. The committee plans and reviews the implementation of sustainability-related activities every quarter.

SPIL's guidelines for sustainable management are as follows:

- Operate business honestly and stably, comply with laws and regulations, and implement corporate governance.
- Become the world-class benchmark of OSAT; continue to enhance the Company's service quality and competitiveness to satisfy customers' needs.
- Establish positive partnerships with suppliers and build a competitive supply chain.
- Prevent and respond to business interruption to protect customers' and supply chain partners' rights and interests, reduce the impact of an accident on the Company, and ensure rapid restoration.
- Actively promote energy conservation and waste reduction activities, create sustainable environmental resources, and fulfill our corporate responsibility for environmental sustainability management.
- Actively involved in social welfare; community participation and care; art and cultural support activities to give back to society.
- Ensure labor rights, build a workplace where employees can learn and grow, and form a high-quality corporate culture.

SPIL's guidelines for sustainable management are as follows:

- Honest and stable management: SPIL shall comply with laws and regulations and implement corporate governance; all the employees and all business activities are subject to the Company's Code of Conduct.
- To improve customer satisfaction: Attaching importance to the needs of the customers, The Company continues to improve the quality and competitiveness of its services to provide quality services, thereby achieving the goal of customer satisfaction.
- To Create a win-win situation for both supply and demand: The Company selects and supports suppliers to maintain long-term cooperative relationships, establish stable and sustainable supply chains, grow mutually, and enhance industry value.
- To ensure employee rights and interests: The Company promotes freedom of employment and association, refuses to use child labor, and the working hours, wages and benefits are all in accordance with local laws and regulations. Any discrimination and inhumane treatment are prohibited, and the rights of workers are protected.
- Occupational health and safety: The Company focuses on safety and health, and it provides employees with a safe and healthy working environment and training to avoid accidents, occupational injuries and diseases.
- Sustainable environmental resources: In line with the trend of non-hazardous material management, the Company encourages energy saving and waste reduction, improves energy and resource utilization, reduces the negative impact of operations and activities on society, environment and natural resources.
- Promotion of social welfare: SPIL shall actively engage in social services, care for the underprivileged, support arts and cultural activities, and give back to the community by leveraging the power of local operations to enhance social harmony.

6. Compliance

"Never compromise on laws" is the core corporate policy of SPIL; all of our employees, from the board of directors to entry-level employees, must comply with the Company's code of conduct and be liable for legal responsibility derived therefrom. With respects to our corporate policy, code of conduct, regulatory inspection, deficiency improvement, correction, and disciplinary actions, we have set specific regulations that cover measures of internal control, financial statements, export control, environmental protection, green products, conflict minerals, fair trade / anti-monopoly, anti-bribery, anti-corruption, anti-discrimination, anti-sexual harassment, intellectual property rights, personal data and confidential information. In the meantime, we also pay close attention to domestic and international policy and regulatory changes that may affect our operations.

Upholding the preventive concept of "managing the source and doing it right at the first time", we have considered education and promotion the major measures for implementing compliance. That is, by conducting regular awareness-raising activities and training, we aim to repeatedly reinforce managerial and execution personnel's correct knowledge in relevant laws and regulations and legal acts. Said awareness-raising activities and training include:

- Online awareness-raising activities and SPIL e-institute courses: Including the up-to-date information on and key points of compliance for principal regulations; systematic and standardized training; description of practice management and case studies.
- Classroom courses: Focus on raising the awareness of major regulations, including those related to environmental protection, labor, gender equity, fair trade / anti-monopoly. Besides, physical classroom courses are offered to employees dedicated thereto and management personnel.
- Participation in external lectures and seminars: To understand the up-to-date development of the industry and regulatory practice.

In 2022, SPIL's internal training courses, including corporate risk management, introduction to legal and financial intelligence, and labor law, were successfully completed, and the employees actively participated in the courses; consequently, they gained a clearer understanding of the laws and regulations. At the same time, SPIL has repeatedly promoted the prohibition of fraud and confidential information protection to ensure that employees comply with the law and regulations.

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SPIL accepts audits and conducts investigations through various communication channels. Any violation of laws or infringement of rights revealed therefrom and resulted in penalty or punishment imposed on SPIL is summarized below :

Year; number of cases / times / Audit Source	2018	2019	2020	2021	2022
	Audit & Investigation / Penalty & Punishment	Audit & Investigation / Penalty & Punishment	Audit & Investigation / Penalty & Punishment	Audit & Investigation / Penalty & Punishment	Audit & Investigation / Penalty & Punishment
The competent authority (environmental protection / safety and health / labor)	95 / 1	70 / 2	88 / 2	84 / 1	85 / 5[Note1]
Internal audit system	143 / 0	182 / 0	111 / 0	138 / 0	155 / 0
Employee complaint (HR review meeting)	4 / 3	3 / 3	1 / 1	1 / 1	4 / 2[Note2]

Notes: 1. The audits were mainly performed by the county and city labor affairs bureau, the environmental protection bureau, the environmental safety team of the science park administration bureau, the occupational safety center, as well as the Suzhou Industrial Park Bureau and the law enforcement brigade.
2. Personnel review meetings are held for employee reporting. In 2022, there were 4 cases, and a total of 2 major or minor demerits were imposed by resolution. 1 complaint against SPIL was received in 2022.

The total amount of fines imposed for regulatory violations over the years is as follows:

Penalty amounts in 2020–2022	2020	2021	2022
	NT$160,000	NT$100,000	NT$310,000 / CN¥ 40,000

The Causes of penalty / punishment imposed by the competent authorities and countermeasures thereto are summarized below:

Competent Authority	Law Violated	Penalty Amount	Reasons	Countermeasures
Central Taiwan Science Park Bureau	Paragraph 2, Article 32 of the Labor Standards Act	NT$50,000	Extended working hours in excess of statutory limits	Promoting adequate workload assignment
Ministry of Labor, Taichung City Government	Paragraph 2, Article 32 of the Labor Standards Act	NT$50,000	Labor hours in excess of regulations	Promoting adequate workload assignment
Central Taiwan Science Park Bureau	Article 24and Paragraph 2, Article 32 of the Labor Standards Act	NT$150,000	• Extending working hours without paying the additional overtime wages as required • Extended working hours in excess of statutory limits	• Promoting overtime reporting regulations • Promoting adequate workload assignment
Central DistrictOccupational Safety and Health Center	Paragraph 1, Article 27, Occupational Safety and Health Act	NT$60,000	Regarding the supplier's contracted lifting operation, the platform was entered before it had been fixed, which caused the supplier's forklift and operator to fall.	• Improving environmental facilities (installing additional ground buckles) • Reinforcing operational provisions and incorporating them into the regulations • Providing education and training for supervisors and those in charge of workplaces
Suzhou Industrial Park Bureau	Paragraph 1, Article 84 ofthe Special Equipment Safety Law	CN¥ 40,000	Using untested special equipment	• Placing of tags, making lists of records and redrawing; inviting Special Equipment Inspection and Research Institute to the factory for inspection. • Installing new pressure piping and applying special equipment inspection in accordance with regulations • Planning construction projects, designing checklist, and inserting reminders to check special equipment

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7. Employee Code of Conduct

SPIL and its subsidiaries comply with relevant laws and regulations at home and abroad, as well as the Responsible Business Alliance (RBA) Code of Conduct to build a corporate culture of integrity. Through the establishment of the code of conduct, public announcements, regular promotion and education, the Company requires all management and employees to comply with the rules. Further, suppliers are also required to comply with the rules, so as to implement the concept of ethical management in business activities.

Integrity	• Faithful services • Dedication to work
Honesty	• No defalcation of company assets • Recusal from conflicts of interests • Insider trading prevention • Legal gift giving • No interference in political activity
Confidentiality	• Ensuring fair competition • Protection of confidential information • No disclosure of information
Safety	• Harmonious employee relations • Prohibition of discrimination and sexual harassment • Emphasis on safety, health,and environmental protection • Compliance with access control

8. Active Implementation of Ethical Corporate Management

SPIL sets out the “Ethical Corporate Management Best Practice Principles:” Establish a corporate management policy based on integrity and compliance with the law, integrate it into the Company’s corporate culture, and build a corporate governance and risk control mechanism to create a business environment for sustainable development.

Internally, SPIL has “Director and Employee Code of Conduct,” “Work Rules,” and “Code of Conduct of Dealings between Employees and Suppliers,” which cover avoidance of conflict of interest, fair competition, protection of confidentiality, and prevention of insider trading to promote honesty and work ethics and strengthen the awareness of compliance. Through regular and irregular audits conducted by audit department and CPAs, dishonest behaviors should be detected and corrected at an early stage.

Externally, SPIL and its suppliers are working together to implement the concept of integrity management. Moreover, a “Supplier Code of Conduct” has been established and announced on the website of the supplier platform. In addition to the requirement to sign the “Supplier Honesty and Integrity Pledge,” reminders have been written on purchase orders to require suppliers to promise not to have improper interests with SPIL’s and its subsidiaries’ employees. SPIL also encourages whistleblowers to report any employees who violate business ethics in order to ensure a fair and transparent process and to protect the interests of both parties in the transaction. In 2022, there were 64 new suppliers, and the signing ratio of the code of conduct was 100%.

(1) Promotion and training course

- SPIL conducts promotion and training through physical and online courses to strengthen the awareness and compliance of the Company’s Code of Conduct and relevant laws and regulations among the directors and supervisors and all employees.
- The Company organizes annual activities to raise awareness of the relevant regulations governing merger / acquisition information management and control, including the laws and regulations and information disclosure principles.
- The Company sends email to inform all employees of communication channels and the processing procedures twice a year, and it also sends email to educate relevant personnel regarding corrupt practices and fraud on an irregular basis. The auditing and human resources departments will confirm the effectiveness of the promotion by random spot inspections. 50 employees were Inspected randomly in 2022 and no deficiency was found.
- Upon arrival, new employees are informed of the codes of conduct to be followed during their term of employment with the Company based on “Code of Conduct for Employees.”
- All the employees have to attend the “Labor Rights and Employee Code of Conduct” course. In addition, tests are conducted to further remind employees to understand and comply with the regulations.
- Annual training on the “RBA Code of Conduct” is provided to remind employees to conduct business in an ethical manner.



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The number of trainees for the above categories in 2022 is as follows

Training Names			New Employee Code of Conduct		RBA Education and Training		Labor rights Employee Code of Conduct	
Category			Number of Trainees	Completion Ratio of Number of People to be Trained	Number of Trainees	Completion Ratio of Number of People to be Trained	Number of Trainees	Completion Ratio of Number of People to be Trained
Working Region		Taiwan	3,108	100%	17,576	100%	17,681	100%
		Mainland China	1,208	100%	3,384	100%	3,242	100%
		Subtotal	4,316	100%	20,960	100%	20,923	100%
Taiwan	Position Category	Managerial position	55	100%	80	100%	1,595	100%
		Technical position	1,241	100%	7,136	100%	6,552	100%
		Clerical position	148	100%	876	100%	821	100%
		Skilled position	1,664	100%	9,484	100%	8,713	100%
		Subtotal	3,108	100%	17,576	100%	17,681	100%
China (Mainland)	Position Category	Managerial position	49	100%	639	100%	637	100%
		Technical position	458	100%	1,345	100%	1,323	100%
		Clerical position	45	100%	234	100%	232	100%
		Skilled position	656	100%	1,166	100%	1,050	100%
		Subtotal	1,208	100%	3,384	100%	3,242	100%

(2) Reporting and Investigation Mechanism



SPIL provides multiple reporting channels to encourage internal and external personnel to report misconduct, including physical mail, e-mail, complaint hotline, complaint / reporting mailbox, employee care mailbox, and in-person complaints. Both anonymous and non-anonymous reports are allowed. Moreover, a rewarding mechanism is set up to encourage employees to report illegal acts. If a reported case of fraud is proved to be true, a reward will be given to the reporter. In addition, by establishing and publicizing the whistleblower protection clause, the handling process of reported cases are kept confidential to prevent the identities of whistleblowers from exposure and to protect the whistleblower from reprisals and threats.

Complaints and prosecutions are independently investigated by internal audit department after receipt. After investigation, if there is a violation, punishment will be imposed in accordance with the work rules. If necessary, judicial action will be taken to curb misconduct.

In 2022, there were five complaints and prosecutions. One case was external, and the rest were internal cases. Two of the cases were violations of business ethics, which were investigated and substantiated. Those employees were punished in accordance with the work rules, and the suppliers involved were treated in accordance with the contract. As such, a review on the internal workflow was conducted to prevent malpractice.

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1.2 Operating Performance

1. Operating performance

In 2022, due to the Russo-Ukrainian War, geopolitics and the spread of the pandemic, the supply chain was disrupted and reorganized, which drove up the prices of international energy and raw materials. Further, global inflationary pressure is rising, and many central banks have started tightening monetary policies to ease the pressure. As such, global economic activities are slowing down in general, which affects the demand for electronic products. According to statistics from WSTS, the growth of the global semiconductor market has slowed down to 4.4%.

Despite the impact of the macro environment, under the efforts of all employees, the Company's revenue continued to grow and reached NT$130.79 billion - a record high.

2. Operating Revenue by Region

Unit: Thousands of NTD

Item	Operating Revenue of 2022	Ratio
USA	75,932,423	58%
China	24,160,675	19%
Taiwan	26,422,523	20%
Europe	1,257,911	1%
Others	3,013,893	2%
Total	130,787,425	100%

Notes: 1. The revenue is based on the region in which customers' head quar ters is located.
2. The consolidated financial statements are prepared in accor dance with IFRS.

Financial Performance over the last five years

Operating performance items	2018	2019	2020	2021	2022
Operating revenue (millions of NTD)	87,417	88,988	102,036	107,839	130,787
After-tax net profit (millions of NTD)	7,690	7,511	11,496	17,716	22,714
Net income attributable to owners of the parent (millions of NTD)	7,824	7,604	11,496	17,716	22,714
EPS (NTD)	2.38	2.24	3.39	4.68	6.00
Return on Equity (%)	10.5	9.8	14.5	20.0	23.6
Total assets (millions of NTD)	118,753	129,582	126,273	147,456	165,820
Capital expenditure (millions of NTD)	14,681	21,551	22,085	17,637	30,066
Debt ratio (%)	34	42	34	36	41
R&D expenses (millions of NTD)	4,090	5,132	4,930	4,392	5,510
Ratio of R&D expenses (%)	5	6	5	4	4
Shipping quantity (millions of units)	10,507	10,797	13,689	16,013	14,597
Operating costs (millions of NTD)	69,569	69,738	79,719	77,699	93,431
Employee salary / benefits (millions of NTD)	18,910	19,443	20,961	22,222	25,233
Dividend / Interest (millions of NTD)	15,226	7,054	7,411	10,711	16,320
Income tax expenses (millions of NTD)	1,411	1,408	2,475	4,035	4,443
Gross margin (%)	20	22	22	28	29
Cash dividend per share (NTD)	1.9164	2.004865	3.066265	4.381462	Note 2

Notes: 1. Data collected from the consolidated financial statements.
2. No resolution has yet to be made at the shareholders' meeting.
3. For additional financial information, please refer to the Financials section on the Company's website (available in Chinese and English).

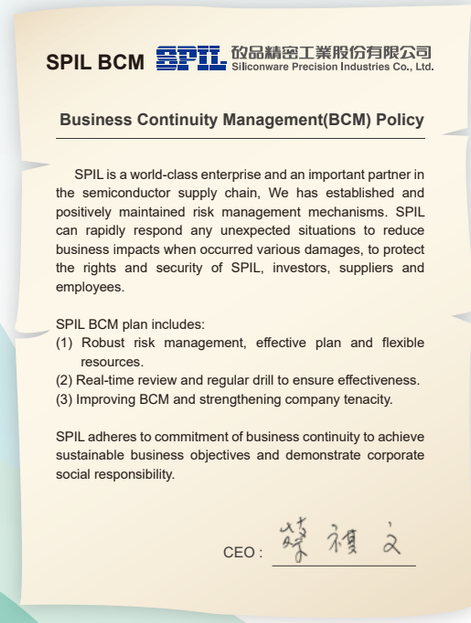
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1.3 Risk Management

1. Policy

Natural and climatic changes have led to frequent natural disasters. After the disasters of COVID-19, the Russo-Ukrainian War, and the US-China political tug-of-war, and the complex effects caused by them, the global supply chain and economy have been impacted. As a result, risk awareness is now heightened, and companies are paying more attention to operational sustainability management. SPIL has been actively building a risk management culture to enhance risk management capabilities and continuously reinforce risk control and response mechanisms, so that when a disaster / incident occurs, SPIL can respond quickly and reduce operational impacts.



SPIL BCM 矽品精密工業股份有限公司 Siliconware Precision Industries Co., Ltd.

Business Continuity Management(BCM) Policy

SPIL is a world-class enterprise and an important partner in the semiconductor supply chain, We has established and positively maintained risk management mechanisms. SPIL can rapidly respond any unexpected situations to reduce business impacts when occurred various damages, to protect the rights and security of SPIL, investors, suppliers and employees.

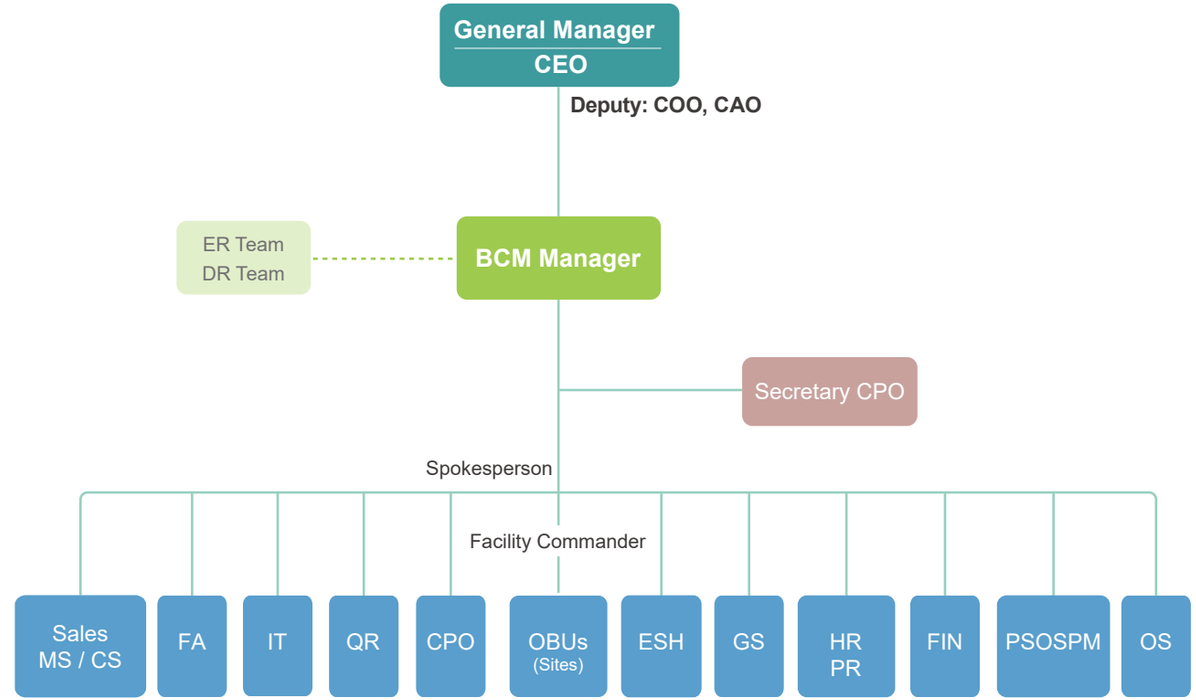
SPIL BCM plan includes:
(1) Robust risk management, effective plan and flexible resources.
(2) Real-time review and regular drill to ensure effectiveness.
(3) Improving BCM and strengthening company tenacity.

SPIL adheres to commitment of business continuity to achieve sustainable business objectives and demonstrate corporate social responsibility.

CEO :

2. Organization

The Risk Incident Response Organization is a mission-based organization, and its members involve key functions and support parties. In the event of an incident, the designated commander will call the relevant department heads to initiate preparation and response. Depending on the situation or extent of the incident, the department heads will initiate reactions and responses.



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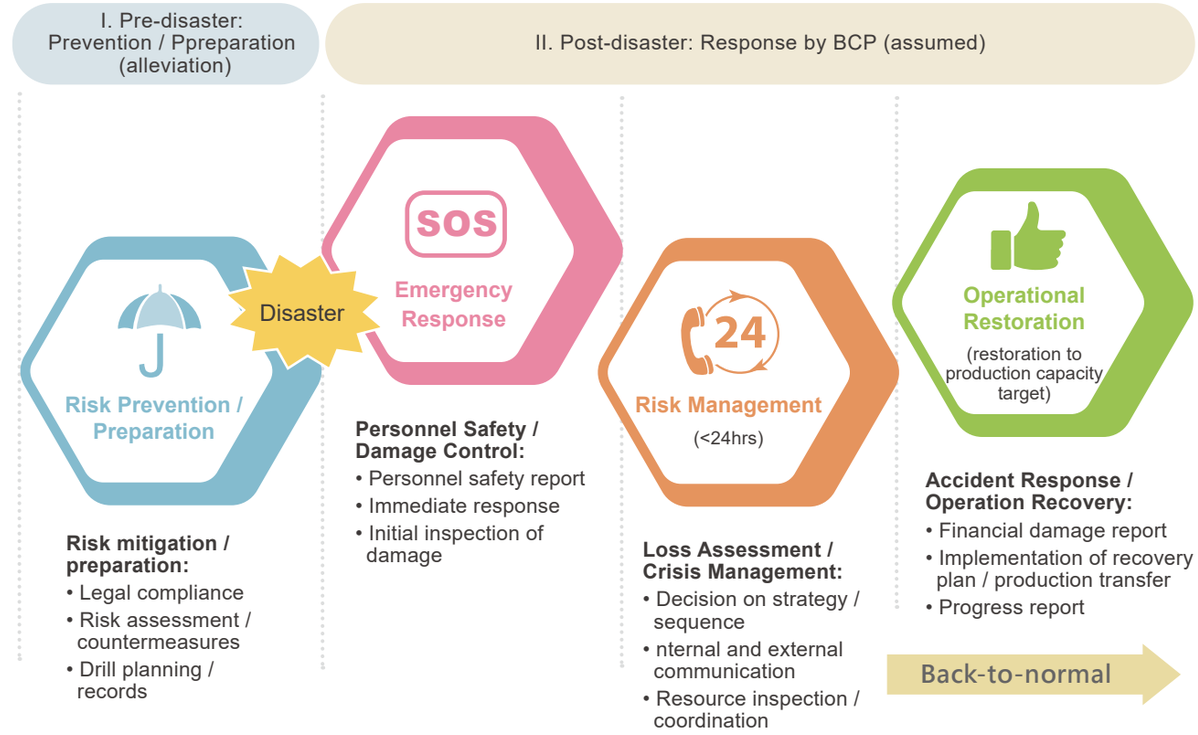
3. Management mechanism

Through the ISO 22301 Business Continuity Management System (BCMS), the main risks affecting operations are identified as follows:

- Imbalanced production and sales / supply and demand
- Abnormal service of information system
- High-risk infectious disease
- Large earthquakes
- Unusual public energy resources / factory systems

(1) To identify high-risk items of key resources, to revise prevention / responsibility measures, and to strengthen backup / control / contingency measures.

(2) To enhance personnel's risk culture, familiarity with response and division of labor and to ensure the effectiveness of response and execution capabilities through training and drills.



The BCMS framework has a rigorous P-D-C-A mechanism that allows SPIL to continuously refine its risk management and strengthen its risk response plans and capabilities. By monitoring internal and external cases, controlling risks, and deploying in advance, SPIL continuously improve risk response strategies to reduce the possibility or severity of accidents. As such, SPIL is able to respond quickly to any incidents and reduce operational impacts to ensure the rights and interests of customers, supply chain partners and other stakeholders.

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4. Risk Response Strategy and Goals

Aspect	Risk	Response Strategy	Future Goals
Financial Risks	Interest Rate Changes	In order to reduce the impact of interest rate increase, SPIL will obtain more favorable interest rate terms in the market when borrowing money for its operation. SPIL will strive for preferential deposit rates to increase its interest income.	In 2022, the U.S. had continuously raised interest rates up to 4.5%, and Taiwan's central bank also raised interest rates. It is expected that interest rates will still be rising in 2023. As high inflation continues, the interest rates are not likely to go down. In the future, the Company shall continue to closely monitor the trend of interest rates, set favorable interest rate terms when raising capital, and evaluate the market interest rate level at any time to adjust the fixed or floating interest rate borrowing positions in a timely manner and negotiate more favorable borrowing rates with banks to reduce the impact of interest rate changes.
	Exchange Rate Changes	SPIL has adopted a natural hedging strategy. We adopt foreign currency liabilities to balance the positions of foreign currency assets, and purchase low-risk and safe investment targets with high hedging effectiveness. There is no concern that exchange rate changes will impact the Company's profit.	The Company will continue to pay attention to international economic events and changes in the exchange rate, and use foreign currency derivative contracts, including forward foreign exchange to adopt the lowering of exchange rate risks as the primary management direction. Meanwhile, SPIL will carefully review the Company's allocation of financial resources and respond to the impact caused by changes in the exchange rate to achieve effective management.
	Inflation and Deflation	According to the statistics of the Directorate-General of Budget, Accounting and Statistics (DGBAS) of the Republic of China, the annual growth rate of the consumer price index (CPI) was 2.71% in 2022. Although the inflation had no material impact on SPIL's operating results in 2022, there is no guarantee whether or not there will be material changes in inflation or deflation in the future with an adverse impact on the operating results.	Global inflation reached a high point and stagnated in Q4 2022. The global inflation condition will affect the outlook of macroeconomy in 2023. In the future, the Company will pay close attention to market price fluctuations and maintain good interaction with suppliers and customers. By adjusting product prices and raw material inventories appropriately, the impact of inflation is expected to be effectively reduced. In parallel, the Company will continue to monitor changes in the macroeconomic environment and assess the impact on its operations in order to take necessary measures in a timely manner.
Operational Risks	Technological and Industrial Changes	• As the semiconductor industry's technology has undergone rapid alternation of generation, SPIL has, by collecting and analyzing market information and maintaining close interactions with our customers, managed to understand their demand and relevant changes. This also enables us to timely complete technological development and commercialization and reduce the impact of technological changes on our operations. • The semiconductor industry is an industry that fluctuates with the business cycle, and any economic downturn can potentially impact the industry. Our management team has been continuously paying attention to industrial changes to timely adopt relevant preventive measures and minimize influences derived from our operations.	• The Company constantly pays attention to industrial changes and grasps the customers' needs to reduce impacts arising from industrial changes on our operations, and to timely complete technological development and commercialization while minimizing impacts and influence arising from technological changes on our operations. • The Company pays keen awareness to changes in industry trends and pays close attention to industrial changes and timely adopt relevant preventive and responsive measures to minimize influence arising from industrial changes on our operations.
	Procurement	• Main materials required by SPIL's operations are steadily supplied by a number of suppliers, with whom SPIL has maintained a strategic partnership to create long-term competitive advantages. SPIL evaluates new suppliers and alternative materials every year, and actively works closely with suppliers to supply raw materials and equipment for present and future business needs. • SPIL's major material suppliers are internationally well-known major players. Apart from advanced technology and sufficient production capability, these companies are financially sound and have no issue with material supply.	• Work with a number of main material suppliers and evaluate new suppliers each year to prevent material shortage. • At least 2 suppliers supply around 80% of key raw materials, and the second supplier must account for 30% of the procurement.

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Aspect	Risk	Response Strategy	Future Goals
	Sales	SPIL's revenue comes from a number of sectors, including the computer, communications, consumer electronics, and memory business, with evenly distributed proportion, hence there is no risk of customer concentration.	SPIL's revenue comes from a number of products with an evenly distributed proportion. Besides, we pay attention to the proportion of customers' revenue to prevent the risk of customer concentration.
Operational Risks	Domestic / Foreign Policy Changes and Regulatory Changes	The management team not only pays close attention to domestic or international policy or regulatory changes that can potentially affect our financial or business performance, but also makes suggestions and plans countermeasures timely. In 2022, no relevant policy or regulatory changes affected our financial and business performance	Pay close attention to domestic / international policy and regulatory changes that can potentially affect our operations. This also ensures that no violation will result in substantive adverse consequences.
	Plant Expansion	SPIL has built new facilities in Erlin Science Park, Changhua, and Huwei Science Park,Yunlin, of Central Taiwan Science Park. Furthermore, SPIL will expand its production capacity in a timely manner to meet the needs of customers in the future.	The semiconductor industry and demand in the terminal market are closely related. SPIL will pay close attention to the market situation and enhance customer relations in order to stabilize the changes in orders and ensure effective capacity utilization.
Climate Change Risks	Water Resources	Affected by climate change, the frequency of global extreme climate events has increased, and Taiwan will face the issue of water shortage in the future. In addition, the Environmental Protection Agency has already levied a fee on water pollution prevention since 2015, which poses potential risks to our operations. SPIL has already adopted relevant countermeasures, such as promoting the reduction in process water; enhancing the processing efficiency of sewage treatment facilities, and installing sewage recycling equipment to mitigate the impact on the receiving water body.	Short-, medium- and long-term recovery targets are planned, and an additional 600,000 tons of water is expected to be recycled in 2023.
	Carbon Management	Continue to promote greenhouse gas management and reduction, enhance energy use efficiency, decrease energy and resource consumption, and reduce pollution to minimize the impact of our production on the environment.	The key to managing and reducing greenhouse gas emissions lies in energy conservation. It is expected that energy consumption will be reduced by 2.0% in 2023.
Social Risks	Employee Recruitment	• The low fertility rate and aging issues have seriously affected the manpower supply in the employment market in Taiwan. According to the analysis report of the National Development Council, the supply of domestic young labor force will further decline and people's willingness to work night shifts will be low in the next five years, resulting in the difficulty in recruiting grassroots-level manpower. • To meet the Company's needs for manpower to maintain stable operations, by expanding the scope of industry-academia collaboration, the Company provides internship programs, industry-academia collaboration programs, scholarships for potential talents, and expanded employment of overseas Taiwanese and foreign students for core groups to cultivate outstanding talents to join the industry. Then, the Company collaborates with local governments' joint recruitment activities to recruit talents, and regularly surveys the market demand and salary standards to ensure our competitiveness in this sector.	• Survey the demand for labor in the market and salary standards regularly to ensure our remuneration meets the market standards and is competitive in the sector. • In response to people's low willingness to work night shifts in the country, the Company recruits foreigners by law to fill the void of manpower for night shifts to ensuring our normal operation. • Applicants' experience shall be optimized, and the employer brand image shall be enhanced.

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1.4 Linkage to SDGs and SPIL Sustainability Performance in 2022

SDGs	SPIL's Sustainability Actions	Issues	2022 performance indicators
8. Decent Work and Economic Growth	• Implement management of suppliers' sustainability risk • Support local procurement	Supply chain management	• RBA audit: 30 suppliers • Local procurement ratio: 70.5%
6. Clean Water and Sanitation	Continue to implement the plans for the reduction of overall process water consumption, the establishment of recycling systems, and water conservation and control management; meanwhile, new facilities will build a water recycling system to reduce the dependence on water.	Water resource management	Water withdraw density (tons/million NTD): 61.3
7. Affordable and Clean Energy	Reduce energy consumption and greenhouse gas emissions in response to the pressure of carbon reduction at home and abroad while implementing various energy conservation measures actively.	Carbon Management	• Power saving ratio: 4.94%
12. Responsible Consumption and Production	Prioritize reclamation and recycling, and then undertake incineration treatment to effectively reduce the size of waste while recycling the heat for generation.	Cleaner production	• Waste Reduced: 4,358 tons • General waste recycling and reuse rate: 99%
13. Climate Action	Take urgent action to deal with climate change and the impact thereof.	Carbon Management	• Greenhouse gas intensity: 0.470 • Adopted an air quality purification area -Daodong Tutorial Academy - for 9 consecutive years • Continued to purchase renewable energy certificates. • Implemented LED lighting in rural elementary schools, saving 17,082 kilowatt-hours (kWh) of electricity annually, which is equivalent to a 8.7 metric ton reduction in carbon emissions.
16. Peace, Justice and Strong Institutions	Increase employees' awareness of the Employee Code of Conduct.	Corporate Governance	100% of employees completed the training on the Employee Code of Conduct.
4. Quality Education	Purchase renewable energy certificates in line with the standards, and, after certified by the EDUpower Quality Label to add the value, the value-added certification fee will be used as the source of funds for the EDUpower Fund, Taiwan.	Cleaner production	Implemented the projects of EDUpower Fund, Taiwan for 2 elementary schools.
10. Reduced Inequalities	Implement corporate responsibilities, take care of families with the disabled, and provide job opportunities to people with disabilities.	Talent Attraction and Retention	• Completion rate of labor and human rights training: 100%. • Continued to recruit people with disabilities in a number that is higher than that required by law every month.

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2 Innovation and Service



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2.1 R&D and Innovation

1. An Overview of the Development of Manufacturing Services and Future Technology

The current scope of new IC packages includes FCCSP, FCBGA, CSP, Stacked Die, System in Package (SiP), Antenna in Package (AiP), Chiplet, and Heterogeneous integration package, including 2.5D / Fan-out / 3D IC. Said series can be applied to various communications, computer and consumer products. In the future, SPIL will focus on the development of multi-functional, eco-friendly, energy-saving, small-sized (light, thin, short and small) miniaturization package and testing services to catch up with the trends in this regard.

New Product Applications

Package Type	Applications		
	Communications Products	Computer Products	Consumer and other Products
FCCSP Series	Smartphones, wireless LAN cards, wireless broadband routers	Tablet and Ultrabook	Set-top box, navigation devices, gaming consoles, Smart TVs, wearable devices, AR / VR glasses, voice assistants, drones, smart cars
FCBGA Series	Base stations, network servers, high-speed routers, wireless broadband routers	Graphic cards, desktop PCs, laptops, SSDs, Servers, cloud Storage, tablet PCs, AI Accelerators	Set-top box, gaming consoles Smart TVs, smart cars
CSP Series	Smartphones, wireless broadband routers,	DRAM modules, USB products, disc players, HDDs	Bluetooth earphones, gaming consoles, navigation devices, Smart TVs, wearable devices, AR / VR glasses, voice assistants, drones, smart cars
Stacked Die Series	Smartphone	SSD and tablets	SSD, memory card, and smart TV
System in Package Series	Smartphone and WNIC	Laptop and tablet	Digital camera, game console, GPS, and wearable devices
Antenna in Package Series	Smartphone	Tablet PCs	Wearable devices
Homogeneous / heterogeneous integrated packaging2.5D / FO / 3D IC	High-speed fiber optic routers, high-speed network switches	High-end work stations, high-end servers, high-end graphics cards, and AI accelerators	Smart cars

For detailed production information, please visit SPIL's official website: http://www.spil.com.tw/

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2. R&D and Innovation

In recent years, the number of transistors per unit area on semiconductor chips has increased exponentially, making the development of technology nodes more challenging, and thus the development schedule has shown a slower development curve than before. In considering cost, yield, and performance, advanced packaging technologies can reduce cost and increase yield by dividing a single chip into multiple small chips according to demand. The use of advanced node and mature node chips for high-end computing and low-end I/O applications can reduce costs and increase yields, respectively. With the significant growth of high-performance computing and artificial intelligence applications, the demand for integration of logic chips and high-bandwidth memory remains high, thus increasing the importance of advanced packaging technologies.

In 2020, SPIL successfully developed a variety of Fan-out Package, Antenna in Package Module and SiP Module processes, and is continuing to refine other mature packaging products and technologies to meet various customer needs. Relevant products have been highly recognized and adopted by high performance computing, artificial intelligence gas pedals, 5G mobile devices, wearable devices and Internet of Things IC design companies.

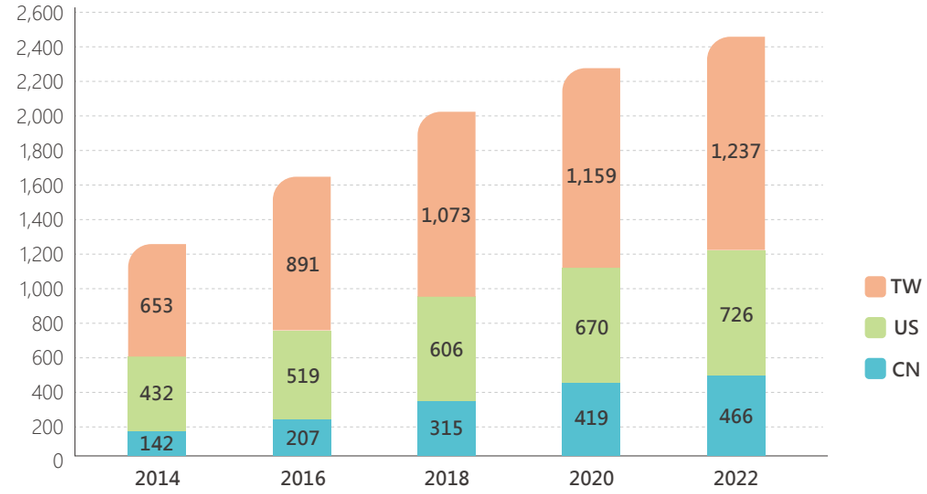
In the high performance computing field, considering the cost, high speed performance and integration of high bandwidth memory packaging needs for supercomputers and servers, customers have increasingly adopted the Company's Fan-out Embedded Bridge and Fan-out Multi-Chip Module technologies as a cost-efficient and high conductive alternative solution to 2.5D silicon interposers. In the development of SiP modules, SPIL has developed single-chip and DDR in PKG technologies in response to the trend of memory integration, which is a low-cost solution to shorten the path of single-chip and DDR memory with the characteristics of high integration, high computing and excellent heat dissipation. In response to the rapid changes in the market resulting in shortages of PCBs, SPIL has also developed the Module on Module AiP (Module on Module AiP) packaging type for 5G millimeter wave antenna stacking, splitting the original single high layer count PCBs into two lower layer count PCBs to reduce customer's lead time and cost.

In response to frequent product updates, SPIL and material suppliers plan for production technology and make revisions thereof each quarter, so that suppliers can develop materials in line with meeting future product needs as soon as possible. Besides, the Company also collaborates with top educational institutions, including Feng Chia University, Chung Hsing University, National Tunghai University, National Chi-Nan University for technical collaboration, while hiring university professors to serve as advisors. The goal is to improve production efficiency and solve future problems through basic research and artificial intelligence technologies.

3. Patent and Publication

With the continuous expansion of its scale and business, SPIL has been investing in intellectual property rights since 2002, including patent and trademark applications, and the number of patent applications and approved cases has been accumulating year by year for the past decade. The cumulative number of patents filed so far is 2,429, and the total number of new patent applications and approved cases in 2022 was 235. From 2011 to 2021, the Company was recognized as one of the top 100 patent applicants in Taiwan (source: Intellectual Property Office, Ministry of Economic Affairs) as well as a company with the most patent applications from the IC packaging industry. In 2022, the Company published 28 articles and data in EPTC, ECTC, IMPACT, iMAPS, ICEP, ICEPT, Interpack, iTherm Conference, CSR and IEDM Journal.

Number of patents obtained by SPIL



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2.2 Product Liability

1. Product Quality Policy

SPIL has always been committed to providing the best service and quality to customers, and believes that excellent product quality is the key to gaining customers' loyalty. Thus, "never compromising on quality" has always been part of our business philosophy.

Through the promotion of awareness of quality and comprehensive quality training, SPIL has developed a quality culture inside the Company. From the entry-level employees to the senior management, the Company as a whole has upheld the spirits of "doing it right from the beginning," "non-stop improvement," "process control and get to the root cause," and "company-wide quality control for customer satisfaction" to continuously improve the PDCA management cycle, with the aim of becoming the benchmark for world-class packaging and testing services.



2. Quality Control Certification Progress

To let customers truly experience SPIL's effort and continuous improvement to the services offered, we insist that all products must be in compliance with relevant laws, regulations, tests, safety standards, and international quality requirements. With the efforts of all of our employees over the years, SPIL has stayed ahead of our competitors and obtained multiple international management systems and quality certificates, and won the trust and support of our customers.

Quality Control Certification Progress of Each Plant

Year	Management System	Da Fong Facility	Chung Shan Facility	Changhua Facility	Zhong Ke Facility	Hsinchu I	Hsinchu III	Siliconware Technology Limited
2003	ISO / TS 16949 International Quality Management System	✓	✓			✓	✓	
2005	ISO / TS 16949 International Quality Management System							✓
2012	ISO / TS 16949 International Quality Management System			✓				
	TL 9000 Telecom Quality Management System			✓				
2013	ANSI / ESD s20.20 Electrostatic Discharge Control Program Standard	✓	✓	✓		✓	✓	
2015	TL 9000 Telecom Quality Management System							✓
	ANSI / ESD s20.20 Electrostatic Discharge Control Program Standard				✓			
2016	ISO / TS 16949 International Quality Management System				✓			
2017	IATF 16949 Automotive Quality Management System Standard							✓
	ANSI / ESD s20.20 Electrostatic Discharge Control Program Standard							✓
	ISO26262 Road Vehicle Functional Safety Product Quality System	✓	✓	✓	✓	✓	✓	✓
2018	IATF 16949 Automotive Quality Management System Standard	✓	✓	✓	✓	✓	✓	
	ISO 9001:2015 International Quality Management System	✓	✓	✓	✓	✓	✓	✓
	TL 9000-H R6.0 / R5.5 Telecommunications Quality Management System			✓				✓
2019	ISO 9001: 2015 International Quality Management System	✓	✓	✓	✓	✓	✓	✓
2020	ISO22301:2019 Business Continuity Management System	✓	✓	✓	✓	✓	✓	✓
2022	ISO / SAE 21434 Road vehicles-Cybersecurity engineering	✓	✓	✓	✓	✓	✓	✓

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2.3 Customer Service Management

SPIL is committed offers a full range of customer services to meet customer needs, which not only consolidates the loyalty and trust of existing customers but also fosters the development of new customers. Customer feedback and satisfaction evaluation results are both the driving force behind our continuous improvement and service quality enhancement. By providing customers with high-quality services and products, we aim to become a world-class OSAT service provider and to operate sustainably.

1. Customer service

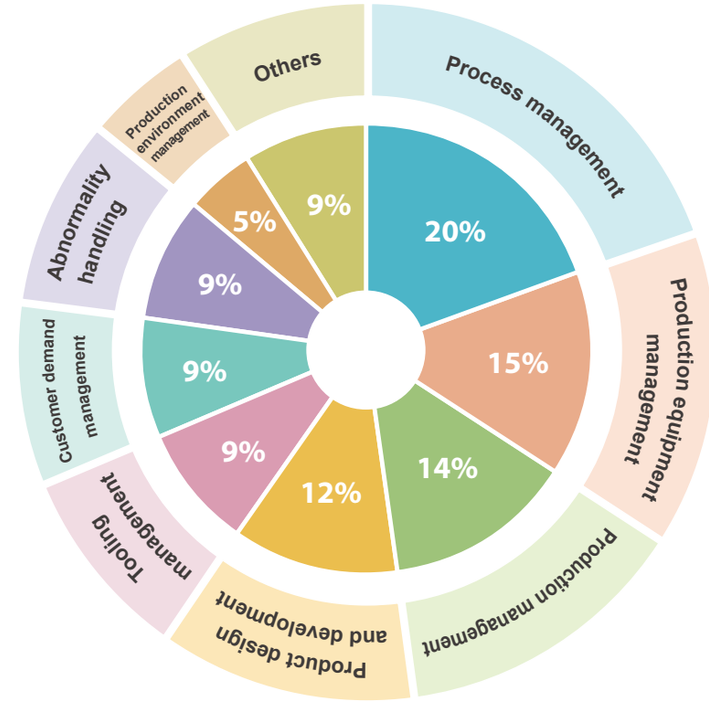
(1) Customer Information Service Platform

To providing convenient services, SPIL set up multiple service sites around the world to make services accessible beyond distance and time differences to facilitate mutual interaction and information exchange with. Meanwhile, we have a dedicated team and a Customer Web set up to provide customers with complete and real-time online information, including production information (WIP, shipping date, and material receiving status), quality control, and inspection results (QA report), and to handle and process customers' requests. We also have a business-to-business (B2B) e-transaction system to customize online transmission system as per customers' product or service requirements.

(2) Customer Complaint Management System

To efficiently handle customers' complaints with the objective of increasing their satisfaction level towards our products, SPIL has set effective customer complaint handling procedures and a customer complaint registration system platform. Through this specially established customer complaint reception and coordination points of contact, SPIL is managed to respond and handle quality problems and feedback from the customers.

Any customer complaint will be immediately registered in this system platform upon receipt thereof. The responsible and relevant units will be notified accordingly to put forth a countermeasure within 24 hours to ensure that problematic products will no longer be delivered to customers. In the meantime, an investigation will be conducted based on the Eight Disciplines of Problem-Solving Processes (8D), quality control approach, and statistic approach to identify the root cause of the problem; then, an interim reply will be sent to the customer before the deadline set by the customer. The responsible unit shall also provide effective solutions and have their effectiveness tracked and confirmed by the responsible quality assurance and control units. The engineering and technology units, meanwhile, shall document or systematize the best solution to achieve horizontal development and solve the problem from the root cause while avoiding the same mistake from recurring again.



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In 2022, all customers' complaints have been quickly, effectively, and satisfactorily solved with the efforts of our employees. The primary attributes of these complaints are "process management," "production equipment management" and "production management." To improve these three primary attributes, SPIL has drawn up improvement strategy accordingly, and has been split of the machine and lane to avoid material interaction, increased the frequency of maintenance on machines, strengthened the handling of alarms, enhanced personnel education and training, standardized documents to avoid operational errors and introduced company-wide projects to improve the quality control of production processes and implement improvements to the fundamental problems.

To further improve ourselves, our quality target for 2023 is to reduce the number of customer complaints by 50% as compared with that in 2022. It is expected that this target will be expanded horizontally to other plants producing similar products, or be adopted as a consistent approach of the Company to prevent similar cases from happening again. Based on the foundation established by all of our employees, we hope that SPIL will make breakthroughs and continuous improvements to achieve our quality target for 2023.

2. Customer Satisfaction

Upholding the spirit of customer-oriented service, SPIL is constantly providing high-quality services to our customers. We hold regular monthly and quarterly meetings according to different customers' needs, and review the results of quality, cost, delivery, service and technology with our customers. SPIL has a dedicated team to track and review the trends of each indicator, and delegates relevant units to analyze the reasons for not meeting the target, and propose improvement plans and continuously track progress. Besides, we also review customers' evaluation trends in meetings of the senior management to ensure that customers' needs and feedback are fully valued by the management team. Said evaluation trend would also be adopted as a reference for the performance management to continuously enhance our service quality and competitiveness and reach the ultimate goal of satisfying our customers' demand. We received a total of 7 awards from our customers in 2022.

To enhance customers' satisfaction with various service indicators, SPIL has, in recent years, adopted a systematic approach to locate root causes using quality improvement tools while holding review meetings regularly to track our progress and results to ensure that our product quality target is reached. In 2022, major customers' satisfaction reached the target ($\geqq$ 90%). Looking ahead to 2023, we will continue to implement comprehensive quality management through the enhanced computer-integrated manufacturing (CIM) and manufacturing execution system (MES), to keep abreast of customers' needs and improve our quality and services accordingly.

3. Customer Confidentiality

SPIL has attached great importance to customers' confidential information and privacy, because it is important for customers' trust and corporate integrity. To maintain a competitive advantage and implement a mechanism to protect customers' privacy, we are committed to the security management of confidential information, setting out procedures and regulations governing confidential information management to ensure the Company's and customers' rights and interests. The Company's, customers' and suppliers' proprietary technologies, business secrets, employee personal data, and other confidential or sensitive information are regarded confidential or extremely confidential and subject to restricted access control. Supervisors at all levels are responsible for requiring and supervising their personnel to comply with the confidentiality regulations to ensure that confidential information is fully protected. All employees have the responsibility to comply with said regulations.

In terms of management, we sign confidentiality agreements with external customers to show our commitment to the security of confidential information. Internally, the Company's computer equipment is installed with firewalls and anti-virus software, and the system passwords are changed mandatorily on a regular basis. Customers shall set their accounts and passwords before performing inquiries on the internet, and parties who are not said customers cannot perform inquiries and proceed with the operation. With a strict information security management mechanism, SPIL did not receive complaints about violations of customer privacy or loss of customer data in 2022.

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2.4 Information Management

1. Rules and Regulations and Certification

In the face of various external information security threats, as information security is the basis for maintaining the security of the operation of services, and in order to protect the confidentiality, integrity and availability of our information, all of SPIL passed the ISO 27001:2013 information security certification in 2020. Meanwhile, in response to customers' expectations and regulatory requirements, we have formulated the information security policy and management procedures in line with international standards to ensure the Company's interests, customers, and employees while maintaining our competitiveness. Through the PDCA (Plan-Do-Check-Act) management cycle, we continue to improve the information security system, comply with customer contracts as required, and safeguard customer information security to put into practice the spirit of corporate sustainability.

Information Security Policy

- Ensure the confidentiality of information and safeguard the interests of the company
- Ensure the integrity of information and improve the quality of management
- Ensure the availability of information and provide timely services

2. Protection and Implementation

SPIL continues to strengthen its information security detection and defense mechanisms in response to ever-changing external cyber attacks. For example, we have established an automated virus and hacker intrusion detection system to prevent the virus with which machines are infected from spreading. We have strengthened network firewall protection and network control to prevent computer viruses from spreading across different floors of the Company while monitoring and issuing a real-time warning about the update of Patch and anti-virus software on the computers. To ensure the uninterrupted operation of the information operating system, equipment, network, and data, we organize recovery drills every year. In recent years, the "remote work" implemented in response to the COVID-19 pandemic has become a major way for hackers to intrude into enterprises. The company has introduced a mobile phone multi-factor authentication (MFA) system to reduce the risk of counterfeiting or stealing system-related account passwords and strengthen identity authentication measures. In 2022, SPIL has strengthened the classification and protection of confidential information. In addition, SPIL also conducted a current information security review and improvement of the OT (Operation Technology) production environment, and independently improved the information security measures to ensure the continuous maintenance and operation of key production lines.

3. Increased Awareness of Information Security Protection

Strengthening employees' awareness of information security protection and improving organizational operation capabilities are one of the main tasks in information security management. All our employees receive regular information security education and training every year on the information security policy, information security management framework, and information security control measures. Corporate email security is the frontline of a company to fight against cyber attacks. Since 2021, SPIL has organized social engineering email drills from time to time to increase employees' alert of email social engineering attacks and to prevent confidential personal / corporate sensitive / confidential information from stolen via phishing, thereby avoiding potential financial loss.



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3 Responsible Supply Chain



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2022 Key Performance Indicators

KPI	Target of 2022	Status	Performance in 2022	Target of 2023	Target of 2025
Proportion of new suppliers responding to SAQ	100%	☑	100%	100%	100%
Proportion of suppliers responding to SAQ	Tier 1 supplier sustainability risk SAQ (annual survey)	☑	100%	100%	100%
Proportion of suppliers completing RBA-online SAQ	Critical Tier 1 direct material suppliers	☑	100%	100%	100%
Proportion of high-risk critical direct material suppliers completing sustainability audits	100%	☑	100%	100%	100%
Deficiency improvement rate as per sustainability audit	100%	☑	100%	100%	100%
The direct / indirect material suppliers do not use conflict minerals	100%	☑	100%	100%	100%

New suppliers' SAQ includes environment screening criteria (including whether ISO 14001, local environmental permits...etc. are obtained)
Tier 1: The procurement amount of direct packaging materials reaches US$200,000
Critical Tier 1: Individual direct material suppliers accounting for at least 85% of the procurement amount

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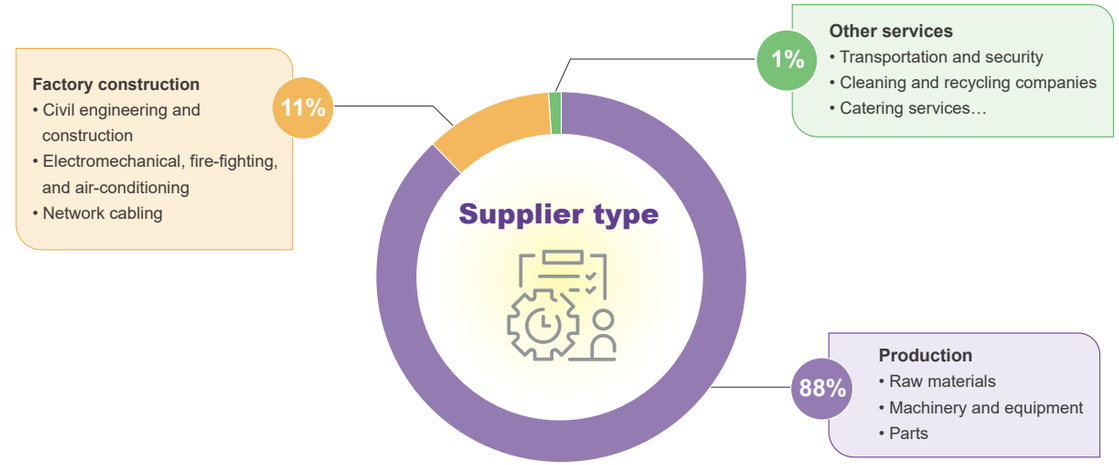
3.1 Supply Chain Characteristics and Local Procurement

1. Characteristics of Supply Chain

SPIL's manufacturing sites are located in Taiwan and China, and we have 2,158 suppliers worldwide. We have categorized our supply chain into 1,811 suppliers for manufacturing, 112 suppliers for factory projects, and 235 suppliers for other services, depending on the type of procurement. Our purchase items from suppliers for manufacturing include raw materials / machinery / parts and factory consumables, etc., which are used to support factory production. The purchase amount accounts for 88% of SPIL's total purchase amount in 2022. The purchase amount of raw materials accounted for approximately 37% of the total purchase amount, which has a relatively significant impact on daily operations and production. Therefore, the management focus is on the raw material suppliers who cooperate with us regularly. We manage the quality, cost, delivery date, and technical capabilities of raw material suppliers, and conducts performance control through evaluation, auditing, and guidance; further we also require suppliers to sign the Supplier Code of Conduct, Business Partner Supply Chain Security Statement to ensure suppliers' continuous operation. Meanwhile, we perform RBA risk assessments and audits to ensure suppliers' sustainable business performance.

2. Local Procurement Policy

While setting up a global presence, SPIL has been committed to improving localized procurement and increasing local employment opportunities and promoting local economic development through localized procurement. Local procurement can lead to faster service, more direct communication, shorten the delivery timeline, reduce transportation costs, and reduce transportation risks while reducing carbon emissions and alleviating environmental pollution caused by economic development. We actively interact with local suppliers, and assist them in improving their technical capabilities and competitiveness through technical exchanges; then, we recommend these local suppliers to our customers to achieve the goal of reducing transportation risks and shortening the delivery timeline while seeking alternative local suppliers for the existing raw materials that need to be imported and encouraging overseas companies to set up factories locally. 2019-2022, the proportion of the procurement of raw materials by the facilities in Taiwan is maintained to be over 70% in terms of the amount while the proportion of Siliconware Technology Limited reached 50.9%.

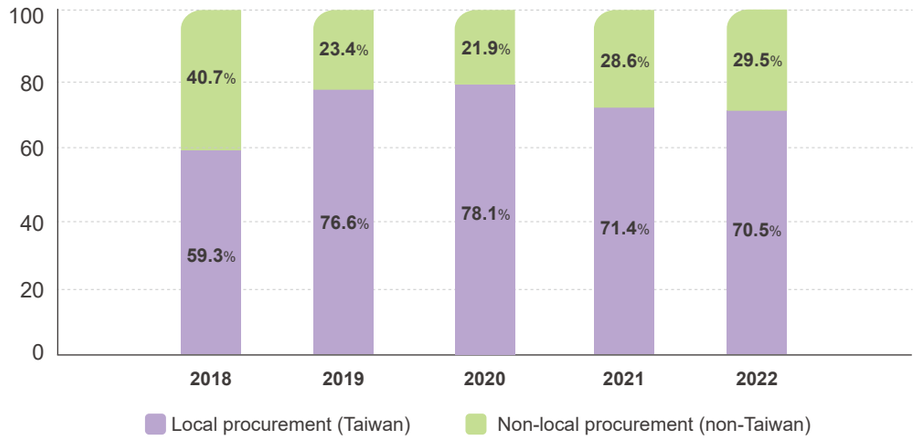


Note: The data includes that of Siliconware Technology Limited (based on purchase amount).

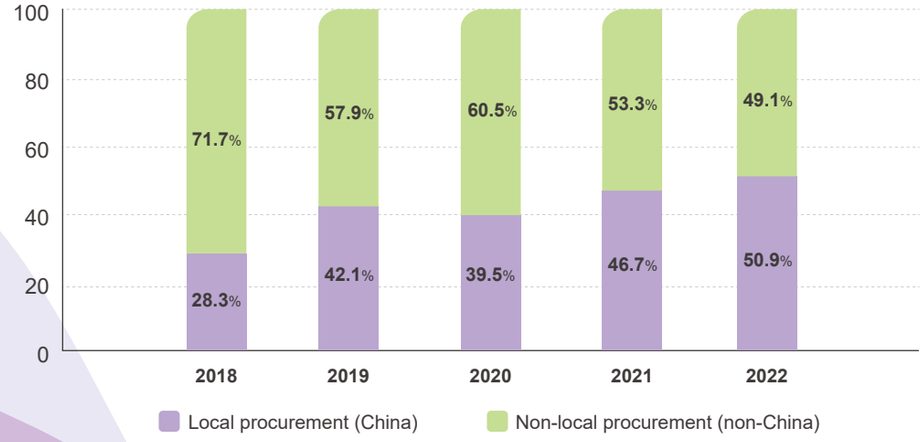
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Proportion of local procurement by SPIL's facilities in Taiwan



Proportion of local procurement by Siliconware Technology Limited



Note: The calculation of local purchase is based on the operating location of raw materials.

3.2 Supplier Sustainability Management

SPIL attaches great importance to supplier sustainability management. We conduct management of raw material suppliers' regular costs and quality and perform evaluations and audits while offering guidance and education and training to strengthen the suppliers' operational capabilities. We implement supplier sustainability management upon the introduction of new suppliers. We verify each supplier's basic financial position, quality management, environmental management, and other relevant system certifications through supplier questionnaires while requiring them to sign the conflict minerals declaration and the RBA declaration. The declarations contain the requirements for non-use of conflict minerals and the compliance with the requirements in the aspects of labor, health and safety, environment, business ethics and management systems while specifying that suppliers shall also need to conduct factory evaluations upon the introduction of new raw material suppliers related to substrates, lead frames, target materials, chemicals, etc., to ensure that the suppliers can meet SPIL's relevant regulations. The scope of factory evaluation includes quality management, system management, sustainability risk, and the control of environment-related substances. After the factory evaluation is completed and countersigned and approved by SPIL's procurement, quality assurance, engineering, and relevant units, suppliers will become qualified suppliers. In 2022, SPIL conducted a factory evaluation of 1 new raw materials supplier as per the regulations. It has passed the evaluation and become qualified suppliers of SPIL.

1. Supplier Sustainability Management

SPIL safeguards labor, environment, and ethics in line with the RBA spirit. We attach greater importance to suppliers' sustainable operation capabilities. Through sustainable supplier management, we ensure the safety of the work environment in the supply chain, implement environmental protection, and ensure that the employees are respected and dignified and business ethics are observed. We communicate with suppliers about ESG requirements and future goals, and we strengthen supply chain management to reduce supplier sustainability risks. In addition, we have built suppliers' awareness of sustainable management to comply with changes in environmental regulations and customers' environmental requirements. SPIL conducts supplier sustainability risk surveys and high-risk supplier audit management. Further, we send RBA self-assessment questionnaires to our key material suppliers for surveys. In addition, we continue to require suppliers to join the RBA online platform to facilitate supplier sustainability management. Moreover, we require suppliers to keep abreast of their greenhouse gas emissions and motivate them to conduct ISO 14064-1 greenhouse gas emission verification in response to the impact and risks arising from global climate change. A total of 48 major raw material suppliers were certified in 2022.

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2. Supplier Performance Management

Suppliers are our important resources and partners, and the stability of the supplier's supply capacity is closely related to its sustainable operation capabilities. We ensure their sustainable operating capabilities through supplier performance management. Upon the introduction of new suppliers, we conduct a preliminary review of suppliers' basic business capabilities by requiring them to fill out a questionnaire. We list them as qualified suppliers with the approval of the relevant units. Afterwards, suppliers who have started to collaborate with SPIL will have their management performance guided, assessed, and audited. Those with excellent performance will be encouraged, whereas those with inadequate performance will be guided to make an improvement. For those who still fail to meet our requirements, we will replace them timely to maintain the competitiveness of our overall supply chain. In addition to basic quality, technical support, cost, delivery timeline / service, and other items related to delivery, we included the spirit of sustainability in the key points for management. We adopt RBA's risk investigation and assessment to inspect high-risk suppliers and conduct on-site audits to comprehensively manage suppliers, thereby improving the sustainable performance of the supply chain.

(1) Suppliers Evaluation

We rate major raw material suppliers every month by evaluating their delivery quality, cost, delivery time, and technical performance. We hold an internal meeting quarterly to select critical suppliers while inviting relevant units and suppliers to review the performance at review meetings. The evaluation results are adopted to confirm suppliers' actual supply capacity. For suppliers with poor or unstable performance, we will help them improve immediately and prevent recurrence. The results will serve as a reference for subsequent transactions and enable suppliers to understand their performance in relation to their competitors to maintain their advantages and to improve their disadvantages, thereby maintaining their own competitiveness. We will also express our recognition of suppliers with excellent performance by increasing the number of our orders or praising them publicly. A total of 130 raw material suppliers were evaluated in 2022, and all met our expectations. There are no suppliers that need improvement or have poor performance, which shows that the supplier evaluation has achieved its effectiveness and has motivated suppliers to improve and become more competitive. After the pandemic has subsided, SPIL plans to award the Outstanding Supplier Medal to suppliers with excellent performance as a token of our recognition.



The evaluation results of SPIL's key raw material suppliers from 2018 to 2022

Evaluation level	Evaluation score	Description	2018		2019		2020		2021		2022	
			Number of compa-nies	Ratio	Number of compa-nies	Ratio	Number of compa-nies	Ratio	Number of compa-nies	Ratio	Number of compa-nies	Ratio
A	90-100	Excellent	21	16.2%	33	24.4%	32	26.2%	17	12.9%	12	9.2%
B	80-89	Exceeds Expectations	66	50.8%	82	60.7%	74	60.7%	92	69.7%	73	56.2%
C	70-79	Meets Expectations	40	30.8%	20	14.8%	16	13.1%	21	15.9%	45	34.6%
D	60-69	Improvment Needed	3	2.3%	0	0.0%	0	0.0%	2	1.5%	0	0.0%
E	0-59	Poor / Not Recommended	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total			130	100%	135	100%	122	100%	132	100%	130	100%

Note: The data includes that of Siliconware Technology Limited.

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(2) Audit of Suppliers

The annual audit plan for primary raw material suppliers, which is arranged as per their performance and importance, takes place at SPIL every year. The purpose is to audit suppliers' quality and management systems and BCP onsite or to review documents in order to ensure that their system operations comply with relevant regulations. A total of 87 suppliers were audited in 2022. Suppliers that excelled and exceeded expectations have reached 75.8%. SPIL continues to educate and guide its suppliers to enhance their competitiveness. In 2022, SPIL plans to audit 84 suppliers.

(3) Counseling Services and Educational and Training for Suppliers

To strengthen suppliers' sustainable operation capabilities, we perform regular evaluations and audits of suppliers to see whether they can meet our requirements while holding technical seminars to communicate and share industry development trends with them, enhancing both parties' competitiveness in the industry. As for the issue of environmental responsibility, we continue to require our suppliers to comply with hazardous substance management regulations, sign letters of commitment, and comply with regulations on restricted substances. We have also formulated conflict minerals management regulations and raise suppliers' awareness of such issues comprehensively while investigating the use of conflict minerals to avoid misuse. Meanwhile, we require them to comply with the RBA Code of Conduct to support international human rights protection. We search for suppliers who can recycle and reuse materials, and we conduct materials recycling operations to achieve the goal of environmental sustainability by adopting a circular economy mindset.

The audit results of SPIL's raw material suppliers from 2018 to 2022

Level	Countermeasures	2018		2019		2020		2021		2022	
		Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio
Outstanding	Considering issuing excellent vendor medals and increasing orders	10	18.2%	22	42.3%	44	65.7%	26	28.6%	35	40.2%
Above Average	Considering increasing orders	29	52.7%	12	23.1%	17	25.4%	42	46.2%	31	35.6%
Satisfactory	Maintaining a normal transactions	16	29.1%	18	34.6%	6	9.0%	21	23.1%	21	24.1%
Improvment Needed	Requiring improvement within time limits	0	0.0%	0	0.0%	0	0.0%	2	2.2%	0	0.0%
Total		55	100%	52	100%	67	100%	91	100%	87	100%

Note: The data includes that of Siliconware Technology Limited.

The counseling results of SPIL's suppliers from 2018 to 2022

Counseling Item	Counseling Method	Counseling Unit	Number of Suppliers Counseled				
			2018	2019	2020	2021	2022
Technical guidance	1. Hold technical review meetings with specific suppliers on a quarterly or semi-annual basis 2. Offer and share SPIL's blueprint for developing new products / technology	Engineering unit	41	44	32	36	35
Quality improvement	1. Perform irregular audits to ensure standardization of suppliers' production to control the production process 2. Provide feedback on incoming inspection results and use status	Quality assurance / Engineering unit	43	52	67	91	87
Environmental responsibility	1. Provide hazardous substance management regulations 2. Sign the restricted substances guarantee letter	Procurement / Engineering unit	440	488	553	543	597
Conflict minerals	Conduct questionnaire survey and request communication	Procurement unit	245	118	124	121	101

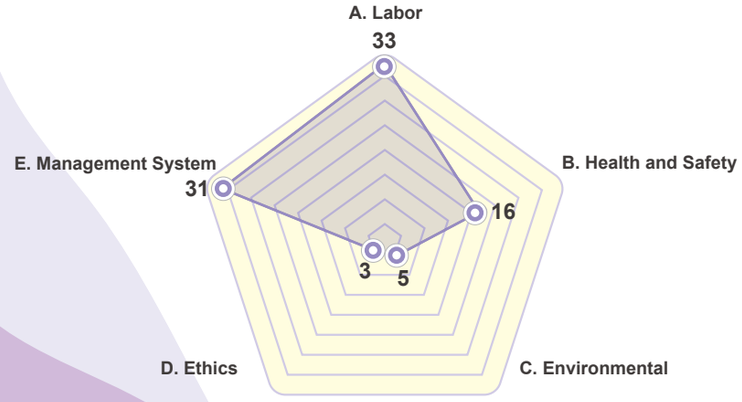
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(4) RBA audits of suppliers

In order to ensure the implementation of the spirit of RBA in the supply chain, we conducted audits for 30 suppliers in 2022. There were 88 deficiencies, 73% of which were in the labor and management system, and there are 5 deficiencies in the environment. We have asked our suppliers to analyze the causes of deficiencies and make improvements to reduce the impact on the environment.... After continuous tracking and confirmation, all the deficiencies have been improved, and no supplier have been suspended for non-compliance after evaluation. Moreover, we continue to require suppliers to obtain RBA online accounts and pass the greenhouse gas verification. At present, 37 of our suppliers have joined the RBA online platform, and 45 have completed the greenhouse gas verification. In the future, we will continue to require them to respond to our various sustainability management requirements to increase their awareness of RBA and include RBA in their management rules to gradually achieve supply chain sustainability management.

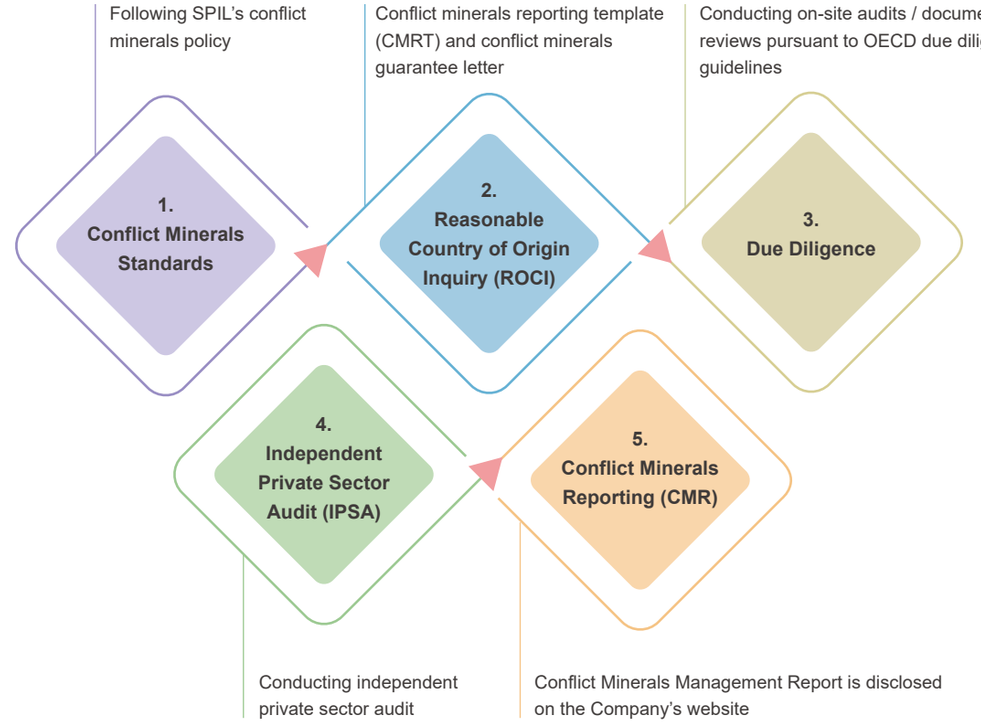


3. Conflict Minerals

(1) Responsible minerals procurement

SPIL is committed to conflict-free mineral management. In order to convey SPIL's conflict mineral management requirements, SPIL has established a conflict-free mineral procurement policy for its supply chain, which is disclosed on the Company's website. For complete information, please make a visit: http: //www.spil.com.tw/about/Conflict_Mineral_Policy.pdf

(2) Conflict minerals management procedures



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A Conflict Minerals Standards

The Company takes the initiative to send its conflict minerals policy and requirements to its suppliers through Email, and suppliers must comply with SPIL's conflict minerals policy and establish its policy to be conveyed to the suppliers thereof. Furthermore, we motivate our suppliers to make purchases from non-conflict smelters approved by RMAP1 or other equivalent independent third-party audit units to ensure that the minerals used in our products are conflict-free.

B Reasonable Country of Origin Inquiry (ROCI)

Investigating the source of minerals annually to confirm whether the material provided by suppliers meets the conflict-free requirements.

1. We conduct supplier surveys through the Conflict Minerals Reporting Template (CMRT) every year to confirm the sources of the 3TG[2] smelters.
2. Our suppliers must sign a Conflict Minerals Policy Statement to confirm compliance with our conflict minerals policy and ensure correct and complete disclosure of the information on the sources of our smelters.

C Due Diligence

We follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas to establish a due diligence structure and compares the information on smelters provided by our suppliers with the RMAP to identify potential supply chain risks. Moreover, we have designed the supplier conflict minerals audit form to confirm that our suppliers comply with the management mechanism of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas through on-site audit or audit of documents.

D Independent Private Sector Audit

We entrust an independent third-party to perform an audit each year to confirm the compliance of the conflict minerals report and DD investigation process with the regulations enacted by the U.S. Securities and Exchange Commission (SEC).

E Conflict Minerals Reporting

We disclose the conflict minerals management report on the Company's website every year. For complete information, please visit:

Conflict minerals report from 2013 to 2017: https://www.spil.com.tw/chinese/ir/?u=1*4

Conflict minerals report from 2018: http://www.aseglobal.com/en/csr_conflict_minerals_compliance.html

Notes : 1. RMAP: Responsible Minerals Assurance Process.
2. 3TG: TantalumTin、Tungsten、Gold

Results

Since 2013, we have conducted an annual survey of the sources of 3TG smelters. Our conflict minerals status within the scope of our control and management has been "DRC Conflict Free" since 2015. In 2022, we conducted conflict mineral investigations of 101 suppliers and planned to complete the independent third-party audit of conflict minerals by March 2023. Based on the management process above, we reasonably predict that the minerals used by SPIL in 2022 would be non-conflict minerals.

In addition to 3TG, we also initiate to conduct source investigations of cobalt and mica smelters on our suppliers and provide EMRT information to our customers for reference.

3.3 Construction Service Provider Management

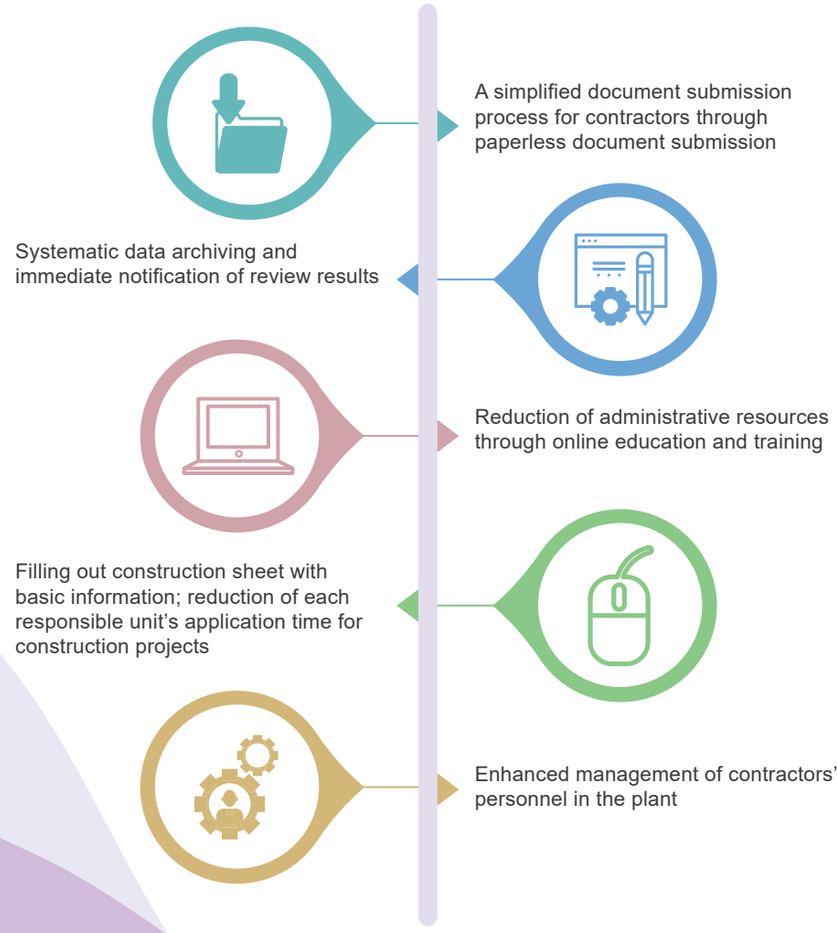
	Management Rules	Implementation Status in 2022	Description
Qualifications Evaluation	• New contractor qualifications evaluation	• 2 contractors in Taiwan were evaluated; and the amount of projects contracted was decided based on the evaluation results.	As contractors are indispensable partners for SPIL, the EHS management thereof plays an important role. With the implementation of "P (Plan)- Qualification Evaluation", → "D (Do)- Document Examination / Educational Training", → "C (Check) - Construction Management" , → "A (Action) -Post-Construction Management" cycle, we aim to optimize the contractor management system and reach the ultimate objective of having zero occupational accident. • P: Before starting to collaborate with a new contractor, it is a must to conduct a professional, reasonable, and fair evaluation, which shall be conducted by SPIL's respective functional units, as per the contractor's scale, engineering capability, EHS management, financial position. Besides, the contractor must comply with relevant regulations and SPIL's internal rules in order to be listed as a qualified contractor and undertake SPIL's projects. • D: We implement a series of measures, such as EHS commitment statement, education and training, notification of facility hazard factors, regular coordination conducted by agreement organizations, management rules promotion, and self-management of occupational safety personnel to put into practice the concept of "Occupational Safety the Priority" on a comprehensive scale. • C: We have drawn up "Procedures for the Management of Contractors' Safety and Health", "Procedures for the Application and Management of Work Safety Permit for Dangerous Operations" , and "Work Safety Inspection Guidelines" to regulate management measures before, during, and after the operations. The purpose thereof is to ensure contractors' occupational safety and confirm their project progress through regular inspections. Besides, we have set out standard operating procedures accordingly with respect to accident or false alarm incidents. • A: The contractor evaluation results enable the Company to continuously enhance contractor's EHS competency by eliminating contractors with relatively weak performance.
Document Review	• Application of annual consultative organization • Employer's accident liability insurance • Qualification of occupational safety personnel	• A total 89 qualified contractors • The minimum insurance amount and the insurance policy require that the position shall be held by at least the C-level supervisors.	
Education and training	• 6 hours of education and training • Agreement organization meetings	• Reviewed 11,368 people with files established • Each facility held such meetings regularly, with 168 such meetings held	
Construction Management	• Notification of construction hazards • Application for / audit of work safety permit • Toolbox meeting • Machinery and equipment / material control	• Updated the notification of construction hazard factors every three months • 40,598 applications in total / inspection tour rate of 100% • 100% of construction personnel participated • Examined herringbone ladders, exhaust dusts, and electrical machinery / equipment every year.	
Post-Construction Management	• Fines for violation • Occupational injury statistics • Annual contractor assessment	• 84 violation cases • FSI: 0.39 • The procurement unit carries out contractor evaluation each year	

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Digital contractor management

In order to improve the management of contractors, SPIL has launched the security management platform for collaborators on December 9, 2021, which can achieve the following benefits.



	Before	Now
Data Submission	Management Unit's notice ↓ Written copies submitted by vendors ↓ ESH audit and manual archiving	Vendors' submission by cloud ↓ ESH review and automatic archiving
Entry qualification	Providing qualification certificate of responsible unit by vendors ↓ ESH audit and manual filing	Vendors' submission by cloud ↓ ESH review and automatic archiving
late notice	Reminding responsible unit by ESH monthly ↓ notifying vendors ↓ Deleting by ESH after due date	Notifying vendors automatically ↓ Deleting automatically after due date
Education and training	Security guard unit's notification to attend class ↓ on site training for vendors ↓ Physical training and test marking arranged by security guard unit ↓ archiving examination papers	Self-training in the cloud / test ↓ system's automatic scoring / archiving
Personnel access control	Construction application and guest entry forms are issued separately	Construction application, including lists of personnel entering factories

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4 Environmental Friendliness



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2022 Key Performance Indicator

Material issues	KPI	2022 Performance Targets	Status	Performance in 2022	Objectives for 2023	Target of 2025
 Climate change	Percentage of facilities completing GHG verification	100% of all facilities	☑	100% of all facilities	100% of all facilities	100% of all facilities
	GHG emission density [Total GHG emission (metric tons) / Total revenue]	≦5.91	☑	4.70	≦ 5.85	≦ 5.72
 Energy management	Power saving ratio	≧2%	☑	4.8%	≧ 2%	≧ 2%
 Waste management	Percentage of general waste recycled	≧90%	☑	99.1%	100%	100%
 Water resource management	Water withdrawal density [Total water consumption (metric tons) / Total revenue]	≦83.6	☑	61.3	≦ 82.7	≦ 81.0

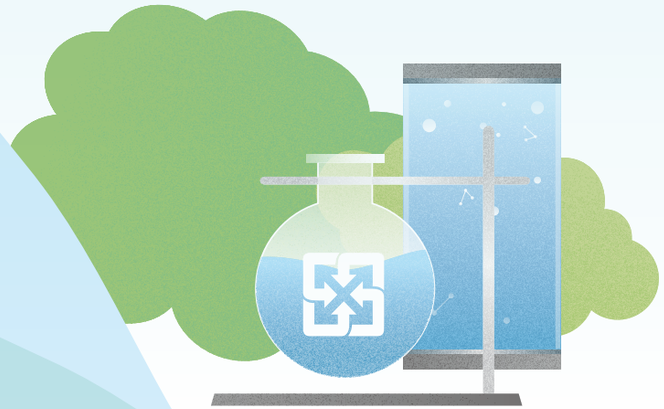
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4.1 Environmental Management System

1. Environmental Management Policy

Environmental protection is one of the most important management items of SPIL. We have implemented environmental management according to the PDCA management approach. The President even exhorted all employees to “conserve the environment with great efforts and do not affect the living conditions of future generations”, as the guidelines for and the goal of EHS management. The Company also established internal Environment Health and Safety (EHS) and Hazardous Substance Free (HSF) policy, and has organized education and training sessions for employees to enhance their awareness of EHS and understanding of hazardous substances. EHS management is also the responsibility of supervisors at all levels in order to implement relevant measures in daily operations.



2. An Integral Environmental Management System and Sustainable Development Concepts

Environmental management organizations include the Company’s EHS planning units, plant affairs units and engineering planning units. In each of our facilities, we have established EHS departments; and set up a team in charge of the operations and maintenance of air pollution and wastewater prevention equipment. Therefore, the objectives are to implement on-site management, have a clear division of labor, and facilitate collaborative operations. Each month, all of our on-site technical teams gather together to have a technical committee meeting, at which they share their work progress and implementation skills. This enables us to ameliorate EHS management and enhance equipment operations and maintenance to reach the highest professional standards. An executive meeting is also arranged on a monthly basis, where EHS and plant affairs supervisors and EHS points of contact designated by deputy operating vice presidents are invited to engage in negotiation and coordination for amendments to legal regulations, corporate management approaches, and improvement plans for implementation bottlenecks. This enables the Company to timely eliminate obstacles to the EHS work through strategic decisions and ensure that all policies and approaches are properly implemented. A committee established at each facility is led by the person in charge of the facility. The headquarters, meanwhile, also holds quarterly EHS joint meeting, which is chaired by the system administrative representative, to review the Company’s implementation results. Besides, supervisors of relevant units and employee representatives are invited to attend the meeting for coordinating, discussing, and reviewing EHS management-related issues; units with excellent performance are also praised at the meeting to show our emphasis on EHS management.

SPIL already adopted the ISO 14001 Environment Management System and passed the certification thereof in 1999. In 2016, our facilities in Taiwan also passed the certification of ISO 14001: 2015 (the up-to-date 2015 version). By doing so, we have not only expanded EHS management to the entire product life cycle and EHS risks and opportunities at all levels, but also been macroscopic in making strategic decisions, policy, and action plans in line with the latest international management trends.

3. Compliance with EHS Policy and Implementation of Environmental Management

Upholding the five elements of EHS policy: “Comply with regulations”, “Conserve resources and energy and minimize wastes”, “Prevent hazard”, “Continue improvements” and “Promote communication”, SPIL has implemented environmental management and is devoted to the prevention and control of air and water pollution; reduction and recycling wastes; greenhouse gas (GHG) reduction; water and energy conservation; and increase of awareness of green issues. In addition to daily inspection rounds, we arrange different themes of in-depth audits of our facilities each week, month and quarter. An internal inter-departmental audit also takes place every half year to review SPIL’s work implementation and make timely corrections and improvements. Besides demonstrating SPIL’s management results, the Company is ready to accept dozens of audits conducted by competent authorities, customers, and certification agencies throughout the year.

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4.2 Carbon Management

1. Carbon Management Policy and Strategy

Climate change has become a significant hazardous issue around the globe. Be aware of the impact thereof, SPIL considers climate change mitigation and adaptation measures as an important issue for our business operations. We have set out climate change improvement and mitigation strategies as our guiding principles of response, and implemented GHG management in daily operations.

SPIL has, since 2005, conducted autonomous GHG inventory and, based on quantitative data analysis, learned that the key GHG emission source is power consumption. This has motivated us to establish an energy team in 2007 to systematically and continuously improve our energy and power conservation countermeasures.

Since 2010, our facilities in Taiwan have implemented ISO 14064 -1 GHG verification each year to ensure the data quality and to provide stakeholders with the most credible carbon management information.

Since 2011, we have begun to conduct product carbon footprint inventory and participated in relevant EU projects to respond to the international development trends while having fully supported end-users in supply chain carbon footprint inventory to provide even more accurate carbon emission information with respect to the packaging and testing processes. In 2013, we further promoted the certification of ISO 50001 Energy Management System, and included the energy conservation and carbon reduction work in our business operations.

Strategy	Policy
Transparenet information	• Autonomous inventory, third-party verification, and disclosure of management performance • Active participation in CDP Response to the Dow Jones • Sustainability Index (DJSI) program
Mitigation & Adaptation	• Response to national carbon reduction objectives and participation in voluntary carbon reduction plan • Active efforts in energy conservation and implementation of ISO 50001 Energy Management System
Carbon Economy	• Development of a low-carbon semiconductor packaging supply chain • A low-carbon supply chain for our customers • Application for carbon rights and entry into the carbon market
Engagement	• Joint participation in government's low-carbon strategy with the industry associations as well as the formulation and promotion of the industry's total amount control

2. Climate Change Risks and Opportunities

According to the 2022 Global Climate Change Index announced by the international weather organization "German watch," Taiwan already jumped from the 36th place in 2020 to the 34th place in 2021, indicating how extreme climate caused by global warming impacts our living environment and business operations. Nevertheless, effective adaptation to such risks can actually minimize our losses. This is the reason that SPIL has been paying close attention to international trends and countermeasures. We have also identified and evaluated potential risks and opportunities accompanied thereby, and included climate change factors in the planning of our corporate business strategy and the decision-making process.

Risks identified can be divided into four types of legal, technology, physical and product aspects, and the respective risks and opportunities evaluated are summarized in the table below. Besides, according to Task Force's suggestion on Climate-related Financial Disclosures (TCFD), SPIL can further establish a mechanism estimating a quantified financial assessment of impact on operations, finance, costs or revenue.

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Aspect		Risk	Description	Operation / finical impact	Countermeasure
Transition Risks	Legal	Climate Change Response Act	In 2023, Environmental Protection Administration announced “Climate Change Response Act” • the national long-term goal is 2050 net zero emissions • Impose carbon fees against GHG Emission Sources	Increased direct costs • Renew energy trading of carbon credit / carbon sinks • Carbon fee levy ◇ NDC (TW): 300 NTD / tCO_2e ◇SSP1-1.9: 65~652 USD / tCO_2e • Cost of carbon reduction：488-69,702 USD / tCO_2e Litigation or fines Restricted facility expansions	Continued to keep abreast of domestic and international regulatory changes; understand the global regulatory trends; be prepared therefor to reduce legal risks. Passed the ISO 50001 Energy Management System certification and continue to promote energy conservation and carbon reduction systematically by the energy conservation team. Implemented GHG inventory and third-party verification, and registered in National GHG Registry. Set up a renewable energy platforms by coordinate with ASE Technology Holding to meet regulatory requirements and achieve green transformation.
		Renewable energy regulations	The Ministry of Economic Affairs has announced the high electricity user clause to require high electricity consumer purchased 10% obligation capacity (starting from 2025). SPIL has completed purchasing renewable energy to meet regulatory requirements in advance.		
	Technical	Voluntary agreement	Energy-using is the primary source of GHG emissions. Therefore, reducing the use of electricity during production is the top priority issue for carbon reduction.	Increased indirect costs Increased capital expenditure Increased R&D costs	Set up carbon reduction pathway(SBTi) and publicly disclosed carbon reduction results Establish the carbon reduction management to control the utilization ratio of renewable energy and carbon reduction. Adopted an air quality purification zone for maintenance “Daodong Tutorial Academy” for 9 consecutive years. The maintenance work includes vegetation, tree planting and environmental cleanness. This area is 2 hectares in area with more than 90 trees. Implemented LED lighting in rural schools, saving 17,082 kilowatt-hours (kWh) of electricity annually, which is equivalent to 8.7 metric ton reduction in carbon emissions.
	Product	Low carbon products	Climate change makes energy conservation and carbon reduction features the primary functions of electronic / electrical products.	Increased capital expenditure Increased R&D costs	Passed the certification of carbon footprint for specific products Passed the certification of water footprint for specific products Passed the certification of eco-efficiency for specific products
Physical Risks	Physical	Water resource shortage	The global climate anomalies caused by the greenhouse effect have brought about severe wind disasters, floods and droughts, the increased frequency and severity of which is expected to have a considerable impact on businesses and their supply chains	Increased indirect costs decrease in asset value limit production capacity / operational disruption	Continued to promote water conservation, recycling and reuse projects to reduce the Company’s pressure from water demand.
		Facility damaged due to natural disasters (wind disasters, floods, or earthquakes)			Established risk management procedures and formed BCM committees based on disaster type to reduce losses arising from all types of disasters.
		Raw material supply			Actively evaluated and introduced at least two suppliers for major raw materials.

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Aspect		Risk	Description	Operation / finical impact	Countermeasure
Transition Risks	Product	Low carbon products	Carbon management arouse the international high attention, and low-carbon products will be the main trend toward the future	Decreased direct cost Increased value of product Increased competitiveness	Continued development towards SiP modules, 3D ICs, higher density products and product miniaturization. IC packaging is heading towards the development of high-end technology
Physical Risks	Physical	energy-saving building	Promote green buildings, reduce plant resource consumption density, enhance corporate image, and obtain government certification and subsidies	Decreased in capital expenditure. Increased corporate reputation	In 2017, Building B of Zhong Ke Facility obtained the green building certification label. In 2021, Building B was re-certified with the green factory label of IDB, Ministry of Economic Affairs (MOEA). Continue to improve our existing facilities based on green building standards and plan and construct the new facilities per the green building standards.
		energy management	Promote various energy conservation and water recycling measures to effectively decrease the density of the consumption of facilities' resources, and enhance corporate image.	Decreased direct cost Decreased in capital expenditure. Decreased likelihood of operational disruption Increased corporate reputation	Established a water recycling system to reduce energy consumption and costs. Continue to promote water conservation technology, and develop wastewater recycling and reuse technology.
			Energy use is the primary source of GHG emissions. Therefore, increasing the power efficiency of the production process can effectively reduce carbon emissions.	Decreased direct / indirect cost	Promote energy conservation programs every year to reduce the electricity consumption in the process while increasing the energy use efficiency.

3. Greenhouse Gas Emissions Inventory and Verification

In 2005, SPIL launched organizational GHG inventory (Da Fong Facility, Chung Shan Facility, Changhua Facility, and Hsinchu Facility), where the operations of Zhong Ke Facility were included in 2015. Starting from 2010, all of our inventory data are verified by a third-party notary party based on the ISO 14064-1, known as the GHG emissions verification standard at the organizational level. All successfully passed the reasonable assurance level to ensure data quality. SPIL limited started to conduct the GHG emissions inventory in 2010 and has started to carry out the verification every year since 2015.

The GHG emissions inventory categories are divided into: Category 1-direct GHG emissions and removals; Category 2-indirect GHG emissions from imported energy; Category 3-indirect GHG emissions from transportation; Category 4-indirect GHG emissions from products used by organization; Category 5-indirect GHG emissions associated with the use of organization's products; Category 6-indirect GHG emissions from other sources. SPIL calculate GHG emissions through defining its emission sources and conduct data collection and quantification.

We have completed the ISO14064-1: 2018 inventory and quantification in 2020, and even more complete inventory of 11 indirect GHG emissions in Categories 3 to 6 in 2022, in order to keep abreast of the sources of carbon emissions more accurately and comprehensively while conducting in-depth management of the carbon life cycle of products, and exploring the room for reduction and opportunities thereof.

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Category 1
(direct GHG emission and removals)
25,947 metric tons

Corresponding activities:

- Combustion of fuels from fixed sources: Diesel fuel for boiler, natural gas, etc.
- Combustion of fuels from transportation sources: Petrol and diesel used in company cars, limousines, trucks, and forklifts.
- Fugitive emission sources:
  - Refrigerant additives for refrigerators, air conditioners, and water chiller
  - CO_2 extinguishers
  - Emission of methane from septic tank systems
- GHG emission from the production: Machines that use CO_2, CF_4, and NF_3

Category 2
(indirect GHG emission of imported energy)
588,461 metric tons

Electricity used in production activities
(externally purchased electricity)

Category 3 to 6
(other indirect GHG emission)
543,874 metric tons

- Consumption of energy resources (electricity, natural gas, and diesel) in the Category other than 1 and 2
- Waste processing(outsourced waste removal vehicles)
- Downstream asset leasing (nitrogen gas fields, convenience stores, and restaurants and kitchens)
- Employee commuting
- Employees' business travels
- Procurement of goods and services (quantity of purchases)
- Capital goods (amount of capital goods purchased)
- Upstream transportation and distribution (transportation of purchases)
- Upstream asset leasing (computers, business machines, and rented cars)
- Downstream Transportation and Distribution(outsourced trucks)
- invest

In 2022, SPIL's total GHG emissions of Category 1+2 were 614,408 tCO_2-e per year as per the market-based calculation method, where the annual Category 1 emission was about 25,947 tCO_2-e per year and the annual Category 2 emission was about 588,461 tCO_2-e per year, accounting for 4.2% and 95.8% of the total GHG emissions, respectively. Among them, Category 1 decreased by 14.7% compared with that in 2021, and Category 2 increased by 6.0% compared with that in 2021.

According to the results of inventory, SPIL's primary GHG emission source is electricity used in production processes. With the increasing trend of carbon reduction and demand of semiconductor industry, and makes energy conservation and carbon reduction as our top priority. SPIL will continue to implement the power saving and carbon reduction project, and increase the ratio of renewable energy to reduce the carbon emissions of energy use.

In order to understand and control the other indirect GHG emission in Category 3 to 6, since 2017, we increased its inventory items from 2 to 11 until 2022, and the total GHG emissions of Category 3 to 6 in 2022 was 543,874 tCO_2-e per year. In the future, in response to the global 2050 net-zero carbon emission trend, SPIL will complete an independent greenhouse gas inventory for high-carbon emission supply requirements, and provide relevant training and counseling services, hoping to drive the overall supply chain to achieve carbon reduction goals.

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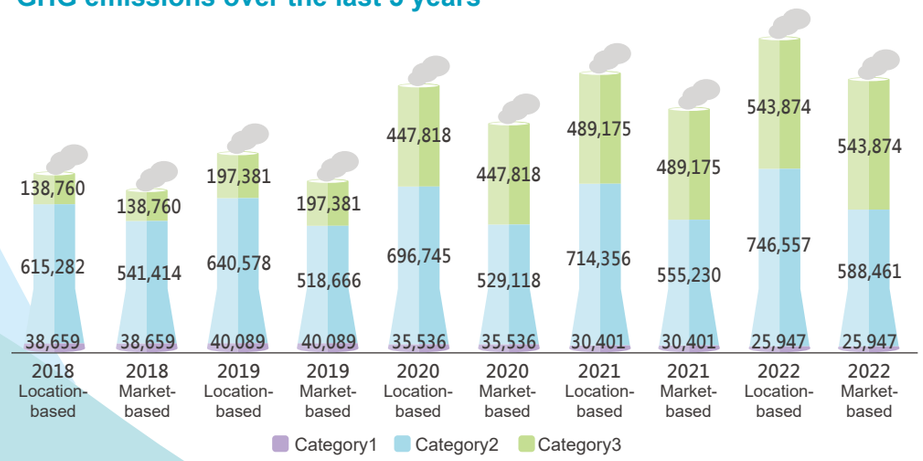
GHG emissions of SPIL facilities over the last 5 years (Category 1 and 2)

Unit: tCO_2e

Facility	2018		2019		2020		2021		2022	
	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based
Da Fong	110,131	110,131	105,707	105,707	107,382	107,382	100,265	100,265	97,162	96,632
Chung Shan	119,144	119,144	117,151	117,151	119,377	119,377	124,674	124,674	112,171	111,126
Changhua	114,820	114,820	110,433	110,433	108,940	108,940	109,982	109,982	116,432	115,498
Hsinchu I	6,874	6,874	6,936	6,936	6,407	6,407	6,007	6,007	6,004	6,004
Hsinchu III	37,173	37,173	38,812	38,812	39,807	39,807	44,479	44,479	47,059	46,653
Zhong Ke	150,583	150,583	176,021	176,021	178,548	178,548	193,651	193,651	212,594	210,808
Siliconware Technology Limited	115,216	41,348	125,607	3,695	171,819	4,192	165,700	6,574	160,266	6,872
Zhong Gong									19,377	19,377
Zhong Ke W									1,438	1,438
Total	**653,941**	**580,073**	**680,667**	**558,755**	**732,280**	**564,654**	**744,757**	**585,631**	**772,504**	**614,408**

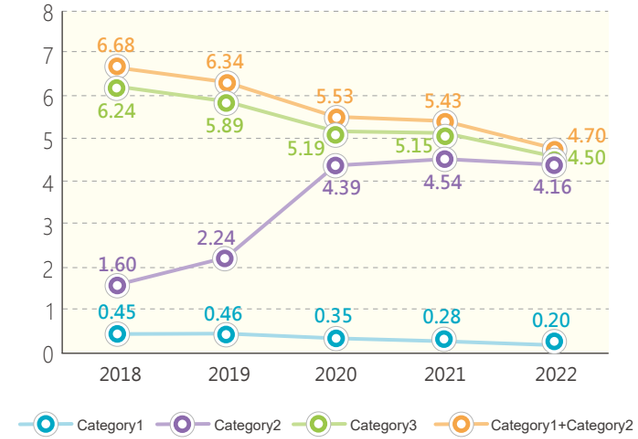
Notes: 1. Zhong Ke Facility has performed the inventory and verification since 2015.
2. Siliconware Technology Limited launched the GHG emission inventory in 2010 and verification in 2015.
3. Zhong Gong Facility & Zhong Ke II Facility launched the GHG emission inventory and verification in 2022.

GHG emissions over the last 5 years



Considering the GHG emissions per unit of revenue as the GHG emission intensity indicator of different category, the GHG emission intensity which Category 1 + 2 of SPIL was 4.70 tCO_2e per M NTD in 2022 with a decrease of 29.6% as compared with the base year that in 2016. It shows that SPIL has continued to implement energy saving and carbon reduction to achieve results. In addition, the reason for the increase in the intensity of GHG emissions in Categories 3 to 6 is that SPIL has increased inventory items year by year.

GHG emission intensity over 5 years



Unit: tCO_2e/M NTD

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4. Response to International Agreement and Government Policy

In response to the Paris Climate Agreement signed in 2015, which sets the goal of limiting global temperature rise to "well below 2°C above pre-industrial levels, and to aim for 1.5°C," countries around the world have set for themselves the goal of reducing emissions by 20% by 2030 compared to 2005, and even more significantly by 50% by 2050. The latest report published by the UN's International Panel on Climate Change (IPCC) in 2022 points out that the global temperature has risen rapidly by 1.5°C to 1.6°C, and shows that global emissions remaining obstinately high. The only way to achieve the Paris climate agreement target is to drastically reduce greenhouse gas emissions and reach net zero carbon emissions globally by 2050. to introduce legislation to limit carbon emissions. Currently, 198 countries around the world have declared to achieve Net Zero carbon emissions by 2050. Taiwan officially published "Taiwan's Pathway to Net-Zero Emissions in 2050" in 2022, and passed the law "Climate Change Response Act." in 2023. And the Act incorporated "greenhouse gas net-zero emissions by 2050" into law. In response to the trend of achieving net-zero carbon emissions in Taiwan and other countries and to avoid the worsening of global warming, SPIL continues to actively implement carbon reduction efforts, participate in governmental negotiations on greenhouse gas management policies and legal amendments, and estimate the reasonable amount of greenhouse gas offsets and reduce greenhouse gas emissions.

SPIL responds to the UN and international the Net Zero Emissions by 2050. In 2021, ASE Technology Holding coordinated and passed the validation of SBTi. SPIL formulate medium / long term target, Net Zero path and implement carbon-reduction measure. approval, and plans to have a net-zero emission path for SPIL. Carry out carbon reduction measures in stages. It is stipulated that by 2030, scope 1 and scope 2 carbon emissions will be reduced by 35% compared with 2016, and scope 3 carbon emissions will be reduced by 15% compared with 2020, with a view to achieving net zero carbon emissions by 2050.

5. Carbon Disclosure and Communication

Communication Channel	Approaches	Performance
Science Based Targets initiative (SBTi)	ASE Technology Holding coordinated and passed the validation of SBTi in 2021, and formulate medium / long term target, Net Zero path and implement carbon-reduction measure.	GHG reduction goal : • Target of 2030: ◇ Scope1&2: Reduce 35% base on 2016 ◇ Scope 3: Reduce 15% by 2030 base on 2020 • Net Zero by 2050
CDP	Started to join this program in 2007, where we disclosed carbon emission and reduction information, approaches, and results. Invited by the customers to join the supply chain carbon management information system (Supply Chain Program) in 2014.	Selected as the Carbon Disclosure Leadership Index (CDLI) Corporation in 2015. Named "Leader" in the Climate Change Performance Evaluation of 2017 and 2018.
National GHG Registry	Voluntarily registered the GHG inventory results on the platform of National GHG Registry, Environmental Protection Administration (EPA) since 2010 Pursuance of Climate Change Response Act, registered the GHG inventory results since 2022.	Worked with other industry players to actively respond to the Greenhouse Gas Reduction and Management Act. Register annual greenhouse gas (GHG) inventory on Mandatory Greenhouse Gas Reporting System required by law.
IDB's Voluntary Carbon Reduction Plan	Voluntarily committed to participating in this plan starting from 2011 by registering all facilities' carbon reduction targets and performance over the years online; cooperated with on-site audits to ensure the accuracy of data. Achieved the stage-based targets and closed this plan in 2015. Continued to respond to this plan. Disclosed the results of carbon reduction of all facilities and cooperated to conduct on-site audits.	In 2022, SPIL saved around 66,412 MWh, accounting for 4.4% of the total power consumption, which surpassed the target of 2% for the year.
Website, annual report, and CSR report	Publicly disclosed GHG inventory results and energy saving targets and results.	Continued to conduct public disclosure.

6. Energy management

(1) Energy Management Organization and Approaches

An energy conservation team chaired by the Chairman was formed in 2007 and then upgraded to Energy Management Committee in 2013 to assign personnel to promote and facilitate the operations of ISO 50001, and to assist the production line in reducing energy and resource consumption through the evaluation of machines, and discuss a solution to enhance the energy efficiency of public systems at each facility. The committee also sets energy conservation targets and sets out an implementation plan every year, supplemented by all units' energy conservation measures, to regularly track and control the implementation results, and report the energy-saving results to the Sustainability Committee every month.

Upon the adoption of the ISO 50001 Energy Management System in 2013, SPIL has established energy management procedures and system, and made continuous improvements thereto through the PDCA mechanism. In 2016, all of our facilities in Taiwan passed the certification thereof. We obtained the certificate of new ISO 50001 (2018 version) standards in November 2019, and successfully completed the annual tracking and verification in October 2022.

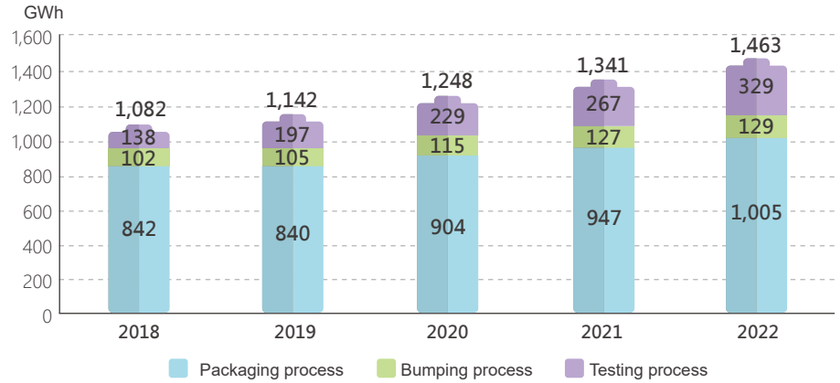
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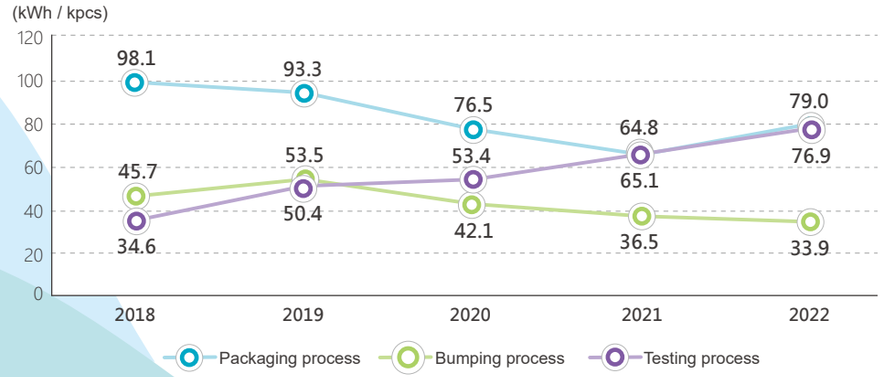
(2) Electricity Consumption Indicator for Production

SPIL's electricity is primarily used to power production facilities and plant systems. In 2022 our total electricity consumption reached 1,463 GWh, where the assembly process consumed about 68% of the total electricity consumption. To increase the use efficiency of each kWh, we have implemented energy conservation measures and successfully reduced the electricity consumption per unit product during the bumping processes by 7% in 2022, respectively, as compared with that in 2021.

Total Annual Electricity Consumption of Each Product



Electricity Consumption per Unit Product



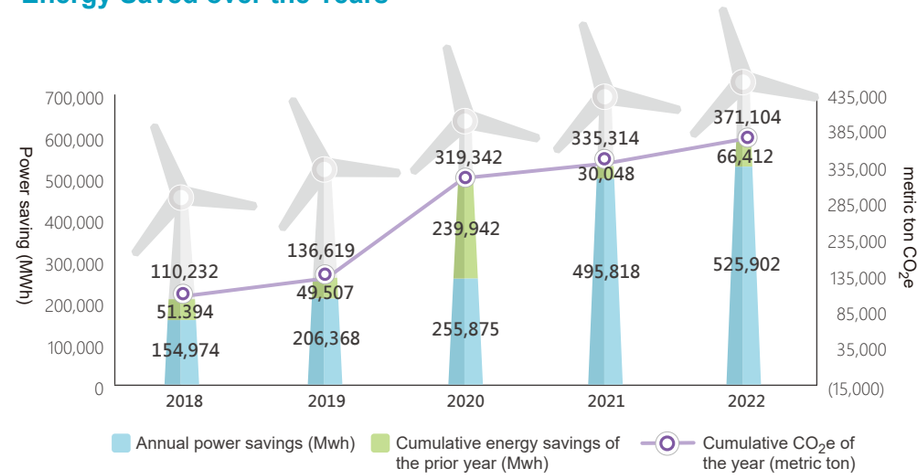
Note: Product Electricity consumption = process electricity consumption (kWh) / quantity (kpcs)

(3) Energy Conservation Measures and Effectiveness

To respond to the domestic and foreign pressure on reducing carbon emissions, reducing energy consumption and solving the GHG emission issues, SPIL has launched and implemented various energy-saving measures to continuously increase the energy efficiency of our facilities and production facilities. Our goals are to optimize the operational efficiency of our production facilities, adjust the parameters thereof, and replace the lighting with energy efficient lamps. In 2022, we saved a total of 66,412 MWh, which is 4.4% electricity consumption. In total, we have saved about 35,790 tCO_2e, which is about the amount of carbon absorbed by 92 Daan Forest Parks[Note]. We also continued to purchase 264,018 MWh of I-REC renewable energy certificates this year, and used 9,496 kWh of renewable energy in Taiwan and purchase 30 kWh of T-REC renewable energy certificates, and use the energy baseline to monitor the rationality of electricity consumption every year. SPIL has been implementing energy-saving measures for many years and this task will become even more challenging in the future. For 2023, we aim to save 2% of our electricity consumption for the year.

Note: The average CO_2 absorbed by one Daan Forest Park a year = 389 t (source: Bureau of Energy, Ministry of Economic Affairs)

Energy Saved over the Years



Note: Energy-saving performance is the difference in power consumption before and after the implementation of each energy-saving plan

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Major Energy Conservation Plans and Programs in 2022

Type of Program	Da Fong Facility	Chung Shan Facility	Changhua Facility	Hsinchu Facility	Zhong Ke Facility	Siliconware Technology Limited
Replacement with high-efficiency lamps	✓	✓		✓	✓	
Replacement with high-efficiency equipment	✓	✓	✓		✓	
Adjustment to production parameters	✓	✓	✓		✓	✓
Integration of production processes	✓	✓	✓	✓	✓	✓
Integration of equipment capabilities	✓	✓	✓	✓	✓	✓
Energy-efficient plant facilities	✓	✓	✓	✓	✓	✓
In 2022, SPIL saved a total of 66,412 MWh (reduction of about 35,790 tCO_2e of emissions).						

(4) Green Energy

To build a green-energy and low-carbon environment, SPIL has prudently evaluated the development conditions for renewable energy. In 2012, the first set of solar power energy generation facilities with a capacity of 9.7 kW were completed in the Da Fong Facility. It totally generated 10,272 kWh in 2022 and 101,939 kWh cumulatively. As the Zhong Ke Facility has a spacious roof with sufficient sunlight, SPIL launched a plan in 2016 to establish a solar energy generation system that can generate about 2,800 kW of electricity. In the middle of 2018, this system was integrated with the parallel power supply system with Taipower. The system produced around 3,750 MWh in 2022, making SPIL the No.1 player in the OSAT industry with respect to the amount of green energy generated at a single facility. Besides, in November 2019 Changhua Facility established a 499-kW solar energy generation system and completed integrating a parallel power supply system with Taipower, which generated around 680 MWh of power in 2022. In January 2020, Taichung City Government issued a certificate to SPIL as we have sustainably contributed to the development of a low-carbon city, such as developing energy conservation technology, establishing solar photovoltaic devices, and increasing the generation of renewable energy among all major power consumers.


THE INTERNATIONAL REC STANDARD

This Redemption Statement has been produced for

SILICONWARE TECHNOLOGY (SUZHOU) LIMITED

by

ACT SOLUTIONS APAC PTE. LTD.

confirming the Redemption of

264 018.000000

I-REC Certificates, representing 264 018.000000 MWh of electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

No. 288, Feng Li Street, Suzhou Industrial Park, Suzhou 215123 China

in respect of the reporting period

2022-01-01 to 2022-12-31

The stated Redemption Purpose is

Power consumption in 2022

Evident

QR Code Verification

Verify the status of this Redemption Statement by scanning the QR code on the left and entering in the Verification Key below

Verification Key

0 1 7 5 7 7 5 4

I-REC Green Electricity Certification


The facilities at the Zhong Ke Facility


The facilities at the Changhua Facility

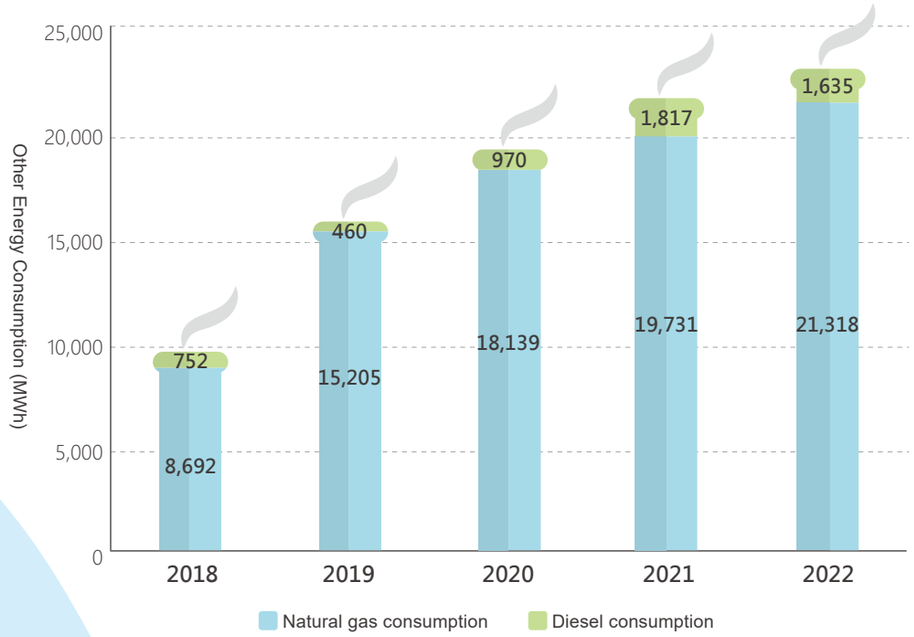
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(5) Other Energy Consumption

In 2022, the total consumption of natural gas and diesel were 22,953 kWh, of which consumption of natural gas has increased by 1,587 kWh compared to 2021, mainly due to the increase in the overall output of the bumping process.

Other energy consumption in the past 5 years



4.3 Water Resource Management

1. Interactions with water as a shared resource

The climate change arising from the water shortage issue has gradually become an underlying concern for companies worldwide. Taiwanese companies are also challenged by the same issue during the drought period. SPIL has therefore put the use of water resources as one of our management highlights and an important indicator for sustainable development. Water conservation and recycling are our primary development direction, where we continuously promote water conservation and wastewater recycling and reuse technology every year. With respect to the aspect of water conservation, we have not only modified the water use parameters of our machines and introduced new equipment to reduce the water consumption but also be seeking collaboration with academia. Furthermore, we have set short-, mid-, and long-term targets for wastewater recycling with the aim of minimizing the impact of our operations on the environment.

Use of Water Resources by Regional

Unit: 10,000 tons/day

Region		Taichung					Central Taiwan	Hsinchu Science Industrial Park	Overseas
Item \ Facility		Da Fong Facility	Chung Shan Facility	Zhong Ke Facility	Zhong Ke W Building	Zhong Kong Facility	Changhua	Hsinchu	Siliconware Technology Limited
Water	Tap water	Liyutan Reservoir Techi Reservoir Dajia River					Changhua 3rd Water Purification Plant	Baoshan Reservoir Baoshan II Reservoir	Taihu (Lake)
	Underground water	Underground water					Underground water	None	None
Water supply capacity (10,000 tons / day)		152.6					80.8	49.2	45
Water withdrawal (10,000 tons / day)		1.20					0.56	0.04	0.39
Ratio of Regional Water Consumption (%)		0.8%					0.7%	0.1%	0.9%

Note: Water supply refers to the supply of water announced by the Water Resources Agency on its official website, whereas the reservoir water supplied in Taichung refers to water collected from Taichung and Miaoli.

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2. Management of Water Discharge-related Impacts

To implement water resource management and to increase the water recycling rate, SPIL has been proactive in participating in counseling and exchanging experiences with industry associations. SPIL has also established a water balance monitoring platform at each facility to effectively control water consumption and analyze the water conservation direction as per the information provided by flowmeters and reports, such as water volume change from inflow to outflow. Therefore, we are able to respond to natural disasters and environmental changes to alleviate relevant risks effectively.

(1) Production Water Conservation Measures and Programs

Water discharged from processes at SPIL's facilities is separated as per their quality and characteristics. The clean process water, for example, is collected, recycled, and then reused as secondary water, which can still be reused to flush the toilet, water lawns and flowerbeds, clean the cooling tower, or be supplied as cooling water for cooling towers, wash the waste gas washing tower, or reclaimed water from the recycling system despite the relatively poor quality.

Apart from recycling wastewater and reducing water consumption, all machines purchased by SPIL for plant expansion or expansion of production facilities shall be water efficient and must pass the energy efficiency evaluation. As for existing machines, it is a must to optimize their production parameters or improve their water consumption by implementing the measures as described in the table below. The actual amount of water consumption reduced in 2022 reached 215,668 metric tons with an achievement target of 75,947 metric tons.

Process water conservation approach	Facility	Water consumption reduced (metric ton)
Parameter adjustments	Da Fong Facility, Chung Shan Facility, Changhua Facility, Zhong Ke Facility and Siliconware Technology Limited	64,783
Improvement to production processes	Da Fong Facility, Chung Shan Facility, Changhua Facility, Zhong Ke Facility and Siliconware Technology Limited	79,972
Machine amelioration	Chung Shan Facility, Changhua Facility, Zhong Ke Facility and Siliconware Technology Limited	70,913

(2) Water Recycling Effectiveness

Water discharged from processes at SPIL's facilities is separated as per their quality and characteristics. The clean process water, for example, is collected, recycled, and then reused as secondary water, which can still be reused to flush the toilet, water lawns and flowerbeds, clean the cooling tower, or be supplied as cooling water for cooling towers, wash the waste gas washing tower, or reclaimed water from the recycling system despite the relatively poor quality.

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Quantity of water recycled from the processes of each facility in 2022

Recycling and reuse system	Da Fong Facility	Chung Shan Facility	Changhua Facility	Hsinchu Facility	Siliconware Technology Limited	Zhong Ke Facility	Zhong Ke W Building
Recycling of wastewater containing copper scraps	●	●					
Recycling of UF / RO wastewater	●	●	●	●		●	
Recycling of process cooling water							●
Recycling of rainwater				●		●	
Recycling of wastewater containing silicon	●	●	●		●	●	
Recycling of cleaning water		●	●			●	
Recycling of organic wastewater		●				●	
Recycled water amount (ton)	941,593	918,334	1,193,104	3,747	1,435,367	7,128,994	13,647
Recycled water amount (ton) : 11,634,786							

Quantity of process water reclaimed over the years

Item	2017	2018	2019	2020	2021	2022
Quantity of reclaimed process water (ton)	7,543,006	7,993,409	9,102,582	10,489,112	11,120,666	11,634,786
Total recycling rate of process water (%)	59	60	65.8	73.7	75.8	76.2
Equivalence to number of swimming pools Note 1, 2	3,017	3,197	3,641	4,196	4,448	4,653

Note: 1. The size of an Olympic swimming pool is 50 x 25 x 2 m with around 2,500 metric tons of water (source: FINA).
2. The process water recycling rate of 2022 = Volume of reclaimed water (11,634,786 tons) / Volume of process water (15,264,290 tons) = 76.2%.

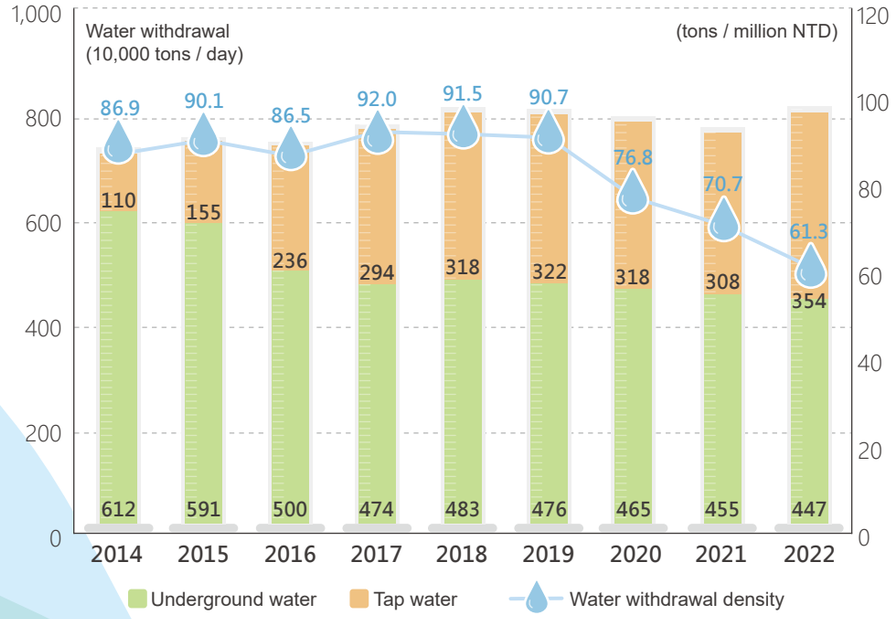
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3. Water Withdrawal

In 2022, SPIL's total water withdrawal was 8,013,208 tons (including 44.2% of tap water and 55.8% of groundwater) with a increase of 5.1% as compared with that in 2021. The water withdrawal density was 61.3 (metric ton / NTD million), with a decrease of 13.37% as compared with that in the prior year. The downward trend in water withdrawal per million in revenue is primarily resulted from the reduction of process water and the expansion of water recycling systems as promoted by our facilities in 2022. To further effectively achieve our water resource management targets, we continue to implement the plans for the reduction of overall process water consumption, the establishment of recycling systems, and water conservation and control management; meanwhile, new facilities will build a water recycling system to reduce the dependence on water.

Change in Water Withdrawal Density over the Years



Overview of Water Withdrawal in 2022

Unit: Million liters

Water Withdrawal				
Item			All facilities	Regions with Water Resource Stress
Water Withdrawal by Source	Surface water (total)		0	0
	Freshwater		0	0
	Others		0	0
	Groundwater (total)		4,470	0
	Freshwater		4,470	0
	Others		0	0
	Seawater (total)		0	0
	Freshwater		0	0
	Others		0	0
	Produced water (total)		0	0
	Freshwater		0	0
	Others		0	0
	Third-party water (total)		3,543	1,430
	Freshwater		3,543	1,430
	Others		0	0
	Total withdrawal from third-party's water by source	Surface water	3,543	1,430
		Underground water	4,470	0
		Seawater	0	0
		Produced water	0	0
Total water withdrawal	Surface water (total) + Groundwater (total) + Seawater (total) + Produced water (total) + Third-party water (total)		8,013	1,430

Notes: 1. The category of freshwater refers to water body whose total dissolved solids (TDS) is ≤ 1,000 mg / L, whereas others refer to water body whose TDS is > 1,000 mg / L.
2. The area with water stress is Taihu Lake, which is the source of water for Siliconware Technology Limited overseas.
3. Groundwater: meter reading, SCADA data return; Tap water: meter reading, water bill.

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4. Water Discharge

Unit: Million liters

Water discharge				
Item			All facilities	Regions with Water Resource Stress
Water discharge by destination	Surface water		3,969	0
	Underground water		0	0
	Seawater		0	0
	Third-party water (total)		2,087	1,021
	Third-party water for the supply of other organizations		0	0
Total water discharge	Surface water + Groundwater + Seawater + Third-party water (Total)		6,056	1,021
Water discharge as per freshwater and others	Freshwater		6,056	1,021
	Others		-	-
Water discharge by treatment level	No treatment required	No treatment required	100	0
	Primary treatment	It aims to eliminate solid waste, oil, sand, hard grains, and other precipitable substances in the sewage	1,021	1,021
	Secondary treatment	It aims to dissolve organic compounds in the sewage into inorganic substances	4,935	0

Notes: 1. The category of freshwater refers to water body whose total dissolved solids (TDS) is ≤1,000 mg / L, whereas others refer to water body whose TDS is >1,000 mg / L.
2. Each factory has set up dedicated personnel for waste water treatment according to regulations, and the discharged water meets the standards of regulations.

5. Water Consumption

Unit: Million liters

Water Consumption			
Item		All facilities	Regions with Water Resource Stress
Water consumption by destination	Total water consumption	1,957	409

Note: Water consumption: total water withdrawal - total discharge.



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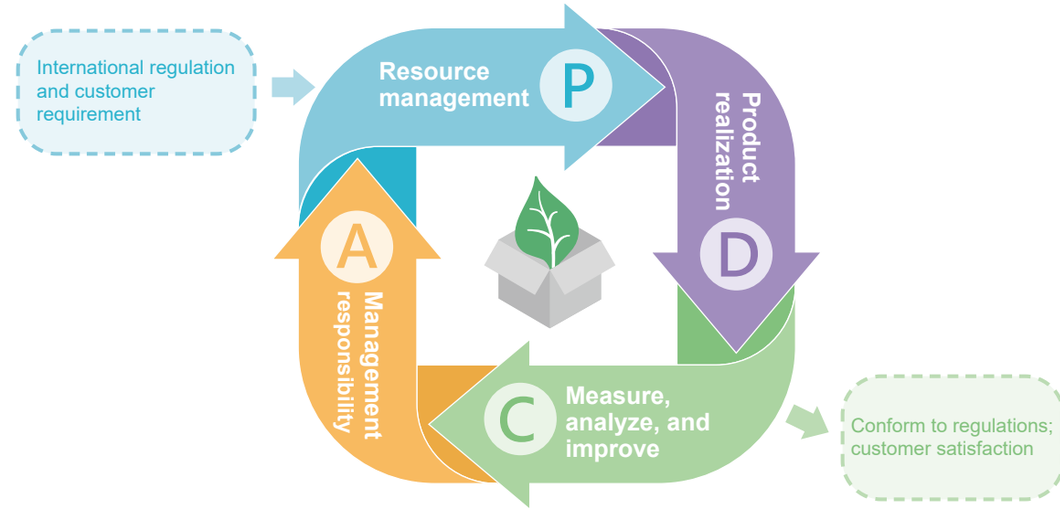
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4.4 Green product guarantee

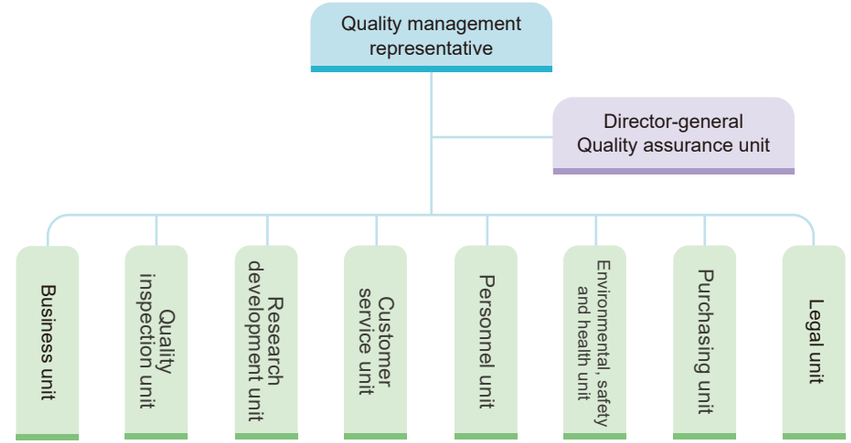
In order to pursue environmental sustainability, fulfill the obligations of global citizens and reduce the impact of product production on the environment, SPIL is committed to its green product policy of “compliance with regulations,” “energy saving and waste reduction”, “hazard prevention,” “continuous improvement” and “communication,” and is moving toward the goal of total green products. By further improving SPIL’s overall production efficiency and green competitiveness through a hazardous material management system, the Company is committed to exceeding the requirements of the laws and regulations, and become a an outstanding “green” company.

1. Hazardous Substances Management System (HSMS)

To meet the ever-changing demands of semiconductor packaging, environmental specifications for product quality (e.g., lead-free, halogen-free, or EU RoHS directives for hazardous substances in electrical and electronic equipment), and customer requirements to ban or restrict the presence of hazardous substances, SPIL is actively developing various advanced green packaging technologies and establishing a hazardous substance management system in accordance with the international standard QC 080000 (IECQ HSPM). We continue to collect and pay attention to the development and trend of green regulations in order to grasp the opportunity to develop timely packaging technologies in line with global trends and meet customer needs, so that green product regulations become a boost to business development.



SPIL established a cross-departmental organization and defined the organizational authority and responsibility of each department. Through the implementation of hazardous substance management procedures, SPIL ensures that the operation of related activities meet the requirements of customers and the relevant laws and regulations to improve customer satisfaction, and reduce the impact of hazardous substances on people or the environment.



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In response to the growing automotive industry's focus on green product requirements, such as the Global Automotive Declarable Substance List (GADSL) and the International Material Data System (IMDS), SPIL continues to pay attention to and meet the automotive industry's trend for green products, helping our customers meet the green requirements of international automotive brands.

Diagram of SPIL's Hazardous Substances Management System

R&D

Develop non-hazardous substance materials and products

Design Development Management
- Plan and control hazardous substance product design and development.

Procurement Management
- Select and assess non-hazardous material Supplier.
- Conduct supplier non-hazardous material management system audit.
- Evaluate and accept non-hazardous material / packaging material Develop non-hazardous substance materials and products.

Develop

Prevent process pollution and segregate non-conforming materials

Production Management
- Build process pollution prevention procedure.
- Control non-hazardous substance Jig / auxiliary tool use.

Identification and Tracing Management
- Establish procedure to control and prevent hazardous substance pollution in delivery, raw materials, and parts.

Change Management
- Assess and verify changes that can possibly affect product hazardous substance; implement after passing.

Non-conforming Product Management
- Establish procedure for segregating non-conforming and conforming products.
- Immediately take corrective measures.

Supplier

Shipp products that conform to non-hazardous substance requirements

Sipping Management
- Prepare relevant documents required by customers to prove that the product does not contain hazardous substances.

Document and record management
- Ensure that relevant hazardous substance documents (including international regulations / directives) are the latest revision and keep a record for queries.

Education and training management
- Provide personnel with hazardous materials prevention training.

Internal audit management
- Ensure that the hazardous substance management system is operating effectively and maintain this effectiveness.

Management review
- The operating applicability and effectiveness of the review system should include policy and plan objectives.

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2. Hazardous Substances Management System Milestones

SPIL manages the risk of hazardous substances at all end-to-end stages of R&D design, inbound material inspection, supply chain management, and production management process to ensure that the final product can continuously and stably meet customer and international regulatory requirements. In 2008, we passed the QC 080000:2005 Hazardous Substance Process Management System standard certification, and in 2014, we completed the QC 080000:2012 revision certification. In 2019, we passed the new QC 080000: 2017 certification. In addition to obtaining third-party notary and international manufacturer certifications, SPIL's HSMS is capable of producing green products that comply with the EU RoHS Directive and related international hazardous substance regulations, which positively contributes to the company's business development.

In 2003, SPIL was one of the earliest companies to pass the Sony GP (Green Partner) Management System, the industry's most widely recognized system for controlling hazardous substances in products. As a member of Sony's qualified suppliers, SPIL continues to comply with the requirements of Sony SS-00259 technical standards and will complete the implementation of Sony SS-00259 version 20 in 2022.

3. International regulatory requirements and management practices

International Rules and Regulations	Management Procedures
European Union Registration, Evaluation, Authorization and Restriction of Chemicals (EU REACH)	According to the EU ECHA website announcement, update the EU REACH regulated Substances of Very High Concern (SVHC) candidate substances and Appendix 17 restricted list as standard control items, a total of 224 substances of very high concern and 71 Appendix 17 restricted list substances have been internalized as controlled substances to comply with the REACH regulations.
Control of Persistent Organic Pollutants (POPs)	• All materials are prohibited from using the EU Persistent Organic Pollutants 2019 / 1021 Regulation Appendix I List of Prohibited Substances • All materials are prohibited from using the persistent organic pollutants listed in Appendix A, Appendix B and Appendix C of the Stockholm Convention.
Toxics in Packaging Clearinghouse, TPCH	Conduct packaging material supply chain investigations to confirm that packaging materials can meet the new requirements of PFAS and Phthalates.
US Toxic Substances Control Act (TSCA) 6(h) five PBT (Persistent, Bio-accumulative and Toxic) substances	Forbidden to use • Decabromodiphenyl ether (DecaBDE) • Phenol, isopropylated phosphate (3:1) [PIP (3:1)] • Pentachlorothiophenol (PCTP) • Hexachlorobutadiene (HCBD) • 2,4,6-tris(tert-butyl) phenol (2,4,6-TTBP) 2,4,6

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4.5 Clean Production

1. Waste Management and Reduction

(1) Waste Management Principle

Based on the principle of “waste reduction during the production process; recycling resources for sustainable use”, SPIL adopts high-efficiency raw materials for production, minimizes the use of raw materials, or uses renewable or low-pollution raw materials to minimize the generation of waste while cutting production costs. Unless with special needs, we always do our best to use non-composite packaging materials.



In response to the promotion of sustainable environment, we have introduced emerging technologies to establish a waste treatment system in each facility to reduce waste discharge. We also actively implement a take-back recycling program among suppliers for reuse. Other waste materials are classified as per their nature and then reused, extracted, incinerated for heat recovery or disposed of by physicochemical treatment. This helps not only to increase the possibility of recycling waste resources but also to alleviate the impact of waste disposal on the environment. Only waste that cannot be disposed of as per any of aforesaid methods will then be dumped in landfill sites.

“Legality” is the only proper course to be pursued when we choose the right contractor for waste disposal and treatment work. With a license issued by the competent authority, a contractor shall meet a number of criteria in order to be listed as a qualified contractor. During the waste clearance, transportation and disposal process, SPIL also pays great attention to the entire process while ensuring that each batch of waste is in the waste treatment facility as planned and properly treated and randomly inspecting the reasonableness of the GPS routes and time of the transportation vehicles. To fulfill our responsibility as a generator of waste, we arrange an audit plan every year to follow the transportation vehicles to the treatment facilities to conduct irregular on-site audits to ensure that the contractors have disposed of all wastes. In 2022, we audited 39 waste disposal, treatment, and reprocessing contractors. All of them scored between 80 and 100 at great and excellent levels.

(2) Waste Generation and Disposal

In 2022, SPIL totally generated 19,698 tons of waste, including 74% of non-hazardous wastes. When disposing of waste, we prioritize reclamation and recycling, and then undertake incineration treatment to effectively reduce the size of waste while recycling the heat for generation. In 2022, the waste recycling and reuse rate was 89% or higher, where non-hazardous waste was more than 99%; thoes waste that could not be recycled, reused, or incinerated was dumped in landfill sites. In the future, we will continue to pay attention to new processing technologies to increase the proportion of waste treated in an eco-friendly method.

Statistics on waste generated over the years

Category	2018		2019		2020		2021		2022	
	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion
Hazardous waste	5,653	31%	5,376	30%	5,711	31%	4,985	26%	5,068	26%
Non-hazardous waste	12,624	69%	12,487	70%	12,591	69%	14,049	74%	14,630	74%
Total	18,167	100%	17,863	100%	18,302	100%	19,035	100%	19,698	100%

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Statistics on waste disposal method over the years

Category	2018		2019		2020		2021		2022	
	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion
Category Reuse & Recycling	6,088	34%	9,712	54%	9,313	51%	10,281	54%	10,293	52%
Recovery, including energy recovery	4,508	25%	4,484	25%	6,059	33%	6,894	36%	7,325	37%
Physical and chemical treatmen	6,744	38%	3,102	17%	1,721	9%	1,284	7%	1,754	9%
Landfill, Solidifying, Incineration	593	3%	451	3%	522	3%	576	3%	325	2%
Overseas processing	-	-	-	-	-	-	1	0.003%	1	0.004%

Note: All items are for disposal and transfers.

Reduction program	Type of waste	Description	Facility					Reduction results of 2021 (tons
			Da Fong Facility	Chung Shan Facility	ChangHua Facility	Zhong Ke Facility	Siliconware Technology Limited	
Reduction from the source	HF waste liquid	Introduced into the wastewater system	✔					14
	Nitrogen and phosphorus waste liquid						✔	2,709
	Electroplating waste liquid					✔		950
Take-back recycling	Pallets, empty bucket etc	Suppliers took back recycles	✔	✔	✔	✔		685
Total								4,428

(3) Promotion of Waste Reduction

SPIL has implemented the waste reduction project for many years. Under the collaboration between production lines, plant affairs unit, and other EHS units, we launched 4 waste reduction plans in 2022. We have thus succeeded in reducing the creation of waste liquid by adjusting the production process; using resin bits to absorb heavy metal for recycling, and using steam heat exchange to vacuum and heat the concentrated waste liquid to vaporize the waste solvent, condensed, and recovered. Each plant treats wastewater discharged by itself and pays attention to the development of diverse technologies in the market while actively adopting the reuse and take-back recycling methods to achieve the goal of environmental sustainability per the concept of a circular economy. In total, a total of 4,358 tons of waste was reduced in 2022.

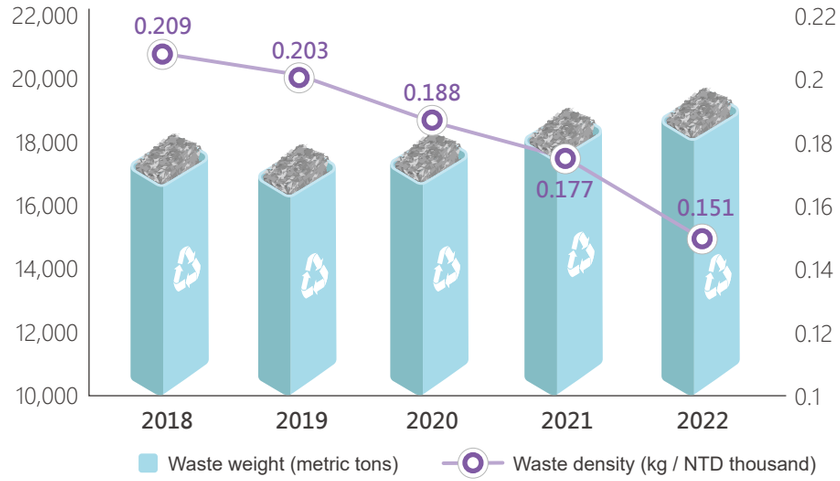
Classification of waste disposal methods

Category	Description
• Reuse & Recycling	• Notice should be recycled, made into other products
• Recovery, including energy recovery	• Incineration (including energy recovery)
• Physical and chemical treatment	• Distillation or chemical coagulation, etc.
• Landfill, Solidifying, Incineration	• Final disposal or incineration (no energy recovery)
• Overseas processing	• Cadmium-containing batteries

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In response to the development of high-end wafer bumping process, our production lines have adopted multiple solvents to fulfill the needs. Although this has resulted in the increase of waste generated each year, we never forget our responsibilities for environmental sustainability. Over the years, we have been actively seeking high-efficiency raw materials, adjusting our production processes, and developing our waste treatment technology to minimize the generation of waste. In 2022, the waste generated per unit of revenue was 0.151 (kg / NTD1,000), with a decrease of 14.7% as compared with that in 2021.



Note: Waste density = Waste generated / Revenue

2. Air-Pollution Control and Prevention

With respect to exhaust gas treatment, SPIL has investigated the types, emissions, and pipeline locations thereof at the process planning stage and before the installation of machines, to expand the production facility and facilitate the configuration of pipelines and relevant equipment with an effective and secure surveillance system to ensure that the treatment effect thereof has reached the standard performance. Two types of waste gases exist during existing processes: acidic / alkali flue gases and volatile organic flue gases are produced therefrom and therefore require different treatment methods. Acid-alkali exhaust gas shall be processed using a washing tower, whereas volatile organic exhaust gas must be processed using the best available control technology (BACT) processing equipment. That is, the volatile organic waste gas will be firstly condensed using the rotor increases its intake concentration and then diverts into the regenerative thermal oxidizer (RTO) for processing. Due to the increase of Chung Shan Facility's production capacity, the Company has installed one set of rotor and RTO. This helps increase the processing capacity of the backup machine while enabling it to respond to any unusual incident effectively. In 2022, VOCs emission density reduced to 0.189 kg / millions of NTD. Besides, the backup generator, boiler for humidification, and the air pollution prevention and control equipment RTO mainly produce sulfur oxide and nitrogen oxides. The emissions thereof were 2.8 tons and 8.5 tons, respectively, in 2022.

The flue opening and processing facility are both installed with a 24-hour surveillance system. This enables the preventive equipment to process exhaust gas effectively and the personnel to conduct troubleshooting timely, to alleviate the impact of exhaust gas on our environment. In 2021, all the facilities completed emergency response drills to, through various scenarios, examine our equipment and personnel's emergency response capability. This also enables us to effectively confirm the multiple protection mechanisms and the maintenance work of our preventive equipment at each facility. Furthermore, by observing the drills conducted at different facilities, we will have a big picture of potential hazards to further establish a more comprehensive emergency response plan.

Optimized prevention	Set up preventive equipment as per the scenario of full production capacity in advance. For example, the flue openings are installed with a 24-hour surveillance system, which will send an alarm when the warning threshold is reached. This enables personnel to conduct troubleshooting and prevent exhaust gas emissions from exceeding the regulatory limit
Regular maintenance	Implement a repair and maintenance plan to keep the stability of relevant equipment. Besides, the Company also commissions a third party to test the equipment and compare the results thereof to ensure our legal compliance.
Backup measures	Each equipment has a backup machine. In case of any abnormal conditions, the personnel can immediately switch the operations to the backup machine. Besides, all facilities are installed with an uninterruptible power system to ensure that preventive equipment will function normally
Enhanced efficiency	To maintain the efficiency of the condensation rotor effectively, we have increased the intake concentration of exhaust gas to enhance the overall exhaust gas treatment efficiency.
Emergency Response	We have set standard operating procedures for reporting emergency incidents. In the case of any abnormal condition, the personnel shall report and respond immediately.

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3. Proper Treatment and Discharge of Wastewater

(1) Enhancement the Management of Wastewater Sources

To enhance the effectiveness of processing wastewater, the Company has, since 2017, fortified the crude water separation process. That is, the machine at the source end classifies the wastewater to avoid incorrect connections between old pipelines and issues of unclear labeling. Besides, the concentration of pollutants is further classified (such as boron, hydrofluoric acid, ammonia nitrogen, and tetramethylammonium hydroxide) as per the characteristics of wastewater to analyze the possibility of the independent processing of these pollutants. These measures enable SPIL to effectively process wastewater and prevent the system breakdown arising from the discharge of wastewater to incorrect destinations and keep relevant test values much lower than the threshold value, preventing all potential pollutions. Furthermore, we have well maintained our pipeline network and tested the effluent quality on a regular basis to ensure zero pollution to rivers and the groundwater system.

(2) Water Pollution Prevention and Control

The wastewater from packaging is mainly the silicon powder wastewater induced from the wafer grinding and cutting processes, whereas wafer bumping produces organic wastewater and heavy metal wastewater. Employees, meanwhile, produce domestic sewage and wastewater reproduced from pure water. To improve the wastewater treatment efficiency, wastewater is separately collected based on the characteristics of pollutants contained therein. Then, the wastewater treatment equipment at each facility will properly process these pollutants until the effluent quality reached the Company's threshold, which is stricter than the regulatory threshold value.

In 2022, our plants in Taiwan totally reduced about 141 tons of organic pollutants discharged and the actual discharge into the receiving water was about 116 tons.

Continuous water quality (pH) and water volume monitoring systems, which will send an alarm when relevant values reach the thresholds, are installed at the key points and sewage outfalls prescribed in the wastewater processing procedures. Furthermore, a water quality laboratory is established at each facility to perform the self-assessment once a week. SPIL commissions a third-party to conduct routine inspection on a quarterly basis to analyze the water quality trend and establish a database thereof to identify any problem early. Since 2017, Da Fong Facility, Chung Shan Facility, and Changhua Facility have completed the connection of the monitoring system with the respective Environmental Protection Bureaus as per the law, enabling the government agencies to monitor the status of wastewater together to once again reduce the possibility of pollution.

In 2022, we continued to organize water quality abnormality and leakage emergency response drills. We required all personnel in charge of facility affairs and EHS to immediately respond to any emergency in the first place and asked production units to simulate a scenario of production suspension. The purpose is to enhance the response capability of production units to reach our ultimate goal of zero pollution to our environment.

Volume of effluent from all facilities in 2022

Facility	Da Fong Facility	Chung Shan Facility	Zhong Ke Facility	Changhua Facility	Hsinchu Facility	Zhong Ke W Building	Zhong Kong Facility	Siliconware Technology Limited
Volume of effluent (ton)	1,019,797	1,251,911	1,007,562	1,696,998	26,131	5,143	56,756	1,021,211
River basin	Fazi River	Fazi River	Under the administration of the Central Taiwan Science Park sewage treatment plant	Yangzu River	Under the administration of the Hsinchu Science Industrial Park sewage disposal plant	Under the administration of the Central Taiwan Science Park sewage treatment plant	Under the administration of the Taichung Industrial Park sewage treatment plant	Under the administration of the Suzhou Industrial Park sewage treatment plant

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The annual average value of the effluent in the inspection of each facility in 2022

Item		Copper	Lead	Nickel	Iron	PH	SS	COD	Fluoride salt	Total toxic organics	Ammonia nitrogen
Outside Industrial Park	Da Fong Facility	0.172	ND	0.004	0.014	7.82	8.74	22.22	0.690	< 1.9	4.19
	Chung Shan Facility	0.019	ND	ND	ND	7.60	3.30	15.30	0.145	< 0.19	2.74
	Changhua Facility	0.398	ND<0.003	0.030	0.011	7.90	10.75	25.08	0.128	< 0.190	2.69
	Effluent standards	1.5	0.5	0.7	10	6.0-9.0	30	100	15	1.37	30
Central Taiwan Science Park - Taichung Park	Zhong Ke Facility (D01)	0.071	ND	< 0.02	NA	7.00	11.75	24.40	0.200	0.192	1.32
	Zhong Ke Facility (D02)	NA	NA	NA	NA	7.50	60.60	379.39	NA	NA	NA
	Zhong Ke W Building	0.299	ND	< 0.02	NA	7.80	3.80	14.10	0.090	NA	0.52
	Standards under the management of the administration	1.5	0.5	0.7	10	5~10	300	500	15	1.37	50
Taichung Industrial Park	Zhong Kong Facility	0.083	ND	0.002	NA	7.96	9.56	34.01	0.575	< 1.9	14.44
	Standards under the management of the administration	1.5	0.5	0.7	10	5~9	320	480	15	-	30
Suzhou Industrial Park	Siliconware Technology Limited	0.009	NA	ND	NA	7.35	12.75	99.75	NA	NA	3.70
	Standards under the management of the administration	0.3	-	0.1	-	6-9	400	500	-	-	45

Note: 1. The unit for the water quality items is in mg / L, except for pH.
2. No relevant equipment is in place at Hsinchu Facility.

(3) Response to New Laws and Regulations

In response to stricter regulations, the Chung Shan Facility and Changhua Facility have installed automatic continuous monitoring systems at sewage outfalls to monitor suspended solids (SS), chemical oxygen demand (COD), pH value, and conductivity since 2016. We also installed electronic billboards, which are connected to the system of the competent authority, to show the water quality and water volume values. This enables us to monitor the processing stability of wastewater with multiple monitoring measures and the strictest standards.

As the Zhong Ke Facility is an important production site for high-end products, the wastewater volume will gradually increase, and the management standards will become stricter year by year. Thus, we established a new biological wastewater treatment system at the plant before the end of 2017. This new system has ensured that no violation of laws will occur after our production capacity climbs up and guaranteed that the results of our regular inspection will be far less than the regulatory thresholds, enabling us to further mitigate the impact of our operation on the environment.

The laws and regulations will be tightened in 2021 with the stricter requirements for heavy metal, including the control limits of the nine heavy metals, namely cadmium, lead, total chromium, hexavalent chromium, copper, zinc, nickel, selenium, and arsenic (the control limits vary depending on the scale of effluent). In response, we control the quality of effluent by adopting standards stricter than what is required by law to cope with the possibility of stricter requirements for water quality in the future while continuing to strive towards the goal of zero pollution to the environment.

4. Green Factory

(1) Certification of Cleaner Production

Since 2015, SPIL has successively applied for the certification of the Cleaner Production Assessment System of IDB, MOEA. The certification of the said system ensures that all actions that we have taken during the operations can alleviate the impact of our operations on the environment, including how to improve energy and resource conservation, green process, pollutant control, eco-friendly design, green management, and social responsibility. As of 2022, all applications or extension applications submitted by our facilities in Taiwan were approved by the Green Factory Label Review Panel, and a Cleaner Production Assessment System qualification certificate has been issued thereto, respectively

(2) Green Buildings and Green Factory

In 2017, Building B of our Zhong Ke Facility has its carbon reduction reached 10.3%, which was equivalent to 997 tons of CO2. We therefore obtained a Green Building label. In 2021, Building B of the Zhong Ke Facility further obtained a Green Factory label from IDB. To reduce the impact of our operations on the environment, we will continue to improve our existing facilities based on the green building standards, and will plan and construct the new facilities as per the green building standards.

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4.6 Biodiversity Conservation

1. International initiative

The 15th United Nations “2030 Sustainable Development Goals, SDG)” is an important indicator for the global maintenance of biodiversity, mainly “protect and restore sustainable use of ecosystems to ensure biodiversity.” None of SPIL’s current operating locations are located in areas currently known to be important or sensitive to biodiversity.

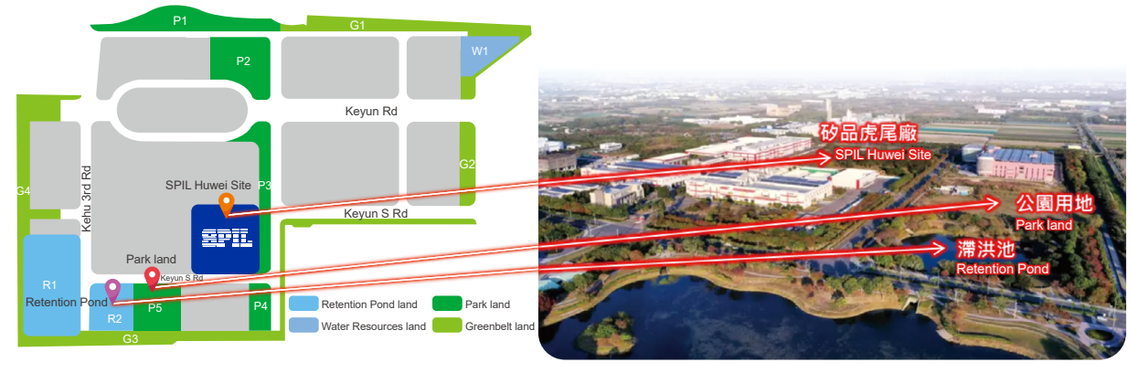
In 2022, the 15th General Assembly of the United Nations Convention on Biological Diversity (CBD) adopted the “Kunming-Montreal 2030 Global Action Goal”, which requires the protection of 30% of land and sea areas, and restore 30% of degraded ecosystems by 2030 (30×30 target).

2. Biodiversity Conservation Plan

(1) Reserve base:

The newly-built Huwei factory of SPIL is expected to use 3.7 hectares of land, which will change the current appearance of the original secondary forest. We expect to carry out an ecological restoration plan by adopting “Park Land 5 (approximately 1.75 hectares)” to compensate for the ecological impact caused by the use of land in the factory area, and expect to achieve Net Positive Impact (NPI) in the future.

Central Taiwan Science Park Huwei Park



(2) Planning & Vision:

- 2023: Investigate the ecological and historical information of Huwei, and put forward the implementation plan of the overall ecological protection area from three aspects of ecology, society and humanities
- 2023-2024: Conduct ecological surveys, establish a baseline, and build a conservation park that takes into account both ecological protection and cultural recreation as planned
- 2025: Carry out another ecological survey, confirm the results of ecological conservation, and continue to improve
- Long-term goal: Certification of “Other Effective area-based Conservation Measures (OECM)”

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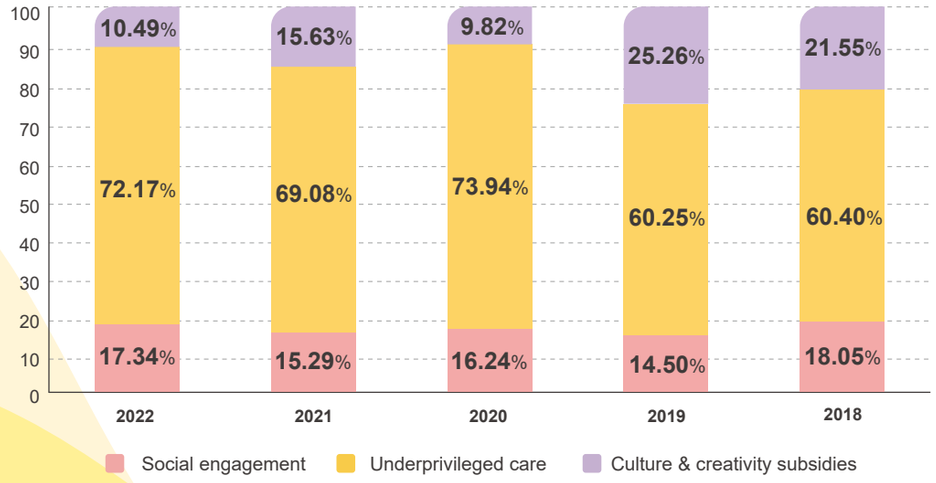
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2022 Key Performance

Material issues	KPI	Target of 2022	Status	Performance of 2022	Performance of 2023	Target of 2025
Social engagement	Number of volunteers for charity activities	1,400	☑	3,290	1,400	1,500
	Number of beneficiaries of Taiwan Fund for Children and Families	7,150	☑	7,414	7,200	7,250

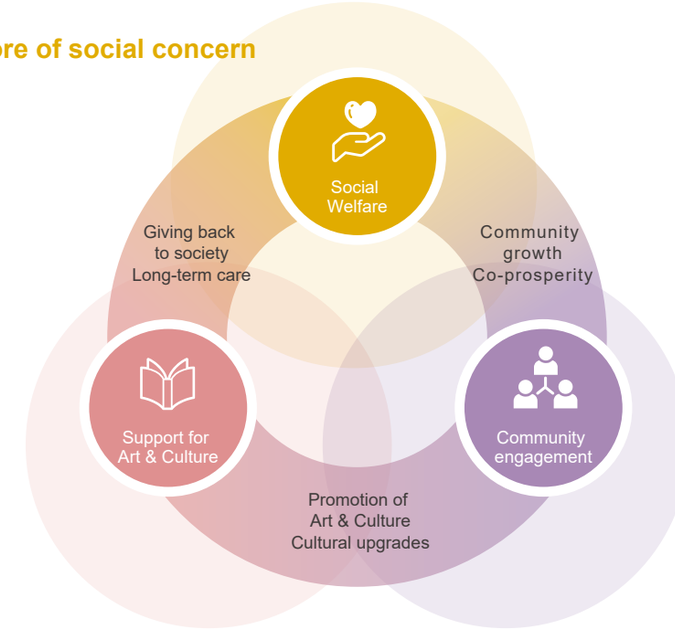
In the second half of 2022, the pandemic gradually subsided and people around the world returned to a normal pace of life. However, due to the impact of the pandemic, donations to charity organizations were severely curtailed. SPIL feels that the company is fortunate to be able to continue its operations despite the epidemic and take care of its employees while hoping to take care of more families in need of support. SPIL is committed to the core of social welfare, community involvement, and arts and culture support, and has long invested in human and material resources to actively contribute to society, hoping to become a force for social upliftment.

Ratio of resources invested into sustainable care over the years



Note: Statistical data source: Taiwan facilities

Core of social concern



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5.1 Promotion of Social Welfare

1. Concern for schools in remote areas

For sixteen consecutive years, SPIL has been caring for Heping Elementary School in Heping District, Taichung, improving the teaching environment and subsidizing after-school care. Now that the pandemic has subsided, people around the world are returning to a normal pace of life. The “Holding Children’s Hands-Day to Have fun on Formosan Aboriginal Culture Village with SPIL” invited 64 teachers and students from Heping Elementary School in Heping Township to visit the Formosan Aboriginal Culture Village in November 11. For these children who are in need of care and resources, we gave them a day of travel that was delayed due to the pandemic-they have been waiting for this day for a long time! Director of Heping Elementary School, Mr. Chan, Cheng-Hung, expressed his gratitude to SPIL for the long term commitment. In addition to the annual donation, SPIL also continue to improve the teaching environment and subsidize after-school care. In 2021, when the pandemic was serious, SPIL promptly donated tablets to solve the difficulties of online teaching and helped Heping Elementary School to completely replace the old lamps in the campus. On this year’s amusement park day, children could not wait to rush to the facilities of the Formosan Aboriginal Culture Village and set a goal to play all the equipment in one day so as to leave the pandemic haze behind. Every year, SPIL brings joy and happiness to the children with practical actions, and consistently spreads the full care by love.

SPIL has long been caring about the learning issues of children in rural schools. The initial reason for the project was to bring hope to the land through long-term financial commitment.With the spirit of sustainability for the common good for the community, while making annual donations, SPIL continues to improve the teaching environment and subsidize after-school care as always. In the spirit of sustainability for the common good of society, in 2021, SPIL donated tablets to solve the problem of online teaching. Moreover, SPIL helped Heping Elementary School to replace old lighting systems with LED lights to provide a bright and quality learning environment for children. This year, SPIL invited all teachers and students to participate in Amusement Park Day. The day is for the children, and the children were eager to rush to facilities, such as Spanish Coast, UFO.... They even set a goal to play all the equipment in one day. Director of Heping Elementary School, Mr. Chan, Cheng-Hung expressed his gratitude to SPIL for the long term commitment. We take practical actions to spread our care for the disadvantaged groups in the society and bring joy and happiness to children.



On SPIL’s amusement day - November 11, 64 teachers and students from Heping Elementary School in Heping Township were invited



The long-awaited amusement park day for the children has come



Leave the haze of the pandemic, and let children have fun in the park

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Under the trend of net zero carbon emission in 2050, global warming has seriously impacted the living environment of the earth, and the action to protect the earth is no longer just a vision. To make children realize that there is only a limited time to cherish the earth, environmental sustainability education is a matter of great urgency. Through a green energy experiment teaching method and in the spirit of CSR and USR, SPIL and Green Energy and Biotechnology Industry Research Center, Feng Chia University jointly visited the 100-year-old Shih Cheng Elementary School in Dongshi on the eve of Children's Day to hold the "Light Up Shi Cheng with SPIL and Green Energy - Environmental Protection Science Education Activity" on the eve of Children's Day, thereby cultivating students' awareness and interest in reducing carbon and loving the earth. Moreover, during the summer vacation, we also promoted the "LED replacement program for rural elementary schools." The school is a school where teachers and students work together to create an inclusive learning environment with love and care for the slow flying angels. On the eve of the summer curriculum and the start of the Fantastic Special Education program, SPIL helped to replace the old lamps in the school, so that all the children can learn in a bright and safe environment. Through the dissemination of green energy and environmental education, the spirit of energy saving and green energy will be deeply planted in the minds of pillars of society in the future, while achieving the multiple goals of energy saving and carbon reduction, improving the teaching environment and reducing electricity expenses.



SPIL replaced the old lamps and installed LED lamps



Shih Cheng Elementary School's dark corridors are now brightened with LED lights.



In the bright gym, Shih Cheng Elementary School' s children can play sports with peace of mind.



A better learning environment is available for children to grow and flourish



SPIL and Feng Chia University held this "Light Up Shi Cheng with SPIL and Green Energy-Environmental Protection Science Education Activity" event to root down the concept of energy saving and carbon reduction.



The elementary school students have recognized the urgent need to cherish the earth; they made hands-on experiments to understand the concept of green energy and environmental sustainability



In the environmental protection public welfare science popularization, students' science knowledge is enhanced. By exploring green energy issues, students are encouraged to actively participate in environmental sustainability actions



Science experiments are introduced to the rural areas, and students can learn about green energy technology in a fun and educational way.

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2. Family Assistance “100-Dollar” Club

In the aftermath of the 921 Earthquake, Siliconware Precision Industries Co., Ltd. enlisted staff members to establish the “SPIL Family Assistance 100-Dollar Club” with the goal of maintaining assistance and support for children and families through small individual donations of NT$100, which are pooled to create a charity fund. As of 2022, the child support fund amounts to over NT$ 80 million. Over 31,000 individuals currently make donations to the Family Assistance “100-Dollar” Club every year. These donations cover the living expenses of over 3,000 children and teenagers. In addition, 303 financially challenged children and teenagers in Taiwan have been adopted to support them in their stable pursuit of academic studies and pass on positive concepts such as diligent learning, fraternity and filial piety, and sociability and helpfulness.

Scholarships are also one of the uses of donations. In 2022, we held scholarship awards ceremonies for the Northern Taichung Taiwan Fund for Children and Families and Changhua Taiwan Fund for Children and Families respectively; a total of 170 students received the awards. In the award ceremony, one of the award winners, Hsiao Hsuan (pseudonym), performed well in her class and was always ranked in the top five. Hsiao Hsuan is a frequent recipient of scholarships from the Fund for Children and Families. Since Hsiao Hsuan’s father passed away, Hsiao Hsuan’s mother had a very hard time supporting the family financially; therefore, Hsiao Hsuan told herself to study hard in order to receive a scholarship and ease the family’s financial burden. Consequently, Hsiao Hsuan actually relieved the anxious worries in the family.





3. Volunteer Club

In 2013, SPIL established a volunteer club that has a different purpose than the Family Assistance “100-Dollar” Club, which focuses on donations. The volunteer club, which consists of SPIL employees and their friends and relatives, aims to provide social services. Despite the fact that the club only had few members initially, the number of volunteer service hours and volunteers has been rising steadily as a result of a series of volunteer activities. In the future, the promotion of this club will continue with the support of the Company with the goal of enlisting a rising number of co-workers.

Due to the pandemic, donations are obviously not as good as in previous years. SPIL found that Erlin Joyce Meredith McMillan Foundation’s loving dumpling orders decreased around the Lantern Festival because every family has its Chinese New Year feast. We raised 1,000 employees to participate in dumpling fundraising and group purchase activities before the Chinese New Year. By raising small amounts of money, more than $800,000 was raised to purchase dumplings and to supplement the service capacity of social welfare, thus sustaining the love. Walking with the foundation through the dumpling sales season, SPIL takes action to break up the coldness and let the warmth in. It is expected that through the influence of SPIL, the dumpling purchase will be boosted, so that the disadvantaged friends with physical disabilities can celebrate the Lantern Festival without worries and have a happy New Year. In addition, we tried to donate 100 small tiger year lanterns before new year, not only for decorating the nursery, but also for the children to enjoy the tradition of carrying lanterns.



The children’s faces showed pure joy when they knew that they could carry the lanterns at night.



SPIL’s love dumplings fundraising and group purchase event, raised over $800,000 in small donations.



Joyce Meredith McMillan Foundation’s physically challenged friends perform folk dances with heart and soul

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For 11 years, SPIL has been cooperating with the Huashan Foundation to give blessings to the elderly living alone in the community on the eve of the Dragon Boat Festival every year. Over the past 8 years, we have subscribed to nearly 12,000 love Zongzi from the elderly couple in Tanzi. This year, due to our employees' love, the volunteer club has raised extra amount of funds. In line with the tradition of warding off evil spirits of Dragon Boat Festival, an additional 1,000 pieces of the essential pandemic-proof Huashan charity product-jasmine body soap were given to the elderly so as to get healthy and clean together during the outbreak. At the same time, 100 childlike blessing cards drawn by the little volunteers were sent. With children's brushstrokes and words, the elderly living alone were accompanied to have a heartfelt Dragon Boat Festival.

The volunteer club has been supporting the Northern Taichung and Changhua Taiwan Fund for Children and Families for a long time. In the activity of "Holding Children's Hands -Day to have fun in Formosan Aboriginal Culture Village with SPIL" held on October 15, 83 children and social workers from Northern Taichung and Changhua Taiwan Fund for Children and Families were invited to have fun in Formosan Aboriginal Culture Village. After more than 2 years of stressful life during the pandemic, the long-awaited amusement park event finally came to the children. SPIL's volunteers turned their actions into the power of love; they took the initiative to get closer to the children during the event and were not shy to give their full care, so that the positive energy of love could be extended.

Since the 921 earthquake, SPIL has been associated with Taiwan Fund for Children and Families for 20 years. In order to encourage the fund's students to work hard in the face of adversity, in addition to adopting and supporting people, we also provide scholarships to the fund's students in each semester. By doing so, the sponsored children can have a stable life and educational opportunities, thereby gaining a ticket for themselves to turn their lives around. Upholding our unceasing love for children of the Taiwan Fund for Children and Families, the Company has continued to provide warmth and care during the pandemic in the past two years. In the food box adoption event of "Thoughtful Connection between SPIL and Taiwan Fund for Children and Families-Bravely Coping with the Pandemic" held in 2021, the number of food boxes adopted in 2021 has surged to 2,137 boxes in less than 3 days. In order to let the Taiwan Fund's children grow up with the right to have fun and enjoyment, the SPIL volunteer club takes the children to the amusement park every summer. Considering that disadvantaged families can hardly afford the recreation expenses due to their livelihood. Therefore, SPIL's volunteers acted as team helpers to accompany the Fund's children to have fun. On this day, all the children of the fun had no other identities, but they are just children, who enjoy having fun.



At the end of 2021, Grandpa Tsai and Grandma HSIEH returned to the market with a new vendor's cart donated by the SPIL's volunteers!



Huashan Social Welfare Foundation thanks to SPIL for donating zongzi and jasmine body soap to the elderly living alone


SPIL's Amusement Day, October 15, 83 children and social workers from Northern Taichung and Changhua Taiwan Fund for Children and Families were invited.


SPIL's volunteers took the initiative to get closer to the children and played with them in the amusement park.


The gifts for the elders this year include delicious rice zongzi, as well as jasmine body soap and aromatic sachets. Let's get healthy and clean during the pandemic!


I'll remember you on 520! Volunteer children drew 100 joyous cards to make the elderly living alone not lonely during the holidays.



84 SPIL's volunteers turned their actions into the power of love to expand the positive energy of love.



In the activity of Speaking Out "Guarding Children's Hearts with SPIL-Family Assistance Scholarship" PK, Children of all ages were shouting for scholarship awards.

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Due to the impact of the pandemic, unlike the physical accompaniment in the past, SPIL's volunteering activities in the first half of the year shifted to online charity activities. The online charity activity, namely "Listen to the new world-helping blind people with SPIL" the first one held by SPIL's volunteer club not only helped Huei-Ming School to set up an online library, but also helped Huei-Ming School to win the 2022 National Sustainability Award (Education category). The volunteer club took the initiative to propose this activity to Huei-Ming School. By gathering SPIL's volunteers to contribute their voices and efforts, the library's picture books were recorded as audio books and reproduced in braille. In the early stage, the club advisor, Papa Lu, assisted in the guidance of the storytelling theater. He worked with the school to select books, to grade books, and to plan audio storytelling training for volunteers for half year, with a total of nearly 300 participants. SPIL's volunteers brought their friends and family together to contribute their voices to complete the recording of nearly 100 audio books and the reproduction of braille books for SPIL's Story Castle. After a rigorous recording, typing and proofreading process, they were successfully introduced into the curriculum by the library of Huei-Ming School in September, and the school gave positive recognition and feedback. Moreover, the "SPIL's Story Castle's Audio Books and Braille Books Reproduction Ceremony" was held on November 15.

A good volunteer activity can make both the helper and the recipients grow together. The activity, namely "Listen to the New World-Helping Blind People with SPIL!" not only helped the children in their short-term enlightenment and long-term learning and growth, but also brought a lot of experiences to the volunteers and friends of SPIL. One eighth-grader, Ting Hsuan, took the initiative to participate in the recording of the picture book "Elephant Night." By mimicking the sounds of many animals in a funny way, he told his mother: "I hope that blind children will no longer be afraid of the night after listening to the story." In the future, SPIL's volunteers still hope to use the stories, braille and the volunteers' love for the blind children to lead blind children to learn about this beautiful world constantly, and also hope to invite more companies and volunteers to continue to participate in audio book recording and braille book reproduction.

In 2022, the volunteer club organized 8 volunteer activities, which raised a total of NT$ 1,012,915. A total of 12,000 purchased and donated items have been handed over to NPOs. 3,290 volunteers have committed themselves to provide social services. Over 11,249 individuals benefited from these services.



SPIL's volunteer club's online charity activity, namely "Listen to the New World-Helping Blind People with SPIL" helped Huei-Ming School to set up an online library.



Outstanding volunteers were presented with awards and encouraged for storytelling at the "SPIL's Story Castle's Audio Books and Braille Books Reproduction Ceremony"



Volunteers were happy to participate in the Huei-Ming School's anniversary celebration and sports day



Volunteers and children from Huei-Ming School joined hands in the competition on the sports day

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4. Arts and Culture Support

Upon sponsoring a presentation of achievements by a traditional Chinese orchestra in central Taiwan in 2010, SPIL has subsidized the Dachung Chinese Orchestra and Youle Chinese Orchestra. These two orchestras have different styles and sounds. The goal of these sponsorships is to foster the diversified and vibrant development of Chinese traditional music in central Taiwan.

In 2022, the pandemic slowly faded away and people became willing to participate in artistic and cultural activities. Music can soothe our hearts. SPIL generously sponsored the Changhua Municipal Office to support the Changhua City Chinese Orchestra's and the Changhua City Orchestra's artistic and cultural activities. Three music events were held in a row, with a full house at each event. The events were held not only in Changhua City, but also at the National Taichung Theater for the first time this year. Each piece of music is unique, and it brought wonderful memories to the listeners. Enjoy a perfect musical feast! The "Changhua' Mayor's Cup' Singing Contest" is a joint effort between SPIL and Changhua City Office. Through supporting local arts and cultural activities, we invite the public to get to know and get closer to the beautiful city-Changhua!

2022 SPIL-sponsored artistic activities and achievements

Activities

Changhua City "Mayor's Cup" Singing Contest (senior group)
250 persons



Changhua City "Mayor's Cup" Singing Contest (midlife group)
200 persons



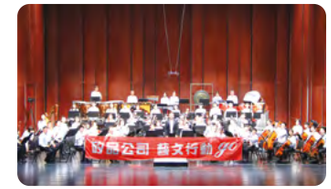
Statistical data source: Taiwan facilities

Orchestra

Changhua City Chinese Orchestra
《Taiwan Tableaux Sketch - Changhua Performance Hall》 Concert (7/24)
650 people



Changhua City Orchestra
《Taiwan Tableaux-National Taichung Theater》 Concert (8/9)
855 persons



Changhua City Orchestra
《Turning the Grace of Summerland with Strings-Changhua performance Hall》 Concert (9/24)
700 persons



5. Others

Environmental protection is a key link of corporate social responsibility. Since 2015, SPIL has invested a total of NT$ 1.6 million in the adoption of the Daodong Tutorial Academy in Changhua. The Company has made a long-term commitment to supporting historic sites and maintaining green areas through planting to provide local residents with an ideal place for leisure. In coordination with the Tourism and Travel Bureau of the Taichung City Government, the Company promotes the adoption of 12 hiking trails in the Dakeng area (SPIL has adopted Trail No.2). Due to the fact that these trails attract large crowds, worn-out facilities have to be repaired on a regular basis. The Company strives to maintain the aesthetic appearance and service quality to encourage positive interactions by the public in a natural environment and thereby enhance the corporate image of the Company.

There are a lot of young promising athletes in Taiwan. However, training national players often comes with challenges from the real world. In order to help the players to have a more stable career path, SPIL has been cultivating a new tennis star, Li, Yu-Yun since 2018, with the goal of winning the top four singles of the four Grand Slam tournaments in 2023 and winning the Olympic medal. With the support of SPIL, she is currently ranked 37th in the ITF Junior Singles Rankings and 648th in the WTA Pro Rankings, and has become a qualifier of all junior open of the four Grand Slam tournaments except for the French Open. She also represented the country at the qualifying competition and final rounds of the Billie Jean King Cup's Cup (formerly the Federation Cup) in August 2022. She has won several ITF international junior women's doubles titles, including three championships in 2018, five championships in 2019, three championships in 2020 and one championship in 2021. In early 2022 she won two championships in Doubles in Peru and Bangkok International Junior Championships. In June, she won the doubles championship in her first W15 professional tournament and entered the final 16 in female singles and doubles at the 2022 Junior Championships, Wimbledon, which is a new record for young Taiwanese players in the past three years. In the future, she will continue to improve for the goal of Grand Slam and A-class tournaments.

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5.2 Community Participation and Care

1. Participation in community events

Activity name	Description	Results
Environmental protection and disinfection	Sponsoring office of Dafeng Village, Tanzi District and disinfecting the environment in cooperation with the district office	1,000 local residents in the Dafeng Village, Tanzi District benefited from this activity
	Xiushan village maintenance of environmental cleanliness	60 local residents in Xiushan Village and Daya District benefited from this activity
Delivering fragrant zongzi and warmth	Giving Zongzi to disadvantaged villagers	120 local residents in the Dafeng Village, Tanzi District benefited from this activity
Delivering meals to the disadvantaged	Sponsoring local care activities for underprivileged people in Daya District	60 local residents in Daya District benefited from this activity
Environmental Protection	Sponsoring eco-friendly crystal soap and comfrey cream manufacturing tutorial Environmental Volunteer Activities in Xinzhuang Village	30 local residents in Tanxiu Village in Tanzi District benefited from this activity
		2,662 local residents in Xinzhuang Village, Hemei Township, Changhua County benefited from this activity
	Sponsoring eco-friendly crystal soap and comfrey cream manufacturing tutorial	30 local residents in Tanxiu Village in Tanzi District benefited from this activity
Community Care(Regular)	Donation of livelihood supplies	Local residents in the Dafeng Village and Tanzi District benefited from this activity
	Provision of subsidies for community cleaning teams to maintain the cleanliness of activity spaces for local residents	
	Provision of subsidies to cover expenses for cleaning supplies and food for environmental protection volunteers	820 local residents in the Dafeng Village, Tanzi District benefited from this activity
	Community Moms Home Economics Cooking Class	
	Provision of subsidies to cover expenses for cleaning supplies and food for environmental protection volunteers	1,000 local residents in Tanxiu Village and Tanzi District benefited from this activity
	Supporting disadvantaged families / solitary elders in the community	50 local residents in Tanxiu Village in Tanzi District benefited from this activity

Environmental protection and disinfection



Delivering fragrant zongzi and warmth



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Delivering meals to disadvantaged people



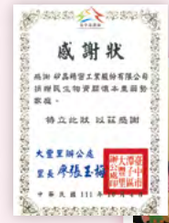


Environmental Protection





Community Care











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Maintenance of community environments



2. Community engagement and investment of resources

The semiconductor industry is often hailed as the cornerstone of Taiwan's economy and prosperity. From 2011, as a member of the semiconductor industry, SPIL offers scholarships to outstanding students from financially challenged and underprivileged families in Tanzi District, Taichung, Changhua City, and Hemei Township in Changhua County. Students enrolled in senior and vocational high schools, colleges, and graduate schools have a chance to receive SPIL scholarships if their academic performance and moral conduct meet the required criteria. In 2022, a total of 110 students received the award, and a total of 2,400 scholarships were provided to outstanding students. We hope that the children will win honor and awards today and become future professionals tomorrow, injecting more new blood and vitality into various industries in Taiwan.

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5.3 Industry-academy collaboration - Deep engagement on campuses to usher in a new win-win generation in the field of industry-academy cooperation

Interns
82 persons
Internship programs demonstrate the Company's deep commitment to campuses and serve to strengthen industry-academy collaboration and create a talent pool for the Company, thereby ensuring a win-win outcome for both the Company and the university.

Campus lectures
19 lectures, 803 people attended
The Company shares how the semiconductor industry selects and utilizes the talent and introduces the latest technology trends and future development directions through campus lectures on HR and other special topics.

Enterprise visits
9 lectures, 355 people attended
Production line supervisors were assigned to familiarize students with the cleanroom operating environment and packaging and testing procedures through window show during on-site visits.

Corporate mentors
14 supervisors
Student: 156 persons
Top executives are assigned to serve as corporate mentors who assist students in gaining an early understanding of actual work environments and help them explore their career interests in the context of industry-academy alliances.

Enterprise visits



Enterprise visits for Department of Electrical Engineering, Chi Nan University



Enterprise visits for Department of Chemical and Material Engineering, Tunghai University


Enterprise visits for Shiou Shuei Senior high school

For many years, SPIL has been committed to industry-academy cooperation, and it emphasizes the integration of learning and application. The Company regularly organizes a series of integration activities: campus lectures, company visits, corporate mentorship activities, internship programs and practical credit courses to enable students to understand the packaging and testing process and the actual operation mode of the semiconductor industry, in order to enrich the hard and soft skills required for their careers. Moreover, for core groups, the Company also promote internship programs, industry-academy collaboration classes and scholarships for potential talents. Furthermore, by using the guidance of dedicated corporate mentors as a bridge between campus and the workplace, industry and academy are seamlessly connected.

Production line tours



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In 2022, the “Corporate Mentorship” program will enter its nineth year. This time, the program will be organized independently by the third schools to plan activities that meet the needs of each school. SPIL enlists production line managers for on-site tours that aim to break through the barrier of imagination and give students real-world experience and a deeper understanding of practical operations. The Company has designed team silicon game competitions to further familiarize students with the packaging and testing industry and thereby reinforce links between activity participation and willingness to learn. Corporate mentor activities are conducive to the early recruitment of outstanding talent by the Company and enable students to gain a better understanding of industry dynamics, explore their career interests, and build up abilities essential for employment at an early stage. These activities also represent a channel for businesses to give back to universities and society. The facilitate the generation of positive cycles in the field of industry-academy collaboration under the premise of win-win models.


Discussion forum attended by senior students


Production line tours


Corporate Mentor Program Certificate Award



Silicon game competition awards


Intern presentation


Enterprise information meeting



Corporate Mentorship Activity Series


Plant visits

School	National Chung Hsing University, Feng Chia University
Cooperation mode	Corporate mentors
Cooperating unit	Center for Career Development, College of Engineering and Science
Eligibility	Graduate students, juniors, and seniors may register on a voluntary basis
Number of participants	14 supervisors, 156 students
Activity design	1. Mentor-mentee meals 2. Lectures on specific topics → Upgrade your presentation skills to enhance your workplace communication skills! → Development of IC packaging technologies → Development of IC testing technologies → In-depth job analysis → Newcomer training principles → Workplace Adaptability 3. Competitive activities in silicon games 4. Production line tours 5. Discussion forum attended by senior students 6. Award of study certificates and prizes

SPIL currently partners with universities all over the country including NTU, National Taiwan University of Science and Technology, National Chiao Tung University, National Chung Hsing University, Tunghai University, Feng Chia University, Chin-Yi University of Technology, National Chung Cheng University, National Chi Nan University, National Chiayi University, National Changhua University of Education, National Yunlin University of Science and Technology, National Formosa University... The Company’s initiatives in this field have earned positive feedback from students. They have also enabled us to form a corporate image, give back to local communities, build a talent pool, and train students who can grow together with the Company.

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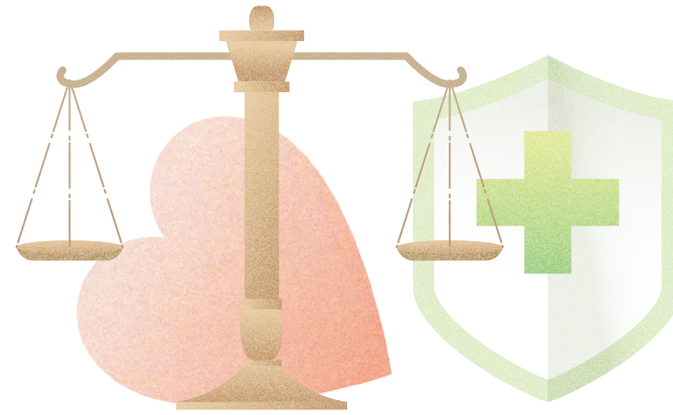


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2022 Key Performance Indicators

Material issues	KPI	Objectives for 2022	Status	Performance in 2022	Target of 2023	Target of 2025
Employee training and career development	Employee training hours	150hrs	☑	199hrs	150hrs	150hrs
Talent Attraction and Retention	Employee engagement survey coverage rate	90%	☑	99%	90%	95%
Occupational Safety and Health	Number of severe occupational injuries and illnesses	Zero severe injuries and occupational illnesses	☑	0	0	0
	Frequency-Severity Indicator (FSI)	Lower than the average of Taiwan's electronic components and semiconductors manufacturing industry	☑	0.04	0.06	0.06



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6.1 Employees' Rights and Interests

1. High emphasis on labor rights and human rights standards

(1) Promotion of RBA

With a view to safeguarding every employee's labor and human rights, Siliconware Precision (SPIL) has adopted RBA (Responsible Business Alliance) principles as its internal management standards. An interdepartmental task force spanning professional units including Occupational Health & Safety, HR, Procurement, Finance, Legal Affairs, and Auditing has been formed to ensure the fulfillment of CSR.

SPIL joined the RBA-online platform in 2012 and carries out self-assessments of its performance in the dimensions of labor rights, occupational health and safety, business ethics, and environmental protection and discloses the results to customers. In addition, the Company proactively conducts internal audits on an annual basis. Implementation levels are verified through employee interviews. Third-party VAP (Validated Audit Process) are carried out on a biennial basis to ensure the credibility of audit results. Audit reports are uploaded to the RBA-online platform to give customers a better understanding of actual conformity conditions.

(2) SPIL labor rights and human rights standards

Free choice of occupation	• No forced or compulsory labor • Freedom to terminate employment provided that reasonable notice is given
No use of child labor	• It is strictly prohibited to hire workers who do not meet the minimum age requirements as set forth in local laws. • IWorkers aged below 18 shall not engage in work operations that pose a potential danger to their physical health or safety.
Working hours	• Total working hours (including overtime hours) shall not exceed working hour restrictions prescribed in local laws. • Unless emergencies or abnormal circumstances exist, weekly working times including overtime work, shall not exceed 60 hours; employees shall be entitled to at least one day of rest for every seven days of work.
Wages and benefits	• Benefits and compensations (including overtime pay) shall conform to applicable laws. • Salary details shall be made available to employees in a real-time manner in writing or through the IT system or employee queries.
Humane treatment	• Punitive policies and measures of the Company shall be clearly defined and communicated to employees. • Cruel and inhumane treatment including sexual harassment, mental or physical coercion, verbal abuse, and corporal punishment, shall be strictly prohibited.
Non-discrimination	• Pledge to protect employees from illegal discrimination. • Employees shall not be discriminated against during the hiring process and actual work operations on the basis of race, skin color, age, gender, sexual orientation, ethnicity, disability, pregnancy, political and religious beliefs, organizational affiliation, or marital status.
Freedom of association	• Employees can openly communicate with the management level regarding work conditions and management issues without the fear of retaliation, threats, or sexual harassment. The Company shall respect the right of employees to freely associate and assemble.

(3) Practices to safeguard labor rights and interests

With a view to implementing its core concepts and values of the Company, the training unit schedules RBA general education courses for new hires and regular refresher courses for active employees. A total of 4,316 new hires completed such courses in 2022. Total labor and human rights training hours amounted to 9,800 hours.

SPIL clearly stipulates that working hours (including overtime work) shall not exceed relevant restrictions prescribed in local laws. Employees shall be entitled to at least one day of rest for every seven days of work. The attendance system automatically alerts supervisors and co-workers of required rest days after six consecutive days of work. In case of abnormal conditions recorded in the attendance system, supervisors are automatically notified by e-mail to show concern for affected employees. Where the working time on a particular day exceeds 11 hours, the system notifies supervisors by SMS to urge their co-workers to finish work immediately and thereby protect their physical health while placing equal emphasis on family life quality.

Despite the fact that SPIL has no collective bargaining mechanism in place at its Taiwan facilities, it concludes labor contracts with every employee to promote harmonious labor-management relations based on the premise of mutual agreement. The Company also offers diversified communication channels and convenes regular labor-management meetings. Dedicated personnel have been designated in every facility to listen to the opinions and

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suggestions of employees. All Siliconware Technology Limited employees are fully protected through collective labor agreements. In case of major operational changes, SPIL engages in communication with employees beforehand pursuant to relevant provisions set forth in the Labor Standards Act.

The training completion rate for general education courses is 100% (courses were scheduled for 4,316 trainees who all successfully completed the training); RBA labor / moral hazard / security threat indicator low GAP or low risk. All employees have to participate in online RBA training annually (the refresher training completion rate reached 100%).

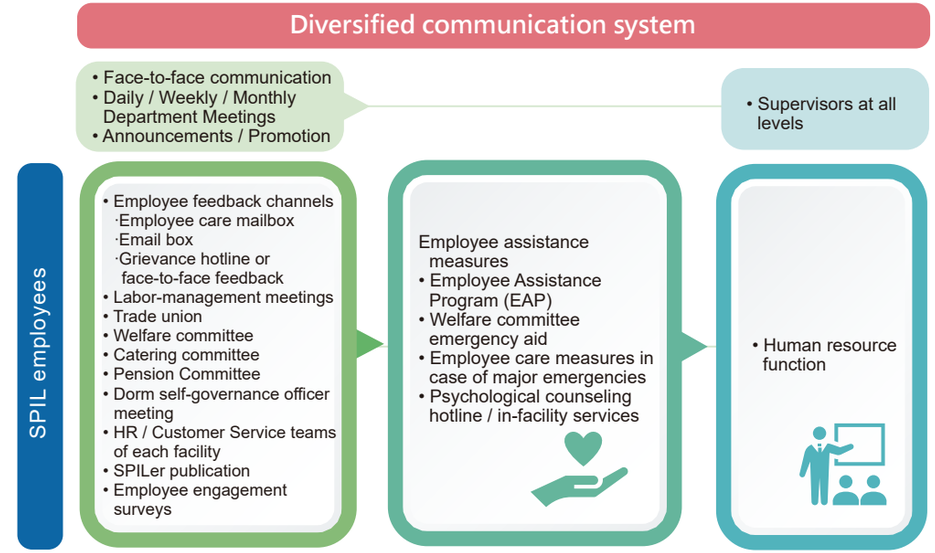
2. Employee communication

SPIL has sound communication channels to facilitate adequate expression of employee issues and real-time communication with the management level to create a work environment characterized by harmonious labor-management relations. We have designated dedicated liaison personnel who assist employees and listen to their opinions. Utilized feedback channels include the following:



A total of 173 employee opinions were received in 2022. Relevant contents encompassed unit management, plant general affairs and services, and welfare facilities. Processing of five submitted opinions (2.9%) was delayed since the provided information was incomplete and additional inquiries were necessary. Investigations for the remaining cases were completed in a timely manner and replies were provided within 15 days upon receipt.

In addition, special committees have been formed to boost participation and concern for public issues among co-workers. Labor and management select representatives who jointly participate in these committees and engage in detailed discussions of various issues with the goal of maintaining a positive communication mechanism. Taking labor meetings as an example, at least four communication meetings were held at each factory in 2022 in accordance with the laws. (No labor meeting was held at the Siliconware Technology Limited because there is no applicable local law in China)



3. Employee dedication survey analysis

Through this survey, we can understand the state of employee's emotional and competence involvement. When employees exhibit such behavior as "willing to recommend the company, work together closely, and further realize personal and career goals," it has a positive impact on the Company's business performance. The survey includes four major components (mission, work, overall compensation, and interpersonal relationships) and a total of twelve aspects, and the survey is conducted according to the different job attributes of indirect and direct employees.

In 2021, the survey coverage rate reached 99% of all employees, and the survey results were better than the group average and ranked in the middle to top range of global high-tech companies. In the future, such surveys will be scheduled every other year to gain a better understanding and analyze employee engagement levels as a key reference for talent attraction, retention, and cultivation.

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6.2 Human Resource Managemen

1. Sound training system

A comprehensive training and development system has been established to achieve the Company's talent cultivation goals, and provide abundant and diversified learning opportunities and environments. The goal is to provide all staff members with a better understanding of training concepts and thereby enable them to adapt to future development directions of the Company, and turn them into valuable professional and management talents.

Therefore, SPIL devises comprehensive talent cultivation plans according to department goals, work tasks, and personal development needs. The ultimate goal is to offer adequate training courses that meet the needs of each employee. The training system is divided into the following two dimensions:

(1) Training system for new hires: Standardized training design, implementation of general education courses and orientation training for new hires, strong emphasis on concern and care for newcomers to facilitate their rapid assimilation into the organizational culture.

(2) Training system for current employees: On-the-job training in the seven dimensions of technology, quality, management, production, IT, EHS, production planning / industrial engineering is administered in accordance with the requirements of individual units to ensure that the quality of manpower conforms to job requirements and facilitate personal growth.



2. Training results

SPIL (incl. the Siliconware Technology Limited) has formulated HR development strategies and devised comprehensive talent cultivation plans to meet the challenges and needs of this year. Talent for each level of the organization (incl. executive and supervisor positions) is developed to satisfy the business development demands of the Company and thereby realize its business goals. Various online courses were developed in 2022 to increase the level of participation of co-workers in training courses. The average training completion rate (attendance and passing of post-training assessments) exceeds 90%.

Employee training completion rate

Year	Completion rate
2018	91%
2019	97%
2020	98%
2021	98%
2022	96%

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Average completed training hours

Item	2018	2019	2020	2021	2022
Number of employees (A)	22,907	23,057	22,254	21,757	22,670
Total training hours (B)	208,983	3,712,866	4,213,347	3,800,226	4,504,819
Average training hours per employee (C=B/A)	9.1	161	189	175	199

Note: As of 2019, total training hours are derived by adding OJT training hours to OFF-JT.

Item	2021		2022	
Gender	Male	Female	Male	Female
Gender statistics	11,152	10,605	11,883	10,787
Training hours	2,020,838	1,779,388	2,445,536	2,059,283
Average training hours per employee (C=B/A)	181	168	206	191

Training hours broken down by organizational level

Item	Completed training hours			
	Managerial position	Technical position	Clerical position	Skilled position
Number of employees (A)	2,218	8,730	1,130	10,592
Total training hours (B)	459,096	1,848,019	242,937	1,954,767
Average training hours per employee (C=B/A) broken down by organizational level	207	212	215	185

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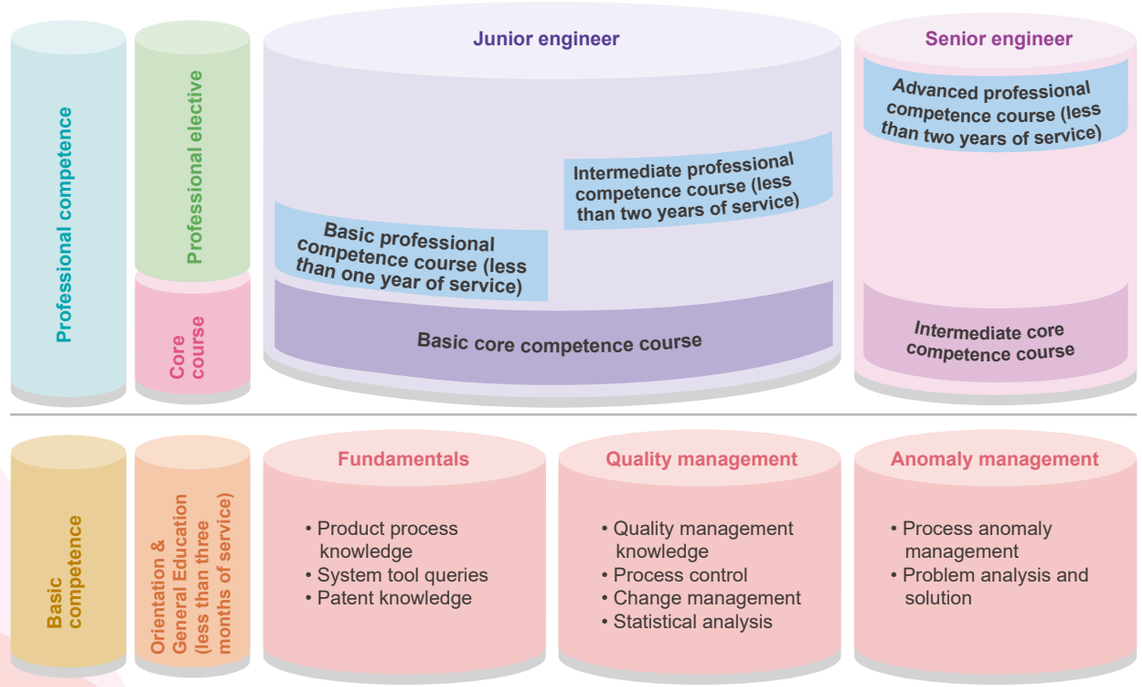
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3. Employee career development

As of 2011, SPIL has identified different focal points of training and competence development in line with managerial and engineering development needs to achieve a perfect synthesis of individual career development and training planning. A training blueprint has been designed for engineering positions to give co-workers a clear understanding of training courses and professional development paths at each stage and thereby realize training cultivation goals.

This training blueprint is revised on a regular basis with a view to optimizing employee career development, special training courses for newly hired engineers and first-line managers. In addition to satisfying the training needs of each unit, all co-workers gain a clear understanding of their future career development paths, and constantly enhance the skills and abilities required for continued employment. This also involves the formulation of lifelong learning plans.

SPIL employee career development



4. International language learning

In line with globalization trends, international language learning and proficiency training is of paramount importance. SPIL has been promoting English learning activities and courses for many years. In addition to existing training courses (Advanced TOEIC course, Practical English), the Company provides a Live ABC online learning platform to enable employees to engage in learning without temporal or spatial limitations. These learning resources are widely promoted through Intranet and bulletin board announcements, event posters, and the online learning platform. The goal is to provide every company member with information on relevant activities with the ultimate goal of enhancing the English proficiency of our staff members.

During the planning of courses for the following year, language courses have been reexamined to ensure the continued refinement of such courses with reference to cooperation experiences of other facilities. The goal is to provide a reference for language course improvements and ensure an all-out promotion of language learning. Employees are encouraged to actively participate in TOEIC tests by administering such tests on the plant premises and subsidies for test fees. The number of TOEIC test takers is gradually rising.

5. Promotion of learning programs

Training units strive to create a space and climate of autonomous learning and thereby enhance the learning motivation and results of SPIL employees through the shaping of learning environments, the sharing of learning resources, and the application of learning platforms. For instance, a training corridor has been designed in the space next to training classrooms and the distribution and marketing of promotional materials for these courses has been stepped up. Employees can utilize their free time to acquire new knowledge in a natural and relaxed manner. In recent years, the Company has been successively promoting the conversion of courses to digital format and the development of English teaching materials to enable flexible learning in line with globalization trends, and enhance course scheduling and allow flexible arrangement of learning times by trainees.

In addition to the aforementioned internal courses, the Company has adopted external training resources such as top management courses, management skill enhancement seminars, and industrial technology courses of the Intelligent Electronics Academy to ensure continued advances in the field of training results in 2022, with a total of 19 external sessions and more than 667 trainees. These external programs not only stimulate the learning motivation of our employees but also give us a firm grasp of external industry trends.

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6. Promotion of the culture of filial piety

Since 2017, SPIL has been fostering a culture of filial piety from the heart through a series of filial promotion activities, and implementing the specific meaning of filial piety to enhance the heartfelt concrete action of employees, which in turn drives the cycle of kindness and goodness in the workplace, thus nurturing the upward-lifting power of SPIL. In 2021, in order to strengthen the actual behavioral benefits and integrate the core of filial piety into life, SPIL's "i Filial Piety" series of activities were held, covering both physical and online activities, so that the heart of love and filial piety is not affected by the epidemic and the restrictions of time and place, and through the operation of the social media platforms, the total number of people reached has exceeded 10,000, so that love is uninterrupted and filial piety does not stop. The activities include "You grow up with me, I grow old with you" themed philatelic contest. With the five themes of sports, food, shopping, hiking, and reading as directions, we design activities that can be participated in with family members to facilitate employees to accompany their families and to practice filial piety.



i Filial piety SPIL's quarterly journal



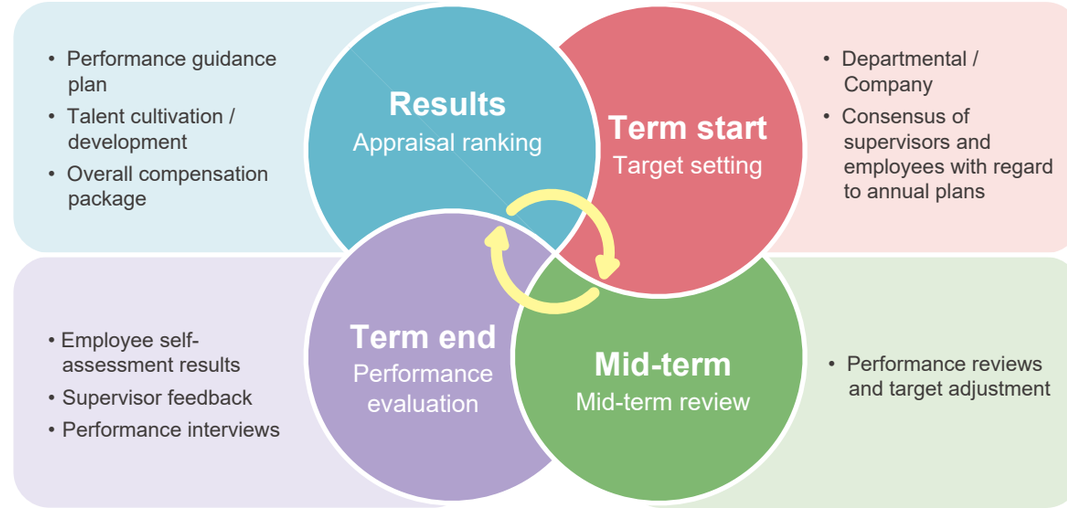
i Filial piety Articles of SPIL's quarterly journal submitted by employees



i Filial piety Videos submitted by employees

7. Sound performance management system

Performance appraisals are conducted on an annual basis to facilitate the achievement of the company, departmental, and individual goals and gain a full understanding of employee work performance. Upon self-assessment and soliciting the opinions of indirect / backup or project supervisors by the immediate supervisor, performance-related interviews are conducted with subordinates to enhance work performance and provide career planning counseling. Appraisal items include work task execution results, moral character, and continued improvements. Appraisal results serve as a key reference for the award of performance-related bonuses, employee remuneration, promotions, salary increments, and talent training. In addition, supervisors assist employees with unsatisfactory performance in the formulation of guidance plans. Work instructions and training are provided and job transfers are arranged if deemed necessary to enhance employee skills and performance.



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6.3 Talent Attraction and Retention

1. Talent recruitment policies and methods

Our continued growth relies on the ongoing contributions of our employees. "Talent" is therefore, our most important asset. Active hiring, incentives, and retention are the highest guiding principles of talent recruitment. Talent attraction methods including the encouraged pursuit of advanced training, provision of a safe and healthy environment, supportive and harmonious labor-management relations, a compensation system characterized by profit sharing, and family-friendly measures and subsidies are paired with lawful, transparent, and fair talent selection to ensure optimal utilization of talent for suitable positions and thereby enable the Company to maintain its competitive edge in the face of global challenges and competition.

SPIL complies with the Labor Standards Act, the Act of Gender Equality in Employment, the Employment Service Act and other applicable laws and regulations. Local residents in the operating area are the priority target for recruitment. By expanding the scope of industry-academy cooperation, SPIL promotes internship programs, industry-academy collaboration classes, scholarships for potential talents, and expanded employment of foreign students for targeted core groups. SPIL has also established a long-term stable and quality talent network, and regularly reviews the salary standards in the market to ensure competitive salaries. In addition, we continue to develop in overseas English-speaking talent market to enhance the diversity of our recruitment targets and our ability to compete internationally.

SPIL recruits direct employees through diverse channels, including the Internet (58%), talent recruitment activities (17%), and employee referrals (25%).

2022 SPIL Direct Employee Recruitment Channel

Recruitment channel	Method
Internet	• SPIL talent recruitment website, job banks, social media
Employee referrals	• Employees who refer friends or relatives are entitled to a referral bonus
Talent recruitment activity	• Organization of single or joint talent recruitment activities in cooperation with employment service stations in different regions • Organization of talent recruitment information meetings on major campuses • SPIL cooperates with the local Veterans Service Office for employment matching activities for retired soldiers and officers.

2. Employee distribution

In 2022, SPIL had a total workforce of 22,670. R.O.C. nationals and non-R.O.C. nationals accounted for 84.1% and 15.9%, respectively. Broken down by position category, skilled, technical and clerical, and managerial positions accounted for 46.7%, 43.5%, and 9.8%, respectively. Due to the fact that integrated circuit packaging testing is a high-precision industry, technical personnel must possess professional knowledge and skills in the field of science and engineering. Since a large majority of the students enrolled in polytechnic colleges are male, 86.8% of the technical personnel of the Company are male. In 2022, the Company had 4,316 new hires, which constituted 19% of all employees. Male and female employees accounted for 58.4% and 41.6%, respectively.

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2022 SPIL employee career development

Category	Section	Male		Female		Total	
		Number	Ratio (%)	Number	Ratio (%)	Number	Ratio (%)
Position Category	Managerial position	1,520	6.7%	698	3.1%	2,218	9.8%
	Technical position	7,580	33.4%	1,150	5.1%	8,730	38.5%
	Clerical position	340	1.5%	790	3.5%	1,130	5.0%
	Skilled position	2,443	10.8%	8,149	35.9%	10,592	46.7%
	Subtotal	11,883	52.4%	10,787	47.6%	22,670	100%
Region	Taiwan	9,384	41.4%	9,212	40.6%	18,596	82.0%
	China	2,499	11.0%	1,575	7.0%	4,074	18.0%
	Subtotal	11,883	52.4%	10,787	47.6%	22,670	100%
Age	Below 30	2,739	12.1%	1,934	8.5%	4,673	20.6%
	30-50 years old	8,672	38.3%	7,962	35.1%	16,634	73.4%
	Above 50	472	2.1%	891	3.9%	1,363	6.0%
	Subtotal	11,883	52.5%	10,787	47.5%	22,670	100%
	Average	36.1	-	37.4	-	36.7	-
Average seniority		8.5	-	9.2	-	8.8	-
Gender subtotal		11,883	52.4%	10,787	47.6%	22,670	100%

Note: 1. The total number of non-employee workers engaged in production at SPIL in 2022 is 23.
2. The total number of non-employee workers engaged in general, engineering, equipment, cleaning, security and catering at SPIL in 2022 is 3,363.

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Distribution of new hires in 2022 Note 1

Category	Section	Male		Female		Total	
		Number	Ratio (%)	Number	Ratio (%)	Number	Ratio (%)
Position Category	Managerial position	90	2.1%	14	0.3%	104	2.4%
	Technical position	1,440	33.4%	267	6.2%	1,707	39.6%
	Clerical position	63	1.4%	116	2.7%	179	4.1%
	Skilled position	928	21.5%	1,398	32.4%	2,326	53.9%
	Subtotal	2,521	58.4%	1,795	41.6%	4,316	100%
Region	Taiwan	1,742	40.4%	1,366	31.6%	3,108	72.0%
	China	779	18.0%	429	10.0%	1,208	28.0%
	Subtotal	2,521	58.4%	1,795	41.6%	4,316	100%
Age	Below 30	1,548	35.9%	1,020	23.6%	2,568	59.5%
	30-50 years old	971	22.5%	768	17.8%	1,739	40.3%
	Above 50	2	0.0%	7	0.2%	9	0.2%
	Subtotal	2,521	58.4%	1,795	41.6%	4,316	100%
Gender subtotal		2,521	58.4%	1,795	41.6%	4,316	100%

Note: 1. New hires (incl. hired foreign nationals): are defined as employees whose employment started in the respective year
2. Ratio of new hires to total staff = New hires / Total workforce
3. The increase of new recruits in Taiwan is to meet the needs of factory expansion

3. Hiring and assistance for physically disabled employees

SPIL has placed high emphasis on the employment of individuals with mental or physical disabilities over many years. The Company cooperates with local employment service stations and Shenghui Competency Development Center in an effort to provide full assistance for such job seekers and help them find the most suitable position in the Company. The People with Disabilities Rights Protection Act stipulates that one disabled person must be hired per 100 employees. Top executives have issued instructions that the target must be set at 10%, which exceeds the aforementioned legally prescribed quota for the employment of disabled persons (not applicable to the Siliconware Technology Limited). Over the past five years, this quota has been constantly exceeded with the goal of fulfilling the Company's corporate social responsibility by looking after the families of disabled workers and providing job opportunities for them. Hiring ratios in 2022 were as follows: employees with moving functional limitations 43%, employees with visual, hearing, and speech impairments 31%, employees with vital organ impairments 10%, and employees with other impairments 16% At the same time, the Company has implemented a mutual care system and offers monthly disability allowances for employees who hold disability cards to ignite their passion for their work.

SPIL has also adopted numerous measures such as obstacle-free doors and arrangement of shifts in line with individual needs to facilitate adaptation to workplace environments and production line duties by physically disabled employees, thereby enabling them to perform their duties in a worry-free manner. In addition, the Company applies for sign language interpreters with the Sign Language Service Center to show concern for incoming employees with visual, hearing, and speech impairments who require assistance and care and thereby ensure obstacle-free learning and communication.

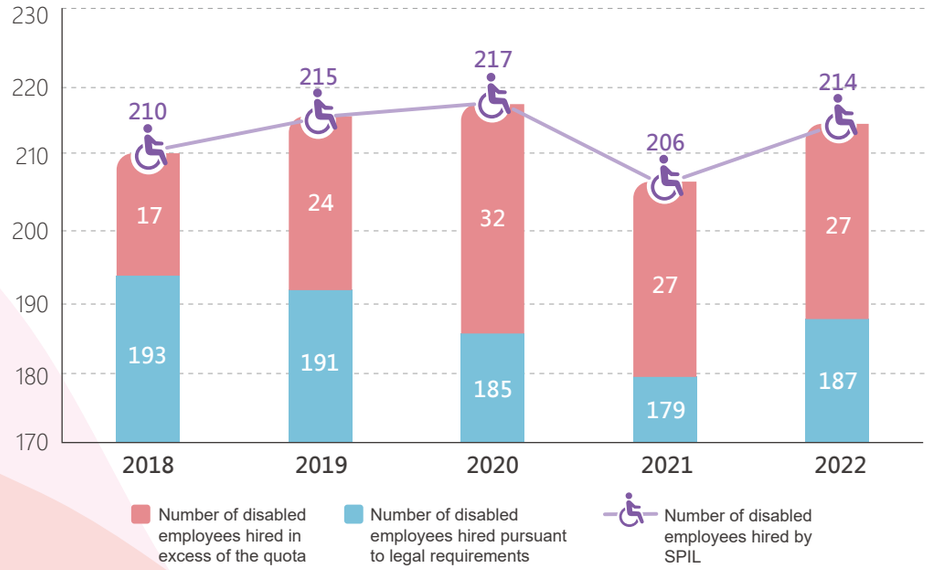
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Number of hired disabled employees from 2018-2022

Category	2018	2019	2020	2021	2022
Number of disabled employees hired pursuant to legal requirements	193	191	185	179	187
Number of disabled employees hired by SPIL	210	215	217	206	214
Number of disabled employees hired in excess of the quota	17	24	32	27	27

Hiring numbers are weighted based on disability levels (employees with mild / moderate disabilities are counted once; employees with severe / profound disabilities are counted twice), the highest number of hires each month is adopted.



4. Employee turnover rate

The provision of excellent quality and rapid services is a basic requirement of the hi-tech industry. Employee stability is therefore extremely important. We place a strong emphasis on ongoing concern for employees and proactive provision of required assistance by supervisors at all levels.

The average turnover rate in 2022 was 1.0%, which is consistent with the average rate of 1.0% for 3 years in a row. In the future, we will persist in our efforts to show concern for our employees and provide them with a friendly work environment so that they take joy in their work.

SPIL turnover rate in 2022

Category	Section	Number	Ratio
Total number	Male	1,350	50%
	Female	1,331	50%
	Total	2,681	100%
Age	Below 30	1,099	41%
	30-50 years old	1,503	56%
	Above 50	79	3%

5. Compensation and benefits

(1) Market-oriented compensation system

The compensation package includes the base salary, allowances, bonuses, and employee remuneration. Market-oriented compensation standards are adopted based on factors such as job descriptions, core skills, educational and professional background, performance, market conditions, the future development direction of the Company, retention of outstanding employees, and shareholder rights and interests. The Company strictly prohibits disparate treatment based on gender, age, ethnicity, religion, political beliefs, and marital status. Employee compensation in Taiwan conforms to or exceeds minimum wage standards set forth in the Labor Standards Act, whereas salaries and benefit packages for employees in overseas locations conform to local laws and regulations.

In 2022, salary standards were raised in consideration of factors such as rising commodity prices, market salary trends, profitability of the Company, Taiwan Consumer Price Index, and individual work performance to motivate our employees and show concern for their daily lives. In addition, SPIL is the first enterprise in central Taiwan to adopt an employee remuneration system that prescribes the appropriation of 10% of distributable surpluses for employee remuneration to share business results with employees. In 2022, employee remunerations totaled NT$ 2.37 billion. In 2022, the ratio of SPIL average salaries for rank-and-file employees to local minimum wage standards ranged between 1.4 and 1.8.

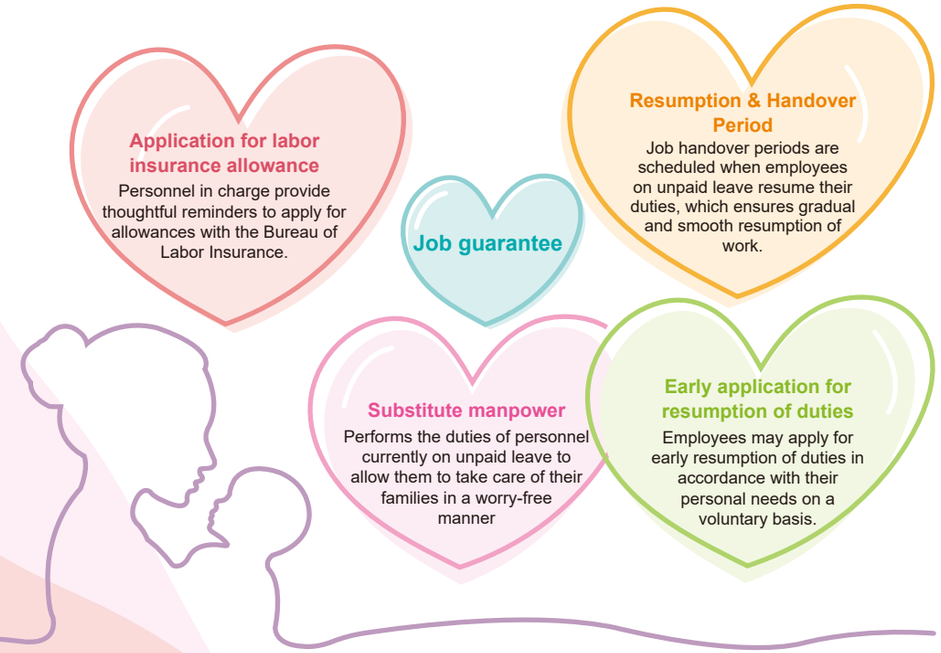
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(2) Thoughtful unpaid parental leave measures

SPIL actively supports the unpaid parental leave policy of the government through the adoption of the following five major measures: "job guarantee", "substitute manpower", "application for labor insurance allowances", "resumption & handover period" and "early application for resumption of duties". Since the official promulgation and enforcement of the unpaid parental leave system on March 8, 2002, the number of applicants has gradually increased. As of the end of 2022, over 3,000 employees have applied for unpaid parental leaves, which represents a top ranking among domestic enterprises. In 2022, a total of 308 employees applied for unpaid parental leaves (male and female employees accounting for 26.3% and 73.7%, respectively). The average return rate is about 85%, and the main reason for not returning to work is that colleagues choose to prioritize family commitments.

Five major measures related to unpaid parental leaves



SPIL unpaid parental leave statistics

Leave type / category \ Year		2022
Number of employees entitled to unpaid parental leaves note 1	Male	793
	Female	473
Total number		1,266
Number of applications for unpaid parental leaves note 2	Male	81
	Female	227
Total		308
Number of employees who have resumed their duties after unpaid parental leaves	Male	61
	Female	115
Number of employees expected to resume their duties in the respective year	Male	72
	Female	136
Unpaid parental leaves / return rate note 3	Male	85%
	Female	85%
Number of employees still employed at the end of 2022 after returning from unpaid parental leaves in the previous year	Male	22
	Female	84
Number of employees who resumed their duties in the previous year	Male	28
	Female	94
Unpaid parental leaves / retention rate note 4	Male	79%
	Female	89%

Notes: 1. Number of employees entitled to unpaid parental leaves: Number of employees still employed at the end of 2022 after taking maternity leave and paternity leave from 2020 to 2022.
2. Number of employees on unpaid parental leaves: Number of employees who did not report for work in the respective year due to unpaid parental leaves.
3. Return rate=Number of employees who have resumed their duties after unpaid parental leaves in the respective year / Number of employees expected to resume their duties in the respective year.
4. Retention rate=Number of employees who have served continuously for one year after returning from unpaid parental leaves in the previous year / Number of employees who resumed their duties in the previous year.

(3) All-inclusive insurance policy

SPIL provides every employee with insurance pursuant to local laws and regulations. In Taiwan, the Company not only provides labor and national health insurance for every employee pursuant to the relevant laws but also offers a group insurance option. Group insurance encompasses life insurance, accident insurance, medical insurance, occupational accident insurance, and cancer insurance. Family members of employees are eligible to participate in group insurance plans at discounted premiums significantly lower than the market rate. The goal is to extend care to the family members of employees and provide insurance coverage for Caesarian sections and hospital stays of female employees. In response to the COVID-19 epidemic, the Company also covered its employees under the COVID-19 Prevention insurance. All employees enjoy full coverage and can focus on their work without any worries or concerns.

(4) Sound pension system

Employees can choose between the new and old pension systems. For employees who select the new system, 6% of their monthly salaries are appropriated and deposited in an individual labor pension account. For employees who select the old system and those who select the new system but wish to retain their seniority accrued under the old system, a Pension Supervisory Committee has been formed pursuant to relevant laws and monthly contributions are made to the labor retirement reserve fund to make the necessary provisions for their lives after retirement. The SPIL pension system can be summarized as follows:

Pursuant to the Labor Pension Act, 6% of monthly salaries are appropriated and deposited in an individual labor pension account for employees who select the new system. For employees who select the old system and those who select the new system but wish to retain their seniority accrued under the old system, a Pension Supervisory Committee has been formed pursuant to relevant laws and monthly contributions are made to the labor retirement reserve fund to make the necessary provisions for their lives after retirement. Prior to the end of every fiscal year, the balance of the labor retirement reserve fund special account is determined to ensure that it is sufficient to make pension payments due to workers who are expected to meet the retirement criteria in the following year. The Company's subsidiary in China makes monthly contributions to employees' personal social insurance accounts according to the ratios (20.65% for employers, 10.5% for individuals) prescribed in the Social Insurance Law of the People's Republic of China.

6. Promotion of work-life balance

SPIL is firmly committed to providing its employees with various convenient services and organizing diversified activities including get-togethers, seminars & lectures, outdoor activities, movie appreciation events, and environmental protection and charity events to enhance their work efficiency and results, allow them to share more time with their families, and enable them to participate in social and exercise activities. The ultimate goal lies in the maintenance of work-life balance and protection of the physical health of employees in their spare time.

Activity name	Results
2022 SPIL's relaxing and fun trip to Formosan Aboriginal Culture Village	Around 14,955 participants
2022 SPIL's Joyful Time – Online DIY Activities	Around 1,373 participants
2022 SPIL's Environmental Painting Competition for Children	Around 1,308 participants
2022 Online Celebrity talk – the best distance between us and love (Adam Hsu)	Around 353 participants
2022 SPIL's charitable event – mountain cleanup and hiking	Around 5,186 participants
2022 SPIL's Art World – Paperwindmill Theater (Erlin event / Tanzi event)	Around 5,163 participants
2022 SPIL's half marathon	Around 4,303 participants

(1) SPIL's amusement park day

Our employees' favorite amusement park day trip were held in Formosan Aboriginal Culture Village, Nantou County in 2022. The employees brought their families to enjoy the scenery of the lake on the gondola and visit the theme park. Moreover, they also enjoyed the food in the Ita Thao Old Street.





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(2) Online handicraft workshops / course

In the post-pandemic period, SPIL held online handicraft activities. We made cute sock dolls at home with our family and friends on weekends. Under the professional instructor's guidance, the cute sock dolls gradually formed in our hands bring warm interaction and a sense of accomplishment, which smoothed out our physical and mental fatigue and boredom, thus creating a quality and heart-warming healing time!





(3) Outdoor activities

Throughout years of effort, "environmental friendliness" is one of the corporate social responsibility items that SPIL has been implementing for a long time. The main objective of this event is to promote the environment of "sports and lohas" based on the principle of "Leave No Trace" through the dissemination of this event. Employees can also use sports app to monitor and record their health life on a regular basis and develop a good exercise habit. At the same time, we dispose of the waste properly and remove them from the mountains. We put the concept of environmental protection into practice in our daily lives. While paying tribute to the cleaning team members, we also achieve the sustainable goal of "protecting the environment and caring for Taiwan's mountains and forests"





(4) SPIL's artistic and cultural event

SPIL's artistic and cultural events in 2022 are not only great to see but also fun! The Company invited the Paperwindmill Theater to perform "Merrily Go Around the World With Wu Ding the Wizard", which is popular among children of all ages. Combining musical effects, black light magic and large puppets, this fantastic children's play made children of all ages have a wonderful Christmas night after the pandemic. The company also planned a scavenger hunt game for parents and children and a lottery activity for the donation of invoices. We hope that every little love will be gathered into a big power. Moreover, to encourage students to study hard at school, children who bring in an examination paper with a score of 100 can also exchange it for a Christmas surprise gift. The event was filled with cheers and laughter from mates of all ages. They celebrated the holiday season in advance with SPIL.



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(5) Club activities

SPIL has various clubs spanning the fields of exercise, dance, literature, and charity. Employees can participate in club activities in their spare time to develop mutual friendships, cultivate their interests, learn new skills, relieve their stress, and soothe their fatigue. The Company also provides subsidies to cover club expenses, which is conducive to the formation of clubs, organization of activities, maintenance of regular club operations, and development and promotion of clubs.



Cycling club



Jogging club



Volunteer club



SPIL Yoga club

(6) Comprehensive leisure facilities

Adequate leisure activities help maintain physical and mental health, promote mutual friendships, and enhance work performance. SPIL provides comprehensive leisure facilities including gyms, aerobics classrooms, table tennis and billiard areas, KTV, computer and Internet equipment, reading rooms, and self-service laundry areas for personal use by employees. These facilities also serve as safe spaces ideal for the organization of club activities.

(7) Cohesion of the SPIL Family

SPIL harnesses the power of its employees to request special discounts and promotional activities from businesses. Even friends and relatives of employees are entitled to these discounts. The goal is to build up the power of the "SPIL Family".

- Cooperating stores: The Company partners with over 10,000 stores spanning food, clothing, shelter, transportation, education, and amusement. The goal is to let our employees access cooperating stores at any time and enjoy discounts, and help them and their friends and relatives save money.
- Coupons for discounts are negotiated with businesses on an annual basis. Employee welfare funds can be utilized to buy such coupons on a regular basis. Cooperating businesses are required to provide performance bonds to ensure that employees and their friends and family members can enjoy such discounts in a worry-free manner.
- With a view to ensuring hassle-free, convenient shopping, the Company organizes sale events during the lunar new year season and on the Dragon Boat and Moon Festivals. Various businesses are invited to showcase their products at these events. Staff members are not only entitled to exclusive discounts. Still, they can also enjoy one-stop shopping for products for the occasion, culinary delicacies, and daily necessities and thereby save tiring trips to different stores. The Company also cooperates with NPOs in the organization of charity sales to make contributions to society.

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6.4 Occupational Safety and Health

1. Employee care

A healthy workforce is the most valuable asset of each enterprise. Healthy and happy employees bring creativity, efficiency, productivity, and profitability to the Company. SPIL has therefore made an ongoing commitment to protecting the health of its employees.

(1) Health care

Employee health checks

Annual health checks and special exams for employees engaged in operations that pose special health hazards are administered to implement healthcare for employees. Such operations include work tasks involving the handling of alkane, arsenic, manganese, and other compounds, chromic acid and other salts, nickel and its compounds, and mercury and inorganic compounds. In 2022, special health check personnel in the Taiwan facilities numbered 116. The result of these exams was first-degree management and anomalies not associated with occupational factors were determined based on the results of special operation health checks. A total of 427 workers in the Siliconware Technology Limited were examined, 6 occupational contraindications were detected and anomaly handling forms were issued in 2022. Relevant work contents have been adjusted accordingly.

Health check items for general operations not only include legally prescribed items but also alpha fetoprotein (AFP) and uric acid tests. Incurred expenses are fully borne by the Company. A total of 9,541 workers were examined in the Taiwan facilities and 2,183 in Siliconware Technology Limited in 2022. The completion rate reached 100%. With regard to high-risk items detected, health counseling and guidance by on-site physicians is arranged.

The Taiwan facilities have further set up health management platforms to better understand their individual health status by conducting queries of their health check results. Plant nurses conduct screening of employees with anomalies detected in health exams and implement health rechecks and tracking in accordance with health management standard values. They also provide health education and medical assistance.


Annual health checks



Annual health checks


Annual health checks


Annual health checks

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Health management system

Employees can utilize their personal accounts and passwords to gain a firm grasp of their individual health status. Past health check records can be queried via the "Employee Health Promotion Information Network". The goal is to better understand and manage the individual health statuses of employees. Passwords have to be changed every three months to ensure rigorous control and management of personal information.

The corporate website offers a wide range of information including medical articles, employee assistance programs (EAP), a special section for mothers and babies, and event registration information. Overall efficiency is enhanced and management platform functions are strengthened through systematic management.



Health management platform



Past personal health check records



Mother & Baby Special Section



Employee Life Service Program-EAP Section

Epidemic prevention information platform

We continue to monitor the pandemic changes at home and abroad and adjust our management measures for employees and manufacturers in line with the government's pandemic prevention policy, including pre-entry temperature monitoring, filling out health declarations, segregating factory groups, increasing the frequency of environmental disinfection, etc. We also encourage our employees to use mobile payment to reduce the risk of contact. A pandemic prevention information platform was autonomously developed in cooperation with the IT department. This platform provides, the Company's latest pandemic prevention regulations, COVID-19 confirmation notification and pandemic prevention and health education articles. Staff members can fully understand the latest pandemic prevention information through this platform in an instant manner, which facilitates all-out protection.



Body temperature monitoring and reporting



TOCC Questionnaire



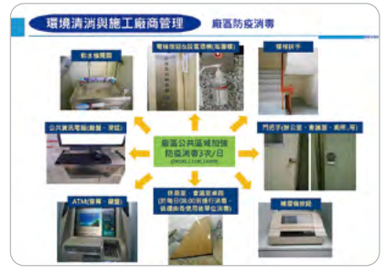
Meeting room grouping



Encourage the use of mobile payments



Access management for external customers and vendors



Plant disinfection

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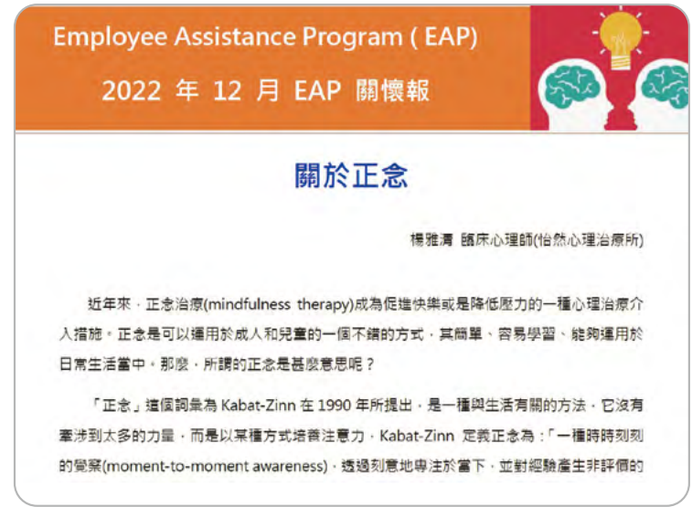
Employee Assistance Program (EAP)

The Company shows concern for its employees and zealously promotes mental and physical well-being at workplaces. SPIL adopted an Employee Assistance Program (EAP) in 2012, which involves the joint planning of professional reassuring counseling and guidance channels through the cooperation between internal management personnel and external organizations. The goal is to enhance the ability of employees to relieve their stress and promote physical and mental balance and well-being.

The main dimensions of EAP are "work", "life", and "health". The work dimension refers to management strategies, work adjustment, and career assistance. The life dimension aims to provide counseling to assist employees in the resolution of personal issues such as interpersonal relations, marriage and parenting, family care, and financial and legal issues that could affect their work performance. The health dimension strives to assist employees in maintaining their personal health and enhancing their work and life quality by providing various health and medical facilities and services at work locations. SPIL established a psychological counseling room in Taiwan and hired professional psychologists to provide fixed point services. Such services were provided 51 times in 2022. Counseling is provided for the following issues: physical and mental diseases and stress, emotional adjustments, career and work, interpersonal relations, romantic relationships, family issues, and other issues. Employees receive essential assistance and express high satisfaction and strong approval for these services. Heart-warming and inspirational stories are posted on the dedicated internal "EAP" (Employee Assistance Program) website on a regular basis for the benefit of employees and EAP service channels and services by resident psychologists are constantly promoted and popularized.



Announcement poster of the psychological counseling room


Employee Assistance Program (EAP)

2022 年 12 月 EAP 關懷報

關於正念

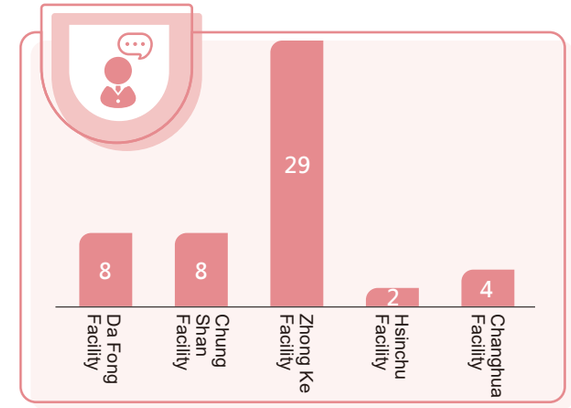
楊雅清 臨床心理師(怡然心理治療所)

近年來，正念治療(mindfulness therapy)成為促進快樂或是降低壓力的一種心理治療介入措施。正念是可以運用於成人和兒童的一個不錯的方式，其簡單、容易學習、能夠運用於日常生活當中，那麼，所謂的正念是甚麼意思呢？

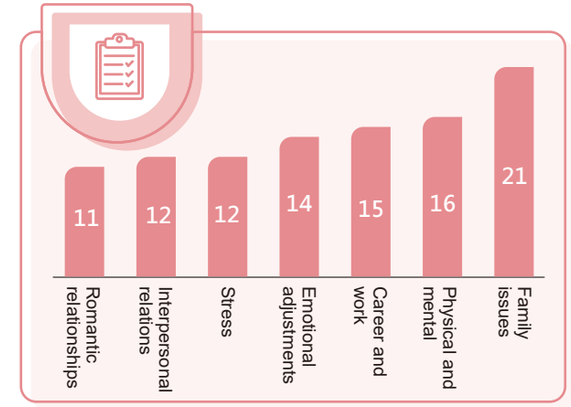
「正念」這個詞彙為 Kabat-Zinn 在 1990 年所提出，是一種與生活有關的方法，它沒有牽涉到太多的力量，而是以某種方式培養注意力，Kabat-Zinn 定義正念為：「一種時時刻刻的覺察(moment-to-moment awareness)，透過刻意地專注於當下，並對經驗產生非評價的

EAP heart-warming and inspirational articles

Number of Psychological counseling sessions provided in 2022



Psychological counseling issues in 2022



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Prevention of work overload

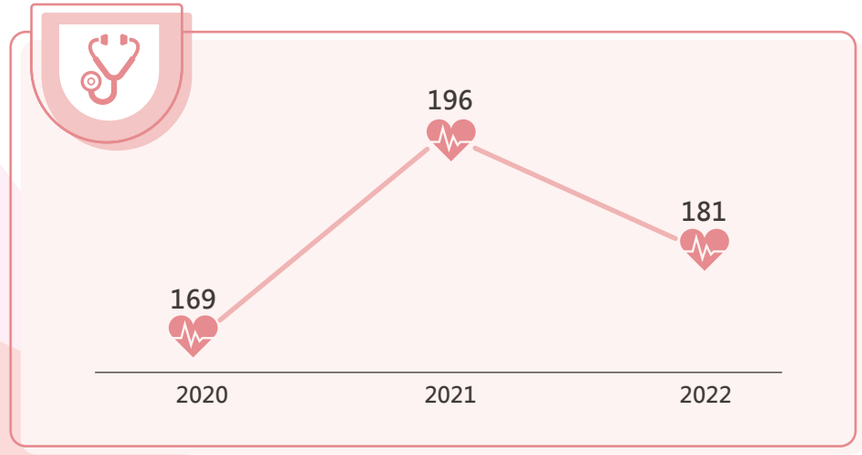
The Taiwan facilities have identified medium- and high-risk groups based on the results of annual health check data analysis and established overtime control and warning mechanisms to prevent work overload. As employee overtime work conditions approach the preset warning values, the system automatically notifies supervisors and plant nurses. It reminds the supervisors to carry out adequate manpower planning and the nurses to show regular concern for the physical status of workers.

527 employees have been classified into the controlled medium- and high-risk groups. 181 individuals were released from control after receiving one-on-one consultation with a clinical physician and being given individual health education guidance or work style adjustment and other case management measures. The number of employees released from control has decreased slightly compared with last year, and will continue to track the improvement of their risk level and the health status of personnel during annual health checkups and re-examinations.



Work overload assessment and counseling

Risk group -the number of employees released from control



(2) Healthy workplace

Prevention of musculoskeletal hazards

To prevent long-term engagement in repetitive operations that tend to trigger musculoskeletal conditions characterized by complex causality, a questionnaire survey platform and fool-proof mechanism have been developed to prevent invalid questionnaires. Analysis of similar groups is conducted through data integration. Data is created and properly preserved, risk identification is carried out, and corrective action plans are devised.

The Nordic Musculoskeletal Questionnaire (NMQ) has been adopted to reduce musculoskeletal soreness caused by operational hazards and determine work stations with the high risk. Then occupational physicians and safety and health personnel are sent to conduct on-site operation observation. A Manual Materials Handling KIM chart is utilized to identify the main causes of soreness. Sixteen improvement measures were proposed, including providing stretching boards in the rest rooms, demonstrating correct lifting postures and promoting healthy stretching exercises. The soreness and assessed risk are reduced after the improvements on projects and management. SPIL places equal emphasis on product quality and employee physical health. We firmly believe that healthy employees are the Company's most important asset and therefore strive to create a friendly and humane work environment.

The Siliconware Technology Limited regularly conducts musculoskeletal disorder surveys inside the facility. Employees with anomalies receive health counseling from on-site physicians. Rehabilitation training recommendations are provided based on an analysis of the causes of such conditions.



Health Stretching Exercise Promotion



Observation of operations associated with musculoskeletal hazards

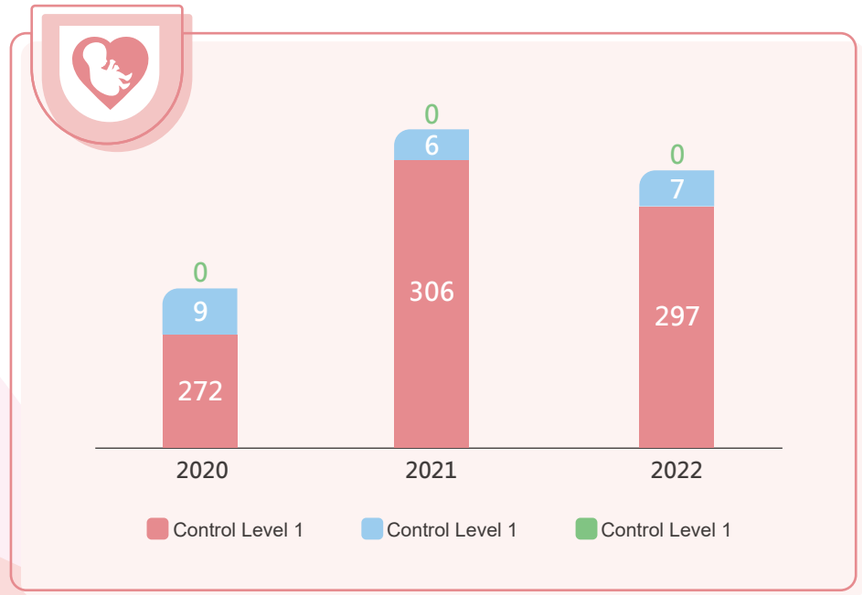
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Protection of maternal health at the workplace

SPIL is firmly committed to protecting female workers and care for the health of mothers and infants. Education on work tasks not suitable for female workers within one year after pregnancy and childbirth. Risk assessment charts are filled out by each unit on a regular basis each year. Professional physicians carry out an assessment and classified management. In 2022, a total of 304 female employees benefited from maternal protection management (incl. tocolysis and unpaid parental leaves) in the Taiwan facilities. 7 individuals were determined to require second-degree management upon consultation with a physician. Adopted protective measures included work adjustments to prevent lifting heavy objects and adding tasks that can be performed while sitting to prevent standing for long periods. The Siliconware Technology Limited has also implemented the filling out of risk assessment charts by each unit. The survey results indicate no cases of third-degree management. Health checks at hospitals and consultations with physicians are scheduled during the early stages of pregnancy and after childbirth.

Maternal protection management cases





Maternal protection counseling

SPIL promotes breastfeeding in line with relevant government policies. The Company strives to provide its breastfeeding female employees with a cozy and heartwarming lactation environment. Partitions have been installed for greater privacy. These dedicated breastfeeding spaces can only be entered and exited with an access card. These access controls aim to protect the safety of female employees. These spaces also feature hardware equipment such as personal lockers and UV sterilizers. The plant nurses inspect the refrigerators and environmental cleanliness every month to guarantee worry-free use by every breastfeeding employee.

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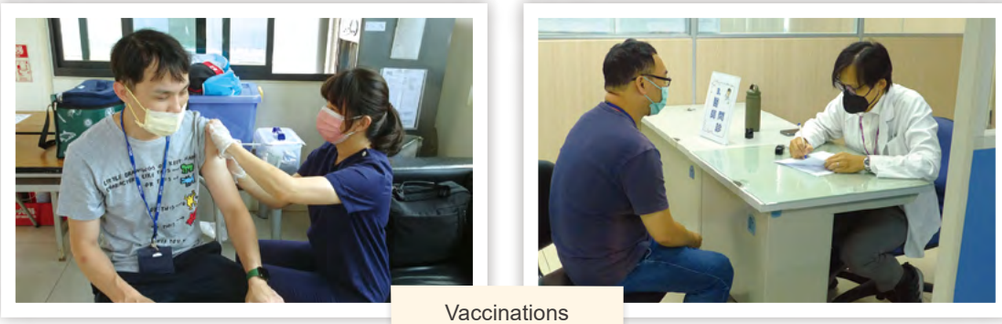
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(3) Health promotion

Planning of health promotion activities

Annual health promotion activities are planned in coordination with NPOs mainly based on employee health check analysis results and employee demand survey results pursuant to the Occupational Safety and Health Act. The main benefit lies in the provision of health information and promotion of healthy behavior and thereby achieve the goal of disease prevention. The results of the health checks conducted in 2021 clearly indicate that obesity and hyperlipidemia are the most common health issues in the Company. Therefore, the promotion of weight management and the cultivation of exercise habits represent the main focus of our ongoing efforts in health promotion.

Affected by COVID-19, we have specially organized a number of COVID-19 vaccination activities to encourage employees to be vaccinated against COVID-19 to increase immunity.



Vaccinations





Vaccinations



Weight loss activities

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2. Occupational Health and Safety Management System

SPIL has acquired and maintains the "ISO 45001: Occupational Health and Safety Management Systems (OHSMS)" certification. The management scope includes all work operations involving controls by the organization, execution of operations, or actual operations. Occupational health and safety management rules have been formulated in accordance with the spirit of the system. Planning and assessments of OHS risks, opportunities, and actions are carried out with the ultimate goal of reducing occupational injuries of workers through effective management. In addition, health and safety promotion activities, training, and emergency response drills are organized to provide all workers with accurate health and safety concepts and knowledge and thereby minimize operational risks. The Company is firmly committed to implementing EHS (environmental health & safety) and creating a safer and friendlier work environment to build a safety culture, enhance work efficiency and quality, and thereby fulfill the Company's corporate social responsibility.

(1) Management System Operations

Every facility has established an ESH Committee with the responsible persons of the plant serving as committee members. Meetings are convened every quarter to discuss ESH-related matters and review execution performance. Over one-third of the participants are labor representatives. Resolutions require a quorum of two-thirds and approval by a majority of the committee members in attendance. The ESH Committee represents a direct communication channel between managers and employees (Siliconware Technology also convenes employee representative conferences for the discussion of ESH issues). These meetings ensure ample two-way communication. An appraisal mechanism has been established to encourage employees to participate in ESH activities. In the aforementioned meetings, top executives commend with excellent appraisal results.

Ratio of labor representatives in ESH Committees

Facility	Da Fong Facility	Chung Shan Facility	Zhong Ke Facility	Hsinchu Facility	Changhua Facility	Zhong Kong Facility	Zhong Ke W Building	Siliconware Technology Note
Number of labor representatives	6	5	7	7	7	4	4	150
Number of committee members	15	14	21	21	19	11	12	-
Ratio of labor representatives	40%	36%	33%	33%	37%	36%	33%	-

Note: Siliconware Technology Limited labor representatives are included in union operations.



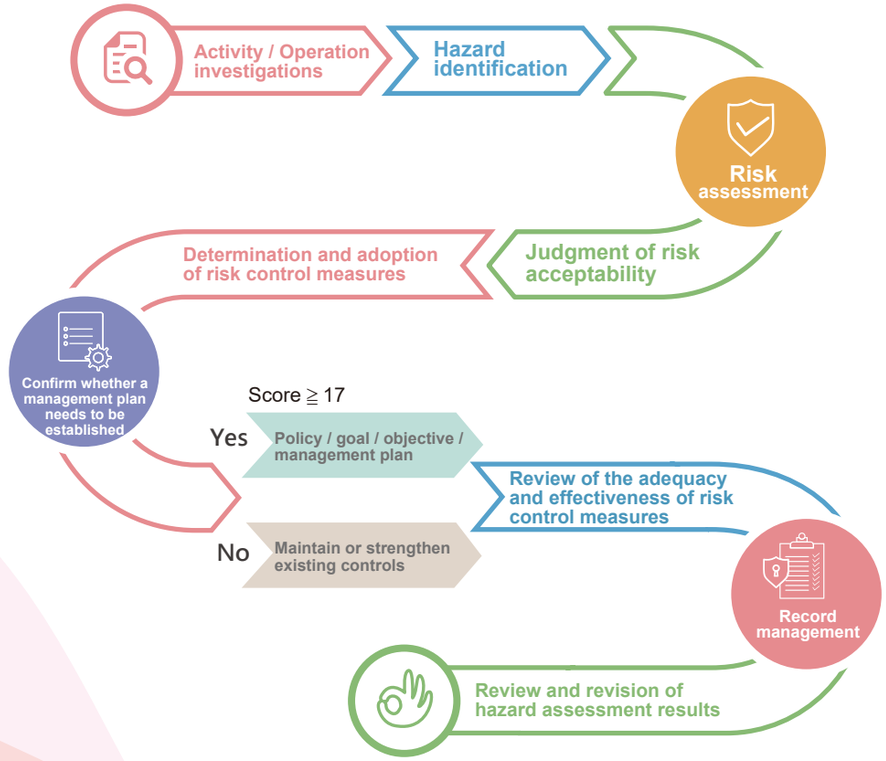
Units / employees commended by top executives due to excellent appraisal results

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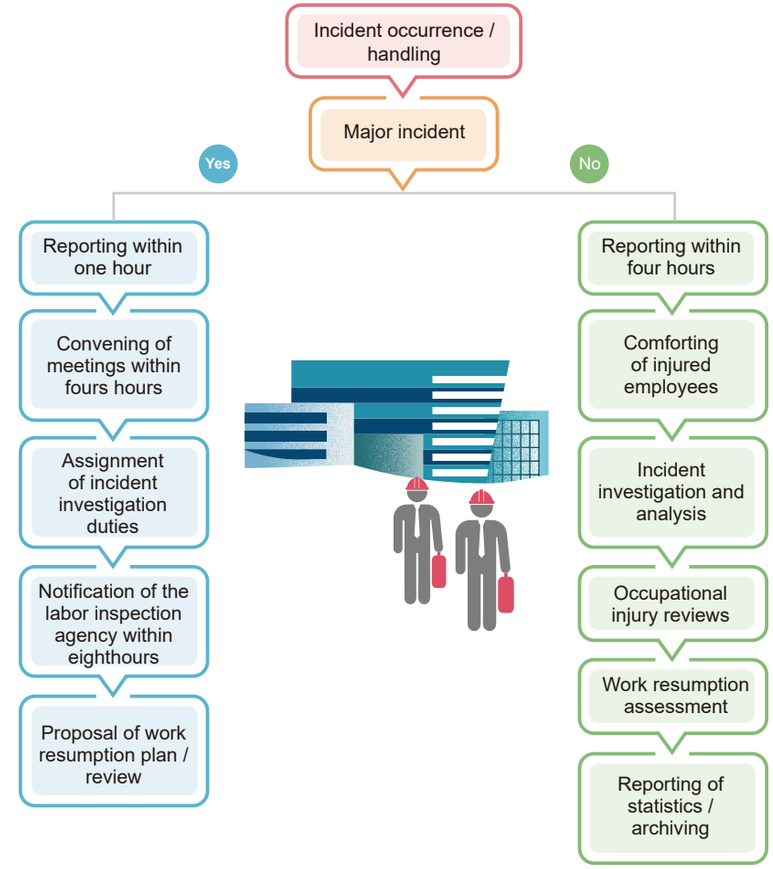
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(2) Hazard Identification, Risk Assessment, and Incident Investigation

A Hazard Identification and Risk Assessment System has been set up to analyze potential hazard sources and impacts of plant activities, products, and services. Comprehensive inspections are carried out on an annual basis. Risk assessment procedures are initiated instantly in the respective facility in case of the relevant legal changes, process and operating activity modifications, the occurrence of abnormal incidents, and audit deficiencies. Immediate risk control measures are adopted for high-risk operations to minimize risks present in the work environment.



SPIL has formulated sound incident handling procedures. In case of occurrence of major incidents as defined by the law, reports are delivered and meetings to determine emergency response measures are convened within one hour. This also involves the initiation of incident investigations and task assignments. The labor inspection agency is notified within eight hours. Investigations and work resumption plan reviews are conducted pursuant to the regulations of the competent authority. Effective corrective action is adopted based on identified root causes and applied to all facility areas in a synchronized manner. In addition, reviews and revisions are carried out with regard to hazard identification and risk assessment results and thereby prevent recurrence of incidents at the source.



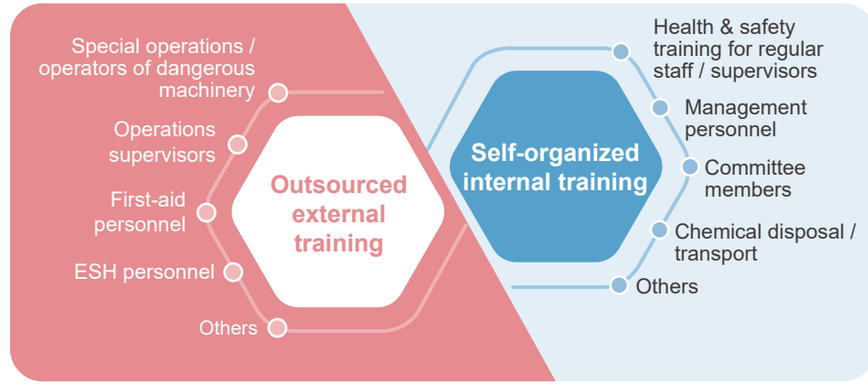
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(3) Health & Safety Training

SPIL has adopted a comprehensive internal & external training plan to provide its employees with professional health & safety knowledge and accident prevention abilities. Personnel are dispatched on a regular basis to attend legally prescribed license training courses for operators and operations supervisors. The validity of such licenses is continuously maintained. Internal training courses on emergency response, general health & safety concepts, use and disposal of chemicals, and supervision of operations are organized to cultivate emergency response abilities and inculcate safety concepts in workers and thereby reinforce their safety awareness. Special health & safety training courses are scheduled for supervisors to give them a clear understanding of their responsibilities and obligations within the organization. They also learn how to utilize effective management approaches to minimize the occurrence of abnormal incidents.

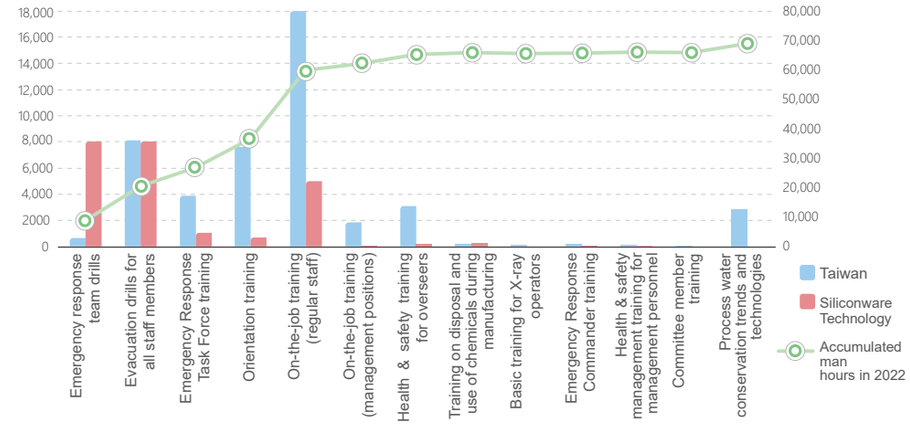
In 2022, total ESH training hours amounted to 69,004 which included e-learning courses. This course format allows workers to absorb health and safety knowledge without the temporal and spatial limitations of a physical classroom.



Emergency Response Training

Skills training for all members of the Emergency Response Task Force is administered on a semiannual basis to maintain their familiarity with emergency response procedures and operation of relevant equipment. The ultimate goal is to provide task force members with a full understanding of their roles and responsibilities and the usage of relevant equipment. In case of emergencies, they are able to apply their professional knowledge in an effective manner and thereby minimize accident injuries and impacts. A total of 37,962 employees received emergency response training in 2022.

Accumulated ESH internal training man hours in 2022





Emergency Response Task Force - Rescue training snapshot



Emergency Response Task Force - First-aid training snapshot



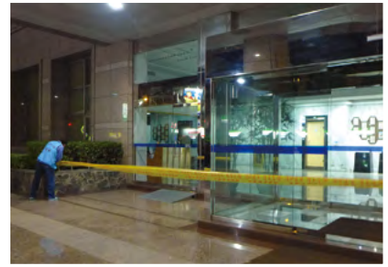
Emergency Response Task Force - Evacuation guidance training snapshot



Emergency Response Task Force - Communications training snapshot

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Emergency Response Task Force - Protection training snapshot



Emergency Response Task Force - Commander training snapshot

(4) Chemical Management

Chemical Cloud Management System

Dedicated personnel have been assigned to manage cloud data and compile around 1,000 SDS into a comprehensive database. Once a new SDS version becomes available, the database is updated accordingly. The ultimate goal is to reinforce change management in the field of chemicals. Linkages of chemical lists to facility floor plans allow real-time queries of information pertaining to different chemicals, usage quantities, and hazard categories to grasp the destinations and usage quantities of chemicals as a key reference for disaster prevention.

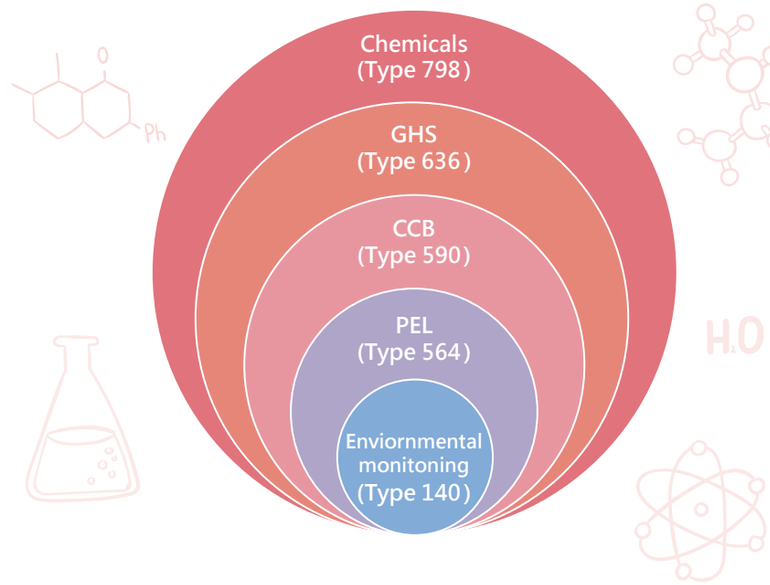
In view of the rising strictness and complexity of chemical controls imposed by competent authorities, significant manpower cost savings can be achieved through systematic chemical management. Database modes also help reduce the incidence of misjudgments or other risks. The "Automatic Classification Function" for restricted items allows the identification of legally restricted items and can be utilized for the comparison of restricted items of customers and the provision of accurate feedback to customer documents.

Chemical SDS Audits

In 2020, all in-facility SDS were converted to the supplier version. SDS validity was verified on a case-by-case basis. All suppliers are required to autonomously confirm the consistency of SDS contents with the hazard labeling on containers to prevent misjudgments of the hazards posed by chemicals by on-site personnel.

Annual SDS audits are carried out based on the adopted Green Product Management (GPM) system. These audits focus on the following items: SDS version updates at least once every three years and disclosure of hazardous component CAS No. The goal is to minimize potential risks of unknown substances and enhance chemical safety management.

Statistics on restricted chemicals



Chemical Registration

- New and existing chemical substances: SPIL entrusts 20 agents with the registration of new and existing chemicals. By the end of 2022, registration of all imported chemicals had been finalized. Online declaration of import quantities had been completed pursuant to the new legal requirements by September 2022. In the future, newly added substances will be handled accordingly.
- Controlled and priority management chemicals: SPIL does not use any highly hazardous, controlled chemicals. The declaration of first and second stage designated lists of priority management chemicals was finalized in September 2022. Registration of chemicals with added operating data was not required this year.

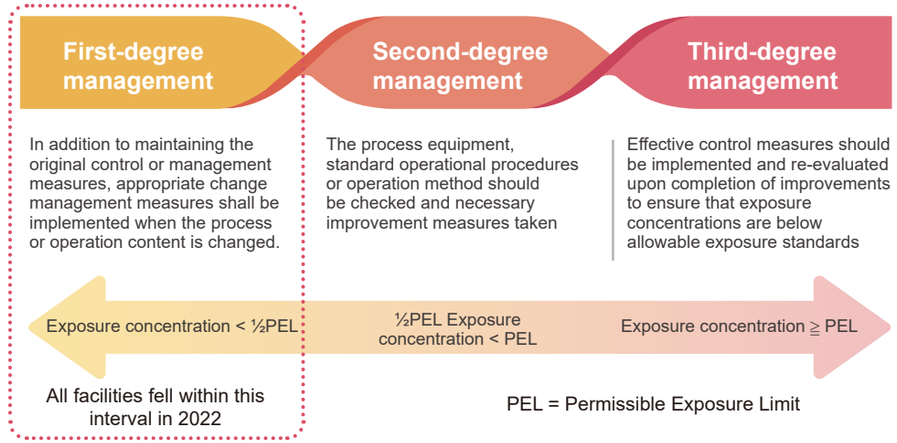
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(5) Operational Environment Monitoring and Exposure Assessment

Monitored substances

Sampling strategies and plans are duly formulated by industrial and mining hygienists. The results of operational environment monitoring in 2022 all conformed to <1/2 PEL (including operations that pose special health hazards: arsenic, manganese, and other compounds, chromic acid and other salts, nickel and its compounds, and mercury and inorganic compounds). First-degree management is implemented for these chemicals. The monitoring results are announced, so that employees can feel more secure about their working environment.



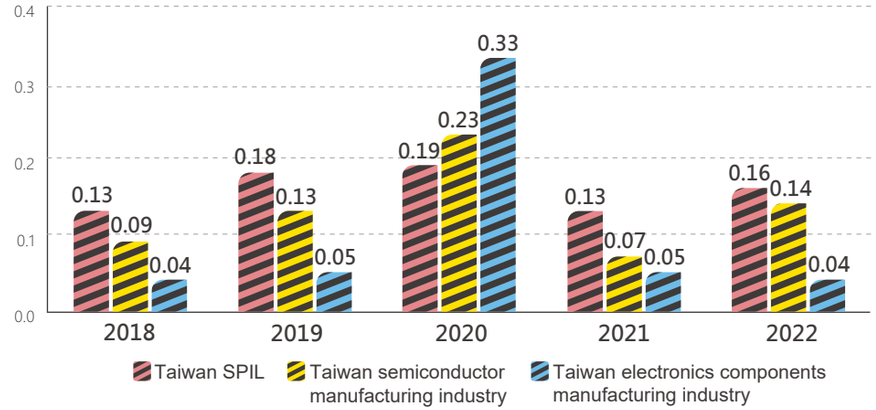
(6) Occupational Accident Statistics (FR, SR)

In 2022, SPIL's Frequency-Severity Indicator (FSI) reached 0.04. All incidents are reported in Occupational Health and Safety Committee meetings of the respective facility. All measures are reviewed and inventories and corrective actions are carried out in other units in a synchronized manner. In addition, abnormal incidents are reviewed in monthly health and security technical management meetings. They are also inspected and discussed by overseas and domestic health and safety experts. Corrective action is taken accordingly in every facility to prevent the recurrence of similar abnormal incidents in other facilities of the Group. The recorded absence rates in 2022 were all below 5.5%.

Frequency-Severity Indicator (FSI) in 2022

Company	Gender	Disabling Injury Frequency Rate (F.R.)	Disabling Injury Severity Rate (S.R.)	Frequency-Severity Indicator (FSI)
SPIL (Taiwan)	Male	0.43	2	0.02
	Female	0.48	5	0.04
	Total	0.46	4	0.04
Siliconware Technology (China)	Male	0.47	3	0.03
	Female	0.76	11	0.09
	Total	0.58	6	0.05
TOTAL		0.48	4	0.04

Frequency-Severity Index (FSI)



Notes: 1. Source: Occupational Safety and Health Administration, Ministry of Labor
2. Performance comparisons are solely conducted for Taiwan facilities, the electronics components manufacturing industry in Taiwan, and the semiconductor manufacturing industry in Taiwan. No such comparisons are carried out for the Siliconware Technology Limited.

2022 Absence rate statistics

Company	Gender	Absence rate
SPIL (Taiwan)	Male	1.54%
	Female	2.13%
Siliconware Technology Limited (China)	Male	3.13%
	Female	5.42%

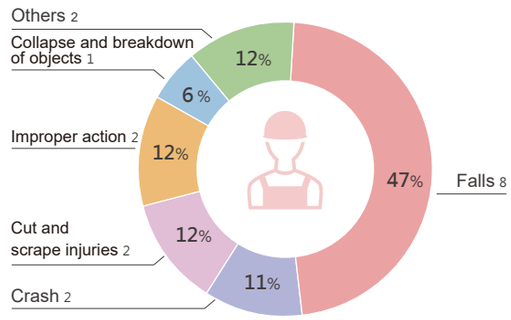
Note: 1. Absence rate (AR) = (total hours of absence / total working hours) x 100%
2. Total absence time includes sick leaves, occupational injury leaves, and personal leaves.

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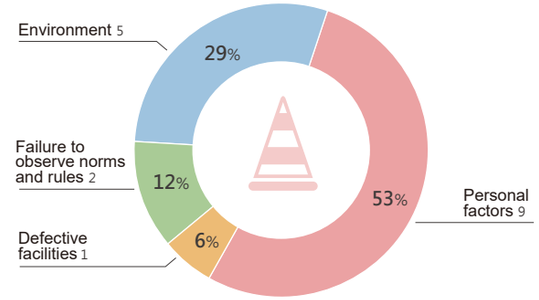
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For SIPL employee accidents in 2022, the highest percentage of injuries was due to falls, reaching 47%. The fallen person's body parts hit the ground directly, resulting in a longer recovery time, affecting the presentation of the FSI; in analysis of the causes of accidents, personal factors and the environment accounted for as much as 82%; this shows that factors such as the injured person's own carelessness or missing a step on stairs or tripping due to lack of attention to footwork in a hurry are prone to lead to movement and falls. For this, the Company has strengthened the paving of anti-slip strips, posting reminder signs, and completed awareness campaigns across respective departments.

Distribution of employee injury categories in 2022 (SPIL)

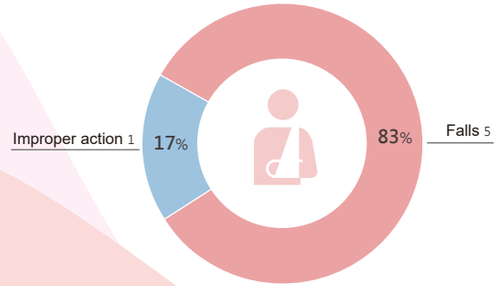


Analysis of personnel accident causes in 2022 (SPIL)

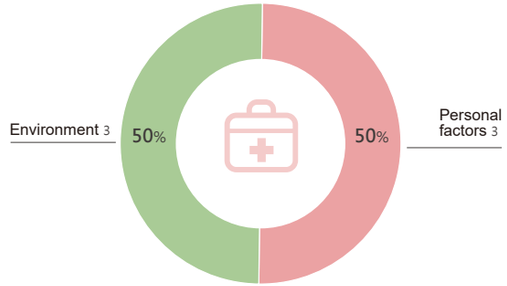


According to the analysis of the types of injuries for staff accidents of Siliconware Technology Limited in 2022, falls were also the most common type of injuries-accounting for 83%. For the cause of the accidents, personal factors and environmental factors each accounted for 50% of the total. The main cause is also persons' own carelessness or unsafe environment (such as slippery floor or stairs). In response, the installation of anti-slip adhesive strips is improved; the timer switch for lighting is installed for the stairs; and case studies of various departments are also strengthened.

Distribution of employee injury categories in 2022 (Siliconware Technology Limited)



Analysis of personnel incident causes in 2022 (Siliconware Technology Limited)



(7) Emergency Response

Improving emergency response

Accidents are always unpredictable and unforeseeable. Therefore, an Emergency Response Task Force has been formed in every facility to prevent incidents and accidents that may be caused by sudden crises. SPIL formulates emergency plans to achieve prompt responses and handling of accidents within 0~1 hours in reaction to damage and injuries caused by natural disasters and other accidents such as floods or chemical leakages. The goal is to ensure the rapid and effective adoption of response and handling measures in case of incidents or accidents and thereby minimize damage, injuries, and impacts on the lives and safety of employees, company property, personnel, society, and the environment and prevent an escalation of disasters.

Most accidents are compound disasters characterized by complex conditions. With a view to enhancing team response abilities and ensuring the proper handling of accidents, each Emergency Response Task Force performs its own functions based on a division of duties and a full understanding of its tasks. Annual drills are scheduled for emergency response personnel. Teams identify potential emergency conditions that could affect production lines in accordance with their severity and likelihood. One scenario-specific drill per year is arranged for high risk items (e.g., fires, explosions, natural disasters (powerful earthquakes, flooding, and typhoons) and leakage of hazardous substances). The organization of drills for different scenarios familiarizes teams with different accident response approaches, which effectively decreases the impact of emergency incidents on facilities. A total of 48 scenario-specific drills were conducted by SPIL facilities (12 fire and explosion drills, 12 natural disaster drills, 13 chemical leakage drills, and 11 drills for facility and equipment anomalies) this year.

In addition to the organization of scenario-specific drills for emergency response personnel, SPIL also places ultimate emphasis on the familiarity of general personnel with evacuation procedures. Evacuation drills for all staff members are organized to ensure rapid evacuation and roll calls in case of earthquakes or fires. In-facility stakeholders such as visitors, contractors, and customers also participate in these drills. In 2022, SPIL facilities conducted a total of 132 drills with 24,334 participants. If employees are

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unable to physically participate in the evacuation drills since they are on leaves or business trips, their respective units provide personal guidance to familiarize them with evacuation routes and assembly points. In December 2021, the evacuation card reader was added to replace the manual roll call, and the list of personnel in the factory (including guests and contractors) was reported to ensure the correctness of the roll call list, so that information on trapped personnel can be relayed quickly and rescue plans can be started in time when an accident occurs.

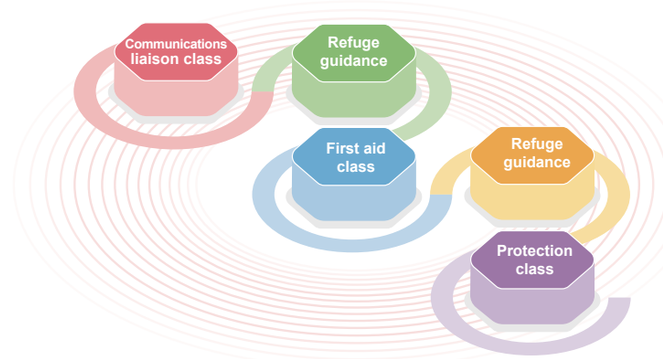
In addition to personnel safety, SPIL places high priority on environmental protection and health related drills. In the field of environmental protection, drills are scheduled to give relevant units a clear understanding of reporting procedures and handling methods in case of waste and air / water control equipment malfunctions to ensure watertight management of air, water, and waste. In the field of health, the Company emphasizes first-aid and reporting procedures for emergency injuries and diseases and procedures governing cooperation with epidemic prevention measures by individual units. All these scenario-specific scenarios ensure better preparation and fewer losses in an accident.



Note: 1. Chemical leakage and specialty chemical drills.
2. Acute cerebrovascular and cardiovascular diseases, unlawful assault, epidemic disease drills, food poisoning.
3. Waste, air pollution, and wastewater.

Strengthening response training

In order to maintain the emergency response capability of emergency response personnel, emergency response team training (including equipment operation) is conducted annually for each response team. In 2022, a total of 3,867 people from Taiwan factories were trained and qualified for emergency response. The training classes include five types of classes: rescue class, refuge guidance class, communications liaison class, protection class and first aid class. In addition to regular training, new responders are required to pass the emergency response general knowledge training before they can be listed as responders.



Emergency response equipment

"If a workman wishes to do a good job, he must first sharpen his tools." In order to ensure the safety of employees, SPIL has set up emergency response cabinets (a total of 48 sets) in high-risk areas. When a disaster occurs, responders can take them nearby, such as: air respirators, full fire suits, and chemical protective clothing and liquid-absorbent cotton... etc. equipment to control the initial disaster, so as to facilitate the rapid use of equipment for disaster relief, and create an environment with zero dead ends for disaster relief. At the same time, all factories (except Siliconware Technology Limited) also prepared temporary command posts and rescue station tents, generators, and strain whiteboards... etc. equipment to carry out follow-up emergency response to disasters of different degrees.

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7.1 Performance summary Safety and Health

Economic aspect

Aspect	Indicator	GRI Standards Disclosure	2018	2019	2020	2021	2022	Changes[Note]
Creation of Shareholder Value	Consolidated operating revenue (in million NTD)	201-1	87,417	88,988	102,036	107,839	130,787	21.3%
	Return on Equity (%)		10.5	9.8	14.5	20	23.6	18.0%
	EPS (NTD)		2.38	2.24	3.39	4.85	6.00	23.7%
	Dividend / Interest (millions of NTD)	201-1	15,226	7,054	7,411	10,711	16,320	52.4%
R&D	Patent applications (number of applications)		1,790	1,925	2,044	2,134	2,429	13.8%
	R&D expenses (in million NTD)		4,090	5,132	4,930	4,392	5,510	25.5%
Customer Satisfaction	Customer satisfaction rating (in %)		61	64	90	90	90	-
Supply chain management	Local Procurement Ratio (in %)	204-1	59.3	76.6	78.1	71.4	70.5	-1.3%

Note: Comparison of changes in performance from 2021 to 2022.

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Environmental aspect

Aspect	Indicator	GRI Standards Disclosure	2018	2019	2020	2021	2022	Changes[Note]
GHG emissions	Category 1 GHG emissions (metric tons CO_2e)	305-1	38,719	40,089	33,868	30,401	25,947	-14.7%
	Category 2 GHG emissions (metric tons CO_2e)	305-2	542,148	518,666	529,567	555,230	588,461	6.0%
	Category 3 to 6 GHG emissions (metric tons CO_2e)	305-3	138,760	197,380	591,557	489,175	543,874	11.2%
	GHG emissions intensity (metric tons CO_2e / million NTD)	305-4	6.68	6.34	5.61	5.43	4.7	-13.4%
Energy management	Power consumption (MWh)	302-1	1,082,000	1,142,000	1,248,000	1,341,000	1,463,000	9.1%
	Power savings (MWh)	302-4	51,394	49,507	29,110	30,084	66,412	120.8%
	Power savings ratio (in %)	302-4	4.7	4.3	2.3	2.2	4.4	100.0%
	I-REC (MWh)				211,623.0	226,193.0	264,018	16.7%
	Power consumption per unit product of the packaging process (kWh / 1000 pcs)	302-3	98.1	93.3	76.5	64.8	79.0	21.9%
	Power consumption per unit product of the bumping process (kWh / 1000 pcs)	302-3	45.7	50.4	42.1	36.5	33.9	-7.1%
	Power consumption per unit product of the testing process (kWh / 1000 pcs)	302-3	34.6	53.4	58.6	65.1	76.9	18.1%
	Outsourced non-renewable energy power (MWh)				1,034,477	1,113,240	1,179,677	6.0%
	Electricity Intensity of Non-Renewable Energy (MWh / million NTD)				10.1	12.4	9.02	-27.3%
Water resource management	Water consumption (in 1,000 tons)	303-1	8,002	7,986	7,834	7,626	8,013	5.1%
	Quantity of reclaimed process wastewater (1,000 tons)	303-3	7,993	9,103	10,489	11,121	11,635	4.6%
	Water recovery rate (%)	303-3	60	65.8	73.7	75.8	76.2	0.5%
	Water with drawal density (tons / million NTD)	305-7	91.5	90.7	77	70.7	61.3	-13.3%
Wastewater discharge and control	Organic pollutant reduction (tons)	305-7	96	82	109.6	231	141	-39.0%

Note: Comparison of changes in performance from 2021 to 2022.

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Aspect	Indicator	GRI Standards Disclosure	2018	2019	2020	2021	2022	Changes[Note]
Air pollution reduction	VOCs emission density (kg / million NTD)	305-7	0.076	0.137	0.138	0.147	0.189	28.6%
Waste management	Recycling and reuse ratio (%)	305-7	78	82	84	90	89	-1.1%
	Hazardous waste (tons)				5,711.0	4,985	5,068	1.7%
	Hazardous waste density (kg / million NTD)				18.0	15.1	15.1	-
	Waste density (kg / million NTD)				188	177	151	-14.7%

Note: Comparison of changes in performance from 2021 to 2022.

Society aspect

Aspect	Indicator	GRI Standards Disclosure	2018	2019	2020	2021	2022	Changes[Note]
Human Resource Management	Average training hours per employee (hours)	404-1	9.1	161.0	189	175	199	13.7%
	Employee training completion rate (%)		91	97	98	98	96	-2.0%
Talent Recruitment and Retention	Total number of new hires	401-1	3,432	4,855	2,612	3,190	4,316	35.3%
	Ratio of new hires (%)	401-1	14.9	21.1	11.7	14.7	19.0	29.3%
	Number of disabled employees hired in excess of the quota		17	24	32	27	27	-
	Number of separated employees	401-1	257	194	2,682	2,705	2,681	-0.9%
	Turnover rate (%)	401-1	2.3	1.9	1	1	1	-
	Number of employees on unpaid parental leaves	401-2	543	457	319	298	308	3.4%
	Return rate after unpaid parental leaves (%)	401-3	67.0	54.5	100	69.3	85	22.7%
	Retention rate after unpaid parental leaves (%)	401-3	84.5	86.5	91	88.2	86.9	-1.5%
	Employee salary / benefits (millions of NTD)	201-1	18,910	19,443	20,961	22,222	25,233	13.5%
Safe Work Environment	Disabling Injury Frequency Rate (F.R.)	403-2	0.46	0.49	0.53	0.5	0.48	-4.0%
	Disabling Injury Severity Rate (S.R.)	403-2	6	7	163	5	4	-20.0%
	Frequency-Severity Indicator (FSI)	403-2	0.05	0.05	0.29	0.05	0.04	-20.0%

Note: Comparison of changes in performance from 2021 to 2022.

7.2 GRI Standards Table

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Statement of use	SPIL has reported in accordance with the GRI Standards for the period 2022/01/01~2022/12/31.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	NA

GRI Standards	Disclosure items	Corresponding chapters / notes in the 2022 report	Page
GRI 2: General Disclosures 2021			
2-1	Organizational details	Overview of Siliconware Precision	16
2-2	Entities included in the organization's sustainability reporting	About this Report	3
2-3	Reporting period, frequency and contact point	About this Report	3~4
2-4	Restatements of information	NA	-
2-5	External assurance	About this Report	4
2-6	Activities, value chain and other business relationships	Overview of Siliconware Precision 2.1 R&D and Innovation 3.1 Supply Chain Characteristics and Local Procurement	20 35 43
2-7	Employees	6.3 Talent Attraction and Retention	97
2-8	Workers who are not employees	6.3 Talent Attraction and Retention	97
2-9	Governance structure and composition	1.1 Corporate Governance	22
2-10	Nomination and selection of the highest governance body	1.1 Corporate Governance	23
2-11	Chair of the highest governance body	1.1 Corporate Governance	22

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2-12	Role of the highest governance body in overseeing the management of impacts	1.3 Risk Management	29
2-13	Delegation of responsibility for managing impacts	1.3 Risk Management	29
2-14	Role of the highest governance body in sustainability reporting	1.1 Corporate Governance	23~24
2-15	Conflicts of interest	1.1 Corporate Governance	23
2-16	Communication of critical concerns	1.1 Corporate Governance	25
2-17	Collective knowledge of the highest governance body	6.2 Human Resource Management	92~93
2-19	Remuneration policies	6.3 Talent Attraction and Retention	99
2-20	Process to determine remuneration	6.3 Talent Attraction and Retention	99
2-22	Statement on sustainable development strategy	1.1 Corporate Governance	24
2-23	Policy commitments	1.1 Corporate Governance	26
2-24	Embedding policy commitments	1.1 Corporate Governance	26~27
2-25	Processes to remediate negative impacts	1.1 Corporate Governance	27
2-26	Mechanisms for seeking advice and raising concerns	1.1 Corporate Governance	27
2-27	Compliance with laws and regulations	1.1 Corporate Governance	24~25
2-28	Membership associations	Overview of Siliconware Precision	20
2-29	Approach to stakeholder engagement	Stakeholder Engagement	7
2-30	Collective bargaining agreements	6.1 Employees' Rights and Interests	90~91

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GRI 3: Material Topics 2021			
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3-2	List of material topics	Stakeholder Engagement	8
Economic Performance 2016			
3-3	Management of material topics	1.1 Corporate Governance:Sustainable Management Organization 1.2 Operating Performance	23 28
201-1	Direct economic value generated and	1.2 Operating Performance 5.1 Promotion of Social Welfare 6.3 Talent Attraction and Retention:5. Compensation and benefits Please refer to 2022 SPIL annual report - Financial Report.	28 77 99
201-3	Defined benefit plan obligations and other retirement plans	6.3 Talent Attraction and Retention:(4) Sound pension system	101
Procurement Practices 2016			
3-3	Management of material topics	3.1 Supply Chain Characteristics and Local Procurement	43、45
204-1	Proportion of spending on local suppliers	3.1 Supply Chain Characteristics and Local Procurement	43
Anti-corruption 2016			
3-3	Management of material topics	1.1 Corporate Governance:7. Employee Code of Conduct 1.1 Corporate Governance:8. Active Implementation of Ethical Corporate Management	26
205-2	Communication and training about anti-corruption policies and procedures	1.1 Corporate Governance:8. Active Implementation of Ethical Corporate Management	26~27
205-3	Confirmed incidents of corruption and actions taken	1.1 Corporate Governance:8. Active Implementation of Ethical Corporate Management	27

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Energy 2016			
3-3	Management of material topics	4.2 Carbon Management: Energy management 4.2 Carbon Management: (3) Energy Conservation Measures and Effectiveness	59~60
302-1	Energy consumption within the organization	4.2 Carbon Management: (2) Electricity Consumption Indicator for Production	60
302-4	Reduction of energy consumption	4.2 Carbon Management: (3) Energy Conservation Measures and Effectiveness	60
Water and Effluents 2018			
3-3	Management of material topics	4.3 Water Resource Management	62
303-1	Interactions with water as a shared resource	4.3 Water Resource Management: Interactions with water as a shared resource	62
303-2	Management of water discharge-related impacts	4.3 Water Resource Management: Management of Water Discharge-related Impacts	63
303-3	Water withdrawal	4.3 Water Resource Management: Water Withdrawal	64
303-4	Water discharge	4.3 Water Resource Management: Water Discharge	65
303-5	Water consumption	4.3 Water Resource Management: Water Consumption	65
Emissions 2016			
3-3	Management of material topics	4.2 Carbon Management: Carbon Management Policy and Strategy	54
305-1	Direct (Scope 1) GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	57
305-2	Energy indirect (Scope 2) GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	57
305-3	Other indirect (Scope 3) GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	57
305-4	GHG emissions intensity	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	58
305-5	Reduction of GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	58
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.5 Clean Production: Air-Pollution Control and Prevention	71

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306-1	Waste generation and significant waste-related impacts	4.5 Clean Production	69
306-2	Management of significant wasterelated impacts	4.5 Clean Production	69~70
306-3	Waste generated	4.5 Clean Production	69
306-4	Waste diverted from disposal	4.5 Clean Production	70
306-5	Waste directed to disposal	4.5 Clean Production	70
Supplier Environmental Assessment 2016			
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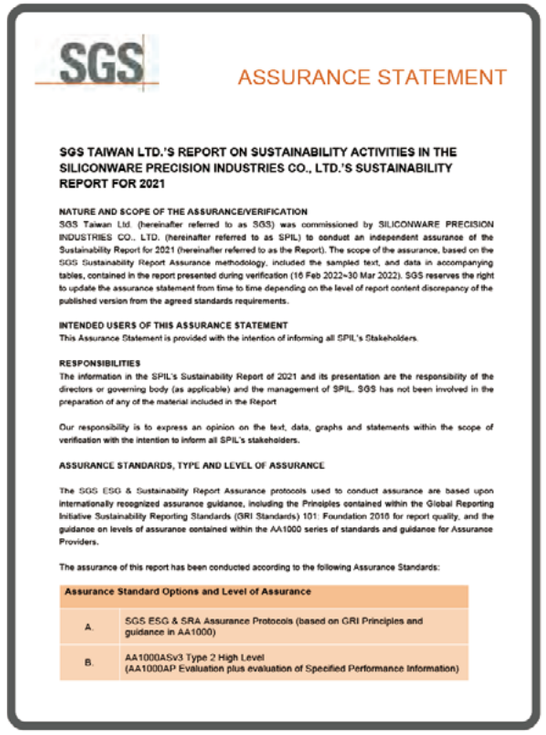
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SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SILICONWARE PRECISION INDUSTRIES CO., LTD.'S SUSTAINABILITY REPORT FOR 2021

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION
SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by SILICONWARE PRECISION INDUSTRIES CO., LTD. (hereinafter referred to as SPIL) to conduct an independent assurance of the Sustainability Report for 2021 (hereinafter referred to as the Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during verification (16 Feb 2022~30 Mar 2022). SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all SPIL's Stakeholders.

RESPONSIBILITIES
The information in the SPIL's Sustainability Report of 2021 and its presentation are the responsibility of the directors or governing body (as applicable) and the management of SPIL. SGS has not been involved in the preparation of any of the material included in the Report

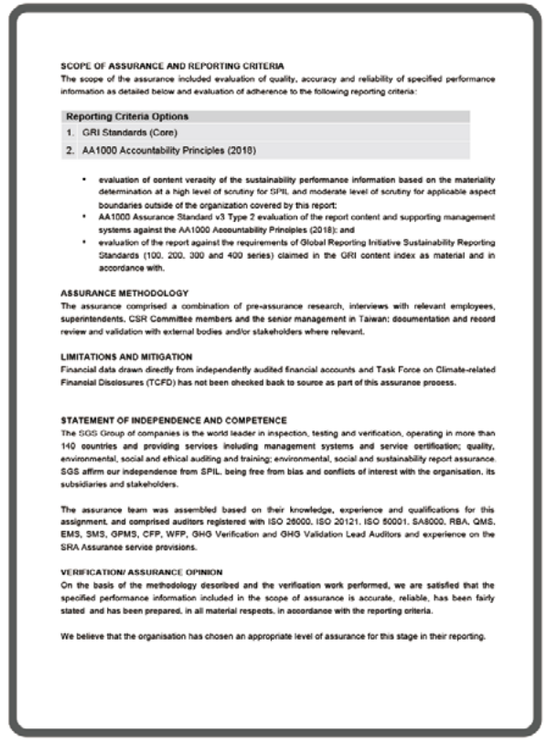
Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all SPIL's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for report quality, and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options and Level of Assurance	
A.	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B.	AA1000ASv3 Type 2 High Level (AA1000AP Evaluation plus evaluation of Specified Performance Information)



SCOPE OF ASSURANCE AND REPORTING CRITERIA
The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options
1. GRI Standards (Core)
2. AA1000 Accountability Principles (2018)

- evaluation of content veracity of the sustainability performance information based on the materiality determination at a high level of scrutiny for SPIL and moderate level of scrutiny for applicable aspect boundaries outside of the organization covered by this report;
- AA1000 Assurance Standard v3 Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018); and
- evaluation of the report against the requirements of Global Reporting Initiative Sustainability Reporting Standards (100, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY
The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, CSR Committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION
Financial data drawn directly from independently audited financial accounts and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from SPIL, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION
On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.



AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity
SPIL has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, SPIL may proactively consider having more direct two-ways involvement of stakeholders during future engagement.
Materiality
SPIL has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. It's recommended to use appropriate criteria and thresholds to determine the significance, likelihood, and present and expected future impact of identified material sustainability topics.
Responsiveness
The report includes coverage given to stakeholder engagement and channels for stakeholder feedback. Communications with stakeholders on an ongoing and timely manner are recommended to be delivered reasonable and viable responses.
Impact
SPIL has performed processes to recognize and manage the organisation's impacts that are applied across the organisation under the governance of senior management. It's recommended to defined methodology to present impacts as quantitative or monetised measurement results.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, SPIL's Sustainability Report of 2021, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. Disclosures on the actions taken to achieve ESG goals and targets are thoroughly made a good connection for each material issue (103-2). More detailed descriptions of highest governance body's involvement with ESG management are encouraged for future reporting.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Report
000-8/V3-04DYE

David Huang
Senior Director
Taipei, Taiwan
30 June, 2022
WWW.SGS.COM

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