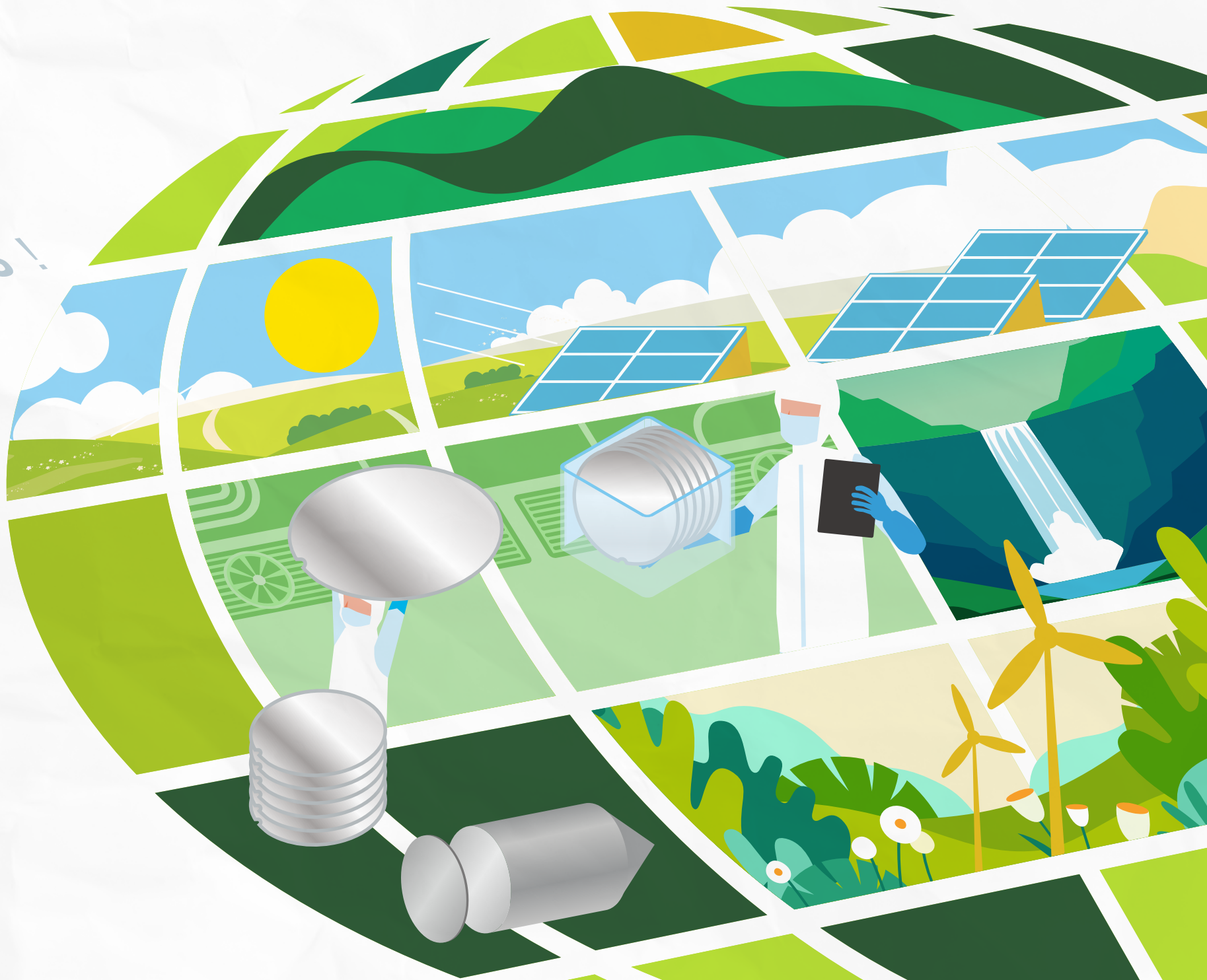


GLOBALWAFERS !
GLOBAL FAMILY !
GLOBAL SOLUTIONS !



GlobalWafers Co., Ltd.
環球晶圓股份有限公司

2024 Sustainability Report



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About This Report

■ Report Axis

GlobalWafers Co., Ltd. (hereinafter referred to as GlobalWafers) is a professional semiconductor wafer supplier and manufactures products for integrated circuit and power electronics applications. In response to global climate changes and corporate social responsibility (CSR) development trends, GlobalWafers has continued to independently compile CSR reports in recent years and officially changed the name to the Sustainability Report in 2021. Based on long-term, in-depth interactions with local communities and engagement with stakeholders, GlobalWafers discloses in the report relevant information on material issues in corporate governance, economy, environment, and people (including human rights), as well as execution & improvement results, in addition to presenting the future vision and goals in terms of sustainable development.

■ Report Preparation, Review, and Approval

The structure of the Sustainability Report was planned by the Sustainability Development Committee of GlobalWafers, with relevant sustainability information and content provided by the responsible departments. After review and confirmation by the respective department heads, the Sustainability Development Committee consolidated and compiled the report into a preliminary draft, which was then subject to independent third-party assurance. Following the assurance process, the draft was reviewed by the Committee Chair (Chairperson), the Committee Director-General, and the Chief Sustainability Officer, and was subsequently submitted to the Board of Directors for approval prior to publication.

■ Reporting Standards

The content structure of this report primarily refers to the "Sustainability Reporting Standards" issued by the Global Reporting Initiative (GRI) in accordance with the requirements and the "Sustainability Accounting Standards" issued by the Sustainability Accounting Standards Board (SASB), adhering to the indicators for the semiconductor industry category. In addition, this report is also formulated pursuant to the Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, implementing the recommendations provided by the Task Force on Climate-related Financial Disclosures (TCFD). Key issues of concern to stakeholders are disclosed and responded to in relevant chapters based on materiality analysis results.

■ Report Boundaries and Reporting Period

The period and scope covered by this report are as follows:

Publication time

July 2025

Coverage period

From January 1, 2024 to December 31, 2024. If there are any significant updates, they will be noted within the text.

Previous
publication date

July 2024

■ Reporting Scope

The scope of coverage for all GlobalWafers' operations and production bases, based on performance, is described as follows:

Economic Performance: The scope of coverage is the same as the scope of the 2024 consolidated financial report of GlobalWafers, including all of the company's operational production sites. Please refer to the "Summary of Affiliated Companies" in the Company's [2024 Annual Report](#) for details. The financial data is verified by KPMG according to International Financial Reporting Standards (IFRS), and the calculation unit is New Taiwan Dollar (NTD).

Environmental Performance: All operational production sites are included in the environmental performance disclosure boundary, with the exception of offices and sites currently under construction for expansion. Relevant environmental data is compiled and consolidated by the responsible departments.

People Performance (including human rights): The reporting boundary is consistent with the scope of the Company's 2024 consolidated financial statements, which include all operational and manufacturing sites of the Company, except for compensation-related disclosures (e.g., male-to-female compensation ratio), which are based on major production sites.

GlobalWafers has published its Sustainability Report each year, and offers electronic files on the GlobalWafers' website at the [Sustainability Report Download Area](#) for download and review.



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Report Assurance

GlobalWafers' Sustainability Development Committee is verified by a third-party independent verification agency in order to strengthen the GRI Standards compliance for this report while enhancing the transparency and credibility of the sustainable management information. This report has been verified by DQS Taiwan Inc. to comply with the GRI Standards' reference requirements and the requirements for Type 1 moderate assurance under AA1000 AS v3. The verification statement is detailed in the [appendix](#).

Contact

Should you have any comments or suggestions regarding this report, please feel free to contact us in one of the following ways:

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- E-mail: GWCIR@sas-globalwafers.com
- Official Website: <https://www.sas-globalwafers.com/>
- Sustainability Section: <https://www.sas-globalwafers.com/csr/>

2024 Key Indicators and Recognitions

		Received the 2024 National Enterprise Environmental Protection Award 	Received the 2024 Taiwan Corporate Sustainability Award (TCSA) 	Received an A- rating in the 2024 CDP "Water Security" questionnaire assessment, which reflects an industry leadership level, and a B rating in the 2024 CDP "Climate Change" questionnaire assessment 
Received the highest "A" grade in the 2024 CDP assessment and was recognized as a "Supplier Engagement Leader" 	GlobalWafers' Danish subsidiary, Topsil, was recognized with the Green Gazelle award 	Received UMC's 2024 Sustainable Supplier "Carbon Reduction Leadership Award" 	All global production sites completed organizational greenhouse gas inventories and obtained ISO 14064-1 external certification 	All global production sites implemented the ISO 50001 Energy Management System 
Selected among the Top 30 in the Large Enterprise Manufacturing category of the Excellence in Corporate Social Responsibility Award, and awarded the 2024 Commonwealth Talent Sustainability Award 	Awarded the Ministry of Labor's 2024 "Outstanding Employment Award for the Senior Workforce" 	Listed among Business Weekly X 104 Job Banks' "Top 100 DEI Companies for Middle-Aged and Elderly Workforce" 	Received both the Gold Tower Award and the Silver Tower Award in the Team Category at the Unity Group Category's "2024 Taiwan Continuous Improvement Award (TCIA)" 	Received the Excellence Award in the "2024 Hsinchu Science Park Workplace Gender Equality Promotion Unit Selection" 
GlobalWafers' Japanese subsidiary, GlobalWafers Japan, received the Eruboshi Certification, recognizing its outstanding performance in promoting gender equality and workplace diversity 	Consolidated revenue reached NT\$62.626 billion, marking the third highest annual revenue for the same period in history 	As of December 31, 2024, GlobalWafers Group's cumulative number of effective patent applications reached 2,558 	Ranked among the "Top 5% of TPEx-listed companies in the 11th Corporate Governance Evaluation" 	
Taiwan Ratings has affirmed GlobalWafers' long-term issuer credit rating at "twAA-/twA-1+" with a "Stable" outlook 	Continuously selected as a constituent of the FTSE4Good Index Series 	Selected as one of the "2024 Taiwan FINI 100 Companies" published by the Taiwan Institute of Directors 	Honored as 2024 Top 100 Companies Listed by Commonwealth Magazine 	



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Economic Aspect

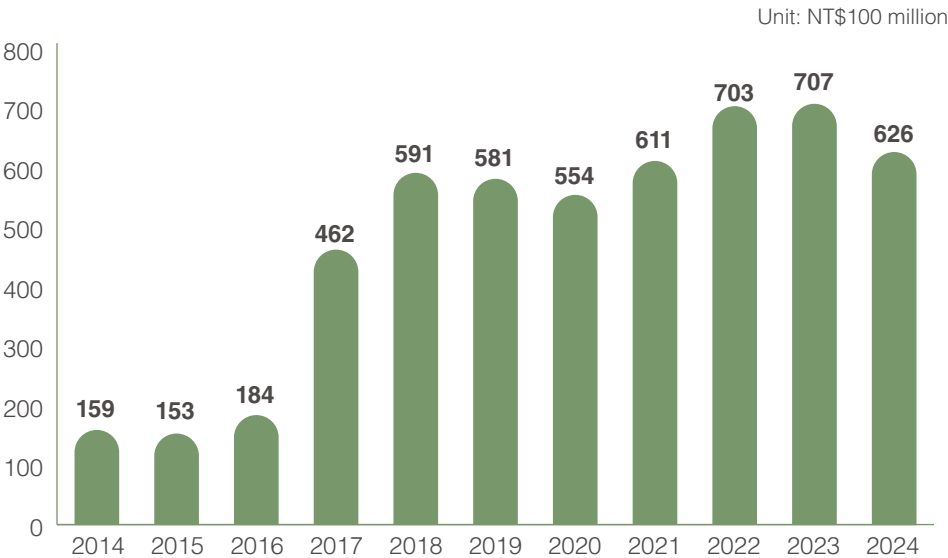
■ Corporate Governance KPI

Information Disclosure and Corporate Governance Evaluation and Rating of TPEX-listed Companies

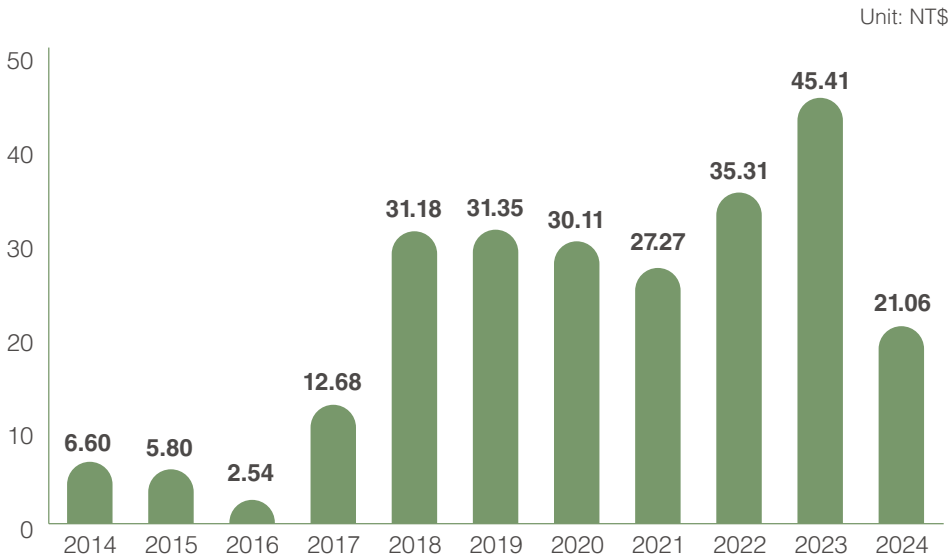
- Ranking in the top 5% of all TPEX-listed companies in the 11th Corporate Governance Evaluation in 2024
- Ranking in the top 5% of all TPEX-listed companies in the 10th Corporate Governance Evaluation in 2023
- Ranking in the top 5% of all TPEX-listed companies in the 9th Corporate Governance Evaluation in 2022
- Ranking in the top 5% of all TPEX-listed companies in the 8th Corporate Governance Evaluation in 2021
- Ranking in the top 5% of all TPEX-listed companies in the 7th Corporate Governance Evaluation in 2020
- Ranking in the top 5% of all TPEX-listed companies in the 6th Corporate Governance Evaluation in 2019
- Ranking in the top 5% of all TPEX-listed companies in the 5th Corporate Governance Evaluation in 2018
- Ranking in the top 20% of all TPEX-listed companies in the 4th Corporate Governance Evaluation in 2017
- Ranking in the top 20% of all TPEX-listed companies in the 3rd Corporate Governance Evaluation in 2016

Economic Performance KPI

■ Operating Revenues



■ EPS



Note: GlobalWafers' EPS in 2024 decreased compared to 2023, primarily due to mark-to-market valuation changes on its holdings of Siltronic shares and the Exchangeable Units issued based on the holdings.



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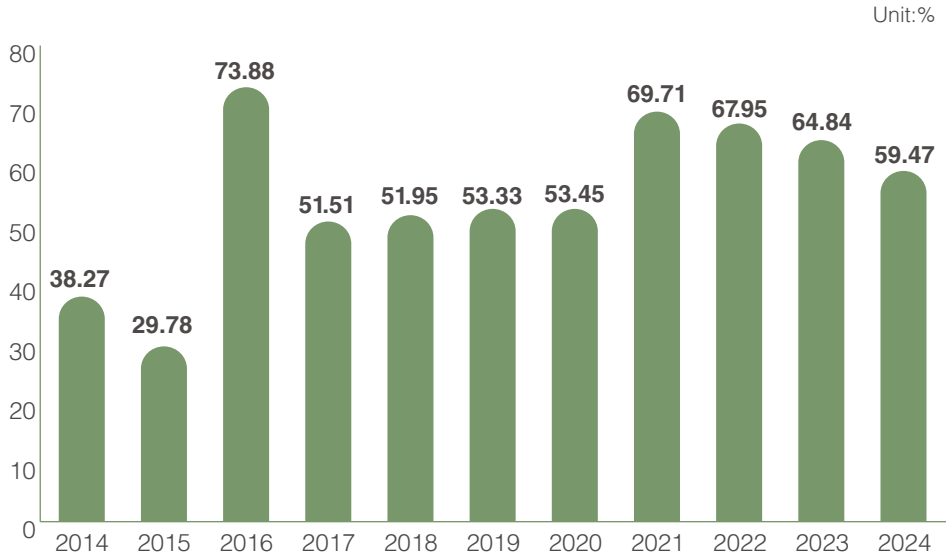
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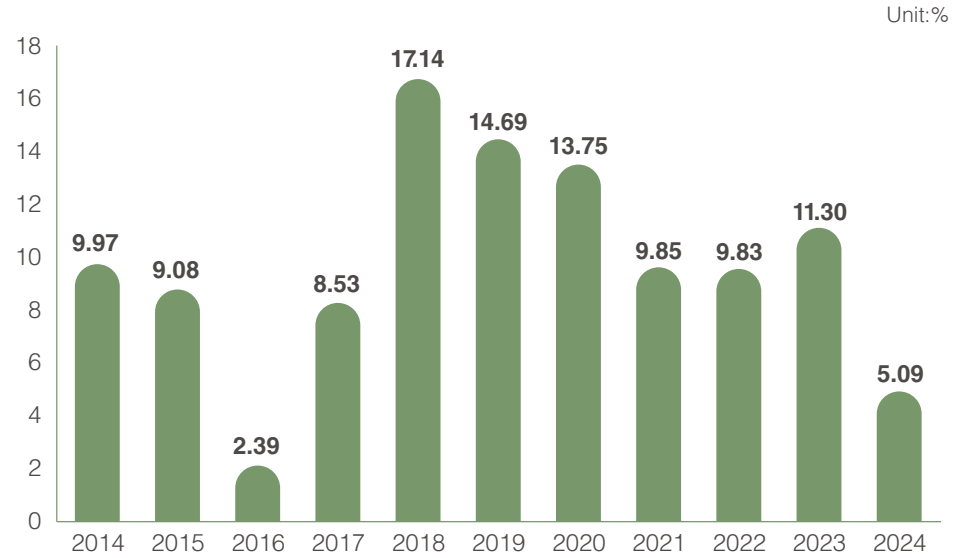
6 Occupational Health and
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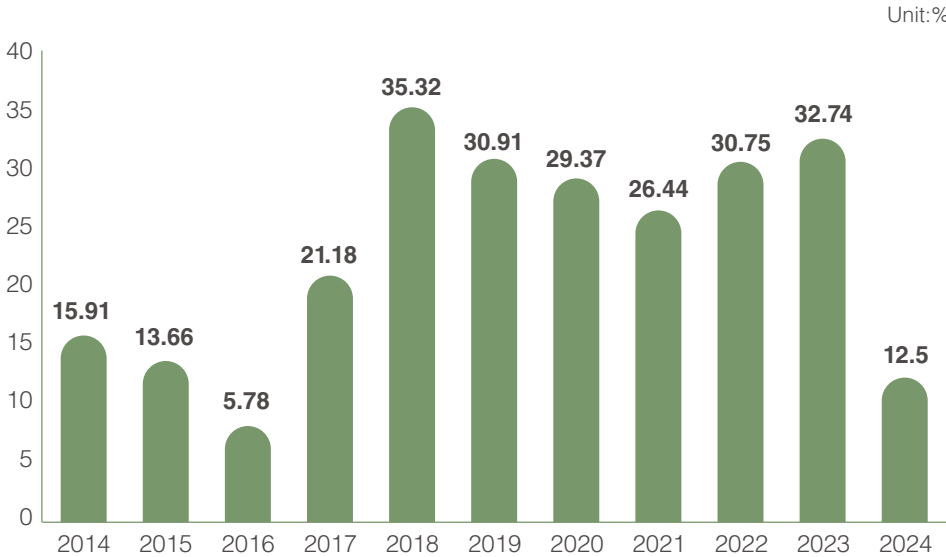
■ Debt to Asset Ratio



■ Return on Assets



■ Return on Equity





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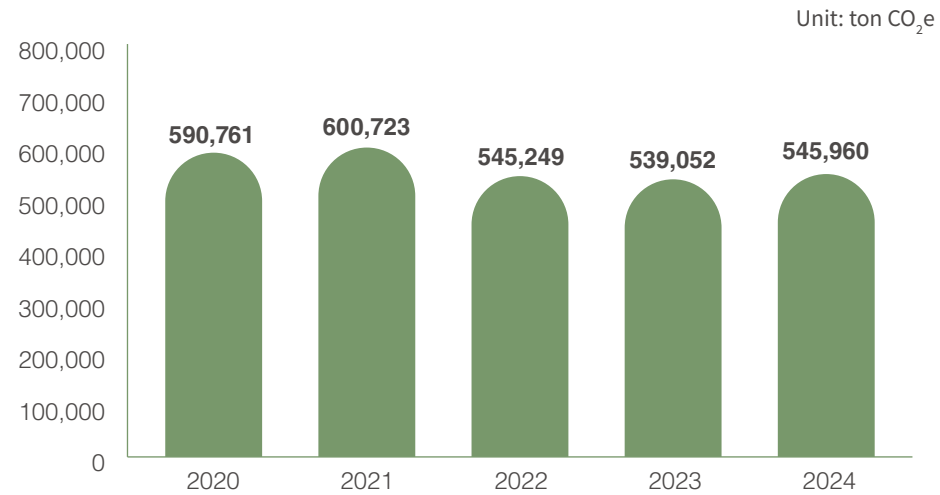
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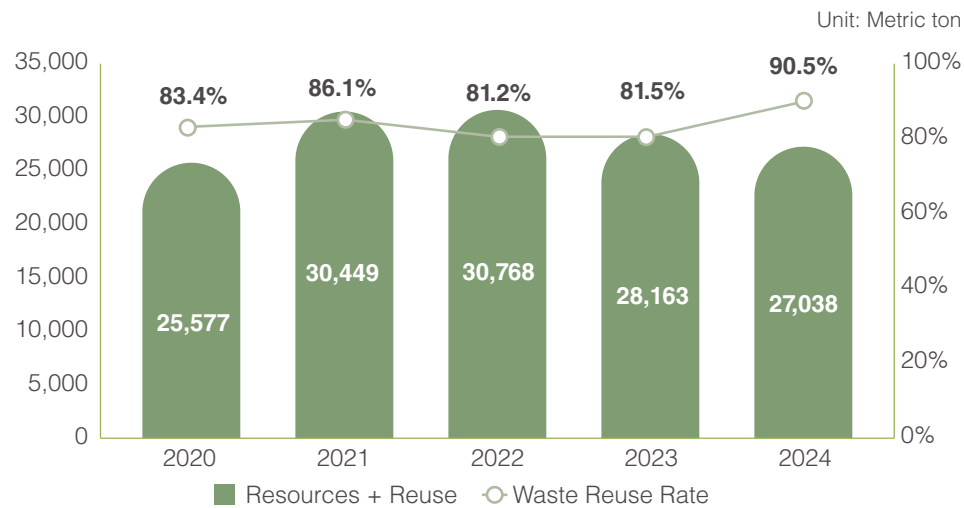
Environmental Aspect

Environment Performance KPI

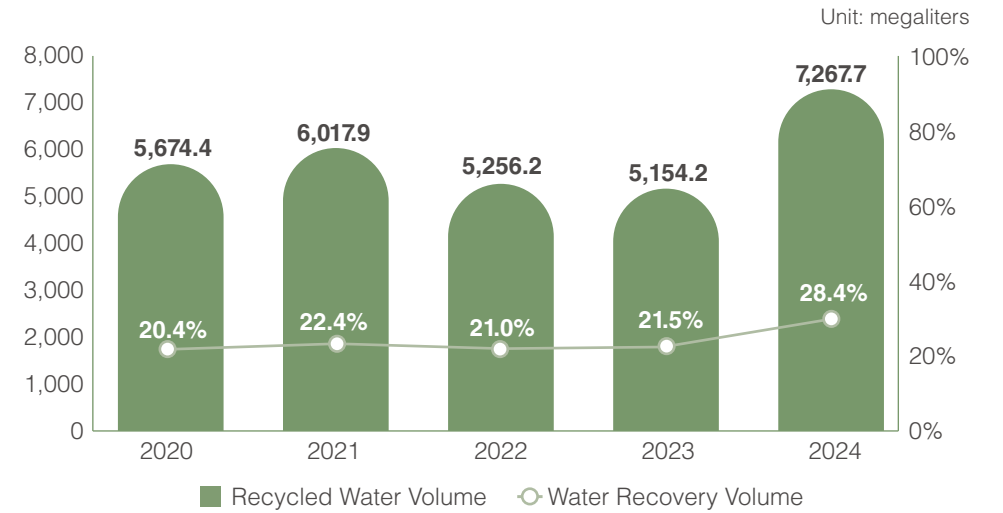
Carbon Dioxide Equivalent Emissions (scope 1~2)



Waste Reused and Recycled



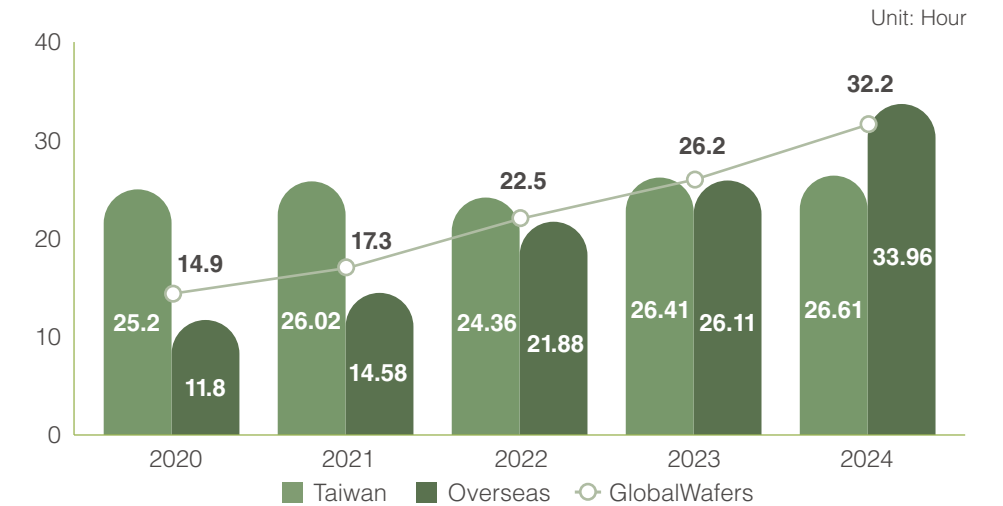
Water Resource Recycling



People Aspect

Key People Indicators

Average Training Hours per Employee





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Message from the Chairperson

Currently, we're facing an unprecedented climate challenge. The year 2024 has been confirmed as the hottest on record, with global temperatures surpassing the 1.5°C threshold for the first time. The increasing frequency of extreme weather events has caused significant impacts across the world. Against this backdrop, the United Nations Climate Change Conference (COP29) adopted a series of key resolutions, including annual financial commitments to support developing countries in addressing climate change and the establishment of a Loss and Damage Fund to assist nations vulnerable to the impacts of climate change. In addition, COP29 resolved to accelerate the phase-out of fossil fuels and transition toward renewable energy. These resolutions underscore the importance of global collaboration and provide a clear direction for collective action.

Driven by global trends, the semiconductor supply chain has also demonstrated a high degree of initiative, with many partners, from upstream material suppliers to downstream manufacturers, committed to promoting sustainability and building an even lower-carbon supply chain. As a member of the semiconductor industry, GlobalWafers fully recognizes the importance of corporate social responsibility and is committed to playing an active role in the global sustainability movement, creating long-term value for both industry and society. Accordingly, GlobalWafers integrates its sustainability vision into the core of its business strategy by establishing clear sustainability goals and action plans, ensuring that its business model balances the pursuit of operational performance with corporate social responsibility and that sustainability principles are integrated into every aspect of business operations.

GlobalWafers believes that only by viewing sustainability development as a long-term commitment and integrating it into concrete actions can we truly bring a positive impact to the environment, society, and industry. This approach allows us to work hand-in-hand with global partners toward a greener, more resilient future.

Our sustainability vision, strategy, and concrete actions are as follows:

■ GlobalWafers' Sustainability Vision

GlobalWafers is committed to providing high-quality semiconductor wafer materials to meet customer demands. Guided by the principles of people-oriented, integrity, passion, excellence, and innovation, the Company actively promotes sustainable development by pursuing operational performance while safeguarding the rights and interests of stakeholders. Considering the global sustainability trends and their relevance to our core business, we integrate environmental, social, and governance (ESG) factors into corporate policies, management approaches, and operational planning. Through this approach, the Company aims to achieve responsible growth and collectively create sustainable value for society.

■ GlobalWafers' Sustainability Strategy

I. Implementing Corporate Governance

GlobalWafers upholds integrity as its core corporate value, adheres to the rule of law, and places strong emphasis on ethics, establishing an effective corporate governance framework to ensure sound corporate governance. We actively balance the rights and interests of all stakeholders and ensure the completeness of sustainability information disclosure, fulfilling our responsibilities as a corporate citizen. Our efforts are demonstrated in the following areas:

Robust Corporate Governance Framework:

The composition of GlobalWafers' Board of Directors reflects a strong commitment to diversity and professionalism, with one-third of its members being women and half serving as independent directors, thereby providing a solid foundation for the Company's long-term and stable development. In addition to the Board of Directors, GlobalWafers has established several functional committees, including the Audit Committee, Remuneration Committee, and Nomination Committee, to support the Board of Directors in effectively fulfilling its oversight responsibilities. In addition, the performance evaluation of the entire Board of Directors, individual directors, and functional committees is conducted regularly, and an Audit Office has been established to oversee internal supervision. Through the continuous optimization of internal audit and internal control, we comprehensively implement corporate governance, ensuring the transparency of operations and the efficiency of the organization.

GlobalWafers is deeply committed to corporate governance. As of the end of 2024, the Company has been ranked among the top 5% of TPEX-listed companies in the Corporate Governance Evaluation for six consecutive years, an assessment jointly organized by the Taiwan Stock Exchange and the Taipei Exchange. GlobalWafers is also listed among the top ten constituents of the Taiwan TPEX ESG Index and has been selected for three consecutive years as one of the Taiwan FINI 100 Companies, all clear recognition of the Company's outstanding corporate governance performance.

Comprehensive Sustainability Information Disclosure:

GlobalWafers emphasizes detailed sustainability information disclosure, actively boosting corporate transparency. This allows external parties to clearly understand our efforts and achievements in sustainability. GlobalWafers actively maintains close contact with various stakeholders through diverse communication channels, ensuring effective engagement. We regularly disclose sustainability information through public platforms such as the Company's official website, Annual Report, Sustainability Report, and media outlets. These disclosures include updates on GlobalWafers' progress and responses in sustainability management, as well as the status of engagement with various stakeholders, giving all stakeholders a deeper understanding of our sustainability efforts, and sharing the engagement status with various stakeholders, reflecting our commitment to information transparency and enabling stakeholders to gain a deeper understanding of our sustainability information.



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II. Fostering a Sustainable Environment

GlobalWafers has made a green commitment in response to the challenges of climate change. GlobalWafers adheres to environmental regulations and international guidelines, and is committed to enhancing energy efficiency, adopting renewable energy, purchasing carbon offset products, supporting carbon removal initiatives, utilizing recycled materials with low environmental impact, implementing circular economy principles, building a green supply chain, and executing waste reduction and pollution prevention measures, thereby achieving our environmental sustainability goals. Our implementation measures include the following:

Active Adoption of Renewable Energy:

In 2022, GlobalWafers officially joined the RE100 initiative, committing to sourcing 100% renewable energy across all of its global operational sites. The newly expanded 12-inch production line at the Company's site in Italy and the new facility in the United States are both expected to operate on 100% renewable energy once mass production begins. Topsil, a Danish subsidiary of GlobalWafers, took a further step by constructing its own solar power plant, and has become the world's first semiconductor crystal-growing factory to operate entirely on 100% self-generated green electricity in 2025. Topsil also became the first GlobalWafers site to fully realize the Company's RE100 commitment. Topsil's progress in green manufacturing was further recognized with the Green Gazelle Award from Danish business newspaper Børsen, in recognition of its stable operational growth performance and outstanding contributions to driving green transformation and developing advanced semiconductor materials.

Green Manufacturing and Greenhouse Gas Management:

GlobalWafers is committed to promoting green manufacturing by integrating sustainability principles into the core of its business operations. The Company continuously develops green technologies and energy-saving projects and actively implements the ISO 50001 Energy Management System across its global production sites. Under this system, major energy-consuming equipment is monitored and measured; improvement action plans are established, and the performance of these measures is regularly tracked to ensure ongoing enhancement, energy conservation, and carbon reduction.

In addition, all production sites undergo annual organizational-level greenhouse gas emissions verification in accordance with ISO 14064-1, ensuring transparent management and accurate accounting of emissions while strengthening the effectiveness of the Company's carbon reduction strategies. We continue to focus on environmental policies and management, energy and resource conservation, pollution prevention and reduction, and environmental engagement. For four consecutive years, we've received Taiwan's highest honor for corporate environmental protection, the National Enterprise Environmental Protection Award, presented by the Executive Yuan. This award is the ultimate recognition of our relentless efforts in environmental sustainability.

III. Building a Friendly Workplace

Employees are GlobalWafers' most valued partners. Upholding a people-centric philosophy, the Company adheres to international human rights conventions and related laws and regulations, striving to create a diverse, equitable, safe, and decent working environment for all employees. We place great emphasis on talent development, offering effective training programs to support employees' career growth and establishing open communication channels for our employees.

With the Group's manufacturing sites spanning Europe, the Americas, and Asia, our deep global perspective allows us to implement values of [Diversity, Equity, and Inclusion](#), respect differences, promote equality and drive innovation. We value the unique backgrounds and experiences of every employee and regard them as an important driving force behind the Company's growth.

GlobalWafers continues to advance its anti-discrimination and diversity and inclusion policies. Through the implementation of the Employee Caring Program (ECP), the Company offers psychological counseling, health monitoring, and educational awareness initiatives to foster a safe and supportive work environment, ensuring comprehensive protection of employee health and well-being. Examples of GlobalWafers' Employee Care Program include the following:

Employee Satisfaction Survey:

Employees are GlobalWafers' most important partners, and we consistently place their needs and well-being as our top priority. To gain deeper insight into employee opinions and needs, and to continuously improve our workplace and policies, we regularly conduct employee satisfaction surveys to understand employees' sentiments and suggestions across various aspects. These survey results help us refine policies, enhance employee satisfaction, and strengthen internal cohesion.

Creating an Inclusive Workplace, Earning Widespread Recognition:

GlobalWafers is committed to building an inclusive and supportive work environment by focusing on the needs of diverse groups and implementing diversity-friendly measures that enable every employee to pursue their development with peace of mind and realize their full potential. Through concrete actions, we support both female and middle-aged and senior employees, fostering a more flexible and caring workplace that has also earned multiple recognitions and awards.

◆ Supportive Measures for Female Employees:

- We offer female health protection measures to support the physical and mental well-being of female employees.
- We promote family-friendly childcare policies and flexible working hours to help employees balance work and family responsibilities.
- We received the "2024 Excellence Award for Promoting Workplace Equality" from the Hsinchu Science Park Bureau for two consecutive years and was honored with the "Happy TPEX-listed Enterprise Award" issued by the Taipei Exchange.

◆ Supportive Measures for Middle-aged and Senior Employees:

- We promote job redesign measures that integrate ergonomic principles and smart technologies, such as adjusting workstation heights and optimizing work processes to enhance comfort and safety.
- We have adopted Automated Guided Vehicles (AGVs), automated warehousing systems, and AI-based image recognition technologies to reduce physical and mental workload while improving production efficiency and accuracy.
- We promote the "I-Care Proposal Improvement Mechanism" to encourage middle-aged and senior employees to participate in job design, enhancing their sense of belonging and satisfaction.
- In recognition of our outstanding performance in job redesign, GlobalWafers received the Ministry of Labor's "2024 Outstanding Employment Award for the Senior Workforce."



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IV. Contributing to Social Well-being

GlobalWafers actively participates in community engagement, caring for disadvantaged rural areas, and encouraging both Group enterprises and employees to take part in concrete actions related to social care and environmental protection. By leveraging our professional expertise and influence, we align with the United Nations Sustainable Development Goals (SDGs) and pursue a vision of shared social well-being.

We believe that the value of a corporation lies not only in its operational achievements but also in the positive impact it creates for society. GlobalWafers promotes diverse social welfare programs across its global operating sites, covering education support, environmental protection to community care, and actively improves the local quality of life. We continue to combine corporate resources with employee strength to implement sustainable actions, creating a more far-reaching impact on society. The following are some examples of our social welfare initiatives:

Pioneer Seedling Program – Charity Science Camp:

Sino-American Silicon Products Group (Sino-American Silicon Products Inc. and GlobalWafers Co., Ltd.) focuses on integrating technological innovation and social responsibility. We value the cultivation of scientific talent and renewable energy education, and are committed to promoting science and energy education from the ground up. Building on this foundation, Sino-American Silicon Products and GlobalWafers partnered with IC Broadcasting, Hsuan Chuang University, and other organizations to jointly host the "Pioneer Seedling Program" summer science camp, providing innovative science education experiences to students in rural communities. The program incorporated AI-generated comics, AR/VR technologies, and green energy education, allowing the children to discover the infinite possibilities of technology and environmental protection through learning. Through the "Solar Energy Classroom" course, employees of the Group served as professional lecturers, offering in-depth introductions to green energy applications. They guided campers in understanding green energy and solar applications, hoping that students would also become little seeds spreading the concepts of "energy conservation, carbon reduction, and loving the Earth," thereby expanding their influence and jointly practicing sustainability in daily life.

Supporting the Arts in Rural Communities:

In line with its commitment to corporate social responsibility and cultural promotion, GlobalWafers has partnered with the Alliance Cultural Foundation and the Paul Chiang Arts and Cultural Foundation and allocated resources to drive grassroots art initiatives in rural areas, fostering the development of arts and culture in Hualien and Taitung. In 2023 and 2024, GlobalWafers committed NT\$5 million each year, totaling NT\$10 million in sponsorship funding, to support the Paul Chiang Arts Promotion Program and the planning and development of the "Paul Chiang Art Center." To further integrate art into its corporate environment, GlobalWafers also established regular art exhibitions in factory office spaces, allowing employees and visitors to engage with art in their daily work and interactions and experience the power of aesthetics.

Group-wide Philanthropic Engagement:

Guided by its mission of "Caring for Society and Fostering Sustainable Development," GlobalWafers actively carries out philanthropic initiatives across all its global sites. Examples include the Taiwan site launching a fundraising campaign to support reconstruction efforts in areas affected by the Hualien earthquake; the U.S. site organizing Christmas gift drives for underprivileged families; and the Japan site's long-term commitment to environmental cleanup efforts and public science education through local exhibitions of silicon wafers and related materials. In Italy, the site donated to the Red Cross in support of global humanitarian relief efforts and also organized a fundraising campaign for the Italian Women's Anti-Violence Association. Meanwhile, the Korea site partnered with a local child welfare organization to hold a kimchi-making charity event. Through these efforts, GlobalWafers is committed to spreading love and responsibility to every corner of the world, aspiring to be a positive force in shaping a sustainable environment and demonstrating our mission of co-creating a better society.

■ Looking Ahead

With 18 production and operational sites across 9 countries, GlobalWafers' highly localized presence allows us to be regarded as a domestic supplier by customers across three continents. This proximity-based supply model significantly reduces product carbon mileage, lowering CO₂ emissions from transportation, and further enhances our competitive edge in sustainability and operations. GlobalWafers is committed to "Responsible Growth" by integrating the concept of sustainability into its business objectives. By leveraging the strengths in environmental stewardship and global-local presence, GlobalWafers aims to be a long-term partner to our customers. We remain committed to sustained efforts along the path of sustainability, by continuing to engage with stakeholders, listening to the needs and expectations of all parties, and integrating them into our sustainability strategies. Through the continuous refinement of various measures, we strive to minimize the environmental impact of our business model and products, while driving positive change for society.

GlobalWafers

Chairperson and CEO

徐秀蘭





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Company Overview

Established on October 18, 2011 and headquartered in Hsinchu Taiwan, GlobalWafers Co., Ltd. specializes in 3" to 12" silicon wafer manufacturing. Product applications are wide-ranging and include logic, memory, power management, automotive, IT, and MEMS. It is the world's third largest semiconductor wafer manufacturer, and the largest domestic and non-Japanese semiconductor wafer manufacturer. GlobalWafers, previously the Semiconductor Business Unit of Sino-American Silicon Products Inc. (SAS) was separated into an independent company from SAS in 2011.

In 2012, GlobalWafers acquired Covalent, a subsidiary of Covalent Materials Corporation that ranked number 6 in the world. In 2016, GlobalWafers successfully acquired Denmark's Topsil Semiconductor Materials A/S (hereafter "Topsil") and SunEdison Semiconductor Limited (hereafter "SunEdison") to become the 3rd largest wafer supplier worldwide. Since then, its product field has successfully advanced from CZ to large-size epiwafers, polished wafer, SOI wafer, annealed wafer, and FZ semiconductor wafers. GlobalWafers has also combined its top-notch operating model, market advantages, diversified product supply, as well as the global bases and product R&D capabilities of SunEdison Semiconductor to establish a more comprehensive product line. Once the new plant in the United States is completed, the company has 18 operational production sites strategically located in nine countries across Asia, Europe, and the United States. GlobalWafers has an absolutely comprehensive product portfolio to accelerate the development of new technologies and products, while continuing to serve customers and create greater value for customers, shareholders, and employees.



	Wafer Diameter (Inches)				End-Applications				
	<6"	6"	8"	12"					
Annealed Wafer			✓	✓	 Memory	 LCD Driver	 Analog/Logic IC		
EPI Wafer (Epitaxial)	✓	✓	✓	✓	 Power Device	 Automobile	 MPU/MCU	 CMOS Image Sensor	
Polished Wafer	✓	✓	✓	✓	 Communication	 Power Device	 Analog/Logic IC	 Memory	
Diffused Wafer	✓	✓			 Automobile	 Electricity	 Aerospace		
Non-Polished Wafer	✓	✓	✓		 Discrete Device				
FZ Wafer (Float Zone)	✓	✓	✓		 Medical Equipment	 Wind Turbine	 High Speed Rail	 Automobile	
SOI Wafer (Silicon on Insulator)	✓	✓	✓	✓	 High Voltage Power	 MEMS Sensor CMOS	 CMOS	 RF Device	 Photonics
SiC Wafer (Silicon Carbide)	✓	✓	✓		 Automobile	 High Voltage Power	 High Speed Rail	 Wind Turbine	
GaN/Si, GaN/SiC		✓	✓		 Solar Inverter	 Power Supplies	 RF Power		

GlobalWafers has enhanced its operating performance by leveraging resource integration benefits through strategic industry alliances and overseas reinvestments. The company is actively advancing its market position and expanding its business footprint under a group management model that prioritizes shareholder value. Looking ahead, GlobalWafers will continue to strengthen its core technologies, promote product and corporate diversification, and aggressively increase its global market share to further solidify its leadership in the global wafer manufacturing industry.



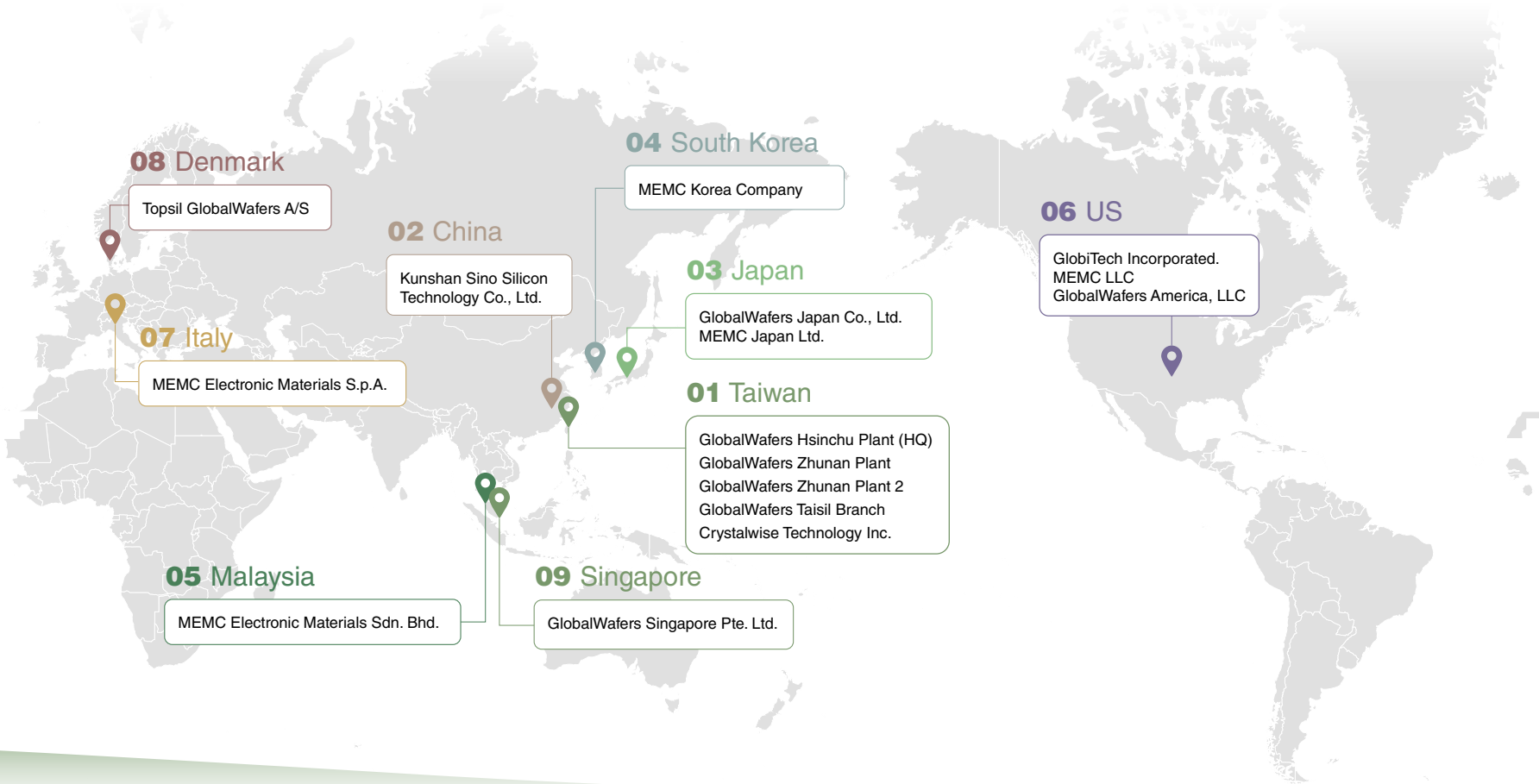
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Basic Info of GlobalWafers

Company Name	GlobalWafers Co., Ltd.	Main Product and Technology	3-inch to 12-inch Silicon Wafer	President	Mark Lynn England
Date of Establishment	October 18, 2011	No. of Employees *	Taiwan: 1,722 employees; overseas: 5,476 employees	Headquarters	Hsinchu Science Park, No. 8, Industry East 2nd Road, East District, Hsinchu City, 300
Capital	NT\$4.781 billion	Chairperson & CEO	Doris Hsu / Hsiu-Lan Hsu	Countries of Operation	Taiwan, China, Japan, South Korea, Malaysia, United States, Italy, Denmark, Singapore

*The number of employees is based on statistical data as of December 31, 2024

The main operational bases include locations in Taiwan, China, Japan, South Korea, Malaysia, the United States, Italy, Denmark, and Singapore. Currently, its products are primarily sold in Asia, Europe, and the Americas. With global and local supply advantages, GlobalWafers can flexibly allocate production capacity and manage shipments. It is a trusted partner to customers.





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Participation in Public Associations

GlobalWafers actively participates in industry associations and professional organizations. Through collaboration with governments, academic institutions, and relevant industry alliances, the Company promotes industry development, technological innovation, and sustainable operations. It also actively engages in public policy discussions and formulation to ensure alignment between its business direction and global trends. Currently, the Company is involved in organizations spanning key areas such as semiconductors and environmental sustainability. By conducting regular reviews and monitoring, it ensures that the positions of these organizations on climate change are aligned with the goals of the Paris Agreement and the Company's sustainability strategy. In addition, GlobalWafers consistently upholds the principle of political neutrality. We do not participate in political campaign activities or make political donations. The Company remains focused on using its professional capabilities to promote the sustainable development of both industry and society. The membership fees or donated amounts paid by the Company to industry associations in 2024 are listed below, demonstrating our commitment and resource investment in industrial development and sustainable operations. For a detailed list of the industry associations and nonprofit organizations that GlobalWafers participated in during 2024, please refer to the appendix of this Report titled "[Participation in Industry Associations and Nonprofit Organizations](#)."

■ Top Five Expenditures for Public and Industry Association Participation^{Note 1}

Unit: NT\$

Name of Organization	2023	2024
SEMI	712,510	792,194
Taiwan Semiconductor Industry Association (TSIA)	322,857	322,857
RE100	187,530	208,585
The Allied Association for Science Park Industries	144,000	144,000
BCSD Taiwan	60,000	60,000

■ Public Affairs Participation Expenditures^{Note 1}

Unit: NT\$

Type	2023	2024
Participation in industry associations, trade groups, or nonprofit organizations ^{Note 2}	1,712,897	1,886,136
Lobbying expenses	0	0
Donations to local, regional, or national political campaigns/candidates	0	0
Other expenses related to elections or referendums	0	0
Total	1,712,897	1,886,136

Note 1: The data scope covers GlobalWafers(the parent company) only, excluding subsidiaries.
Note 2: The nonprofit organizations listed here do not include those with charitable or cultural/educational purposes.

ESG Focus Case

GlobalWafers is actively engaged in the operations of the SEMI Taiwan Sustainability Manufacturing Committee and the Materials Committee. It is also a founding member of the SEMI Semiconductor Climate Consortium, working alongside global members to foster the development of a sustainable semiconductor supply chain and support the goal of limiting temperature rise to 1.5°C , as set by the Paris Agreement. In 2024, James Huang, Vice President and Chief Sustainability Officer of GlobalWafers, was invited by SEMI to deliver keynote speeches on sustainability at SEMICON Taiwan and SEMICON Japan. His presentations focused on corporate decarbonization planning, strategies, and the challenges and opportunities associated with climate risks. He also shared practical cases and performance outcomes of GlobalWafers' green wafer manufacturing, demonstrating the Company's deep commitment to environmental sustainability and its dedication to working alongside global partners across the semiconductor value chain to reduce greenhouse gas emissions worldwide.





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Company Chronology

Development profile

- 2011/10 ◆ Establishment of GlobalWafers Co., Ltd. (carved out from SAS semiconductor business unit)
- 2012/04 ◆ Acquired all the semiconductor silicon wafer-related business in the subsidiaries of the Japanese Covalent Materials Corp.
- 2013/08 ◆ ISO 14001 Certified
- 2013/12 ◆ Taiwan Intellectual Property Management System (TIPS) Certificate approved
- 2013/12 ◆ 2013 Occupational Health initial mark certified by Ministry of Health and Welfare
- 2014/07 ◆ TS16949:2009 Quality Assurance Certificate granted
- 2014/09 ◆ IPO
- 2014/10 ◆ Emerging Stock Listing
- 2015/09 ◆ Listed on TPEX on September 25, 2015
- 2016/07 ◆ The acquisition of the semiconductor business of Topsil Semiconductor Materials A/S in Denmark ("Topsil")
- 2016/08 ◆ Occupational health and safety management system OHSAS 18001: 2007 certified
- 2016/08 ◆ Certified under the TOSHMS/CNS 15506: 2011 Taiwan Occupational Health and Safety Management System
- 2016/08 ◆ ISO 14001:2015 Certified
- 2016/12 ◆ Acquisition of SunEdison Semiconductor Limited
- 2017/04 ◆ Ranked among the top 20% of TPEX-listed companies in the 3rd Corporate Governance Evaluation by the Securities and Futures Institute
- 2017/05 ◆ Handled cash capital increase via new share issuance to participate in the issuance of overseas depository receipts
- 2017/07 ◆ IATF 16949: 2016 Certification
- 2018/04 ◆ Ranked among the top 20% of TPEX-listed companies in the 4th Corporate Governance Evaluation by Securities and Futures Institute
- 2018/06 ◆ Passed the Cleaner Production Assessment System of the Green Factory Label
- 2018/07 ◆ Passed the 2017 Science Park R&D Intensive Industry-Academia Cooperation Project. Developed excellent dynamic and high breakdown voltage performance using 6 inch E-mode GaN on Novel SOI HEMT technology.
- 2019/05 ◆ Ranked among the top 5% of TPEX-listed companies in the 5th Corporate Governance Evaluation by the Securities and Futures Institute
- 2019/10 ◆ Awarded the green factory label from the Industrial Development Bureau
- 2020/02 ◆ Merged Taisil Electronic Materials Corp. as the Taisil Branch
- 2020/04 ◆ Ranked among the top 5% of TPEX-listed companies in the 6th Corporate Governance Evaluation by Securities and Futures Institute
- 2020/09 ◆ Certified under the TOSHMS/CNS 45001: 2018 Taiwan Occupational Health and Safety Management System
- 2021/03 ◆ GlobalWafers was assigned a long-term issuer's credit rating of "twAA-" and a short-term issuer's credit rating of "twA-1+" by Taiwan Ratings Corp., with a stable outlook on the long-term rating.
- 2021/04 ◆ Ranked among the top 5% of TPEX-listed companies in the 7th Corporate Governance Evaluation by the Securities and Futures Institute
- 2021/05 ◆ Issued the 1st tranche of unsecured corporate bonds
- 2021/05 ◆ Issued its debut overseas unsecured convertible bond offering of US\$1 billion
- 2021/08 ◆ Issued the 2nd tranche of unsecured corporate bonds
- 2021/10 ◆ Voluntarily committed to using 100% renewable energy for all subsidiaries under the Group by 2050.
- 2022/03 ◆ GlobalWafers was assigned a long-term issuer's credit rating of "twAA-" and a short-term issuer's credit rating of "twA-1+" by Taiwan Ratings Corp., with a stable outlook on the long-term rating.
- 2022/04 ◆ Ranked among the top 5% of TPEX-listed companies in the 8th Corporate Governance Evaluation by the Securities and Futures Institute
- 2022/10 ◆ Formally joined the RE100 Initiative, reaffirming the commitment to use 100% renewable energy by 2050
- 2023/03 ◆ GlobalWafers was assigned a long-term issuer's credit rating of "twAA-" and a short-term issuer's credit rating of "twA-1+" by Taiwan Ratings Corp., with a stable outlook on the long-term rating.
- 2023/04 ◆ Ranked among the top 5% of TPEX-listed companies in the 9th Corporate Governance Evaluation by the Securities and Futures Institute
- 2023/04 ◆ On April 23, 2023, GlobalWafers' subsidiary, Kunshan Sino Silicon Technology Co., Ltd., acquired 100% of the shares of Shanghai Sawyer Shenkai Technology Material Co. Ltd. and completed the equity transfer.
- 2023/11 ◆ On November 1, 2023, GlobalWafers acquired 100% of Crystalwise Technology Inc. through a share swap transaction.
- 2024/01 ◆ GlobalWafers' German subsidiary, GlobalWafers GmbH, successfully priced its EUR 345.2 million overseas exchangeable bonds backed by its shareholding in Siltronic AG.
- 2024/03 ◆ GlobalWafers was assigned a long-term issuer's credit rating of "twAA-" and a short-term issuer's credit rating of "twA-1+;" by Taiwan Ratings Corp., with a stable outlook on the long-term rating.
- 2024/04 ◆ GlobalWafers conducted a cash capital increase to support the issuance of overseas depository receipts (ODRs), successfully raising US\$689 million. The paid-in capital increased to NT\$4,781,137,250.
- 2024/04 ◆ Ranked among the top 5% of TPEX-listed companies in the 10th Corporate Governance Evaluation by the Securities and Futures Institute
- 2024/07 ◆ GlobalWafers' Italian subsidiary, MEMC S.p.A., received up to EUR 103 million in R&D subsidies
- 2024/12 ◆ GlobalWafers signed a formal definitive agreement with the U.S. Department of Commerce, to receive up to US\$406 million in subsidies under the U.S. CHIPS and Science Act

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GlobalWafers Chairperson Doris Hsu received the 2024 ERSO Award



GlobalWafers Chairperson Doris Hsu Conferred the Title of Commander of the Order of the Italian Star



GlobalWafers has been ranked among the top 5% of TPEX-listed companies in the Corporate Governance Evaluation for six consecutive years



GlobalWafers' Japanese subsidiary, GlobalWafers Japan, acquired the "Eruboshi Certification"



GlobalWafers was honored as one of the 2023 Top 100 Companies by Commonwealth Magazine



GlobalWafers continues to be included in the FTSE4Good Index Series





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GlobalWafers' Chairperson Doris Hsu
Honored as the ITRI Laureate



GlobalWafers Excels in Green Manufacturing,
Winning the National Enterprise Environmental
Protection Award for Four Consecutive Years



GlobalWafers Recognized as
"Top 100 DEI Companies for Middle-Aged
and Elderly Workforce"
by 104 Job Bank and Business Weekly



GlobalWafers was Awarded the "Excellence in
Corporate Social Responsibility Award" and the
"CommonWealth Talent Sustainability Award"



GlobalWafers' Chairperson Doris Hsu
Selected as "The Fortune Most Powerful
Women Asia" by Fortune Magazine



GlobalWafers Awarded the
"TPEX Market Value Contribution Award"
and the "TPEX Happy Enterprise Award"



GlobalWafers Awarded as
"2024 Taiwan FINI 100 Companies",
Making the List for Three Consecutive Years





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GlobalWafers' Danish Subsidiary,
Topsil GlobalWafers, Receives Brand New Award
for its Green Efforts



GlobalWafers Creating a Friendly Workplace
Environment: Honored with the Excellence
Award for Promoting Workplace Equality for two
consecutive years



GlobalWafers Garner Two Honors at
the 2024 Taiwan Corporate Sustainability Awards



GlobalWafers Taisil Branch was honored with the
"Outstanding Employment Award
for Senior Workforce" in recognition of its efforts
in job redesign



GlobalWafers was Honored with "Carbon
Reduction Leadership Award" at the 2024 UMC
Sustainable Supplier Awards Ceremony



GlobalWafers Wins Gold Tower and Silver Tower
Awards in the Unity Group Category at the 2024
Taiwan Continuous Improvement Award (TCIA)





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1.2 Material Topics and Stakeholder
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1.1 Sustainability Governance

1.1.1 Corporate Sustainability Policy

GlobalWafers is a world-leading supplier of semiconductor wafers, continuously providing high-quality products to meet our customers' needs. GlobalWafers adheres to the core values of people, integrity, passion, excellence and innovation, and proactively practices sustainable development. GlobalWafers pursues operational performance while taking into account the interests of our stakeholders. We follow the global sustainability trends and consider their relevance to our core business. With incorporating environmental, social, and corporate governance factors into the company's policies, management system, and operational plans, GlobalWafers is committed to achieving responsible growth and creating sustainable values for the society.

Preserve Social Welfare

GlobalWafers continues to engage in community participation, caring for the disadvantaged in rural areas, and encouraging group companies and employees to participate in events regarding social care and environmental conservation. By leveraging our expertise and influence, GlobalWafers responds to the United Nations Sustainable Development Goals and devotes itself to realizing the vision of social well-being.

Establish Friendly Workplace

Employees are GlobalWafers' most valued partners. GlobalWafers adheres to a people-oriented philosophy, following international human rights conventions and related regulations, striving to create a diverse, equal, safe, and dignified working environment. We emphasize talent development, providing effective training programs to foster career skills which are conducive to the development of employees' careers, and establishing open communication channels for our employees.



Implement Corporate Governance

GlobalWafers regards integrity as our core corporate value and complies with the law and ethical principles. We establish an effective framework for a sound corporate governance and actively balance the interests of our stakeholders, ensuring the transparency of sustainable information disclosure, and fulfilling corporate citizenship responsibilities.

Develop Sustainable Environment

GlobalWafers makes our green commitment to address the challenges of climate change. GlobalWafers upholds environmental regulations and international standards, dedicating efforts to improve energy efficiency, adopt renewable energy, purchase carbon offset products, support carbon removal projects, use recycled materials with low environmental impact, implement circular economy practices, construct a green supply chain, and take measures such as waste reduction and pollution control to achieve GlobalWafers' environmental sustainability goals.



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1.1.2 Sustainability Strategy Blueprint

GlobalWafers' sustainability strategy blueprint focuses on 13 United Nations Sustainable Development Goals (SDGs) that are highly relevant to its core business. These include SDG 3: Good Health and Well-being, SDG 4: Quality Education, SDG 5: Gender Equality, SDG 6: Clean Water and Sanitation, SDG 7: Affordable and Clean Energy, SDG 8: Decent Work and Economic Growth, SDG 9: Industry, Innovation and Infrastructure, SDG 10: Reduced Inequalities, SDG 11: Sustainable Cities and Communities, SDG 12: Responsible Consumption and Production, SDG 13: Climate Action, SDG 16: Peace, Justice and Strong Institutions, and SDG 17: Partnerships for the Goals. In alignment with material topics corresponding to the SDGs, GlobalWafers also considers the potential risks and opportunities its business operations may pose to the SDGs. The Company formulates appropriate response strategies, sets performance targets and concrete initiatives, and regularly tracks implementation progress. These efforts guide the Company's ongoing response to the SDGs, reinforcing its commitment to global citizenship and sustainability as a member of the semiconductor industry value chain.



Environment

Fostering a Sustainable Environment

GlobalWafers is committed to addressing climate change by promoting energy efficiency, renewable energy, carbon offsetting, and circular economy practices to achieve its environmental sustainability goals.



Social

Friendly Workplace & Social Well-being

GlobalWafers is committed to employee well-being, diversity, and equality. The Company actively engages in social care and environmental protection initiatives in support of the United Nations Sustainable Development Goals.



Governance

Implementing Corporate Governance

GlobalWafers upholds integrity and the rule of law, ensures sound corporate governance, values stakeholder interests, guarantees transparent information disclosure, and fulfills its corporate social responsibilities.





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1.1.3 Sustainability Management Structure

GlobalWafers demonstrates its commitment to corporate sustainability at the highest level of governance through the Board of Directors' approval of the "[Sustainable Development Best-Practice Principles](#)," signaling its determination to promote sustainable development. The Company aims to leverage its influence to raise awareness and engagement throughout the value chain, working collectively toward a sustainable society. To strengthen and implement sustainability governance, GlobalWafers established the "Sustainability Development Committee" in 2017. The committee is composed of senior executives from various departments and is supervised by the Board of Directors. It reports to the Board regularly and serves as the Company's highest-level decision-making body for sustainability-related matters.

The Sustainability Development Committee is chaired by the Chairperson of the Board of Directors, who oversees the formulation of the Company's corporate sustainability direction and goals. The CFO serves as the Secretary-General, coordinating the committee's relevant affairs. Additionally, the Chief Sustainability Officer, appointed by the Board of Directors, leads the execution and operation of related corporate sustainability tasks. The Sustainability Development Committee has established five subcommittees based on business functions: the "Sustainable Operations Subcommittee," "Green Manufacturing Subcommittee," "Sustainable Supply Chain Subcommittee," "Social and Corporate Care Subcommittee," and "Corporate Governance and Risk Management Subcommittee." Each subcommittee is composed of department heads and is responsible for developing strategies and management guidelines, ensuring the integration and promotion of cross-departmental efforts on relevant issues, conducting performance reviews, and driving continuous improvement. The Committee has also established the "Sustainable Development Promotion Team," which serves as a cross-departmental communication platform, integrating efforts between departments. Regular work meetings are held, and task forces are created for various ESG projects to integrate and implement cross-departmental initiatives on relevant issues. The team tracks implementation results and focuses on continuous improvement. The Sustainability Development Committee holds an annual meeting to review the achievement of the Company's major sustainability issues and assess the progress of short-, medium-, and long-term goals.

The Sustainability Development Committee conducts an annual analysis based on the principle of double materiality. Taking into account the characteristics of the industry, the analysis draws on international sustainability reporting frameworks and guidelines, domestic and international research reports, ESG rating criteria, and sustainability topics relevant to the semiconductor industry. Through engagement with internal and external stakeholders, surveys, and the integration of assessment data from various departments and subsidiaries, the Company identifies and evaluates material sustainability topics that are relevant to its operations and of concern to stakeholders. Based on these findings, management strategies and concrete action plans are formulated to mitigate related risks. Through various engagement channels embedded in daily operations, each department continuously gathers insights into stakeholder concerns regarding GlobalWafers' performance in corporate governance, environmental, and social aspects. ESG-related initiatives are continuously promoted through the Sustainability Development Committee to respond to stakeholder expectations.

In addition to the annual report delivered by the Chairperson of the Sustainability Development Committee to the Board of Directors on the implementation status of sustainability initiatives, goal-setting, and performance outcomes, the Committee also provides quarterly updates to the Board on performance indicators and relevant data related to environmental issues (most recently reported on November 5, 2024). The Board oversees the setting and implementation of sustainability goals, reviews progress, and provides relevant guidance and recommendations based on the Committee's reports.

1.1.4 Sustainability Governance Structure





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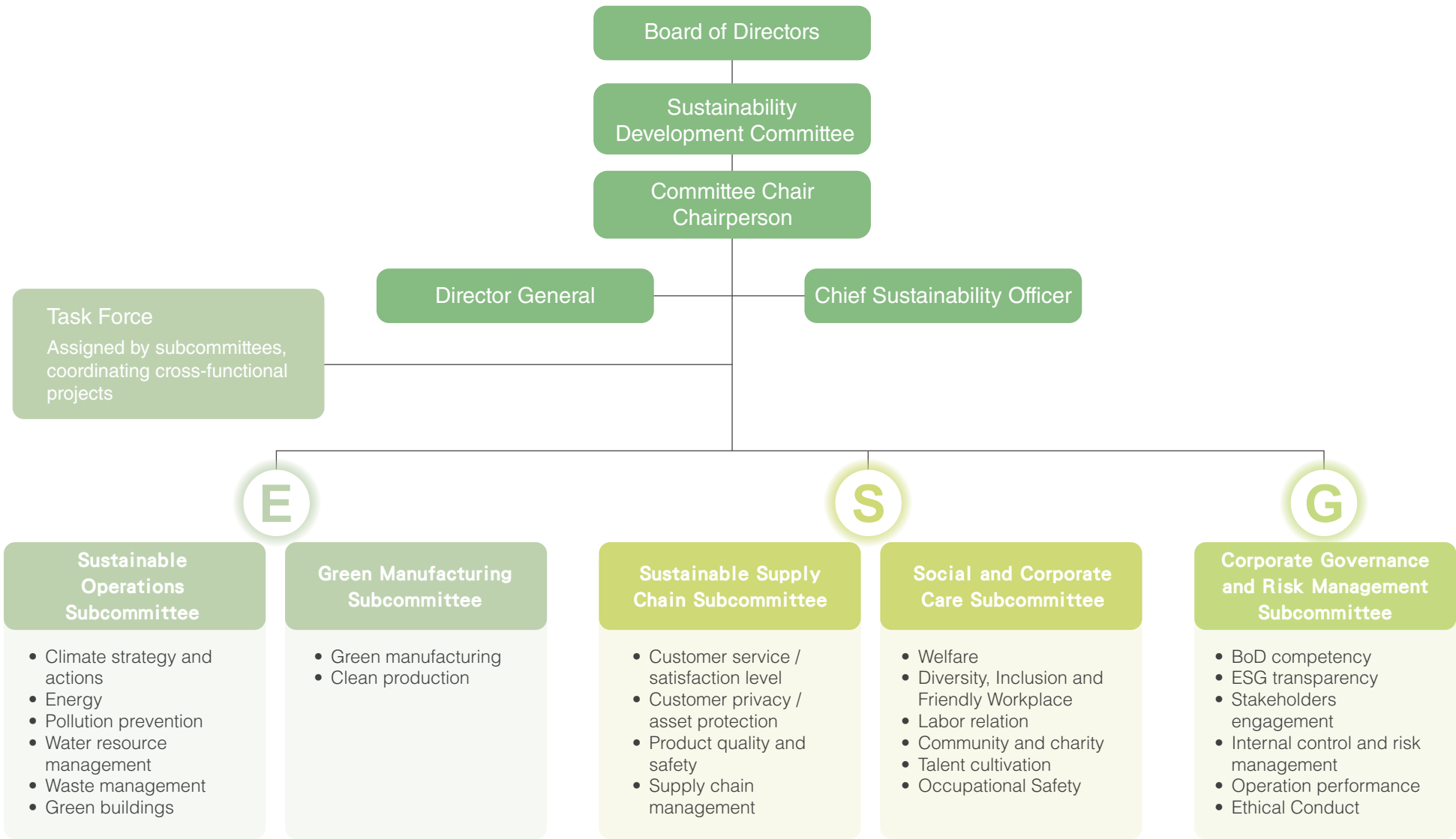
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GlobalWafers Sustainability Development Committee





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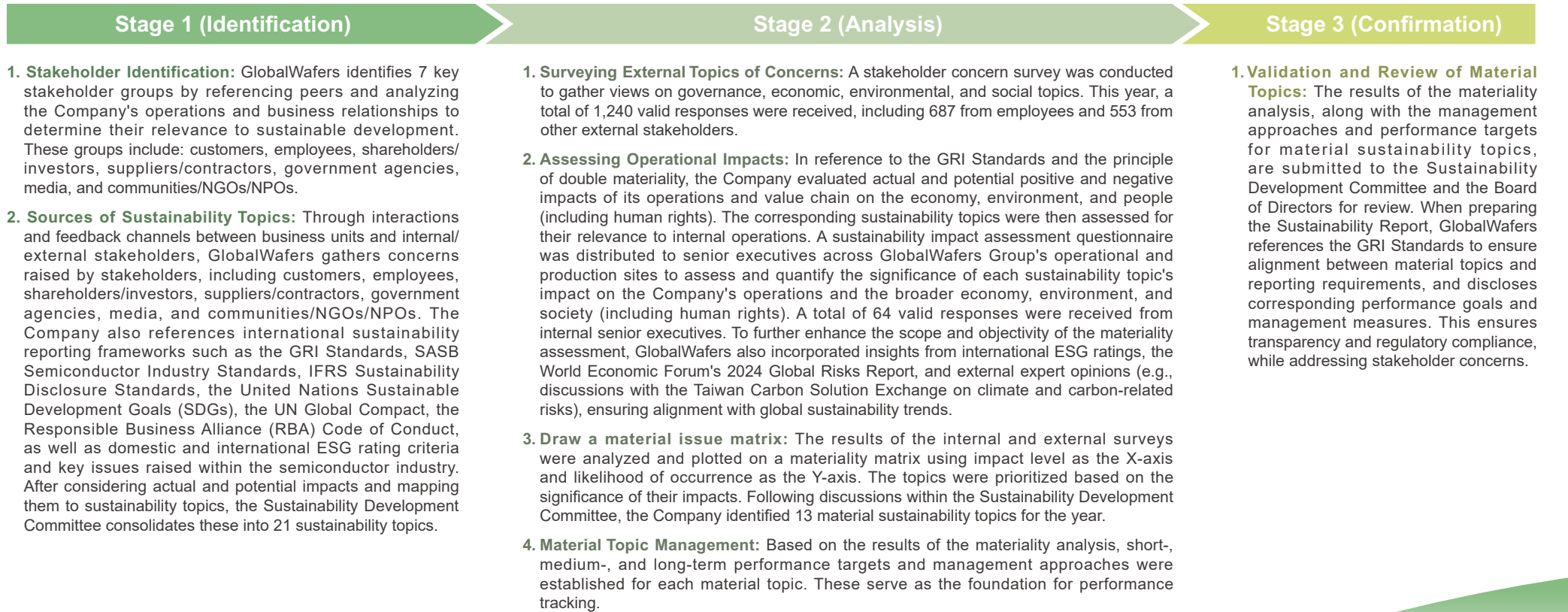
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1.2 Material Topics and Stakeholder Engagement

To focus on ESG issues of concern to GlobalWafers' stakeholders and identify material topics closely related to the Company's operations, GlobalWafers conducts a materiality assessment annually. This assessment is guided by the GRI Standards (2021), Sustainability Accounting Standards Board (SASB) indicators, domestic and international ESG rating criteria, and key topics relevant to the global semiconductor industry. Following discussion within the Sustainability Development Committee, 21 sustainability topics were identified. A questionnaire covering four main aspects, governance, economic, social, and environmental, was then distributed to key stakeholders with close ties to GlobalWafers (including customers, employees, shareholders/investors, suppliers/contractors, government agencies, media, communities/NGOs/NPOs) and internal senior management. Based on the principle of double materiality, GlobalWafers assessed the actual and potential positive and negative impacts of each topic. This process resulted in the development of a materiality matrix and the identification of 13 sustainability topics with significant impact on the Company. These material topics form the basis for the development of management approaches and are disclosed in the Sustainability Report to communicate GlobalWafers' strategies and concrete actions regarding each topic. The Sustainability Development Committee reports the results of the materiality analysis and stakeholder engagement to the Board of Directors on an annual basis.

1.2.1 Process to Materiality Analysis





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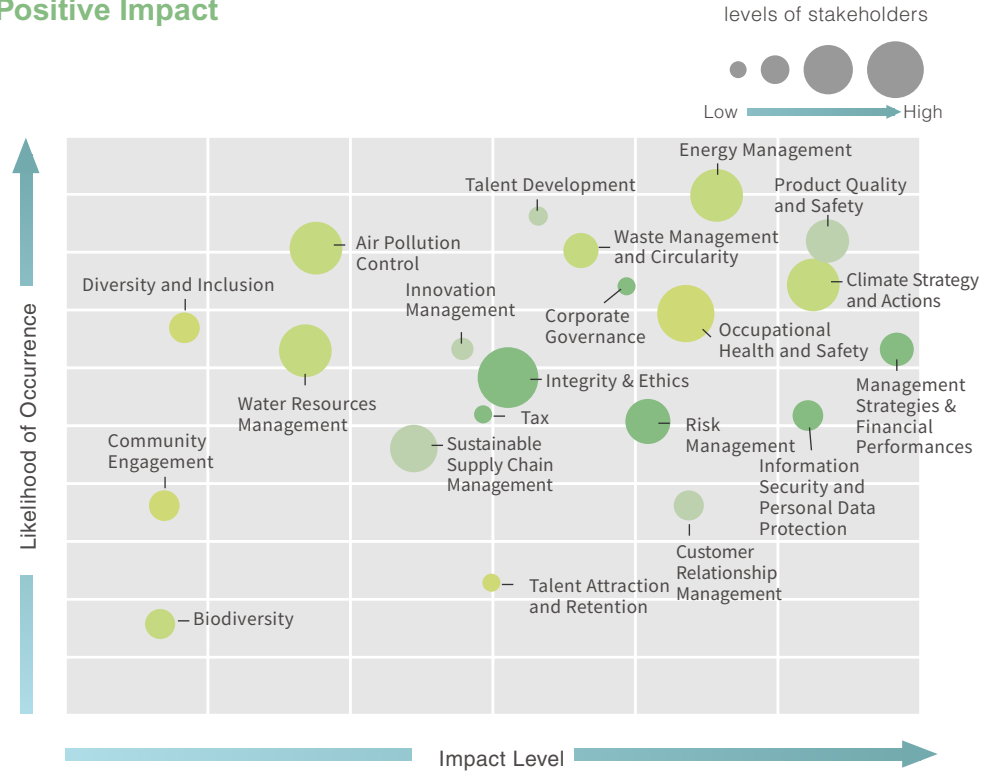
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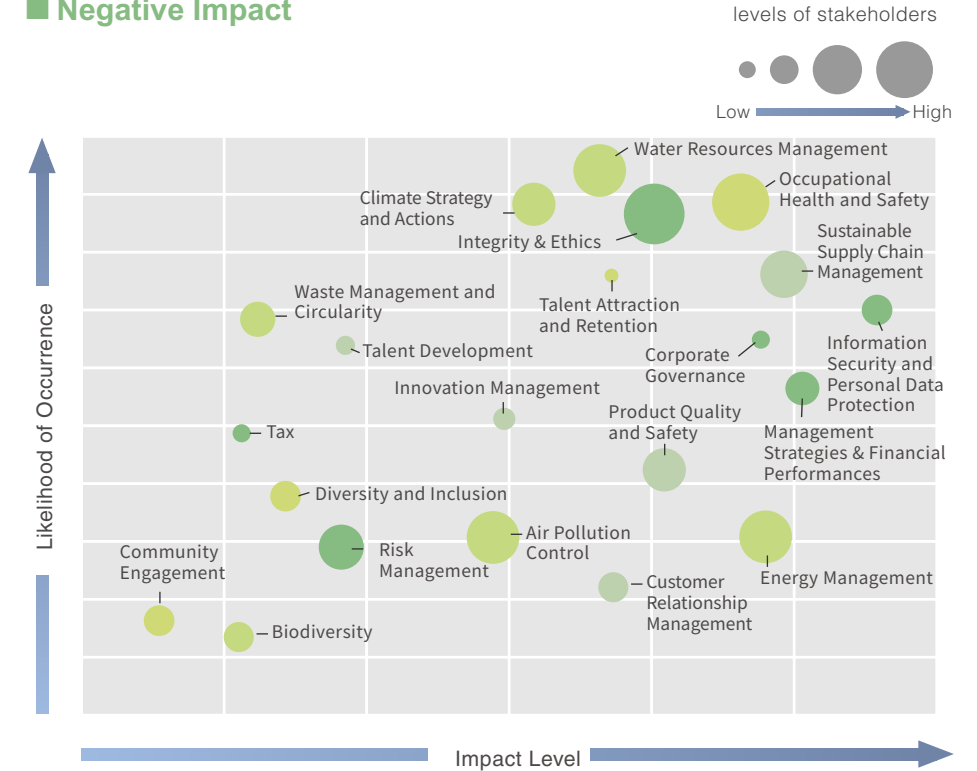
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Positive Impact



Negative Impact



Governance

- Corporate Governance
- Management Strategies & Financial Performances
- Integrity & Ethics
- Risk Management
- Information Security and Personal Data Protection
- Tax

Economic

- Innovation Management
- Product Quality and Safety
- Customer Relationship Management
- Sustainable Supply Chain Management

Social

- Talent Attraction and Retention
- Talent Development
- Diversity and Inclusion
- Occupational Health and Safety
- Community Engagement

Environmental

- Climate Strategy and Actions
- Energy Management
- Water Resources Management
- Waste Management and Circularity
- Air Pollution Control
- Biodiversity

GlobalWafers conducted an online survey to collect feedback from stakeholders. In 2024, a total of 1,240 valid questionnaires were received, including 687 from employees, 519 from suppliers/contractors, 17 from customers, 9 from shareholders/investors, 4 from government agencies, and 4 from community/NGOs/NPOs. In addition, a total of 64 valid questionnaires was collected by the Group's senior executives. After evaluation and analysis, two new material issues were added in 2024 compared to the previous year: "Integrity & Ethics" and "Talent Development".



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■ Material Issues for 2023 and 2024

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2024	Climate Strategy and Actions	Occupational Health and Safety	Management Strategies & Financial Performances	Talent Attraction and Retention	Water Resource Management	Waste Management and Circularity	Product Quality and Safety	Sustainable Supply Chain & Management	Corporate Governance	Energy Management	Information Security and Personal Data Protection	Integrity & Ethics	Talent Development
2023	Climate Strategy and Actions	Compliance with laws and regulations	Occupational Health and Safety	Management Strategies & Financial Performances	Talent Attraction and Retention	Water Resource Management	Waste Management	Product Quality and Safety	Sustainable Supply Chain & Management	Corporate Governance	Energy Management	Information Security and Personal Data Protection	

1.2.2 Stakeholder Engagement and Responses

Primary Stakeholders	Significance to GlobalWafers	Communication Channel	Communication Frequency	Issues of Concern	GlobalWafers' Response and 2024 Engagement Performance
Customers	Company's main source of revenue	Operation meetings	Occasional	- Integrity & Ethics - Information Security and Personal Data Protection - Innovation Management - Customer Relationship Management - Sustainable Supply Chain Management - Occupational Health and Safety	- Strictly complies with international regulations related to hazardous substance management and conflict minerals. - Products are tested annually by third-party certification bodies to verify the absence of hazardous substances, and all past test results have met the required standards. - The 2024 customer satisfaction survey achieved a 100% response rate, with overall performance in both "Product Quality" and "New Product Development" exceeding the Company's set targets. - Participated in customer sustainability-related engagement meetings, and in 2024 was awarded the "Carbon Reduction Leadership Award" as a sustainable supplier. - In 2024, participated in Taiwan Continuous Improvement Awards, receiving a Silver Tower Award and a Gold Tower Award in the Unity Group, demonstrating ongoing improvements and advancements in process technology. - In June 2024, released the "Privacy Policy," which applies to all personal data subjects involved in the Company's business operations, affirming the Company's commitment to full compliance with all applicable privacy and personal data protection laws and regulations.
		Annual customer satisfaction survey	Once a year		
		Customer audit	Occasional		
		Appeal/complaints telephone or email	Occasional		
Employees	Employees are the Company's most important asset. Only by taking good care of employees can the two grow synergistically	Company website and emails	Occasional	- Management Strategies & Financial Performances - Product Quality and Safety - Information Security and Personal Data Protection - Talent Attraction and Retention - Occupational Health and Safety	- Formal policies have been established, and continuous two-way communication is maintained through channels such as the internal website, grievance mailbox, labor-management meetings, and migrant worker communication meetings. In 2024, the Company's Taiwan plants held a total of 18 labor-management meetings and 2 migrant worker communication meetings. - The Company provides platforms such as the electronic bulletin board and employee suggestion box for staff to submit opinions or improvement suggestions. Relevant departments respond accordingly. In 2024, a total of 26 employee opinions were addressed. - In 2024, a total of 3,094 employees were union members, accounting for 43.0% of the Group's total workforce. - An annual employee satisfaction survey is conducted to comprehensively understand employees' work experience and gather suggestions for improvement. - Based on employee characteristics and job requirements, the Company actively provides appropriate adjustment recommendations and resources, such as internal transfers, competency training, or career development counseling, to enhance retention and ensure the right people are in the right roles. - The "Employee Caring Program" continues to be promoted, covering psychological counseling, health monitoring, and educational awareness to provide comprehensive support for employees' physical and mental well-being. - In 2024, employees received an average of 10.94 hours of occupational health and safety training, exceeding the established target. - The Group-wide internal publication Connection is issued quarterly to foster a strong workplace health and safety culture. - Committed to creating a friendly workplace, GlobalWafers received the Excellence Award for Promoting Workplace Equality from the Hsinchu Science Park in 2023 and 2024. - The Company values the inclusion of mid-to-senior-aged talent and has implemented job redesign measures, earning the "Outstanding Employment Award for Senior Workforce" from the Ministry of Labor in 2024.
		Company notice board	Occasional		
		Labor-management consultation meetings (Taiwan)	Quarterly		
		Complaint boxes or hotlines	Occasional		
		Performance appraisal interviews	Once a year		
		All organizational meetings	Occasional		
		Union member meetings (Japan, Korea, Italy, USA)	Occasional		
		Group Corporate Newsletter	Quarterly		
		Migrant Worker Communication Meetings	Semi-annually		
		Welfare Committee Meetings	Quarterly		



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Primary Stakeholders	Significance to GlobalWafers	Communication Channel	Communication Frequency	Issues of Concern	GlobalWafers' Response and 2024 Engagement Performance
Shareholders/ Investors	All shareholders are investors of the Company, and the information that should be disclosed shall be handled in a fair manner	Shareholders' meetings, institutional investors conferences, domestic and foreign investment institute seminars, and face-to-face communication meetings	Annually: Shareholders' Meeting Quarterly: Company-hosted investor conferences Occasional: Participation in domestic and overseas institutional investor presentations upon invitation	- Corporate Governance - Management Strategies & Financial Performances - Integrity & Ethics - Climate Strategy and Actions - Energy Management - Occupational Health and Safety	- The Company discloses financial information, investor conference materials, and video recordings of shareholder meetings on the "Investor" section of its official website. ESG-related updates are also shared in the "ESG — ESG Focus Cases" section. - Based on requests from investment institutions, the Company engages in discussions on governance, operations, environmental, and social issues through written questionnaires or meetings as needed. - In-person meetings and online press conferences are held to enhance interaction with investors, domestic and international media, institutional investors, and shareholders, enabling timely responses to material company updates. - In 2024, 1 shareholders' meeting was held to communicate with shareholders on topics including the list of director candidates, the business report, and ESG performance for the year. - In 2024, the Company hosted four self-organized investor conferences and participated in four additional conferences hosted by domestic and overseas institutional investors to provide updates on business performance. - In 2024, a total of 53 material disclosures were issued in both Chinese and English. - In 2024, GlobalWafers was selected as a constituent of the FTSE4Good Index Series, the Taiwan OTC Sustainable Index, and the OTC ESG 30 Index. - In 2024, the Company was selected for the "Taiwan FINI 100 Companies."
		Company Annual Report and Sustainability Report	Once a year		
		Information released on the Company's official website, press releases, and the Market Observation Post System	Occasional		
		Collecting and replying to messages via telephone or emails	Occasional		
Suppliers/ Contractors	They are the Company's partners and must maintain the same ideals as ours in order to provide services in line with our needs.	Operation meetings	Occasional	- Information Security and Personal Data Protection - Integrity & Ethics - Sustainable Supply Chain Management - Water Resources Management - Occupational Health and Safety	- Suppliers are required to comply with and sign the "GlobalWafers Co. Ltd. Supplier Code of Conduct & Supplier's Declaration on Compliance with Supplier Code of Conduct," with a 100% signing rate among key suppliers. - Fully compliant with responsible sourcing practices, achieving a 100% completion rate in avoiding the use of conflict minerals. - Supplier conferences are held to communicate the Company's sustainability policies, enabling suppliers to understand GlobalWafers' sustainability practices and expectations. - A supplier evaluation and management process has been established. Each year, suppliers are notified of the Company's "Supplier Sustainability Standards." - Annual supplier audits (on-site or document-based) are conducted, with a 90% completion rate achieved in 2024. - Through business meetings and supplier conferences, raw material suppliers are encouraged to reduce carbon emissions, working together across the supply chain to achieve the Company's carbon reduction and RE100 goals. - Formulate contractor management procedures and establish a contractor construction management system to manage all contractors who have entered the plants.
		On-site / Document-based Audits	Annually		
		Collecting and replying to messages via telephone or emails	Occasional		
		Supplier Conference	Every two years		



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Primary Stakeholders	Significance to GlobalWafers	Communication Channel	Communication Frequency	Issues of Concern	GlobalWafers' Response and 2024 Engagement Performance
Government Agencies	Maintain a smooth and positive relationship, and express the company's determination to comply with legal requirements	Correspondence of official documents, meetings (public hearings, conferences, corporate roundtables), and surveys are conducted to gather feedback	Occasional	- Integrity & Ethics - Climate Strategy and Actions - Occupational Health and Safety	- Regularly review the regulation contents, and keep abreast of the latest trends in regulations. - Participate in regulatory briefings and corporate governance seminars hosted by competent authorities to understand related policies and practical requirements. - Provide industry feedback on government policies through industry associations such as SEMI, the Taiwan Semiconductor Industry Association, the Science Park Association, and other relevant industry associations. - Cooperate with the competent authority for plant visits or unscheduled plant audits. - In 2024, received dual honors from the Taipei Exchange (TPEX), being awarded the "TPEX Market Value Contribution Award" and the "TPEX Happy Enterprise Award". - Participated in government-hosted industry roundtables to discuss topics such as global trade dynamics and supply chain resilience.
		Provide industry feedback through general assemblies, networking meetings, or opinion surveys conducted by industry associations	Occasional		
The Media	Establish media communication channels to promptly provide accurate, fair, and objective information related to the industry and the Company	Press Releases	Issues an average of 2 to 3 press releases per quarter	- Management Strategies & Financial Performances - Integrity & Ethics - Sustainable Supply Chain Management - Risk Management - Community Engagement	- Maintain contact with media outlets as needed through interviews or online press conferences to help media professionals understand the Company's operating performance and provide timely responses to major announcements. - Issue monthly revenue updates and quarterly financial press releases. - Publish important Company updates and ESG-related news on the official website as needed, ensuring transparent information disclosure in line with the principles of completeness, timeliness, and fairness. - In 2024, a total of 23 press releases were issued in both Chinese and English.
		Company Website	Occasional		
		Media Interviews, Online Press Conferences, and Other Media Channels	Occasional		
Community/NGOs/NPOs	Establish good partnerships with communities, NGOs, and NPOs, combining resources and strengths from both sides to use the invested resources effectively and create a more positive impact for people	Communication Meetings with Charitable Organizations and Local Communities Public Welfare Collaboration Projects and Volunteer Activities Press Releases Company Website	Occasional	- Integrity & Ethics - Climate Strategy and Actions - Energy Management - Water Resources Management - Air Pollution Control - Biodiversity	- Each year, the Employee Welfare Committee launches fundraising campaigns in collaboration with charitable groups and non-profit organizations to support and donate to local disadvantaged communities. Public welfare initiatives in 2024 included the World Vision Taiwan Youth Development Program, A-bao Foundation's Art and Cultural Enrichment Program for People with Disabilities in Yilan, donations to 0403 Hualien Earthquake Disaster Area Reconstruction, renovation of the Genesis Foundation Miaoli Branch's Renovation of Care Homes for impoverished for vegetative patients, and the Dr. Red Nose Association's hospital performance program in Hsinchu. - Adopted the Longfeng Fishing Port coastline in Zhunan and has organized beach clean-up activities for 5 consecutive years, encouraging employee and family participation to protect local coastal ecosystems. - Partnered with Wennei Community in Miaoli and National United University to promote biodiversity projects and ecological conservation efforts. - Collaborated with community groups and non-profit organizations to support social engagement projects, including cultural promotion and STEM education initiatives. In 2024, supported the Paul Chiang Arts & Cultural Foundation's art promotion project to foster cultural development in Eastern Taiwan, and co-hosted the "Pioneer Seedling Project" summer science camp with IC Broadcasting, the IShare Community Development Association, and Hsuan Chuang University to enhance science education for students in rural areas. - For more details on social engagement initiatives and related resources invested in 2024, please refer to the GlobalWafers website



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1.2.3 Material Topics and Enterprise Risk Management (ERM)

GlobalWafers' Sustainability Development Committee analyzes material topics based on the principle of materiality outlined in the Sustainability Report. Through communication with internal and external stakeholders and by inviting senior management across the Group to participate in the assessment questionnaire, the Committee evaluates the significance of impacts associated with material ESG topics. These are incorporated into the Company's overall Enterprise Risk Management (ERM) framework, forming the basis for setting relevant management policies and concrete action plans to mitigate associated risks. Risk management measures, mitigation strategies, and response actions for each material topic are disclosed in [Chapter 2 "Governance and Operation" \ 2.3 Risk Management](#), as well as in the respective relevant sections of this report.

The impact (risk) management for material issues in 2024 is as follows:

Material Issues	Actual/potential and Negative/Positive Impacts of GlobalWafers in Economic, Environmental, and People (human rights) Aspects	Risk Management Scope	Risk Management Assessment			
			Positive/Negative	Likelihood	Impact Level	Risk Grad
Corporate Governance	Positive impact: Robust corporate governance enables effective oversight of sustainability strategies and continuously enhances corporate value. Negative impact: Poor governance performance may result in noncompliance with regulatory requirements, leading to significant penalties and reputational damage. Opportunity/Risk: Failure to meet governance expectations may result in shareholder lawsuits and a loss of stakeholder trust, potentially impacting stock price and capital cost, thereby causing financial losses. On the other hand, compliance with governance standards can strengthen corporate reputation and market competitiveness, attract investment, and enhance financial stability. If the Company complies with relevant regulations, it can enhance its corporate image and market competitiveness, help attract investment, and further strengthen financial stability.	Compliance Risk	Positive	4	3	Medium
			Negative	3	4	Medium
Management Strategies & Financial Performances	Positive impact: Effective formulation of short-, medium-, and long-term sustainable business strategies can help capture market opportunities ahead of competitors and drive revenue growth and operational efficiency for sustained profitability. Negative impact: Failure in business strategy or inability to maintain a sound financial structure may result in operational difficulties and erode shareholder and investor trust. Opportunity/Risk: A successful business strategy brings sustained profitability, revenue growth, and increased shareholder returns, positively impacting financial performance. Conversely, an ineffective strategy could lead to financial difficulties, increased liquidity risks, and loss of investor confidence, raising capital costs and negatively impacting the Company's financial condition.	Financial Risk	Positive	4	4	High
			Negative	3	4	Medium
Information Security and Personal Data Protection	Positive impact: Emphasizing the value of information and privacy protection, the Company has implemented data leakage prevention systems and a personal data protection management system, earning the trust of business partners and customers, and enhancing corporate value and reputation. Negative impact: Breaches of information or privacy data may result in the loss of trust from partners and customers, increased operating costs, and reduced corporate value and reputation. Opportunity/Risk: Strengthening information security measures protects the Company from data breach risks and reduces the additional costs incurred from incident responses. In the event of a data breach, the Company may face fines, lose trust from partners and customers, suffer long-term financial losses, and incur increased legal and compensation costs.	Operational Risk	Positive	4	4	High
			Negative	3	4	Medium
Product Quality and Safety	Positive impact: High-quality and safe products help improve the Company's reputation, increase customer loyalty, and have a longer service life, reducing waste and resource consumption, and helping protect the health and safety of consumers. Negative impact: Low-quality or unsafe products may lead to product recalls, wastes of resources, pollution and excess energy consumption. This can damage the Company's image and harm its revenue and profits. Opportunity/Risk: High-quality and safe products support stronger customer loyalty and brand value, contributing to stable sales revenue and greater market competitiveness. However, if product quality issues arise, recalls may be necessary, operational costs may increase, and the Company's sales and brand value may be negatively affected, resulting in financial losses.	Operational Risk	Positive	4	4	High
			Negative	2	3	Low



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Material Issues	Actual/potential and Negative/Positive Impacts of GlobalWafers in Economic, Environmental, and People (human rights) Aspects	Risk Management Scope	Risk Management Assessment			
			Positive/Negative	Likelihood	Impact Level	Risk Grad
Sustainable Supply Chain Management	Positive impact: - Enhancing production efficiency and market competitiveness: By improving supplier quality, shortening delivery times, and strengthening partnerships, the Company can reduce operating costs, boost production efficiency, and increase market competitiveness while fostering mutual growth with suppliers in adapting to market conditions. - Promoting environmental sustainability and responsible sourcing: The Company actively promotes sustainability initiatives such as optimizing transportation and packaging processes, incorporating carbon costs into procurement decisions, and collaborating with suppliers to develop innovative materials and processes that reduce resource consumption and waste. In addition, suppliers are categorized through tiered management to ensure ethical standards are upheld, including protection of human rights, prohibition of forced or child labor, and avoidance of conflict minerals. Requiring sustainability practices from partners helps establish a fairer and more responsible global supply chain. Negative impact: - Increased demands may burden suppliers: To meet higher sustainability standards, the Company imposes strict requirements (e.g., ISO 14001, 45001, 14064, 14067 certifications, sustainability evaluations), which may increase suppliers' operational costs and resource pressures, particularly for small and medium-sized enterprises that may struggle to comply in the short to mid-term. - Challenges in sustainability execution: While advancing innovative materials and technologies can reduce carbon costs and resource use, suppliers may require extended time for transformation and face technical or resource limitations, affecting the smooth implementation of sustainability initiatives. Opportunity/Risk: Effective supply chain management reduces operational costs, improves supply chain efficiency, and drives profitability and cash flow growth. Conversely, if suppliers fail to meet sustainability requirements, this may result in delivery delays, increased costs, and impact revenue and financial stability, especially in cases of supply chain disruption or exposure to significant risks.	Operational Risk	Positive	4	3	Medium
			Negative	3	4	Medium
Climate Strategy and Actions	Positive impact: Due to the effects of climate change, governments around the world are regulating corporate greenhouse gas emissions through policies, laws, and economic instruments (such as carbon border tariffs and carbon leakage prevention). In addition, value chain partners are increasingly proposing joint decarbonization efforts. By taking climate action to reduce carbon footprint throughout the product life cycle, the Company can enhance the market competitiveness of its products and reduce dependency on environmental factors in its operations. Negative impact: In response to government net-zero targets and various environmental regulations, the Company must continue to invest in low-carbon initiatives, such as phasing out energy-intensive equipment, promoting circular economy practices, and adopting renewable energy. These efforts increase operating expenses and may raise product unit costs. Opportunity/Risk: Responding to climate policies can enhance the Company's market competitiveness and attract more green investment, improving access to capital and supporting financial health. However, implementing low-carbon strategies entails higher upfront investment and operating costs, which may affect short-term financial performance.	Environmental Risk	Positive	4	4	High
			Negative	3	3	Medium
Energy Management	Positive impact: To address the immediate and long-term risks posed by climate change, the Company manages risks within an acceptable range by integrating risk management, energy resource impact, and green production considerations. In compliance with government regulations and customer requirements, the Company is committed to improving energy efficiency, setting energy-saving targets, and advancing sustainable development. These efforts help reduce the operational costs associated with such risks and mitigate negative impacts on the environment and economy. Negative impact: During operations, electricity demand increases with rising temperatures. At the same time, electricity providers continue to raise rates due to higher generation costs. If the Company fails to properly manage energy consumption, it may face increased operational costs or even the risk of operational disruption. Opportunity/Risk: Improving energy efficiency helps reduce energy costs and enhances long-term financial stability. However, if energy use is not effectively managed, the Company may incur high utility expenses and face greater operational costs due to energy price volatility or short-term demand surges, putting pressure on financial performance.	Environmental Risk	Positive	4	4	High
			Negative	2	4	Low



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Material Issues	Actual/potential and Negative/Positive Impacts of GlobalWafers in Economic, Environmental, and People (human rights) Aspects	Risk Management Scope	Risk Management Assessment			
			Positive/Negative	Likelihood	Impact Level	Risk Grad
Waste Management	Positive impact: Implementing effective waste management practices can significantly reduce the total volume of waste generated during operations. Increasing the amount of recyclable or reusable waste, or improving reuse efficiency, lowers related disposal costs and promotes the reuse of energy and resources, thereby reducing the volume of waste requiring final treatment. Negative impact: Environmental regulations in various countries are becoming increasingly stringent, with more detailed requirements for waste classification and recycling. This leads to higher costs for waste treatment equipment and external service providers. Furthermore, improper disposal or environmental pollution caused by waste may result in substantial fines or damage to the Company's reputation. Opportunity/Risk: Effective waste management can reduce treatment costs and increase resource recycling and reuse, thereby lowering operating costs and positively impacting financial performance. Conversely, failure to comply with waste regulations or improper management may result in fines and additional expenses, negatively affecting the Company's financial standing.	Environmental Risk	Positive	4	3	Medium
			Negative	3	3	Medium
Water Resource Management	Positive impact: Effective water resource management can significantly reduce the Company's reliance on external water sources and natural water bodies by encouraging the use of alternative water (such as rainwater and condensate) and increasing the proportion of internal water recycling and reuse. Negative impact: With increasingly severe abnormal climate conditions, the inability to secure a stable supply of clean water, as well as climate-related disasters (such as droughts or cold spells), may disrupt operations and impact business continuity. Opportunity/Risk: Good water resource management can reduce dependence on external water sources, lower water-related costs, and promote internal water recycling, creating long-term positive impacts on the Company's financial performance. However, failure to effectively respond to water shortages may lead to operational disruptions and high water-related expenses, negatively affecting financial stability.	Environmental Risk	Positive	4	3	Medium
			Negative	3	3	Medium
Talent Attraction and Retention	Positive impact: Effective talent attraction and retention strategies enhance corporate competitiveness, promote diversity, equity, and inclusion (DEI), reduce employee turnover and recruitment costs, strengthen employee well-being and loyalty, support sustainable development, and attract investor and public recognition. Negative impact: A lack of fair and sustainable talent strategies may exacerbate workplace inequality and negatively affect employee morale and mental health. Excessive competition in employee benefits may also increase financial burdens, potentially undermining operational stability and resource allocation, thereby reducing overall performance. Opportunity/Risk: Attracting and retaining top talent improves employee productivity and strengthens competitiveness, contributing to long-term financial performance. Conversely, high turnover or ineffective talent strategies may require greater investment in recruitment and training, increasing short-term financial burdens and potentially impacting operational stability.	Operational Risk	Positive	3	3	Medium
			Negative	3	3	Medium
Occupational Health and Safety	Positive impact: Promoting robust safety measures helps raise employee awareness and ensures their safety while performing job duties. Strengthening occupational health safeguards employees' physical and mental well-being. These efforts enhance productivity, morale, and efficiency, while reducing work interruptions and absenteeism caused by health issues. Negative impact: Implementing safety measures may require restrictive procedures that can reduce productivity or efficiency. In addition, increasingly stringent occupational safety and health regulations may result in higher labor costs or necessitate additional improvement measures. Opportunity/Risk: Improving employee safety and health helps lower injury rates and absenteeism, increases productivity, and reduces turnover, positively affecting financial performance. However, failure to meet safety standards or the occurrence of major workplace accidents may lead to fines and compensation costs, negatively impacting financial results.	Operational Risk	Positive	4	3	Medium
			Negative	3	4	Medium



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Material Issues	Actual/potential and Negative/Positive Impacts of GlobalWafers in Economic, Environmental, and People (human rights) Aspects	Risk Management Scope	Risk Management Assessment			
			Positive/Negative	Likelihood	Impact Level	Risk Grad
Integrity & Ethics	Positive impact: Implementing ethical business practices in compliance with laws and international standards helps maintain fair market competition, strengthen corporate image, uphold competitiveness, and protect the rights of stakeholders. Negative impact: Without a strong control environment grounded in ethical integrity, there is a risk of fraud, which could lead to financial losses for the company and investors, increased management costs, and potential legal risks such as litigation and penalties. Opportunity/Risk: Strong ethical conduct fosters business trust and a stable market presence, positively influencing financial performance. Conversely, lacking integrity management may result in fraudulent activities, leading to fines, lawsuits, and loss of stakeholder trust, causing significant financial and operational harm.	Compliance Risk	Positive	4	3	Medium
			Negative	3	3	Medium
Talent Development	Positive impact: Talent development enhances a company's competitiveness, innovation, and productivity. It supports green transition, promotes workplace equality and employee well-being, attracts ESG investment, and fosters local talent cultivation, contributing to sustainable business and societal development. Negative impact: Talent development increases short-term costs and may intensify internal inequality, employee stress, and burnout. It can also add environmental burden due to technology upgrades and travel-related training. Without proper management, it may affect labor rights across the supply chain. Opportunity/Risk: Investing in talent development improves innovation and productivity, advancing the Company's green transformation and strengthening long-term financial performance. In the short term, the required investments may raise costs, but over time, they can yield greater returns. However, if not properly managed, these investments may place strain on short-term financial performance and capital operations.	Operational Risk	Positive	4	3	Medium
			Negative	3	3	Medium

GlobalWafers Risk Assessment Scale

Score		1	2	3	4	5
Likelihood		Extremely Low Likelihood (Probability ≤ 25%)	Low Likelihood (25% < Probability ≤ 50%)	Slightly High Likelihood (50% < Probability ≤ 75%)	Extremely High Likelihood (Probability > 75%)	Already Occurred

Score		1	2	3	4	5
Impact Level ^{Note}	Amount (US\$)	< US\$100,000	US\$100,000 - US\$1 million	US\$1 million - US\$5 million	US\$5 million - US\$10 million	> US\$10 million
	Impact time	< 1 hour	1 hour - 1 day	1 day - 2 days	2 days - 5 days	> 5 days

Note: Impact on the Company financials / operations / reputation



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1.2.4 GlobalWafers' Management Approach to Material Topics

Topic Category	Material Sustainability Topic	Management Policy	Management Approach	Value Chain Impact Boundary			Responsible Unit	Corresponding Section	Corresponding GRI Topic	Corresponding SASB Standard
				Upstream	Operations	Downstream				
Economic	Corporate Governance	- Articles of Incorporation - Corporate Governance Best Practice Principles - Code of Ethical Conduct - Rules of Board of Directors Meetings - Audit Committee Charter - Remuneration Committee Charter - Nomination Committee Charter - Rules for Performance Evaluation of Board of Directors and Functional Committees - Rules for the Election of Directors - Rules Governing the Scope of Duties of Independent Directors - Procedures for Handling Material Inside Information - Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises	- Appointment of a Corporate Governance Officer responsible for leading and supervising the President's Office in corporate governance affairs and assisting directors in exercising their duties - Assist the Board in formulating diversity and independence policies for board composition - Assist directors with onboarding, arranging training programs, and conducting performance evaluations for the Board and its functional committees - Monitor the latest announcements and regulatory updates issued by competent authorities to ensure proper operation of the corporate governance system - Regularly update/disclose operational and financial information; hold quarterly investor conferences to maintain open communication with shareholders and investors - Participate in major domestic and international evaluations; regularly review performance across corporate governance indicators and implement continuous improvements		✓		Chairperson's Office President's Office	2.1 Corporate Governance	-	-
	Management Strategies & Financial Performances	- Procedures for Handling Material Inside Information - Procedures for Lending Funds to Other parties - Procedures for Endorsement and Guarantee - Policies and Procedures for Financial Derivatives Transactions - Acquisition or Disposal of Assets Procedure - Regulations Governing the Preparation of Financial Statements	- Convene Board meetings at least quarterly to confirm operational strategies and implementation plans - Continuously monitor market trends and maintain profitability by expanding production capacity, diversifying manufacturing sites, and developing products that meet market demands - Hold regular management meetings to review the performance and implementation status of annual plans at each production site, ensuring alignment with operational targets - Utilize various financing instruments to maintain a sound financial structure capable of responding to market volatility, thereby generating profits through stable operations - Disclose financial information in accordance with International Financial Reporting Standards recognized by regulatory authorities	✓	✓		Chairperson's Office President's Office Finance Division Accounting Division	2.2 Operational Performance	GRI 201: Economic Performance	-



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Topic Category	Material Sustainability Topic	Management Policy	Management Approach	Value Chain Impact Boundary			Responsible Unit	Corresponding Section	Corresponding GRI Topic	Corresponding SASB Standard
				Upstream	Operations	Downstream				
Economic	Integrity & Ethics	- Ethical Corporate Management Best Practice Principles - Procedures for Ethical Management and Guidelines for Conduct - Code of Ethical Conduct - Measures for the Report on Illegal, Immoral and Dishonest Acts	- The Legal Department is responsible for promoting the ethical business policy, formulating preventive measures, and supervising their implementation - Annual audits are conducted through email system controls, access control management, whistleblowing mechanisms, regulatory compliance reviews, departmental interviews, and case investigations to ensure the Company operates in accordance with ethical business principles - Annual review and optimization of management measures, with implementation results reported to the Board of Directors - Regular training and awareness campaigns on ethical business practices are conducted to ensure that directors, managers, and employees support and uphold the values of ethical conduct and integrity	✓	✓	✓	Legal Department	2.1.2 Integrity & Ethics	GRI 205: Anti-corruption	-
	Information Security and Personal Data Protection	The Company places great importance on information security and has established an Information Security Policy and Information Security Management Procedures. As of September 2024, the Company has obtained ISO 27001:2022 certification.	- The CISO convenes the Information Security Committee every six months to set new improvement targets - The highest-ranking information or cybersecurity officer at each site holds quarterly Information Security Promotion Meetings and drives ongoing improvement initiatives	✓	✓	✓	Chief Information Security Officer IS: Information Security Division	2.4 Information Security	GRI 418: Customer Privacy	-
	Product Quality and Safety	The Company adheres to international quality system standards (IATF 16949 & ISO 45001) as the foundation and strives to meet specific customer requirements in order to become their top-priority partner.	Establish quality and environmental management systems, with senior management conducting periodic reviews of system performance and making timely decisions to improve effectiveness and respond to significant internal and external issues.	✓	✓	✓	Quality Assurance Division Occupational Safety, Health and Environmental Protection Division	3.2. Product Quality 3.3 Customer Service	GRI 416: Customer Health and Safety	TC-SC-410a.1 TC-SC-410a.2
	Sustainable Supply Chain Management	Work closely with suppliers to build and maintain long-term partnerships, encouraging them to adopt responsible business practices with respect to environmental, social, and corporate governance principles. We comply with all applicable regulations and adhere to principles of transparency, fairness, and integrity in our procurement practices. Foster strong supplier relationships by considering and responding to stakeholders procurement-related concerns. Priority is given to the procurement of low-carbon products to promote energy conservation, waste reduction, and green transportation. Fulfill our social responsibilities and respect human rights. Actively promote "Responsible Mineral Procurement" and collaborate with suppliers to jointly support this initiative.	- Procurement Management Procedures - Supplier Code of Conduct - Supplier Sustainability Management Assessment	✓	✓	✓	Purchasing Division	3.4 Sustainable Supply Chain and Management	GRI 204: Procurement Practices GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	TC-SC-440a.1



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Topic Category	Material Sustainability Topic	Management Policy	Management Approach	Value Chain Impact Boundary			Responsible Unit	Corresponding Section	Corresponding GRI Topic	Corresponding SASB Standard
				Upstream	Operations	Downstream				
Environmental	Climate Strategy and Actions	- The semiconductor materials manufacturing industry is energy-intensive. A significant amount of electricity is consumed during the ingot production process, which is directly correlated to Scope 2 organizational greenhouse gas emissions. To address this, GlobalWafers Group continues to expand the verification coverage and category completeness of greenhouse gas emissions across its sites. - In response to climate change, GlobalWafers not only conducts detailed assessments of climate-related risks and opportunities but also monitors international climate initiatives and standards (such as RE100, SBTi, ISO 14068:2023) and country-specific regulations at its operating locations (e.g., CBAM, the Corporate Sustainability Due Diligence Directive, and Taiwans carbon fee policy). GlobalWafers is currently an official member of RE100.	- GlobalWafers climate governance and management framework comprises a three-tiered structure involving the Board of Directors, the Sustainability Development Committee, and the relevant execution teams. This structure ensures top-down oversight of operational performance and material climate-related issues. - Review mechanisms are conducted on a monthly, quarterly, semi-annual, and annual basis. - By increasing the verification coverage of organizational GHG emissions (in accordance with ISO 14064-1:2018), GlobalWafers monitors the emissions of its operating sites, identifies major emission hotspots, and formulates GHG management strategies across the value chain. - By increasing the verification coverage of product carbon footprints (in accordance with ISO 14067:2018), GlobalWafers monitors the emissions of key products, identifies their major emission hotspots, and formulates GHG management strategies across the value chain.	✓	✓	✓	Sustainable Operations Subcommittee Green Manufacturing Subcommittee	4.1 Climate Strategies and Actions 4.1.1 Greenhouse Gas Inventory	GRI 305: Emissions	TC-SC-110a.1 TC-SC-110a.2
	Energy Management	- The semiconductor materials manufacturing industry is energy-intensive. A significant amount of electricity is consumed during the ingot production process, which is directly correlated to Scope 2 organizational greenhouse gas emissions. To address this, the Group continues to enhance the implementation of energy management systems (ISO 50001:2018) across its operational sites. - In addition to reducing total electricity consumption through internal control measures, GlobalWafers also plans to introduce renewable energy. In October 2022, the Company officially joined the RE100 initiative. Strategies adopted include installing on-site renewable energy generation systems for self-consumption, signing long-term power supply agreements with local utilities, entering into long-term contracts with local electricity retailers, and purchasing external renewable energy certificates. These measures aim to increase the proportion of renewable energy usage across GlobalWafers Group sites.	- GlobalWafers climate governance and management framework comprises a three-tiered structure involving the Board of Directors, the Sustainability Development Committee, and the relevant execution teams. This structure ensures top-down oversight of operational performance and material climate-related issues. - Review mechanisms are conducted on a monthly, quarterly, semi-annual, and annual basis. - Through the energy management system and its supervision and measurement procedures, the Company monitors major energy-consuming equipment.	✓	✓	✓	Sustainable Operations Subcommittee Green Manufacturing Subcommittee	4.2 Energy Management	GRI 302: Energy	TC-SC-130a.1



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Topic Category	Material Sustainability Topic	Management Policy	Management Approach	Value Chain Impact Boundary			Responsible Unit	Corresponding Section	Corresponding GRI Topic	Corresponding SASB Standard
				Upstream	Operations	Downstream				
Environmental	Waste Management	- Waste disposal or resource recycling regulations of the countries where each operating site is located - Waste disposal management procedures of each operating site	- GlobalWafers' climate governance and management framework comprises a three-tiered structure involving the Board of Directors, the Sustainability Development Committee, and the relevant execution teams. This structure ensures top-down oversight of operational performance and material climate-related issues. - Review mechanisms are conducted on a monthly, quarterly, semi-annual, and annual basis. - Enhance internal waste management processes through continuous monitoring via the Environmental Management System (ISO 14001:2015) and periodic audits of waste disposal contractors.	✓	✓	✓	Sustainable Operations Subcommittee Green Manufacturing Subcommittee	4.4 Waste Management	GRI 306: Waste	TC-SC-150a.1
	Water Resources Management	- The semiconductor materials manufacturing industry relies heavily on high-purity water due to its inherent characteristics. Ensuring access to clean and stable water sources is a key concern for the GlobalWafers Group. To this end, we continuously monitor the water intake status of our sites, as well as climate-related disasters (such as flooding, tsunamis, and droughts). - In accordance with GRI Standards and water risk assessment tools (such as the Aqueduct Water Risk Atlas), we review the water intake conditions of our operational sites and monitor facilities identified as having medium or higher water risk, evaluating their sources and potential risk impacts. - Increase the proportion of alternative water sources at each operational site to reduce dependence on external water bodies.	- GlobalWafers climate governance and management framework comprises a three-tiered structure involving the Board of Directors, the Sustainability Development Committee, and the relevant execution teams. This structure ensures top-down oversight of operational performance and material climate-related issues. - Review mechanisms are conducted on a monthly, quarterly, semi-annual, and annual basis. - Increase the water recycling rate at operational facilities or modify process designs to reduce total water withdrawal from all sources and increase the proportion of alternative water sources at each site, thereby lowering dependence on external water bodies.	✓	✓	✓	Sustainable Operations Subcommittee Green Manufacturing Subcommittee	4.3 Water Resources Management	GRI 303: Water and Effluents	TC-SC-140a.1
Social	Talent Attraction and Retention	Regularly review the compensation structure to maintain competitiveness in the talent market; establish a talent development system to cultivate the professional and managerial personnel needed by the Company (competency development and employee benefits).	- Provide a benefits system that complies with regulations and meets employee needs. - Promote career development through succession planning and internal transfers or promotions. - Offer diverse labor-management communication channels to encourage employees to freely share suggestions.		✓	✓	Human Resources Unit	5.1 Human Resources 5.2 Talent Attraction and Retention	GRI 401: Employment GRI 405: Diversity and Equal Opportunity	TC-SC-330a.1



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				Upstream	Operations	Downstream				
Social	Talent Development	Upholding a people-oriented philosophy, the Company is committed to providing fair and diverse development opportunities. Through comprehensive career planning, training systems, and succession programs, the Company cultivates high-potential talent, enhances employee competitiveness, and ensures sustainable business development, promoting the parallel growth of both the organization and individuals. • Talent Development Quality Management Manual • Education and Training Management Procedures • Human Resources and Training Management Procedures • Training and Development Management Guidelines	Through internal and external training, job rotation mechanisms, and mentoring programs, the Company strengthens employees professional and managerial capabilities, while establishing a succession plan to ensure seamless transitions for critical positions. At the same time, by implementing performance management and development dialogues, the Company fosters employee growth and builds a learning-oriented organization to support long-term business competitiveness.		✓		Human Resources Unit	5.3 Talent Attraction and Retention	GRI 404: Training and Education	-
	Occupational Health and Safety	• Occupational Safety and Health Management Regulations and EHS Responsibility Procedures • Employee Work Rules • Procedures for Ethical Business Management and Guidelines for Employee Conduct	• In the event of earthquakes or fires that damage machinery or equipment and cause operational disruption or property loss, employee safety awareness is enhanced through training and awareness campaigns • Relevant policies are established and regularly reviewed, and employees' compliance awareness is strengthened through education and communication initiatives	✓	✓	✓	Human Resources Unit Environmental, Health and Safety Unit	6.1.2 Occupational Safety Management 6.1.4 Occupational Injuries and Incident Statistics	GRI 403: Occupational Health and Safety	TC-SC-320a.1 TC-SC-320a.2





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Sustainability Goals

Key Performance Indicators	UN Sustainable Development Goals (SDGs)	2024 Goals	Achieved in 2024 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and beyond)
Corporate Governance						
Sound Corporate Governance Framework	 	Maintain the top 5% ranking among the TPEX-listed companies in the Corporate Governance Evaluation	Maintain the top 5% ranking among the TPEX-listed companies in the Corporate Governance Evaluation	Maintain the top 5% ranking among the TPEX-listed companies in the Corporate Governance Evaluation	Continue to maintain a sound corporate governance structure	
Independence and Diversity of the Board of Directors		Increase female Board seats	Independent directors comprised at least 1/2 of the Board Female directors comprised at least 1/3 of the Board	Maintain female director representation at 1/3 of the Board	Maintain female director representation at 1/3 of the Board	
Timeliness and Transparency of Information Disclosure		Held quarterly investor conferences Disclosure of English financial statements on a quarterly basis	Held quarterly investor conferences Disclosure of English financial statements on a quarterly basis	Held quarterly investor conferences Disclosure of English financial statements on a quarterly basis	Regularly updated/announced operational and financial information	
Management Strategies & Financial Performances						
Continuous Profit	 	Continuous profit	Continuous profit	Continue to make profits and maintain good operating performance		
Maintain a Good Financial Structure		Maintain a good financial structure (maintain twAA- /twA-1+ in Taiwan Ratings)	Affirmed by Taiwan Credit Rating: twAA-/twA-1+; the long-term rating is "Stable"	Continue to maintain a sound financial structure and credit rating		



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Key Performance Indicators	UN Sustainable Development Goals (SDGs)	2024 Goals	Achieved in 2024 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and beyond)
Ethics and Integrity						
Ethics and Integrity		- Establish and maintain employees' awareness of legal compliance - Maintain and continuously improve the ethical integrity risk monitoring system (email keyword control/whistleblower system, etc.) - Ethics and Integrity- No unethical or dishonest incidents occurred	- Continue to provide ethics and integrity training to new employees and supervisors at the section level and above - In line with the RBA 8.0 revision, clearly defined in August the acceptable value and frequency of giving/receiving gifts - This year, there was one suspected case of an employee violating the Code of Ethical Conduct. Upon receiving the report, the company immediately took relevant measures to address the situation.	- Continue to provide ethics and integrity training to employees - Maintain monitoring mechanisms and revise internal procedures in line with relevant policy updates - No unethical or dishonest incidents occurred	- Align practices for legal compliance with Taiwan laws across the Group and consolidated entities, subject to manpower availability - Align practices for legal compliance with Taiwan laws across the Group and consolidated entities, subject to manpower availability - Same as the short-term goal	- Same as the mid-term goal (maintain the status defined in the mid-term goal) - Same as the mid-term goal (maintain the status defined in the mid-term goal) - Same as the short-term goal
		All employees to complete labor ethics-related training	Achieved	All employees to complete labor ethics-related training	All employees to complete labor ethics-related training	All employees to complete labor ethics-related training
Information Security and Personal Data Protection						
Personal Data Protection		- Provide education and training to the units responsible for personal information - Conduct an inventory of personal data involved in the Company's business activities - Ensure that the responsible units handle the collection, processing, and utilization of personal data in compliance with applicable regulations	- Completed training sessions - Completed personal data inventory and established a personal data list - Delete personal data when the specific purpose no longer exists or the retention period expires and have the legality of data access verified by the legal department.	- Training materials include overseas regulations - Overseas subsidiaries are required to comply with local laws, delete personal data that should not be retained after inventory, and establish a data list - Ongoing regulatory updates & no violations of laws or regulations	- Complete training sessions (2026, 2028, 2030) - Complete personal data inventory (2026, 2028, 2030) - Update the personal data list - Same as the short-term goal	- Conduct training every two years - Conduct personal data inventory every two years - Continuously update the personal data list - Same as the short-term goal
Information Security Incident		0 cases	1 case (The information systems of some plants of the Company were attacked by hackers in June 2024)	0 cases	0 cases	0 cases
ISO 27001 Certification		Obtain ISO 27001 certification	Obtained ISO 27001 certification	Maintain certification validity	Undergo recertification and renewal	Expand scope of certification



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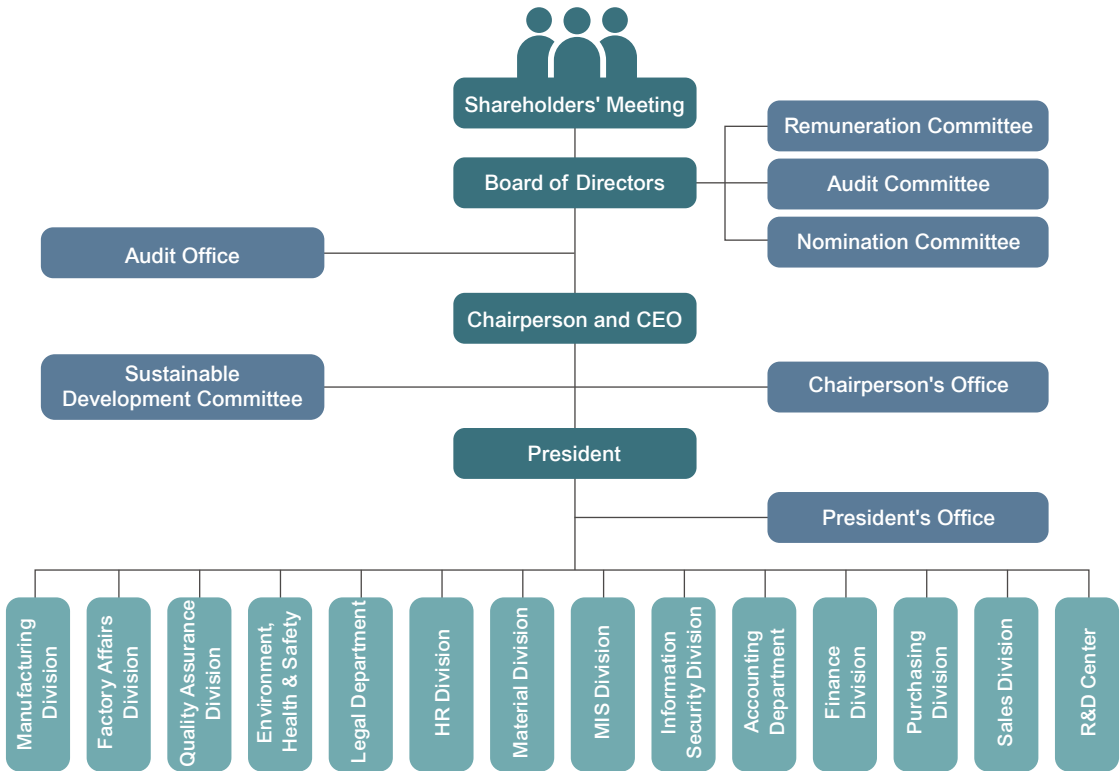
2.1 Corporate Governance

GlobalWafers upholds People, Integrity, Passion, Excellence, and Innovation as its core corporate values. We firmly believe that by embracing a people-centric approach and upholding honesty and integrity, while dedicating passion to both life and work with relentless effort, we will naturally achieve excellence. Diverse perspectives will continually inspire creativity, which will ultimately evolve into innovative technologies that shape the future.

GlobalWafers embraces a corporate culture rooted in integrity, implementing a management philosophy that emphasizes honesty, transparency, and social responsibility. The Company complies with the Company Act, Securities and Exchange Act, Business Mergers and Acquisitions Act, Directions for Public Companies on Filing Public Information Online, Fair Trade Act, Labor Standards Act, and other applicable regulations. Furthermore, by establishing internal policies and a robust corporate governance framework, GlobalWafers is committed to achieving its goal of sustainable operations.

2.1.1 Governance Structure

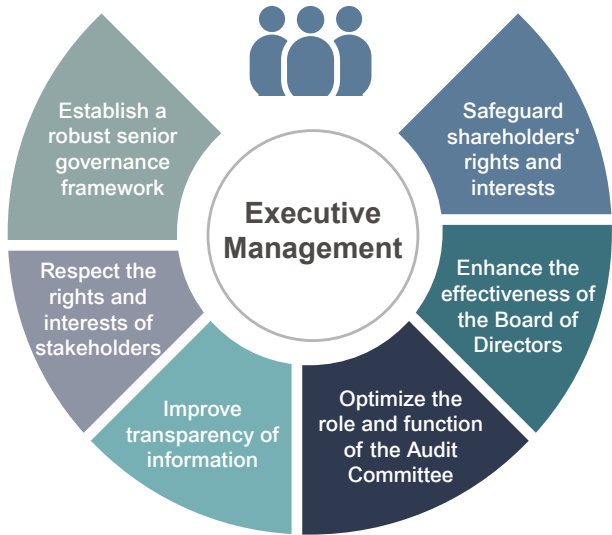
■ GlobalWafers Organizational Chart



Executive Management

GlobalWafers adheres to the principle of integrity, values shareholders' rights and interests, and believes that an efficient Board of Directors is the cornerstone of sound corporate governance. GlobalWafers has established an effective corporate governance framework. Under the authorization of the Board of Directors, the Company has set up the Audit Committee, the Remuneration Committee, and the Nomination Committee to assist the Board in fulfilling its supervisory responsibilities. The organizational charters of all committees are approved by the Board, and regular reports on their activities and resolutions are submitted to the Board. The Audit Committee and Remuneration Committee of GlobalWafers are composed entirely of independent directors, and a majority of the members of the Nomination Committee are independent directors.

The Company's Audit Office reports directly to the Board of Directors and assists both the Board and management in auditing internal control deficiencies, evaluating operational efficiency, ensuring the reliability of financial reporting, and monitoring regulatory compliance. The office also provides timely recommendations for improvement to ensure that the internal control system remains effective and that corporate governance is thoroughly implemented.





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Summary of Key Points for the Corporate Governance Organization

- Four out of eight directors are independent directors, accounting for half of the total number of directors on the board
- Both the Audit Committee and the Remuneration Committee are composed of independent directors, and over half of the Nomination Committee members are independent directors
- A dedicated Chief Corporate Governance Officer was appointed to increase support for directors and enhance the effectiveness of the board of directors
- [Charters of Functional Committees](#) is publicly disclosed on the Company's website under the Investors Section > Corporate Governance > Committees
- The Board of Directors and each committee conduct an annual self-performance evaluation and disclose the evaluation results on the Company's website under Investors Section > Corporate Governance > Board of Directors > [Board and Functional Committees Performance Evaluation Results](#)

Board Operations

To implement a sound corporate governance system with robust supervisory functions and enhanced management capabilities, the Board of Directors comprises eight members, each elected for a term of three years. All directors possess profound knowledge and expertise in areas such as professional technologies, business management, finance, and strategic management. Re-election for consecutive terms is permitted. The Board convenes at least once per quarter.

To enhance the professional knowledge and legal awareness of Board members, the Company arranges a minimum of six hours of training per year for each director, and at least twelve hours for newly appointed directors. The training covers topics such as corporate governance, risk management, and sustainability issues related to economic, social, and environmental matters. In 2024, training topics included Global Economic Outlook, Corporate Governance and Securities Regulations, Climate Change and Sustainable Finance, Information Security Governance, and Sustainability Governance Trends. For further details on director training in 2024, please refer to the [GlobalWafers 2024 Annual Report](#).

The election of GlobalWafers' directors (including independent directors) is conducted in accordance with Article 192-1 of the Company Act through a candidate nomination system. Directors are elected by the shareholders from the list of nominated candidates. Members of the Board's functional committees are nominated and appointed in accordance with their respective charters, as approved by Board resolution. All four of GlobalWafers' independent directors meet the qualifications, professional experience, limitations on concurrent positions, and independence requirements stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies."

Board Diversity, Professional Expertise, and Independence

The Company's "[Corporate Governance Best-Practice Principles](#)" explicitly define the composition of the Board of Directors and the qualifications required of its members. The Company has also established a Board diversity policy. The composition of the Board is determined with diversity in mind, taking into account the Company's business operations, industry characteristics, and future development needs. The diversity policy is based on two general criteria:

- Basic requirements and values: Gender, age, nationality, and cultural background;
- Professional knowledge and skills: Professional background (e.g., law, accounting, industry, finance, marketing, technology), professional expertise, and industry experience.

The Company's current Board of Directors comprises eight members, including four independent directors. Each director possesses professional and academic experience in business management, technical expertise, commerce, or finance, and demonstrates the necessary knowledge, skills, and literacy to fulfill their duties effectively. Among the eight current directors, 12.5% are employee directors, 50% are independent directors, and 37.5% are female directors. Three of the four independent directors have served for less than three years, and one has served between three and six years. The Company places great emphasis on having a broad range of industry experience among its Board members, particularly aiming for a majority with semiconductor-related backgrounds. Currently, 62.5% of directors have experience in the semiconductor industry. In addition, the Company values gender diversity and aims to include at least one female director on the Board. As of now, there are three female directors, accounting for 37.5% of the Board. This meets the Company's goal of having no less than one-third of Board seats occupied by women. For details on director qualifications and the implementation of Board diversity, please refer to the [GlobalWafers 2024 Annual Report](#).



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In 2024, the Board of Directors of GlobalWafers convened a total of nine meetings, with an average attendance rate of 100%. The composition of the Board, including the academic and professional backgrounds of its members as well as their meeting attendance, is summarized in the table below:

Title	Name	Gender	Age				Functional Committee Membership	Professional Background	Risk Management Experience	Actual Attendance Rate (%)
			41-50 years old	51-60 years old	61-70 years old	71-80 years old				
Chairperson	Hsiu-Lan Hsu	Female			V		Nomination Committee	- Experience in the semiconductor industry - Engineering, technology, and organizational leadership - Corporate sustainability (renewable energy management, sustainable development, and business management)	- Independent Director at Delta Electronics Inc. - Chairperson of Sino-American Silicon Products Inc. - Comprehensive experience in enterprise risk management	100%
Director	Sino-American Silicon Products Inc. Representative: Ming-Kuang Lu	Male				V		- Experience in the semiconductor industry - Engineering, technology, and organizational leadership - Corporate sustainability (renewable energy management, sustainable development, and business management)	- Independent Director at LITE-ON Technology Corp. - Comprehensive experience in enterprise risk management	100%
Director	Sino-American Silicon Products Inc. Representative: Tang-Liang Yao	Male			V			- Experience in the semiconductor industry - Engineering, technology, and organizational leadership - Corporate sustainability (renewable energy management, sustainable development, and business management)	- Chairperson of Actron Technology Corporation and several other companies - Comprehensive experience in enterprise risk management	100%
Director	Kuo-Chow Chen	Male			V			- Experience in the semiconductor industry - Engineering, technology, and organizational leadership	- Former Chairman of Nan Hai Corp. and Director of COTA Bank - Experience in business operations, finance, and strategic risk management	100%
Independent Director	Ming-Ren Yu	Male		V			Audit Committee (Convener) Remuneration Committee (Convener) Nomination Committee (Convener) ^{Note}	- Financial accounting and strategic management - Corporate sustainability (risk management)	- CFO of Taiwan Cement Corp. - Former Vice President at J.P. Morgan, CFO of Coretronic Corporation, President of the Backlight Module Business Group, and Executive Vice President of Investment Banking at Yuanta Securities Co., Ltd. - Experience in financial and strategic management, and risk management in the electronics and financial industries	100%



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Title	Name	Gender	Age				Functional Committee Membership	Professional Background	Risk Management Experience	Actual Attendance Rate (%)
			41-50 years old	51-60 years old	61-70 years old	71-80 years old				
Independent Director	Ta-Hsien Lo	Male				V	Audit Committee Remuneration Committee Nomination Committee	- Experience in the semiconductor industry - Engineering, technology, and organizational leadership - Corporate sustainability (sustainable development and business management)	- Chairperson of the Chinese Professional Management Association, Distinguished Expert at the Industrial Technology Research Institute, and Adjunct Professor at the EMBA Program, Institute of Technology Management, National Tsing Hua University - CEO of ITRI College - Experience in risk management within technology institutions and the electronics industry	100%
Independent Director	Chung-Fern Wu	Female			V		Audit Committee Remuneration Committee Nomination Committee	- Financial accounting and strategic management - Corporate sustainability (financial and securities regulatory compliance)	- Former Independent Director of several companies, including Chunghwa Telecom Co., Ltd., Everlight Chemical Industrial Corporation, Chunghwa Precision Test Tech. Co., Ltd., Kinpo Electronics, Inc., and Taiwan Sugar Corporation - Former Professor of Accounting at National Taiwan University, Commissioner of the Financial Supervisory Commission, Standing Supervisor of Taiwan Cooperative Bank, Director of Taiwan Cooperative Financial Holding Co., Public Director of the Taiwan Stock Exchange, and Public Director of the Taipei Exchange - Experience in business operations, finance, and strategic risk management	100%
Independent Director	Tzu-Hsuan Tsai	Female	V				Audit Committee Remuneration Committee Nomination Committee	- Engineering, technology, and organizational leadership - Corporate sustainability (energy technology)	- Associate Professor at the Graduate Institute of Resource Engineering and the Department of Materials and Resources Engineering, National Taipei University of Technology - Former Director of the Graduate Institute of Resources Engineering, National Taipei University of Technology - Experience in risk management within technology R&D institutions	100%

Note: On February 25, 2025, the Nomination Committee of GlobalWafers elected a new convener. The role is now held by Independent Director Mr. Ming-Ren Yu.

For information on directors' compensation, concurrent positions held in other companies, and resolutions of the Board of Directors, please refer to the [GlobalWafers 2024 Annual Report](#).



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Remuneration Committee

GlobalWafers established a Remuneration Committee on December 12, 2014, to strengthen corporate governance and improve the remuneration system for directors (including independent directors) and managers. The committee consists of four independent directors and convenes at least twice a year. In 2024, a total of three meetings were held, with an average attendance rate of 100%.

The Remuneration Committee assists the Board of Directors in implementing and reviewing the Company's overall policies, systems, standards, and structures for remuneration and benefits. It also evaluates the performance of directors and managers in achieving corporate goals, regularly reviews the Remuneration Committee Charter, and submits proposals to the Board for discussion.

In accordance with the Remuneration Committee Charter, the Committee is authorized to engage legal counsel, accountants, or other consultants as necessary to support the execution of its duties.

For the [Remuneration Committee Charter](#), please visit the GlobalWafers website under Investor Relations > Corporate Governance > Committees.

For details on the Remuneration Committee's resolutions, please refer to the [GlobalWafers 2024 Annual Report](#).

Audit Committee

To strengthen the internal supervisory mechanisms of corporate governance, GlobalWafers established an Audit Committee on March 19, 2015. The committee was originally composed of three independent directors. To further enhance the diversity and professionalism of the Board and reinforce its supervisory function, an additional independent director was appointed on June 20, 2023. This brought the number of independent directors to four, accounting for half of the Board—exceeding legal requirements and underscoring GlobalWafers' commitment to robust corporate governance.

The Audit Committee convenes at least once per quarter. In 2024, a total of eight meetings were held, with an average attendance rate of 100%.

The Audit Committee assists the Board of Directors in fulfilling its oversight responsibilities in the following areas:

- The fair presentation of the Company's financial statements
- The selection (or dismissal) of the certified public accountants, as well as the evaluation of their independence, qualifications, and performance
- The effectiveness of the Company's internal control systems
- Compliance with applicable laws and regulations
- Identification and management of potential or existing corporate risks

In accordance with the provisions of its organizational charter, members of the Audit Committee are authorized to conduct any appropriate audits or investigations within the scope of their responsibilities. They have direct communication channels with GlobalWafers' internal audit personnel, external auditors, and other relevant parties. The Committee is also entitled to retain legal counsel, accountants, or other consultants as necessary to assist in the execution of its duties.

For the [Audit Committee Charter](#), please refer to the GlobalWafers website > Corporate Governance > Committees.

For details on Audit Committee resolutions, please refer to [GlobalWafers 2024 Annual Report](#).

Nomination Committee

GlobalWafers established a Nomination Committee on December 9, 2020, to enhance the nomination system for the Company's directors and senior managers. The committee currently comprises five directors, four of whom are independent directors. In 2024, the committee convened one meeting with an average attendance rate of 100%. On February 25, 2025, the Nomination Committee elected a new convener, Independent Director Mr. Ming-Ren Yu.

The Nomination Committee assists the Board of Directors in identifying, reviewing, and nominating candidates for directors and senior management positions. It also conducts performance evaluations of the Board, its committees, and individual directors; assesses the independence of independent directors; and formulates and reviews training and succession plans for directors and senior managers.

In accordance with the Nomination Committee Charter, the Committee is authorized to retain attorneys, accountants, or other consultants as needed to assist in the execution of its duties.

For the [Nomination Committee Charter](#), please refer to the GlobalWafers website under Investor Relations > Corporate Governance > Committees.

For directors' attendance records and details on Nomination Committee resolutions, please refer to [GlobalWafers 2024 Annual Report](#).

Avoiding Conflicts of Interest on the Board Members

GlobalWafers has established the "[Ethical Corporate Management Best Practice Principles](#)" and "[Code of Ethical Conduct](#)" to promote a corporate culture rooted in integrity and responsible business practices. These policies guide the Board of Directors and all employees in fostering sound corporate development and upholding a robust and ethical business operating model.

GlobalWafers has established the "[Rules of Procedure for Board Meetings](#)", the "[Audit Committee Charter](#)", the "[Remuneration Committee Charter](#)", and the "[Nomination Committee Charter](#)", all of which include the following provision:

If a director, including the director's spouse, relatives within the second degree of kinship, or any company with which the director has a controlling or subordinate relationship—or a juristic person represented by the director has an interest in a given agenda item, the director must disclose the material aspects of the conflict at the respective meeting. Where the conflict is likely to prejudice the interests of the Company, the director may express opinions and respond to inquiries but must not participate in the discussion or voting on the item and must recuse themselves from both. The director is also prohibited from exercising voting rights on behalf of other directors in such cases. Furthermore, directors must obtain prior approval from the shareholders before engaging in any activity—on behalf of themselves or others—that falls within the scope of GlobalWafers' business.

In its annual report, GlobalWafers discloses circumstances in which directors concurrently hold positions in other companies (including, but not limited to, serving as a director or independent director), the list of the top 10 largest shareholders with over 5% of outstanding shares, and related party transactions. Additionally, apart from the parent company, Sino-American Silicon Products



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Inc. (a major supplier due to actual business needs), none of the Board members has any cross-shareholding relationships with major suppliers. For further details, please refer to the [GlobalWafers 2024 Annual Report](#).

The Chairperson of GlobalWafers also serves as the Chief Executive Officer (CEO), a decision made in consideration of the Company's operating scale and the goal of enhancing overall efficiency. To ensure a clear separation of responsibilities, the Company has also appointed a President. The roles of the CEO and the President are distinct yet complementary. The CEO focuses on planning, including formulating the Company's operational guidelines, annual budget, maintaining key customer relationships, developing strategic alliances, overseeing reinvestment strategies, and tracking the achievement of annual goals. In contrast, the President is responsible for execution—coordinating daily operations, supervising departments, and ensuring the effective implementation of Company policies and strategies formulated by the CEO. This dual structure enables effective alignment between planning and execution, allowing the Board of Directors to better oversee and support the Company's strategic development. More than half of the Company's directors do not concurrently serve as employees or managerial officers. The Board consists of four independent directors, accounting for 50% of its composition. Most members of the functional committees are also independent directors, who actively engage in in-depth discussions and provide recommendations on key matters. This structure significantly enhances the Board's supervisory function and supports the continued implementation of sound corporate governance practices.

Communication of Critical Concerns

GlobalWafers has established the "[Procedures for Handling Material Inside Information](#)" to ensure a robust internal mechanism for the management and disclosure of material information. These procedures apply not only to all employees but also to members of the Board of Directors. For details regarding the nature and total number of GlobalWafers' material events in 2024, please refer to the Company's disclosures on the [Market Observation Post System \(MOPS\)](#).

In addition to providing quarterly reports on the Company's operations and business performance to the Board of Directors, GlobalWafers' management team also communicates material matters—such as major asset or derivative transactions, intercompany loans, and endorsements or guarantees—through discussions and resolutions at the Audit Committee and Board meetings, in accordance with applicable laws, Company policies, and regulatory requirements. In the event of any significant operational issues that could materially affect the Company's management, the management team proactively contacts Board members to explain the situation and seek their input. Moreover, extraordinary Board meetings may be convened as needed to address major decisions or matters with a material impact on shareholders that require Board approval. All key Company policies and regulations are publicly disclosed on the [GlobalWafers official website](#).

The Company has established the "GlobalWafers Group Operational Crisis Emergency Response Procedures" to ensure rapid and effective handling of major incidents. In the event of a significant disruption at a plant that affects normal production or product supply, the highest-ranking executive of the affected business unit must immediately respond and notify the Vice President of the Manufacturing Department to convene an emergency response meeting. The matter is also reported to the CEO. During the emergency response meeting, a task force is formed based on the scope of authority required to develop measures aimed at containing and mitigating the impact of the

incident. The team is also responsible for issuing notifications as defined under the disaster reporting guidelines and for reviewing the effectiveness of response and mitigation procedures after the emergency is resolved. The review results are submitted to the CEO, who will report to the Board of Directors depending on the severity and impact of the event.

Evaluation of the Board of Directors Performance

To strengthen corporate governance and enhance the effectiveness of the Board of Directors and its functional committees, the Company conducts annual self-assessments of the performance of the Board and each committee to promote operational efficiency. These evaluations are completed and submitted to the Board of Directors by the end of the first quarter of the following year. Furthermore, on November 5, 2024, the Board of Directors approved amendments to the "[Rules for Performance Evaluation of the Board of Directors and Functional Committees](#)" The revised rules stipulate that an external professional independent institution or expert team shall conduct an evaluation of the Board's performance at least once every three years, and the evaluation results must be reported to the Board of Directors.

At the end of each year, the President's Office is responsible for coordinating and executing the Board and committee performance evaluation process. Evaluations are conducted through internal self-assessment questionnaires completed by all board and functional committee members. The scope includes the performance of the Board of Directors as a whole and its functional committees, including the Audit Committee, Remuneration Committee, and Nomination Committee. The evaluation criteria primarily cover the following areas: participation in Company operations; enhancement of decision-making quality; composition and structure of the Board and committees; appointment and continuing education of directors and committee members; effectiveness of internal controls; and attention to sustainable development (ESG). The [2024 performance evaluation results](#) for all assessed dimensions met or exceeded the established benchmarks, demonstrating that the operations of the Board and its functional committees remain robust and aligned with sound corporate governance principles. The results were reported to the Board of Directors on February 25, 2025, and are publicly disclosed on the Company's website under Investor Relations > Corporate Governance > Board of Directors > Performance Evaluation Results of the Board and Functional Committees.

Remuneration Policies for Directors and Executives

The remuneration of the Company's directors comprises three main components: directors' compensation, directors' remuneration, and service fees. These are administered in accordance with the Company's Articles of Incorporation and relevant regulations.

The remuneration of the President and Vice Presidents includes salary, bonuses, and employee compensation. These are determined based on the Company's Articles of Incorporation and the applicable approval authorities. The Company's Articles of Incorporation stipulate that, if there is a distributable surplus, employee compensation shall range between 3% and 15%, and directors' remuneration shall not exceed 3%. Directors' remuneration is determined by considering their level of participation and contribution to the Company's operations, as well as the results of the Board



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performance evaluation. These are handled in accordance with the Articles of Incorporation and the "Regulations on Remuneration for Directors and Functional Committees." Remuneration for the President and Vice Presidents is determined based on the Articles of Incorporation and the operational performance targets set in the annual budget approved by the Board of Directors. Their compensation also considers their roles, responsibilities, and contributions to the Company, as well as prevailing industry standards. The relevant remuneration is administered in accordance with the "Managerial Compensation Management Measures" and the "Employee Compensation Distribution Procedures."

In addition to the aforementioned remuneration, the Company's directors are not entitled to severance pay, retirement benefits, or clawback mechanisms. For managerial officers, severance pay is not provided in cases of voluntary resignation. In instances of involuntary termination or mandatory retirement, severance or retirement benefits are provided in accordance with applicable labor laws and handled in the same manner as for regular employees. Clawback mechanisms are implemented based on relevant internal management guidelines or incentive schemes, such as the Employee Welfare Savings Association Charter (Employee Welfare Trust).

The Company established the Remuneration Committee on September 2, 2014. The Committee is responsible for reviewing the performance evaluations of directors and managerial officers, as well as the policies, standards, and structures governing their remuneration. It periodically reviews the content and amounts of remuneration for directors and managerial officers and reports its findings and recommendations to the Board of Directors.

The performance appraisal and remuneration of the Company's directors and managerial officers are based on their positions and participation in Company operations (including attendance rate, frequency of communication, and quality of suggestions provided by directors), as well as their individual performance contributions. These contributions include financial indicators (such as revenue and profit achievement rates) and non-financial indicators (such as compliance with laws and internal controls, ESG performance, or notable achievements). Industry standards among peers are also taken into consideration, along with a comprehensive review of the remuneration amount, payment methods, and potential future risks faced by the Company. The remuneration is closely aligned with the scope of responsibilities and overall performance of the Company.

In terms of non-financial indicators, to fulfill the Company's commitment to sustainable development, ESG (Environmental, Social, and Governance) performance has been incorporated into the performance evaluation of senior managers (including the President, Vice Presidents, and Heads of operation sites). ESG indicators and their respective weighting ratios are tailored to each individual's responsibilities and may include performance in international ESG ratings, climate change mitigation and adaptation efforts (such as GHG emissions reduction, energy-saving and carbon-reduction target achievement, or renewable energy usage), occupational safety, and health promotion. These ESG indicators are assigned weightings of up to 20%, and their achievement is factored into the overall performance appraisal to determine remuneration.

For the remuneration of directors and executives, please refer to [GlobalWafers 2024 Annual Report](#).

2.1.2 Ethics and Integrity

Core Values

"Integrity and honesty" are among GlobalWafers' most fundamental core values. To foster an integrity-driven business environment, GlobalWafers has implemented relevant policies and communication channels for all directors, managers, and employees to adhere to. Through stringent management practices, the risk of dishonest behavior is minimized, ensuring value creation for customers and sustained profitability for shareholders and other stakeholders.

Internal Regulation System

To implement integrity management, GlobalWafers has established key internal regulations including the "[Ethical Corporate Management Best Practice Principles](#)," "[Code of Ethical Conduct](#)," and "[Procedures for Ethical Management and Guidelines for Conduct](#)." These documents cover topics such as integrity management, ethical behavior, prohibition of unreasonable hospitality or improper benefits, prohibition of intellectual property infringement, prohibition of anti-competitive practices, and conflict of interest management. They are published on both the Company's external website and internal intranet, allowing all employees to access and review them at any time, thereby enhancing legal compliance and promoting professional ethics awareness across the organization.

For marketing and procurement colleagues, the Company has emphasized the importance of "honesty and integrity" through the implementation of the "Sales Management Measures" and "Procurement Management Measures." A comprehensive business law compliance framework has been established, covering areas such as fair competition, due diligence, trade controls (including trading counterparties, subject matter, purpose of use, cash flow, and relevant regulations in major trading countries), anti-corruption, anti-bribery, and mechanisms for preventing and managing conflicts of interest. Additionally, the Company enforces supply chain controls to ensure compliance with conflict-free mineral requirements.

In addition to requiring employees to sign "Intellectual Property Rights and Confidentiality Agreements," the marketing and purchasing units must also sign non-disclosure agreements (NDAs) before engaging with suppliers and customers. This helps prevent unethical actions such as the unauthorized disclosure of company secrets. Employees are prohibited from seeking or collecting company operational secrets unrelated to their job responsibilities to ensure the protection of sensitive and confidential information belonging to business partners. Furthermore, GlobalWafers has established the "Personal Data Protection Management Measures," regularly conducts personal data inventories, and upholds the highest ethical standards in maintaining personal privacy and confidentiality obligations.



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Anti-bribery and Anti-corruption

GlobalWafers' "Anti-Bribery and Anti-Corruption Policy" is clear: no offering, no accepting, and no soliciting of bribes. The Company maintains a zero-tolerance stance toward corruption, strictly prohibiting all corrupt practices and actively working to prevent corruption-related incidents. The implementation details of this policy are outlined in the ["Ethical Corporate Management Best Practice Principles"](#) and the ["Procedures for Ethical Management and Guidelines for Conduct,"](#) as summarized below:

The ["Ethical Corporate Management Best Practice Principles"](#) explicitly stipulate that, in the course of conducting business, employees shall not directly or indirectly offer, promise, request, or accept any form of improper benefits. The ["Procedures for Ethical Management and Guidelines for Conduct"](#) further provide clear codes of conduct for employees, including the following key points: (1) If payment is provided or promised due to threat or intimidation, employees must document the process, report to their supervisor, and notify the compliance unit; (2) If illicit benefits are offered or promised by others, employees must refuse or return the offer, report to their supervisor, and notify the compliance unit. If the benefits cannot be returned, they must be handed over to the legal compliance unit within three days of receipt for processing. Additionally, to align with the [RBA Code of Conduct 8.0](#) adopted by the electronics industry, GlobalWafers submitted a revised version of the ["Procedures for Ethical Management and Guidelines for Conduct"](#) to the Board of Directors in Q3 2024. The revision introduced new rules regarding the "cost" and "frequency" of gifts given or received from suppliers or customers: gifts must be based on business needs, adhere to local courtesy, customs, or practices, have a market value limited to NT\$800 per gift, and total benefits received from the same party are limited to NT\$2,000 annually.

In 2024, GlobalWafers provided "Integrity Management" education and training courses to all new employees during onboarding to instill correct ethical concepts, enhance legal compliance awareness, and ensure effective control of corruption risks. GlobalWafers is committed to communicating the following code of conduct to all colleagues:

1. Remain vigilant and cautious about any interests that may influence business decision-making.
2. Adhere to the principle of zero tolerance: no offering, receiving, or demanding of bribes, regardless of their value.
3. "No prior gifts and no gifts or gratuities afterward."

GlobalWafers has implemented comprehensive risk assessment mechanisms to address unethical conduct, including self-assessments of legal compliance, email monitoring, qualitative interviews, and donation reviews, aimed at identifying units and personnel with higher exposure to corruption risks. Among these, the marketing and procurement units—due to their business nature—serve as frontline external contact points and consequently face greater internal and external incentives and opportunities for dishonest behaviors, such as cash, gifts, services, entertainment, and facilitating fees. These units are thus identified by the Company's dishonest behavior risk assessment mechanism as having higher corruption risk. Accordingly, GlobalWafers has incorporated strict anti-bribery and anti-corruption clauses within its "Sales Management Measures" and "Procurement Management Process." These provisions explicitly prohibit any form of bribery and corruption, including direct or indirect solicitation, appointment, delivery, or acceptance of bribes, as well as unreasonable gifts, entertainment, or other improper benefits from any third party. Violations are subject to criminal and civil liabilities, in addition to disciplinary actions pursuant to the Company's

Employee Reward and Punishment Provisions. Furthermore, if the Company incurs damages as a result of such misconduct, the violator will be held liable for compensating the Company for the losses incurred.

In addition to the aforementioned internal risk control measures, GlobalWafers has encouraged all suppliers and customers to uphold the highest standards of corruption prevention by signing a written "Supplier Code of Conduct" or "Customer Code of Conduct," thereby affirming the Company's commitment to anti-bribery and anti-corruption principles. GlobalWafers requires that suppliers and customers refrain from offering or accepting bribes to or from GlobalWafers or its representatives under any circumstances, in order to prevent undue influence on transaction decisions.

In 2024, GlobalWafers hosted a Supplier Day during which the Head of Legal conducted anti-bribery and anti-corruption training for suppliers. The Company also continuously monitors supplier compliance through regular supplier audits. Additionally, the Company communicates anti-bribery and anti-corruption requirements to all employees through RBA Code of Conduct training focused on labor and ethical behavior. Thanks to these ongoing training efforts, GlobalWafers employees maintain a strong awareness of preventing corrupt practices. No confirmed incidents of corruption were reported in 2024.

For the Ethical Corporate Management Best Practice Principles and other internal regulations, please refer to the GlobalWafers website under Investor Relations > Corporate Governance > [Company Policies](#).

Conflict of Interest Avoidance

The [Procedures for Ethical Management and Guidelines for Conduct](#) clearly stipulates that when directors, managers, or other interested parties participating in or attending a board of directors meeting have a conflict of interest related to proposals listed on the agenda, they must disclose the nature of the conflict to the board. If the conflict is deemed detrimental to the Company, the individual shall be prevented from participating in discussions and voting, and shall not exercise voting rights on behalf of other directors. Directors are also expected to exercise self-discipline and refrain from providing inappropriate support to one another.

When a GlobalWafers employee discovers a conflict of interest involving themselves or the legal entity they represent during the course of Company business—especially if it could enable themselves, their spouse, parents, children, or related parties to gain improper benefits—they must report the situation to their direct supervisor and the GlobalWafers Legal Compliance Unit. The supervisor is then responsible for providing appropriate guidance.

GlobalWafers offers designated channels for directors, independent directors, and managerial officers to voluntarily disclose any potential conflicts of interest with the Company. In 2024, GlobalWafers adopted the RBA Code of Conduct 8.0, widely implemented across the electronics industry, and introduced the "Employee Conflict of Interest Policy and Confirmation Letter." This letter is provided to all new employees upon onboarding and must be signed and returned. It serves to communicate essential policies and management measures regarding conflict of interest avoidance, confirm that employees have no current conflicts, and ensure they understand their obligation to proactively disclose any conflicts should they arise.



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Prevention of Insider Trading and Anti-Money Laundering

To enhance corporate governance and prevent insider trading, the Company has established the "[Management Procedures for Preventing Insider Trading](#)," which specifies that insiders, quasi-insiders, and information recipients who become aware of any material non-public information likely to impact the price of the Company's securities must not, before the public disclosure of such information or within 18 hours after its disclosure, purchase or sell shares or other equity securities of the Company—whether in their own name or on behalf of others. This includes shares listed on exchanges or over-the-counter markets, as well as non-equity corporate bonds listed on such markets. This measure ensures that anyone possessing material non-public information does not violate insider trading laws due to ignorance.

Additionally, the "Management Procedures to Prevent Insider Trading" stipulate that directors, managers, and persons designated under Article 27, Paragraph 1 of the Company Act are prohibited from trading the Company's stock during a lock-up period: 30 days prior to the announcement of annual financial statements and 15 days prior to the announcement of quarterly financial statements. The Company's President's Office is responsible for informing all individuals subject to these restrictions once board meeting dates are set. The President's Office also monitors compliance by reviewing monthly equity reports of the concerned persons.

In addition, regarding anti-money laundering practices, GlobalWafers notes that as a semiconductor materials manufacturer, it is not a financial institution subject to anti-money laundering regulatory oversight. Considering both the origin and routing of funds, the Company assesses its risk of involvement in money laundering as very low for the following reasons:

1. Origin of funds: The Company's primary source of revenue is legitimate business income derived from wafer sales. Its operations do not generate illicit income, thereby presenting no money laundering risk.
2. Routing of funds: Within the semiconductor supply chain, the risk of money laundering may arise only in cases where trading companies engage in triangular trade, distributing specific materials as designated by their clients. If the funds used by such clients originate from illicit sources, the trading company may be deemed to have facilitated the transfer or laundering of unlawful funds, thereby becoming potentially implicated in money laundering activities. The Company does not engage in trading or reselling on behalf of others and is not a trading company. Therefore, its business activities do not pose a risk of money laundering.



Education and Training

GlobalWafers firmly believes that "integrity management is achieved through full compliance with laws and regulations." Therefore, the Company actively organizes education and training programs and promotes its integrity management policies to directors and employees. The goal is to ensure that all colleagues fully understand and comply with these policies, execute operations according to the highest standards, and embody the core value of "Honesty and Integrity" in their daily work. Specific course content offered in 2024 related to ethics, integrity, and legal compliance includes:

- **Insider Trading Training (1 hour):**
To prevent violations related to insider trading, the Company conducts insider trading training every two years for directors and department-level or higher supervisors. This training is also mandatory for new hires and newly appointed directors. Course materials are available on the internal employee system for reference. Content covers insider trading laws (including constitutive elements, disclosure requirements and timing, judicial opinions) and insider equity transfer laws (including declaration obligations before/after transactions and maintaining shareholding limits for directors and supervisors). In 2024, the training was provided to 2 newly appointed non-incumbent directors and 114 new employees.
- **Business Integrity Training (1.5 hours):**
To fully communicate the importance of integrity, ethical conduct, and legal compliance, the Company provides business integrity training every two years for directors and department-level or higher supervisors. This training is also mandatory for all new employees and newly appointed directors. Course materials are available on the internal employee platform for reference. Topics include trade secret protection, competition law issues, anti-bribery and corruption, conflict of interest prevention, customer due diligence (KYC), export control, and other major compliance issues closely related to the technology industry. In 2024, the training was provided to 2 newly appointed non-incumbent directors and 114 new employees.
- **Employee Labor and Ethical Conduct Training (0.5 hours):**
To effectively communicate the Company's labor and ethical policies as well as standards under the Responsible Business Alliance (RBA) Code of Conduct, the Company conducts annual ethics training for all employees. This training is delivered through instructional courses or onboarding handbook briefings. Topics include the Company's human rights policy, prohibition of forced labor, protection of young workers, anti-discrimination, anti-harassment, freedom of association and collective bargaining, business integrity, anti-corruption, anti-bribery, conflict of interest prevention, intellectual property protection, fair trade, responsible sourcing (conflict minerals prohibition), privacy protection, whistleblower protection, and other RBA-related concerns. Training materials are also available on the internal employee platform for reference.



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Reporting Channel and Informant Protection

GlobalWafers has established the "[Measures for the Report on Illegal, Immoral, and Dishonest Acts](#)" to ensure compliance with integrity management and clearly define the disciplinary and appeal procedures for violations. The Company has also provided multiple reporting channels—such as employee suggestion boxes, email, and appeal hotlines—accessible through the Company's internal website, and has pledged to protect whistleblowers from any retaliation resulting from their reports. These measures aim to encourage both internal and external personnel to report unethical behaviors or misconduct. The Company's "Measures for the Report on Illegal, Immoral, and Dishonest Acts" align with the Taipei Exchange's "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies," explicitly permitting anonymous reporting.

GlobalWafers ensures that the identities of informants and the content of their reports are kept strictly confidential. Relevant personnel involved in report verification and investigation must provide whistleblowers with written confirmation that both their identity and the report will remain confidential. When a violation of integrity management regulations is confirmed, disciplinary actions will be taken according to the severity of the case.

The specific reporting process and the responsible unit are summarized as follows:

1. Acceptance Unit and Accepted Party

Acceptance Unit	Accepted Party
Spokesperson	1. Shareholders, 2. Investors, 3. Other interested parties
Human Resources Executives	1. Company insiders, 2. Customers, 3. Suppliers, 4. Contractors
Legal Affairs	The same applies to spokespersons and personnel supervisors as accepted parties

2. Processing Unit and Procedure

The Accused	Processing Procedure		Processing Unit
General Employees	Money Case	Report to the Chairperson	Human Resources (legal affairs must assist)
	Non-money Case	Report to the Chairperson, Notify the Department Director	Human Resources & Department Director (legal affairs must assist)
Chairperson, Director, Senior Executive	Report to independent directors or Audit Committee		Human Resources & Legal Affairs

3. Handling Method

Steps	Responsible Unit	Content
1. Investigate the Facts	Human Resources, Legal Affairs	- Investigate the relevant facts immediately. If it is determined that there is indeed a risk of unethical behavior, submit the case to the Chairperson of the Board of Directors for delegation. - The personnel handling the case shall issue a written statement to ensure the confidentiality of the informant's identity and the content of the report. - Written records of the report's acceptance and investigation shall be retained for five years.
2. If verified to be true	Human Resources, Legal Affairs	- The perpetrator shall cease the relevant behavior and be appropriately disciplined in accordance with the Company's internal procedures or legal processes. - Information including the job title, date of violation, facts of the violation, violated provisions, and handling status shall be disclosed on the Market Observation Post System. (This also applies to cases where the violation has been exempted by the Board of Directors.) - If necessary, the case shall be reported to the competent authority or transferred to the judicial authority for investigation. - The relevant unit of the perpetrator shall review internal control systems and operating procedures, and propose improvement measures. - The investigation results shall be documented in writing and retained for 5 years.
3. Relief	Human Resources	Provide the perpetrator with an opportunity to appeal, and convene a Personnel Appraisal Committee hearing if necessary.
4. Report to the board of directors	Legal Affairs	Submit the reported case, the handling method, and subsequent review and improvement measures to the Board of Directors.

Integrity Inspection

The Legal Affairs Office is responsible for formulating, supervising, and implementing the integrity management policy and prevention plan under the oversight of the Board of Directors. Current practices include mail system management, access control, reporting mechanisms, legal compliance inventories, and interviews with the Human Resources and Intellectual Property teams to assess risks related to non-compete violations, unlawful use of trade secrets, bribery, and intellectual property infringement. The Company also conducts investigations into specific cases. These efforts ensure that operations align with integrity management principles, and the effectiveness of existing measures is reviewed through audits. The Legal Department consolidates the implementation status into the "Annual Integrity Management Report," which is submitted to the Board of Directors each year. In 2024, no incidents of corruption were identified through these investigations. GlobalWafers will continue to review and optimize each work item and remain committed to eliminating unethical and dishonest behavior.

Define important internal regulations such as the "Ethical Corporate Management Best Practice Principles," the "Codes of Ethical Conduct," and the "Procedures for Ethical Management and Guidelines for Conduct."

Anti-bribery and anti-corruption measures; Conflict of interest avoidance.



Reporting Mechanism: "Measures for Reporting Illegal, Immoral, and Dishonest Acts"



Education and training, Integrity audit



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2.1.3 Implementing Internal Audits

Primarily Goal

Assist the Board of Directors and management in inspecting and reviewing deficiencies in the internal control system, as well as assessing the effectiveness and efficiency of operations, the reliability of financial reporting, and the degree of compliance with relevant laws and regulations. Timely improvement suggestions are provided to ensure that the internal control system can be continuously and effectively implemented.

Key Implementation Points

1. An annual audit plan is developed based on the outcomes of risk assessments, detailing the specific items to be audited each month. Audit procedures are executed in alignment with this plan. The annual audit plan, as well as any amendments, require approval from the Board of Directors.
2. Any deficiencies or irregularities identified within the internal control system during audits are clearly documented in the audit report. These findings are monitored at least quarterly, with follow-up reports prepared until corrective actions have been implemented, ensuring that responsible units address issues promptly. Both the audit and follow-up reports are submitted to the Audit Committee for review by the end of the month following the completion of each audit project.
3. Internal auditors maintain professionalism, objectivity, and independence when fulfilling their responsibilities, exercising due professional care. In addition to regularly reporting audit outcomes to the Audit Committee, the Chief Audit Executive attends Board meetings to present these reports.
4. The Company and its subsidiaries conduct an annual self-assessment of their internal control systems. The Audit Office evaluates the self-assessment reports from all departments and subsidiaries, as well as the implementation of improvements related to audit-identified deficiencies or issues. This process serves as a key reference for the Board of Directors and the President when evaluating the effectiveness of the overall internal control system and issuing the internal control statement. All working papers, reports, and related materials from the self-assessment must be retained for a minimum of five years.

Details about the internal audit organization and its operations are available in the [\[Corporate Governance\]](#) section on GlobalWafers' website.

2.1.4 Legal Compliance

In addition to formulating relevant policies and regulations in accordance with the laws and regulations of Taiwan and other countries, GlobalWafers and its affiliates also comply with the legal requirements of each respective country. GlobalWafers ensures ongoing compliance through continuous education, training, and advocacy. Each year, all departments are required to complete the "Departmental Legal Compliance Review Form" as part of the self-assessment system for legal compliance. The compliance unit reviews the completeness and accuracy of the submitted information to confirm that all employees collectively understand and comply with relevant laws and regulations. If any deficiencies are identified, appropriate improvement plans will be developed and the results of corrective actions will be tracked. Furthermore, the compliance unit proactively or as needed assists all departments in responding to regulatory changes applicable to each department, promptly amending or establishing relevant internal procedures. When necessary, suitable education and training is provided to ensure the effective implementation of the compliance system.

The compliance unit of GlobalWafers is also responsible for legal compliance matters regarding its overseas subsidiaries. Duties include providing overseas regulatory consultations; drafting and reviewing internal and external compliance documents (such as export control compliance certificates); coordinating and communicating cross-plant compliance matters; monitoring, researching, and interpreting significant overseas regulatory changes; and conducting unscheduled, topic-based compliance questionnaires for supervision and management purposes. If any overseas regulatory changes are determined to be relevant and have a significant impact on business operations (for example, the issuance of Interim Final Rules (IFRs) related to export controls by the U.S. Bureau of Industry and Security), the compliance unit will promptly communicate such updates and, according to the needs of each overseas subsidiary, develop supporting measures or provide specialized training.

In 2024, GlobalWafers had no major violations (defined as individual events with total fines reaching NT\$1 million or more), nor were there any penalties resulting from anti-competitive behavior, antitrust, or competition law-related litigations.





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2024 Compliance Priorities

Securities and Exchange Regulations	Strict Management Mechanism GlobalWafers is listed on the Taipei Exchange and operates in accordance with the Securities and Exchange Act, as well as all applicable laws and regulations. - The president's office maintains effective communication with the relevant authorities. - The legal compliance division monitors legal trends, reviews new regulations, tracks developments, and informs departments as needed. When questions arise, it researches the issues and provides guidance after consulting with the appropriate authority.
Products, Services, and Import & Export Regulations	- Verify relevant local laws and regulations pertaining to customer or supplier locations in order to ensure that products, processes, and services are in full compliance with all applicable requirements. - Ensure the raw material sources comply with the corresponding local laws and regulations, such as the EU RoHS directive, REACH regulations (restrictions), and the Toxic Substances Control Act (TSCA) of the United States.
Labor & Human Rights Regulations	Adherence to Labour and Human Rights Regulations - Regularly update work systems and management rules to comply with local labor laws. Communicate with supervisors and employees through both formal and informal channels to ensure everyone understands labor regulations and helps maintain a healthy work environment. - We value employee compensation, benefits, and talent development, adhering to labor laws to protect employee rights. Employees are informed in advance of major policy or benefit changes through meetings, newsletters, or HR announcements. The Employee Welfare Committee, managed by both employers and employees, works to enhance welfare and promote an inclusive corporate culture. - Provide 0.5 or 1-hour human rights training for new hires and offer regular workplace violence and sexual harassment prevention sessions for managers and interested staff. We have set up clear procedures and channels for appeals and communication to prevent misconduct. Our aim is to ensure employees can thrive and create value in a safe work environment.
Data Management	- Drafting employment contracts, business confidentiality and IPR agreements, ethical codes, IP dispute procedures, and confidentiality agreements. - Management mechanism: Promote intellectual property and trade secret awareness through posters, employee training, and confidentiality agreements for relevant staff.
Personal Data Protection	- The Company has implemented a Privacy Policy and Personal Data Protection Management Guidelines, serving as essential policy documents and operational protocols. - Management mechanism: The Company holds regular inventories and personal data training to help ensure all units comply with the Personal Data Protection Act.
Corporate Governance	- Establish the "Ethical Corporate Management Best Practice Principles," the "Codes of Ethical Conduct," and the "Procedures for Ethical Management and Guidelines for Conduct." - Management mechanism: The relevant content is integrated into ongoing education for current employees as well as orientation programs for new hires, ensuring that all personnel comply with the code of conduct in the execution of their responsibilities.
Environmental/OSH Law and Regulations	- Identification and management procedures for environmental protection, energy management, and occupational safety and health related laws and regulations. - Management mechanism: Monthly review of compliance with updated environmental, energy, and OSH laws and requirements; periodic assessment of legal conformity.



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2.2 Operation Performance

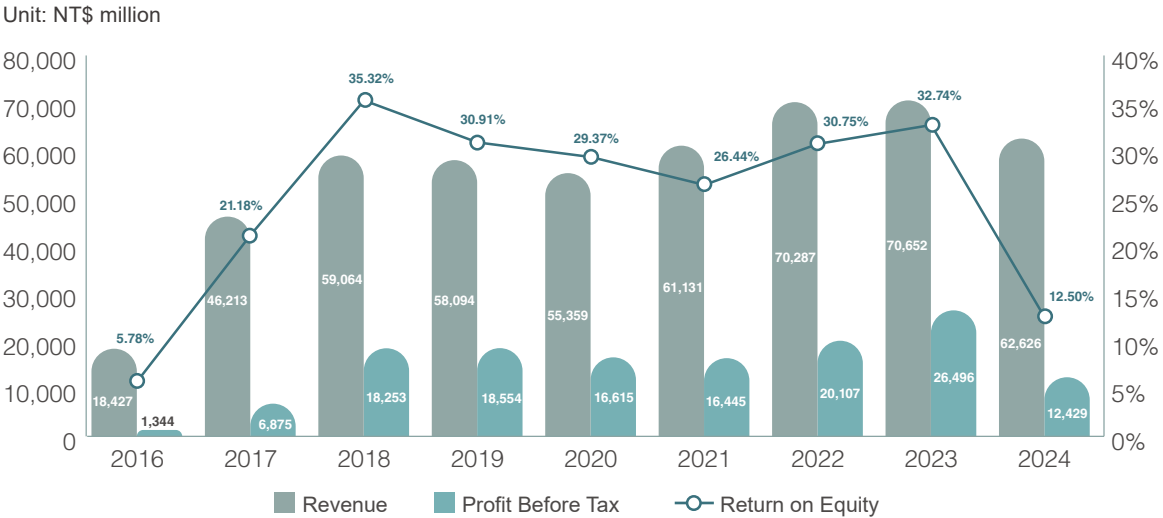
In 2024, the global semiconductor end-demand exhibited an uneven recovery, characterized by robust demand for advanced nodes while mature nodes did not show a significant rebound. Customers continued to adjust inventory levels; however, the depletion pace was slower than anticipated, remaining slightly above average, which led to a slowdown in silicon wafer shipments. Despite facing uncertainties such as geopolitical risks and unclear end-application visibility, GlobalWafers' operational performance demonstrated quarter-over-quarter growth and steady improvement throughout 2024. GlobalWafers' consolidated revenue for the full year 2024 reached NT\$62.6 billion, representing an 11.4% year-over-year decrease. Gross profit stood at NT\$19.8 billion, operating income at NT\$14.1 billion, pre-tax income at NT\$12.4 billion, and net income after tax at NT\$9.8 billion. Earnings per share after tax were NT\$21.06. Notably, consolidated revenues for the fourth quarter, second half, and the full year of 2024 all reached the third highest levels in the company's history for their respective periods.

For details on the Company's operating performance and financial information, please refer to the [2024 GlobalWafers Consolidated Financial Statements](#).

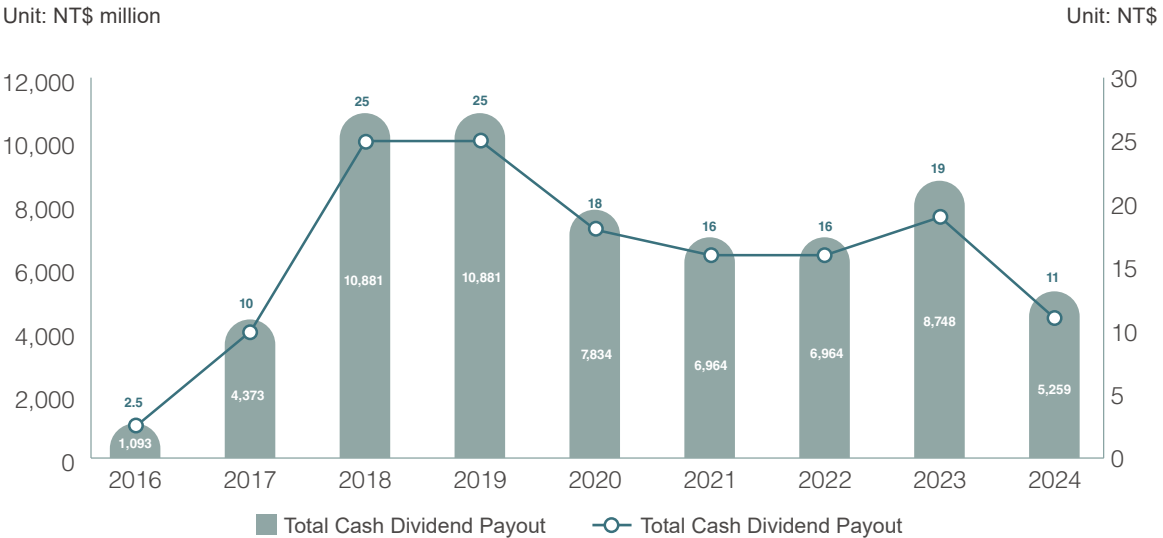
2024 Economic Value Analysis

Unit: NT\$ million

Generated Direct Economic Value	Annual report: revenue	62,626
Distributed Economic Value	Operational costs	42,823
	Employee salaries & benefits	13,075
	Payment to investors	8,748
	Payment to the government	4,741
	Community resources	14



Note: GlobalWafers' profit before tax and related financial figures in 2024 decreased compared to 2023, primarily due to changes in the valuation of its Siltronic AG shares and the Exchangeable Units (overseas corporate bonds with warrants) issued against those holdings.





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Product Sales

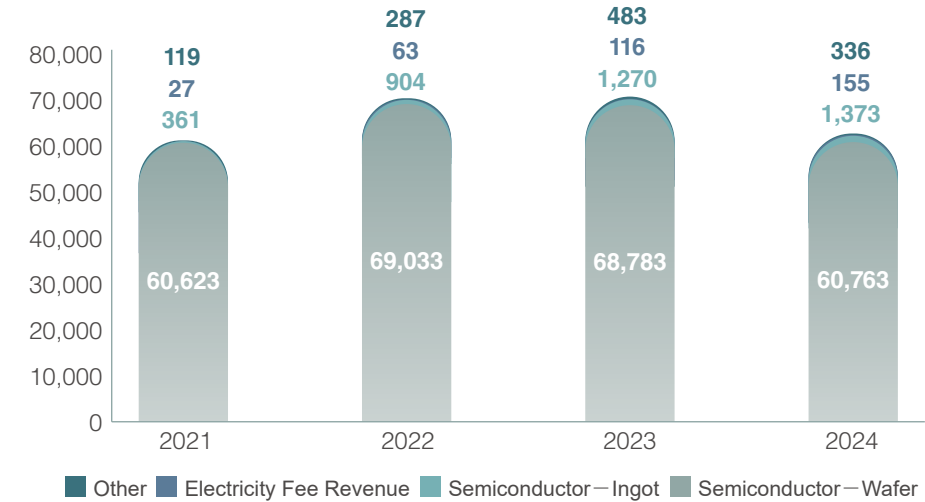
The semiconductor market experienced an adjustment phase at the end of 2023 and into 2024. In 2024, the semiconductor industry was affected by macroeconomic conditions, slowing demand for consumer electronics, customer inventory adjustments, and the high comparison base resulting from GlobalWafers' record-high revenue in 2023, leading to a year-over-year revenue decline in 2024. As a result, consolidated revenue for 2024 reached NT\$62.626 billion, representing an 11.2% decrease compared to 2023.

Total global wafer production volume for 2024 was: 38,692 thousand semiconductor wafers, 316 metric tons of semiconductor ingot products¹, and 177 thousand units of other products². All production is sourced exclusively from the company's own manufacturing facilities.

Note:
1. The semiconductor ingot products only include external sales in the statistics; self-produced or intercompany usage is not included
2. "Other products" refers to production capacity and volume of Crystalwise Technology Inc., Shanghai Sawyer ShenKai Technology Material Co., Ltd. and their subsidiaries, which we acquired in 2023.

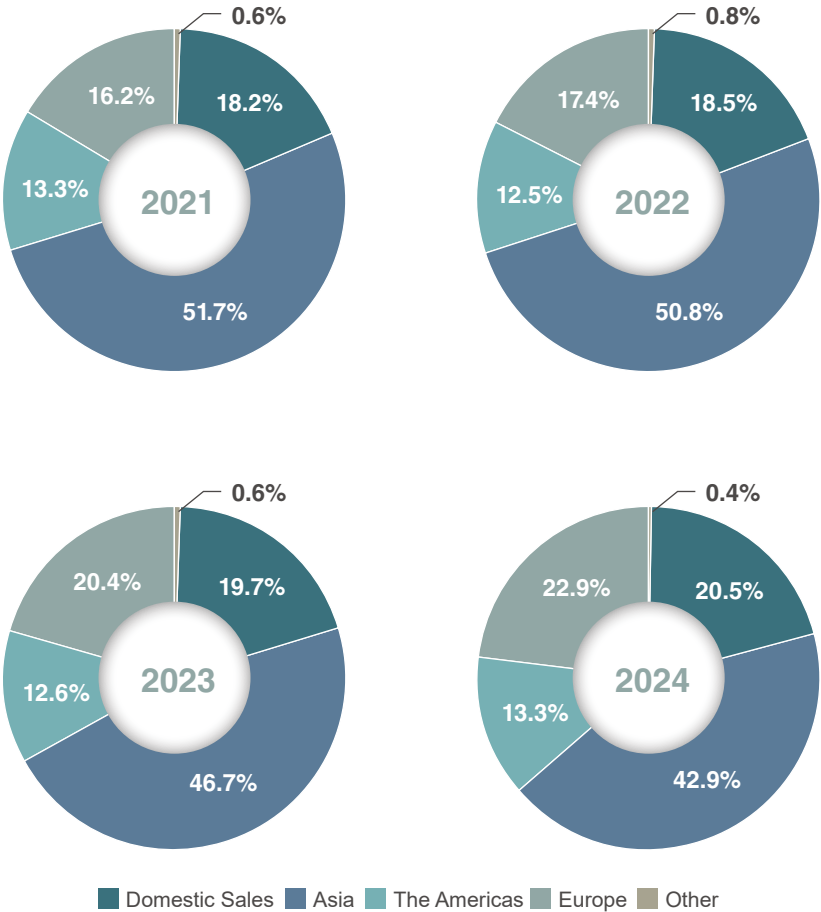
Revenue

Unit: NT\$ million



Sales Area Ratios

GlobalWafers' revenue is distributed across various sales regions, with Asia, including domestic sales, representing approximately 65% of the total. Europe is the next largest market by revenue share.





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Overall Economic Environment and Industry Trends

In 2024, growth in the global semiconductor industry was predominantly propelled by advances in process applications. Despite ongoing challenges such as geopolitical uncertainties and uneven recovery across various end markets, GlobalWafers achieved consistent quarter-over-quarter growth, supported by a resilient operational strategy. Looking ahead to 2025, as customers continue to optimize inventory levels, the market is expected to demonstrate clearer signs of recovery, with stronger performance anticipated in the second half of the year.

Since launching its trillion-dollar global capacity expansion plan in 2022, GlobalWafers has maintained steady progress. Most brownfield projects at existing facilities have been completed and are now contributing to revenue generation. Additionally, the greenfield expansion initiative in the United States is advancing successfully. Within two years of commencing construction, the new GWA plant in Texas produced its first 12-inch advanced process ingot and 12-inch advanced polished silicon wafer—an important milestone for both advanced semiconductor wafer manufacturing and localized supply in the U.S. This achievement enhances the company's supply chain resilience and market competitiveness. GlobalWafers remains dedicated to ensuring reliable supply chains and delivering comprehensive, integrated solutions through advanced manufacturing capabilities.

The company also prioritizes sustainable development, having joined the RE100 global renewable energy initiative in 2022. On January 6, 2025, GlobalWafers' Danish subsidiary Topsil completed the construction of its own solar power plant. The facility now generates more than 100% of the electricity required by the Topsil site, establishing it as the world's first semiconductor crystal growth facility entirely powered by self-generated renewable energy. Topsil is also the first GlobalWafers location to achieve the Group's RE100 goal. These actions underscore GlobalWafers' commitment to sustainability and reinforce its objective of collaborating with customers to develop a greener semiconductor ecosystem.

GlobalWafers offers a complete product portfolio ranging from 3-inch to 12-inch wafers to comprehensively address customer needs. The company leverages flexible asset allocation and a robust financial structure to respond effectively to market volatility and generate long-term value. Amid persistent tariff disputes and rising transportation costs, demand for localized solutions has increased significantly as stakeholders seek to mitigate geopolitical and trade risks. Through a highly localized operational approach, GlobalWafers has reduced its carbon footprint and enhanced supply chain stability. The company closely monitors industry trends and opportunities, focusing capital investment on advanced processes and specialized products. As it expands into key global markets, GlobalWafers ensures that each operating site benefits from local supply advantages and delivers one-stop solutions—from crystal growth to epitaxial wafers—in Asia, the United States, and Europe. The company is dedicated to being the preferred partner for customers' risk management needs.





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2.3 Risk Management

Risk Management Policy and Procedures

To adapt to changing management environments and support stable, sustainable growth, GlobalWafers established "Risk Management Policies" and "Risk Management Guidelines" in 2015. In 2021, these were updated and integrated into comprehensive "[Risk Management Policies and Procedures](#)" to enhance risk oversight, assess tolerance, monitor exposure, determine response strategies, and ensure procedural compliance.

Risk Management Organization Framework

GlobalWafers' risk management organizational structure is as follows:

I. Board of Directors / Audit Committee:

As the Company's highest risk management supervisory unit, the board of directors aims to ensure legal compliance according to the overall business strategy and environment, promote and implement the Company's overall risk management, and clearly understand the risks faced by securities firms' operations, ensure risk management effectiveness, and take the ultimate responsibility for risk management. The above risk management-related matters are supported and supervised by the Audit Committee.

II. Senior management:

Responsible for planning and executing the board of directors' risk management decisions and coordinating cross-departmental risk management interactions and communications to reduce strategic risks.

III. Functional units:

Responsible for analyzing, managing, and monitoring related risks within the subordinate units and ensuring that risk control mechanisms and procedures are effectively implemented.

IV. Internal audit:

This independent unit reports to the board of directors, helps oversee risk management, reviews how functional units implement controls, and recommends improvements in risk monitoring.

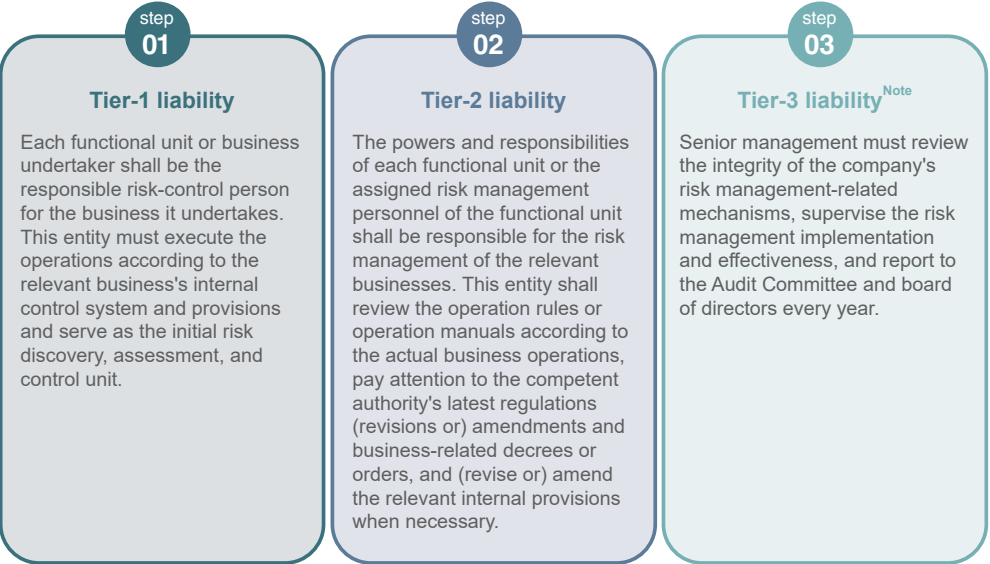
Risk Management Process and Operations

GlobalWafers' risk management procedure consists of risk identification, assessment, supervision, reporting, and response operations. This procedure is designed to support the implementation of the company's risk management strategies.



GlobalWafers has established an assessment method as a foundation for risk management. For risks that can be quantified, the company applies statistical analysis techniques and manages these risks through a structured process. Risks that are not easily quantified are evaluated qualitatively, using descriptive language to indicate the likelihood and potential impact of their occurrence. Information about operations and risk management is disclosed in the company's annual report and on its website.

GlobalWafers Operates Risk Management in Accordance with the Three-level Risk Management Division of Labor Structure



Note: The assessment of the implementation of risk management is conducted by internal audit personnel to evaluate whether risk management is effectively carried out, ensuring proper implementation and compliance with the established system.

To ensure robust risk management practices, the Company's Sustainability Development Committee presents an annual report to both the Audit Committee—comprised of four independent directors—and the Board of Directors. These reports address significant environmental, social, and corporate governance (ESG) concerns, as well as strategies, operational management, and execution related to risk within the Company's activities. The Audit Committee and Board of Directors provide constructive feedback and oversight, with the most recent update submitted on May 7, 2024. Recognizing the critical nature of climate change, the Sustainability Development Committee additionally submits quarterly reports to the Board focused on environmental performance indicators, climate-related targets, and ongoing response and management initiatives.



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Risk Management Process Audit

GlobalWafers has established an Audit Office as an independent function under the Board of Directors, reporting directly to both the Board and the Audit Committee. The Audit Office supports the Board in overseeing effective implementation of risk management by conducting independent evaluations and audits of risk mitigation and control measures across all functional units. This process ensures the integrity and effectiveness of the Company's internal control and risk management systems. The annual audit plan is developed based on comprehensive risk assessments and is subject to Board approval.

GlobalWafers performs a self-assessment of its internal control system at least annually. The Audit Office systematically reviews self-assessment reports submitted by every department and subsidiary, as well as monitors remedial actions for deficiencies and irregularities identified through audit processes. These efforts provide the foundation for the Board of Directors and the Audit Committee to assess overall internal control effectiveness and to issue the Declaration of Internal Control System. Audit findings, including identified weaknesses, are transparently disclosed in audit reports, and follow-up actions are documented at least quarterly until all issues are fully resolved, ensuring prompt and appropriate corrective measures by relevant units.

The Audit Office delivers quarterly updates to the Audit Committee regarding audit activities and offers timely recommendations to enhance risk controls. This practice guarantees alignment between policy requirements, operational procedures, and the performance objectives and risk tolerances set by management. The Head of Audit attends Board meetings to report on the progress of the annual audit plan's implementation.

Risk Culture Development

To foster a culture of risk awareness throughout the organization and integrate risk control principles into everyday operations, GlobalWafers provides ongoing annual training and simulation exercises covering a range of risks—including emergency response, environmental, health and safety, intellectual property, legal compliance, and information security. In 2024, topics for risk management training included "Information Asset Collection and Risk Management Methodology" (2 hours), "Digital Risks Arising from Generative Artificial Intelligence" (3 hours), and "Cybersecurity Awareness Training for Enterprises," held in three sessions (2 hours each). These programs attracted 1,226 participants and emphasized practical business case studies, reinforcing both the mindset and competencies necessary for effective risk management.

Furthermore, to strengthen cybersecurity awareness, GlobalWafers has incorporated cybersecurity risks as a formal performance indicator at each business site. Alongside profitability, both cybersecurity resilience and organizational adaptability are now recognized as key metrics for operational assessment across facilities.

Risk Management and Response Strategies

GlobalWafers has implemented a risk management mechanism to evaluate and monitor its risk resilience and ongoing risk status, as well as to identify appropriate response strategies and ensure adherence to risk management procedures. The Company integrates material topic analysis within its Enterprise Risk Management (ERM) framework. Identified risks for each material topic, along with related mitigation and response actions, are outlined as follows:

Material Topic	Risk Item	Risk Mitigation and Response Measures
Corporate Governance	Changes in regulatory frameworks have introduced new requirements in corporate governance, including specifications regarding board composition and the implementation of internal control systems for sustainability information management. Non-compliance with these evolving standards may expose the company to regulatory penalties.	- Participate annually in the Corporate Governance Evaluation to systematically assess regulatory benchmarks and develop targeted action plans. - Enhance board diversity and independence by expanding the representation of female directors. - Establish robust internal policies and control frameworks to mitigate risks, ensuring the Internal Audit Unit conducts regular and special audits to assess the effectiveness of internal controls.
Business Strategy and Financial Performance	The dynamic nature of the international environment, coupled with ongoing regional trade disputes, generates significant macroeconomic volatility that can impact investment strategies within the semiconductor sector.	Establish operational and production sites across various global locations and flexibly allocate production capacity to respond to relevant regulations and reduce the impact of trade tariffs on operating costs
	Impact of exchange rate fluctuations on operating costs	Follow the principle of natural hedging by offsetting liabilities and asset positions to minimize net exposure to exchange rate fluctuations. The treasury function of the Company pays close attention to the trend of the exchange rate, and will match with appropriate foreign exchange instruments for hedging where necessary to mitigate the influence of exchange rate fluctuation on the cost of operation.
Ethics and Integrity	Without a control environment grounded in ethical integrity, there is a risk of fraud, which could lead to financial losses for the company and investors, increased management costs, and potential legal risks such as litigation and penalties.	Establish employee grievance and illegal conduct reporting channels, and improve the internal audit system
Information Security and Personal Data Protection	Leakage of confidential information and personal data	Introduce and obtain certification for the ISO 27001 Information Security Management System; carry out software and hardware updates and upgrades, information security education and training, and annual cybersecurity tabletop exercises.



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Material Topic	Risk Item	Risk Mitigation and Response Measures
Product Quality and Safety	Poor-quality or unsafe products may lead to product recalls, resource waste, pollution, and increased energy use.	Regularly review the Company's product strategies, strengthen quality management, and carry out quality certifications (ISO 9001, IATF 16949).
Sustainable Supply Chain Management	Geopolitical tensions may lead to shortages of critical raw materials or supply chain disruptions	- Establish multiple suppliers for critical raw materials to avoid overreliance on a single source and mitigate the risk of supply chain disruptions - Procure the Company's primary raw material, polycrystalline silicon, from world-renowned manufacturers under supply agreements to ensure stable quality and sufficient supply - The Supply Chain Management Department closely monitors the latest developments and adjusts transportation routes as needed - Maintain close relationships with customers and suppliers to build a resilient local supply chain and implement a Business Continuity Plan (BCP)
	Insufficient supplier sustainability strategies and capabilities	- Implement responsible sourcing and actively promote sustainability initiatives, such as optimizing transportation and packaging processes, incorporating carbon costs into procurement decisions, and collaborating with suppliers to develop innovative materials and processes to reduce resource consumption and waste - Conduct tiered management of suppliers to ensure supply chain compliance with ethical standards, including the protection of human rights, prohibition of forced labor and child labor, and avoidance of conflict minerals
Climate Strategy and Actions	Regulations from governments, institutional investors, customers, and national policies of trade partners regarding energy conservation and carbon reduction are becoming increasingly stringent	- Conduct greenhouse gas inventories across the entire Group and obtain external verification - Set short-, medium-, and long-term carbon reduction targets for GlobalWafers, supported by the Group's RE100 roadmap, and plan five major reduction strategies: (1) adoption of renewable energy, (2) improvement of energy efficiency, (3) purchase of carbon offset products, (4) carbon removal, and (5) carbon reduction in the upstream value chain, along with implementation of concrete action plans
Energy Management	Operational electricity consumption increases due to abnormal high temperatures, along with rising electricity costs.	Implement energy-saving projects annually and regularly track energy consumption targets for each power-consuming unit, with an annual reduction goal of $\geq 1\%$
Waste Management	Environmental regulations in various countries are becoming increasingly stringent, leading to higher costs for waste treatment equipment and external processing services	- Install the pollutant emission supervision system; devote to pollutant reduction - Strengthen the risk control for turning waste into resources and reuse; use regenerated raw materials as much as possible
Water Resources Management	Increasingly severe abnormal climate conditions affect the stable availability of clean water resources	Regularly track the achievement of water withdrawal reduction targets for each unit and implement water resource management projects to improve water recovery rates
Talent Attraction and Retention	A lack of fair and sustainable talent strategies may exacerbate workplace inequality and negatively affect employee morale and mental health. Excessive competition in employee benefits may also increase financial burdens, thereby reducing overall operational effectiveness.	- Labor-management communication: The Company attaches great importance to the rights and interests of employees. So, before any important decisions are made, the Company will notify the affected employees via labor-management meetings, electronic newsletters or personnel announcements in order to protect their rights and interests. - Employee complaints channel: Install designated personnel for handling employee opinions, handle problems raised by employees in a timely manner, reduce labor-management conflicts - Regularly review salary levels in the technology industry and adjust employee compensation appropriately based on macroeconomic indicators and price indices - Develop internal employee care programs to ensure comprehensive physical and mental well-being
	High turnover in production labor and shortage of key talent pose risks to workforce stability	- Establish key talent incentive programs and manage working hours and output - Promote talent succession planning at the managerial level and increase the internal promotion or transfer rate for supervisory positions
Talent Development	In response to industry trends and technological innovation, investment in talent development increases short-term costs.	- Provide diverse learning resources and a comprehensive employee training system to support holistic career development - Promote talent exchange programs across different sites - Plan industry-academia collaboration with universities and support external training or education - Implement internship programs in which at least 10 interns and mentored by managers or above for a period of 3 months
Occupational Health and Safety	Workplace injuries among employees or major occupational accidents may result in penalties from competent authorities	- Conduct regular inspections of plant facilities, promote occupational safety awareness, and implement safety equipment across sites - Regularly review and strengthen safety management measures for contractors
	The implementation of restrictive measures to enhance safety may lead to reduced productivity or efficiency; increasingly stringent occupational health and safety regulations may increase labor and operational costs.	- Introduce automated guided vehicles (AGV) and automated storage systems to effectively reduce employees' physical workload and improve production efficiency - Encourage employee participation in job redesign through the innovative "I-Care Proposal Improvement Mechanism"



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[Long-Term Emerging Risks]

GlobalWafers continually evaluates developments within the international macroeconomic environment and technological sector. Drawing on insights from the latest Global Risks Report published by World Economic Forum, GlobalWafers has systematically identified three long-term emerging risks relevant to its operations and to the broader semiconductor value chain. Corresponding response strategies for each risk are outlined below.

Emerging Risks	Risk Description	Potential Impact	Response Measures
Geopolitical Risks	Regional trade tensions, increased tariffs, and global uncertainty are influencing the economic environment. Ongoing conflicts such as the Russia–Ukraine war, the Israel–Palestine dispute, and South China Sea tensions further complicate geopolitical and macroeconomic stability.	- Geopolitical factors exert considerable influence on the global economy, resulting in fluctuations within the semiconductor industry and impacting investment climates worldwide. - International conflicts may disrupt transportation systems, leading to potential delays or shortages in raw material supply and affecting production continuity.	- Highly Regionalized Global Operations GlobalWafers operates 18 operating and production sites across 9 countries. With the addition of the new U.S. fab, the company will provide one-stop solutions from crystal growth to epitaxial processes in the Americas, Asia, and Europe. This global footprint enables flexible allocation of resources, minimizes the impact of geopolitical and economic changes, and provides local supply solutions to customers while optimizing costs and regulatory compliance. - The Company procures raw materials from prominent global manufacturers through established supply agreements, ensuring consistent quality and dependable delivery. Additionally, it engages multiple suppliers for critical materials to minimize reliance on any single source and mitigate supply chain risks.
Energy Transition Risks	Extreme climate events continue to drive nations toward net-zero carbon targets. The energy transition raises concerns about potential shortages that may disrupt production. Increasingly stringent regulations and stakeholder expectations around energy efficiency and carbon reduction are shaping industry standards worldwide.	- Extreme climate conditions, such as elevated temperatures, necessitate maintaining optimal production environments, resulting in increased electricity usage and greenhouse gas emissions. Additionally, rising electricity prices further elevate operating costs. - To comply with government renewable energy regulations and customer requirements for a green supply chain—such as carbon fees for major electricity users and the demand for low-carbon products—production costs may rise.	- Committed to optimizing its existing equipment and introducing various energy-saving measures, to produce in an environmentally friendly manner. GlobalWafers' new plants have also introduced various energy-saving equipment and solutions during the construction phase, to reduce energy consumption, while comprehensively applying various green solutions, expanding the proportion of green power utilization. - By building our own solar power plants, signing power purchase agreements (PPAs) and purchasing Renewable Energy Certificates (RECs), as well as the Company's RE100 blueprint, we achieved our goals in stages. - As the parent company, Sino-American Silicon Products is a Green Energy Total Solution Provider, their rich experience and vertically integrated supply chain advantages may be adopted to assist the Group in building solar power plants to increase green energy power generation, and the subsidiary, Sustainable Energy Solution, will help in matching the demand for green power.
Information Security Risk	As digital technologies advance rapidly, enterprises face increasingly complex information security threats, including data breaches, cyberattacks, ransomware, and identity theft. These cybersecurity risks pose significant threats to the Company, its customers, and suppliers.	Cybersecurity incidents can result in financial losses and disrupt business operations. Additionally, breaches involving confidential information or hacker attacks may harm the Company's reputation and undermine stakeholder trust.	- The Company has formed an Information and Communication Security Committee that meets quarterly, while each subsidiary maintains a dedicated Promotion Team to coordinate information security policies, risk management, and compliance. The Company has implemented an Information Security Management Policy and Procedures, and conducts regular security drills to strengthen emergency response capabilities. - Information security monitoring and vulnerability scanning systems are in place to prevent external intrusions and internal data leaks. Strict controls over software, hardware, and personal information equipment ensure the protection of confidential and personal data. - The Company participates In Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) and SP-ISAC of the Industrial Park. Through annual exchanges with leading security service providers and targeted programs, the Company remains alert to information security issues and develops appropriate responses. Regular DDoS and APT exercises further enhance management's ability to detect and respond to cyber threats. - In 2024, the Company achieved ISO 27001 certification for its Information Security Management System, demonstrating a structured approach to planning, implementation, monitoring, and protection of information assets. This ensures the confidentiality, integrity, and availability of critical data. - GlobalWafers has designated information security risk as a key performance indicator for each operational site within the Group. Alongside profitability, both information security defense capability and organizational resilience are now critical metrics for facility performance.

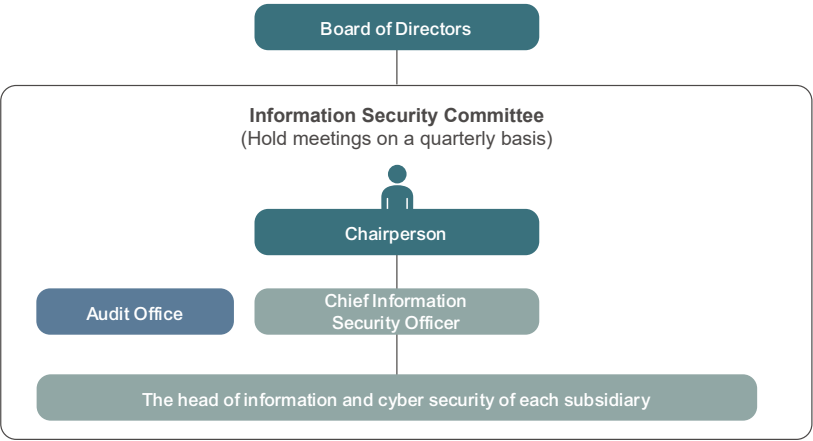


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2.4 Information Security

GlobalWafers established the Information Security Division on March 1, 2022, and formulated the [Information Security Management Policy](#), approved by the Board of Directors. The Information Security Committee was formed on March 1, 2023, comprising heads of information or cyber security from the Company and its subsidiaries. Each subsidiary has a cyber security promotion team to coordinate the development, implementation, risk management, and compliance of cyber security and protection policies.

Information Security Organizational Structure



GlobalWafers has appointed a Chief Information Security Officer (CISO) and created a cybersecurity organization to oversee its cybersecurity operations and risk management. The CISO reports at least annually to the Board of Directors on information security effectiveness and strategy. Chairperson Hsiu-Lan Hsu, with a computer science background, supervises overall information security management. The most recent board report was delivered on May 7, 2024. For details regarding Chairperson Hsiu-Lan Hsu's professional background, please refer to the GlobalWafers official website > Investor Relations > [Corporate Governance > Board of Directors](#).

GlobalWafers outsources its information system management to its parent company, Sino-American Silicon Products Inc. The internal audit team conducts an annual information system and security audit, reporting results to the Board of Directors.

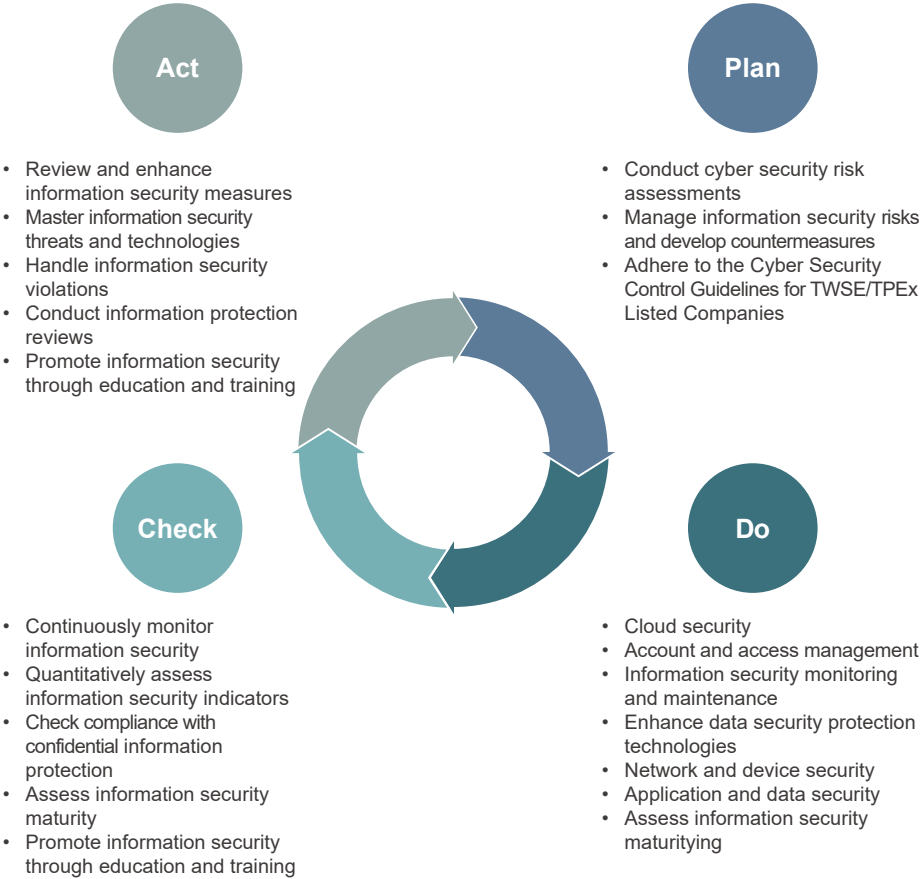
In September 2024, GlobalWafers achieved [ISO 27001:2022 certification](#) for its Information Security Management System (ISMS), demonstrating its commitment to the confidentiality, integrity, and availability of information through rigorous security measures.

GlobalWafers bases its information security strategy on "Information Security Governance," focusing on compliance with the Information Security Policy and integrating new technologies to strengthen information security governance capabilities. In terms of "Compliance," the company

reviews recently enacted legal regulations and implements technology products to support information security management. For "Application of Technology," GlobalWafers collaborates with recognized professional information security service providers to enhance its information security governance in these areas. The company aims to improve its overall information security defense through cooperation, support, and ongoing enhancement.

The organization uses the PDCA cycle operation model for continuous improvement and has established information security monitoring and vulnerability scanning systems to address potential external and internal threats. Strict software and hardware controls—including those covering internet use and personal data equipment—are implemented to protect both personal and confidential internal data.

Information Security Risk Management and Continuous Improvement Framework:





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Information security management programs focus on three core areas to safeguard data and mitigate risks.

Information System Security Management

- Install endpoint protection on servers and PCs, with automatic updates.
- Use email gateways with spam, malware, and phishing detection modules.
- Regularly back up critical systems and databases off-site.
- Conduct periodic vulnerability scans and promptly address identified issues.
- Update operating systems and servers according to cyber risk assessments.
- Employ firewalls and rules to protect key systems.
- Run annual disaster recovery drills.

Information System Access Control

- Strictly manage access and permissions for applications and files to ensure confidentiality.
- Enforce strong account/password policies and require regular updates.
- Adjust access rights immediately for staff who resign or change roles.
- Regulations are established for non-company personnel (e.g., contractors, outsourcing vendors) to apply for accounts and system access. Access rights are granted only after approval, and all processing activities are logged.
- External information storage media are prohibited from being connected to personal endpoint devices.
- Prohibit personal devices from connecting to external storage or company networks; use device authentication management.



Network Security Management

- Protect external connections with a firewall and analyze anomalies.
- Implement redundant Internet connectivity to prevent disconnects.
- Monitor traffic in real time with an information service platform.
- Distribute security reminders to raise employee awareness of phishing threats.
- Require antivirus software on all internal computers; IT responds immediately to infections.
- Limit remote network access to authorized employees using VPN with multi-factor authentication.

To respond to evolving threats like DDoS, ransomware, and website vulnerabilities, GlobalWafers participates in TWCERT/CC and SP-ISAC and works closely with top cybersecurity providers. Drills against DDoS and APT attacks are conducted to build response capabilities.



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Implementation Results of the Promotion of Information Security Measures in 2024:

- The Company implements "Cybersecurity Related Education and Training" to all employees every year.
- All employees completed at least two IT security trainings.
- Each of three dedicated security staff completed an average of 40 hours of professional training.
- All users passed a social engineering test.
- External vulnerability monitoring scored 97.

In June 2024, some GlobalWafers plants were attacked by hackers. The incident was contained through prompt defensive action, external expert assistance, and timely communication with customers and suppliers. Operations resumed within the month, minimizing financial and business impacts. No material damage occurred, but further improvements will continue.

Improvement Directions:

- Hold quarterly information security committee meetings company-wide.
- Add information security risk as a KPI alongside profitability and resilience.
- Schedule regular security governance meetings internally.
- Continuously strengthen employee cybersecurity awareness.
- Enforce ID passwords of at least 10 characters, including numbers, letters, and symbols.
- Implement two-factor authentication across all subsidiaries.





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2.4.1 Personal Data Protection

To reinforce personal data protection, GlobalWafers implemented its [Privacy Policy](#) in June 2024. This policy is applicable to all data—internal or external—that can directly or indirectly identify an individual. Its coverage extends to every entity within the GlobalWafers Group, safeguarding each data subject involved in the Group's business operations, including but not limited to employees, counterparties, and contractors. The Privacy Policy, accessible on the official GlobalWafers website, delineates mandatory standards and procedures for the collection, processing, usage, access, and disclosure of personally identifiable information. The policy addresses three primary areas: "Privacy Protection," "Collection, Processing, and Use of Personal Data," and "Security Measures," as outlined below:

Privacy Protection:

- The Company rigorously adheres to all applicable privacy and personal data protection laws and regulations.
- Both the Company and its personnel uphold stringent duty-of-care obligations, implementing robust confidentiality measures to prevent unauthorized disclosures or breaches. All data handling activities are conducted with the utmost respect for data privacy.
- Employee access to personal data is strictly limited to what is necessary for job responsibilities, confined to the minimum scope required for operational purposes, and does not exceed the original purpose for which the data was collected.

Collection, Processing, and Use of Personal Data:

- **Principle of Proportionality:** The Company collects, processes, and uses personal data solely when justified by legitimate business needs. The type, volume, duration of use, and retention period are constrained to what is essential for fulfilling the specified purpose.
- **Right to Be Informed:** Prior to collecting personal data, the Company communicates the intended purpose. Unless legally exempt, the data subject is informed verbally or in writing regarding the purpose, period of use, methods, recipients, and statutory rights. Where required by law, explicit consent from the data subject is obtained.
- **Purpose Limitation:** Personal data is processed exclusively within the parameters of the original collection purpose unless otherwise authorized by law or with the express consent of the data subject.

Security Measures:

- Each responsible unit within the Company implements comprehensive safeguards to secure personal data.
- In the event of theft, alteration, damage, loss, unauthorized use, or leakage of personal data, the designated unit activates emergency response protocols and promptly informs affected individuals of both the incident and the remedial actions undertaken by GlobalWafers.
- The legal compliance unit conducts regular audits and delivers personal data protection training to ensure all units comply with applicable laws and best practices regarding data handling.

In addition to the aforementioned Privacy Policy, the Company has established "Personal Data Protection Management Guidelines" to govern employee conduct in collecting, processing, and using personal data during business activities. The legal compliance unit carries out biennial audits and training, requiring each unit to maintain an inventory of personal data processed within their respective operations, thereby ensuring ongoing compliance with the Personal Data Protection Act.

During 2024, the Company administered the requisite training and data inventory procedures and convened a review meeting to report on implementation outcomes to the Personal Data Protection Task Force. Notable enhancements during the year included:

- Departments managing high-risk personal data, such as Human Resources, Marketing, and Procurement, were mandated to establish thorough data inventories, enabling timely notification to affected individuals in the event of a breach.
- The "Information Security Incident Management Procedures" were updated to include Legal and Human Resources representatives in the incident response team, ensuring effective incident tracking, communication with impacted individuals, and fulfillment of regulatory reporting requirements.
- Revisions to the "Personal Data Protection Management Guidelines" now mandate that third-party access to personal data is contingent upon completion and approval of a "Personal Data Access Application Form" by legal compliance personnel.
- **Personal Data Protection Training (0.5 hours):** Biennial training sessions are held for all department-level supervisors to ensure alignment with the Personal Data Protection Act. The curriculum covers legal frameworks for data processing, statutory obligations, potential penalties for non-compliance, and case study analyses. In 2024, 133 employees participated in the training program.



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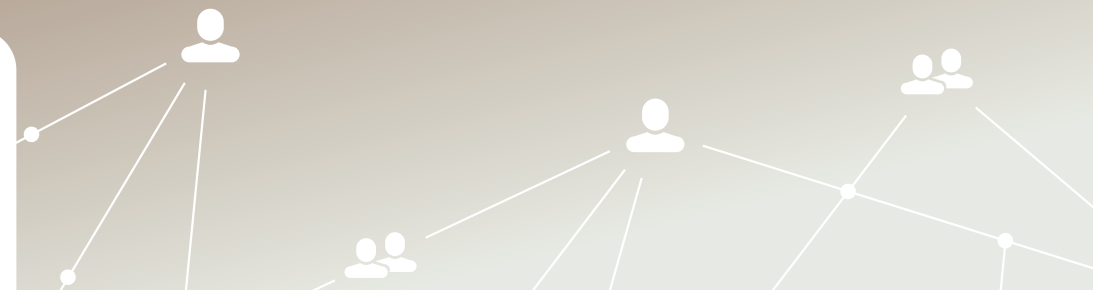
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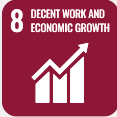
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Sustainability Goals

Key Performance Indicator	United Nations Sustainable Development Goals (SDGs)	2024 Goals	2024 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and beyond)
Product Quality and Safety						
Customer Satisfaction ^{Note 1}		Product Quality & Development > 83 Meeting customer needs across product generations and applications	Achieved Product Quality: 82% (up 1% from 2023) Product Development: 84% (up 3% from 2023)	Product Quality & Product Development > 82 Become a qualified supplier for customers' advanced processes and a Tier 1 supplier for mature products	Product Quality & Product Development > 83 Become a first-tier supplier for customers' advanced and mature product lines	Product Quality & Product Development > 84 Become the customers' first choice across product generations and applications
Product Specifications		100% compliance with hazardous substance regulations and customer specifications	Achieved	100% Compliance with hazardous substance-related regulations and customer specifications		
Sustainable Supply Chain Management						
Suppliers ^{Note 2} Obtained ISO 14001 Certification	   	65%	Achieved (69%)	70%	80%	100%
Suppliers ^{Note 2} Obtained Third-Party Carbon Inventory Confirmation		20%	Not Achieved ^{Note 4} (10%)	20%	30%	50%
Number of Suppliers ^{Note 2} Obtained Third-Party Product Carbon Footprint Verification		+ 2	Achieved (+4)	Add 2 suppliers	Add 2 new suppliers each year	Add at least 2 new suppliers each year
Due Diligence in Procurement of Compliant Conflict-Free Minerals ^{Note 2}		100%	Achieved (100%)	100%	100%	100%
Supplier ^{Note 5} Sustainability Audits		30% increase in supplier sustainability audits	Achieved (90%)	60%	70%	85%
Percentage of Poly Suppliers with Reduced Carbon Emissions ^{Note 3}		N/A	Newly introduced indicator	2%	20%	30%

Note 1: The partial underperformance of 2024 customer satisfaction and the adjustment of targets from 2025 onwards are due to changes in the Company's calculation methodology. The weighting of certain products was increased to address the growing demand for advanced process products, which made the calculation basis more stringent. If the original calculation method were applied, the 2024 customer satisfaction scores for "Product Quality" and "Product Development" would have both met the targets.

Note 2: Qualified suppliers of primary and secondary raw materials.

Note 3: Originally, the requirement targeted qualified suppliers of primary and secondary raw materials; it was later revised to require emission reductions specifically from poly suppliers with the highest carbon emissions.

Note 4: Some suppliers have conducted carbon inventories but have not yet completed third-party verification.

Note 5: Aggregated total of the top 10 suppliers by carbon emissions for each plant.



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3.1 Innovation Management

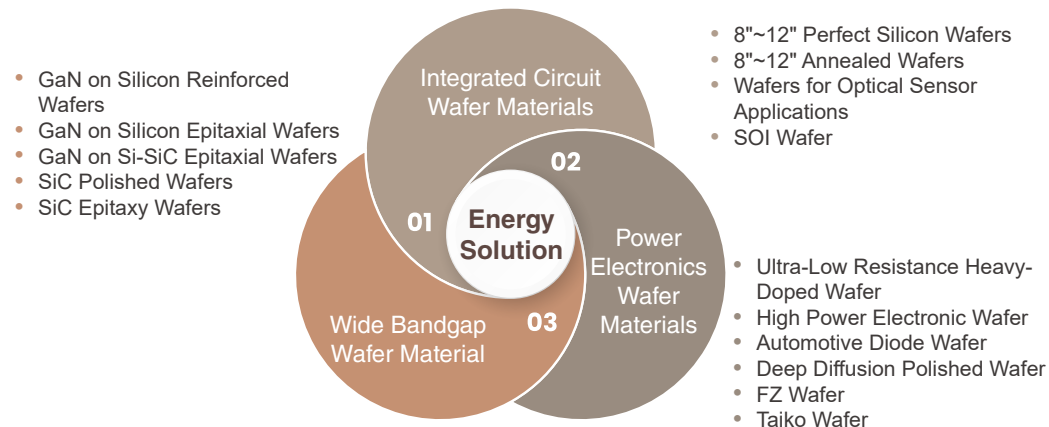
To meet the demand for increased semiconductor unit content brought about by technological innovation and respond to the accelerated digital transformation post-pandemic, GlobalWafers has implemented a large-scale capacity expansion plan, including production locations in Asia, Europe, and the USA. The production capacity expansion covers 12" wafers and epitaxy, 12" SOI, 8" FZ, SiC wafers (SiC Epi included), GaN on Si, among other large-sized next-generation products. Currently, the Phase 2 plant of the Hsinchu Science Park is undergoing equipment replacement, investing in 12-inch silicon wafers for advanced processes and expanding its R&D center to develop advanced compound semiconductors materials such as silicon carbide (SiC) and gallium nitride (GaN) epitaxy. These two wide bandgap materials are widely used in the fields of power devices and microwave/RF communications, ncluding 5G, high-power components, fast-charging applications, high-frequency and high-voltage, automotive electronics, photonic data communications, AIoT, green energy, and other application fields. Market demand has continued to climb significantly. At present, these products have successively entered mass production, becoming the new impetus for GlobalWafers' sustained high growth.

In terms of products and R&D, the following strategies are formulated:

- Significantly increase the production capacity and technology of high-end semiconductor wafers dedicated to advanced processes;
- Accelerate the development of SiC wafers and semi-insulating SiC/GaN epitaxial wafers required for new technologies such as 5G, power electronics, and electric vehicles;
- Expand the establishment and R&D capacity of the Taiwan Wafer R&D Center;
- Invest in the development of green energy in Taiwan and increase the proportion of green energy used in the semiconductor wafer manufacturing process.

Products can be classified into three major products based on product types. The following is an explanation of development directions for these three major products:

GlobalWafers' Product Development Focus



1. Integrated Circuit Wafer Materials:

Our main products include 8"~12" perfect silicon, 8"~12" annealed wafers, optical sensor device wafers and SOI wafers, predominantly used in the manufacture of integrated circuit devices across five key categories: Bipolar Digital, Memory, Micro, Logic, and Analog. As manufacturing processes continue to miniaturize and demands for silicon wafer purity, surface cleanliness, and flatness become more stringent, advancements in crystal pulling technology (such as oxygen density control and micro-defect reduction) and breakthroughs in wafer processing technology have become increasingly critical. With the shrinking wire widths in integrated circuit manufacturing, the quality standards for silicon wafers also become more exacting. GlobalWafers is dedicated to developing wafers that meet the exacting requirements of advanced integrated circuit manufacturing processes, all while offering customers the finest services and options available.

2. Power Electronics Wafer Materials:

The global shift towards green energy amid heightened environmental awareness has spurred a rising demand for renewable energy sources and accelerated growth in the electric vehicle sector, making power electronics development a focal point worldwide. This trend, coupled with industrial automation advancements, increasing consumer power consumption, and rising demand for electronics, has propelled the expansion of power electronics solutions. Industry leaders are prioritizing energy efficiency through advanced power electronics solutions, driving extensive industrial applications and expanding vertical markets in this field. The wafers required for power electronic components of silicon-based power semiconductors include ultra-low resistance heavily doped wafers, high-power power electronics wafers, automotive diode wafers, FZ wafers, Taiko wafers, etc. For mass applications, the demand for wafer quality and quantity is also increasing year by year. With the continuous market growth, the power electronics market size was valued at USD\$48.26 billion in 2024 and is expected to grow to US\$63.18 billion by 2029. Higher power density and the increasing demand from the automotive industry are the main market drivers for the market growth. At the same time, the revolution in material switching is ongoing. GaN and SiC technologies are replacing part of silicon-based transistors, more diode products to enhance product performance. The global demand for power semiconductors continues to grow. GlobalWafers plays a leading role in this field while continuously strengthening the development of related products and technologies.

3. Wide Bandgap Wafer Materials:

Wide bandgap power device comes with many advantages which include features of high electric breakdown field, high saturated electron drift velocity and superior heat dissipation. These features make wide bandgap device more suitable for applications in high power, high frequency and high temperature environments. Utilization of wide bandgap power device can lower energy consumption during conducting and switching, and the power consumption for the system's overall operation can be reduced by half. Additionally, given the features of lowered energy consumption and excellent heat dissipation, volume and weight for the system using wide bandgap power devices can be reduced dramatically. Currently, new materials such as SiC, GaN and Ga2O3 are being regarded as materials for next-generation power semiconductor. With the



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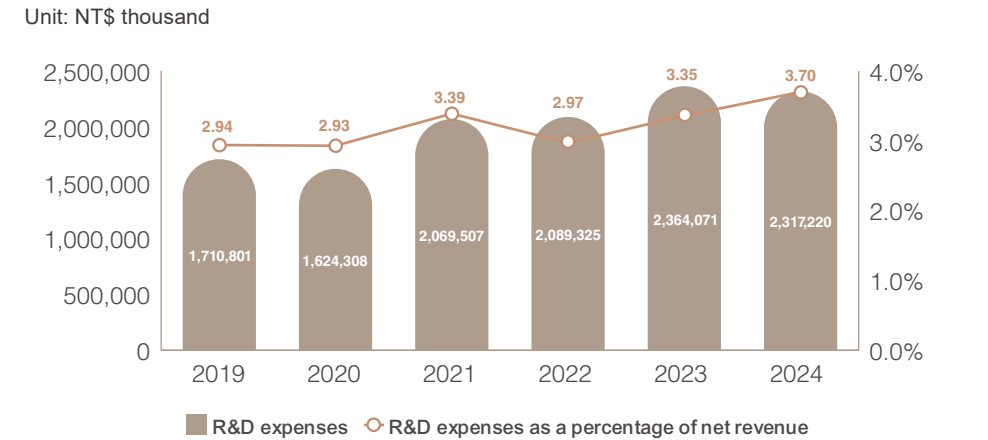
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development of semiconductor technology, the integration of compound semiconductor and Si-based semiconductor has become the market trend because the integration simultaneously exploits the advantages of silicon in the mature process and low cost of silicone (Si), and the high frequency, high power and optoelectronic characteristics of compound semiconductors. Through heterogeneous integration, advanced packaging, and epitaxy technology, the high-performance advantages of SiC, GaN, GaAs, and InP materials is achieved while reducing costs. These integrated technologies will significantly enhance the applications of 5G/6G communication, electric vehicles (EV), optoelectronics, AI computing, and optical communication, and drive the semiconductor technology to move towards a new generation.

According to research by TrendForce, the SiC power device market is estimated to reach US\$2.73 billion by 2025 and grow to US\$8.41 billion by 2030, representing a compound annual growth rate (CAGR) of 25.24% from 2025 to 2030. In addition, [research by Transparency Market Research Inc. \(TMR\)](#) estimates the GaN semiconductor market value at US\$4.34 billion in 2024, with a projected CAGR of 21.64% from 2024 to 2029, reaching US\$11.57 billion by the end of 2029. GlobalWafers has invested in the research of developing GaN and SiC wafers. Currently, the Company is already providing customers with silicon wafer substrates, which are exclusive for GaN on silicon and GaN on silicon/GaN on Si-SiC epitaxial wafers for their device design and development. Developments for polished SiC wafers and Epitaxial wafers shall continue. For these two new materials with explosive growth, GlobalWafers will continue to invest R&D resources to provide a wide range of wafers required for semiconductor applications throughout the industry's evolution, delivering comprehensive solutions to customers.

GlobalWafers has a strong R&D team composed of 145 R&D engineers in Taiwan and 122 overseas.

R&D Expenses Over the Years:



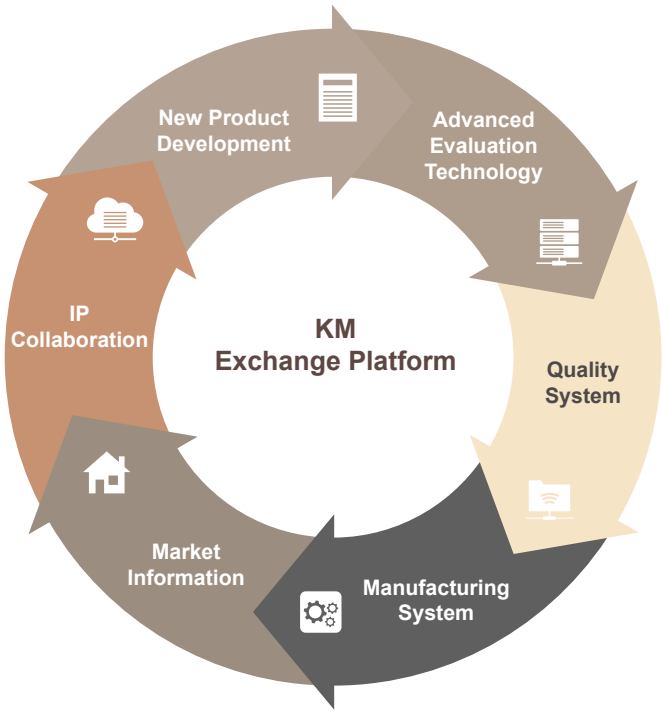
3.1.1 R&D Resources

Developing products requires considerable time, human capital, and resources. It also necessitates support and resources from numerous stakeholders for successful completion. Given limited resources, effectively utilizing what is available is crucial for maximizing benefits.

Internal Resources

GlobalWafers operates 18 operating and production bases distributed throughout 9 countries worldwide, as well as customers in Europe, Asia, and the Americas. Faced with globalized competition, effective access to information and efficient resource sharing are critical to enabling faster and more accurate decision-making. Therefore, it is necessary for GlobalWafers to establish a cross-plant KM (Knowledge Management) Exchange Platform, allowing the factories to exchange information and technology with each other. On this interaction platform, resources and support can all be obtained for technology issues, market information and product development, manufacturing management, quality management and IP patent related activities faced by respective factories. In the meantime, enhancement for respective factories' capabilities is facilitated accordingly through the internal competition mechanism established by this interaction platform.

Internal Resource – KM Exchange Platform





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External Resources

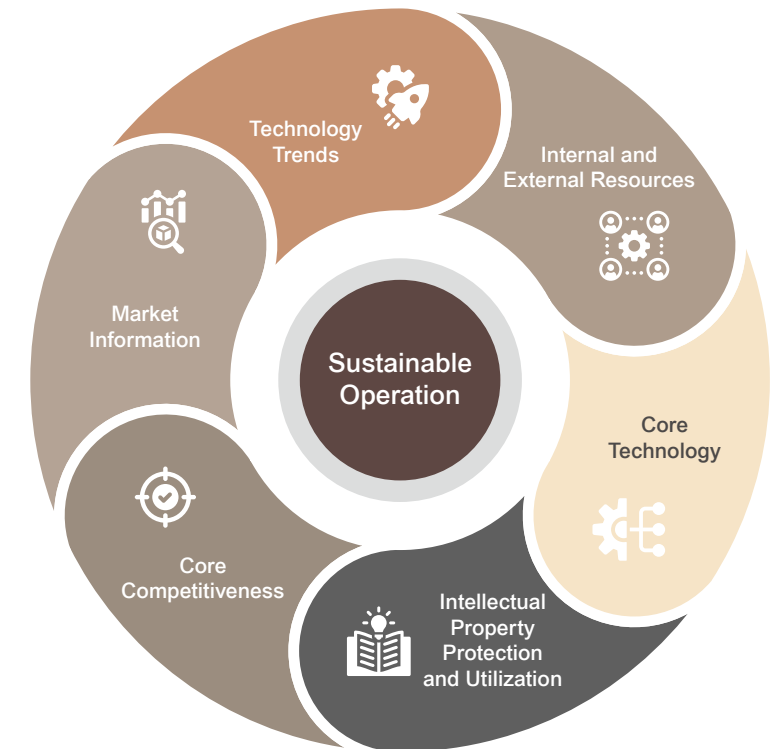
Taiwan has excellent academic resources and has accumulated a large amount of profound knowledge regarding fundamental research and scientific applications. Industry-academia collaboration can quickly integrate abundant R&D capabilities, accelerating product development and shortening the time to market. Taiwan also has a comprehensive ICT (Information and Communication Technology) industry chain. Through the integration of upstream and downstream operations, products can be mass-produced in the development stage. Furthermore, to facilitate industry upgrades and the practical application of academic research, governmental bodies provide substantial research funds each year to subsidize academia-industry collaboration on new products and new technology development. Since 2015, the Taiwanese government has initiated a guidance program promoting industry upgrades & innovation platforms and assists industries in undergoing structural changes via four major development strategies: enhancing product value, supplementing critical supply chain, developing systems and incubating emerging industries. GlobalWafers headquarters utilizes external resources through academia-industry collaborations with academic institutes, commissioned research with research agencies, as well as implementing national projects via subsidy application to national institutes and conducting strategic alliances with industry players. External research consultant groups composed of these external resources work together to solve technological issues arising during the product development process and conduct verification of research products.

External Resources



- Sustainability operation and continued profits are every enterprise's expectation. However, century-old enterprises may vanish too when faced with global competition and technology evolution if they lose their driving force for progressive operation. A company will grow and make profits if its operation strategies align with the development trends.
- Regarding research strategies, it is necessary to continue with in-depth cultivation of core technologies and core competitiveness, supplemented by technology trends and market information as the development direction. The company can thus achieve the goals of sustainable operation through integrated internal and external resources and maximum benefits from minimum investment, along with sound management of intellectual property protection and utilization.

R&D Strategy and Company Operations

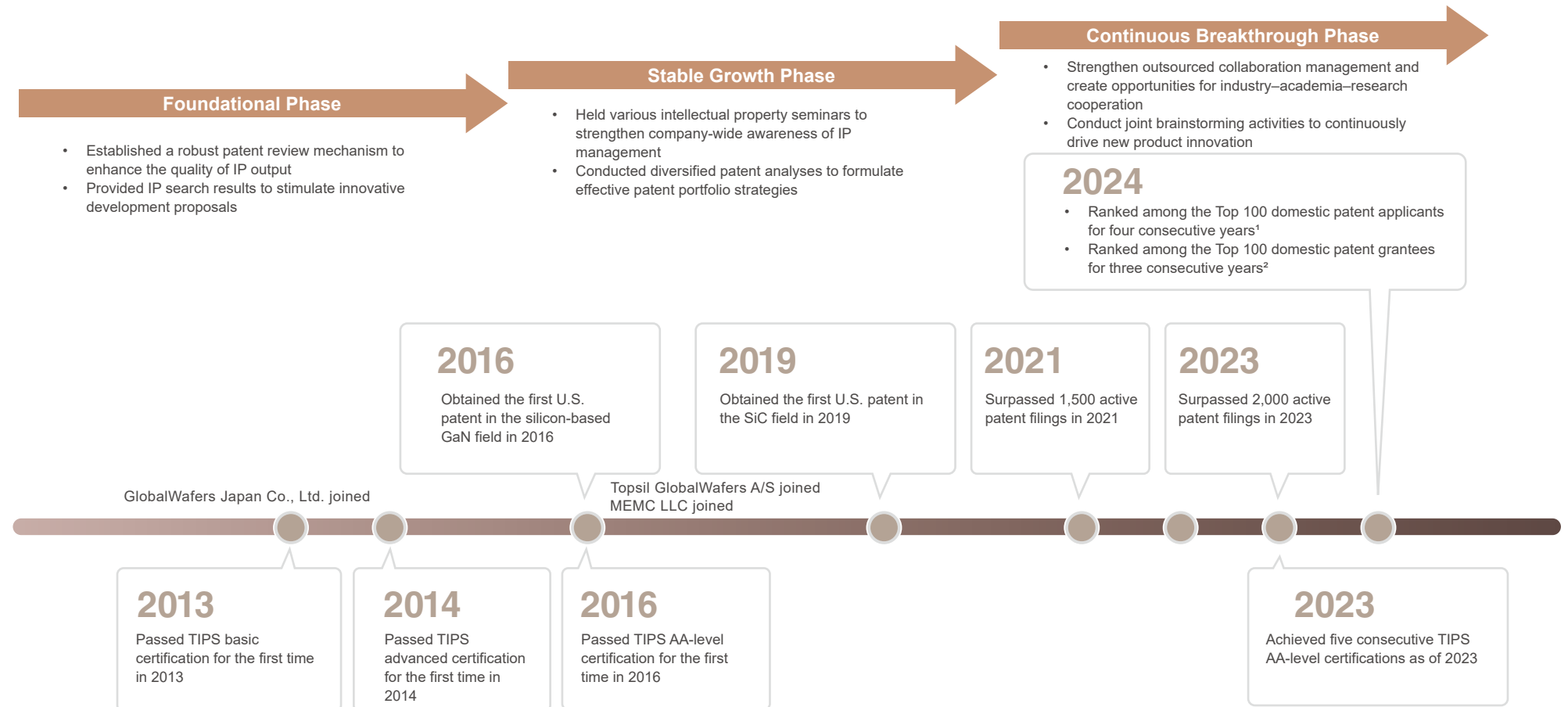


3.1.2 Intellectual Property Management System

TIPS Validation History

GlobalWafers implemented the Taiwan Intellectual Property Management System (TIPS) in 2013, establishing management processes and passing the basic certification. It continued to achieve advanced certifications in 2014 and 2015, as well as AA-level certification in 2016, 2017, 2019, 2021, 2023. In terms of system implementation, the head of the R&D unit acts as the management representative and forms a promotion team together with the intellectual property unit and the executive representatives of each unit. Annual internal audits and management reviews are conducted regularly, and participation in external verifications ensures the effective implementation of the management system. Strengthen and enhance the Company's intellectual property management capabilities through the establishment of systematic management and have them certified and affirmed by third parties.

■ Milestones in Promoting Intellectual Property Management



Note 1: MOEA IPO – 2024 Top 100 Patent Applicants (Domestic Entities)

Note 2: MOEA IPO – 2024 Top 100 Patent Grantees (Domestic Entities)



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Intellectual Property Management Strategy

- Improve intellectual property management capabilities and cultivate long-term competitiveness.
- Encourage all employees to make innovative proposals and strengthening the layout of product patents
- Establish a confidentiality management mechanism to protect the rights and interests of corporate customers.

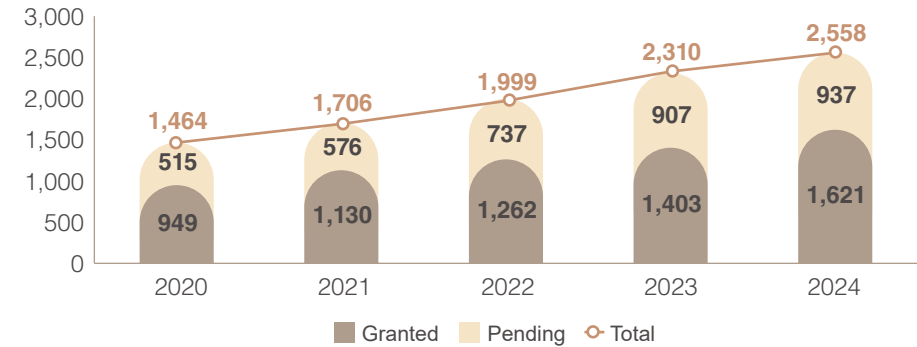
Through the implementation of TIPS, the intellectual property management policy focuses on confidential control and patent layout, aligning with operational and R&D strategies. With the Group's goal of becoming "the world's largest and most comprehensive wafer supplier" and its R&D strategy of "leveraging core technological capabilities to build competitiveness in next-generation products," the Company has sequentially established procedures for patent management, confidentiality management, R&D management, and external collaboration management (e.g., project management and industry-academia cooperation). In addition, intellectual property courses are conducted internally to enhance employees' understanding of intellectual property rights. These efforts aim to improve management capabilities, strengthen the product patent portfolio, and build a robust confidentiality management system, ensuring sustained competitiveness and safeguarding the rights and interests of both the Company and its customers.

Intellectual Property Management Outcome: Diversified Patent Deployment to Secure Competitive Advantages

In terms of patent management, intellectual property personnel collaborate with the innovation and development teams to analyze specific technologies and competitor patents in order to identify appropriate filing directions. Brainstorming activities are held to maintain innovation momentum and strengthen the patent portfolio for new products and technologies. The scope of the Company's patent applications is extensive and includes: (1) silicon substrate crystal growth and processing technology; (2) silicon carbide wafer crystal growth, processing, and defect inspection technology; (3) gallium nitride epitaxy technology; (4) smart manufacturing and AI analysis technology. We have layouts from the generation of semiconductor materials to the third generation of emerging technology.

Looking ahead, the Company will continue to develop a patent portfolio focused on green technologies that reduce energy consumption, minimize environmental pollution, and conserve resources. As of the end of December 2024, GlobalWafers holds 524 active patent applications. Including other overseas subsidiaries, the Group holds a total of 2,558 active patent applications, comprising 1,621 granted patents and 937 pending applications. In terms of patent applications, the Company has ranked among the Top 100 domestic patent applicants for 4 consecutive years. In terms of granted patents, it has ranked among the Top 100 domestic patent grantees for 3 consecutive years.

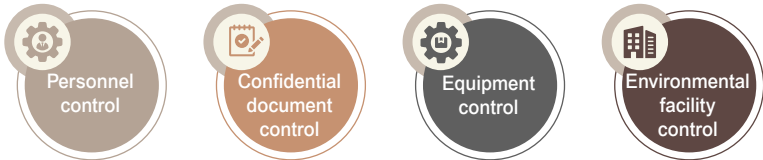
■ Group-wide Active Patents in the Year



Risks and Countermeasures: Reinforce Secret Control to Reduce Secret Leakage Risk

Whereas secret leakage frequently makes headlines in the media, the Company will continue to strengthen its secret control program to prevent theft of the technologies generated by its hard work and protect clients' interests. In terms of confidentiality control, a management mechanism is established for personnel, confidential documents, equipment, and environmental facilities. For the personnel department, intellectual property education and training are provided to raise employees' awareness of secrets control and risk awareness; for the document department, each department inventories and manages the documents, classifies them into confidentiality levels, and performs level labeling, authority control, and circulation and destruction control in sequence; for the equipment department, the use of personal computers or electronic storage devices is controlled; for environmental facilities, control areas are set up for important data centers or production operations to implement access control and filming control. The Company conducts internal audits and self-examinations every year to confirm the implementation level of confidentiality control in each department.

■ Four Major Areas of Confidentiality Management



The Contribution of Intellectual Property to Sustainable Operations

On the topic of environmental sustainability, the Company engages in technology development and patent portfolio planning aimed at reducing energy consumption per product unit, minimizing raw material usage, and advancing green and recyclable technologies. At the same time, a green patent review mechanism is being established. In addition to legal compliance, environmental impact, such as energy saving and carbon reduction, is considered during patent reviews, thereby encouraging the development and protection of green technologies.

On the topic of social sustainability, the Company conducts industry-academia collaboration projects with academic institutions to support technology development. This enables academic research to generate economic value within industry and fosters talent development through student participation. In addition, the Company shares its intellectual property management practices through external seminars to promote greater awareness of IP management within society.

On the topic of operational sustainability, the Company continuously participates in TIPS external verifications to enhance its intellectual property management capabilities and strengthen its competitiveness. Intellectual property risk is actively managed to prevent legal and financial risks associated with infringement of others' patents. Innovation is encouraged, and strategic patent portfolios are established to enhance competitiveness and protect shareholder interests. Currently, the Company has over ten years of experience with TIPS certification (from 2013 to 2024), demonstrating its deep commitment and investment in intellectual property management.

In summary, for the Group, intellectual property rights can demonstrate the strength of technological development, create opportunities for strategic alliances, enhance the overall competitiveness of the Company, and win the trust and recognition of customers. Especially in the development of new technologies or products, the formulation and execution of strategic patent portfolios in those fields help the Company avoid potential IP risks. Intellectual property rights are not only a competitive tool for developing next-generation products, but also an important tool for defending against the influence of all competitors and enabling the Company to operate continuously.



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3.2 Product Quality

GlobalWafers upholds a spirit of continuous improvement and relentless pursuit of excellence, striving to deliver superior quality, technology, and comprehensive services to enhance product competitiveness. We grow together with our customers, pursue excellence alongside our employees, create value for our shareholders, and are committed to sustainable operations.

To ensure the effective implementation of our operational strategies, the Company has established a "[Quality Policy](#)" based on its quality guidelines, serving as a code of conduct for all employees. We are committed to comprehensive and continuous improvement, pursuing excellence in quality and technology, with the goal of delivering zero-defect products and services. Additionally, Article 14 of the "[Procedures for Ethical Management and Guidelines for Conduct](#)" stipulates measures to prevent harm to the rights, health, and safety of stakeholders from products or services, and to ensure compliance of products with applicable regulations.

Enhancement of Company Improvement Culture

GlobalWafers actively promotes quality management across all sites, enhancing product quality and competitiveness through comprehensive continuous improvement and process technology advancement. Each site has established a Quality Improvement Team (QIT) composed of cross-functional professionals, dedicated to process optimization and quality enhancement.

QITs are continuously engaged in areas such as innovation and R&D, cost-effectiveness, lean production, customer satisfaction improvement, customer complaint analysis and resolution, and the strengthening of quality indicators, relentlessly pursuing excellence and building a high-quality product image. With zero defects as our enduring goal, we are committed to continuous improvement and growing alongside our customers to become their partner of choice.

In 2024, GlobalWafers participated In Taiwan Continuous Improvement Competition, receiving a Silver Tower Award in the Excellence Group and a Gold Tower Award in the Unity Group, demonstrating ongoing improvements and advancements in process technology.



Together We Handpick
the Future of Wafers

Gold Tower
Award

Unity Group Improvement Topic: Revitalizing Legacy Equipment to Overcome SiC Capacity Constraints



Pollution without
Liquid-Particle Team

Silver Tower
Award

Excellence Group Improvement Topic: Reducing Defect Rate at Fixed Positions on Silicon Wafers





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Strengthening the Culture of Continuous Improvement – Hazardous Substance Management

To ensure that its products comply with international regulations on hazardous substances and meet customers' green procurement requirements, GlobalWafers has established a Green Procurement Policy and a Conflict Minerals Policy. These efforts aim to reduce the environmental impact of its products, enhance product competitiveness, and fulfill the Company's social responsibility.

Green Procurement

To fulfill its responsibility as a global citizen and actively participate in green procurement initiatives, GlobalWafers requires its suppliers to operate in accordance with the following principles:

- Commit to supplying products that comply with environmental regulations established by domestic and international governments (e.g., RoHS, REACH, WEEE).
- Give priority to purchasing products announced by environmental authorities as designated green items, such as office supplies, computers, and electrical appliances bearing eco-labels like the Energy Label, Water Conservation Label, and Green Building Material Label. When necessary, suppliers must provide test reports issued by independent third-party organizations as proof that their products do not contain hazardous substances.

Conflict-Free Minerals Policy

As a responsible corporate citizen, GlobalWafers is committed to fulfilling its social responsibility and respecting human rights. The Company remains attentive to the issue of conflict minerals and conducts thorough investigations of its supply chain to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and mica do not originate from mines controlled by armed groups in the Democratic Republic of the Congo and its neighboring countries. Through responsible sourcing practices, GlobalWafers works jointly with its suppliers to support this commitment.

- GlobalWafers does not procure conflict minerals produced in conflict-affected regions.
- Suppliers and their upstream suppliers are required not to procure or use conflict minerals originating from areas under the control of armed groups in the Democratic Republic of the Congo and its neighboring countries.

Hazardous Substance Management Methods

- (I) Source Control: Procurement activities follow the Conflict Minerals Policy and Green Procurement Guidelines. Purchase orders specify that suppliers must comply with the latest version of the Responsible Business Alliance (RBA) Code of Conduct, and commit that the supplied items comply with green directives including, but not limited to, RoHS, REACH, and WEEE, and do not involve the use of conflict minerals. If any raw materials or goods involve government-regulated, toxic, or hazardous substances, they must at minimum comply with the latest applicable safety regulations of the supplier's registered location, GlobalWafers' registered location, as well as the shipping and receiving locations.
- Conflict Minerals Policy: Suppliers and their upstream suppliers shall not procure or use conflict minerals originating from conflict-affected regions.

- Green Procurement: Fulfilling the Company's responsibility as a global citizen by actively participating in green procurement initiatives.
- (II) GlobalWafers commissions an impartial third-party organization each year to perform hazardous substance testing on its products. Test items include RoHS, SVHC, and SONY-00259. All test results in recent years have met regulatory requirements.
- (III) The Company has established a Hazardous Substance Control Procedure and formulated a Hazardous Substance Control List as outlined below.

Control Item	GlobalWafers Compliance Status
RoHS	In compliance
SONY SS-00259	In compliance
REACH Substances of Very High Concern	In compliance
Conflict Minerals	In compliance
Halogen-free Requirements	In compliance

GlobalWafers strictly complies with international regulations related to hazardous substance management and conflict minerals, and provides relevant information to its customers.

Product Life Cycle Assessment and Management Measures

In line with the principle of sustainable corporate operations, GlobalWafers has, since 2024, promoted product life cycle assessments across its 18 operating plants. The assessments analyze the impacts and potential effects of inputs and outputs at each stage of the product life cycle, including raw material acquisition, product process design, manufacturing and transportation, product use, and end-of-life disposal. This initiative aims to identify significant environmental impacts and, based on the findings, reduce resource consumption at operating sites and lower anthropogenic greenhouse gas emissions. GlobalWafers is committed to continuously improving its environmental footprint and pollution prevention efforts. In parallel, through collaborative engagement, the Company actively calls on upstream and downstream suppliers to jointly advance sustainability actions, thereby promoting environmentally friendly products and a low-carbon value chain for semiconductor materials.

Product Carbon Footprint

Starting in 2024, GlobalWafers has launched a comprehensive product carbon footprint initiative across its 18 operating plants. The Company is progressively obtaining third-party verification in accordance with carbon footprint standards. Given the nature of its products and GlobalWafers' position within the semiconductor industry value chain, the defined boundary for the product carbon footprint assessment includes the raw material acquisition stage and the manufacturing stage, with the plant gate serving as the boundary cutoff point. By identifying emission hotspots through third-party verification results, GlobalWafers is committed to continuously reducing the carbon footprint associated with both the raw material acquisition and product manufacturing stages.



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3.3 Customer Service

GlobalWafers regards its customers as the most valuable assets and growth partners. We not only focus on enhancing operational performance, strengthening core values, and pursuing advanced technologies and stable quality, but are also committed to providing comprehensive customer service, establishing long-term and stable partnerships, creating shared prosperity, and realizing sustainable operations and socioeconomic value. The Company has established relevant provisions under Article 14 of the "[Procedures for Ethical Management and Guidelines for Conduct](#)" to prevent products or services from harming the rights, health, or safety of stakeholders, and to ensure product compliance. In addition, the marketing unit has established the "Process of Customer Complaints Management" to maintain good communications with its customers, as well as effective appealing procedures regarding products and service.

Customer Satisfaction and Grievance Mechanism

Customer trust and support are key factors that have enabled GlobalWafers to become the world's third-largest wafer manufacturer. As such, we regard customer service as a core mission. Each year, we conduct customer satisfaction surveys through questionnaires and telephone interviews, targeting our top 20 revenue-generating customers and potential key accounts. These efforts allow us to listen closely to customer needs, identify areas for improvement, and continuously enhance service quality.

The satisfaction survey covers overall impression, sales service, product quality, and new product development. Based on customer feedback, the sales team collaborates with internal departments to formulate improvement plans, maintaining close communication with customers to ensure that each response is translated into concrete actions. This approach aims to achieve the highest standards of service excellence and customer satisfaction.

In 2024, through the joint efforts of all GlobalWafers teams, the customer satisfaction survey achieved a 100% response rate. In both the categories of "Product Quality" and "New Product Development," overall performance exceeded the targets set by the Company, indicating that GlobalWafers continues to receive strong recognition from the vast majority of its customers.

Looking ahead, GlobalWafers will remain committed to continuous improvement and enhancing customer satisfaction, striving to be the most trusted partner in its customers' journey of technological innovation.

GlobalWafers has also established a systematic customer recall management mechanism to address situations where product recalls are necessary due to product defects, service issues, or other causes. The goal of this mechanism is to resolve issues promptly and effectively, proactively notify customers to minimize impact, and at the same time, safeguard brand reputation and ensure regulatory compliance. In 2024, GlobalWafers reported no product recall cases involving end customers.

Customer feedback serves as a vital bridge between the Company and its customers, helping to identify customer needs, improve products and services, and enhance both satisfaction and loyalty. Communication with customers must be prompt, clear, specific, actionable, and aligned with each customer's preferred communication channel. An effective feedback management mechanism enables the Company to swiftly adjust its strategies and strengthen its competitiveness.

Customer feedback is collected through regular customer meetings, ad hoc visits, periodic customer evaluations, and the annual customer satisfaction survey. All feedback is consolidated and presented at the Company's monthly management review meetings, during which proactive improvement actions are proposed to support mutual growth and maintain strong customer relationships.





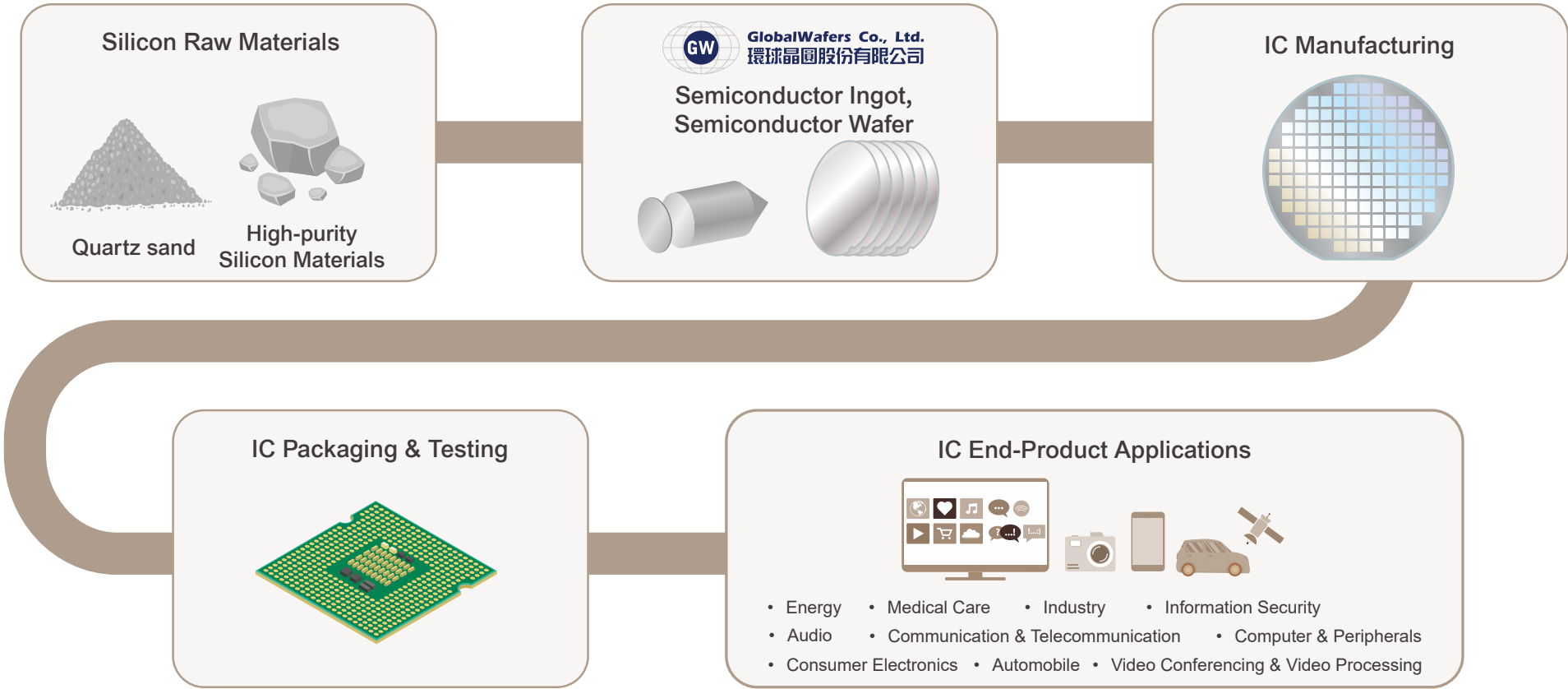
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3.4 Sustainable Supply Chain & Management

GlobalWafers is committed to responsible sourcing and actively collaborates with supplier partners. We place strong emphasis on social and environmental impacts, ensuring that our supply chain provides a safe working environment, fosters fair and harmonious labor relations, and upholds ethical business practices. These efforts reflect our full commitment to corporate social responsibility and our goal of developing a sustainable supply chain. In 2024, GlobalWafers continued to promote sustainable development by optimizing procurement strategies, adjusting supply chain configurations, and reducing transportation-related carbon emissions, thereby ensuring that ESG principles are fully integrated across procurement, logistics, and supplier management processes.

Value Chain

GlobalWafers is positioned in the upstream segment of the semiconductor industry. We primarily procure silicon raw materials and manufacture high value-added products through a complete wafer production line, including processes such as crystal growth, slicing and grinding, etching, diffusion, polishing, and epitaxy. Our product offerings include epitaxial wafers, polished wafers, diffusion wafers, annealed wafers, SOI wafers, FZ silicon wafers, and compound semiconductor materials. These products are widely applied in fields such as power management components, automotive power devices, information and communication components, and MEMS devices.





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In addition to engineering retrofit projects led by the technical departments, the procurement team focuses on optimizing procurement processes, strengthening supplier collaboration, and improving material management to reduce resource waste and promote sustainable supply chain development. Through precise supply chain planning, promotion of more efficient logistics models, and joint efforts with suppliers to enhance production efficiency, we have not only reduced the carbon footprint of the supply chain but also ensured a robust cost structure, further strengthening our corporate competitiveness and operational resilience.

Green Supply Chain: Glocalization

The global macroeconomic landscape, challenged by supply chain disruptions caused by the Russia-Ukraine war, geopolitical tensions, and the COVID-19 pandemic, has intensified the call to reshape global supply chains. In addition, in pursuit of reducing carbon footprints and fulfilling ESG commitments, companies are further advancing localization and regionalization of production to achieve a higher degree of self-sufficiency.

GlobalWafers designates "glocalization" as a core strategy for building a sustainable and resilient supply chain, integrating the advantages of both globalization and localization to achieve optimal outcomes:

- **Globalized mindset:** Leverage regional expertise, enhance stability through decentralized operations, and maximize the value of global division of labor.
- **Localized deployment:** Establish production sites near demand centers to reduce carbon emissions and transportation costs, and to minimize the time and resources required to serve local customers.

GlobalWafers operates production sites in nine countries across Europe, the Americas, and Asia. Its global deployment is strategically located within key semiconductor industry clusters. Through localized supply, the Company responds to customer needs in real time and enables flexible shipments, alleviating geopolitical tensions and mitigating the impact of macroeconomic fluctuations. This also allows for faster response times in serving regional markets, strengthens the resilience of GlobalWafers' product portfolio, and enables the Company to meet global market demand.

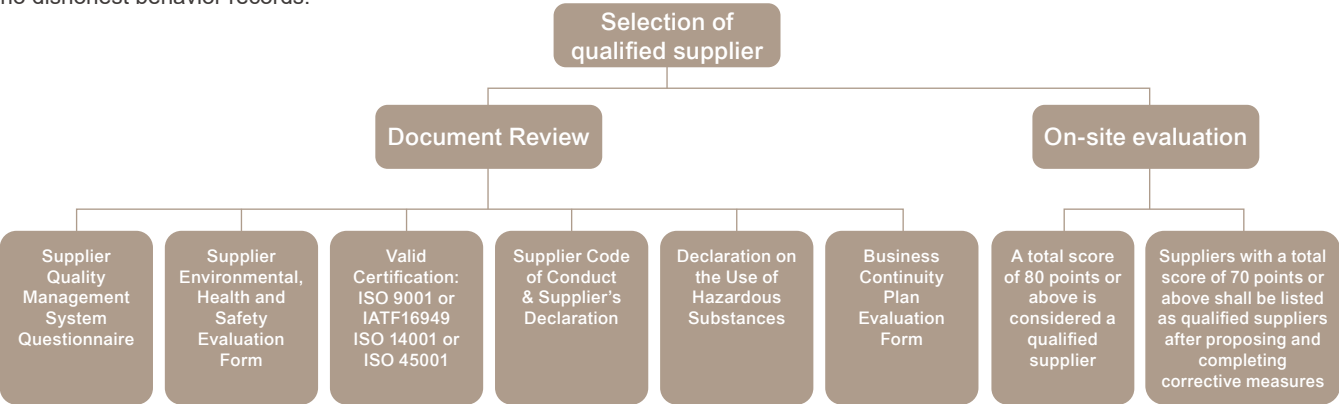
Supplier Management Strategy



Supplier Assessment Management

New Supplier Evaluation

GlobalWafers adheres to the supplier policy of "regarding suppliers as partners and guiding them toward long-term cooperation," and is committed to establishing a sustainable supply chain management mechanism. Through appropriate supplier evaluation procedures, GlobalWafers conducts risk assessments via both documentation review and on-site audits to prudently identify and select qualified suppliers. Close work relationship and feedback system are also established accordingly to ensure raw material, finished product, half-finished product, fixture and tools, technology service and other labor services all comply with quality, environment, safety and hygiene requirements. Our qualified suppliers are required to comply with Code of Integrity Management, with no dishonest behavior records.





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Evaluation of Existing Suppliers

GlobalWafers classifies suppliers into primary raw material suppliers and general suppliers. Primary raw material suppliers are evaluated based on quality (including quality and environmental management systems and continuous improvement performance), pricing, delivery, and service. If a supplier receives a score below 70 for consecutive assessments, a Material Review Board (MRB) meeting is convened to consider disqualifying the supplier and initiating a second-source development plan.

We conduct an annual documentation review of suppliers based on their classification, covering their quality management systems, conflict minerals due diligence, sustainability practices, business continuity plans, and emergency notifications, while requiring strict compliance with the Supplier Code of Conduct and Commitment Letter.

Key Raw Material Suppliers

- Quality Management System
- Conflict Minerals Due Diligence
- Supplier Sustainability Self-Assessment
- Supplier Business Continuity Plan and Emergency Notification
- RBA Certification or Second-Party Audit
- [Supplier Code of Conduct and Supplier's Declaration](#)

General Suppliers

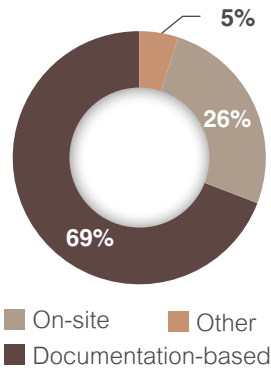
- [Supplier Code of Conduct and Supplier's Declaration](#)

Quality System Audit

The quality system audit is led by the Quality Assurance Department. Based on QCDS (Quality, Cost, Delivery, Service) evaluation results, a supplier audit team, comprising representatives from Quality Assurance, Procurement, EHS, R&D, and other relevant departments, is formed annually to conduct on-site audits and document reviews. The team also interviews supplier supervisors and employees to identify and resolve issues. All audit records are retained for future reference. In 2024, a total of 235 suppliers across all sites were audited, with approximately 26% through on-site audits, 69% through document audits, and 5% through other methods. All major deficiencies were corrected within the specified timeframe, and no suppliers were disqualified.

GlobalWafers, in 2024, conducted on-site audits covering approximately 1.4% of its total suppliers. The audit scope was expanded to include 9 countries worldwide, and the total number of suppliers was streamlined from 5,189 in 2023 to 4,406. GlobalWafers places great importance on long-term cooperation and development with its suppliers. Approximately 85% are key suppliers to the Company, with the most critical suppliers accounting for about 1%, representing approximately 26% of total procurement spending.

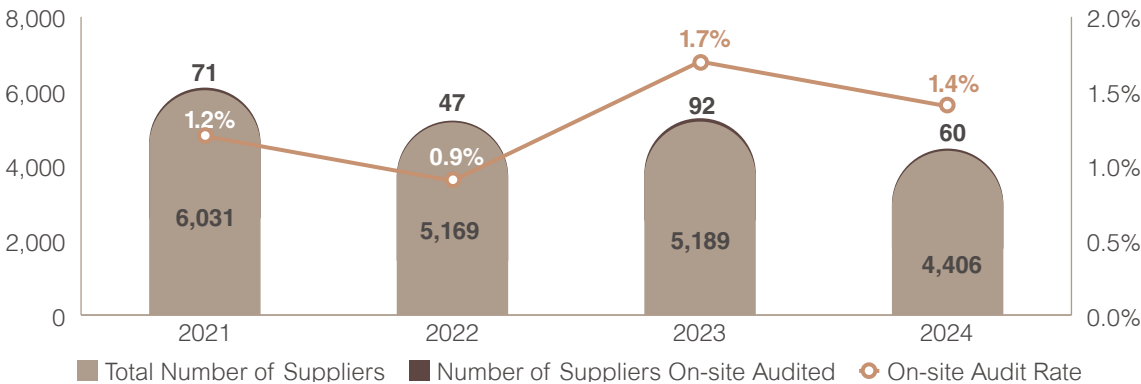
■ Proportion of Suppliers Audited for Quality Systems



Key Deficiencies Identified

- Gaps in understanding between suppliers and customers
- Suppliers required to implement continuous improvement plans
- Inconsistencies between SOPs and actual operations
- Deficiencies in nonconforming product management
- Weaknesses in incoming inspection and finished goods control

■ Number of Suppliers On-site Audited Across Global Plants



Note: On-site audit rate = total number of on-site audits / total number of suppliers



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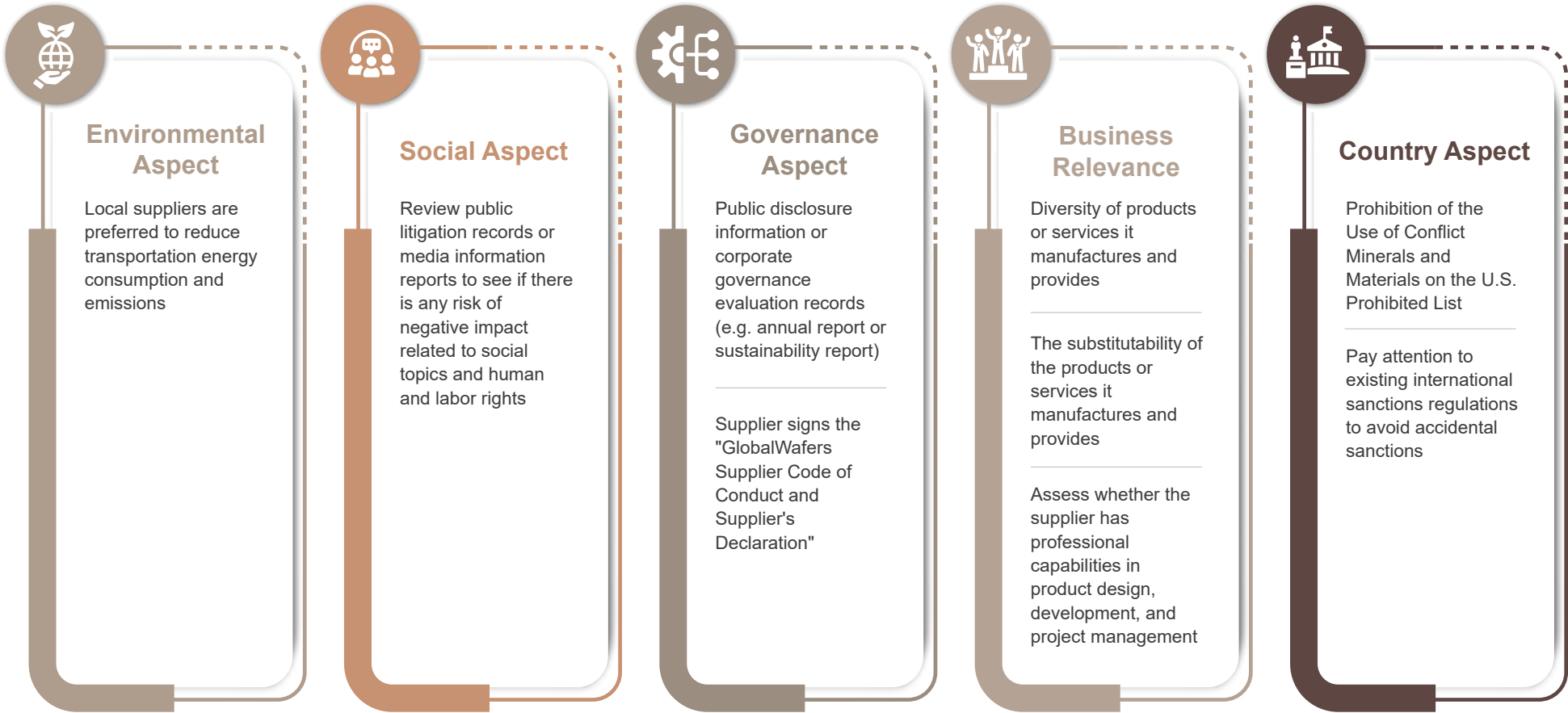
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Supplier Sustainability Management Assessment

To further implement its commitment to a sustainable supply chain, GlobalWafers has adopted a supplier sustainability self-assessment and review mechanism based on the Responsible Business Alliance (RBA) standards and the Company's sustainability goals. This mechanism not only helps improve the performance of suppliers in environmental, social responsibility and corporate governance (ESG), but also promotes their continuous improvement.

Through the annual self-assessment questionnaire and follow-up actions, we can keep track of the performance and progress of suppliers in the field of sustainable development, and provide them with necessary guidance and assistance to ensure that the direction of supply chain development is consistent with GlobalWafers, and ensure the effectiveness of their implementation.

Supplier Sustainability Assessment



GlobalWafers' supplier sustainability assessment not only deepens the cooperation relationship with suppliers, but also improves the resilience and transparency of the supply chain, as the foundation for the sustainable development of enterprises.



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Sustainable Supply Chain and Management: Key Performance Targets and Outcomes

To promote ESG implementation across the supply chain, we call on our supplier partners to:

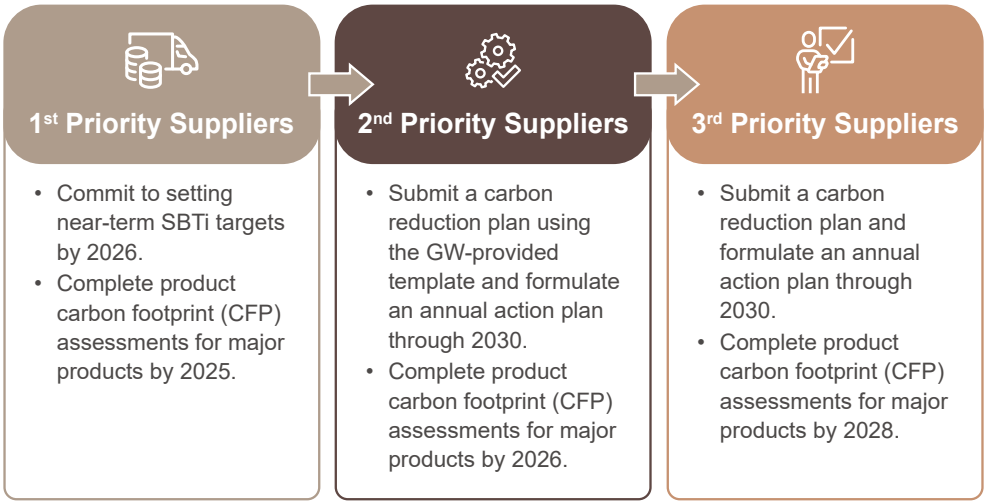
- Optimize Processes:** Streamline procedures to reduce waste and improve transaction efficiency.
- Improve Yield Rates:** Enhance production methods and equipment to maximize efficiency and reduce unit costs.
- Innovate Materials:** Explore eco-friendly alternatives that minimize environmental impact while maintaining cost-effectiveness.

To realize a green semiconductor ecosystem, GlobalWafers has set the following goals, requiring all key suppliers to analyze material carbon emissions, with a focus on:

- Product Carbon Footprint (CFP) Readiness:** Ensure compliance with ISO 14067 standards.
- Regular CFP Audits:** Conduct audits every two years, with emphasis on emission reduction rates.
- Carbon Reduction Target:** Achieve a minimum 20% reduction in CFP by 2030.

In its supplier ESG management framework, GlobalWafers categorizes suppliers into three evaluation tiers and tracks their progress annually to drive mutual achievement of sustainability goals.

■ Three-Stage Supplier Risk Assessment and Screening



Note: The screening sequence/level is based on the proportion of each supplier's greenhouse gas emissions relative to GlobalWafers' total emissions.

GlobalWafers conducted a dedicated sustainability assessment targeting major raw material suppliers with high carbon emissions. A total of 120 suppliers were audited, including 69 Tier 1 suppliers, of which 5 key suppliers account for approximately 60% of total procurement value. The remaining 51 suppliers were non-Tier 1. The supplier self-assessment completion rate reached 90%, with 83 suppliers (69%) having obtained ISO 14001 certification, 13 suppliers (10%) having obtained ISO 14064-1 greenhouse gas inventory certification, 7 suppliers (6%) having obtained ISO 14067 product carbon footprint certification, and 8 suppliers (7%) having obtained RBA certification, with 5 suppliers expected to obtain RBA certification within three years. GlobalWafers continues to promote supplier acquisition of greenhouse gas inventory and carbon footprint certifications, and has initiated greenhouse gas emissions reduction programs.

ESG Focus Case

2024 GlobalWafers Supplier Day

GlobalWafers is committed to being a positive force in shaping a sustainable environment, working hand-in-hand with supply chain partners to chart a blueprint for sustainability. On October 30, 2024, GlobalWafers held its Supplier Day via online conference, inviting 91 suppliers to participate under the theme "Net Zero, Sustainable Earth, Starting with GlobalWafers." During the event, Chairperson Hsiu-Lan Hsu and the executive team shared the Company's outlook on future revenue growth and global-local supply strategy. In addition, they communicated the Company's sustainability blueprint, goals, and strategies to suppliers, emphasizing recognition of supplier commitment to sustainable operations. ESG performance was also highlighted as a key consideration for future sourcing decisions. By encouraging suppliers to conduct product carbon footprint assessments and achieve emissions reduction targets, GlobalWafers aims to collaborate with supply chain partners to achieve collective energy and carbon-reduction goals across the industry value chain.

The conference focused on business ethics and ESG (Environmental, Social, and Governance) principles, with an ongoing focus on promoting green procurement practices. Key themes of the event included:

- Ethical Integrity:** Zero tolerance for corruption, bribery, or any behavior that violates business ethics
- Green Procurement:** Strengthening supply chain commitment to sustainable practices in line with global environmental standards
- ESG Commitment:** Encouraging suppliers to take shared responsibility in building a green semiconductor ecosystem

GlobalWafers plans to host the Supplier Day every two years to collaborate with supply partners in exploring sustainable green supply chain strategies and tracking progress toward sustainability goals. Through ongoing close cooperation with suppliers, GlobalWafers aims to strengthen supply chain development and create long-term value for all stakeholders.



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Shared Values

In our pursuit of ethical and sustainable practices, we reaffirm the seven core principles outlined in the "GlobalWafers Supplier Code of Conduct," including anti-bribery, conflict-free minerals, and green procurement. These principles serve as the foundation of our partnership with suppliers. [For more information, please refer to the GW Supplier Code of Conduct.](#)

GlobalWafers and its subsidiaries, in which it directly or indirectly holds more than fifty percent of the voting shares, have consistently upheld the highest standards of compliance with legal, ethical, environmental, and quality requirements. The Company expects its suppliers to acknowledge and adopt a code of conduct that aligns with these standards and to comply with the laws and regulations of the countries and regions where they operate. To this end, GWC has established the Supplier Code of Conduct (the "Code"), requiring suppliers to operate in accordance with the following principles, while encouraging them to extend the same commitment to their downstream suppliers, contractors, and service providers. The provisions of this Code are based on the Responsible Business Alliance (RBA) Code of Conduct (formerly EICC), and are informed by the UN Guiding Principles on Business and Human Rights, as well as other widely recognized international human rights standards, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Universal Declaration of Human Rights, ISO 14001 Environmental Management System, and ISO 45001 Occupational Health and Safety Management System. Through this document, GlobalWafers reaffirms and communicates these values to all suppliers.

To assist GlobalWafers' suppliers in implementing and complying with the above requirements, the Company has established the "[GlobalWafers Supplier Sustainability Standards](#)". This Standard consists of five elements, including A. Labor, B. Safety and health, C. Environment, D. Business Ethics, and E. Management Systems, which are summarized as follows:

A. Labor

- Key Point: Ensure that workers in the supply chain are treated fairly and ethically, including respecting workers' rights, providing fair wages, maintaining safe working conditions, and complying with labor laws.
- Key ESG Impact: This section emphasizes the Company's commitment to human rights, ensuring the well-being of workers and preventing forced labor and child labor. All suppliers are expected to comply with these standards.

B. Health and Safety

- Key Point: Maintain a safe and healthy working environment, including compliance with occupational health and safety regulations, minimizing workplace hazards, and providing appropriate health and safety training.
- Key ESG Impact: This reflects the Company's dedication to worker well-being by reducing health and safety risks and ensuring employees work in protected environments.

C. Environment

- Key Point: Promote sustainable practices and reduce the environmental impact of business operations, including energy conservation, waste reduction, emissions control, and responsible use of natural resources.
- Key ESG Impact: The Company emphasizes choosing suppliers that follow environmentally responsible practices, aligning with broader environmental sustainability goals.

D. Ethics

- Key Point: Uphold the highest standards of business conduct, including fair practices, transparency, and anti-corruption measures. This includes a strong focus on integrity, accountability, and prevention of bribery and fraud.
- Key ESG Impact: Ensures all suppliers operate with ethical business behavior, strengthening trust and accountability across the supply chain.

E. Management Systems

- Key Point: Establish sound management systems to ensure compliance with ESG standards and drive continuous improvement, including regular audits, monitoring, and reporting to align procurement processes with set standards.
- Key ESG Impact: Demonstrates the Company's commitment to managing, tracking, and improving ESG practices, ensuring transparency and alignment with long-term sustainability objectives throughout the supply chain.



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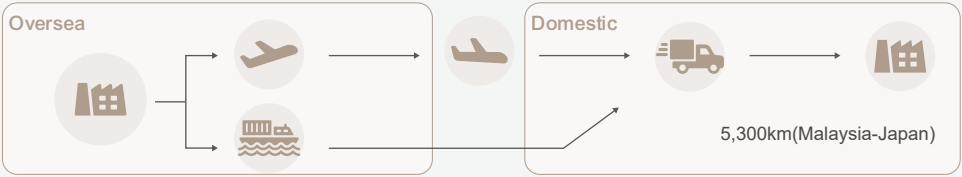
Supplier Data Protection

In accordance with the Personal Data Protection Act, GlobalWafers informs suppliers applying for onboarding about the relevant rules for personal data collection. This includes the purpose, category, source, duration of use, target, location, method, the rights granted under the law, and how to exercise those rights, to ensure the compliant collection use, retention, and disclosure of the personal data of our supplier partners.

ESG Focus Case

Reducing Carbon Footprint through Local Sourcing

- At its Japan facilities, GlobalWafers strengthened its materials planning by thoroughly reviewing procurement and allocation strategies, implementing comprehensive optimizations such as rational adjustments to sourcing distribution, inventory levels, and transportation frequency. To enhance transport efficiency and reduce operating costs, certain imported items were shifted from high-cost, high-emission air freight to more economical and environmentally friendly ocean freight. In addition, the team actively sought local suppliers and successfully achieved localized procurement for some items, significantly reducing import dependence and lowering the carbon footprint, in alignment with sustainability goals.



Niigata
Japan



200km(Niigata-Tochigi)

- Achieving sustainable development does not necessarily require massive investment. In 2024, for example, GlobalWafers' Korean plant consolidated its procurement of miscellaneous materials required by the facility, successfully reducing the number of delivery trips for such items by 3.6% over the year. The team of Korean plant also evaluated the thermal conductivity performance of critical consumables and increased the procurement allocation of higher-performing materials, indirectly reducing the frequency of replacements. At the same time, the plant aligned with the Group's initiatives by actively expanding the recovery rate of product carriers.



Regulation Requirements

GlobalWafers regularly collects regulation requirements from countries as place of receipt, countries as place of delivery, and destinations designated by customers to ensure that purchased products, procedures, and services comply with laws and regulations requirements of countries involved. In addition, when customers impose special controls on specific products due to legal requirements, we ensure these controls are implemented and maintained, including monitoring suppliers.

In certain countries or regions, the sourcing or production of raw materials must comply with local laws and regulations, such as the EU RoHS directive, REACH regulations (restrictions), and the Toxic Substances Control Act (TSCA) in the United States.

The British government passed the 2015 Modern Slavery Act in October, which applies to enterprises with annual revenues exceeding £36 million and operating in the UK. Our operations in all countries adhere strictly to local laws, including legislation aimed at preventing human trafficking and modern slavery. GlobalWafers unequivocally condemns any form of modern slavery and ensures that all commercial transactions, business relationships, and supply chain activities adhere to ethical standards, with integrity as our highest principle.

Risk Control of Key Materials

GlobalWafers has adopted major management measures to mitigate the operational risks of key materials:

- Establish safety reserves: We manage the safety reserves of key materials on a rolling basis, considering factors such as production needs, transportation, and company and domestic and foreign policies.
- Implement supplier management: In addition to regular written reviews and on-site audits, we also implement supplier management, including but not limited to quality, delivery, environment, and emergency response plans. Suppliers are also required to comply with non-conflict minerals and ESG-related sustainability issues.
- Supplier diversification: We maintain relationships with at least two qualified suppliers to mitigate the risk of supply disruptions.
- For conflict minerals, including Tin, Tantalum, Tungsten, Gold, Cobalt, and Mica, we require our suppliers to commit to and comply with our code of conduct. Additionally, we request suppliers to provide their survey results annually using the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT).



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Conflict-Free Minerals

GlobalWafers "[Conflict-Free Minerals Policy](#)" is published on the Company's official website. To ensure that our quality management system continues to meet customer expectations as well as applicable laws and regulations, we conduct regular reviews of relevant information and regulatory compliance. We identify stakeholders and their concerns, and continue to support the Conflict Minerals Program by requiring suppliers to conduct reasonable due diligence on their supply chains to ensure that the materials provided to us are free of conflict minerals, thereby meeting both customer and legal requirements.

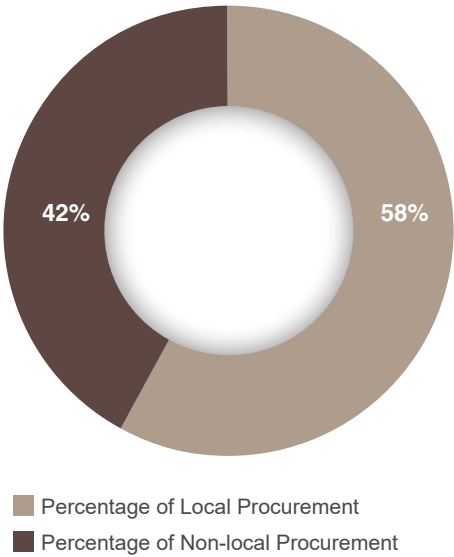
Local Procurement

In addition to aforementioned key raw materials and machinery and equipment, GlobalWafers' procurement categories also include other components, consumables, and facility systems, which are procured independently by each production site. We are committed to achieving supply chain localization. This strategy not only enhances supply flexibility and reduces unnecessary costs, but also lowers carbon emissions across the supply chain, promotes the development of green industries, and creates local employment opportunities.

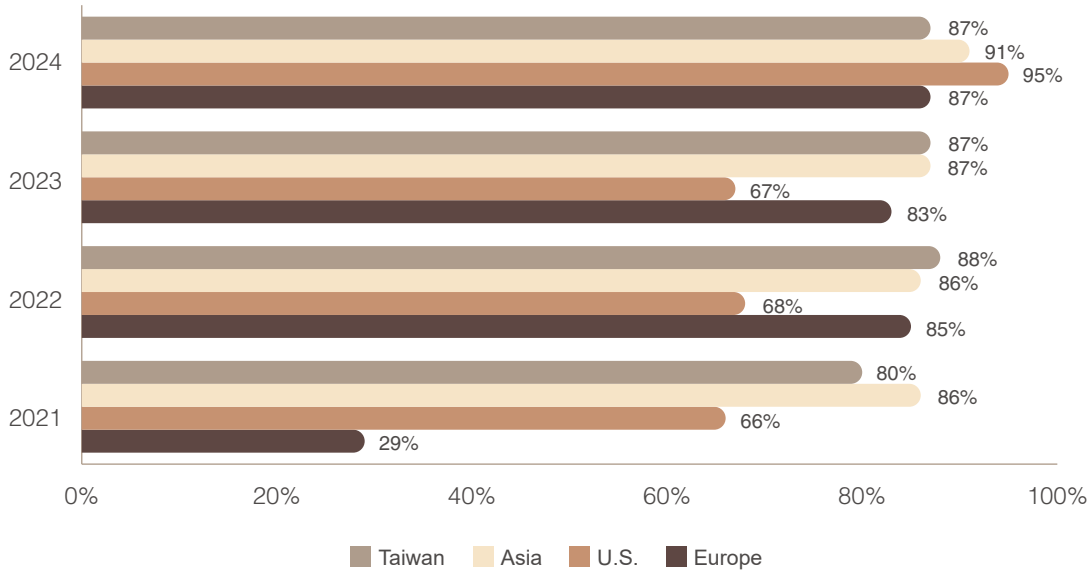
GlobalWafers' production bases span across various regions globally. We consider promoting local industry development a crucial part of our corporate social responsibility and strive to embody this concept. In terms of total procurement amounts, Asian plants (excluding Taiwan) accounted for 48%, Taiwan plants 21%, US plants 16%, and European plants 15%.

In terms of local procurement, based on the number of locally sourced suppliers, Taiwan plants 87%, Asian plants (excluding Taiwan) 91%, US plants 95%, and European plants 87%. Regarding the amount of locally sourced procurement, global factories achieved a 58% local procurement rate.

Proportion of Local Procurement in 2024



Percentage of Local Procurement Suppliers by Plants Worldwide



Note 1: Local Procurement: The factory and its supplier are located in the same country.
Note 2: Local procurement percentage is calculated by dividing the number of local procurements by the supplier number.
Note 3: The percentage of local procurement amount is calculated based on the local procurement amount/total annual purchase amount.



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Sustainability Goals

Key Performance Indicator	United Nations Sustainable Development Goals (SDGs)	2024 Goals	2023 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and Beyond)
Climate Strategy and Actions						
GHG Unit Emission Reduction (Scope 2) (Compared to the Base Year of 2019)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	≥4%	Achieved (7.61%)	≥5%	≥ 10% (by 2030)	Continued implementation of energy-saving measures and increased use of renewable energy to reduce unit electricity consumption, aligned with the Group's RE100 commitment
Energy Management						
Reduction in Unit Electricity Consumption (Compared to the Base Year of 2019)	7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	≥4%	Not Achieved ^{Note} (An increase of 7.5% compared to the baseline year)	≥5%	≥ 10% (by 2030)	Continue to introduce energy-saving measures and increase the utilization rate of renewable energy to reduce unit electricity consumption, aligned with the Group's RE100 commitment
Waste Management						
Waste Recycling Rate (Recycling and Reuse Treatment Ratio for the Total Waste Volume)	3 GOOD HEALTH AND WELL-BEING 11 SUSTAINABLE CITIES AND COMMUNITIES	≥84%	Achieved (90.51%)	≥85%	≥ 90% (by 2030)	Continue to increase the recycling rate of waste generated by operational sites
0 Abnormal Incident was Reported to the Competent Authority	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	0 case	Achieved (0 case)	0 case	0 case	0 case

Note: The reduction target for unit electricity consumption was not achieved in 2024 due to decreased production capacity at most plants and increased electricity consumption following facility expansion and commissioning.



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Key Performance Indicator	United Nations Sustainable Development Goals (SDGs)	2024 Goals	2023 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and Beyond)
Water resource management						
Reduction in Unit Water Withdrawal (compared to the base year of 2019)		≥5%	Achieved (19.90%)	≥6%	≥ 11% (by 2030)	Continue to implement water-saving and water recycling and reuse related measures to reduce the unit water withdrawal.
0 abnormal incident was reported to the competent authority		0件	Achieved (0 case)	0 case	0 case	0 case

Amid growing operational risks posed by global climate change and the ongoing depletion of the planet's limited resources, GlobalWafers recognizes the need to enhance its internal climate resilience and reduce external dependence on environmental resources. In pursuit of environmental sustainability, the Company is committed to continuously mitigating the potential impacts of climate-related disasters and maintaining such risks within an acceptable level for its operations.

GlobalWafers is committed to the practice of green manufacturing by enhancing product values through research and development and identifying innovation opportunities across all stages of the product lifecycle. Through the adoption of green technologies, the Company continues to implement and promote environmental management programs, including greenhouse gas emissions management, energy and resource management, Water Resource management, waste management, and air pollution control. GlobalWafers formulates its Environmental Management Policy, Greenhouse Gas Management Policy, Energy Policy, and Water Resource Management Policy in accordance with environmental regulations set by the competent authorities. All major manufacturing sites within the Group have implemented and obtained certification for the ISO 14001 Environmental Management System, achieving 100% coverage. In addition, the Company promotes the implementation of the ISO 50001 Energy Management System across its global sites. GlobalWafers integrates its environmental management system with the Company's sustainability strategies and actions through a cyclical operational approach. It identifies potential positive and negative environmental impacts arising from its operational locations and value chain in order to determine potential or material risks. Based on these findings, the Company formulates corresponding measures and seeks to transform risks into opportunities.

In 2024, GlobalWafers implemented various environmental management measures. In terms of pollution prevention, the Company worked to ensure that the quality of wastewater discharged from its facilities met regulatory standards by reducing the use of pollutants, improving water recycling efficiency, and conducting regular wastewater testing to enable long-term monitoring of effluent quality. In addition, the Company enhanced air pollution control efficiency by installing air pollution prevention equipment and conducting routine inspections to reduce pollution risks. In terms of energy conservation, GlobalWafers implemented measures such as optimizing air conditioning systems, improving equipment efficiency, upgrading machinery, and enhancing lighting efficiency to reduce energy consumption. Regarding waste management, the Company focused on source reduction, process optimization, and waste recycling and reuse, aiming to reduce raw material consumption and waste generation. In the use of renewable energy, GlobalWafers' Denmark site constructed a solar power plant in 2024, which commenced operation in January 2025. This facility became the world's first semiconductor crystal-growing plant powered entirely by 100% self-generated green electricity. Additionally, the Korea site completed the installation of 1,537.60 KW of solar panels by the end of 2024. At the Taisil Branch, in addition to the previously completed 1,200 KW solar panel installation, the Company also planned in 2024 to add another 636.83 KW of high-efficiency solar rooftop panels. Through the deployment of solar facilities and the increased use of renewable energy, GlobalWafers aims to achieve its carbon reduction targets. For details on the implementation of various environmental management measures in 2024, please refer to the respective sections in Chapter 4 "Sustainable Environment" of this report.



Environmental Management Policy



ISO 14001 Certificate



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4.1 Climate Strategy and Actions

Climate change is currently one of the most pressing environmental issues, drawing significant attention from the United Nations, governments worldwide, society, and the business community. To support the public and private sectors in developing relevant disclosure practices, the Financial Stability Board (FSB) established the Task Force on Climate-related Financial Disclosures (TCFD), which issued a set of clear, comparable, and consistent recommendations for climate-related financial disclosures in June 2017. GlobalWafers follows the key pillars of the Financial Supervisory Commission's "Sustainable Development Roadmap for TWSE/TPEX Listed Companies" and "Sustainable Development Action Plans for TWSE/TPEX Listed Companies," and references the TCFD framework to enhance the disclosure of sustainability information in its sustainability report. The Company identifies and evaluates climate change-related risks and opportunities on an annual basis, ensuring timely review and updates. Disclosures on climate change-related information are made based on the four core elements of governance, strategy, risk management, and indicators and targets.

■ Task Force on Climate-Related Financial Disclosures (TCFD)

Governance	Strategy	Risk Management	Indicators and Targets
- The Board of Directors is responsible for overseeing the overall management of the Company's climate-related risks and opportunities. On a quarterly basis, the Board supervises the Company's response strategies to climate change issues, as well as the performance and achievement status of key environmental indicators and targets. - The Sustainability Development Committee's "Sustainable Operations Subcommittee" regularly reviews the status of climate-related management implementation and the performance of environmental indicators at each operational site. Quarterly reports are submitted to the Board of Directors and serve as a key reference for formulating the Company's sustainability strategies.	- Climate-related risks and opportunities are categorized by time horizon as short-term (1–3 years), medium-term (3–10 years), and long-term (over 10 years). This classification serves as the basis for subsequent analyses of climate-related risks and opportunities, enabling the identification of physical and transition risks and opportunities, and the formulation of corresponding response measures. - Based on items with higher risk/opportunity values, the following material risks and opportunities have been identified: Climate Risks 1. Renewable energy regulations 2. Demand for low-carbon products/services 3. Drought Climate Opportunities 1. Use a more efficient production and distribution process 2. Reduce water consumption 3. Use of low-carbon energy GlobalWafers focuses on items with higher risk/opportunity values and assesses the potential financial impacts of each risk and opportunity on the Company, formulating corresponding strategies and measures to address them. - In evaluating various climate risk scenarios, GlobalWafers adopts the SSP5-8.5 (very high GHG emissions scenario) from the IPCC AR6 to estimate the likelihood and potential magnitude of physical climate risks. For transition risks, the IEA's Net Zero Emissions by 2050 Scenario (NZE) is used.	- Based on the TCFD-recommended categories, GlobalWafers conducted a comprehensive assessment of climate-related risks and opportunities, identifying 10 physical risk items, 16 transition risk items, and 10 opportunity items relevant to the Company. Risk scores were calculated based on the likelihood of occurrence and the severity of impact for each item. Taking into account industry characteristics and referencing peer identification results, GlobalWafers selected its top 3 climate-related risks and top 3 opportunities. - GlobalWafers has analyzed the impacts of climate-related risks and assessed corresponding mitigation measures. In response to transition risks and opportunities, the Company has formulated five major greenhouse gas reduction strategies and is actively implementing internal carbon pricing and investing in renewable energy to mitigate climate risks and advance climate opportunity initiatives. - Climate risks are integrated into the Company's overall risk management framework, with corresponding management plans, targets, and indicators established. The implementation status of climate risk management is reported to the Board of Directors on a quarterly basis.	- GlobalWafers has established climate-related risk and opportunity assessment indicators, including unit electricity consumption, unit greenhouse gas emissions (Scope 2), and unit water withdrawal. - Each GlobalWafers site has progressively conducted ISO 14064 greenhouse gas inventories and third-party verifications. Details on Scope 1 to Scope 3 GHG emissions can be found in this section. - GlobalWafers has formulated greenhouse gas reduction strategies and conducted an inventory and planning of mitigation measures targeting physical risks, aiming to reduce uncertainty and potential impacts of climate-related disasters. - The unit electricity consumption and unit greenhouse gas emissions (Scope 2) are benchmarked against the base year of 2019, with short-, medium-, and long-term targets established. By 2030, both indicators are expected to be reduced by 10% compared to the base year. In support of the net-zero transition, GlobalWafers has taken concrete action by joining the RE100 initiative, and is progressively working toward its long-term goal of using 100% renewable energy by 2040. For the implementation status of climate management targets and indicators, please refer to the descriptions in this section.



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Governance Framework and Roles & Responsibilities

The Company has established a "Risk Management Policy and Procedures," with the Board of Directors serving as the highest governing body for risk management. The Audit Committee assists in overseeing matters related to risk management. Regarding climate change issues, the Board of Directors is responsible for supervising the development strategies, short-, medium-, and long-term targets, and overall management of climate-related risks and opportunities. The Board also provides guidance and feedback on these matters. Given the significance and unique nature of climate change, the Board additionally conducts quarterly oversight of the Company's response strategies, the performance of key environmental indicators, and progress toward related targets.

The "Sustainability Development Committee," supervised by the Board of Directors, serves as the highest-level organization responsible for managing climate-related risks and opportunities at GlobalWafers. The committee is composed of department heads and chaired by the Chairperson, with the Chief Financial Officer acting as the Secretary-General, overseeing committee affairs. In addition, the Chief Sustainability Officer, appointed by the Board of Directors, leads the implementation and operation of sustainability initiatives across the Company. Under the Sustainability Development Committee, the "Sustainable Operations Subcommittee" is led by the Chief Sustainability Officer and is responsible for managing and executing climate- and environment-related sustainability matters. This includes formulating the Company's climate change goals, strategies, and concrete action plans, as well as managing climate-related risks and opportunities. The Subcommittee reviews the climate management performance and environmental indicator results of each operating site on a quarterly basis and reports to the Board of Directors, serving as an important reference for the formulation of the Company's overall sustainability policies. GlobalWafers has also initiated a cross-departmental TCFD project, where representatives from various departments form a TCFD Task Force to identify climate risks and opportunities, analyze potential financial impacts and formulating corresponding response strategies. The monitoring and management mechanisms of climate-related risks and opportunities are reported to the Board of Directors.

GlobalWafers Climate Governance Organizational Structure



GlobalWafers Climate Risk Governance Roles and Responsibilities

 Board of Directors	• Makes decisions on climate change management strategies and targets • Oversees the overall climate change management initiatives of GlobalWafers
 Sustainability Development Committee	• Reviews and revises the Company's Sustainable Development Best-Practice Principles; continuously improves sustainability policies • Reviews the Company's Sustainability Report and submits it to the Board of Directors • Guides and approves climate risk control measures and supervises ongoing improvement efforts • Coordinates cross-departmental communication and climate risk and opportunity strategy planning • Manages climate risk and opportunity strategies / action plans • Assesses identified climate-related risks and opportunities • Supervises the implementation of energy-saving, carbon reduction, and water-saving initiatives, as well as GHG inventory status • Communicates climate-related issues both internally and externally
 Relevant Working Groups or Departments	• Collects, analyzes, and compiles information on climate and energy-related risks and opportunities • Identifies and assesses climate-related risks and opportunities • Develops climate risk and opportunity strategies and action plans



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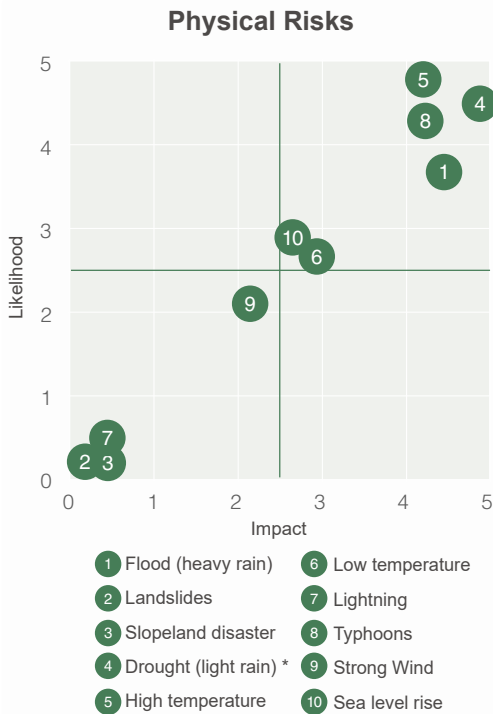
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Identification of Climate Risks and Opportunities and Response Strategies

GlobalWafers' Identification of Climate Risks and Opportunities

GlobalWafers defines the timeframes for climate-related risks and opportunities as follows: short-term (1–3 years), medium-term (3–10 years), and long-term (over 10 years). The Company collects and identifies climate-related risks and opportunities relevant to its operations, and focuses on the 3 most significant risks and the 3 most significant opportunities based on their assessed impact. Each identified item is evaluated for its potential financial impact on the Company, and corresponding response strategies and mitigation measures are formulated accordingly.

Risk Matrix



Climate risks and opportunities related to GlobalWafers:

Type	Short-Term (1-3 years)	Mid-Term (3-10 years)	Long-Term (over 10 years)
Physical Risks	Flood (heavy rain), soil and gravel flow, slope disasters, low temperature, flashlights, typhoons, strong wind, drought (light rain)*	-	High temperature, sea surface elevation
Transformation Risks	Carbon tax/carbon fee, fuel tax/energy tax, cap-and-trade systems and emission trading, mandatory disclosure, product labeling regulations and standards, renewable energy regulations*, general environmental regulations, international conventions/agreements, voluntary initiatives, increasing demand for low-carbon products/services*, and growing stakeholder attention and negative feedback	New technology investment, low-carbon technology transformation, market information uncertainty	Legal proceedings, changes in customer preferences
Opportunity	Use more efficient transportation methods, more efficient production and distribution processes*, recycling and reuse, reduce water consumption*, low-carbon energy consumption, incentive policies, participation in carbon trading markets*, and shifts in customer preferences.	Diversification of business activities	Switch to buildings with higher efficiency

Note: * indicates material climate-related risks and opportunities identified by GlobalWafers.

Opportunity Matrix



Note 1: * indicates material climate-related risks and opportunities identified by GlobalWafers.
Note 2: Among transition risks, "market uncertainty" refers to the impact of changing product demand from the market or customers. Therefore, this risk is included in the analysis under "demand for low-carbon products/services."



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Material Climate Risks and Opportunities

Climate Risks

Risk Item	Impact time	Potential Financial Impact	Response Strategies and Measures
Drought	Short-Term	Abnormal climate patterns may lead to droughts, which could disrupt production and result in financial losses, decreased revenue, and increased water costs.	Adjust water allocation systems in a timely manner, implement water-saving measures across all plants, expand cooling water and rainwater recycling facilities, and assess drought risk at manufacturing sites. Risk mitigation measures are developed and implemented as needed (e.g. leasing water trucks for emergency supply).
Renewable Energy Regulations	Short-Term	To comply with the renewable energy regulations system or relevant draft guidelines implemented by the Company's various operating locations, it is necessary to invest in building renewable energy equipment, which increases operating costs. For example, in response to Taiwan's renewable energy regulations, some plants must install renewable energy equipment reaching at least 10% of the contracted capacity by the end of 2025.	Through the self-built solar power plant, signing the green power purchase agreement and purchasing renewable energy certificates, the Company has also planned the renewable energy blueprint, and achieved the renewable energy use target in stages.
Demand for Low-Carbon Products/ Services	Short-Term	In response to climate change, such as providing high energy-consumption/high-carbon-emissions products, which may not meet market demand, resulting in a decrease in demand for traditional products, it is necessary to undergo technical transformation of low-carbon products/services. The transition process may increase the R&D expenses or capital investment, and the cost of manufacturing low-carbon products to adopt or install new equipment.	Continue to invest in R&D resources to develop products for end-use applications such as electric vehicles (EV), power, wind power, solar power generation, and products required to improve grid efficiency, and low energy-consumption advanced process wafers for end-use applications in order to meet the needs of low-carbon products. In addition, the Company has formulated a greenhouse gas reduction strategy, and reduced carbon emissions and product carbon footprint (such as accelerating the development of low-carbon crystal growth thermal field technology) through process improvement, in order to meet the market demand for low-carbon manufacturing products.

Climate Opportunities

Opportunity	Impact time	Potential Financial Impact	Response Strategies and Measures
Use a More Efficient Production and Distribution Process	Short-Term	Enhance efficiency and increase capacity and fixed asset utilization to effectively reduce production.	Continue to promote various water-saving and power-saving measures, such as crystal growth thermal field design and development, recycling water system, improving production efficiency, reducing water and power consumption costs, and evaluating the use of high-efficiency raw materials to reduce production costs.
Reduce Water Consumption	Short-Term	To increase the water utilization rate, reduce the water withdrawal and related expenses, and improve the water efficiency in the production process.	Enhance the recycling rate of wastewater from the production process in the plant, continue to promote various water-saving measures, increase the recycling of cooling water and rainwater, and reduce the water-related expenditure.
Use of Low-Carbon Energy	Short-Term	The Company adopts low-carbon energy sources such as solar energy and wind power to reduce operating costs and GHG emissions, thereby reducing the risk of carbon tax/carbon emission and exposure to the price rise of fossil fuels, and complying with the market's low-carbon procurement trend.	The Company has signed the green power purchase agreement and purchased renewable energy certificates, and reduced the carbon emissions from the production process and product unit emissions with the greenhouse gas reduction strategy, reduced carbon expenses and traditional energy-related expenses, and increased customer procurement willingness.



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Climate Change Scenario Analysis

GlobalWafers conducts its climate scenario analysis based on the TCFD framework, referencing the latest scientific assessment reports published by the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC). The Company also incorporates insights from external consultants. Following a comprehensive assessment, the following climate risk scenarios have been adopted.

Type of Risk	Scenario	Scenario Description
Physical Risk	IPCC-AR6 SSP5-8.5 (Very High Emissions Scenario)	⌘ This scenario assumes rapid global economic growth driven primarily by fossil fuel development and energy-intensive industries, with minimal implementation of climate policies. ⌘ Based on the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report, under this scenario, global temperatures are projected to rise by approximately 1.6°C in the near term (2021–2040), 2.4°C in the mid-term (2041–2060), and an average of around 4.4°C by the long term (2081–2100). ⌘ Referring to the Taiwan Climate Change Projection Information Platform established by the National Science and Technology Council and using 2019 as the baseline year, for the location of GlobalWafers' Taiwan facilities, the projected changes by 2030 include an increase of 0.4°C in average temperature, 0.8°C in maximum temperature, and a decrease in average annual rainfall by 1.9 mm/day. By 2050, the projections include a 1.4°C increase in average temperature, 1.8°C increase in maximum temperature, and a 1.6 mm/day decrease in average annual rainfall. ⌘ GlobalWafers uses the SSP5-8.5 very high emissions scenario for assessing potential financial impacts.
Transition Risk	International Energy Agency (IEA) Net Zero Emissions (Net Zero Emissions by 2050 Scenario, NZE)	⌘ The IEA's Net Zero Emissions (NZE) scenario assumes that global net-zero emissions are achieved by 2050 through improved energy efficiency, accelerated development of renewable energy, energy transitions, and reduced fossil fuel usage. This pathway aims to limit global warming to below 1.5°C while ensuring continued economic growth and stable energy supply. ⌘ GlobalWafers references the Nationally Determined Contributions (NDCs) of its key operating regions, including Taiwan, Mainland China, Japan, South Korea, Malaysia, the United States, Italy, and Denmark, to assess emission reduction measures. ⌘ Considering the current state and future trajectory of global climate policies and commitments, limiting warming to below 1.5°C has become an international consensus. Therefore, GlobalWafers adopts the NZE 2050 scenario for assessing financial impacts.

Climate Risk Management

Risk Identification and Assessment Process

With the increasing severity of climate change, its impacts on the planet and businesses have become significant. To mitigate the effects of climate change on GlobalWafers, the Company conducts financial impact assessments for selected climate-related risks and continuously works to enhance its management practices. In 2024, GlobalWafers carried out a climate risk assessment and identified 10 physical risk items, 16 transition risk items, and 10 opportunity items relevant to its operations. Among these, the Company prioritized 3 climate risks and 3 climate opportunities with higher risk-opportunity values. For each of these prioritized items, the Company evaluated the potential financial impacts and developed corresponding response strategies and measures.



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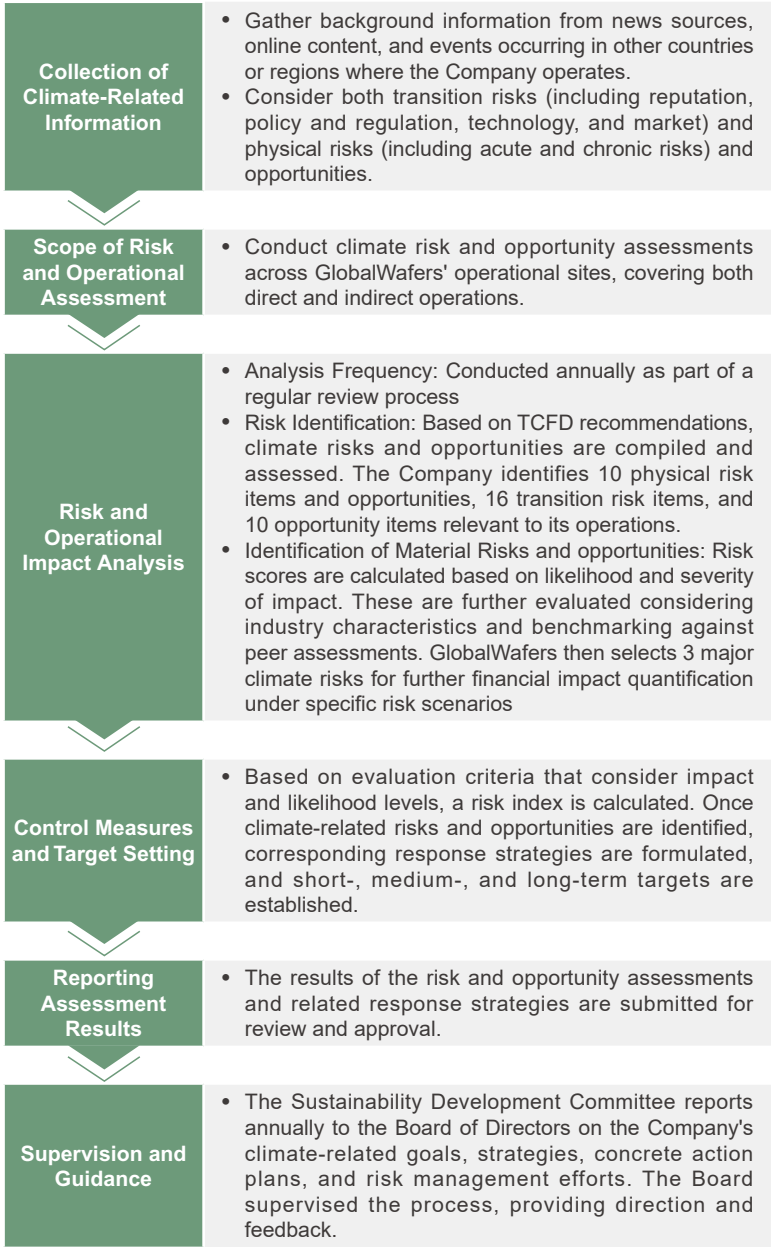
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GlobalWafers' process for risk identification, assessment, strategy development, and climate-related risk management is as follows:

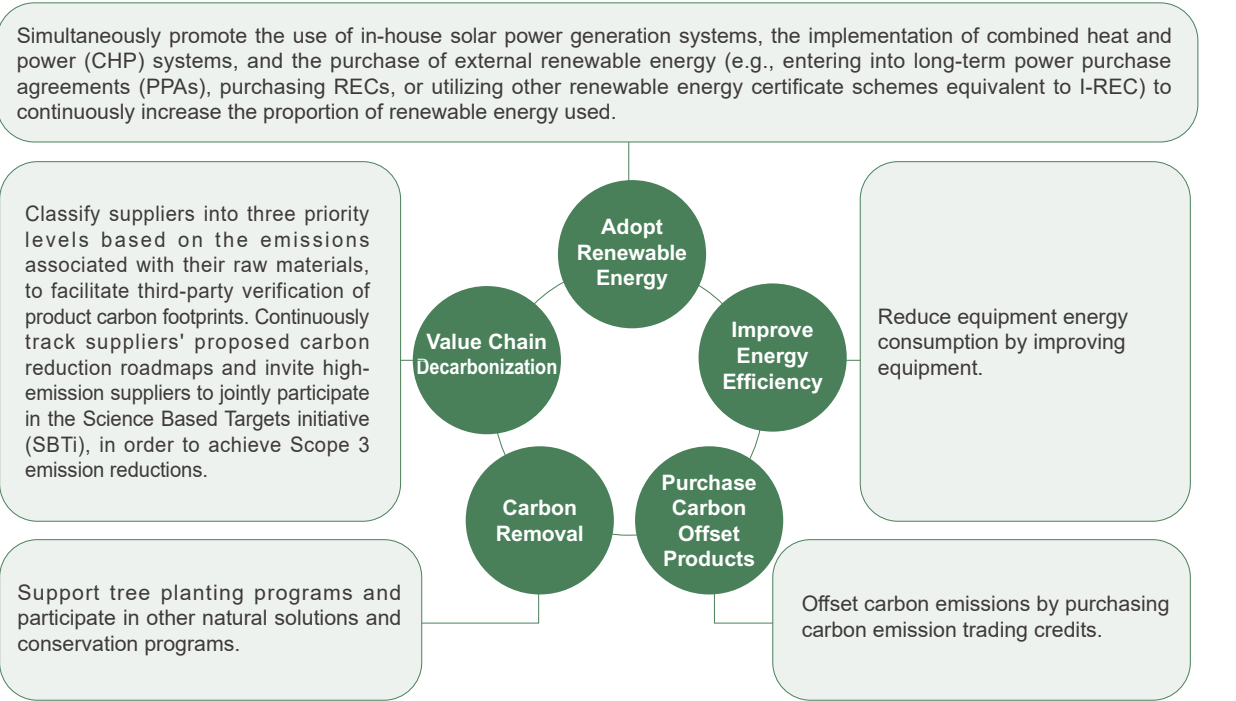


■ Climate Risk Management and Greenhouse Gas Reduction Strategy

The Company continues to pay attention to climate change adaptation and control, and integrates climate change issues into the Company's overall risk management through regular risk identification, measurement, monitoring, reporting and response risk management procedures. To implement the risk management mechanism, the Sustainability Development Committee regularly reports (once a year) to the board of directors and the Audit Committee (composed of 4 independent directors) on the Company's operations-related environmental, social, and corporate governance issues and risk issues, and the relevant response strategies, management operations, and implementation status. Given the importance and uniqueness of the climate change issues, the Sustainability Development Committee also provides quarterly reports to the board of directors on environmental indicator performance and targets, climate change response and management, and other related matters.

To address physical risks, GlobalWafers incorporates climate-related physical risk considerations into its adaptation strategies by conducting simulation drills and training programs focused on the potential impacts of climate change on the Company's assets. A comprehensive and rigorous set of preventive measures and emergency response plans has been established. In the event of a crisis or disaster, the Company promptly initiates the most appropriate response and recovery plans to minimize uncertainty and potential impacts to the greatest extent possible.

In response to transition risks, GlobalWafers has established a greenhouse gas policy and implements various reduction initiatives. Using 2019 as the baseline year, the Company has set short-, medium-, and long-term carbon reduction targets and continues to drive greenhouse gas emission reduction efforts. like the factors above, the main source of greenhouse gas emissions of the Company is Scope 2, so the greenhouse gas emission reduction strategy is to reduce the carbon emissions of Scope 2. To achieve greenhouse gas reduction, the following strategies have been formulated:





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Internal Carbon Pricing and Renewable Energy Investment

In response to existing and upcoming carbon management policies across various countries (such as carbon fees/taxes, cap-and-trade systems, and carbon border taxes), GlobalWafers officially introduced an internal carbon pricing mechanism in 2024. The Company adopts a shadow pricing model with a unified rate set by the corporate headquarters and applies internal carbon fees based on Scope 1 and Scope 2 emissions from each facility. The fee rate is adjusted annually with reference to the certificate price under the EU Carbon Border Adjustment Mechanism (CBAM), allowing for more effective tracking and management of carbon emissions at each site, identification of emission hotspots, and advancement toward the Company's RE100 plan and carbon reduction targets.

GlobalWafers remains committed to energy conservation and carbon reduction. Its wholly owned subsidiaries, Sunrise PV Four and Sunrise PV Electric Power Five, focus on renewable energy services and technological development, actively investing in the development, construction, and operation of solar power plants. In 2024, the Company signed new solar power plant projects with an additional installed capacity of 3.7 MW, representing a new investment of approximately NT\$165 million. The estimated annual electricity generation is 4.49 million kWh, which is expected to reduce carbon emissions by approximately 2,220 metric tons. As of the end of 2024, GlobalWafers' total accumulated installed capacity of owned solar power plants reached 49.7 MW. These facilities are expected to generate approximately 60.3 million kWh of electricity per year, reducing annual carbon emissions by around 29,787 metric tons, the equivalent of the annual carbon absorption capacity of 76 Daan Forest Parks. The total cumulative investment reached NT\$1.769 billion (including signed projects not yet connected to the grid).

Climate Change Indicators and Targets

GlobalWafers has established key climate-related indicators for managing and assessing risks and opportunities, such as unit electricity consumption and unit greenhouse gas emissions (Scope 2). These indicators support effective management of climate change impacts on the Company.

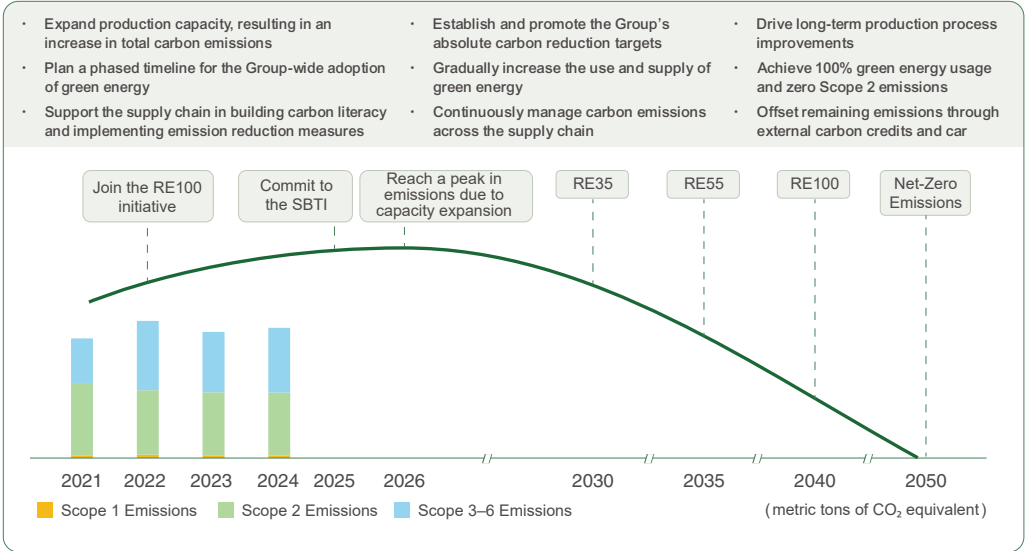
Indicator and Target Setting

The Company has set short, medium, and long-term reduction targets for "unit energy consumption of electricity" and "unit greenhouse gas emissions (Scope 2)." The target scope covers all of the Company's operating sites. Taking 2019 as the base year, the short-term (1-3 years) target is to reduce by 1-3% compared to the base year, the medium-term (3-10 years) target is to reduce by 4-10% compared to the base year, and by 2030, the Company aims to achieve a 10% reduction compared to the baseline year. The long-term target (over 10 years) is to achieve a reduction of more than 10% compared to the baseline year.

In terms of renewable energy, GlobalWafers became an early adopter in 2021 by committing to achieving 100% renewable energy use across its global operations by 2050. The Company formally joined the RE100 initiative in 2022. To demonstrate its commitment to sustainable operations, GlobalWafers set a more ambitious renewable energy target in 2025. Supported by a phased climate roadmap, the Company is now working toward its long-term goal of achieving 100% renewable energy use by 2040, thereby reducing carbon emissions generated during electricity production.

Progress Toward Targets and Concrete Carbon Reduction Actions

To effectively manage the risks and opportunities of climate change and mitigate its impact on the Company, GlobalWafers has taken concrete steps to support the net-zero transition by joining the RE100 initiative. Guided by a phased climate roadmap, the Company is steadily progressing toward its long-term goal of achieving 100% renewable energy use by 2040. In addition, GlobalWafers is implementing a range of emission reduction measures, including optimizing manufacturing processes to improve product efficiency, enhancing energy efficiency of equipment, replacing outdated machinery, and maintaining and optimizing existing facilities. These efforts aim to reduce carbon emissions generated during equipment operation and power consumption, thereby achieving the Company's carbon reduction targets.



Note: GlobalWafers plans to sign the commitment to the Science Based Targets initiative (SBTi) in 2025.

Progress Toward Reduction Targets for "Unit Electricity Consumption" and Unit Greenhouse Gas Emissions (Scope 2)":

Target Indicators	Short-Term (1-3 years)	Mid-Term (3-10 years)
Unit Electricity Consumption (Baseline year: 2019)	2021: 7.1% reduction compared to the baseline year 2022: 9.38% reduction compared to the baseline year	2023: 8.17% reduction compared to the baseline year 2024: 7.50% increase compared to the baseline year
Unit Greenhouse Gas Emissions (Scope 2) (Baseline year: 2019)	2021: 8.2% reduction compared to the baseline year 2022: 15.69% reduction compared to the baseline year	2023: 16.72% reduction compared to the baseline year 2024: 7.61% reduction compared to the baseline year



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In the areas of renewable energy adoption and energy efficiency improvement, GlobalWafers officially joined the RE100 initiative in 2022. The Company has worked toward its goals through self-built solar power facilities, signing Power Purchase Agreements (PPAs), and purchasing Renewable Energy Certificates (RECs). As a green energy total solution provider, the parent company, SAS, uses its advantages in rich experience and vertically integrated supply chain to assist the Group in building solar power plants to increase green energy power generation. In addition, GlobalWafers integrates various energy-saving systems and solutions into the construction phase of newly built facilities to reduce energy consumption and actively adopt renewable energy. Subsidiaries in different countries also align with local energy policies to increase the use of green energy. For example, in 2024, GlobalWafers' Danish subsidiary Topsil constructed a solar power plant adjacent to its facility. The plant is scheduled to officially begin operation in January 2025, making it the world's first semiconductor crystal-growing factory to operate on 100% self-generated green electricity. In 2024, GlobalWafers implemented a series of action plans to improve energy efficiency. For details, please refer to [Chapter 4 "Sustainable Environment – Energy Management,"](#) of this report.

At several of its sites, GlobalWafers not only operates self-consumption solar power systems but also purchases external renewable energy sources such as hydropower and biomass. In Taiwan, the Company obtains Renewable Energy Certificates (RECs) from rooftop solar systems at its Zhunan Plant, with a cumulative total of 118 certificates acquired. At international sites, renewable energy consumption reached 83,486,759 kWh. The sources of this renewable energy include signed supply agreements, self-consumption rooftop solar installations, externally purchased hydropower, and the acquisition of Non-Fossil Certificates (NFCs).

In promoting value chain decarbonization, GlobalWafers actively engaged in discussions with both upstream and downstream partners throughout 2024. Topics included the Company's future carbon reduction plans, relevant climate initiatives, energy management, and water resource management. In engaging with upstream suppliers, GlobalWafers first ranked Category 4 emissions (purchased goods and services) from each operational site's organizational greenhouse gas inventory results in descending order. Based on this ranking, raw material suppliers were classified into three priority levels, each assigned different implementation timelines and carbon reduction targets for product carbon footprint management. For downstream value chain engagement, the Company primarily communicated with key customers in Taiwan and Europe regarding carbon reduction plans and commitments to the Science Based Targets initiative (SBTi). At the same time, by actively participating in joint meetings organized by the international semiconductor industry association, GlobalWafers extended the level of engagement to end customers across the industry. The outcomes of these engagements have been incorporated into the Group's overall decarbonization roadmap.

4.1.1 Greenhouse Gas Inventory

In alignment with national greenhouse gas reduction strategies and in response to the global goal of achieving net-zero emissions, GlobalWafers has proactively implemented and completed a systematic greenhouse gas emissions inventory and registry in accordance with ISO 14064-1:2018. This initiative aims to effectively manage greenhouse gas-related risks and identify opportunities for emission reductions. Greenhouse gas emissions from GlobalWafers' operations in Taiwan have been verified by an independent third party and are supported by official verification statements. For overseas sites, the Company conducts voluntary GHG inventories as a proactive measure, enabling the implementation of effective voluntary reduction initiatives. These efforts aim to mitigate global warming and fulfill the Company's responsibility as a member of the global community.

The Company applies the "operational control approach" to define its organizational boundary. Greenhouse gas emissions related to organizational operations are categorized into three types: direct emissions (Scope 1), including process and fuel-related emissions, fugitive emissions from septic systems and fire protection equipment; energy indirect emissions (Scope 2) from purchased electricity and energy; and other indirect emissions, such as upstream and downstream sources. This report discloses Scope 1, Scope 2, and other indirect emissions. The greenhouse gases included in the calculation are carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride. The GWP values used are based on the IPCC Sixth Assessment Report.

In 2024, GlobalWafers' total greenhouse gas emissions (Scope 1 and Scope 2) amounted to approximately 545,960 metric tons of CO₂ equivalent. The primary source of emissions was electricity consumption under Scope 2. Compared to 2023, overall emissions showed a slight increase of approximately 1.3% (about 6,197 metric tons of CO₂ equivalent). This increase was mainly attributable to the expansion and official commissioning of production facilities, including the MJL (Utsunomiya) Plant in Japan, the NOV (Novara) Plant in Italy, and the STP Plant in the United States. Of the total emissions, direct emissions (Scope 1) accounted for approximately 3.96%, while energy indirect emissions (Scope 2) accounted for 96.04%. Additionally, emissions from the Taiwan accounted for 29.25% of the total CO₂ equivalent emissions.

In 2024, GlobalWafers' emissions of fluorinated greenhouse gases amounted to 34.54 metric tons CO₂e. Prior to 2023, there were no recorded emissions of perfluorinated compounds. These emissions were primarily attributable to the operation of newly added production equipment at expanded facilities in 2024, leading to the inclusion of this category of greenhouse gases in the Company's emissions inventory for the first time. GlobalWafers will continue to monitor and assess related emission levels, actively implement reduction measures to minimize environmental impact, and ensure that its production activities comply with environmental regulations.



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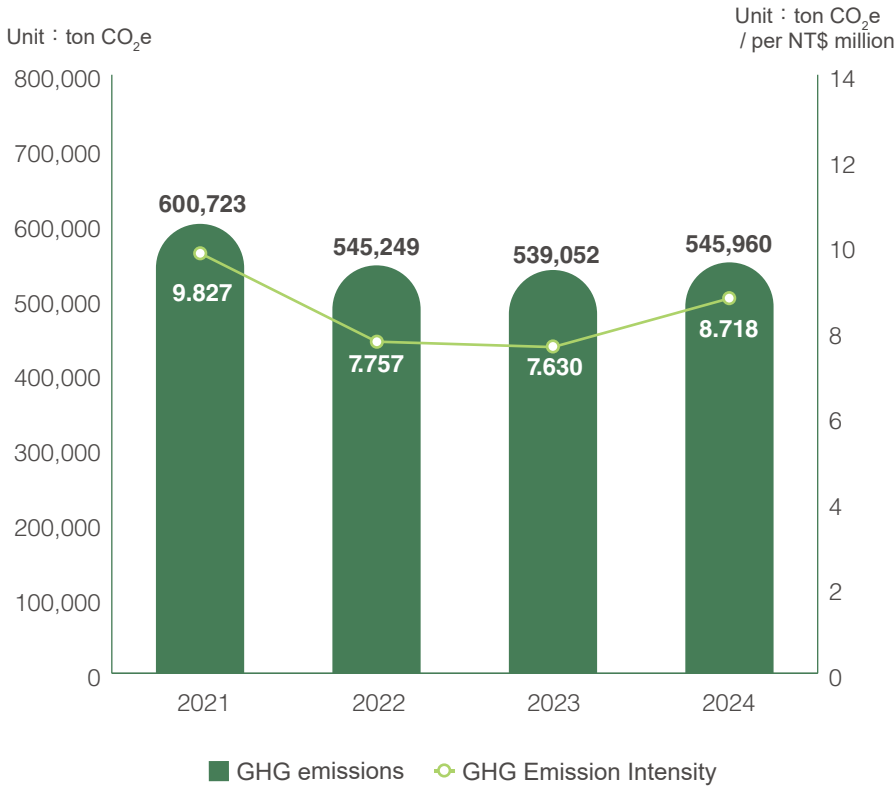
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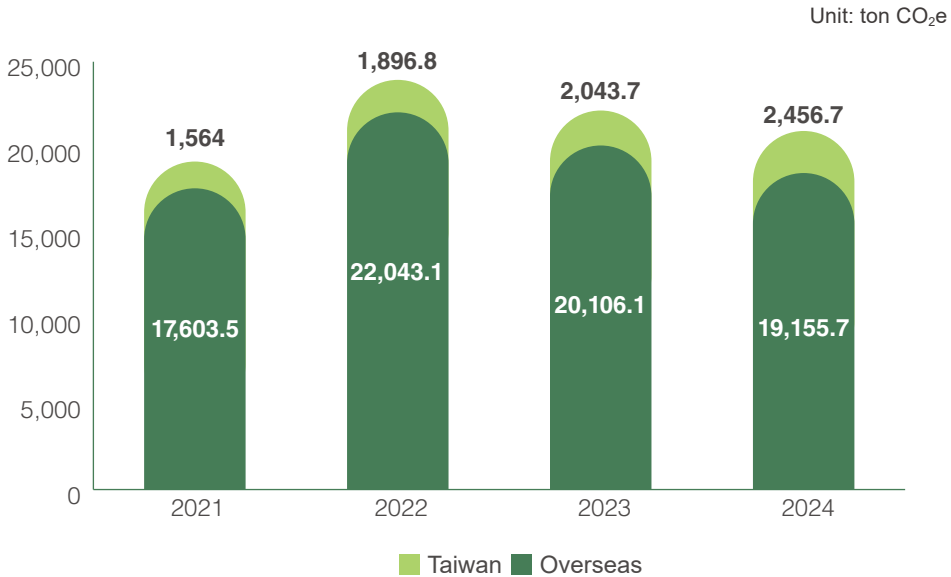
Greenhouse Gas Emissions (Scope 1 & Scope 2)



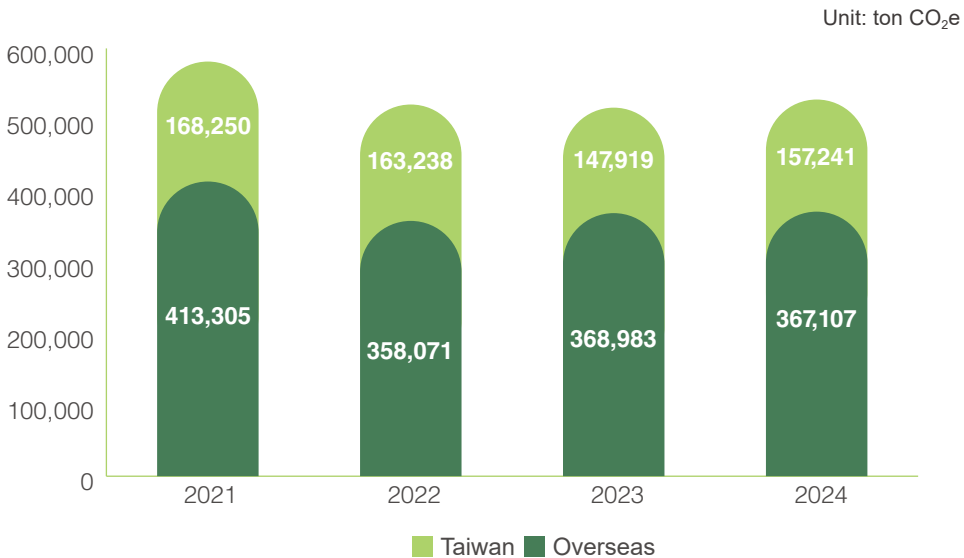
Note:

- Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.
- Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.
- Carbon dioxide equivalent emissions are calculated based on the emission factors issued by the respective national authorities of each facility's location.
- Greenhouse gas emission intensity: Total emissions from Scope 1 and Scope 2 (ton CO₂e) / Consolidated revenue (NT\$ million).
- The data presented in the above chart covers 100% of GlobalWafers' officially operational production facilities.
- Sites with completed third-party verification: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, Kunshan Sino Silicon Technology Co., Ltd. Topsil GlobalWafers A/S.

Scope 1 Greenhouse Gas Emissions



Scope 2 Greenhouse Gas Emissions





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■ Other Indirect Emissions (Scope 3)

Unit: ton CO₂e

Emission Category	2022		2023		2024	
	Taiwan	Overseas	Taiwan	Overseas	Taiwan	Overseas
Category 3 Indirect GHG Emissions from Transportation	5,680.57	19,183.33	7,090.76	19,310.09	8,478.13	17,807.42
3.1 Emissions from upstream transportation and distribution of goods	1,382.46	9,426.43	1,253.82	6,354.99	2,171.42	5,989.78
3.2 Emissions from downstream transportation and distribution of goods	3,487.43	8,538.31	4,791.76	9,732.20	5,211.67	8,082.85
3.3 Emissions from employee commuting	800.11	1,182.93	837.98	2,828.61	913.87	3,199.91
3.4 Emissions from customer and visitor transportation	Not quantified	0.07	Not quantified	Not quantified	Not quantified	Not quantified
3.5 Emissions from business travels	10.57	35.58	207.20	394.29	181.17	534.88
Category 4 Indirect Greenhouse Gas Emissions from Products Used by the Organization	231,821.64	125,356.70	197,274.51	228,017.31	236,583.20	275,757.80
4.1 Emissions from purchased goods	231,387.05	120,665.77	196,829.33	194,522.79	233,882.51	248,124.56
4.2 Emissions from capital goods	Not quantified	None	Not quantified	28,000.00	2,162.67	23,608.90
4.3 Emissions from the treatment of solid and liquid waste	434.59	4,690.93	445.18	5,494.51	478.49	3,788.52
4.4 Emissions from the use of assets	None	None	None	None	None	None
4.5 Emissions from the use of services not specified in the above subcategories	Not quantified	None	Not quantified	None	59.53	235.81
Category 5: Indirect Greenhouse Gas Emissions from the Use of Products Provided by the Organization	-	-	-	-	-	-
5.1 Emissions or removals during the product use phase	None	None	None	None	None	None
5.2 Emissions from downstream leased assets	None	None	None	None	None	None
5.3 Emissions from the end-of-life treatment of products	None	None	None	None	None	None
5.4 Emissions from investments	Not quantified	None	Not quantified	None	None	None
Category 6 Indirect Greenhouse Gas Emissions from Other Sources	None	None	None	None	None	None
Total Regional Emissions	237,502.21	144,540.03	204,365.27	247,327.40	245,061.33	293,565.22
Total	382,042.24		451,692.67		538,626.55	

Note:

1. Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.

2. Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.

3. Sites with completed third-party verification: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.



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4.2 Energy Management

GlobalWafers has implemented the ISO 50001 Energy Management System to monitor and measure major energy-using equipment, establish action plans for improvement, and regularly track the performance of these measures. This approach supports the goals of continuous improvement, energy conservation, and carbon reduction. As of now, 83.33% of the Company's production sites (based on 18 officially operating facilities) have adopted the ISO 50001 system and obtained third-party certification. For certificate validity details, please refer to the GlobalWafers website. GlobalWafers also expects to facilitate corporate innovation power, lower environmental ecology footprints for various products and services, and enhance corporate image and competitiveness through our concerns over environmental protection and sustainable issues.

Energy Structure

According to statistics, the total electricity consumption across GlobalWafers' facilities in 2024 was 1,178,518 MWh, representing an increase of approximately 54,436 MWh compared to the previous year. This increase was primarily due to the official commissioning of newly expanded facilities, including the Utsunomiya Plant in Japan, the Novara Plant in Italy, and the Missouri Plant in the United States.

The total annual energy consumption reached 4,538,563 GJ, of which the purchased electricity consumption was 3,942,042 GJ, the renewable energy consumption was 300,622 GJ, and the purchased electricity consumption accounted for approximately 86.86% of the energy consumption, and the renewable energy consumption ratio was approximately 6.624%^{Note}.

Note: Renewable energy usage ratio = Renewable energy (GJ) / Total energy consumption (GJ)

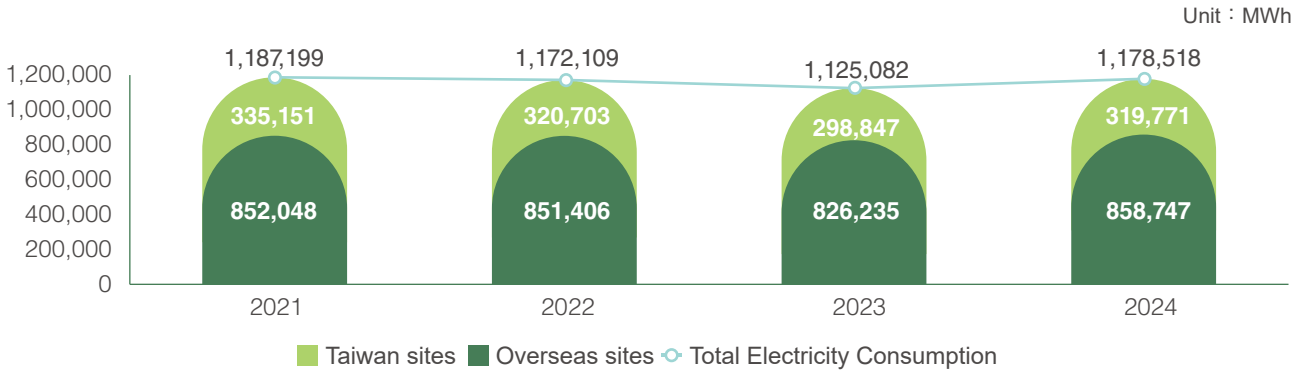


Energy Management Policy



GlobalWafers ISO 50001 Third-Party Verification

Total Electricity Consumption Across Global Sites



Note:
1. Taiwan sites: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.
2. Overseas sites: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.
3. The data presented in the above chart covers 100% of GlobalWafers' operational production facilities.

Energy usage in Taiwan

Unit: GJ

Item		2021	2022		2023		2024	
		Taiwan	Taiwan	Overseas	Taiwan	Overseas	Taiwan	Overseas
Energy Type	Purchased electricity ^{Note1}	1,206,544	1,154,531	3,065,062	1,075,848	2,974,447	1,151,105	2,790,937
	Renewable energy ^{Note2}	42	76	105,287	77	120,316	70	300,552
	Natural gas	20,755	24,926	265,855	24,643	244,597	22,237	251,590
	Diesel	214	235	24,719	424	22,606	386	21,621
	Gasoline	0	0	39	0	32	0	64
Total		1,227,555	1,179,768	3,460,962	1,100,992	3,361,998	1,173,798	3,364,764

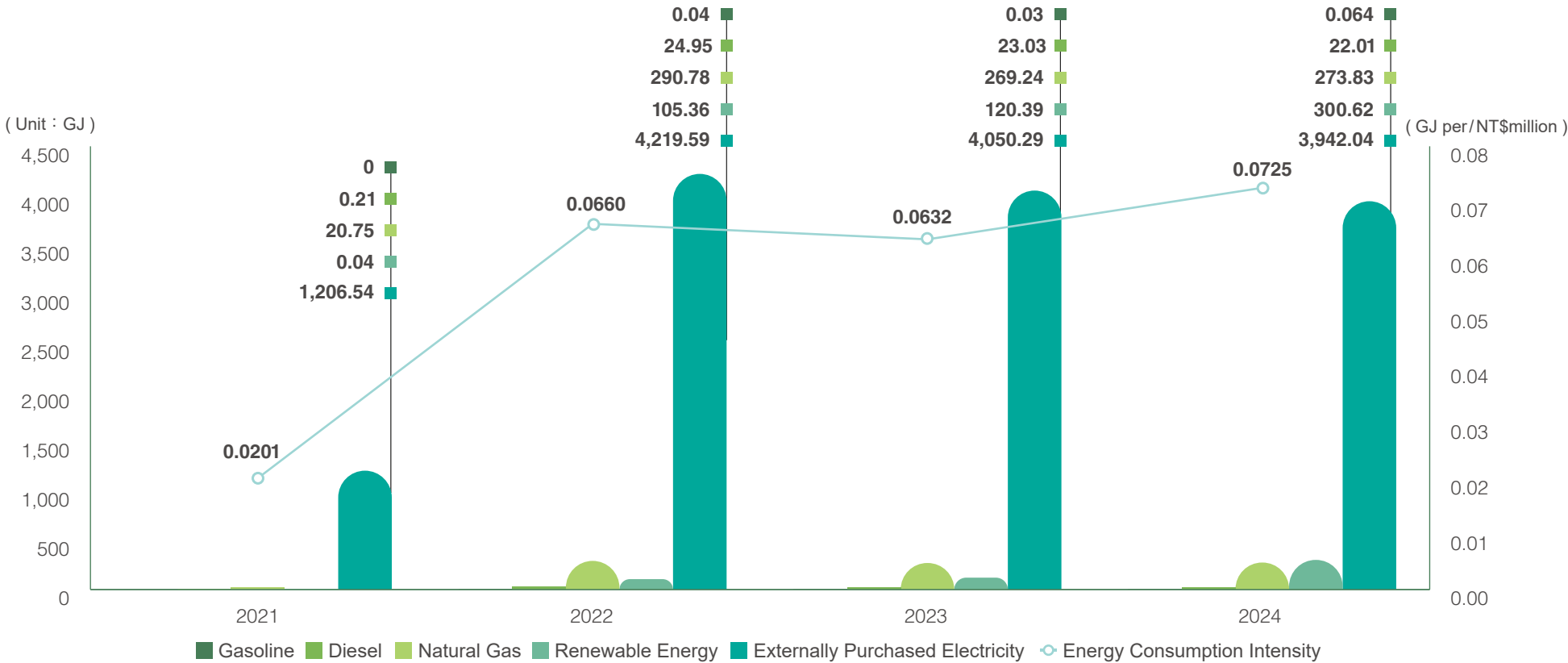
Note 1: Non-renewable electricity purchased from the local power grid
Note 2: Including renewable energy generated on-site for own use and purchased from external providers



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Total Energy Consumption Statistics



Note:

1. Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.

2. Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.

3. For the year 2021, only data for Taiwan was disclosed. Starting from the years 2022-2024, data for Overseas was also disclosed.

4. Conversion unit: 1 degree of electricity = 0.0036 MJ; 1 cubic meter of natural gas = 0.0033494 MJ; 1 liter of diesel = 0.0035169 MJ; 1 liter of gasoline = 0.0032657 MJ.

5. For the years 2022 to 2024, the data presented in the above chart covers 100% of GlobalWafers' operational production facilities.

6. Energy Consumption Intensity: Total energy consumption (GJ) / Consolidated revenue (NT\$ million)



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2024 Energy Conservation Performance

GlobalWafers continued to enhance in-plant energy efficiency through a variety of energy-saving measures. In Taiwan sites, the total electricity savings in 2024 amounted to 3,826,842 kWh. In addition to ongoing initiatives, the Company implemented 27 new energy-saving measures in Taiwan sites, including investments in air conditioning efficiency, equipment upgrades, machinery improvements, and lighting enhancements. The total investment for these measures was USD 1,195,058 (approximately NT\$39,174,001), resulting in electricity savings of 671,777 kWh, which translates to a reduction of 331.86 metric tons of CO₂ emissions. In overseas sites, 54 new energy-saving projects were implemented in 2024, with a approximately total investment of USD 8,912,470 (approximately NT\$292,150,799). These measures achieved electricity savings of 9,572,101 kWh, reducing CO₂ emissions by 4,349.87 metric tons. In total, the energy-saving initiatives implemented across the Group in 2024 resulted in a reduction of 6,240.33 metric tons of CO₂ emissions.

2024 Energy Conservation Improvement Measures and Achievements

Region	Type of Measure	Investment Amount (US\$)	Electricity Saved (kWh)	Carbon Dioxide Reduction (tons CO ₂ e)
Taiwan	Air conditioner energy conservation	75,961	2,351,446	1,161.61
	Lighting energy conservation	10,403	57,499	28.40
	Equipment improvements	64,979	190,391	94.05
	System efficiency enhancement	1,043,716	1,227,506	606.39
Overseas	Air conditioner energy conservation	51,885	120,784	38.21
	Lighting energy conservation	39,457	284,848	96.24
	Equipment improvements	819,329	2,296,151	868.89
	System efficiency enhancement	8,001,799	6,870,318	3,346.53
Total		10,107,529	13,398,943	6,240.33

Note:

1. The electricity carbon emission factor for Taiwan is calculated at 0.494 kg CO₂e/kWh; for GlobiTech Incorporated, 0.36 kg CO₂e/kWh; for MEMC Electronic Materials S.p.A. (Merano Plant), 0.258 kg CO₂e/kWh; for MEMC Electronic Materials S.p.A. (Novara Plant), 0.287 kg CO₂e/kWh; for MEMC Korea Company, 0.4567 kg CO₂e/kWh; for Kunshan Sino Silicon Technology Co., Ltd., 0.599 kg CO₂e/kWh; for MEMC Electronic Materials Sdn. Bhd., 0.628 kg CO₂e/kWh; for Topsil GlobalWafers A/S, 0.143 kg CO₂e/kWh; for MEMC LLC, 0.623 kg CO₂e/kWh; for MEMC Japan Ltd., 0.386 kg CO₂e/kWh; and for GlobalWafers Japan Co., Ltd., the emission factors are 0.471 kg CO₂e/kWh for the NGT Plant, 0.471 kg CO₂e/kWh for the OGN Plant, 0.429 kg CO₂e/kWh for the TKY Plant, and 0.471 kg CO₂e/kWh for the SEK Plant.

ESG Focus Case

Installation of Rooftop Solar Power Facilities (Increasing the Proportion of On-Site Renewable Energy Use at Factories)

As of the end of 2023, GlobalWafers' Taisil Branch in Taiwan completed rooftop solar panel upgrades and capacity expansion on the manufacturing building, achieving an installed capacity of 1,200 kW (Site 1 and Site 2). Starting in late 2024, the Taisil Branch began planning for the installation of higher-efficiency rooftop solar panels, scheduled for implementation in 2025 on three locations: the administrative building rooftop, newly constructed carports, and the roof of the chemical storage building (Site 3). The estimated installed capacity for Site 3 is 636.83 kW, with an average daily solar power generation of approximately 1,823.47 kWh. This is expected to yield an annual solar power output of 665,566 kWh and reduce approximately 329 metric tons of CO₂ equivalent emissions from grid electricity.

At the end of 2024, the rooftop solar panel installation on the newly constructed building at GlobalWafers' Cheonan Plant in South Korea was completed, reaching a total installed capacity of 1,537.60 kW. The system is scheduled to begin official grid-connected power generation in 2025. Therefore, this system is expected to generate approximately 2,027,006 kWh of solar power annually, resulting in a reduction of about 925.73 metric tons of CO₂ equivalent emissions from grid electricity.



Rooftop solar panel at Taisil Branch



Rooftop solar panel at GlobalWafers' Cheonan Plant



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4.3 Water Resource Management

Under the impact of increasingly extreme global weather events such as droughts, floods, and uneven rainfall, the availability and quality of Water Resource are at risk, posing threats to production, supply chains, and operational stability. Failure to properly manage Water Resource may lead to risks such as production disruptions, rising costs, and regulatory penalties. Therefore, GlobalWafers has incorporated water sustainability into its corporate strategy, and improved water efficiency and recycling and reuse, which are the keys to achieve long-term competitiveness.



Water Withdrawal, Discharge, and Consumption

Management of Water Withdrawal-Related Impacts

The water sources for GlobalWafers' factories worldwide are divided into third-party water supply, surface water, and groundwater sources. The water source of each base is fresh water ($\leq 1,000$ mg/L total dissolved solids). The water In Taiwan area is taken from the tap water supplied by the Taiwan Water Company. None of the raw water sources are classified as national or international nature reserves or sensitive water bodies.

GlobalWafers' total water withdrawal in 2024 showed a downward trend compared to previous years. The water withdrawal in 2024 was 18,298.2 megaliters, which decreased by 575.9 megaliters compared to 2023.

To further understand water stress and usage risks at each site, GlobalWafers adopted the WRI Aqueduct Water Risk Atlas, developed by the World Resources Institute, to assess water-related risks across its global operations. The assessment identified the proportion of GlobalWafers' facilities located in water-stressed regions. According to the results, only the facility in Mainland China was classified as being in a "High - Medium risk (3)" water-stressed area. All other sites were located in areas categorized as having "Low - Medium risk (1–2)," indicating no significant water stress. The proportion of our total water withdrawal/total water consumption and high water stress areas are 1.62% and 1.70%, respectively. Nonetheless, each factory has adopted internal water management and external cooperation strategies to reduce the impacts that operational activities have on Water Resource.

Management of Water Discharge-Related Impacts

At each GlobalWafers facility, on-site wastewater treatment plants process effluent to meet applicable standards. The pre-treated water is then discharged to third-party treatment plants, which conduct secondary wastewater treatment prior to final release. To ensure compliance with water discharge quality standards, each GlobalWafers facility follows local regulatory requirements and implements pollution prevention measures. In addition to reducing the use of process-related pollutants and treating wastewater through high-efficiency equipment for both water recycling and pollutant removal, facilities also conduct in-house testing and regularly commission third-party wastewater testing to continuously monitor effluent quality. These measures are in place to ensure that discharged water consistently meets local discharge standards. At the Taiwan sites, beyond the substances already subject to regulatory control, special attention has been given to fluoride ions. New pre-treatment systems were installed to reduce fluoride concentrations in effluent, minimizing potential harm to receiving water bodies. In 2024, GlobalWafers' total wastewater discharge volume was 15,643.9 megaliters, representing a reduction of 746.5 megaliters compared to 16,390.4 megaliters in 2023. In 2024, there were no major leakage or overflow incidents from the GlobalWafers plant areas.

Water Resource Management and Conservation

Global rainfall has become extremely unstable in recent years, and water supply stability has become a challenge due to extreme climate problems. GlobalWafers is dedicated to reusing recovered water in response to the water shortage risks caused by global climate change. In terms of water recycling and reuse, the total volume of water recovered by our plants worldwide in 2024 is 7,267.7 megaliters. In 2024, the plants in Taiwan recovered and reused 3,241.3 megaliters of water, which accounted for 44.60% of the total water volume recovered. With respect to the water resource recycling rate, the average water resource recycling rate for global factories in 2024 is 28.43%, a 6.98% increase from 21.45% in 2023. For Taiwan sites, the water resource recycling rates for 2023 and 2024 were 45.2% and 59.31% respectively, making it the region with the better water resource recycling area amongst all of our global factories.

The alternative water sources are rainwater and condensate water, and the GlobalWafers Group's rainwater and condensate consumption in 2024 were 35.55 megaliters and 30.67 megaliters, respectively. Although the water consumption is limited, it can effectively reduce the dependence on existing Water Resource through proper management and utilization, thereby lessening the environmental burden and achieving the goal of sustainable use of resources.

GlobalWafers is committed to continuous improvement in reducing its ultrapure water (UPW) consumption. Through stringent production controls, technological advancements, and the implementation of various UPW reduction initiatives, we've seen a year-on-year decrease in usage. In 2024, the GlobalWafers Group's UPW consumption was 10,927 megaliters.



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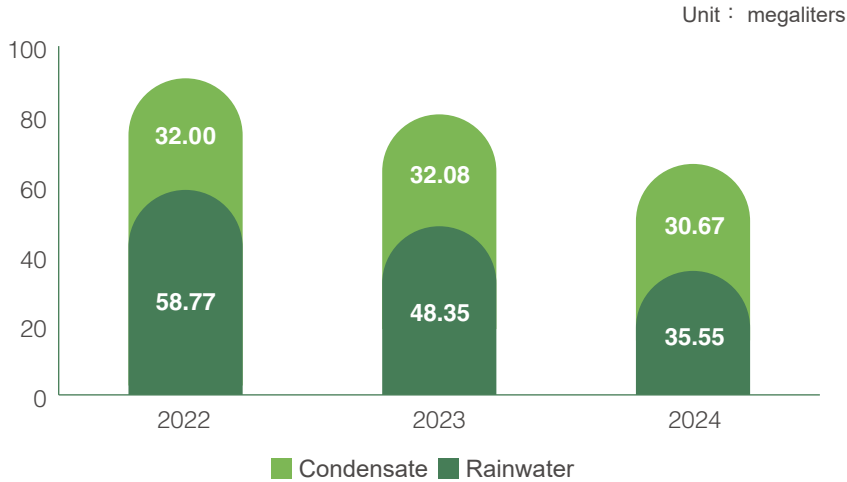
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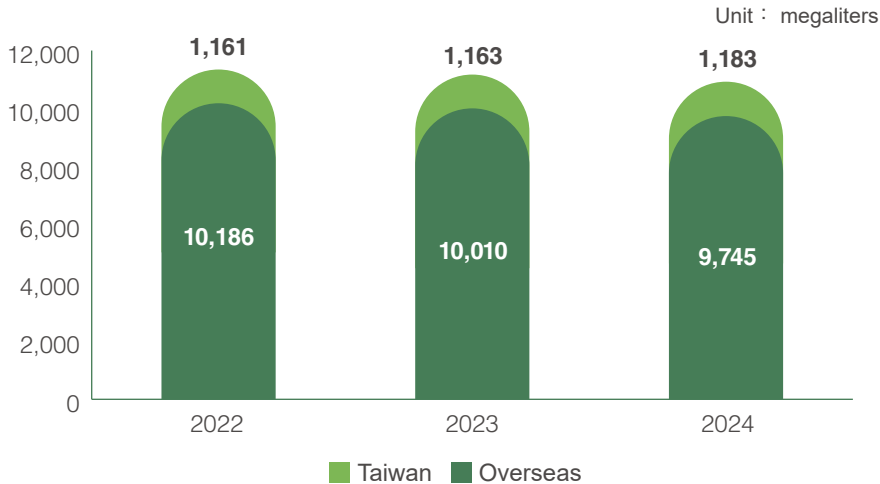
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Alternative Water Sources



Ultrapure Water Usage



Note:

1. Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.

2. Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.

3. The data presented in the above chart covers 100% of GlobalWafers' operational production facilities.

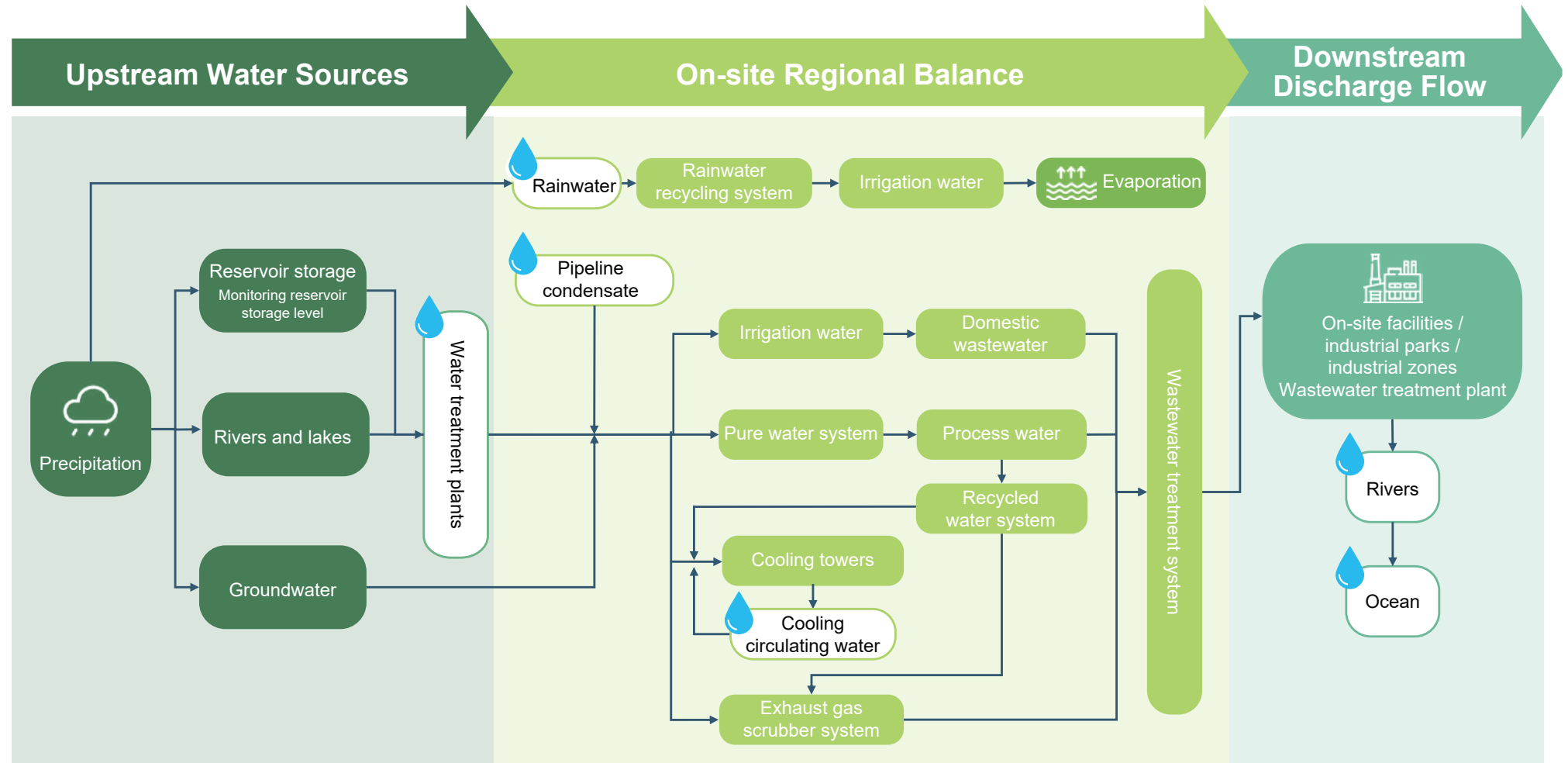
Reducing Water Withdrawal

In 2024, through the implementation of various water-saving measures, including equipment upgrades to reduce water use, increased wastewater recycling, enhanced ultrapure water production efficiency, and reduced reliance on municipal water supplies, GlobalWafers successfully reduced its total water withdrawal by 746.38 megaliters.

2024 Water Conservation Improvement Measures and Achievements

Region	Type of Measure	Investment Amount (US\$)	Water Saved (Megaliters)
Taiwan Region	Improve Equipment water conservation	4,576	2.60
	Increase wastewater recycling	3,060	21.05
	Enhance pure water production capability	1,583,356	42.08
	Reduce tap water withdrawal	1,240	35.23
Overseas Region	Improve Equipment water conservation	21,739	104.25
	Increase wastewater recycling	302,931	272.37
	Enhance pure water production capability	49,227	125.10
	Reduce tap water withdrawal	29,083	143.70
Total		1,995,212	746.38

Water Resource Use and Discharge Flow Diagram



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2021–2024 Water Withdrawal, Discharge, and Consumption

Unit: megaliters

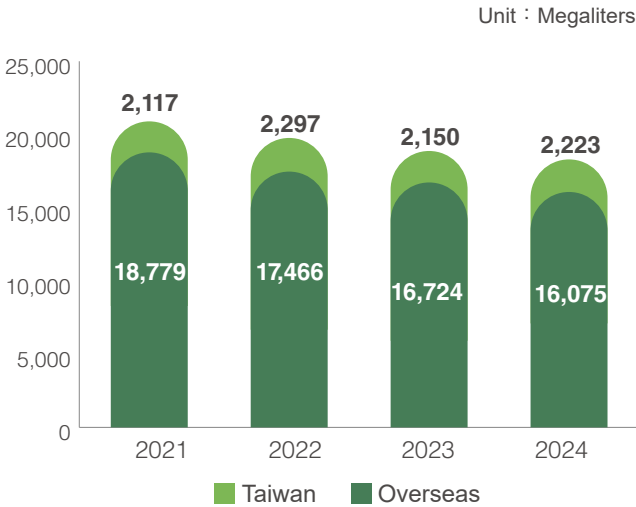
Item		2021			2022			2023			2024		
		Taiwan	Overseas	Water-stressed areas	Taiwan	Overseas	Water-stressed areas	Taiwan	Overseas	Water-stressed areas	Taiwan	Overseas	Water-stressed areas
Water withdrawal	Surface water	0	1,269.4	0	0	1,261.2	0	0	1,495.9	0	0	1,648.2	0
	Groundwater	0	9,492.5	0	0	8,274.2	0	0	7,663.6	0	0	7,116.2	0
	Seawater	0	0	0	0	0	0	0	0	0	0	0	0
	Third-party water	2,117.0	8,016.9	341.8	2,297.4	7,930.8	334.1	2,149.6	7,565.0	309.5	2,223.3	7,310.4	297.3
	Total	20,895.9		341.8	19,763.6		334.1	18,874.0		309.5	18,298.2		297.3
Water discharge	Surface water	0	5,656.7	0	0	4,634.6	0	0	3,912.8	0	0	3,703.6	0
	Groundwater	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0
	Seawater	0	4,738	0	0	4,435.1	0	0	3,619.5	0	0	4,377.4	0
	Third-party water	1,731.3	5,221.6	300.6	1,869.9	5,885.6	273.0	1,788.6	7,069.5	260.3	1,687.7	5,875.2	252.3
	Total	17,347.6		300.6	16,825.2		273.0	16,390.4		260.3	15,643.9		252.3
Water consumption		385.7	3,162.6	41.2	427.5	2,510.9	61.2	361.0	2,122.7	49.2	535.6	2,118.6	45.0
Total		3,548.3		41.2	2,938.4		61.2	2,483.7		49.2	2,654.2		45.0



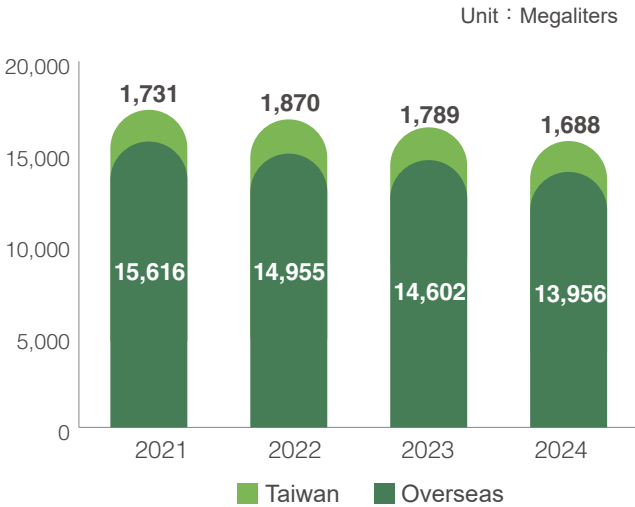
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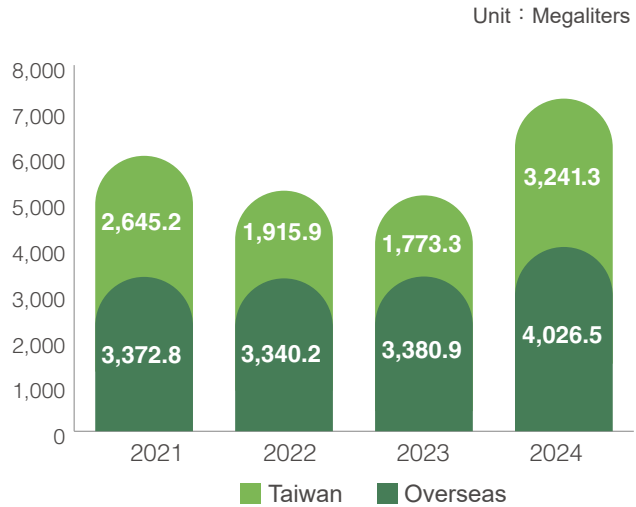
Water Withdrawal Quantity



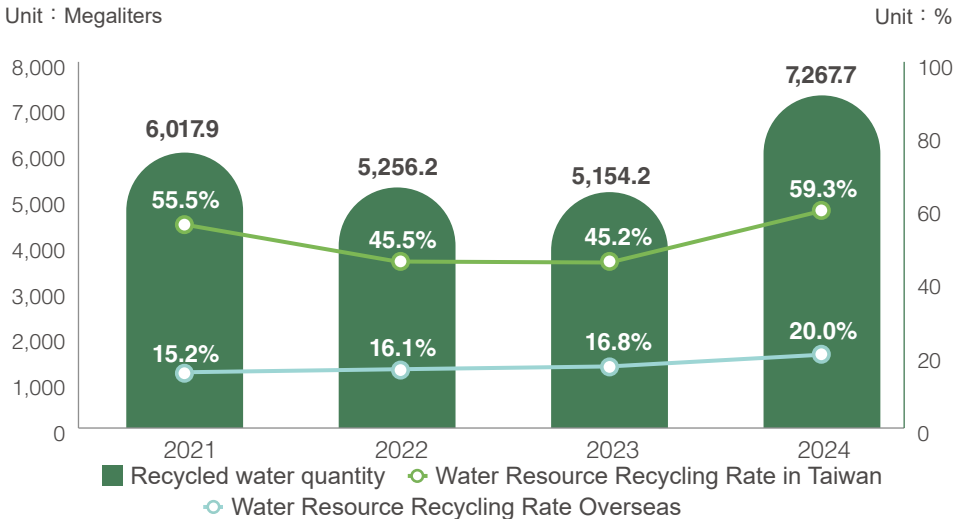
Total Water Discharge Quantity



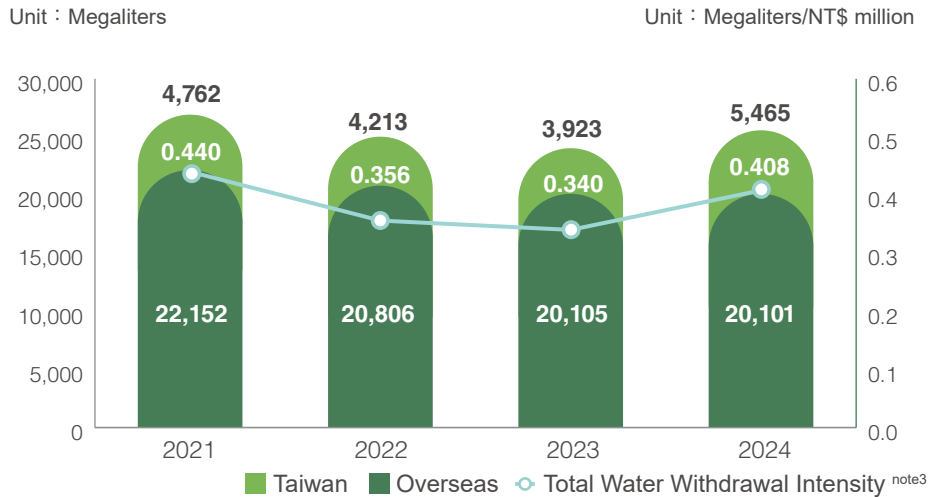
Recycled Water Reuse Rate



Water Resource Recycling Rate



Water Required in the Production or Operation Process



Note:

- Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.
- Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.
- Total water withdrawal intensity: The sum of Water Withdrawal and Recycled Water (megaliters) / Consolidated revenue (NT\$ million)
- The data presented in the above chart covers 100% of GlobalWafers' officially operational production facilities.
- Water resource recovery rate: Reclaimed water volume/(total water withdrawal + reclaimed water volume); the reclaimed water volume in Taiwan is based on the data reported on the water balance chart formulated by the governing unit.
- Water required in the production or operation process: Water Withdrawal + Recycled Water. The amount of water required in the production or operation process is the sum of water withdrawal and water reused, representing the total water consumption needed for operations within the system boundary of the water user.



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ESG Focus Case

Promoting Wastewater Recycling Systems to Increase Wastewater Recycling Rates and Reduce Dependence on Natural Water Bodies

As a practical response to increased production capacity, the Topsil plant in Denmark began implementing a new wastewater recycling system in 2023. After filtration, the system effectively recovers cooling water from slicing and grinding equipment for reuse in the production process. This system has increased the cooling water output of the slicing and grinding machines by approximately 33% and raised the process water recycling rate from 80% to 98%.



4.4 Waste Management

GlobalWafers' waste management emphasizes source reduction, manufacturing process improvement and source reduction to reduce waste generated. Meanwhile, recycling, re-use and re-utilization are implemented within factories to reduce amount of newly purchased raw materials while lowering amount of wastes generated. Finally, the company implements commissioned clearance (including incineration, landfill and physical treatment). Currently, all wastes in our respective factories are treated through commissioned clean-up. There are no cases of multi-national (overseas) waste treatment. In the past 3 years, no major waste treatment vendor violations have been discovered, and an audit mechanism has been established to ensure legal compliance by the waste treatment vendors and determine whether to cooperate with such vendors. There has been also no major leakage or overseas hazardous industrial waste disposal incidents from any plants.

In Taiwan, our waste generated goes through clearance and handling in accordance with waste clearance related regulations to comply with the most basic requirements from laws and regulations. Prior to commissioning the waste treatment, collection by categories and storage management are implemented within the plants. After appropriate and legal waste clearance and handling contractors are selected based on the features of waste, the waste is thus handed over to the contractors for handling, clearance and reporting where the waste is shipped all in accordance with environmental protection regulations. To effectively manage waste flow and ensure proper waste disposal, GlobalWafers conducts audits based on the nature of the vendors (removal/treatment/recycling). As for clearance institutes, we emphasize on factory access control. For handling/reutilization institutes, audit is conducted on materials of their storage facility, treatment facility, treatment capability, operation of pollution prevention equipment, on-site safety, hygiene and firefighting management as well as company operation condition. Audit results then are categorized into grades to determine whether later collaboration will be continued or the audit frequency should be enhanced.

In addition, our waste-related impact management includes:

a. Preventing Any Significant Impact Caused by Managed Wastes

- (1) To prevent the significant impact of waste management, GlobalWafers has installed air pollution control equipment, waste (sewage) pre-treatment facilities, and proper waste storage facilities, and the operation and management of all factories around the world comply with the requirements of local environmental protection laws and regulations, and proper operation and management reduce the impact on the environment.
- (2) GlobalWafers strictly adheres to the principle of recycling and reuse and has taken proper recycling measures and control operations to reduce the impact on environmental quality.

b. Treatment Flow for Wastes Derived from Our Own Operations

Derivative waste generated from its own operations is managed through incineration, landfill, and recycling by third-party organizations. Proper waste disposal is ensured through contractual agreements.

c. Collection of Waste-Related Data

The quantity of derivative waste generated from its own operations is recorded monthly. Waste removal is conducted in accordance with local environmental regulations at each global plant, either handled internally or outsourced to third-party organizations for processing.

Taking the wastes generated by GlobalWafers' operations in 2024 as an example, general wastes accounted for 78.93% (23,579.16 metric tons) of the total wastes, and hazardous wastes accounted for 21.07% (6,293.1 metric tons) of the total waste. Regarding waste treatment, we have prioritized the waste recycling operations implemented during waste disposal (such as recycling and reuse), which account for approximately 90.51% of the total waste disposal volume.

Unit : Metric tons



Note:

1. Preparation for reuse: Take a product or composition intended for waste and adopt the inspection, cleaning, or repair methods to reuse it for its original purpose.
2. Recycle: Reprocess (chemical, physical, heat treatment, solidification, or other methods) waste products or components to produce new materials.

Unit: Metric ton

Type of waste	Total output	Transfer during disposal				Direct disposal			
		Transfer method	On-site	Off-site	Total	Disposal method	On-site	Off-site	Total
General waste (including renewable raw materials)	23,579.16	Preparation for reuse	0.00	0.00	0.00	Incineration	0.00	779.52	779.52
		Recycle	0.00	22,218.21	22,218.21	Landfill	0.00	581.42	581.42
		Total	0.00	22,218.21	22,218.21	Total	0.00	1,360.94	1,360.94
Hazardous waste	6,293.10	Preparation for reuse	0.00	0.00	0.00	Incineration	0.00	243.81	243.81
		Recycle	0.00	6,040.61	6,040.61	Landfill	0.00	8.68	8.68
		Total	0.00	6,040.61	6,040.61	Total	0.00	252.49	252.49
Total	29,872.26	Total	0.00	28,258.83	28,258.83	Total	0.00	1,613.43	1,613.43



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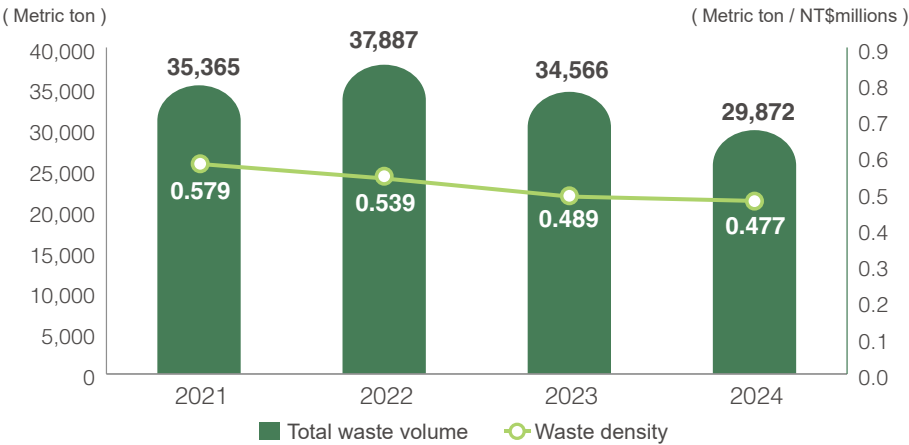
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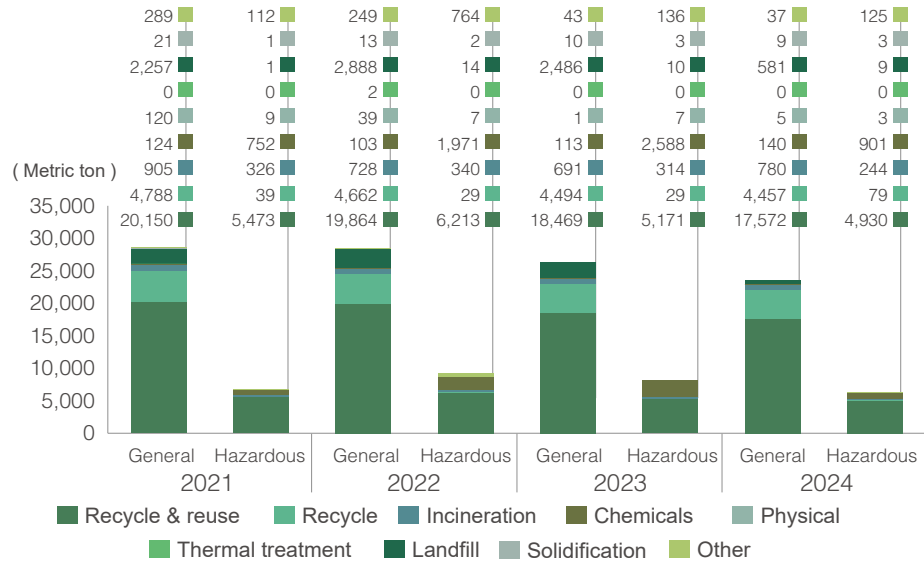
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2021-2024 Total Waste Output from GlobalWafers



2021-2024 GlobalWafers' Industrial Waste Disposal Method



Note:

- Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.
- Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.
- Waste output and general waste, excluding recycled raw materials
- Waste density: waste volume (ton)/consolidated revenue (NT\$millions)
- The data presented in the above chart covers 100% of GlobalWafers' officially operational production facilities.

4.4.1 Raw Material Reuse

GlobalWafers has promoted the ISO 14001 environmental management system and introduced the product life cycle concept in order to reduce raw material consumption and waste output and achieve the goal of sustainable operation and environmental protection.

Based on different manufacturing processes, our respective factories utilize as much recycled raw materials as possible. Recycled raw materials utilized by GlobalWafers' respective global factories include silicon raw materials, cutting fluid (supporting agent), product package carton and wafer cassette.

GlobalWafers relies mainly on silicon as its main raw materials for production. During the crystal growth stage, we use the tailings recycled within the plants as much as possible to save the procurement costs and to reduce the waste output.



2024 Recycled Raw Materials Utilization Status			
Item	Total Annual Input (tons)	Annual Recovered Material Volume (tons)	Recycle Rate
Silicon Raw Materials	5,114.78	986.68	19.29%

Note:

- This table includes GlobalWafers Zhunan Plant, Taisil Branch, GlobalWafers Japan Co., Ltd., MEMC Electronic Materials S.p.A., MEMC Korea Company
- Annual recovery rate is calculated as: (Recovered raw materials reused in production) / (Total annual input of the raw material).



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Re-utilization Quantity for Silicon Raw Materials

986.68 metric tons

Single Factory Re-Utilization Rate

- GlobalWafers Zhunan Plant 22.13%
- Taisil Branch 19.14%
- GlobalWafers Japan Co.,Ltd 18.22%
- MEMC Electronic Materials S.p.A. 17.43%
- MEMC Korea Company 20.58%

Re-utilization Quantity for Cutting Fluid (Supporting Agent)

2,977.99 metric tons

Single Factory Re-Utilization Rate

- Taisil Branch 60.0%
- MEMC Electronic Materials S.p.A. 72.2%
- MEMC Korea Company 67.6%
- MEMC Japan Ltd. 60.48%

Wafer Cassettes

735.6 metric tons

Single Factory Re-Utilization Rate

- GlobalWafers Headquarters 95.53%
- Taisil Branch 9.56%
- GlobalWafers Japan Co., Ltd. 27.74%
- MEMC Japan Ltd. 13.99%
- MEMC Korea Company 62.06%

Product Package Carton

32,496 pc

Single Factory Re-Utilization Rate

- GlobalWafers Headquarters 21.11%
- Taisil Branch (Hybox) 84.11%

ESG Focus Case

Promoting a Slurry Recycling System

The newly renovated Plant No. 2 at the Utsunomiya facility in Japan has introduced slicing equipment of a new specification. Because the used slurry from this equipment cannot be recycled together with other types of slurry, it would otherwise generate additional waste disposal costs and increase carbon emissions during processing. To address this, the facility implemented a new slurry recycling system in 2024. The system operates by using a two-stage centrifugal filtration process to separate the slurry, effectively removing solid silicon carbide and sludge that have mixed into the slurry during the slicing process. The separated slurry is then blended with fresh slurry and reused in the slicing equipment. In the future, the Utsunomiya Plant plans to expand the application of this system to other slicing production equipment to reduce the purchase of new materials and the cost of waste slurry disposal.





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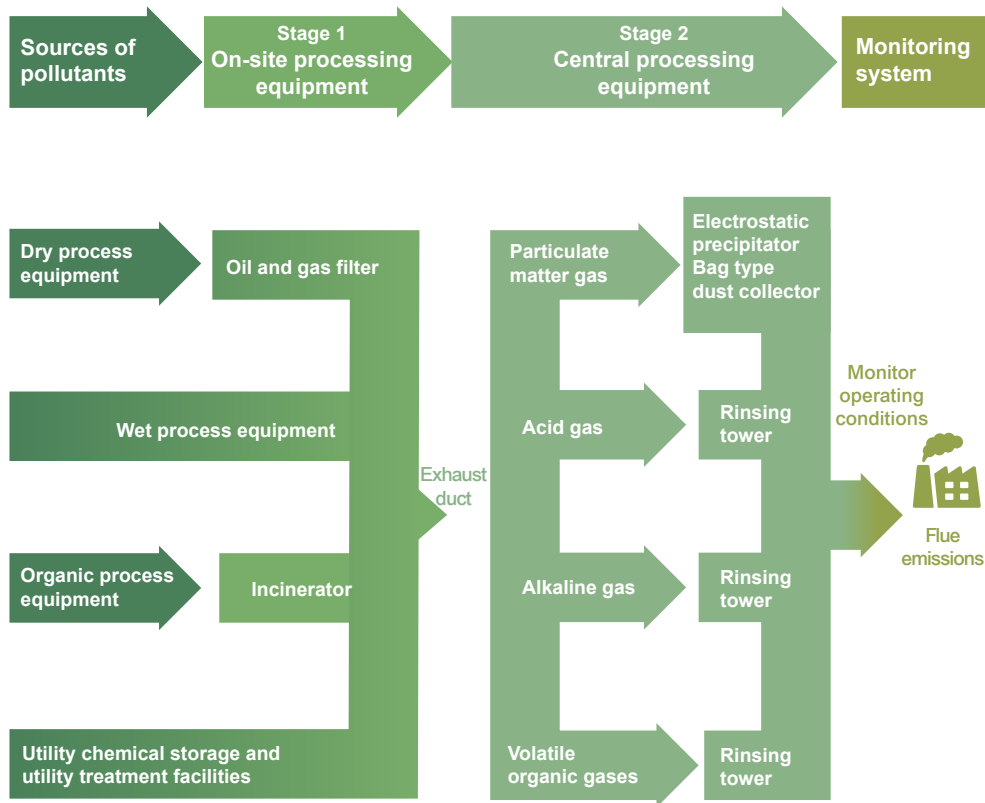
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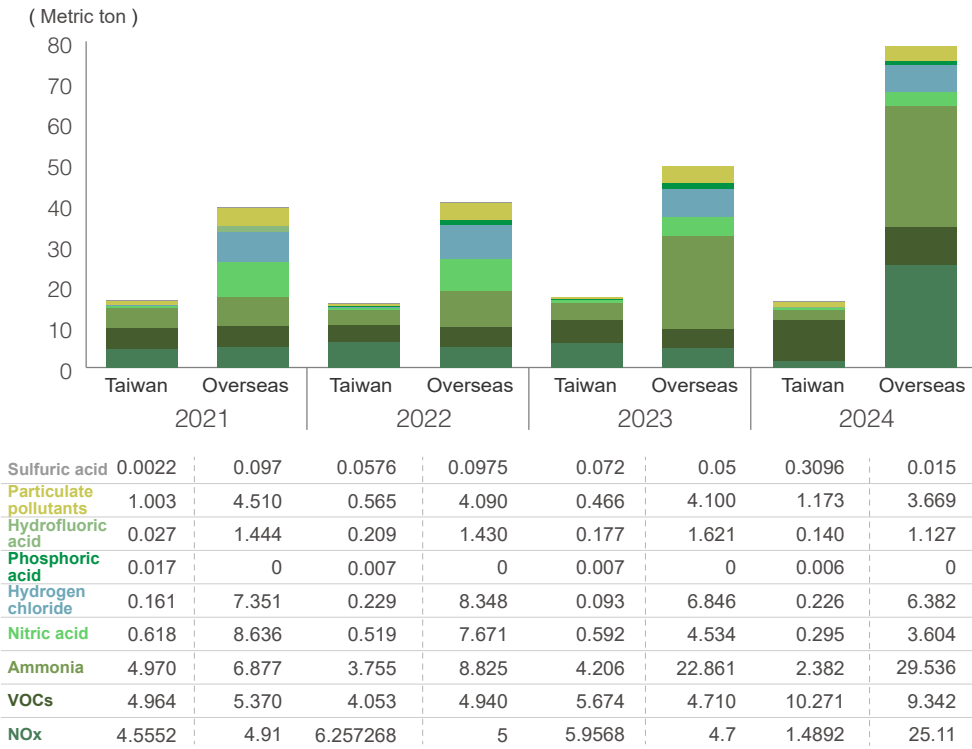
GlobalWafers' production processes vary across different plants, leading to slight differences in process emissions at each location. For instance, in Taiwan, the Hsinchu Plant & Zhunan Plant produce three main types of emissions: acidic gases, volatile organic compounds (VOCs), and particulate matter. In contrast, the Taisil Branch produces four main types of emissions: acidic gases, nitrogen oxides, volatile organic compounds (VOCs), and particulate matter. Based on the characteristics of the process exhaust gases,, we divert the flow at the source of the pollutants. For the vapor and combustible gases, first pre-treat high-concentration pollutants in the on-site processing equipment before sending the gas to the central processing equipment for the second stage of treatment. Treatment with terminal control equipment to improve air pollution treatment efficiency.

We continue to pay attention to the operational stability of air pollution control equipment. We have installed continuous and automatic monitoring flow meters and other monitoring instruments in discharge pipelines, as well as backup equipment. The backup equipment can be turned on in a timely manner in the event of equipment malfunction. To maintain the stable operation of the control equipment and minimize the risk of pollution; in addition, the responsible unit performs daily on-site inspection of the control equipment, implements movement management, and confirms that the air pollution system is operating normally and that various operating parameters are within the control range.

Air Pollution Control and Treatment Process



Air Pollutant Emissions from 2021 to 2024



Note:

1. Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc.

2. Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Kunshan Sino Silicon Technology Co., Ltd., Topsil GlobalWafers A/S.



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4.6 Supporting Biodiversity

Biodiversity represents the continuity of Earth's ecosystems and the richness of diverse species. However, the impacts of climate change are increasingly placing biodiversity under threat or causing its disappearance altogether, further underscoring the value it holds and its vital role in sustainable development. To express its recognition of the operational impacts and related challenges, GlobalWafers officially issued its [Biodiversity Policy](#) in December 2023, signed by the Chairperson. Through this policy framework, the Company commits to conducting biodiversity assessments and taking proactive action in support of biodiversity conservation initiatives such as the United Nations "Convention on Biological Diversity." Furthermore, the related requirements have been incorporated into GlobalWafers' "Supplier Sustainability Standards" to promote joint efforts across the value chain in supporting biodiversity preservation.

GlobalWafers' Commitments:

- I. Avoid the establishment of facilities or operational activities in globally or nationally significant biodiversity areas (such as Natura 2000, UNESCO, etc.).
- II. Take proactive measures to support initiatives that uphold biodiversity, in response to conventions like the United Nations Convention on Biological Diversity.
- III. Conduct regular biodiversity risk assessments for our operational activities, setting goals in priority order, and implementing mitigation measures to reduce ecological impact.
- IV. Collaborate with the supply chain to jointly reduce environmental impacts: requiring supply chain partners to comply with biodiversity conservation regulations, avoiding operational activities that affect vital habitats and cause significant impacts on the natural environment.
- V. Promote understanding of biodiversity issues, enhancing public awareness of ecological conservation and environmentally friendly practices, and encouraging overall ecological conservation actions.

GlobalWafers' Actions:

■ Biodiversity-Sensitive Areas Assessment:

Since 2022, GlobalWafers has conducted annual biodiversity risk assessments for its operational activities. The Company integrates data on globally or nationally significant biodiversity areas, the Natura 2000 protected area network, UNESCO World Heritage Sites, and Key Biodiversity Areas (KBA), overlaying this information with the geographic locations of its facilities. As of the end of 2024, none of GlobalWafers' operating sites are located in or near these biodiversity-sensitive areas.

■ Biodiversity Risk Assessments:

In addition to evaluating the sensitivity of current facility locations, GlobalWafers preliminarily references the ENCORE database to identify general risk characteristics by industry category. The Company further adopts the WWF Biodiversity Risk Filter to assess biodiversity-related risks at both the corporate-wide and regional levels. For all of the Company's global operating sites (including office locations), when the identified risk level is "medium-high" or above, GlobalWafers prioritizes the application of source-level controls, specifically in the categories of "avoidance (avoiding impacts)" and "minimization," based on the level of dependence on biodiversity and the extent of associated risks. The Company establishes targets and implements mitigation measures in accordance with assessment results, aiming to reduce ecological impacts resulting from its business activities.

■ Supply Chain Biodiversity Management:

GlobalWafers collaborates with its supply chain to jointly support the United Nations "Convention on Biological Diversity" and promote local community biodiversity conservation projects. Suppliers are required to avoid operational activities that may affect important biological habitats and cause significant impacts on the natural environment.



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■ Collaboration with External Stakeholders to Support Biodiversity Conservation Initiatives:

• Focusing on Biodiversity and Partnering with Local Communities to Promote Conservation Efforts

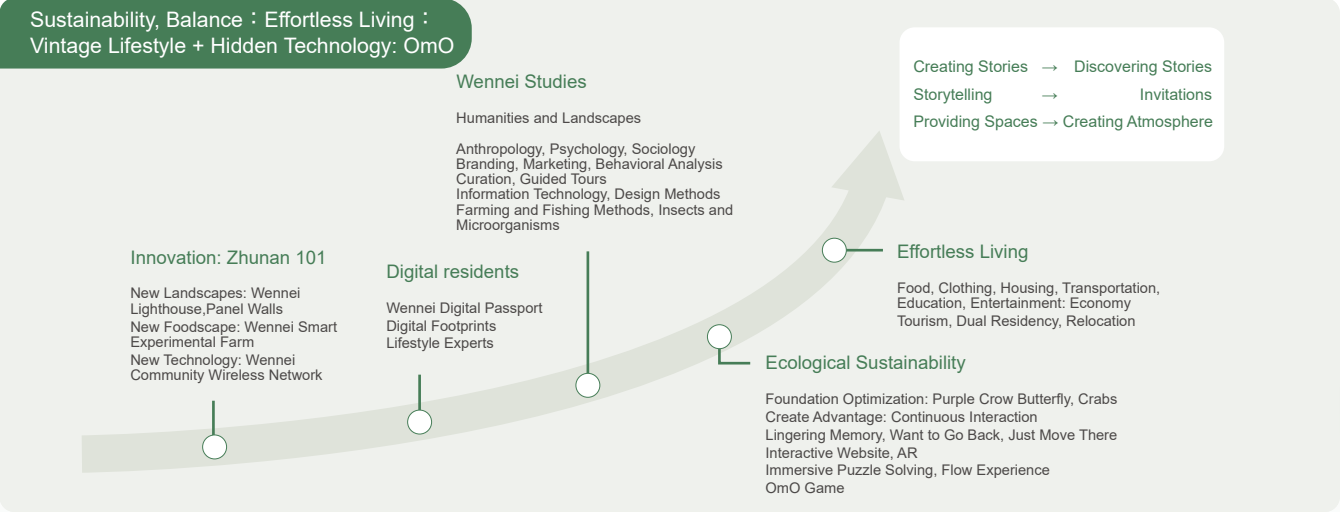
GlobalWafers' Taiwan sites actively respond to the Group's Biodiversity Policy and align with the evolving international CBD framework. Taking the lead, we partnered with local communities to jointly promote biodiversity conservation initiatives. We developed a long-term and concrete biodiversity strategy and, in 2024, proactively launched a biodiversity-focused action plan in collaboration with the Wennei Community Development Association and National United University (Departments of Computer Science and Cultural and Creative Industries). By integrating academic expertise and local engagement, we aim to deepen ecological conservation practices and contribute to a healthier natural environment for future generations.

The general public often perceives biodiversity conservation as being limited to officially designated protected areas. In reality, however, every piece of land and every community we inhabit serves as a vital habitat for living species. Biodiversity is a shared concern between humans and the natural world. Its preservation is not solely the responsibility of governments or environmental organizations; it is an issue that every member of society should care about. For this reason, we selected the Guanyidu Ecological Park at Zhonggang River Estuary, near our facility, as a focal site for biodiversity action. The park features a nationally protected mangrove conservation area and nurtures rich ecological resources, including various bird species, fiddler crabs, mudskippers, and a butterfly-friendly habitat that supports the purple crow butterfly, forming a complete and diverse natural ecosystem. GlobalWafers aims to enhance the health and stability of the community's ecological environment through practical actions. By working closely with local communities and academic institutions, we hope to raise public awareness of biodiversity, deepen understanding of ecological conservation, and encourage more environmentally responsible behavior in everyday life. We hope this initiative will serve as a successful model of corporate-community collaboration in advancing sustainable development. By working together, we aim to build a more resilient, environmentally friendly, and sustainable ecosystem, where humans and nature coexist in harmony, and where a rich and healthy natural environment is preserved for future generations.



• Reducing the Urban Heat Island Effect and Promoting Biodiversity: Planting Vegetation Beneath Solar Panel "Farms"

In late 2024, GlobalWafers' Denmark-based Topsil Plant completed the installation of a ground-mounted solar panel "farm" with an installed capacity of approximately 10.2 MW. Upon its launch in 2025, it will become the first factory within the GlobalWafers Group to operate entirely on self-generated renewable energy for 100% of its electricity needs. Following the completion of the solar panel installation, the plant also cultivated approximately 6,000 local crops within the boundaries of the solar "farm." In addition to helping mitigate the heat island effect caused by large-scale solar panel operations through the plants' transpiration, this initiative improves energy generation efficiency and enhances vegetation diversity, thereby supporting a richer habitat for animals and plants.





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4.7 Environmental Protection Expenditure

In addition to implementing routine maintenance and optimized management of existing equipment, GlobalWafers continues to invest in the enhancement of environmental protection systems, such as wastewater and exhaust gas treatment, actively improving their efficiency to minimize environmental impact. Meanwhile, it continues to explore better energy-saving and waste reuse and treatment methods, promoting resource circularity and waste reduction initiatives. With the goal of balancing production efficiency and environmental protection, GlobalWafers strives to achieve a more sustainable business model and contribute to a greener future.

In 2024, GlobalWafers' environmental protection expenditure totaled approximately US\$49 million (see Table 1), with an environmental investment benefit amounting to US\$1.861 million (see Table 2)

I. Environmental Expenditure Summary Table (2024)

Category	Description	Operating Expenditure (US\$)	Capital Expenditure (US\$)
1. Direct Costs for Reducing Environmental Burden			
(1) Pollution Control	Includes costs related to air pollution control, water pollution control, and other pollution prevention efforts	14,707,760	14,124,811
(2) Resource Conservation	Costs incurred to conserve Water Resource (or other materials)	10,107,529	
(3) Energy Conservation	Costs incurred to reduce electricity consumption	1,994,948	
(4) Industrial Waste Disposal and Recycling	Costs related to industrial waste treatment (including reuse, incineration, landfill, etc.)	5,438,975	
2. Indirect Costs for Reducing Environmental Burden (Environmental Protection Management Costs)	Includes (1) fees for establishing and certifying environmental management systems, (2) environmental monitoring costs, (3) personnel costs for environmental departments, (4) employee environmental training expenses, and (5) added costs for purchasing environmentally friendly products	2,340,333	
Other Environmental Protection-related Costs	(1) Environmental pollution liability insurance premiums and government environmental fees (e.g., air pollution fees); (2) environmental fines and litigation expenses	288,535	
Total		34,878,080	14,124,811

II. Environmental Protection Benefits Summary Table (2024)

Type	Description	Benefits (US\$)
1. Cost Savings from Implementation of Environmental Programs	Energy conservation initiatives	1,582,411
	Water conservation initiatives	278,822
Total		1,861,233



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Sustainability Goals

Key Performance Indicator	United Nations Sustainable Development Goals (SDGs)	2024 Goals	2024 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and beyond)
Talent Attraction and Retention	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	The completion rate of the talent pipeline assessment for plant chiefs reaches 75%	Achieved	The completion rate of the talent pipeline assessment for plant chiefs reaches 80%	The completion rate of the talent pipeline assessment for plant chiefs reaches 80%	The completion rate of the talent pipeline assessment for plant chiefs reaches 80%
		At least 75% of managerial positions (manager level and above) are filled through internal promotions or transfers	Achieved	At least 75% of managerial positions (manager level and above) are filled through internal promotions or transfers	At least 75% of managerial positions (manager level and above) are filled through internal promotions or transfers	At least 75% of managerial positions (manager level and above) are filled through internal promotions or transfers
		The turnover rate for new employees within their first year does not exceed 18%	Not achieved ^{Note} (26.6%)	The turnover rate of new recruits within the year does not exceed 18%	The turnover rate of new recruits within the year does not exceed 18%	The turnover rate of new recruits within the year does not exceed 18%
		Total employee turnover rate between 5% and 10%	Achieved	Total employee turnover rate between 5% and 10%	Total employee turnover rate between 5% and 10%	Total employee turnover rate between 5% and 10%
		Establish/review labor ethics policies for each plant	Partially achieved (completed at all major production sites except the Topsil Plant in Denmark)	-		
		Establish/review the labor ethics procedures of each plant	Partially achieved (completed at all major production sites except the Topsil Plant in Denmark)	-		
		Collaborate with at least 3 high schools or universities on industry-academia projects	Achieved	Collaborate with at least 3 high schools or universities on industry-academia projects	Collaborate with at least 3 high schools or universities on industry-academia projects	Collaborate with at least 3 high schools or universities on industry-academia projects
Talent Development	10 REDUCED INEQUALITIES	At least one engineering-related personnel deployed to a partner factory for over one year to provide support, or three instances of offshore business travel for support or conferences	Achieved	Complete multi-faceted executive evaluations for major production sites		
		At least one intern is mentored by a management-level supervisor for a duration of three months or more	Achieved	At least 1 intern is mentored by a management-level supervisor for a duration of three months or more	At least 3 interns are mentored by a management-level supervisor for a duration of three months or more	At least 3 international interns are mentored by a management-level supervisor for a duration of three months or more

Note: Retention rates are affected by shift work and cleanroom environments for direct labor, and by intense industry competition for indirect personnel.



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5.1 Human Resources

A diverse workforce is the cornerstone of corporate growth. We are committed to fostering a workplace that respects individual choices and emphasizes autonomy, working together with employees to achieve outstanding results. In response to the challenges of globalization, technological advancement, organizational development, and demographic shifts, we have established short-, medium-, and long-term human resource management plans aligned with corporate objectives to attract, integrate, retain, evaluate, and develop talent. We adopt the following key measures:

- Targeted Recruitment:** We design structured interview processes to effectively attract and select knowledge-based talent.
- Potential development:** We value individual employee growth by cultivating diverse skillsets through job rotation, thereby enhancing organizational agility.
- Team Collaboration:** We encourage cross-departmental cooperation and promote co-creation through project-based work. We are committed to fostering a safe, healthy, and positive work environment that respects the fundamental rights of every employee.
- Performance-Driven Approach:** We have established a performance-linked reward system to motivate employees and supervisors to jointly set and achieve individual goals.

We continue to provide high-quality human resource services to help employees unleash their potential, create greater value together, and drive the sustainable development of both the Company and its talent.

Diverse Talent Pool

GlobalWafers upholds people-oriented core values and respects different cultures around the world. Our employees maintain enthusiasm for mutual cooperation, adhere to integrity and abide by local laws and regulations, and continue to innovate and surpass to create excellence. The Company continues to communicate the Company's core values and vision with employees through various channels, including the Company's website, conferences, publications, and education and training.

In 2024, GlobalWafers had a total of 7,198 employees worldwide. Employees in Taiwan accounted for 23.92% of the total workforce, while offshore employees made up 76.08%.

By employment classification, there were 1,720 full-time employees and 2 non-full-time employees in Taiwan, while there were 5,108 full-time employees and 368 non-full-time employees offshore.

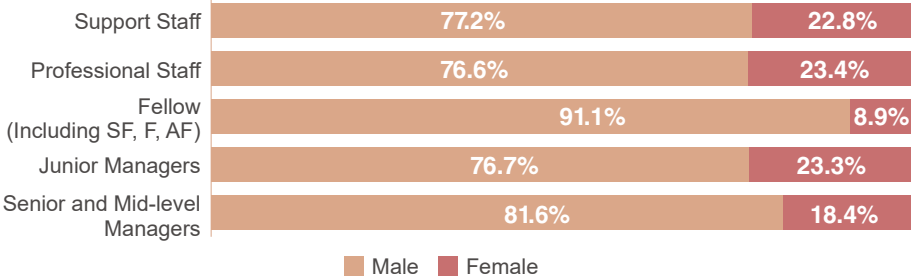
Additionally, 214 employees require work visas, representing 2.97% of the total workforce (110 in Taiwan, 104 in offshore).

The Company had a total of 282 senior and mid-level managers and 344 junior managers; 90 fellows, including associate fellows, fellows, and senior fellows; 1,321 professional staff; and 5,161 regular employees.

Region	Taiwan			Offshore		
Job Position	Total	Male	Female	Total	Male	Female
Senior and Mid-Level Managers	135	103	32	147	127	20
Junior Managers	150	111	39	194	153	41
Fellow	12	10	2	78	72	6
Professional Staff	286	210	76	1,035	802	233
Support Staff	1,139	811	328	4,022	3,174	848
Total	1,722	1,245	477	5,476	4,328	1,148

GlobalWafers is committed to supporting gender equality in employment. In 2024, our workforce comprised 5,573 male employees, accounting for 77.42%, and 1,625 female employees, making up 22.58%. This results in a male-to-female ratio of 3.43:1. By job position, female managers accounted for 21.09% of all managerial roles. The proportion of female employees by position was 18.4% among senior and mid-level managers, 23.3% among frontline managers, 8.9% among research fellows (including associate and senior fellows), 23.4% among specialists, and 22.8% among support staff. The proportion of female employees by region was 27.7% in Taiwan, 19.5% at other sites in Asia, 22.2% in Europe, and 28.2% in the Americas.

Gender Ratio by Job Position

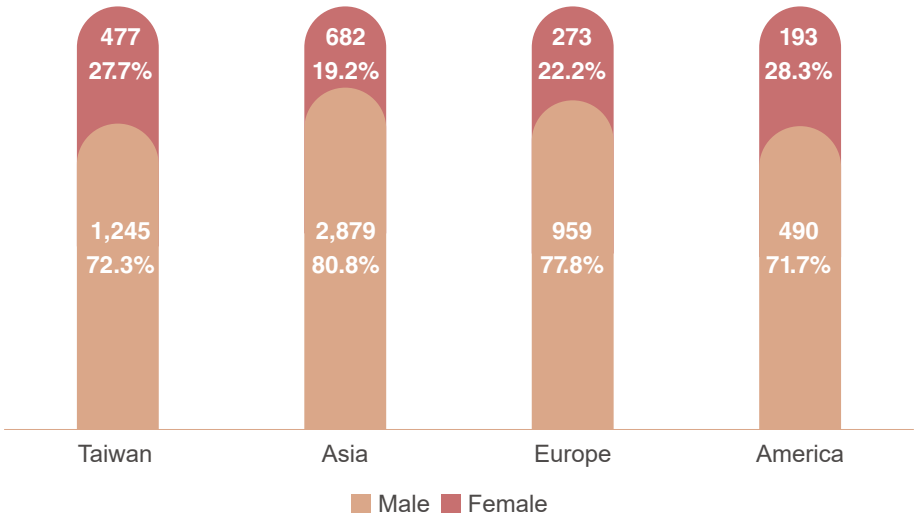




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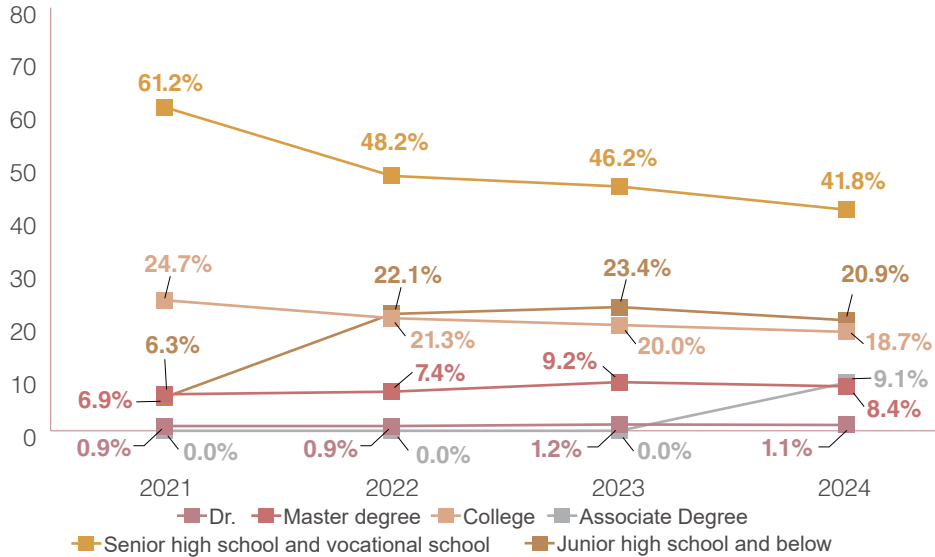
Gender Distribution

Unit: person



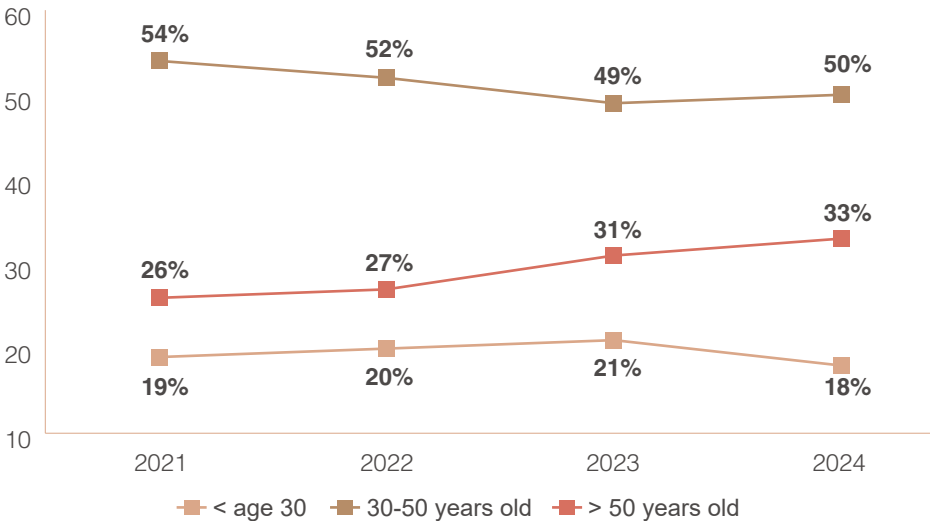
Educational Background Distribution

Unit: %

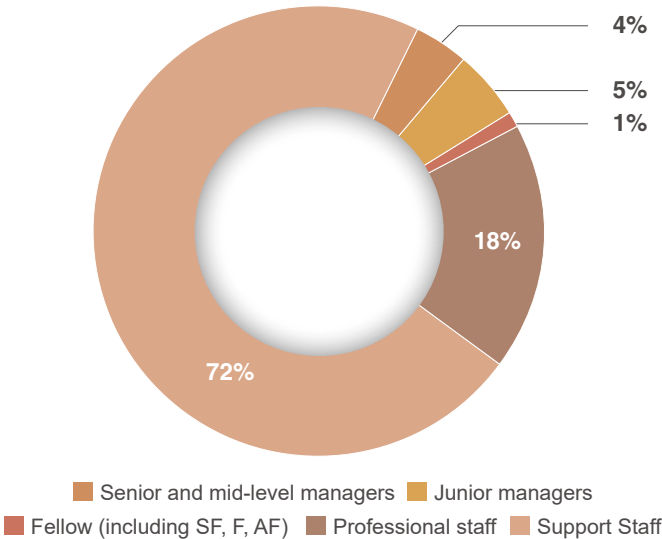


Age Group Distribution

Unit: %



GlobalWafers' Employee Distribution by Job Level





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Global Sites Manpower Structure

Year		2021	2022	2023	2024
Workforce structure					
By gender	Male	5,446	5,590	5,628	5,573
	Female	1,649	1,701	1,677	1,625
Full-time/Part-time	Official	6,755	6,740	6,765	6,828
	Non-official	340	551	540	370
By employment contract	Non-fixed term	6,095	6,371	6,522	6,489
	Fixed term (contractors, interns, migrant workers, seasonal)	1,000	920	783	709
By nature of work	Direct	4,426	4,535	4,388	4,222
	Indirect	2,669	2,756	2,917	2,976
By education level*	Dr.	62	67	76	76
	Master degree	493	543	561	595
	College	1,752	1,556	1,651	1,329
	Associate Degree*	-	-	-	645
	Senior high school and vocational school	4,344	3,515	3,894	2,962
	Junior high school and below	444	1,610	1,123	1,483
By age	< age 30	Male	995	1,059	1,095
		Female	386	397	413
	Age 30-50	Male	2,950	2,621	2,667
		Female	902	858	881
	> age 50	Male	1,501	1,850	1,866
		Female	361	384	395
Foreign employees & offshore staff	Visa-exemption	236 ^{Note}	276 ^{Note}	7	15
	Visa required			222	214
Total		7,095	7,291	7,305	7,198

Note: (1) In 2021-2022, foreign and overseas employees were not classified based on whether they required a visa.
(2) For 2021-2023, no distinction was made between junior college and university degrees.
(3) In Japan, the law prohibits employers from asking temporary employees for (1) date of birth and (2) educational background. Therefore, age and education information for the 108 employees in Japan is unavailable.
(4) Permanent employees refer to long-term hires who are eligible for company benefits. Non-permanent employees include contract-based and dispatched personnel. A fixed-term contract has a defined end date, while a non-fixed-term contract does not specify a termination date.

[Non-Employee Workers] In 2024, There Were a Total of 481 Non-Employee Workers Across the Group.

Job Classification	Construction	Security	Cleaning	Catering Services	Total
Taiwan	77	12	23	6	118
Offshore	363				363

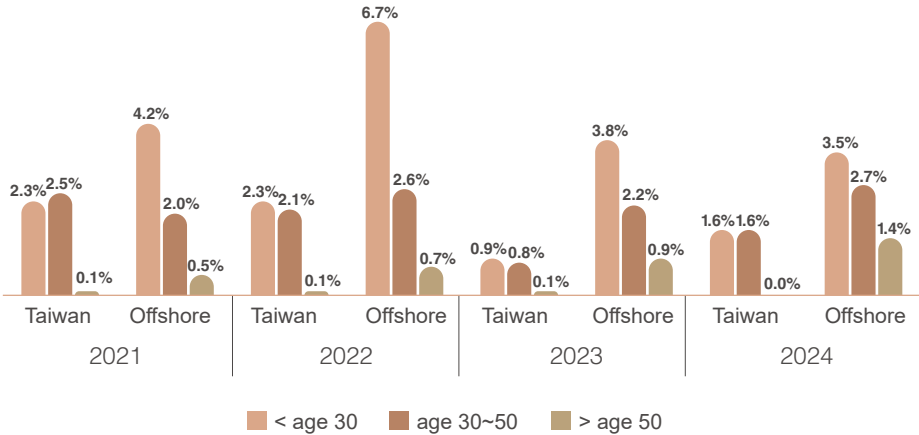
Note: The number of non-employee workers is calculated based on full-time equivalent, converted according to actual working hours, in order to accurately reflect the total labor input.

[New Hire Analysis] – Move Forward with GlobalWafers for a Sustainable Future

In terms of talent attraction and retention, GlobalWafers is committed to providing high-quality job opportunities and a friendly workplace. We also encourage internal and external talents to continuously learn and expand their potential to strengthen their future career development. In 2024, GlobalWafers recruited 774 new employees. By gender, new male employees accounted for 8.06% of the total workforce, while new female employees accounted for 2.70%. By age, new employees under 30 years old had the highest ratio at 5.11%, followed by those aged 30 to 50 at 4.25%, and those over 50 at 1.39%.

The new hire rates from 2021 to 2024 were 11.5%, 14.4%, 8.7%, and 10.8%, respectively. As of 2024, 619 of the newly hired employees remained employed, representing 80% of total new hires and 8.6% of the total workforce.

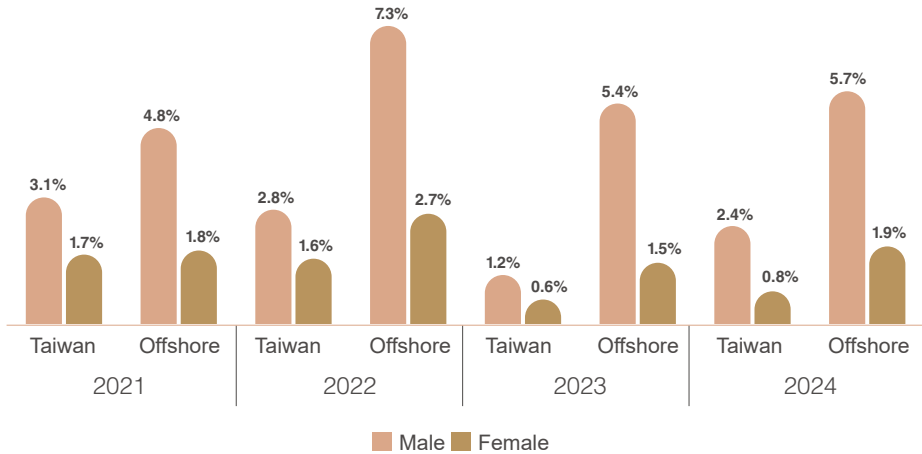
New Hire Rate by Age



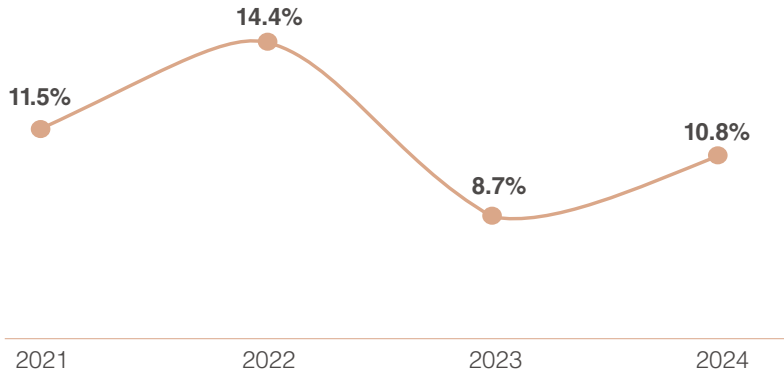


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■ New Hire Rate by Gender



■ Overall New Hire Rate



■ Number and Percentage of New Hires

Year	2021								2022							
	Taiwan				Offshore				Taiwan				Offshore			
Age	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage
< Age 30	113	1.59%	51	0.72%	223	3.14%	72	1.01%	103	1.41%	67	0.92%	358	4.91%	129	1.77%
Age 30~50	104	1.47%	71	1.00%	99	1.40%	42	0.59%	102	1.40%	48	0.66%	143	1.96%	48	0.66%
Age 50 and Above	3	0.04%	2	0.03%	22	0.31%	15	0.21%	1	0.01%	3	0.04%	29	0.40%	22	0.30%
Total	220	3.10%	124	1.75%	344	4.85%	129	1.82%	206	2.83%	118	1.62%	530	7.27%	199	2.73%

Year	2023								2024							
	Taiwan				Offshore				Taiwan				Offshore			
Age	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage
< Age 30	51	0.70%	18	0.25%	222	3.04%	52	0.71%	89	1.24%	24	0.33%	199	2.76%	56	0.78%
Age 30~50	37	0.51%	25	0.34%	121	1.66%	39	0.53%	80	1.11%	35	0.49%	148	2.06%	43	0.60%
Age 50 and Above	3	0.04%	3	0.04%	48	0.66%	19	0.26%	1	0.01%	1	0.01%	63	0.88%	35	0.49%
Total	91	1.25%	46	0.63%	391	5.35%	110	1.51%	170	2.36%	60	0.83%	410	5.70%	134	1.86%

Note: Percentage of new hires relative to total workforce



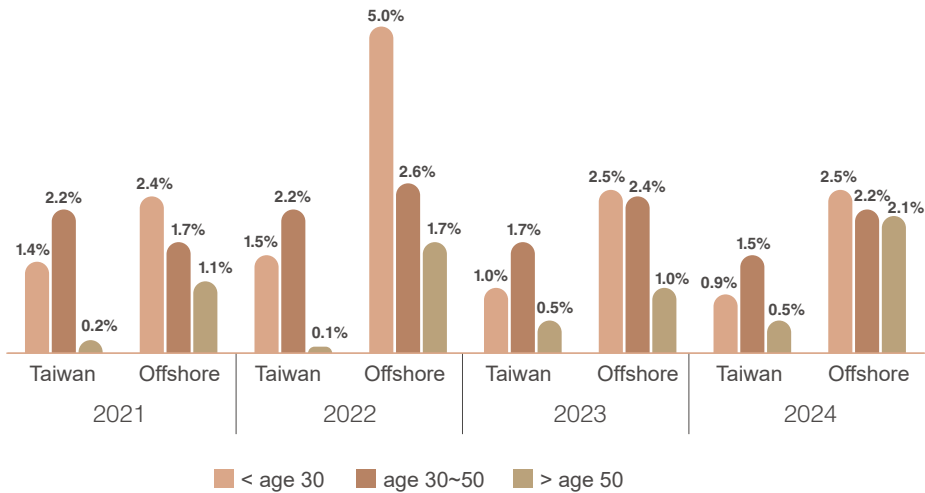
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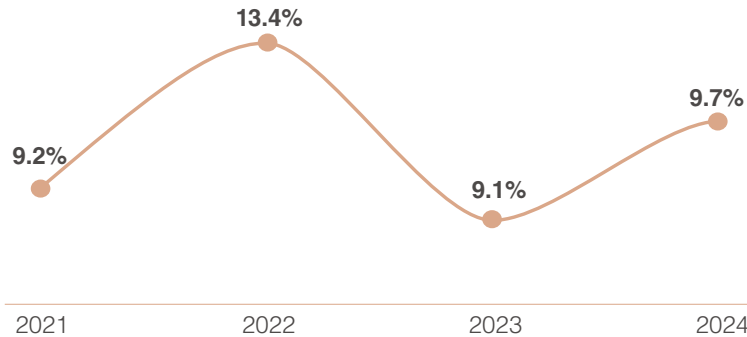
[Statistical Analysis for Resigned Employees]

From 2021 to 2024, the total employee turnover rate (including voluntary resignation, involuntary termination, and retirement) was 9.2%, 13.4%, 9.14%, and 9.7%, respectively. In 2024, the voluntary turnover rate was 7.7%, of which 1.5% comprised new hires with less than one year of service. When an employee submits a resignation, the HR department or the respective supervisor arranges an exit interview to gain deeper insights into the reason for departure. A standardized interview process and data analysis mechanism have been established to support this. The primary reasons for employee turnover include difficulty in job adaptation and intense industry competition. Through exit interviews, we conduct a comprehensive assessment of employee feedback regarding job content, workplace environment, management practices, and career development opportunities. In response to the issues raised, and based on individual characteristics and job requirements, we proactively offer appropriate support and adjustments, such as internal transfers, competency training, or career development consultations, to increase employee retention, ensure optimal job fit, and reduce talent loss. In addition, we regularly consolidate and analyze the reasons for resignation and propose improvement measures to continuously optimize overall human resource management.

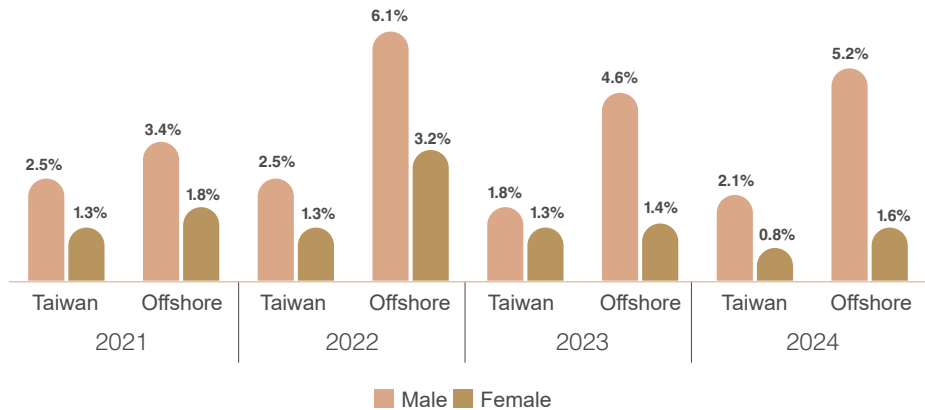
Turnover Rate by Age



Overall Turnover Rate



Turnover Rate by Gender





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■ Number and Proportion of Employee Turnover

Year	2021								2022							
Region	Taiwan				Offshore				Taiwan				Offshore			
Age	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage
< Age 30	68	0.96%	31	0.44%	106	1.49%	64	0.90%	76	1.04%	35	0.48%	246	3.37%	119	1.63%
Age 30~50	105	1.48%	52	0.73%	87	1.23%	33	0.47%	107	1.47%	55	0.75%	120	1.65%	67	0.92%
Age 50 and Above	7	0.10%	7	0.10%	48	0.68%	31	0.44%	0	0.00%	4	0.05%	76	1.04%	49	0.67%
Total	180	2.54%	90	1.27%	241	3.40%	128	1.80%	183	2.51%	94	1.29%	442	6.06%	235	3.22%

Year	2023								2022							
Region	Taiwan				Offshore				Taiwan				Offshore			
Age	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage	Male (no. of people)	Percentage	Female (no. of people)	Percentage
< Age 30	46	0.63%	24	0.33%	150	2.05%	35	0.48%	50	0.69%	18	0.25%	131	1.82%	52	0.72%
Age 30~50	65	0.89%	58	0.79%	129	1.77%	46	0.63%	73	1.01%	32	0.44%	126	1.75%	29	0.40%
Age 50 and Above	23	0.31%	14	0.19%	55	0.75%	21	0.29%	26	0.36%	10	0.14%	119	1.65%	35	0.49%
Total	134	1.83%	96	1.31%	334	4.57%	102	1.40%	149	2.07%	60	0.83%	376	5.22%	116	1.61%

Note: Percentage of departing employees relative to the total workforce

[Hiring People with Disabilities]

Upholding our core value of being people-oriented, we are committed to creating a workplace that embraces Diversity, Equity, and Inclusion (DEI), ensuring that every individual has the opportunity to participate fairly and realize their full potential. We comply with local labor regulations (such as Article 38 of Taiwan's People with Disabilities Rights Protection Act and Articles 28 and 33 of Korea's Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities) to promote accessible employment opportunities and foster a supportive work environment. This enables employees with disabilities to work with confidence and continue growing professionally.

As of 2024, the Company employed 73 persons with disabilities, including one individual classified as having a severe disability (counted as two employees under Taiwan's People with Disabilities Rights Protection Act). This accounts for 1.0% of the Company's total workforce, comprising 24 employees in Taiwan (1.5% of the Taiwan workforce) and 49 employees offshore (0.9% of the offshore workforce).

Our people-oriented approach extends beyond talent development to shape our corporate culture and social responsibility. We continue to expand employment opportunities and promote relevant training and coaching programs to help more individuals with disabilities integrate into the workplace and contribute long-term value. We value the uniqueness of every employee and remain committed to fostering a respectful and inclusive work environment, one that enables sustainable growth for our employees, the Company, and society as a whole.

Region	Taiwan	Offshore
Employment of Persons with Disabilities	24	49
Percentage of Employees in the Respective Region	1.6% (based on 27 individuals)	0.9%

Note: Among the 24 employees with disabilities in Taiwan, 1 is classified as having a severe or profound disability. In accordance with the People with Disabilities Rights Protection Act, each employee with a severe or higher level of disability is counted as two individuals for employment quota purposes.



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[Global Talent Recruitment and Development]

Amid the accelerating wave of globalization, rapid transformations across industry, technology, and education have further underscored the importance of talent cultivation and development. GlobalWafers is committed to attracting and retaining top talent, placing individuals in suitable roles, and providing high-quality education and training to ensure their long-term contribution to the organization. This, in turn, strengthens our global competitiveness.

To effectively address the risks associated with cross-border talent recruitment, GlobalWafers adopts a comprehensive risk assessment strategy that considers potential challenges such as international regulations, visa policies, and contract expirations. Before recruitment, we conduct thorough evaluations of visa regulations in target markets, labor market restrictions, and the impact of political and geopolitical conditions on talent mobility. During the recruitment process, we strictly adhere to local laws to ensure full compliance and minimize legal risks. After boarding, we provide robust support to help employees adapt to their new work and living environments, thereby enhancing employee satisfaction and reducing turnover risks. These efforts help ensure a more resilient and stable approach to talent management.

To support offshore employees in successfully integrating into the local culture and workplace environment, GlobalWafers provides a range of support measures, including comprehensive onboarding training, housing arrangements, language and translation assistance, and daily life consultation services. We also hold regular communication meetings with foreign employees to establish open and transparent communication channels, while actively working to improve their living and working conditions abroad. In addition, the Company conducts policy briefings on an ongoing basis to ensure that all employees understand and comply with applicable regulations and corporate policies.

GlobalWafers continues to promote a workplace culture of Diversity, Equity, and Inclusion (DEI), fostering an open and inclusive environment that respects and supports employees of different genders, ages, ethnicities, sexual orientations, and backgrounds. We firmly believe that DEI not only enhances employee well-being, performance, and retention, but also has a profound positive impact on corporate innovation, global competitiveness, and social responsibility. Moving forward, we remain committed to advancing diverse talent development as part of our long-term sustainability goals.



[Pay Equity and Gender Equality] (Gender Pay)

GlobalWafers is committed to establishing a fair, equitable, and competitive compensation system that ensures all employees receive equal pay for work of equal value, regardless of gender. We regularly review compensation structures across all global regions to ensure that salary decisions are transparent and aligned with market benchmarks.

Based on the 2024 gender pay ratio (female pay relative to male pay), the base pay ratio across global regions ranged from 0.77 to 1.02, while the total remuneration ratio (including bonuses, allowances, long-term incentives, etc.) ranged from 0.7 to 1.03.

To further advance gender pay equity, we continue to promote pay fairness through the following measures:

- **Regular Salary Reviews:** We conduct global compensation data analysis to ensure our pay practices are aligned with principles of fairness.
- **Transparent Compensation System:** Salaries are determined based on job role, skills, and performance—never on gender or other non-work-related factors.
- **Talent Development and Promotion Opportunities:** We provide equitable training and development programs to ensure all employees have equal opportunities for career advancement.

We remain committed to deepening our gender pay equity strategies and aligning with international best practices to ensure that all employees at GlobalWafers are treated fairly and have equal opportunities for growth.

2024 Gender Pay Ratio	Taiwan	Offshore
Base Pay	1 : 0.92	1 : 0.87
Total Remuneration	1 : 0.86	1 : 0.85

Note: Data reflects major production sites and excludes Topsil GlobalWafers A/S (Denmark).





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5.2 Talent Attraction and Retention

GlobalWafers firmly believes that employees are the driving force behind the Company's growth and success. We are committed to building a competitive compensation and benefits system to attract and retain top talent, ensuring that employees can thrive in a stable career development environment, realize their full potential, and grow together with the Company. To ensure competitiveness and fairness in compensation, GlobalWafers conducts annual reviews of market salary levels, taking into account industry trends in the technology sector, macroeconomic indicators, and changes in the cost of living. Compensation structures are adjusted as needed to remain aligned with these factors. Our compensation policy is based on job-related factors such as position, tenure, and professional expertise, ensuring equal pay for equal work and eliminating all forms of discrimination. Through a performance-based compensation system, we establish a clear and reasonable link between individual performance and company growth, motivating employees to achieve outstanding results. In addition, GlobalWafers continues to strengthen its talent development systems and enhance workforce management strategies. We actively foster a corporate culture centered on teamwork to promote employee engagement and a strong sense of belonging. By encouraging innovation and continuous learning, we strive to create a work environment that attracts top professionals and positions us alongside the world's leading semiconductor companies.

■ Number of Full-Time Employees as well as the Average and Median Salary of Non-Supervisory Positions in 2024

Item		2022	2023	2024	Difference compared to the previous year
Non-supervisory positions	Number of full-time employees (persons)	1,593	1,618	1,638	1.24%
	Average salary (NT\$ thousand)	1,307	1,386	1,205	-13.06%
	Median salary (NT\$ thousand)	1,228	1,280	1,101	-13.98%

- Note1: "Full-time employees" refer to those whose working hours have reached the normal working hours or statutory working hours stipulated by the Company ; or the rough average working hours have exceeded 35 hours per week for those whose normal working hours are not set.
- Note 2: "Full-time non-supervisory employees" refers to the number of full-time employees after excluding supervisory positions, part-time positions, and those eligible for exemption from statistics from all employees. Employees in supervisory positions refer to Company managers or "managers" within the scope as defined by the regulations of the competent authority: President and equivalent; vice president and equivalent; associate manager and equivalent; head of the financial department; head of the accounting department; and other persons who have the authority to manage the company's affairs, provide authorization signatures, and consistent within the scope of insiders (managers) and (managers) declared by the annual shareholders meeting report.
- Note 3: "Salary" refers to the employee's salary attributable to the current year according to the accrual basis based on the occurrence of powers and responsibilities. It shall include recurring salary (monthly basic salary, fixed allowance, and bonus), overtime pay (regardless of taxable or tax-free), and non-recurring salary (non-monthly allowances, bonuses, employee compensation, etc.).
- Note 4: The number of employees listed above is based on the weighted average statistical concept (the average number of employees for each month) and only covers GlobalWafers and the Taisil Branch.

Connection Between Appraisal and Remuneration

We conduct annual performance reviews for all employees, evaluating their commitment, responsibilities, and contributions. Salary adjustments are determined based on performance outcomes, future development potential, and market benchmarks. In addition, we provide performance-based incentives and bonuses to align employee compensation and career growth with the Company's financial performance, encouraging employees to achieve breakthroughs and create personal value at GlobalWafers.

Performance and Remuneration of the Senior Management Team

The remuneration structure of senior managers is highly correlated with the Company's performance. Every year, the proposal for the salary of senior managers is determined based on the Company's performance indicator scores. After deliberation by the Remuneration Committee, it is submitted to the Board of Directors for a resolution. The long-term incentive plan for high-ranking executives can be effectively linked with the Company's long-term performance and shareholders' rights.

In order to implement the Company's commitment to sustainable development, ESG (Environmental, Social, and Governance) and other non-financial performance aspects are also included in the performance evaluation of the Company's senior managers (senior managers include Presidents, Vice Presidents, and Heads of operation sites). The ESG performance indicators and weighting ratios are set individually according to their job content, including relevant performance in international ESG ratings and evaluations, mitigation and adaptation measures related to climate change (such as greenhouse gas emission reduction, energy conservation and carbon reduction target achievement rate, etc.), occupational safety and health promotion, etc. In the performance appraisal, the achievement of those ESG performance indicators will be included in the calculation to evaluate their remuneration.

Multi-Dimensional Performance Evaluation

In Taiwan, GlobalWafers has implemented a 360-degree performance evaluation system. In addition to traditional job performance indicators, this system incorporates a broader set of assessment criteria, including professional knowledge, adaptability, cross-functional communication and coordination, teamwork, problem-solving and innovation capabilities, contributions and value to the Company, leadership, and coaching ability. The evaluation is conducted anonymously and across departments to ensure objectivity and fairness. This approach also promotes peer evaluation and learning among the management team, strengthening overall organizational effectiveness and leadership performance.

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

For global R&D and key core personnel, tailored retention measures are implemented according to local market conditions. Special retention programs are continually provided to encourage long-term service and sustain contributions from these talents.



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Comprehensive Benefits System

We expect GlobalWafers to continue to help employees live and work in peace and contentment and to play an important role in their careers. Therefore, at our major operation sitesNote, we provide full-time employees with six major benefits, including life insurance, medical insurance, disability insurance, parental leave, retirement plans, and (in Taiwan) an employee stock ownership plan. These basic benefits ensure that employees can invest their passion into their work while also being willing to grow continuously with GlobalWafers.

Additionally, at our Taiwan facilities, we offer employees various benefits including labor and health insurance, labor retirement and group insurance, meal subsidies, annual travel subsidies, marriage subsidies, maternity subsidies, childcare subsidies, educational subsidies for employees and their children, health check-ups, holiday and birthday bonuses, Labor Day bonuses, marriage and funeral subsidies, hospitalization subsidies, social club activity subsidies, training subsidies, on-site medical services, cancer consolation payments, (Taiwan) employee welfare savings trusts, and an Employee Assistance Program (EAP) to help employees balance work and life. Offshore regions also provide additional health insurance beyond statutory requirements, including hospitalization, cancer-related insurance, and employee health checkups.

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

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

Regular Performance and Career Development Reviews

All permanent employees at GlobalWafers participate in annual performance and career development evaluations. These assessments cover individual performance, competency development, and future growth opportunities. The Company uses a standardized performance management system to ensure fairness and consistency across all evaluations. In 2024, employees in Taiwan who received regular performance and career development reviews accounted for 22.4% of the total Group workforce and 93.5% of the workforce in Taiwan. Employees who were not employed during the evaluation period or had been employed for less than three months were excluded from the performance review process.

Percentage of Total Employees in Taiwan by Role	Male	Female
Senior and Mid-Level Managers	3.80%	3.80%
Junior Managers	4.80%	3.70%
Fellow(including SF, F,AF)	0.10%	0.30%
Professional Staff	5.30%	10.60%
Support Staff	25.80%	35.30%
Overall	93.50%	

Rewards to Excellent Employees

The Company has established various rewards schemes to encourage proactive and outstanding workers e.g. outstanding achievements reward, project submission reward and patent reward. The Taiwan region implements the annual model employee selection activity, whereby model employees are selected and publicly praised for recognition. The goal is to build a more positive and active corporate culture, and strive to fulfill the promise of continuous improvement.

Group Insurance

In Taiwan, the Company's group insurance includes term life insurance, accidental injury insurance, aviation accident insurance, major burns insurance, injury medical insurance, hospitalization medical insurance, and cancer insurance. We aim to provide comprehensive protection to maintain the safety and health of employees.

Offshore:

- **Life Insurance Provided at:** Korea (MEMC Korea Company)/Japan (MEMC Japan Ltd.)/Malaysia (MEMC Electronic Materials Sdn. Bhd.)/ Singapore (GlobalWafers Singapore Pte. Ltd.)/ United States (GlobalWafers America, LLC)
- **Medical Insurance Provided at:** China (Kunshan Sino Silicon Technology Co., Ltd.)/ Korea (MEMC Korea Company)/ Japan (GlobalWafers Japan Co., Ltd. & MEMC Japan Ltd.)/ Malaysia (MEMC Electronic Materials Sdn. Bhd.)/ Singapore (GlobalWafers Singapore Pte. Ltd.)/ United States (GlobalWafers America, LLC)
- **Disability Insurance Provided at:** China (Kunshan Sino Silicon Technology Co., Ltd.)/ Korea (MEMC Korea Company)/ Japan (GlobalWafers Japan Co., Ltd. & MEMC Japan Ltd.)/ Malaysia (MEMC Electronic Materials Sdn. Bhd.)/ Singapore (GlobalWafers Singapore Pte. Ltd.)/ United States (GlobalWafers America, LLC)

Employee Stock Ownership Trust

In Taiwan, the Company matches 100% of the amount corresponding to the employees' monthly deposit. The goal is to encourage employees to enjoy the steady returns of shareholder value through regular and fixed investments in the Company's stocks. We want to uphold the employees' independent rights, improve their benefits, and assist them in planning for retirement. In 2024, the participation rate was approximately 39.75%.



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Pension System

Each of the Company's global sites implements pension plans in accordance with local regulations. In Taiwan, the employee pension system is administered in compliance with government policies under the Labor Standards Act (Old Pension System) and the Labor Pension Act (New Pension System).

1. Pension System under the Labor Standards Act: The Company contributes 2% of the total monthly salaries of employees covered under the old system to a retirement reserve fund deposited with Bank of Taiwan. The fund balance is reviewed annually. If the balance is insufficient to cover retirement payments for employees who become statutorily eligible in the following year, the Company completes the required contribution by the end of March to safeguard the rights and benefits of employees under the old system. In 2024, the recognized contribution under the old pension system amounted to NT\$46,725,251, which is sufficient to cover the retirement benefits of employees under the Labor Standards Act.

2. Pension System under the Labor Pension Act: The Company contributes 6% of each eligible employee's monthly salary to their individual pension account at the Bureau of Labor Insurance. In 2024, the recognized contribution under the new pension system totaled NT\$77,048,761.

Programs for Upgrading Employee Skills and Transition Assistance Programs

Guided by the principle of "People-Oriented Innovation and Excellence," the Company is committed to providing employees with continuous learning and growth opportunities to ensure the team evolves with the times and supports the Company's long-term development. Although a dedicated career transition program is not currently in place, employees approaching retirement or separation may access professional support through the Employee Assistance Program (EAP), which offers psychological, legal, and financial counseling to ensure appropriate assistance during career transitions.



Marriage and Childbirth Support System: Prenatal Leave, Paternity Leave, Maternity Leave, Parental Leave

GlobalWafers encourages both male and female employees to take an active role in their children's growth. All operation sites offer maternity and parental leave policies, supporting employees in finding a balance between career development and parenting.

At our Taiwan sites, employees are entitled to prenatal check-up leave, paternity check-up leave, maternity leave, flexible working hours, and other measures, allowing them to comfortably balance work and childbirth needs. After delivery, both male and female employees can apply for parental leave without pay if they need to take care of their children before the age of 3 as long as they have served for at least six months.

Taiwan sites offer marriage and childbirth subsidies:

- Marriage Subsidy of NT\$10,000;
- Childbirth Subsidy: NT\$14,000 for a single birth / NT\$30,000 for twins;
- One-Year Childcare Subsidy (after the child turns one): NT\$12,000 for a single child / NT\$24,000 for twins.

In addition to the provision of working hours and holidays, the health center devises a maternal health protection plan before, during, and after delivery to protect the health of female employees of child-bearing age in the workplace. This plan is for pregnant women only. We have designated parking spaces for pregnant employees, a maternity care package, and a breastfeeding room. They provide additional rest time for breastfeeding to meet the needs of young children. We conduct health risk assessments for pregnant female employees or returning to the workplace after childbirth and provide physicians' consultation and care services. Additionally, we have signed contracts with childcare service providers to enable employees to enjoy discounts on childcare that are more favorable than what is in the market so they can devote themselves to the workplace, as the significance and value derived from corporate childcare are extraordinary, making a friendly workplace essential for creating a family-friendly workplace.

At offshore sites, the Japan site offers parental leave benefits that exceed local legal requirements, allowing employees to take childcare leave until each child reaches the age of 3. During the leave period, employees can receive an allowance from the government. After returning to work, employees can shorten their working hours by up to two hours per day until their child graduates from elementary school. This approach supports employees while mitigating staff turnover caused by childcare responsibilities, encouraging employees to stay in the workforce and continue contributing their skills.

GlobalWafers complies with or exceeds local laws regarding childcare-related leave across its global operations. Providing employees with childcare-related leave. Established paid maternity and parental leave policies are in place in some plants in OECD countries, such as Denmark, Italy, and the United States. Academic research consistently shows that when both male and female employees have access to parental leave, it encourages male participation in childcare and, in turn, promotes greater female labor force participation. Other plants in Asian countries, such as Malaysia, South Korea, and China, also provide parental leave policies that comply with local laws and continue to enhance support systems to align with International Labour Organization standards.

From 2021 to 2024, a total of 362 employees applied for childcare leave.



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■ Parental Leave Application Outcomes (Total / Percentage)

Item	Gender	2021	2022		2023		2024	
		Taiwan	Taiwan	Offshore	Taiwan	Offshore	Taiwan	Offshore
Total number of employees eligible for unpaid childcare leave	Male	60	41	1,023	46	985	45	860
	Female	24	21	340	22	317	21	320
Total number of employees who actually took unpaid child care leave	Male	2	7	57	2	47	8	106
	Female	11	8	23	9	28	11	43
Total number of reinstated employees upon the expiration of their child care leaves	Male	2	6	55	4	45	6	98
	Female	10	7	21	12	26	8	39
Total number of employees who actually resumed their duties upon the expiration of their child care leaves	Male	2	2	54	3	45	6	93
	Female	8	6	19	6	26	5	35
Ratio of employees who resumed their duties upon the expiration of their child care leaves (reinstatement rate)	Male	100%	33.30%	98.20%	75%	100%	100%	95%
	Female	80%	85.70%	90.50%	50%	100%	63%	90%
Total number of employees still in service 12 months after expiration of their unpaid child care leaves	Male	2	_Note 1	46	1	24	2	36
	Female	5	7	21	4	9	6	23
Ratio of employees who remained employed for 12 months after reinstatement from child care leave (retention rate)	Male	100%	_Note 1	_Note 2	50.00%	44.44%	67%	80%
	Female	83.33%	87.50%	_Note 2	66.67%	47.37%	100%	88%

Note 1: "-" means no one meets the criteria.
Note 2: "-" means no comparable data for the previous year.



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5.3 Talent Cultivation and Development

To continuously strengthen human capital and support the Company's growth and expansion in global markets, we are committed to building a learning-oriented organization. Through diverse learning resources and development pathways, we promote on-the-job training to enhance employees' professional capabilities and career development. We firmly believe that talent is the cornerstone of sustainable business operations. Therefore, we implement structured training programs to ensure that our employees remain competitive in an ever-evolving market environment.

We have established a comprehensive and structured employee training framework that covers six key areas: onboarding training, general development, management and operations, professional skills, environmental health and safety, and health promotion. Each year, we develop and implement an annual training plan based on the Company's strategic goals and market demands, integrating the core competencies required for each role. Through internal training, on-the-job training (OJT), and cross-departmental and cross-border knowledge sharing, we continuously enhance employees' professional skills and job competency. In addition, we encourage employees to participate in external professional training programs to ensure they stay at the forefront of technological advancement and maintain a global perspective—driving ongoing organizational growth and innovation.

Employee Training Program Types	Scope / Target Audience	Description
Competency training for new recruits	New employees (including full-time staff and interns)	Example from Taiwan sites: Environmental health and safety training, RBA/Workplace violence prevention and corporate culture orientation, HR and benefits policies, quality awareness, information systems, bonded import/export procedures, ethical conduct and business integrity guidelines, and insider trading prevention.
Professional competency training	Current employees (including technical staff, engineers, and managerial personnel) receive role-specific training based on a structured training roadmap.	Training topics include: EHS certifications, job-specific professional skills, and management and leadership development at all levels. At Taiwan sites, course content includes: Quality training (such as the Five Core Tools and customer-specific requirements), process design, ISO 50001 Energy Management System, ESG and sustainability-related education, and employer responsibility training.
General management competency training	All employees, regardless of position, seniority, or department.	Includes: General development, Environmental health and safety training, Health promotion, management, and operations Example from Taiwan sites: Courses cover soft skills (e.g., communication techniques, mental health seminars). Organizational culture and values promotion: Business integrity, workplace respect, labor and ethics training. Basic regulatory awareness: Sexual harassment prevention, occupational safety, information security awareness, safety protocols, CPR & AED training. ESG and sustainability-related education.

2024 Training Outcomes

In 2024, the total training hours across our global operations (including Taiwan and offshore sites) reached 231,812 hours, with an average of 32.2 training hours per employee annually, a 23% increase compared to 2023, reflecting our ongoing commitment to talent development.

- **By gender:** Male employees received an average of 30.4 hours of training. Female employees received an average of 38.4 hours.
- **By job function:** Direct employees received an average of 28.4 hours. Indirect employees received an average of 37.5 hours

We will continue to enhance our global training resources to foster talent development and cross-border technical exchange, ensuring our employees remain competitive in a rapidly evolving global and technological landscape, supporting the long-term sustainability of the Company.

Number of People and Hours for Education and Training From 2021 to 2024

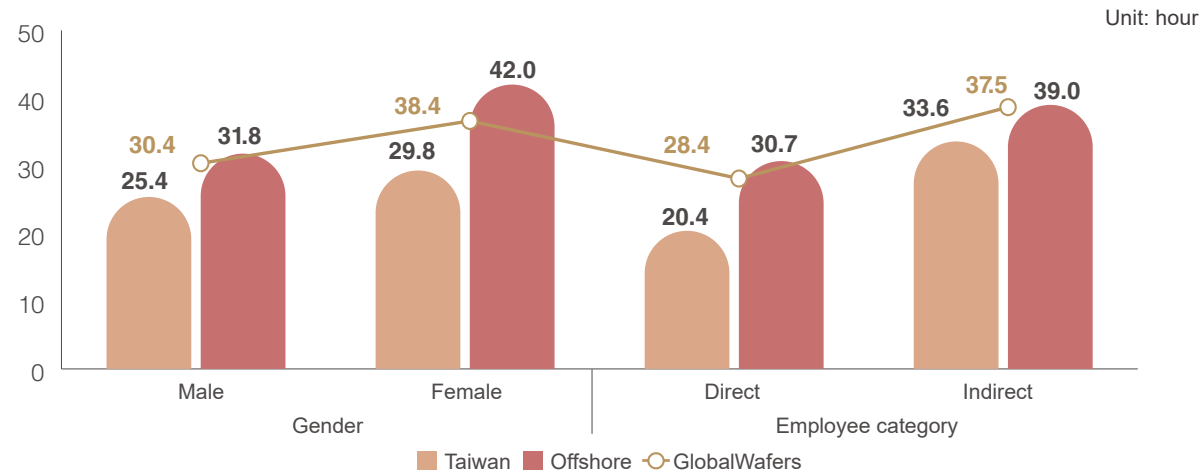
Training Type	Year	Number of Sessions	Number of People	Total class Opening Hours	Total Class Hours
Competency training for new recruits	2021	295	1,092	1,571	9,259
Professional competency training		1,426	12,513	24,830	57,709
General management competency training		767	39,749	6,482	55,624
Total		2,488	53,354	32,883	122,592
Competency training for new recruits	2022	441	1,422	3,284	26,529
Professional competency training		1,580	15,471	5,463	80,770
General management competency training		747	29,832	13,235	56,456
Total		2,768	46,725	21,982	163,755
Competency training for new recruits	2023	316	1,282	1,586	9,553
Professional competency training		1,951	13,757	25,282	79,075
General management competency training		1,263	47,246	3,163	102,606
Total		3,530	62,285	30,032	191,233
Competency training for new recruits	2024	422	1,252	23,226	30,027
Professional competency training		1,691	18,633	47,336	77,336
General management competency training		1,742	41,007	73,831	124,449
Total		3,855	60,982	144,392	231,812



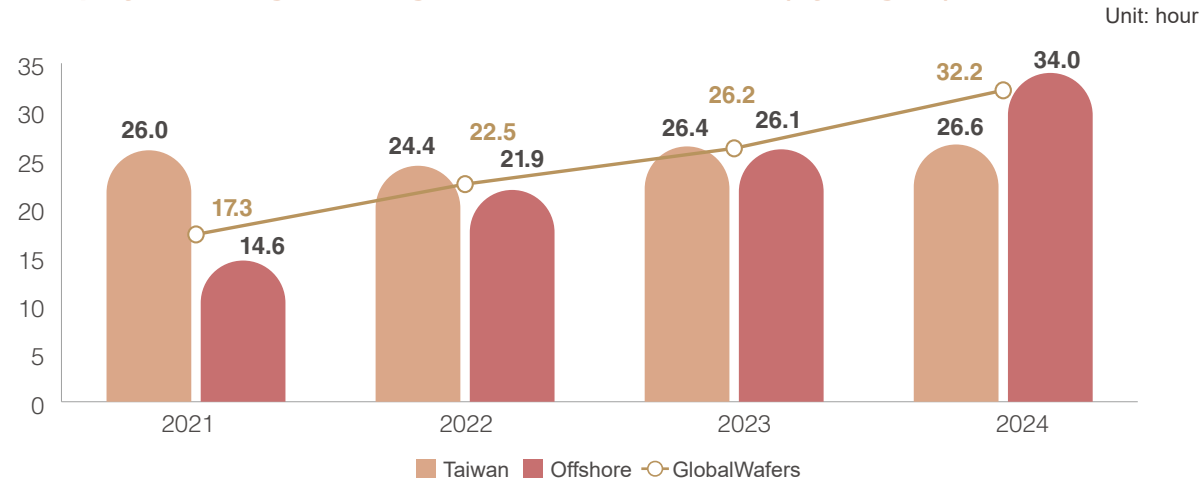
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■ Average Training Hours per Employee in 2024 (by Region & Job Function)



■ Employee Average Training Hours in the Past Years (By Region)



Note:

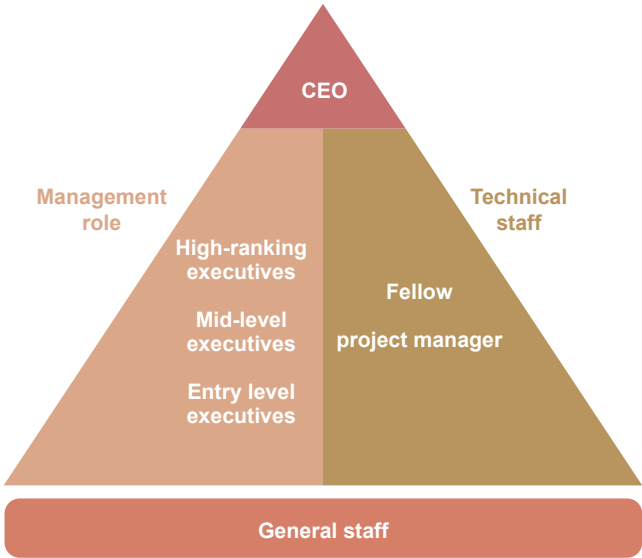
- The education and training statistics cover all operation & manufacturing sites including GlobalWafers Headquarters and the Zhunan Plant, GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology Co., Ltd., Taisil Branch, MEMC Electronic Materials Sdn. Bhd., MEMC Electronic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

[Employee Development and Career Advancement]

In the face of rapid global and technological change, talent remains a key competitive advantage for sustained business growth. GlobalWafers is committed to building a diverse and forward-looking career development framework that not only provides advancement opportunities for management roles, but also emphasizes the cultivation and growth of technical professionals. This ensures that employees can thrive along the career paths best suited to their strengths and potential.

We recognize that technical talent plays an indispensable role in driving innovation and enhancing the Company's competitiveness. To support this, we offer a dual-track career development program that allows employees to choose between a technical specialization path or a management advancement path based on their individual strengths. Through internal training, cross-functional project participation, international exchange opportunities, and a mentorship system, we help employees continuously grow in both technical expertise and leadership capabilities. In addition, we actively refine our talent development strategies to ensure that training programs align with market trends and the Company's evolving needs, thereby strengthening corporate competitiveness and enhancing employee value.

Through this long-term talent development strategy, we not only cultivate professionals with global competitiveness but also lay a solid foundation for the Company's sustainable growth. This approach fosters a work environment where employees and the Company grow together and shape the future collectively.





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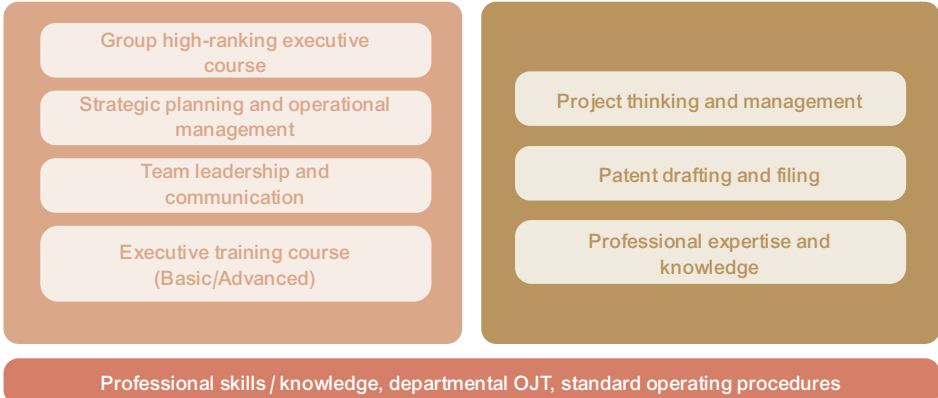
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Talent Training Focus



Leadership Development and Managerial Training

GlobalWafers is committed to cultivating outstanding leadership talent to ensure that our management team possesses forward-looking thinking and a global perspective, driving the Company's continued growth. Through a structured leadership development program, we support managers in gaining deep insights into management challenges, enhancing decision-making and leadership effectiveness, and motivating teams to achieve corporate goals.

In addition to offering internal training courses on team development and management skills, we actively collaborate with internationally recognized training institutions, such as the Chinese Professional Management Association, to provide high-potential managers with specialized and globalized training resources. Furthermore, we encourage managers to participate in cross-industry exchanges and engage with industry leaders to stay abreast of global market trends, fostering collaboration and innovation across enterprises. In 2024, a total of 3 senior executives participated in external executive training programs, further strengthening the competitiveness of the Company's leadership team.

The 2024 managerial training focused on key topics designed to equip the leadership with the capabilities to navigate future challenges. Course content included:

- Post-pandemic industry development and global economic trends
- Digital transformation and AI applications (e.g., ChatGPT)
- Net-zero carbon emissions and sustainable business strategies
- Developments in Information and Communication Technology (ICT) and dynamics of the electric vehicle market
- Corporate management and merger & acquisition strategies

This program not only cultivates business leaders with cross-disciplinary thinking, but also reinforces strategic linkages between the Company and global R&D institutions. Through diversified learning and international exchange, it supports the Company's steady growth in a highly competitive market, sustaining our leadership position.

Fellow Program

Since 2016, we have developed a well-rounded fellow program to encourage the Group's technical personnel to demonstrate their strengths. When their personal contributions have a positive impact on the Company and their achievements are recognized by the Company, we provide them with diverse career development options. Each time, factories around the world nominate technical elites to participate in the selection. After rigorous review and evaluation by the committee, 14 outstanding talents were selected in 2024. To date, a total of 89 employees within the Group have been recognized and promoted through this program.



Level	2024 Selections		Sum of Incumbents	
	Taiwan Plants	Offshore	Taiwan Plants	Offshore
Senior Fellow	0	0	0	6
Fellow	0	2	3	17
Associate Fellow	4	8	9	55
Total	14		90	



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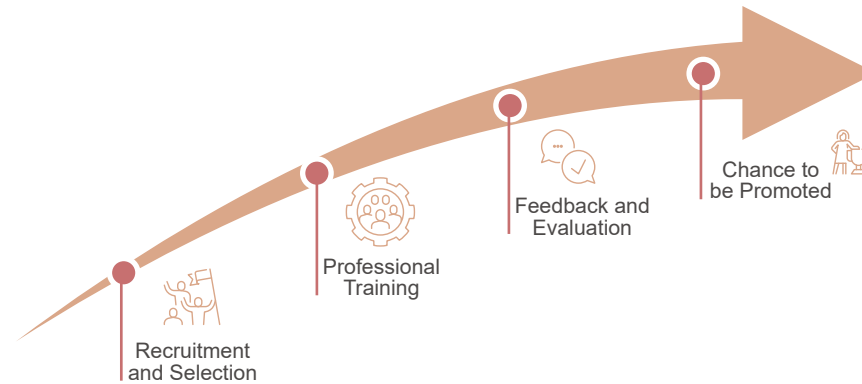
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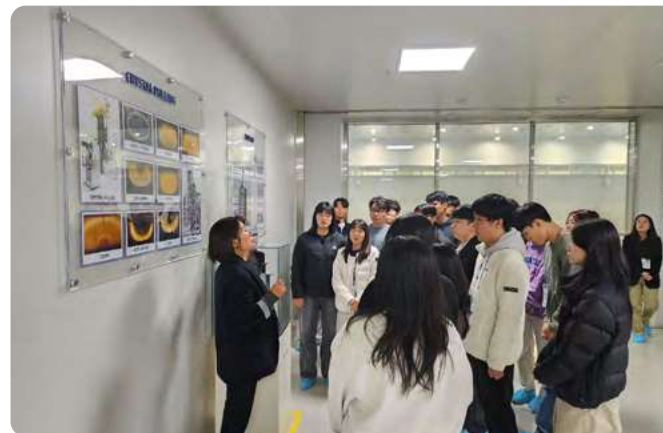
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Diverse Talent Cultivation Channels

To cultivate outstanding talent, we have collaborated with colleges and universities since 2017. So far, we have successfully cultivated more than 62 students to work for companies to accumulate experience before graduation, providing them with professional skills training and the ability to cope with practical fields. These students come from Tsing Hua University, Central University of Technology, Chiao Tung University, National Taiwan University of Science and Technology, National Yunlin University of Science and Technology, Nagaoka University of Technology, and other institutions. They specialize in fields such as electronics, industrial engineering, mechanical engineering, counseling psychology, and more. They are assigned to internships in research and development, process engineering, manufacturing, and other support departments. Providing interns with valuable learning and growth opportunities is helpful for a smooth start to their careers.



Students of Korea University of Technology and Education visited the Korea Factory to learn about silicon wafer manufacturing.



Industry-Academia Research Collaboration

We engage in industry-academia collaboration, strategic alliances with academic units, and exchange professional knowledge and technology through collaborative research projects. We complement each other's advantages and jointly solve technical problems in the product development process. In addition to continuously improving the professional skills of the Company's R&D personnel, we also cultivate high-quality academic talents to promote technological innovation and industrial development. In 2024, there were 10 ongoing collaboration projects. The collaboration projects include National Tsing Hua University, National Yang Ming Chiao Tung University, National Central University, and National Taiwan University of Science and Technology.



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5.4 Human Rights

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

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

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

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

GlobalWafers has a total of 3,094 employees in its offshore regions who participate in trade unions or industry unions in their respective countries, including the Italy plants (MEMC Electronic Materials S.p.A.), the Korea plant (MEMC Korea Company), the Japan plants (GlobalWafers Japan Co., Ltd. \ MEMC Japan Ltd.), and the U.S.A. plant (MEMC LLC). The percentage of employees covered by collective bargaining agreements was 43.0%. Regardless of whether employees participate in a union, they can submit suggestions for improving the work environment or working conditions to the Company's management team via meetings, phone calls, or emails, anonymously or otherwise, to strengthen the good communication between the Company's management team and employees.

Operating Locations	Number of Unionized Employees
Italy (MEMC Electronic Materials S.p.A.)	All 988 employees of MEMC S.p.A. are covered under the National Collective Labor Agreement for the Chemical Industry (100% coverage).
Korea (MEMC Korea Company)	637 people
Japan (GlobalWafers Japan Co., Ltd., MEMC Japan Ltd.)	1,462 people
USA (MEMC LLC)	7 people

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

Item	No. of Meetings in 2024	Description
Labor-Management Meeting	18	A meeting is held quarterly at both GlobalWafers headquarters and the Zhunan Plant (jointly) and at the Taisil Branch.
Migrant Worker Communication Meeting	2	Communication meetings are held in migrant workers' dormitories, with dormitory management staff on-site to assist with interpretation.
Employee Benefits Meeting	4	A joint meeting is held quarterly at the GlobalWafers headquarters, the Zhunan Plant, and the Taisil Branch.
Electronic Bulletin Board [Have Something to Say] & Suggestion Box	26 entries	Employees are free to express opinions or improvement suggestions on the Company's electronic bulletin board and suggestion boxes, and relevant units will reply and explain.

Employee Satisfaction Survey

The Human Resources Department conducted the Employee Satisfaction Survey at GlobalWafers Headquarters in Taiwan, Zhunan Plant, Taisil Branch, Crystalwise Technology Inc., and Kunshan Sino Silicon Technology Co., Ltd., aiming to comprehensively evaluate employees' work experiences and gather feedback. The survey covered six key areas: engagement, leadership and communication, rewards and recognition, career development, work environment, and work-life balance. These dimensions were analyzed to identify the Company's strengths and areas for improvement. Based on the survey results, the Company developed concrete action plans to continuously improve the workplace environment, enhance employee satisfaction, and strengthen overall competitiveness. In 2024, the employee satisfaction score was 3.9 out of 5.

To enhance employee satisfaction, the Company will strengthen transparency and communication. In addition to labor-management meetings, departmental meetings will be held on an ad hoc basis to improve dialogue between supervisors and employees and to reinforce policy explanations, reducing the risk of misunderstandings. Furthermore, bulletin board content will be enhanced to ensure that compensation and benefits policies are clearly communicated and transparent.



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The Company is also optimizing its compensation and benefits by leveraging data analysis to monitor employee satisfaction and turnover rates. This ensures that improvement efforts align with the needs of talent attraction, development, and retention, ultimately enhancing employees' sense of belonging.

At the same time, training on cross-generational leadership, labor regulations, and workplace harassment prevention is provided to foster a positive leadership style and a supportive work environment.

In response to feedback from the 2024 Employee Satisfaction Survey, the Company revised its uniform and workwear policy, allowing employees the flexibility to choose whether to wear company uniforms during working hours, thereby improving comfort and autonomy.

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

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

- Continue to create diversity, inclusiveness, and equal opportunities, and prohibit any form of discrimination (gender (including sexual orientation), race, nationality, class, age, marriage, language, ideology, religion, political affiliation, place of origin, place of birth, appearance, facial features, physical and mental health, etc.)
- Prohibit human trafficking, forced labor, and the employment of child labor.
- Establish a safe and healthy work environment; prohibit all forms of harassment and inhumane treatment.
- Provide fair and reasonable wages and working conditions.
- Provide a channel and environment for the free expression of opinions and respect the right of employees to freely associate with each other.

Working Hour Management

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

Complete Grievance and Employee Assistance Channels are Provided.

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

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



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Human Rights Due Diligence

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



Feedback and Evaluation

Parties	Risk Topic	Content Description	Common Assessment Factors	Individual Assessment Factors	Assessment Tools
GlobalWafers Group, and Suppliers	Labor Laws and Regulations	Fulfill the basic commitments of labor-related laws and regulations, including recruitment, interviews, contracting, employment, working hours, overtime, leave, salary, insurance, pensions, workplace safety, gender-friendliness, job transfers, disciplinary actions, and employee resignation, retirement, or dismissal.	- Number and hours of human rights-related education and training received - Whether the supplier has signed the supplier code of conduct	Number of fines imposed by competent authorities for violation of labor laws and regulations	- Labor law compliance - RBA SAQ - Employee health checks - Employee complaint mechanism - Labor-Management Meeting - Employee Assistance Program (EAP) - Internal control system - Maternity protection-related hazard assessment - Supplier risk assessment and on-site audit - Supplier Code of Conduct and Supplier Commitment Letter
	Child Labor	Child labor is strictly prohibited in all business operations. "Child labor" refers to individuals aged over 15 but under 16 who are employed to perform work, as well as any employment of minors as defined by applicable local laws. The stricter of the Company's internal policy or local regulations shall apply.		Whether identity checks are carried out during the recruitment process	
	Forced Labor	Work or services that are not provided voluntarily include but are not limited to the following: abuse of vulnerable position, deception, movement restriction, isolation, physical and sexual violence, intimidation and threats, withholding of identity documents, withholding of wages, repayment of debt, working and living conditions, and working overtime.		Number of substantiated human rights complaints	
	Working Conditions	The Company ensures that all employees work in a healthy and safe environment. This includes limiting weekly working hours to no more than 60 hours, daily working hours to no more than 12 hours, and preventing continuous work for more than six consecutive days. Local labor regulations on working hours must also be observed, with the stricter standard prevailing.		- No. of people who work more than 12 hours in a single day for more than 6 consecutive days. - No. of fines imposed for violating laws and regulations on working hours, wages, and occupational safety. - No. of occupational accident cases - Irregular workload identification and risk investigation	
	Discrimination and Harassment	Employees must not be discriminated against or harassed in recruitment and actual work due to race, color, age, gender, sexual orientation, gender identity and expression, race or ethnicity, disability, pregnancy, belief, political stance, group background, veteran status, protected genetic information, or marital status. This includes impacts on wages, promotions, rewards, and opportunities for training.		Number of substantiated human rights complaints	
	Human Trafficking	It is prohibited to exploit others' inability, ignorance, or difficulty in seeking help, or any other means against their will, to engage in the recruitment, buying, selling, pledging, transportation, delivery, receipt, harboring, hiding, mediating, or accommodating of domestic or foreign residents.			
	Freedom of Association	Employees and/or their representatives can openly communicate with the management and share their thoughts and concerns about working conditions and management methods without fear of discrimination, retaliation, threats, or harassment.		No. of employees participating in labor unions and societies	
	Equality and Equal Pay for Equal Work	Employees of the same position and under the same working conditions, with different gender, identity, household registration, or employment forms, shall be paid the same amount of labor as long as the quantity and quality of labor provided are the same.			
	Maternity Care	The measures taken for female workers to perform work that may involve maternal health hazards include hazard assessment and control, physician consultation instructions, risk classification management, work suitability arrangements, and other related measures.		No. of protected individuals	



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■ Actions and Effectiveness

Parties	Risk Topic	Mitigation Measures	Remedial Measures	Implementation Results
GlobalWafers Group, and Suppliers	Labor Laws and Regulations	- Work rules are formulated and announced in a conspicuous place that is easily accessible. In addition, during the training of new employees, work rules, regulations, and measures are taught in the employees' native languages so that the employees can fully understand their labor rights and interests. - Regularly review and revise all rules and regulations through the internal control system and internal audit to ensure that all operations comply with labor laws and regulations. - Establish multiple communication channels: All factories in Taiwan and offshore have communication and grievance channels, such as labor and management meetings, dedicated emails, hotlines, and whistleblower systems, to understand problems at the workplace in a timely manner and make improvements. - Fully consult the Company's internal professional legal department in case of changes to the employment conditions to ensure that the rights and interests of employees are protected.	- The Human Resources Department and the Compliance Unit will intervene in the investigation. While fully considering the personal interests of the employees and maintaining confidentiality throughout the process, they will communicate with the parties involved along with the department supervisor. After the communication is completed, they will report to the top management and take compensatory and corrective actions. - If any audit activity reveals procedures or operations that do not comply with labor regulations, the root cause will be immediately investigated, and corrective actions will be taken within a specified time frame. - The HR Department handles employee complaints and establishes a committee to make adjudications when necessary to ensure fairness.	No illegal incidents occurred at each operation site
	Child Labor	- During the recruitment stage, identity documents are strictly verified, and conversations and observations are used to ensure that no child laborers under the age of sixteen are hired. - Employees under the age of 18 are not permitted to engage in any work that could endanger their health and safety, nor are they allowed to work at night.	- The remediation plan continues for six months or until the child laborer reaches sixteen years of age. If child labor is discovered, the child will be immediately removed from the workplace, sent back to their original residence, parents, or guardians, and their education expenses will be compensated. - Child laborers will be given a medical examination to ensure their health has not been affected by the work. The company will fully cover the resulting medical and living expenses if any health issues are found.	No illegal child labor at any operation site
	Forced Labor	- The "Personnel Appointment Regulations" clearly stipulates that the employment of forced, intimidated or involuntary labor is prohibited. - Formulate a supplier code of conduct in accordance with the RBA framework and ensure that all suppliers are committed to complying. - Employee attendance and analysis are summarized on a monthly basis for executives to use as a basis for working hour management. To ensure employees' physical and mental health, we provide real-time warnings of working hours management through the system every day, and the Human Resources Department and department executives jointly formulate countermeasures to ensure the implementation of preventive and remedial measures. - Hold meetings with foreign migrant worker agencies from time to time to ensure that they do not charge unreasonable fees or unlawfully withhold identity documents.	- Implement multi-skilled training to increase the flexibility of personnel utilization to prevent excessive reliance on a single person and cause excessive workload. - Implement a rotating shift system to ensure employees' family life and personal well-being. - Upon investigation, the Company shall immediately stop charging unreasonable fees to migrant workers and compensate them for any excess fees. - If any non-compliance issues are found with a supplier, they are required to make immediate improvements, and their continued cooperation will be evaluated.	- No forced labor complaint has been investigated by the competent authority at any of our operation sites. - In 2024, all GlobalWafers locations conducted self-assessments according to the RBA SAQ questionnaire, and no high-risk situations occurred. The Company's self-assessment score was 87 points, which was determined to be low risk.
	Working Conditions	- Through annual salary surveys, we measure the market salary level and overall economic indicators, adjust employee salaries appropriately, and provide competitive starting salaries. - The Employee Assistance Programs (EAPs) provide employees with free, professional, and highly confidential consultation services in five areas: psychological, management, legal, health, and finance. - Regular health checks are conducted for existing employees. - To ensure the operation of occupational safety and health systems, mechanisms for hazard assessment and tiered management are established, emergency response teams are set up in each plant, and comprehensive occupational safety and health education and training are provided. - EHS organizations and occupational safety and health committees are established by the highest-ranking executive at each plant. - We have formulated the "Regulations for the Employment and Management of Interns from Domestic and Foreign Universities" to provide internship opportunities for college students.	- Ergonomic hazards: Risk surveys are conducted for each department, with gradual engineering/operation improvements carried out annually. - Irregular workload: The working hours are in compliance with laws and regulations, the health and education consultation is arranged based on the physical examination report, overwork and risk assessment and analysis, and the work scheduling and employee adjustment are coordinated with the supervisor. - Through professional employee assistance agencies, we offer support to help employees resolve their life and psychological issues. - Providing health checks that exceed legal requirements, identifying high-risk groups through health checks, and continually tracking and managing them, we also arrange for professional occupational safety physicians to provide on-site services. - In the event of an occupational accident, a formal investigation and counseling process will be launched immediately, and the relevant units will provide comprehensive assistance, such as insurance claims, emergency assistance, working hours adjustment, psychological counseling, etc. - A flexible working hour system is provided to allow employees to choose their commute time based on their individual needs to ensure that employees can take care of their family life needs.	- In 2024, 7,938 people participated in human rights-related education and training, and the cumulative training hours were 11,740. - In 2024, the total no. of people who received EAP consultations was 62 (including the parent company, Sino-American Silicon Products Inc.. To protect user privacy, EAPC does not provide differentiated statistics). - In 2024, GlobalWafers and its Taisil Branch received the Award of Excellence in the Hsinchu Science Park Workplace Gender Equality Promotion Unit Selection. - In 2024, 179 employees, accounting for approximately 10.39% of our workforce in Taiwan, were monitored for irregular workload management. - In 2024, there were a total of 28,374 participants in occupational safety and health-related training sessions.



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Parties	Risk Topic	Mitigation Measures	Remedial Measures	Implementation Results
GlobalWafers Group, and Suppliers	Discrimination and Harassment	- Conduct education and training for all employees on the avoidance of discrimination and harassment every year, and make the supervisors required trainees to avoid coercion, bullying, and workplace violence due to power asymmetry. - Employment opportunities for people with disabilities are guaranteed. - Established the "Sexual Harassment Preventive Measures Complaint and Disciplinary Measures" and posted the statement of prevention of workplace violence in a conspicuous place to demonstrate GlobalWafers' determination to eliminate such sexual abuse from happening. - Due to the aging global population, to ensure the health of middle-aged and elderly employees and their suitability for workload, hazard identification and risk assessment, prevention and improvement measures, and implementation result tracking are carried out to protect the health of middle-aged and elderly employees.	The HR Department will initiate the committee to form a committee to protect the parties concerned, adjust working conditions, hold meetings, adjudicate, further education, and provide the required resources to protect the rights and interests of the parties concerned and prevent recurrence.	- In 2024, we employed 73 individuals with disabilities, representing approximately 1.01% of all employees. - No discriminatory incidents occurred at any of the operating sites - In 2024, we received 2 complaints of harassment. The relevant personnel were interviewed, and immediate corrective actions were required. - In 2024, 328 middle-aged and elderly employees, accounting for 19.05% of our workforce in Taiwan, were monitored for health protection.
	Human Trafficking	Each operating site conducts the RBA SAQ self-assessment every year to assign a risk rating and a rating to the management system and to detect and correct human trafficking in operations in a timely manner.	Identify whether human trafficking is a high-risk item for GlobalWafers through RBA SAQ. If so, management measures and action plans will be immediately formulated to ensure that all production processes are free of human trafficking.	No human trafficking was detected at any of our operation sites
	Freedom of Association	Encourage employees to form clubs and participate in group activities organized by the Company.	- Formulate rules and measures to ensure the rationality of club activities and provide operating subsidies to clubs. - Regularly elect labor and management representatives and hold labor and management meetings. Employees can communicate formally with the Company on working conditions and benefits on the equivalent platform.	In 2024, a total of 3,094 employees joined the labor union, accounting for 43.0% of all employees.
	Equality and Equal Pay for Equal Work	- Established the "Regulations on Salary, Allowances and Bonuses" and prepared job descriptions to determine salaries based on objective conditions rather than subjective determinations. - Supervisors can consult management problems through the Employee Assistance Programs (EAPs) to effectively avoid uneven work and rest and ensure non-discriminatory work.	In addition to defining salary ranges based on job nature to ensure equal pay for equal work, we conduct annual performance evaluations. Salary adjustments are made for employees with superior performance, linking compensation closely with performance. This ensures that salaries are awarded based on objective criteria without differential treatment due to personal characteristics.	GlobalWafers conducts annual assessments of market levels and individual performance for salary adjustments.
	Maternity Care	- The "Maternal Health Protection Management Regulations" are established to identify and track the working conditions of breastfeeding employees to ensure that female employees can work with peace of mind during the breastfeeding period. - Breastfeeding rooms are provided at each plant for employees who need them.	According to the regulations of the competent authority, we adjust the working hours, locations, and contents of work for qualified employees according to their wishes. We also conduct hazard assessments and follow up on the risks caused by not being identified in real time to ensure their health.	In 2024, the number of employees in Taiwan plant who had been identified, classified, and implemented maternity protection measures was 385.

Stakeholder Engagement

GlobalWafers continuously communicates with all its stakeholders through diverse communication channels, including employees, suppliers, customers, communities, and investors. We proactively disclose human rights due diligence information on our official website, in media, sustainability reports, and annual shareholders' meeting reports. This information is provided in both Chinese and English, ensuring that stakeholders from around the world can easily read it. The disclosed information includes our corporate commitments, due diligence processes, policies and actions, and identification and evaluation details. GlobalWafers upholds the core value of integrity and is committed to the authenticity of the information disclosed.

In most of our operation sites, we conduct human rights-related education and training for new employees. In 2024, a total of 7,938 participants received human rights education training, with a total training time of 11,740 hours. Additionally, for current employees, we periodically organize related courses on workplace violence and sexual harassment prevention. For personnel with business relationships with GlobalWafers (such as suppliers), human rights information is made available on our official website, and we provide the "Supplier Code of Conduct" as a standard for implementation.



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5.5 Social Participation

The GlobalWafers Group adheres to the concept of "Caring for the Society and Sustainable Development" to fulfill its corporate social responsibility. It has long taken "giving back to the people" and "caring for the disadvantaged" as its action directions to protect Taiwan with "love and responsibility." The Company continually assesses risks and opportunities in its areas of operation. In Taiwan, this includes Hsinchu, Miaoli, and Yilan, while offshore sites include the United States, Italy, Japan, and others. We are committed to supporting underprivileged rural communities, including economically disadvantaged families, children and youth, and persons with disabilities. Through charitable donations, we aim to improve their living and educational conditions. Additionally, we implement concrete environmental protection initiatives at our operating sites through volunteer service.

Donation Activities	Recipient Organization	Quantity
Youth Development Services	Taoyuan Hsinchu Miaoli Office, World Vision Taiwan	NT\$169,300
Arts Incubation Program for People with Disabilities	Yilan A-Bao Educational Foundation	NT\$130,800
0403 Hualien Earthquake Relief Fund	Hualien County Government	NT\$1,764,100
Renovation of Care Facility for Vegetative Patients	Miaoli Branch, Genesis Social Welfare Foundation	NT\$328,300
Dr.Rednose's Hospital Performance	Red Nose Care Clown Association	NT\$179,000
Mid-Autumn Festival Moon Cake Donation Charity Event in 2024	Shih Guang Educational and Nursing Institute/Hua Guang Intelligent Development Center/Hsiang Yuan Memorial Education and Nursing Institute/ Holy Family for Special Education	NT\$80,000
Donation to Winter Warmth Charity Fair 2024	Hsinchu Fund for Children and Family	NT\$15,000
Public Welfare Performance at the Year-end Banquet	Miaoli Patas Cultural and Arts Association	NT\$10,000
Paul Chiang Art Promotion Program and Operation Preparations for Paul Chiang Art Park	Paul Chiang Arts and Cultural Foundation	NT\$5,000,000
PIDA 2024 STEM Competition	Photonics Industry & Technology Development Association	NT\$50,000
Pioneer Project: SAS X GlobalWafers Dongguang Education Camp	IShare Community Development Association	NT\$520,000
Let's Walk Together: 7,000 Steps a Day for Charity	Hsinchu City Early Intervention Center of the Syin-Lu Social Welfare Foundation	NT\$10,000
Employee Blood Donation Activity	Hsinchu Blood Donation Center	A total of 199 employees participated, collectively donating 82,000 c.c. of blood.
Beach Cleanup Activity	Long Fong Fishing Port, Miaoli County	A total of 119 people were called to participate, and more than 100 kilograms of garbage were removed.



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Youth Development Services

Many disadvantaged and impoverished children and adolescents in society face limited opportunities for community engagement and development due to income inequality, lack of resources in rural areas, and insufficient career planning. Through collaboration with World Vision Taiwan, GlobalWafers supports its youth development service program, assisting 900 children and adolescents from economically disadvantaged families at the Miaobin Center. This initiative helps them develop their potential and interests, build self-confidence and creativity, and broaden their horizons. It also encourages early thinking about career planning. With the active participation and support of our employees, we provide diverse learning opportunities to nurture their talents and unlock their potential, while also offering platforms for them to showcase their abilities and boost their confidence. These efforts create positive change, empowering these children to walk a steadier and more promising path in life.



Arts Incubation Program for People with Disabilities

This time, GlobalWafers partnered with the A-Bao Foundation to jointly sponsor several meaningful programs with the support of both the Company and its employees. First, the Cajon class, held twice a month with 20 participants, allows students to experience the joy of percussion through music while enhancing their hand coordination and sense of rhythm. Second, an art aesthetics program for persons with disabilities provides five classes per month, reaching 52 students across three groups. This course fosters artistic appreciation and encourages interest in creative expression. Lastly, the initiative includes support for a Cajon performance tour, bringing live shows to 10 special education schools across Taiwan, with an expected audience of around 1,000 people. Through artistic expression, persons with disabilities not only engage with society but also find a sense of purpose and value on stage. These art programs nurture the seeds of creativity within individuals with disabilities and help the public discover the broader potential they possess through the lens of art.



Hualien County Government – "0403 Earthquake Relief Donation Account" ~ Delivering Love and Care to Hualien

On April 3, 2024, a magnitude 7.2 earthquake struck off the coast of Hualien, causing significant damage to lives and property. Under the leadership of Chairperson Doris Hsu, GlobalWafers launched a company-wide fundraising campaign to raise funds and extend love and care to the people of Hualien. A total of over NT\$1.76 million was successfully raised and donated to the "Hualien County Major Disaster Relief Donation Account," managed and supervised by the Hualien County Government. This donation will support local residents affected by the earthquake in rebuilding their homes and facilitate community recovery and resilience.





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Facility Renovation and Equipment Upgrade for Long-Term Care

The Miaoli Branch of the Genesis Social Welfare Foundation has served the local community for 24 years, caring for 66 vegetative patients and providing home-based services to 89 bedridden elderly individuals. However, with aging infrastructure and growing demand, the facility urgently needed upgrades. Since its expansion in May 2018, bed capacity has increased from 55 to 87, yet many essential pieces of equipment remained outdated.

To address this, GlobalWafers and its employees launched a charitable fundraising initiative to support facility improvements. The campaign funded critical upgrades, including inverter air conditioners, blood pressure and oxygen monitors, and electric hospital beds, enhancing both patient comfort and safety, while creating a more efficient workspace for healthcare staff.

These contributions not only improve care quality but also reflect our ongoing commitment to social responsibility and human dignity. By upgrading essential infrastructure, we help ensure that every resident receives compassionate, safe, and dignified care.



Bringing Joy to Pediatric Patients through Dr. Red Nose Program

Through the support of the Dr. Red Nose Association, GlobalWafers backed the "Hsinchu Hospital Performance Project" to bring joy to hospitalized and outpatient children. Medical clowns used improvisational performances, music, and interactive games to deliver laughter and healing to young patients. The Group launched a charitable fundraising campaign and partnered with National Taiwan University Hospital Hsin-Chu Branch and Hsinchu Municipal MacKay Children's Hospital, aiming to bring warmth and joy into pediatric clinics and wards. By transform clinical spaces into welcoming environments, the initiative helped about 560 children rediscover the happiness of childhood, providing emotional relief and easing the anxiety of both the children and their families. We believe these acts of care and dedication serve as a powerful source of strength, helping children face their treatments with greater courage.



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Mid-Autumn Festival Moon Cake Donation Charity Event

Each year during the Mid-Autumn Festival, GlobalWafers not only shares festive traditions with employees by offering mooncake gifts but also promotes a meaningful act of giving. Through an internal charity drive, employees may choose to donate the equivalent value of their mooncake gift to support underprivileged communities. GlobalWafers then matches and doubles these donations, amplifying the collective impact.

This initiative reflects our commitment to corporate social responsibility by transforming holiday celebrations into opportunities for social contribution. Through these efforts, we extend care and support to those in need, fostering inclusion and shared warmth within society.



Winter Warmth Charity Carnival Sponsorship

The Hsinchu Family Support Center holds the annual Winter Warmth Charity Carnival to provide fun parent-child experiences for families in need, strengthening family bonds. During the event, individuals and volunteers with outstanding contributions are recognized, and heartfelt thanks are extended to companies for their long-term support of underprivileged children and families. Together with these families, we aim to help them overcome life's challenges.

GlobalWafers has participated in and sponsored the Winter Warmth Charity Carnival for 15 consecutive years, demonstrating our sustained commitment to supporting vulnerable groups in society. Through this partnership, we walk hand in hand with families in need toward a better and brighter future, fulfilling our corporate social responsibility.



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Supporting Indigenous Cultural Preservation at the Year-end Banquet

Every year, the GlobalWafers Group dedicates a stage at its year-end banquet to public welfare organizations, aiming to draw greater attention and support for underprivileged communities. At the 2024 year-end banquet, we specially invited the Miaoli Patas Culture and Art Association to perform a traditional Atayal tribal dance rich in cultural heritage. This performance not only allowed every attendee to experience the unique charm of indigenous culture, but also helped younger generations better understand and appreciate tribal history and traditions. At the same time, it provided a platform for indigenous youth to showcase their talents and access employment opportunities, helping them enhancing social inclusion and empowerment. Through such events, we hope to continue fostering cultural preservation, encouraging more people to recognize, respect, and cherish the rich cultural diversity of this land.



Support Cultural Undertakings - Sponsored the Paul Chiang Art Promotion Projects and the Preparations for the "Paul Chiang Art Park"

Guided by the principle of 'Caring for Society and Sustainable Development,' GlobalWafers actively supports cultural education initiatives to enrich communities and promote inclusive growth. In partnership with the Alliance Cultural Foundation and the Paul Chiang Arts and Cultural Foundation, GlobalWafers has dedicated resources to promote art education in rural areas, fostering the development of arts and culture in the Hualien-Taitung region. In 2023 and 2024, GlobalWafers contributed NT\$5 million each year, for a total of NT\$10 million, to support the Paul Chiang Arts Promotion Program and the planning and construction of the "Paul Chiang Art Center."

Paul Chiang, a renowned Taiwanese artist known for his abstract creations, spent three decades in Paris and New York before settling in Taitung in 2008. Inspired by Taitung's natural beauty, he conceived the "Paul Chiang Art Park" in Jinzun, Taitung City, where art and architecture will harmonize with the local landscape. Located in Jinzun, Taitung, the Paul Chiang Art Park officially opened in March 2025. The park, which harmonizes art, architecture, and the natural environment, is set to become a significant hub for aesthetic education and contemporary art in Taiwan.

GlobalWafers' sponsorship supports both infrastructure and programming for the Paul Chiang park, including exhibitions and cultural exchange events hosted by the foundation. These efforts aim to attract domestic and international artists and visitors to better understand the cultural and ecological richness of Taitung, bringing art into daily life and contributing to sustainable cultural and economic value for the region. In 2024, GlobalWafers further extended its commitment by introducing art into the workplace, installing permanent art exhibitions in office areas to allow employees and visitors to engage with art in their daily routines, fostering a workplace infused with creativity and aesthetic inspiration.



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Promoting STEM Education – Sponsorship of PIDA 2024 STEM Competition

GlobalWafers actively supports the development of science and technology education and, for the third consecutive year, sponsored the PIDA Siyuan STEM Competition, organized by the Photonics Industry & Technology Development Association (PIDA), demonstrating its commitment to cultivating the next generation of technology talent. The 2024 competition, themed "Blue Planet, My Home," encouraged students to care for the Earth's ecology and use creativity and technology to speak up for the planet. In 2024, nearly 50 teams participated, including 8 teams from Southeast Asia (5 from Vietnam and 3 from Malaysia). Participants were high school students who combined knowledge of physics, chemistry, and electronic control to design science challenge projects using elements such as sound, light, heat, and electricity. The hands-on competition fostered teamwork, creative thinking, and problem-solving skills. GlobalWafers firmly believes that education and innovation are key drivers of technological advancement. By sponsoring this competition, the Company aims to inspire the younger generation to explore boldly, innovate bravely, and spark their interest in the semiconductor and photonics industries.



Pioneer Program: SAS x GlobalWafers Dongguang Science Education Camp

GlobalWafers, together with its parent company Sino-American Silicon Products Inc. (SAS), IC Broadcasting, Cherish Community Development Association, and Hsuan Chuang University, co-organized the "Pioneer Program" Summer Science Camp, bringing an innovative educational experience to students in rural areas. The program aims to bridge the urban-rural education gap by introducing the latest technological experiences and rich humanities education to inspire students' limitless potential.

Through a two-day, one-night camp, the "Pioneer Project" fosters the holistic development of rural schoolchildren, combining technology with current social trends to broaden learning horizons and ignite curiosity for future exploration.

The core of the program combines knowledge transfer with hands-on practice, transforming science and the humanities into engaging and dynamic lessons that allow children to learn and grow with joy. Hsuan Chuang University contributed high-quality faculty and facilities, guiding children in AI comic creation, AR/VR experiences, and hands-on science projects, launching them into an exciting journey of technological discovery.



Employees Blood Donation Event

GlobalWafers actively responds to public welfare by organizing regular employee blood donation drives at its Taiwan facilities each year. In 2024, the campaign drew 199 enthusiastic participants and resulted in a total donation of 82,000 c.c. of blood, contributing to society in a meaningful way. The Company encourages employees to engage in charitable activities, spreading love and care through concrete actions, with the aim of supporting the medical need for blood. This event not only demonstrated employees' compassion and team spirit, but also strengthened the bond between the Company and society. Moving forward, GlobalWafers will continue promoting public welfare initiatives, fostering a virtuous cycle of kindness, and bringing greater warmth and hope to the community.





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GWC Earth Friendly You and Me Beach Cleanup Activity

GlobalWafers upholds the principles of environmental conservation and social responsibility by adopting and maintaining the coastline of Longfeng Fishing Harbor, while actively promoting environmental protection initiatives. In 2024, we organized a coastal cleanup event, encouraging employees and their families and friends to take part in person. The initiative aimed to raise awareness of marine conservation and environmental sustainability, while jointly promoting plastic and waste reduction as part of our commitment to corporate social responsibility. Despite the high temperatures and rugged terrain, we saw smiles on every participant's face. The act of picking up litter became a source of satisfaction and a sense of accomplishment. At the end of the event, we left more than footprints behind. We gained a deeper sense of connection to the environment and reaffirmed our commitment to protecting it.



Offshore Sites – Employee Blood Donation Event

In 2024, GlobalWafers' offshore sites in Japan, Korea, and the United States also actively organized employee blood donation events. These initiatives not only encouraged employee participation in public welfare but also supported the enhancement of medical resources through tangible actions to help patients in need. These efforts demonstrate GlobalWafers' commitment to social responsibility and further expand the Company's positive influence on a global scale, embodying the core corporate value of caring for society.



Japan Site – Environmental Maintenance Activities

GlobalWafers Japan Co., Ltd. participates twice a year in the local town government's cleaning program, working together with the community to work alongside others in cleaning public roads and streets surrounding the company. Through these activities, the Company contributes to improving the community environment while also enhancing employees' environmental awareness and team spirit. Environmental protection is a shared responsibility. We take pride in contributing to community cleanliness and the sustainable development of the environment, and we will continue to promote related initiatives in the future to help create a better living environment.





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Korea Site – Volunteer Activities

MEMC Korea Company held its second annual "kimchi-making" volunteer activity at the Iksunwon Social Welfare Facility. This year, 18 newly hired employees participated with great enthusiasm, further strengthening the Company's connection with the local community and demonstrating its commitment to public welfare. The scope of this year's volunteer initiative extended beyond kimchi-making, as participants also conducted a thorough cleaning of the welfare center, both inside and out, with the aim of creating a cleaner and more comfortable environment for the children residing there to joyfully welcome the holiday season. In addition, the Company donated daily necessities such as laundry detergent and baby wipes, offering tangible support to underprivileged families in the area and spreading care and warmth through meaningful action.



United States Sites – Charitable Donation Initiatives

Employees at GlobiTech Incorporated, MEMC LLC, and GlobalWafers America, LLC actively participate in community engagement initiatives, donating food, diapers, and clothing. In collaboration with local public agencies, they provide volunteer services to support low-income families. During weekly programs and Thanksgiving events, employees assist with distributing food to underprivileged families, ensuring these supplies reach those in need during the holiday season. Employees also donate coats and used clothing to local "community closets," extending the value of these resources.



China Site – Charitable Donation Initiatives

Kunshan Sino Silicon Technology Co., Ltd. continues to extend care to the Kunshan Social Welfare Institute during the spring and autumn seasons. The Company donates clothing and food to children without guardians, bringing warmth and compassion to their lives.



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Italy Site – Charitable Donation Initiatives

MEMC Electronic Materials S.p.A. actively organized a variety of charitable activities, including non-competitive running events and football tournaments, with all registration fees donated to charities supporting the homeless. The Company also contributed to associations for anti-violence against women, cancer treatment institutions, autism support groups, and programs that promote mobility for the elderly. In addition, donations were made to local hospitals for the procurement of ultrasound equipment to strengthen diagnostic capabilities.

Efforts extended to environmental and social causes as well, with the donation of 60 trees. The site also promoted gender equality awareness programs through support for sports associations and distributed carnival cakes to employees, with part of the costs directed to charitable purposes. In total, the Italy site contributed €62,240 in charitable donations in 2024, consistently giving back to society through concrete actions.



Malaysia Site – Emergency Relief Donations

MEMC Electronic Materials Sdn. Bhd. demonstrated humanitarian care in response to regional flooding by providing emergency financial assistance to employees affected by the disaster. This initiative reflects the Company's deep commitment to employee wellbeing and reinforces GlobalWafers' dedication to fulfilling its social responsibilities across global operations. Through collective internal support, the Company helps employees overcome unexpected hardships together.





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Sustainability Goals

Key Performance Indicator	United Nations Sustainable Development Goals (SDGs)	2024 Goals	2024 Status and Achievements	Short-Term Goals (2025)	Mid-Term Goals (2026–2031)	Long-Term Goals (2031 and beyond)
Occupational health and safety (including issues like occupational safety and hygiene, occupational health)		0 major work-related accident	Not Achieved ^{Note}	0 major work-related accident	0 major work-related accident	0 major work-related accident
	3 GOOD HEALTH AND WELL-BEING	Hold first-aid or disaster prevention drills at least once every six months.	Achieved	Hold first-aid or disaster prevention drills at least once every six months.	Hold first-aid or disaster prevention drills at least once every six months.	Hold first-aid or disaster prevention drills at least once every six months.
	4 QUALITY EDUCATION	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)	Achieved	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)	New employees should complete 100% of education and training within 30 days of arrival (including ESH, RBA, integrity/ethics, bullying and sexual harassment prevention)
	8 DECENT WORK AND ECONOMIC GROWTH	On average, each employee receives at least 10 hours of occupational safety and health-related training.	Achieved	On average, each employee receives at least 10 hours of occupational safety and health-related training.	On average, each employee receives at least 10 hours of occupational safety and health-related training.	On average, each employee receives at least 10 hours of occupational safety and health-related training.
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Health/safety-related promotions are published in the corporate newsletter (CONNECTION) quarterly.	Achieved	Health/safety/human rights, and DEI-related promotions are published in the corporate newsletter (CONNECTION) quarterly.	Health/safety/human rights, and DEI-related promotions are published in the corporate newsletter (CONNECTION) quarterly.	Health/safety/human rights, and DEI-related promotions are published in the corporate newsletter (CONNECTION) quarterly.

Note: In January, a chemical exposure incident occurred in Malaysia. The employee was hospitalized and took a three-week leave, and has fully recovered.



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6.1 Safe Environment

GlobalWafers fully recognizes that a safe and healthy working environment is not only a corporate responsibility, but also a cornerstone of sustainable development. Accordingly, we have established an occupational health and safety management system in line with the ISO 45001 international standard, embedding health and safety into our daily operations. We believe that workplace safety goes beyond implementing policies and regulations. It requires the joint participation and continuous commitment of all employees and management. Through proactive communication, training, and risk management, we strive to create a safer and healthier work environment where every employee can confidently apply their expertise, working together with the Company toward sustainable growth.

The occupational health and safety management system covers the Company's major operational sites ^{Note}. From in-plant employees to contractors, we are committed to providing a healthy and safe working environment for everyone. To ensure the effective operation of our system, we emphasize the following key areas:

1. Safety Management with Full Participation

We believe that safety is a shared responsibility. Whether management, employees, or partners, everyone plays a part in ensuring workplace safety. Through regular meetings, feedback platforms, and hands-on engagement, we encourage all individuals to share their observations of the work environment and propose improvement measures. We believe that only with open communication and active dialogue can health and safety become an integral part of our workplace culture.

2. Systematic Implementation and Support

A dedicated internal team is responsible for implementing and tracking the progress of safety management measures, while senior management regularly reviews and provides the necessary support. Our goal is not only to comply with regulations, but also to proactively address potential risks through preventive measures.

3. Transparent and Open Communication

We communicate our occupational health and safety policies to all employees through internal information platforms and disclose key policy content on our corporate website and relevant external documents, allowing external stakeholders to understand our commitment.

GlobalWafers continues to strengthen the concept of health and safety across all worksites. Our aim is not only to reduce accidents and risks, but also to foster active participation, so that workplace safety and health are no longer just company goals, but shared outcomes we create together.

Note: GlobalWafers' occupational health and safety management system certification covers 87.5% of its global production sites, including 90.12% of employees (6,487 out of a total of 7,198) and 90.44% of non-employees (435 out of a total of 481).



ISO 45001
Certification



Occupational
Health and Safety
Policy

6.1.1 Occupational Health and Safety Organization

Executive Management

Role: Responsible for approving occupational health and safety policies, allocating resources, and overseeing the overall operation of the management system.

Key Responsibilities:

- Regularly review the implementation progress of the occupational health and safety management system, make decisions on major health and safety issues, and provide strategic guidance.
- Allocate sufficient resources to support on-site safety improvement actions and ensure effective implementation of occupational health and safety policies.
- Review and evaluate the achievement of health and safety targets at each site to ensure continuous improvement.

Communication Mechanism: Progress reports on occupational health and safety management are received through the Safety Committee, Management Review Committee, or other ad hoc meetings, enabling resource allocation or decision-making on improvement actions.

Occupational Health and Safety Committee

Role: Serves as the coordination and communication hub for policy implementation. Responsible for tracking execution outcomes and proposing improvement measures. Members include labor representatives, supervisors at all levels, and occupational health and safety personnel, ensuring that diverse perspectives are incorporated into decision-making.

Key Responsibilities:

- Convene quarterly meetings to review the effectiveness of occupational health and safety policy implementation and propose concrete improvements based on on-site inspections and frontline feedback.
- Develop the annual occupational health and safety plan to ensure effective tracking and phased implementation of improvement actions.
- Review findings from safety inspections across sites and evaluate the effectiveness of corresponding response measures, proposing corrective actions as needed.
- Report regularly to senior management on implementation results and submit future management plans and recommendations.

Communication Mechanism: Through quarterly meetings, communicate safety management progress with all departments and gather feedback from frontline personnel to ensure that on-site needs are promptly reflected in decision-making.

Occupational Health and Safety Personnel and On-site Support

Role: Responsible for conducting on-site safety inspections and responding promptly to issues. Together with frontline personnel and local safety committees, they form a multi-tiered support system dedicated to maintaining workplace health and safety.

Key Responsibilities:

- Follow safety operating procedures, implement on-site safety measures, and promptly report and assist in addressing abnormalities when identified.
- Conduct routine inspections to assess equipment safety and operational compliance, ensuring the work environment meets required standards.
- Act as the first-line executors of occupational health and safety tasks, helping to identify potential risks within the plant and implementing appropriate measures to eliminate or mitigate them.

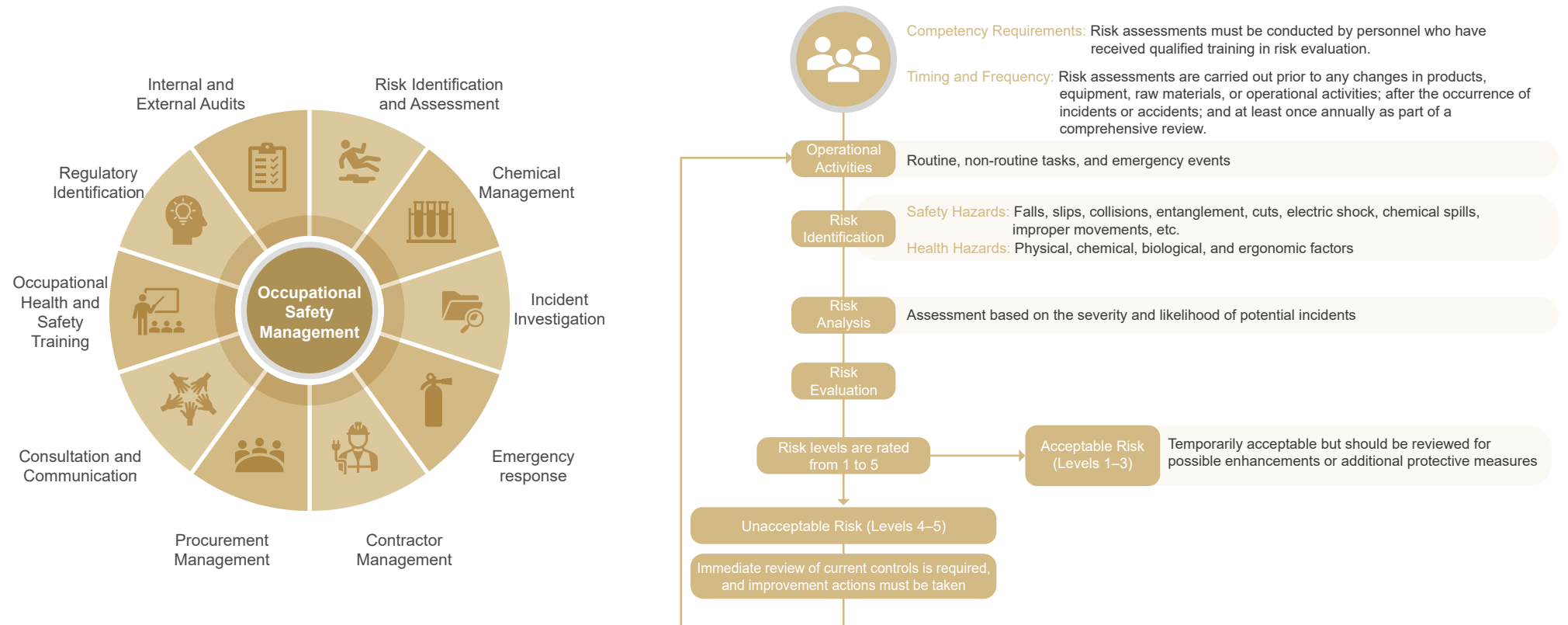
Communication Mechanism: Through quarterly Safety Committee meetings and monthly local safety meetings, communicate key occupational health and safety priorities and provide recommendations for addressing on-site risks, ensuring timely and effective resolution of issues encountered during implementation.

6.1.2 Occupational Safety Management

Risk Identification and Assessment

GlobalWafers conducts hazard identification and risk assessment for both routine and non-routine operations within its facilities. In addition to adopting the ISO 45001 risk assessment methodology, the Company also implements other risk assessment mechanisms or tools based on local regulatory requirements or site-specific engineering controls. The primary risk assessment models include Job Safety Analysis (JSA) and Failure Modes and Effects Analysis (FMEA). All identification and assessments are carried out by properly trained personnel for their respective operations and activities, with results reviewed annually. The Company also encourages employees to proactively report occupational hazards or potential risks in their work environment. Multiple reporting channels are available (e.g. supervisor meetings, internal reporting systems, and safety committee meetings), allowing employees to raise safety concerns in a timely manner. All reported issues are evaluated and addressed by the relevant units, and no employee is subject to disciplinary action for reporting occupational safety concerns. This open communication environment is intended to promote active employee participation in safety management.

In addition to risk identification and control measures, the Company also conducts regular workplace environmental monitoring for chemical and physical hazards. Chemical substances with potential health risks (such as hydrofluoric acid, sulfuric acid, and dust) and physical hazard factors (such as noise) are monitored in accordance with regulatory schedules. Based on the nature of operations, employees are also arranged to undergo special health examinations. The results of these examinations serve as the basis for health risk classification and management, and employees are provided with appropriate health guidance and education to strengthen overall health risk management.



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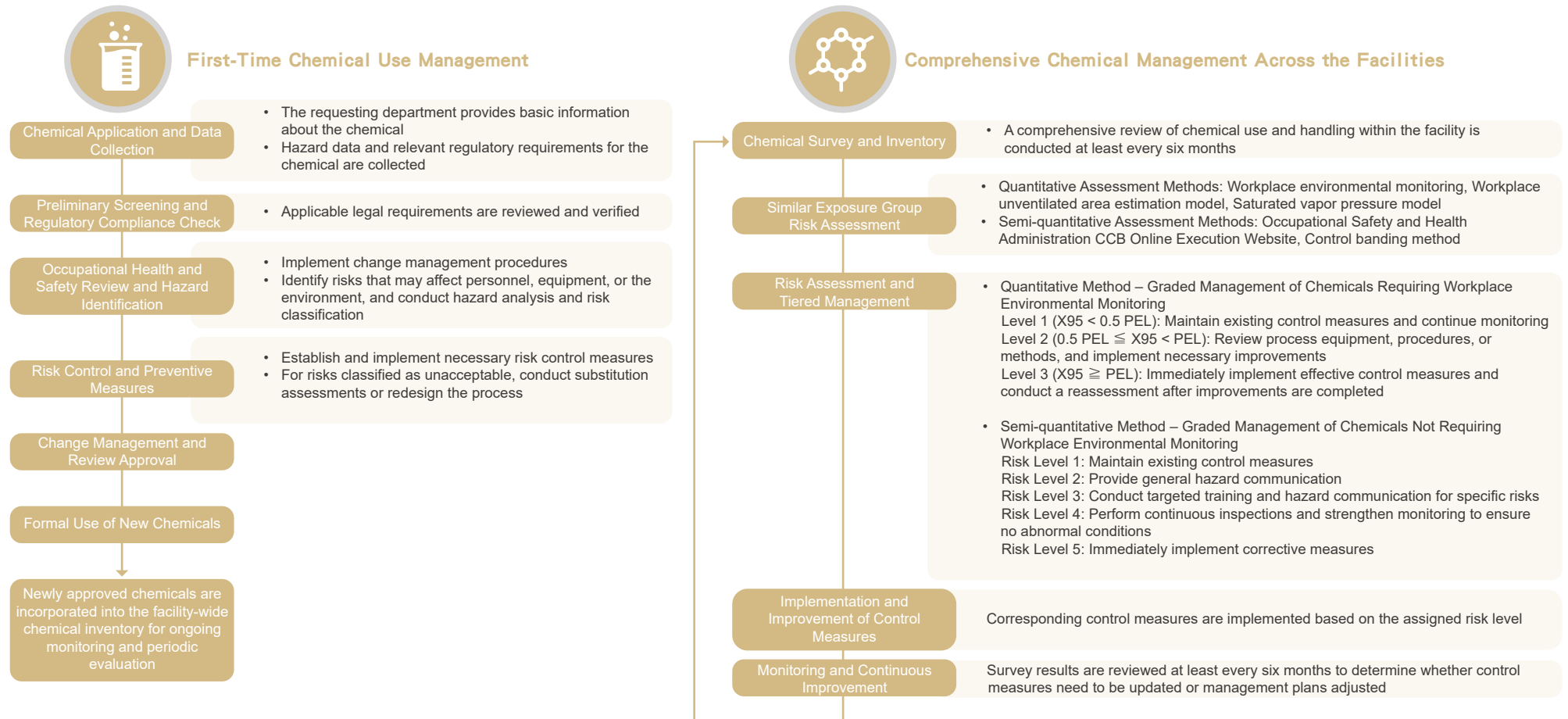
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Chemical Management

- All chemicals intended for first-time use in the facility must undergo an occupational health and safety review and change management process to ensure that potential hazards have been fully identified and controlled within acceptable risk levels before formal use is permitted.
- In accordance with current regulations, the Company continuously evaluates chemical operation risks in the facilities. A database and dedicated safety data sheet section have been established to monitor high-risk operations and plan risk mitigation measures to safeguard workers' health and safety. The occupational health and safety unit uses supplier-provided safety data sheet (SDS) information along with a chemical classification and management tool the Chemical Control Banding (CCB) to assess risks and control measures, and reports to the competent authority periodically as required by law. All chemical-handling equipment is equipped with local exhaust ventilation. GHS labels in both Chinese and English are affixed to machines, and SDS copies are available in the work areas to ensure that employees are well informed about chemical storage, hazards, and preventive measures.





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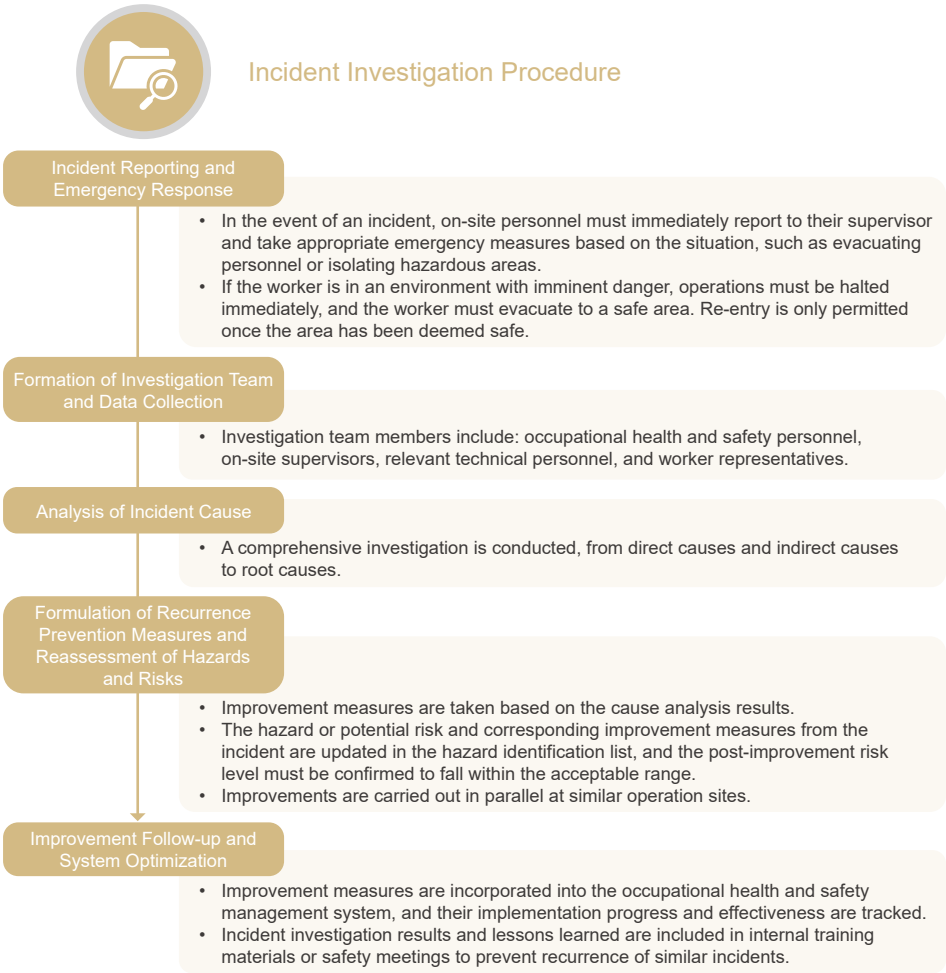
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Incident Investigation

To protect worker safety and prevent recurrence of similar incidents, GlobalWafers has established an incident reporting and investigation procedure, along with a nonconformity corrective action management procedure. All incidents, regardless of severity, must be investigated. Investigation teams include relevant management, supervisors, operators, and worker representatives, all of whom must be qualified through incident investigation training. The investigation must identify root causes and include a reassessment and adjustment of the relevant hazard risk evaluations. Remedial and corrective measures must effectively eliminate the causes of the incident and prevent recurrence, and all corrective actions are to be followed up and verified by occupational health and safety personnel.

If any immediate danger at workplace is discovered, the worker can stop the operation and retreat to a safe location on his/her own without endangering the safety of other workers, and immediately notify the on-site supervisor without receiving any unfavorable punishment from the Company.



Emergency Response

The purpose of emergency response management is to ensure timely handling of in-plant emergencies and prevent escalation of incidents. To enable correct and effective response strategies during emergency or abnormal situations, we aim to minimize potential harm to personnel, property loss, and environmental impact caused by accidents. We plan and conduct emergency response drills based on different types of hazards and scenarios. Each year, we carry out emergency response team training and emergency evacuation drills to strengthen in-plant disaster response capabilities and enhance employees' familiarity with their working environment and evacuation routes. In 2024, emergency response training included drills and exercises such as emergency equipment operation, handling of toxic substances and chemical spills, CPR, Heimlich maneuver first aid training, firefighting, and emergency evacuation.

Emergency Response Team (ERT) Training and Drills at Taiwan Sites

Item	ERT Emergency Response Training	Q1 ERT Emergency Response Training	Q2 ERT Emergency Response Training	Q3 ERT Emergency Response Training
Number of Participants (Taiwan Sites)	62	42	45	38
Item	Q4 ERT Emergency Response Training	In-Plant Firefighting Team Training	Portable Fire Extinguisher Operation Training	Emergency Evacuation Drill
Number of Participants (Taiwan Sites)	38	52	394	876





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Contractor Management

To prevent risks of injury or equipment damage arising from contractors performing work within Company premises, GlobalWafers has established contractor management procedures. Construction activities are categorized into general operations and special hazardous operations (e.g. hot work, confined space work, lifting operations, and work at heights), with corresponding control measures applied to construction applications and risk management. During construction, contractors are required to assign on-site supervisors to oversee operations. In addition, the project manager must carry out on-site supervisory duties, and occupational health and safety personnel conduct unscheduled inspections to ensure all activities comply with safety, health, and environmental regulations, thereby enhancing the safety management of contractor operations within the facility. The Company has implemented a digital contractor operations management system that covers work applications, hazard communication, and performance evaluations. This system strengthens both safety and quality control in contracted work.

Procurement Management

- The Company incorporates occupational health and safety requirements into its procurement management procedures, applicable to items such as engineering work, chemicals, equipment, and personal protective equipment. During the requisition process, occupational health and safety personnel are required to co-sign to confirm that the procurement items comply with regulatory standards and to assess whether change management is necessary, in order to reduce potential safety and health risks.
- Supplier and Contractor Management
 - ✓ Raw Material Suppliers: An environmental and occupational health and safety evaluation is conducted annually. Assessment items include pollution prevention, safety management systems (e.g. hazard monitoring, emergency response drills, and occupational incident investigations). Only suppliers who pass the evaluation may be included in the approved supplier list.
 - ✓ Contractor Site Entry Management: Contractor personnel must complete occupational health and safety training and provide proof of insurance (special operations are handled in accordance with regulations) before commencing work.
- The Company seeks to leverage its organizational and business relationships to encourage suppliers and contractors to strengthen their safety and health practices and risk awareness. In the event of unexpected incidents, appropriate protection is also expected to be provided. This approach extends safety management to the supply chain and partners, further reducing occupational health and safety risks during operational processes.



Contractor Management

Before Entering the Site: Hazard Communication and Coordination Meeting

- Before entering the facility, contractors must receive a hazard communication briefing to understand potential risks in the work environment and applicable safety requirements.
- A coordination meeting is convened by the construction unit to establish safety cooperation measures during the work process.

After Entering the Site: Pre-Work Hazard Communication and Toolbox Meeting

- Each day before work begins, the on-site supervisor conducts a hazard communication session and requires contractor personnel to confirm in writing by signing a paper form.
- Contractor personnel and the on-site supervisor hold a toolbox meeting to coordinate the day's work activities and related safety precautions.

During and After Work: Safety Inspections and Patrols

- During and after operations, the on-site supervisor conducts safety checks to ensure work is carried out in compliance with regulations.
- Occupational health and safety personnel perform unscheduled site inspections and require immediate corrective actions if any violations are found.

After Completion: Construction Quality and Safety Evaluation

- Upon completion of the work, the requesting unit, Occupational Health and Safety team, and the Procurement Department jointly conduct a contractor performance evaluation covering construction quality, safety management, and level of cooperation.
- Evaluation results serve as criteria for future collaboration; contractors who fail to meet the standard will not be selected for future work.



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Consultation and Communication with Workers

- The Company provides multiple communication channels and mechanisms for consultation and participation, allowing us to listen to the needs and expectations of employees and stakeholders. Internally, regular labor-management meetings (including labor representatives) and occupational health and safety committee meetings (including worker representatives) serve as platforms for workers to raise safety and health issues and discuss potential improvements.
- Moreover, we also actively communicate with other workers who are not employees to establish contractor partnerships as well as operation management methods, and implement our commitment to health and safety. In addition to requiring the contractor to comply with the safety and health management laws and regulations, the contractor must also meet the Company's qualifications for construction personnel, equipment and materials, and safety protection before signing a contract with the Company. The Company shall inform the contractors of any working environment, project hazard risks, or relevant safety and health regulations before they enter the Company; and require them to participate in safety meetings convened by the safety and health management personnel.

Occupational Health and Safety Training

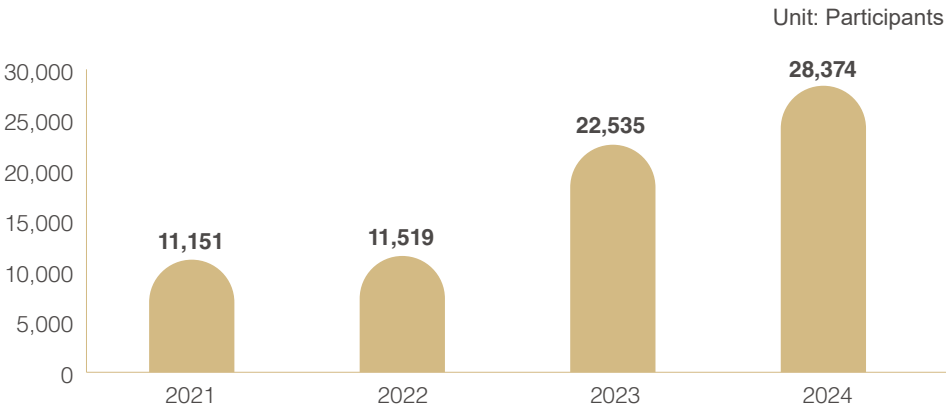
GlobalWafers has listed occupational safety training as a mandatory course for employees to enter and in-service. The training covers hazard substance identification, emergency escape drills, personal protective equipment wearing, fire training operation, mechanical protection, human-factor musculoskeletal injury prevention, and AED & CPR first aid training. Through the training and education, the Company ensures that employees have the environmental safety and health awareness from the start of their career, and reduces or eliminates the risk of occupational hazards.

Employees performing special operations, such as operating forklifts, aerial work platforms, or engaging in crane and lifting activities, must undergo professional training, obtain relevant certifications, and wear appropriate personal protective equipment before performing such tasks. The Company applies the same safety standards and requirements to contractors to ensure a safe and secure working environment across all operations.

GlobalWafers actively promotes firefighting drills, emergency response training, AED & CPR first aid training, and various occupational health and safety training sessions. Training for certified occupational safety personnel is conducted in accordance with applicable regulations. All training programs are integrated into the Company's training system for centralized management and regular tracking, ensuring that employees continually update and enhance their safety knowledge and skills.

In 2024, a total of 28,374 training attendances were recorded, representing a significant increase from the previous year and demonstrating GlobalWafers' strong commitment to safety education and training. This reflects the Company's ongoing efforts to strengthen workplace safety awareness and skill development. Through a comprehensive training mechanism, we ensure employees are equipped with sufficient safety knowledge and emergency response capabilities, thereby reducing the risk of occupational accidents and fostering a strong overall safety culture.

Number of Safety and Health Training Participants



Note: 2021-2022 scope of statistics - GlobalWafers Headquarters, GlobalWafers Zhunan Plant, and Taisil Branch
2023-2024 scope of statistics - GlobalWafers Headquarters & Zhunan Plant, Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology Co., Ltd., MEMC Electronic Materials S.p.A., MEMC Korea Company, MEMC LLC, MEMC Japan Ltd., GlobiTech Incorporated, MEMC Electronic Materials Sdn. Bhd., and Topsil GlobalWafers A/S

Regulatory Identification

- The Company utilizes a cloud-based regulatory identification platform that provides automated legal updates and compliance assessment functions. This assists responsible departments in staying informed of the latest regulatory developments, while determining applicability and compliance status. Regulatory changes relevant to business operations are reviewed monthly, and a comprehensive review of applicable regulations across all sites is conducted annually to ensure that management practices remain aligned with the most current standards.
- The results of regulatory identification are reported or discussed during Occupational Health and Safety Committee meetings and Management Review Meetings. Through this mechanism, the Company continuously monitors the impact of regulatory changes on operations and adjusts related measures as needed.

Internal and External Audits

- Each year, the Company conducts internal audits to review the implementation of occupational health and safety principles and standards. Based on audit findings, corrective and improvement measures are implemented to support the continuous optimization of the management system.
- The Company also commissions third-party verification bodies annually to audit the management system and assess its ongoing effectiveness. Audit findings are used to adjust operational direction and strengthen management measures, thereby enhancing the overall effectiveness of occupational health and safety management.

6.1.3 Safety Culture

Building a Safety Culture Begins with Daily Practice

At GlobalWafers, safety is not just a directive. It is an integral part of our corporate culture. We believe that safety requires the participation of all. Every employee is a guardian of workplace safety, and only by internalizing safety awareness and actively looking out for both their own safety and that of their colleagues can we create a zero-incident work environment. To this end, GlobalWafers has designated every September as "Occupational Safety Month" since 2022. Through a variety of activities, the Company aims to strengthen employees' attention to safety. In 2024, the Occupational Safety Month theme was "Fire Prevention Self-Assessment and Risk Prevention Measures Mechanism." Each GlobalWafers site organized and promoted themed activities to raise safety awareness and reinforce workplace safety management:

- **Safety Survey:** Conducted site safety surveys and promoted improvement proposals to enhance employees' safety awareness, spark improvement ideas, and strengthen risk identification and emergency response capabilities through interactive participation.
- **Thematic Seminars:** External experts were invited to conduct emergency response drills and fire safety seminars tailored to the characteristics of in-plant operations. These activities strengthened employees' response capabilities, ensuring prompt action during unexpected incidents, reducing accident risks, and protecting both personnel and facility safety.
- **Occupational Safety Experience Camp:** Employees participated in checkpoint-style activities and engaging safety-themed promotional materials. Through teamwork and joint problem-solving, participants completed various tasks, gaining a better understanding of the seriousness of occupational safety, establishing correct protection concepts, and reinforcing workplace health and safety awareness.

ESG Focus Case

Establishing a Fire Alarm Verification and Reporting Mechanism to Strengthen Safety Awareness and Emergency Response at Manufacturing Sites

In 2024, the Taisil Branch established a fire alarm verification and reporting mechanism for its manufacturing areas. Fire alarm scenarios were categorized into five types (e.g., false alarms, controllable situations), and quarterly scenario-based drills were conducted to train employees and security personnel on how to obtain accurate fire incident information in a short period of time. This initiative enhanced the emergency response capabilities and awareness of both on-site personnel and the security control room during fire incidents.

Under this mechanism, employees are required to complete verification and reporting within five minutes of an alarm. The security control room will then make a facility-wide announcement based on the level of on-site support needed. If the alarm is confirmed to be false or has already been cleared, a separate reassurance announcement will be broadcast. In 2024, a false alarm fire incident occurred at the Taisil Branch. Both fire alarm verification and reporting were completed within 5 minutes, achieving a 100% completion rate.



- Establishment of a fire alarm verification and reporting system.
- On-site personnel obtain fire alarm information in parallel and in real time.

On-site Fire Alarm Verification and Reporting System

Security Personnel Training

Drill Snapshots



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6.1.4 Occupational Injuries and Incident Statistics

Disabling Injuries

Pursuant to the Occupational Safety and Health Act, the Company has established the "Occupational Disaster Prevention Plan" and "Injury, Disease, Incident Reporting Procedure" to serve as guidelines for incident investigation and handling. We have also established preventive and improvement measures to manage, track, and report occupational injuries and diseases to ensure the safety of employees.

The department head as well as the safety and health personnel shall conduct accident investigation and analysis when an accident occurs, and the accident unit shall be responsible for tracking and handling the accident until the case is closed. The safety and health management unit shall report occupational disaster statistics to the Occupational Safety Department of the Ministry of Labor every month.

We have regularly implemented occupational safety and health education and training for employees and contractors to effectively prevent occupational disasters; and conducted work environment inspections and internal/external audits in order to review the Company's environmental, safety, and sanitary operations. The goal is to ensure environmental safety for workers and achieve the zero accident target.

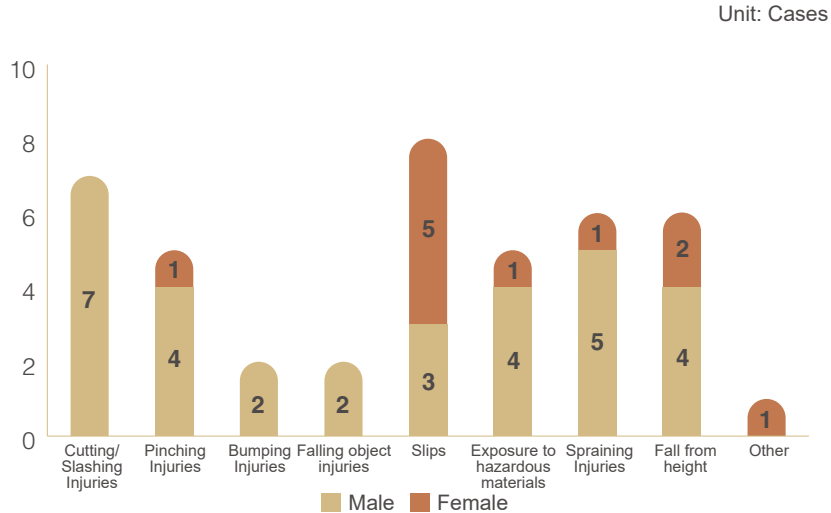
Our occupational hazard statistics analysis data are generated based on disability injuries statistics indicator published by the Ministry of Labor and GRI. One million work hours being the base line, our statistics are mainly based on the Disabling Frequency Rate, (FR), Disabling Severity Rate (SR), Occupational Disease Rate (ODR) and Absence Rate (AR) (with disabling injury statistics excluding traffic accidents outside factories).

In 2024, a total of 7 disabling workplace injuries occurred in Taiwan, while 35 disabling workplace injuries occurred in overseas locations. Among these incidents, fall-related injuries accounted for 19.05% of all cases, and cut injuries accounted for 16.67%, making them the two most common types of injuries. The global disabling injury frequency rate was 2.95, broken down as 2.83 for male employees and 3.36 for female employees. Among them, the disabling injury severity rate was 67, with 37 for male employees and 168 for female employees. Notably, no occupational diseases were reported in 2024. Regarding occupational injury statistics over the past four years, the disabling injury frequency rate in 2024 increased compared to the previous year, primarily due to an increase of 15 workplace injury cases. Following a comprehensive review and corrective actions in response to the occupational injuries that occurred in 2022, the disabling injury severity rate has shown a significant decline. GlobalWafers will continue to strengthen its occupational safety management by conducting in-depth analysis of contributing factors and further optimizing safety improvement measures to ensure that all protective mechanisms are effectively implemented. These efforts aim to reduce future occupational injury risks and safeguard employee safety in the workplace.

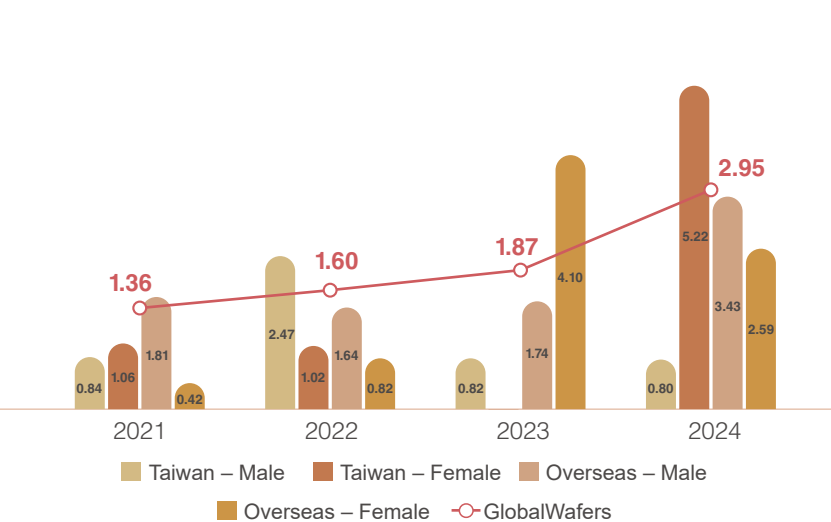
In addition, the Company's non-employee workforce primarily comprises contractors engaged in engineering and maintenance services, as well as other service providers with contractual relationships, such as security personnel, cleaning staff, and catering teams. In 2024, no occupational injuries occurred among non-employee workers at any of the Company's domestic or overseas sites.

GlobalWafers actively manages employee absenteeism by promoting workplace health initiatives aimed at creating a safe and reassuring work environment, while striving to prevent accidents and maintain occupational safety. The Company is committed to reducing absenteeism caused by injury or illness and will continue to enhance employee awareness of health maintenance and injury prevention. In addition to implementing health management measures, GlobalWafers also focuses on fostering a supportive and inclusive workplace atmosphere that promotes both physical and mental well-being. The Company continues to monitor absenteeism related to health conditions to ensure that every employee can thrive in a safe and healthy environment.

2024 Workplace Injury Statistics



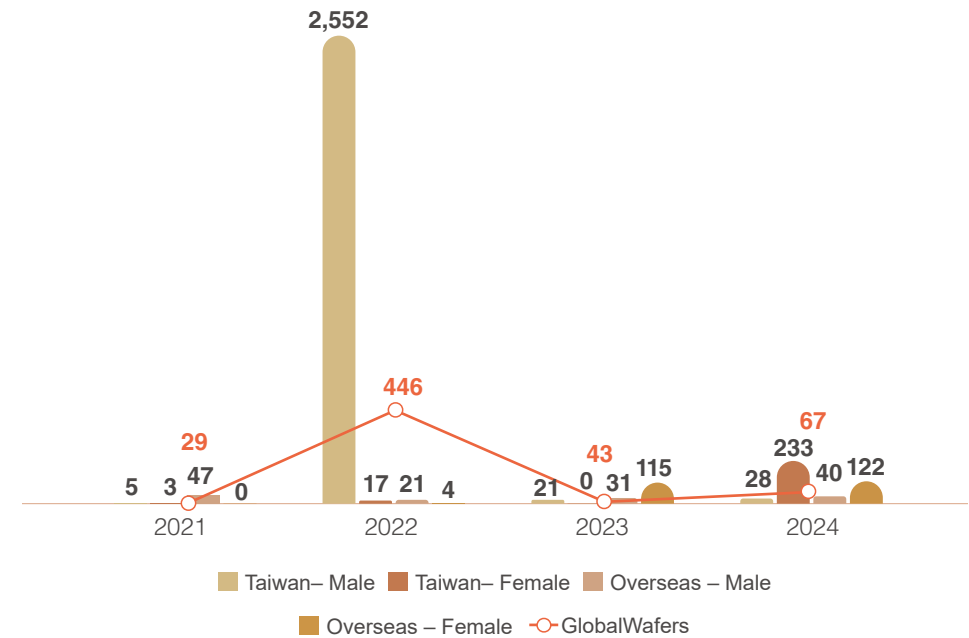
Disabling Frequency Rate (FR)



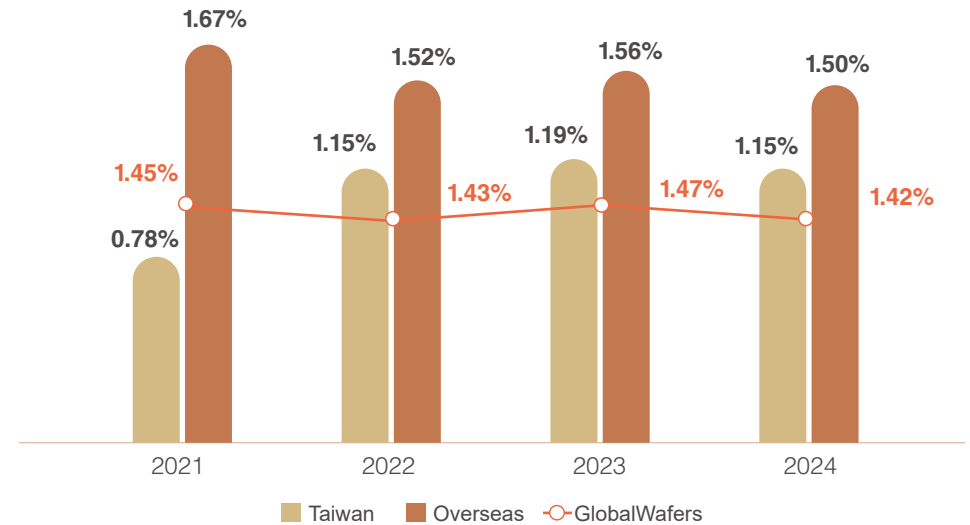


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Disabling Severity Rate (SR)



Absence Rate (AR)



Note:

1. Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc., Sunrise PV Electric Power Five Co. Ltd., Sunrise PV Four Co. Ltd.

2. Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Topsil GlobalWafers A/S, MEMC Electronic Materials France SarL, GlobalWafers B.V., GlobalWafers Singapore Pte. Ltd., GlobalWafers America, LLC

3. Disabling Frequency Rate (FR) = total number of disabled employees × 1,000,000 / Total work hours

4. Disabling Severity Rate (SR) = Total number of work days lost to injuries × 1,000,000 / Total work hours

5. Total work hours: Mandatory work days in respective factories × mandatory work hours × total number of employees for that factory

6. Absence Rate Coverage Disclosure Sites: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc., Sunrise PV Electric Power Five Co. Ltd., Sunrise PV Four Co. Ltd., GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Topsil GlobalWafers A/S, MEMC Electronic Materials France SarL, GlobalWafers B.V., GlobalWafers Singapore Pte. Ltd., GlobalWafers America, LLC



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2021–2024 Major Occupational Disaster Statistics

Occupational Disaster Statistics	2021		2022		2023				2024			
	Taiwan		Taiwan		Taiwan		Overseas		Taiwan		Overseas	
	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees
No. of people	1,674	88	1,711	110	1,701	133	5,604	714	1,722	118	5,476	363
Work hours	3,321,216	265,810	3,408,312	320,011	3,372,672	377,512	11,044,612	1,414,180	3,457,776	334,615	10,770,902	709,084
No. of disability injuries	3	0	7	0	2	0	25	0	7	0	35	0
Days of disabling injuries	14	0	6,218	0	52	0	561	0	294	0	665	0
Death toll due to work	0	0	1	0	0	0	0	0	0	0	0	0
No. of severe occupational accidents	0	0	0	0	0	0	0	0	0	0	0	0
No. of recordable occupational injuries	10	0	34	0	30	0	25	0	25	0	35	0
Recordable occupational injury rate (IR)	3.011	0	9.976	0	8.895	0	2.264	0	7.230	0	3.249	0
No. of people with occupational disease rate (ODR)	0	0	0	0	0	0	0	0	0	0	0	0

Note:

- Other non-employee workers: Refer to workers who are not employees but whose work and/or workplace are controlled by the organization. Divide the total number of workers for the year by 365 to calculate the average number of people entering the plants every day.
- Work hours: Employees - calculated based on the actual work hours of the year. Other non-employee workers - calculated based on the total number of workers for the whole year, followed by 8 hours per day.
- Severe occupational disasters: Injuries in which workers are unable or cannot recover to their pre-injury health status within 6 months after the occupational injuries.
- Recordable occupational injuries: Refer to occupational injuries that caused death, loss of work, restricted work, or work transfer; emergency care or higher level medical treatment; loss of consciousness; and serious injury or illness diagnosed by a doctor.
- Recordable occupational injury rate (IR): (No. of recordable occupational injuries/total number of hours worked) × 1,000,000
- Occupational disease rate (ODR): (No. of work-related ill health cases/total number of hours worked) × 1,000,000
- For 2021 and 2022, only data for Taiwan were disclosed. In 2023–2024, data for overseas regions was also disclosed.
- Taiwan: GlobalWafers Headquarters & Zhunan Plant & Zhunan Plant 2, Taisil Branch, Crystalwise Technology Inc., Sunrise PV Electric Power Five Co., Ltd, Sunrise PV Four Co., Ltd
- Overseas: GlobiTech Incorporated., GlobalWafers Japan Co., Ltd., Kunshan Sino Silicon Technology Co., Ltd., MEMC Electronic Materials Sdn. Bhd., MEMC Electronic Materials S.p.A., MEMC Japan Ltd., MEMC Korea Company, MEMC LLC, Topsil GlobalWafers A/S, MEMC Electronic Materials France Sarl, GlobalWafers B.V., GlobalWafers Singapore Pte. Ltd., GlobalWafers America, LLC



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6.2 Health Promotion and Care

Employees are GlobalWafers' most valuable asset. We are committed to creating a safe and comfortable working environment and view employee health as a key factor in achieving business success and sustainable development. In Taiwan, for example, health centers are established within our facilities, staffed with full-time dedicated nurses and regularly scheduled on-site consultations by occupational medicine specialists. These long-term partner physicians provide detailed health education consultations, discussing with employees how to adjust their lifestyle and exercise habits and offering professional medical guidance. Each consultation lasts approximately 10-15 minutes per person. In 2024, GlobalWafers arranged a total of 60 on-site consultation sessions with occupational physicians (each lasting three hours), with a total expenditure of NT\$600,000. In alignment with the occupational safety and health management system, the Company has developed an internal Employee Caring Program (ECP) based on five key themes: maternity protection, prevention of abnormal workload, health protection for middle-aged and older employees, prevention of workplace violence, and prevention of ergonomic hazards. The program offers comprehensive care for employees, including the introduction of Employee Assistance Program (EAP) services, which are provided by the Hsinchu Lifeline Association. Through this diversified health support initiative, alongside health seminars and various health promotion activities, GlobalWafers is committed to safeguarding the physical and mental well-being of its employees. In recognition of these efforts, GlobalWafers and the Taisil Branch received the Excellence Award in the 2024 Workplace Gender Equality Promotion Program by the Hsinchu Science Park, affirming our commitment to being a model for a healthy and happy workplace. GlobalWafers is progressively implementing occupational health services across its global sites in accordance with the framework of the Occupational Health and Safety Management System (ISO 45001), with the aim of safeguarding employee health.



The Five Pillars of Health Protection

Maternity Health Protection

To prevent female employees from being exposed to hazardous working environments, GlobalWafers has established a Maternity Health Protection Program. In accordance with the program, maternity health risk assessments are conducted to safeguard the well-being of women of childbearing age in the workplace. The goal is to ensure that pregnant employees or those within one year postpartum are not exposed to harmful work environments or tasks that may adversely affect fetal development, pregnancy, or the health of the mother and infant during breastfeeding. In 2024, GlobalWafers conducted hazard identification and communication for 385 female employees of childbearing age, pregnancy, or within one year postpartum. This initiative helped enhance awareness of potential risks associated with their job tasks and improve their ability to recognize and avoid occupational hazards. A total of 374 employees were classified under Level 1 risk management based on workplace hazard assessments conducted by EHS personnel. There were 0 employees classified under Level 2 or higher risk management, and 0 job adjustments were required. A total of 11 female employees, either pregnant, within one year postpartum, or of childbearing age, were included in the management list. After a comprehensive assessment by an occupational medicine specialist, appropriate work arrangements were made based on suitability. All 11 individuals were classified under Level 1 risk management, with 0 in Level 2 or above. All were cleared to continue their current work, and no job adjustments were required. GlobalWafers provides designated parking spaces, lactation rooms, and "Love Badges." Across the Group, 5 warm and private breastfeeding/lactation rooms have been established. The lactation room at the Taisil Branch has received the "Excellent Friendly Lactation Room" certification from Hsinchu County and City since 2021. Beginning in 2021, to encourage early disclosure of pregnancy and enable timely workplace maternity health assessments and protective measures, GlobalWafers launched a special initiative: each pregnant employee receives a "Good Luck Pregnancy Pack" that includes a maternity nursing pillow (crescent-shaped pillow). Through this initiative, the Company aims to create a mother-friendly workplace where employees can safely and confidently nurture new life while working.



▲ Exclusive parking spaces and care armbands for pregnant colleagues



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▲ Lactation Room



▲ Good Pregnancy Pack

Prevention of Diseases Triggered by Irregular Workloads

To prevent diseases triggered by abnormal workloads, such as shift work, night shifts, long working hours, and other high-stress conditions, GlobalWafers has established a prevention program targeting workload-induced illnesses. The program involves comprehensive analysis of employees' health examination results, working hours, and overwork risk questionnaires to implement tiered risk management and identify high-risk individuals. In 2024, a total of 196 employees were identified as experiencing abnormal workload conditions, with 15 classified as having significant risk. All 15 underwent interviews and received health guidance from an occupational medicine specialist, and preventive measures were implemented. The occupational medicine specialist recommended adjustment or reduction of working hours for 1 employee (working hours have been adjusted accordingly), and 0 employees required job reassignment. The Health Center regularly distributes articles on preventing overwork-related health issues and continuously tracks individual and work-related stress levels to reduce the risk of disease onset, ensuring the physical and mental well-being of employees.

Middle-Aged and Elderly Employees Health Protection

In response to our country's aging population structure and to ensure the health suitability of middle-aged and elderly employees for their workloads, we have established a Health Protection Plan for Middle-Aged and Elderly Employees. This plan involves hazard identification and risk assessment, preventive and improvement measures, and tracking the effectiveness of these implementations. The goal is to protect the health of middle-aged and elderly employees, promote their physical and mental well-being, and prevent occupational hazards. GlobalWafers conducts assessments every two years. In 2023, a total of 328 individuals were included in follow-up management. 1 employee was identified as high-risk and evaluated by an Occupational Medicine Specialist. After receiving health guidance, the specialist recommended that the employee was fit to continue in their current role. No job adjustments were required. Appropriate support measures and related health education guidance were provided to the employee.

Prevention of Unlawful Infringement

To provide a friendly workplace environment, GlobalWafers has established a Workplace Harassment and Unlawful Infringement Prevention and Protection Procedure and Measures for the Prevention of Sexual Harassment in the Workplace. This initiative aims to prevent employees from suffering physical or psychological unlawful infringement due to the actions of others while performing their duties. A statement on the prevention of workplace unlawful infringement, personally signed by the CEO, is posted on bulletin boards and the Company website. Multiple reporting channels are provided for employees, with a dedicated line and designated personnel responsible for handling complaints. Regular training sessions on the prevention of workplace unlawful infringement and sexual harassment are held. In 2024, GlobalWafers conducted 18 sessions of workplace unlawful infringement awareness training, with a total of 1,515 participants. 100% of new employees and supervisors (assistant section manager level and above) completed the required training. The Company also conducts regular risk assessments for workplace unlawful infringement. Based on the assessment results, it plans corresponding safety measures to ensure employees' work safety and physical and mental well-being.

Ergonomic Hazard Prevention

To prevent ergonomic hazards and avoid repetitive musculoskeletal injuries, GlobalWafers has implemented an Ergonomic Hazard Prevention Program. A musculoskeletal discomfort questionnaire is distributed to all employees to conduct a comprehensive survey and identify suspected cases at moderate to high risk. In 2024, a total of 38 employees were identified with work-related musculoskeletal discomfort. On-site work assessments were conducted by occupational health management personnel, and consultations were held with occupational medicine physicians for all 38 employees. Based on the assessment results, ergonomic posture improvement guidance was provided to all 38 employees. No engineering modifications or job adjustments were required following the evaluations.



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Health Promotion and Reinforcement of Health Concepts

GlobalWafers adopts a diversified approach to employee health care, going beyond regulatory requirements by providing annual health examinations. The health examination hospital is jointly selected by on-site nurses and conducted by the mobile health screening team from Linkou Chang-Gung Memorial Hospital, a teaching hospital. The examinations are performed by a professional medical team with high-standard laboratory quality. The scope of the health examination exceeds legal requirements and includes items such as abdominal ultrasound, resting electrocardiograms, and blood tests for cancer markers. Abdominal ultrasounds are personally performed by a specialist in gastroenterology and hepatology. During the examination, the physician explains the preliminary findings to the employee, enabling them to understand their gastrointestinal and liver health status immediately. In cases of abnormal findings, the physician provides immediate judgment and notification for urgent re-examination and follow-up, ensuring early detection and timely treatment. The Company also places importance on the health status of ERT (Emergency Response Team) members, providing them with a dedicated health examination package that includes cardiopulmonary function assessments such as exercise ECGs and pulmonary function tests. Occupational Medicine Specialists are arranged to conduct comprehensive evaluations to determine ERT fitness, ensuring that team members are physically capable of performing duties under equipment constraints and in special environments. In 2024, a total of 1,598 employees completed the annual health examination at GlobalWafers, achieving 100% completion among those legally required to participate. To control occupational disease hazards, the Company also arranges special examination items for in-plant high-risk operations, including noise, arsenic, ionizing radiation, dimethylformamide, manganese and its compounds, dust, chromic acid, and mercury and its inorganic compounds. Post-examination, employees undergo risk classification and receive tailored health education and guidance. The employee satisfaction rate with in-plant health examinations across the Group reached 97%, and the total expenditure for health examinations was NT\$4,321,123. There were 0 cases of occupational disease-related fatalities. Based on the principle of effective preventive medicine, GlobalWafers works with the health examination hospital to provide a list of urgent re-examinations within one week after the health checkup. In 2024, a total of 79 urgent re-examination cases were identified and notified. Prompt surgical intervention and medical treatment were arranged to reduce the risk of disease progression and shorten treatment time, enabling employees to recover early and return to normal life and work as soon as possible.

In addition, the Company actively promotes cancer and disease prevention by integrating annual health examinations with mobile medical services to provide employees with free cancer screening. The screenings include colorectal cancer, oral cancer, and cancer blood marker tests (carcinoembryonic antigen and alpha-fetoprotein). In addition, GlobalWafers collaborates with Min-Sheng General Hospital and the Hsinchu Science Park Clinic to provide Low-Dose Computed Tomography (LDCT) lung screenings, cardiovascular disease screenings (coronary artery calcium scoring), and bone density X-ray scans. These services help employees regularly monitor their health status and detect abnormal indicators at an early stage. Through these screenings, employees are able to undergo timely surgical removal while conditions are still in the early stages, or monitor changes through regular follow-ups. This helps prevent disease progression, reduces medical costs and the burden of family caregiving, and ultimately supports sustained health and productivity. In addition, the Company has extended access to Low-Dose Computed

Tomography (LDCT) lung screenings and coronary artery calcium scoring to employees' family members, allowing them to register for these services. This initiative provides convenient health screening options and offers comprehensive protection for the health of both employees and their families. Each year, the Company has formulated a health management and improvement plan in order to maintain the health of employees according to the overall employee health exam data analysis. After the completion of health examinations, employee reports display test values from the past three years, allowing individuals to track changes over time. These historical values also serve as a reference for occupational medicine specialists when assessing personal health conditions and determining risk classification for specific screenings. On-site physicians conduct follow-up for abnormal results. The collection, processing, and use of personal data are carried out in accordance with applicable personal data protection laws.

New recruits	Existing employees	High-ranking executives	Catering personnel
General physical examination	General health check-up	Exquisite health examinations	Health examination for food catering personnel
Completed in designated hospitals before arriving for work	Implemented in line with regulations regarding labor health protection	Implementation exceeding standards as required by regulations regarding labor health protection	In line with Clause 322 in the occupational safety and hygiene facilities regulations
Assessment record archive for work selection operation	Assessment record archive for work distribution operation	Assessment record archive for health risk	Catering contractors conduct self-assessment and submit the record/report to the company

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

In 2024, GlobalWafers promoted a variety of health promotion activities, with a total of 9,050 employee participations at its Taiwan facilities. These activities included cancer screening services, health seminars (such as the Friendly Workplace Lecture Series, Healthy Bones for a Better Life: Understanding Osteoarthritis, and The Itchy Monster Living Inside You: A Brief Talk on Atopic Dermatitis), the 2024 Daily 7,000 Steps Health Promotion Competition, and fitness training classes. Both Sino-American Silicon Products Group and the GlobalWafers Group organized these events in response to common health challenges faced by modern workers, such as obesity and



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metabolic syndrome, especially those linked to long hours spent sitting at desks. To help improve employee health, the Health Center launched the "Daily 7,000 Steps" challenge, a goal designed to be both achievable and motivating. The initiative aims to help employees develop a regular exercise habit by encouraging them to walk 7,000 steps per day. For every day an employee meets the goal, GlobalWafers donates NT\$1 to charity. This 13-week health challenge combines physical well-being with social impact, encouraging both healthier lifestyles and community contribution. This initiative attracted participation from 401 employees across the Group, with 253 successfully completing the challenge, achieving a total of 16,451 days of step-count goals met. Through this collective effort, the event raised NT\$16,451 in charitable donations. With an additional contribution from the Company, the total amount reached NT\$20,000. The full sum was donated to the Hsinchu City Children's Development Early Intervention Center of the Syin-Lu Social Welfare Foundation to support teacher resources, teaching materials, and environmental improvements, helping provide children in early intervention programs with a higher-quality learning environment.

Health promotion seminars are held to help employees establish accurate health knowledge and raise awareness of personal healthcare. In addition, the Company organizes free annual influenza vaccination campaigns for employees to enhance their immunity and reduce the risk of workplace cluster infections. A discounted flu vaccination program is also offered to employees' family members through contracted clinics. In 2024, a total of 531 employees received influenza vaccinations. Furthermore, 96 individuals at GlobalWafers' Taisil Branch received in-plant COVID-19 XBB vaccinations. The Company also regularly holds public blood donation drives, and participating donors receive gift vouchers as a token of appreciation, encouraging employees to contribute to social good and demonstrate their spirit of compassion.

In addition, overseas facilities actively promote a variety of health promotion activities to enhance employees' physical and mental well-being as well as their awareness of health and safety. In 2024, these initiatives recorded a total of 16,295 participants.

To strengthen employee health management, the facilities offer annual health examinations, influenza vaccinations, psychological counseling services, stress assessments, and health seminars, along with occupational physician consultations and first aid training. In addition, internal awareness campaigns are conducted to enhance employees' understanding of health issues such as blood donation and the hazards of smoking. In terms of safety education, courses are held on snow road traffic safety, fire safety and emergency response, new employee safety training, occupational hygiene knowledge, and chemical safety training to ensure a safe working environment. Additionally, professional training is provided for forklift operation, working at heights, and the use of respiratory protective equipment, further reducing occupational risks. To promote a healthy lifestyle, the Company provides free high-quality fruits and all-natural beverages, and collaborates with health food suppliers to allow employees to order fresh ingredients delivered directly to the workplace through an e-commerce platform. At the same time, the Company negotiates discount offers for employees on gym memberships, swimming pools, nutritionist services, and physical therapy. In terms of physical activities, the Company supports soccer and running teams, provides electric bicycle rentals, organizes non-competitive marathons and charity events, and implements a weekly walking program. In addition, the Company sponsors public welfare competitions focused on cancer prevention to raise employee awareness of health-related issues. Through these initiatives, the Company continues to promote a culture of health, fostering a work environment that emphasizes safety, vitality, and care, thereby ensuring the physical and mental well-being of its employees.

To ensure workplace safety, each plant site is staffed with full-time dedicated nurses. In accordance with regulations, first aid personnel are assigned to each shift, along with designated emergency response team members. The Company has installed 24-hour network-connected automatic external defibrillators (AEDs) at its sites, managed by trained AED personnel. In 2024, the Group standardized and upgraded to a new AED brand across all facilities. The new model features both defibrillation capability and a color display that plays CPR demonstration videos, enabling employees to follow step-by-step visual instructions when performing CPR. In Taiwan, GlobalWafers leased a total of 7 AED units across its facilities in 2024, and emergency medical kits were made available on-site to ensure frontline responders are equipped with sufficient and appropriate medical supplies. The Company conducts annual hands-on CPR and AED training sessions; in 2024, 23 sessions were held with 409 participants in total. Both the Hsinchu and Zhunan Plants of GlobalWafers have been certified by the Ministry of Health and Welfare as "Safe Places," with over 70% of employees having received CPR and AED training. The Company remains committed to ensuring that all employees are equipped with emergency response capabilities. Regular training sessions are also held on in-plant emergency response measures and chemical splash first aid. These sessions are mandatory for first aid personnel and employees with relevant job duties, ensuring timely and appropriate emergency response when accidents occur and fostering a safe working environment. In 2024, GlobalWafers completed first aid training for a total of 1,481 participants.



2022–2024 Health Promotion / Emergency Rescue Events

Unit: Participants

Year		2022	2023	2024
GlobalWafers	Taiwan	7,223	7,137	9,050
	Overseas	-	11,957	16,295



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2024 健康篩檢活動
FREE HEALTH SCREENINGS

低劑量肺部篩檢(CT肺)
依據WHO統計，肺癌為全球癌症死亡人數第一名，肺癌成為全球威脅生命癌症。台灣研究發現，未吸菸者和女性肺腺癌持續增加。肺腺癌以外的因素如家族史等不容忽視。除了基因篩檢因子以提早發現肺腺癌外，若能早期發現，則可受治療存活率。

冠狀動脈鈣化分析(CT鈣)
心臟冠狀動脈鈣化分析，是藉由電腦斷層攝影，顯示冠狀動脈鈣化斑塊所在的位置與程度，用以預測心臟病的風險。

雙能量X光 骨質密度檢查
雙能量X光骨質密度檢查可快速評估骨質健康狀況，比單能量X光骨質密度檢查結果更準確，是目前最準確的診斷標準。

政府提供 免費五癌篩檢
行政院衛生部為提高國民健康意識，特於全國各縣市設置免費五癌篩檢站，提供民眾免費接受癌症篩檢。已依據世界癌症報告建議，針對台灣地區民眾提供免費的「五癌篩檢」，只要符合以下資格就能免費接受篩檢：

- 一、子宮頸癌篩檢：30歲以上婦女，每3年至少接受1次子宮頸抹片檢查。
- 二、乳房篩檢：45至69歲婦女，40-44歲2年內接受1次乳房攝影檢查，每2年1次乳房攝影檢查。
- 三、大腸癌篩檢：50至74歲民眾，每2年1次大腸鏡檢查。
- 四、口腔癌篩檢：30歲以上有嚼檳榔(含已戒嚼檳榔)或吸菸之民眾，18歲以上有嚼檳榔(含已戒嚼檳榔)之原住民，每2年1次口腔癌篩檢。
- 五、肝癌：
 - (一)肝癌家族病史：50至74歲男性或45至74歲女性，及其父母、子女或兄弟姊妹有肝癌家族病史之民眾。
 - (二)慢性肝炎：50至74歲男性或45至74歲女性，有慢性肝炎或肝硬化15年內之民眾等對象，每2年1次血清學電腦斷層攝影(CT)。

線上報名，若報名人數眾多，主辦單位有權彈性調整受檢人員

相關篩檢站地址請洽：556&GWC-1 Yeh@1295/GWC-2 GWT@1295 / SAS&GWC Chir@1295

住在身體裡的癢癢怪獸
淺談異位性皮膚炎講座

異位性皮膚炎是一種慢性、反覆性的皮膚病，發病年齡多從幼兒、紅腫發紅，困擾著我們的生活。透過講座能了解異位性皮膚炎及預防方式。

日期：11/09(19日)
講者：員工診所 黃曉美護理師
時間：15:00-16:00
上課地點：環球新竹廠-4F大會議室/線上：Webex

2024-04-17
15:00-16:00

這是騷擾嗎？
職場性騷擾文化與因應講座

認識性騷擾和瞭解性騷擾的訊息
性騷擾的預防與因應

詹惠竹 諮商心理師
GWC1實體教室/各廠視訊連網



2024 捐血有你，讓愛延伸
Give Blood, Save lives

	容量	袋數	合計
參加人數：103人	250ml	36	9,000ml
捐血合計：42,500ml	500ml	67	33,500ml

健康管理中心 關心您

▲ CPR and AED Training Courses, Cancer Screening Activities, Influenza Vaccination Activities, Charity Blood Donation Activities.

▲ Daily 7,000 Steps for Charity Campaign, Friendly Workplace Series, Healthy Bones for a Better Life: Understanding Osteoarthritis, and The Itchy Monster Living Inside You: A Brief Talk on Atopic Dermatitis



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Special Ethnic Group Tracking and Health Care

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

In addition, for employees who experience occupational injuries, traffic accidents, long-term medical leave, or major surgeries, the Company provides case-specific support, including emotional care, insurance claim guidance, and on-site physician consultations for return-to-work assessments. In 2024, GlobalWafers conducted 29 return-to-work evaluations, with physicians recommending work adjustments or other advice in 25 cases. The Company also maintains ongoing communication with department supervisors to monitor employee status after returning to work, with further evaluations arranged as necessary should any issues arise.

■ Number of Services for Special Ethnic Groups ^{Note 1} and Number of People Tracked from 2022 to 2024

No. of Service Sessions	2022	2023	2024
GlobalWafers – Taiwan ^{Note 2}	1,690	1,193	2,155
No. of People Being Tracked	2022	2023	2024
GlobalWafers – Taiwan ^{Note 2}	1,069	1,565	1,803

- Note:
- Taiwan: GlobalWafers- Taiwan / Zhunan Plant / Taisil Branch / In 2024, Crystalwise Technology Inc. and Zhunan Plant 2 were added.
 - Definition of special ethnic group:
 - Irregular workload prevention (GWC: Follow the current year to track B2 level or higher based on the management method for abnormal workloads prevention / TEM: doctor suggested interviews, Framingham Risk Score 10% or more + overload in the overload scale)
 - Maternity (tracking the case received in the current year, including reproductive-age female workers who have undergone workplace risk assessment and hazard notification)
 - Disability (track the current year, once every 2 years)
 - Newcomers (GWC: those who have received an abnormal physical examination guide leaflet / TEM: those with level 3 or higher physical examination classification)
 - Special Operations Health Examinations (grade 2 or above)
 - Annual health checkup (GWC: those with grade 4 or higher / TEM: those with grade 3 or higher according to the scale of physical exam)
 - Work injury (statistics based on the day of occurrence)
 - Psychology (GWC: Mental Health Scale score of 19 or higher or suicidal intent / TEM above the medium load),
 - Middle-aged and Older Workers (Middle-aged workers / including those classified as senior protected individuals; follow-up every two years)
 - Ergonomic Risk Concern Group (Score of 3 or above).

Health Information & Health Promotion Platform

To equip employees with accurate health care knowledge, the Health Center provides disease-related information and consultation services. A health management website and digital bulletin board are set up internally to regularly post health information for employee reference. Since 2020, the Company has proactively distributed epidemic prevention updates, providing the latest developments on outbreaks and preventive education to enhance employees' epidemic awareness and personal hygiene practices. These updates are also posted on the health management website, enabling employees to access real-time information and announcements. In 2024, GlobalWafers issued a total of 22 epidemic prevention and health awareness messages.



▲ E-bulletin updates Health Information sporadically



▲ Health news column and marquee provide health and epidemic prevention propaganda



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Physical and Mental Balance and a Blissful Workplace

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

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

GlobalWafers adheres to a people-oriented approach and respects individual differences. In addition to providing a gender-friendly environment and policies, the Company is committed to creating a professional and dignified workplace where employees of all backgrounds can take pride in their work and feel a strong sense of belonging to the Company.

Starting in 2023, we have published an internal "Human Resources e-newsletter" on a monthly basis, sharing a diverse range of content including stories about our core values, articles on personal growth, introductions to new employees and departments, local cultural events, and spotlight interviews with employees. In the employee spotlight section, we interview staff of different genders, nationalities, and job roles, allowing them to share their stories. What they all have in common is a strong passion for their work. Through these efforts, we aim to continuously embed a culture of inclusion and openness to diverse perspectives into our daily routines, and transform it into tangible action.

Employee Assistance Program (EAP)		2022	2023	2024
Live chat	Taiwan ^{Note}	38/people	69/people	47/people
E-mail consultation service				
One-to-one expert consultation		7/people	10/people	15/people
Total number of consultations		45/people	79/people	62/people
Overall satisfaction of colleagues with on-site psychological counseling using professional consultation services		97%	96.7%	97.8%

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



For SAS and GlobalWafers Employees

Employees in need are welcome to make appointments for consultation. The service is also available in English and accessible to overseas employees. Preferential counseling programs are also available for employees' family members. Employees in need may contact the on-site occupational health nurse for further information.

Real-Time Hotline – Always Here for You

0800-668-380 (Available Monday to Friday, 09:00–19:00, excluding public holidays)
When facing unspoken difficulties, professional counselors are available to listen and provide support (unlimited sessions, free of charge).

Professional Counseling – One-on-One Expert Consultation

If employees require more in-depth professional counseling, they may schedule additional appointments with expert consultants. Each employee is entitled to two hours of free counseling per year.

Providing Diverse Channels

A variety of channels are available, including face-to-face counseling, telephone counseling, Skype video calls, and email/online consultations. During the pandemic, we continued to care for employees' physical and mental health.



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GRI Guideline Index

Statement of Use	GlobalWafers Co., Ltd. has prepared this report in accordance with GRI Standards. The information disclosed in this report covers the period of 2024 (from January 1, 2024, to December 31, 2024).				
Used GRI 1	GRI 1: Foundation 2021				
Applicable GRI Standards	No applicable GRI Standards				

GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
Organization and Reporting					
2-1	Organizational details	About GlobalWafers - Company Profile	11		●
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		●
2-4	Restatements of information	5.1 Human Resources 6.1.4 Occupational Injuries and Incident Statistics	112 150	1. From 2021 to 2023, the calculation method for the new hire rate and turnover rate was originally based on the number of employees in each region for the given year. This has been adjusted to use the total number of employees across all operational sites as the calculation basis. 2. To align the calculation method for occupational injury indicators, the recordable injury rate (IR) and occupational disease rate (ODR) for 2021 to 2023 have been revised from the original base of 200,000 work hours to a base of 1,000,000 work hours, thereby enhancing the comparability of each indicator.	●
2-5	External Assurance	External Verification Disclaimer	175		●
Activities and Workers					
2-6	Activities, value chain and other business relationships	3.3 Customer Service 3.4 Sustainable Supply Chain Management	72 73		●
2-7	Employees	5.1 Human Resources	112		●
2-8	Workers who are not employees	6.1.4 Occupational Injuries and Incident Statistics	150		●
Governance					
2-9	Governance Structure and composition	2.1.1 Governance Structure	40		●



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GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
2-10	Nomination and selection of the highest governance body	2.1.1 Governance Structure	40		●
2-11	Chair of the highest governance body	2.1.1 Governance Structure	40		●
2-12	Role of the highest governance body in overseeing the management of impacts	1.1.3 Sustainability Management Structure 2.3 Risk Management	21 55		●
2-13	Delegation of responsibility for managing impacts	1.1.3 Sustainability Management Structure 2.3 Risk Management	21 55		●
2-14	Role of the highest governance body in sustainability reporting	1.1.3 Sustainability Management Structure	21		●
2-15	Conflicts of interest	2.1.1 Governance Structure 2.1.2 Integrity & Ethics	40 46		●
2-16	Communication of critical concerns	2.1.1 Governance Structure	40		●
2-17	Collective knowledge of the highest governance body	2.1.1 Governance Structure	40		●
2-18	Evaluation of the performance of the highest governance body	2.1.1 Governance Structure	40		●
2-19	Remuneration policies	2.1.1 Governance Structure	40		●
2-20	Process to determine remuneration	2.1.1 Governance Structure	40		●
2-21	Annual total compensation ratio	Omit disclosure	-	The highest annual total compensation is confidential organizational information.	●
Strategies, Policies and Practices					
2-22	Statement on sustainable development strategy	Message from the Chairperson 1.1.1 Sustainability Development Policy	8 19		●
2-23	Policy commitments	Message from the Chairperson 5.4 Human Rights	8 127		●
2-24	Embedding policy commitments	5.4 Human Rights	127		●
2-25	Processes to remediate negative impacts	1.2 Material Topics and Stakeholder Engagement 2.1.2 Integrity & Ethics 5.4 Human Rights	23 46 127		●



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GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
2-26	Mechanisms for seeking advice and raising concerns	2.1.2 Integrity & Ethics 5.4 Human Rights	46 127		●
2-27	Compliance with laws and regulations	2.1.4 Legal Compliance	50	Major violations are disclosed in accordance with the 'Procedures for Handling Material Information and Press Releases by Public Companies' stipulated by the Taipei Exchange. GlobalWafers reported two penalty cases in 2024, as follows: 1. Entity: GlobalWafers Taisil Branch Penalty Amount: NT\$100,000 Violation: Breach of Article 24, Paragraph 2 of the Air Pollution Control Act (emergency response pipeline with readings). Corrective and Preventive Actions: Verified that the emergency response pipeline was no longer in use; completed dismantling of dampers and ducts; and continued inspections by dedicated air pollution control personnel to ensure that all unused emergency response pipelines were removed. 2. Entity: GlobalWafers Taisil Branch Penalty Amount: NT\$60,000 Violation: Breach of Article 37, Paragraph 2, Subparagraph 3 of the Occupational Safety and Health Facility Regulations (failure to notify the labor inspection authority within 8 hours after an accident). Corrective and Preventive Actions: Strengthened training and awareness on Slip, Trip, and Fall (STF) incidents and major accident reporting, including immediate verbal reminders and posting of on-site guidance materials. In addition, the company continues to conduct annual preventive training and reporting drills to enhance employees' safety awareness and reporting responsiveness.	●
2-28	Membership associations	Appendix – GlobalWafers' Participation in Associations and Non-Profit Organizations	173		●
Stakeholder engagement					
2-29	Approach to stakeholder engagement	1.2 Material Topics and Stakeholder Engagement	23		●
2-30	Collective bargaining agreements	5.4 Human Rights	127		●
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	1.2 Material Topics and Stakeholder Engagement	23		●
3-2	List of material topics	1.2 Material Topics and Stakeholder Engagement	23		●
Category: Economic					
GRI 201: Economic Performance 2016					
3-3	Material topics	Management of material topics	38		●
201-1	Direct economic value generated and distributed	2.2 Operation Performance	52		●
201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Strategy and Actions	84		●
201-3	Defined benefit plan obligations and other retirement plans	5.2 Talent Attraction and Retention	119		●
GRI 204: Procurement Practices 2016					
3-3	Material topics	Management of material topics	64		●
204-1	Proportion of spending on local suppliers	3.4 Sustainable Supply Chain & Management	73		●



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GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
GRI 205: Anti-Corruption 2016					
3-3	Material topics	Management of material topics	38		●
205-1	Operations assessed for risks related to corruption	-	-	GlobalWafers has completed relevant corruption risk assessments for all formal mass production facilities and the Singapore office, covering a total of 18 operational and production sites, including factories, subsidiaries, and offices located in Taiwan, the United States, Italy, Denmark, Japan, South Korea, Malaysia, China, and Singapore. The completion rate for the aforementioned scope is 100%. Based on a comprehensive review of the business nature, organizational structure, and internal policies and procedures of all formal mass production facilities and the Singapore office, no systemic risks with the potential to result in significant corruption have been identified.	●
205-2	Communication and training about anti-corruption policies and procedures	2.1.2 Integrity & Ethics	46		●
205-3	Confirmed incidents of corruption and actions taken	2.1.2 Integrity & Ethics	46	No occurrence of corruption incidents	●
Category: Environment					
GRI 302: Energy 2016					
3-3	Material topics	Management of material topics	82		●
302-1	Energy consumption within the organization	4.2 Energy Management	94		●
302-3	Energy intensity	4.2 Energy Management	94		●
302-4	Reduction of energy consumption	4.2 Energy Management	94		●
GRI 303: Water and Effluents 2018					
3-3	Material topics	Management of material topics	82		●
303-1	Interactions with water as a shared resource	4.3 Water Resource Management	97		●
303-2	Management of water discharge-related impacts	4.3 Water Resource Management	97		●
303-3	Water withdrawal	4.3 Water Resource Management	97		●
303-4	Water discharge	4.3 Water Resource Management	97		●
303-5	Water consumption	4.3 Water Resource Management	97		●



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GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
GRI 305: Emissions 2016					
3-3	Material topics	Management of material topics	82		●
305-1	Direct (Scope 1) GHG emissions	4.1.1 Greenhouse Gas Inventory	91		●
305-2	Energy indirect (Scope 2) GHG emissions	4.1.1 Greenhouse Gas Inventory	91		●
305-3	Other indirect (Scope 3) GHG emissions	4.1.1 Greenhouse Gas Inventory	91		●
305-4	GHG emissions intensity	4.1.1 Greenhouse Gas Inventory	91		●
305-5	Reduction of GHG emissions	4.1.1 Greenhouse Gas Inventory	91		●
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	4.1.1 Greenhouse Gas Inventory 4.5 Air Pollutant Emissions	91 106		●
GRI 306: Waste 2020					
3-3	Material topics	Management of material topics	82		●
306-1	Waste generation and significant waste-related impacts	4.4 Waste Management	102		●
306-2	Management of significant waste-related impacts	4.4 Waste Management	102		●
306-3	Waste generated	4.4 Waste Management	102		●
306-4	Waste diverted from disposal	4.4 Waste Management	102		●
306-5	Waste directed to disposal	4.4 Waste Management	102		●
GRI 308: Supplier Environmental Assessment 2016					
3-3	Material topics	Management of material topics	64		●
308-1	New suppliers that were screened using environmental criteria	3.4 Sustainable Supply Chain Management	73		●
308-2	Negative environmental impacts in the supply chain and actions taken	3.4 Sustainable Supply Chain Management	73		●



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GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
Category: People					
GRI 401: Employment 2016					
3-3	Material topics	Management of material topics	111		●
401-1	New employee hires and employee turnover	5.1 Human Resources	112		●
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Talent Attraction and Retention	119		●
401-3	Parental leave	5.2 Talent Attraction and Retention	119		●
GRI 403: Occupational Health and Safety 2018					
3-3	Material topics	Management of material topics	142		●
403-1	Occupational health and safety management system	6.1 Safe Environment	143		●
403-2	Hazard identification, risk assessment, and incident investigation	6.1.2 Occupational Safety Management	144		●
403-3	Occupational health services	6.2 Health Promotion and Care	153		●
403-4	Worker participation, consultation, and communication on occupational health and safety	6.1.2 Occupational Safety Management	144		●
403-5	Worker training on occupational health and safety	6.1.2 Occupational Safety Management	144		●
403-6	Promotion of worker health	6.2 Health Promotion and Care	153		●
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.1.2 Occupational Safety Management	144		●
403-8	Workers covered by an occupational health and safety management system	6.1 Safe Environment	143		●
403-9	Work-related injuries	6.1.4 Occupational Injuries and Incident Statistics	150		●
403-10	Work-related ill health	6.1.4 Occupational Injuries and Incident Statistics	150		●



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GRI Standards	Disclosure Item	Corresponding Chapters	Page No.	Note / Reasons for non-disclosure	External Assurance
GRI 404: Training and Education 2016					
3-3	Material topics	Management of material topics	111		●
404-1	Average hours of training per year per employee	5.3 Talent Cultivation and Development	123		●
404-2	Programs for upgrading employee skills and transition assistance programs	5.2 Talent Attraction and Retention	119		●
404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Attraction and Retention	119		●
GRI 405: Diversity and Equal Opportunity 2016					
3-3	Material topics	Management of material topics	111		●
405-1	Diversity of governance bodies and employees	2.1.1 Governance Structure 5.1 Human Resources	40 112		●
405-2	Ratio of basic salary and remuneration of women to men	5.1 Human Resources	112		●
GRI 414: Supplier Social Assessment 2016					
3-3	Material topics	Management of material topics	64		●
414-1	New suppliers that were screened using social criteria	3.4 Sustainable Supply Chain Management	73		●
414-2	Negative social impacts in the supply chain and actions taken	3.4 Sustainable Supply Chain Management	73		●
GRI 416: Customer Health and Safety 2016					
3-3	Material topics	Management of material topics	64		●
416-1	Assessment of the health and safety impacts of product and service categories	3.2 Product Quality	70		●
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	No incidents of non-compliance occurred	●
GRI 418: Customer Privacy 2016					
3-3	Material topics	Management of material topics	38		●
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.4 Information Security	59		●



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Topic	Code	Metric	Category	Corresponding chapters/description	Page No.
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	4.1.1 Greenhouse Gas Inventory	91
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Qualitative	4.1 Climate Strategy and Actions ※The proportion of emissions in Scope 1 is lower than that in Scope 2. Therefore, the Company has set a reduction target for Scope 2, which has a higher proportion of emissions.	84
Energy Management in Manufacturin	TC-SC-130a.1	(1) Total energy consumed, (2) Percentage grid electricity (3) Percentage renewable	Quantitative	4.2 Energy Management	94
Water Management	TC-SC-140a.1	(1) Total water withdrawn (2) Total waterConsumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	4.3 Water Resource Management	97
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	4.4 Waste Management	102
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Qualitative	6.1 Safe Environment	143
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	2.1.4 Legal Compliance	50
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Quantitative	5.1 Human Resources	112
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Our stakeholders are primarily concerned with the RoHS Directive and REACH Substances of Very High Concern (SVHC) from the Company's products. The test results showthe products comply with the relevant. standards. Product testing is conducted in accordance with stakeholders' expectations and requirements. No substances requiring declaration under IEC 62474 were identified in our products; however, most of the declarable substances align with those listed under the RoHS Directive and REACH SVHC.	-
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Not terminal product manufacturer, no corresponding content	-
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Qualitative	3.4 Sustainable Supply Chain & Management	73
Intellectual Property Protection & Competitive Behaviour	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	2.1.4 Legal Compliance	50
Activity Indicators	TC-SC-000.A	Total production	Quantitative	2.2 Operation Performance	52
Activity Indicators	TC-SC-000.B	Percentage of production from owned facilities	Quantitative	2.2 Operation Performance	52



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Climate-related Information of TWSE/TPEX Listed Companies

Item		Implementation
1	Describe the board's and management's oversight and governance of climate-related risks and opportunities.	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
2	Describe how the identified climate risks and opportunities will affect the Company's business, strategy, and finances (short-, medium-, and long-term).	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
3	Describe the financial impact of extreme climate events and transitional actions.	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
5	If scenario analysis is conducted to assess the Company's resilience to climate change risks, explain the scenarios used, including parameters, assumptions, analysis factors, and major financial impacts .	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
6	If there is a transition plan for managing climate-related risks, describe the plan and the indicators and targets used to identify and manage physical and transition risks.	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
7	If internal carbon pricing is used as a planning tool, the basis for setting the price shall be described.	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
8	If climate-related goals are set, explain the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress achieved each year. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet such goals, disclose the source and quantity of the carbon reduction credits or the number of RECs used.	Please refer to Chapter 4 Sustainable Environment / 4.1 Climate Strategy and Actions.
9	GHG inventory and assurance status, as well as reduction goals, strategies, and specific action plans (to be completed separately in 1-1 and 1-2).	The status of greenhouse gas inventory and assurance is shown below in Table 1-1. Table 1-2 below shows the greenhouse gas reduction goals, strategies, and specific action plans.



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1-1 The Company's GHG Inventory and Assurance Over the Past Two Years

1-1-1 Greenhouse Gas Inventory Information

Disclose the greenhouse gas (GHG) emissions, emissions intensity (tCO ₂ e/NT\$ million), and data coverage for the past two years.			
Scope 1 (Boundary)	Year	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/NT\$ million)
GlobalWafers Co., Ltd. (Parent Company)	2023 (verification)	2,043.7293	0.0661
	2024 (verification)	2,447.1313	0.0884
Scope 2 (Boundary)	Year	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/NT\$ million)
GlobalWafers Co., Ltd. (Parent Company)	2023 (verification)	147,918.5493	4.7822
	2024 (verification)	156,074.0930	5.6380

Note:

1. The data of GlobalWafers Co., Ltd. (Parent Company) in 2023 includes the Hsinchu Headquarters, Zhunan Plant, and the Taisil Branch. The 2024 data coverage includes the Hsinchu Headquarters, Zhunan Plant, Zhunan Plant 2, and the Taisil Branch.

2. The operating revenue of GlobalWafers' parent company in 2023 and 2024 was NT\$30,931.369 million and NT\$27,682.47 million, respectively.

1-1-2 Greenhouse Gas Assurance Information

Describe the greenhouse gas assurance status over the past two years as of the publication date of the annual report, including the scope of assurance, assurance organization, assurance standards, and assurance opinions.				
Year	Scope of Assurance	Assurance Organization	Assurance Standards	Assurance Opinion
2023	GlobalWafers Co., Ltd. (Parent Company) - Hsinchu Headquarters Plant and Zhunan Plant	DNV GL Business Assurance Co., Ltd. (DNV)	ISO 14064-3: 2019	Scope 1 and Scope 2: Reasonable Level of Assurance
	GlobalWafers Co., Ltd. (Parent Company) - Taisil Branch	Lloyd's Register Quality Assurance (LRQA)	ISO 14064-3: 2019	Scope 1 and Scope 2: Reasonable Level of Assurance
2024	GlobalWafers Co., Ltd. Parent Company) - Hsinchu Headquarters Plant t and Zhunan Plant	DNV GL Business Assurance Co., Ltd. (DNV)	ISO 14064-3: 2019	Scope 1 and Scope 2: Reasonable Level of Assurance
	GlobalWafers Co., Ltd.. (Parent Company)- Zhunan Plant 2	AFNOR Asia Ltd.	ISO 14064-3: 2019	Scope 1 and Scope 2: Reasonable Level of Assurance
	GlobalWafers Co., Ltd. Parent Company) - Taisil Branch	Lloyd's Register Quality Assurance (LRQA)	ISO 14064-3: 2019	Scope 1 and Scope 2: Reasonable Level of Assurance



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1-2 The Greenhouse Gas Reduction Goals, Strategies, and Specific Action Plans.

Specify the GHG reduction base year and data, reduction goals, strategies, and specific action plans, as well as the status of achievement of the reduction goals.

1. Reduction Baseline Year and Data: GlobalWafers has designated 2019 as the base year for greenhouse gas (GHG) emissions reduction (with Scope 2 emissions totaling 529,872.21 tCO₂e). Due to the nature of the Company's industry, most GHG emissions originate from Scope 2, accounting for approximately 95–98% of total Scope 1 and Scope 2 emissions. Therefore, the Company has adopted Scope 2 GHG emissions per unit as the basis for its reduction targets.
2. Reduction Target: GHG emissions per unit of (Scope 2) emissions, taking 2019 as the base year; target reduction of 1%-3% compared to the base year in the short-term (years 1-3) and reduction in the medium-term (years 3-10) compared to the base year 4 -10%. By 2030, the amount should be reduced by 10% compared to the base year, and the reduction in the long-term phase (10 years or more) is greater than 10% compared to the base year.
3. Reduction Strategy:

In response to the climate change issues, GlobalWafers has established the greenhouse gas policy and continues to promote greenhouse gas reduction through the setting of reduction targets and various implementation measures. As previously noted, due to the characteristics of the industry, the majority of the Company's GHG emissions originate from Scope 2. Therefore, the Company's emission reduction strategy primarily focuses on reducing Scope 2 carbon emissions. The following strategies have been formulated to achieve this goal:

 - (1) Use of renewable energy: Simultaneously promote the use of in-house solar power generation systems, the implementation of combined heat and power (CHP) systems, and the purchase of external renewable energy (e.g., entering into long-term power purchase agreements (PPAs), purchasing RECs, or utilizing other renewable energy certificate schemes equivalent to I-REC) to continuously increase the proportion of renewable energy used.
 - (2) Improve energy efficiency: Reduce equipment energy consumption by improving equipment.
 - (3) Purchase carbon offset products: Offset carbon emissions by purchasing carbon emission trading credits.
 - (4) Carbon removal: Support tree planting programs and participate in other natural solutions and conservation programs.
 - (5) Carbon reduction in the upstream value chain: Classify suppliers into three tiers based on the emissions associated with their raw materials, to facilitate third-party verification of product carbon footprints. Continuously track suppliers' proposed carbon reduction roadmaps and invite high-emission suppliers to jointly participate in the Science Based Targets initiative (SBTi), in order to achieve Scope 3 emission reductions.
4. Specific Action Plan: To effectively manage the impact of climate change-related risks and opportunities on GlobalWafers, GlobalWafers actively supports the transition to net-zero emissions. GlobalWafers has joined the RE100 initiative, committing to the long-term goal of using 100% renewable energy by 2050. This commitment was complemented by signing power purchase agreements (PPA) and purchasing renewable energy certificates (RECs). The Company has also set the phased goals for the climate blueprint: achieve 20% by 2030, 35% by 2035, and 50% by 2040 in terms of renewable energy adoption. We aim to gradually accomplish the long-term goal of using 100% renewable energy by 2050. Additionally, we aim to improve product efficiency through process optimization, enhance equipment energy efficiency, replace outdated equipment, and repair and optimize existing facilities. These measures will reduce carbon emissions generated during the power generation process, thereby achieving our carbon reduction goals.
5. Reduction Target Achievement Status: For details such as historical achievement, please refer to the Section 4.1 Climate Strategy and Actions in the Company's Sustainability Report.



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No.	Metrics	Category	Disclosure in 2024	Unit
I	Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy	Quantitative	- Total energy consumption: 4,538,562.506 GJ - Percentage of purchased electricity: 86.86% - Renewable energy utilization rate: 6.624%	Gigajoule (GJ), percentage (%)
II	Total water withdrawal and consumption	Quantitative	- Total water withdrawal: 18,298.2 thousand cubic meters - Total water consumption: 2,654.2 thousand cubic meters	Thousand cubic meters
III	Weight of hazardous waste generated and percentage recycled	Quantitative	- Total weight of hazardous waste generated: 6,293.1 metric tons - Percentage of hazardous waste recycling: 95.99%	Metric tons (t), percentage (%)
IV	Describe the type of occupational injuries, the number of people involved, and the rate	Quantitative	- In 2024, a total of 42 occupational injury occurred in GlobalWafers. The types of accidents included cutting, pinching, bumping, falls, hazardous object contact, sprains, falling objects, and collapses. - Number of people with disabling injuries: 42 - Disabling injury rate: 0.58% (the number of occupational injury cases as a percentage of the total number of employees at the end of the year)	Rate (%), quantity
V	Disclosure of product life cycle management: including the weight ofscrapped products and electronic waste, and the percentage recycled	Quantitative	GlobalWafers is dedicated to sustainable resource utilization by recycling and reusing waste materials wherever possible, turning them into valuable resources. All waste is managed through certified waste disposal, treatment, or recycling agencies, ensuring proper disposal, treatment, or reuse. However,asGlobalWafers is not an end-product manufacturer, relevant data on scrapped products is not applicable.	Ton (t), percentage (%)
VI	Description of the risk management method for key materials used	Qualitative description	GlobalWafers has adopted major management measures to mitigate the operational risks of key materials: - Build safety stock: We manage the safety stocks of key materials on a rolling basis based on factors such as production requirements, transportation, and company and domestic and foreign policies. - Implement supplier management: In addition to regular written reviews and on-site audits, we also implement supplier management, including but not limited to quality, delivery, environment, and emergency response plans. Suppliers are also required to comply with conflict-free minerals and ESG-related sustainability issues. - Supplier diversification: We continue to have at least two qualified suppliers to avoid the risk of supply chain disruptions. - For conflict minerals, including Tin, Tantalum, Tungsten, Gold, Cobalt, and Mica, we require our suppliers to commit to and comply with our code of conduct. Additionally, we request suppliers to provide their survey results annually using the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT).	Not applicable
VII	Total monetary losses resulting from legal proceedings related to violations of anti-competitive behavior regulations	Quantitative	There was no violation of anti-competitive laws and regulations, so the monetary loss was NT\$ 0.	Reporting currency
VIII	Output of main products by product category	Quantitative	- Semiconductor wafer products 38,692 (thousand pieces) - Semiconductor ingot products 346 (metric tons) - Other products 177 (thousand pieces)	Varies by product type

GlobalWafers' Participation in Industry Associations and Non-profit Organizations

Association/organization	Participant	Member	Role
The Allied Association for Science Park Industries		●	Director
SEMI	●	●	Director
SEMI Silicon Manufacturers' Group	●	●	Chair
Semiconductor Climate Consortium	●		Founding Member
Taiwan Semiconductor Industry Association		●	
High Power Device application and Research Alliance		●	
Taiwan Business Council for Sustainable Development		●	
Taiwan Compound Semiconductor and Equipment Industry-Academia Alliance		●	
RE100		●	
Japan Society of Newer Metals	●	●	
Liaison Committee of Local Businesses at Niigata East Port	●	●	Secretary of committee
Malaysian Employers Federation (MEF)		●	
Federation of Malaysian Manufacturers (FMM)		●	
National Institute of Occupational Safety & Health (NIOSH)		●	
The Korea Chamber of Commerce & Industry		●	
Korea Industrial Safety Association		●	

Association/organization	Participant	Member	Role
Korean Nurses Association		●	
Korea Fire Safety Association		●	
Korea Semiconductor Industry Association		●	
Daejeon Chungnam Enterprises Federation		●	
Samsung Electronics Association of Partnership		●	
General Confederation of Italian Industry		●	
National Federation of the Chemical Industry		●	
National Association of Electronic and Electrotechnical Industries			Board
National Association for Industrial Research		●	
European Semiconductor Industry Association		●	
Innovative Advanced Materials Initiative		●	
Chemical Research HUB of Piedmont			Board
European Semiconductor Regional Alliance		●	
Association for Kiyohara Industrial Park		●	Director
SEMI Japan Test Method Task Force		●	
SEMI EMG JAPAN (Electronic Materials Group)		●	



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Association/organization	Participant	Member	Role
RBA	●		
North Texas Semiconductor Tech Hub		●	
Local Emergency Planning Commission		●	
Sherman Safety Leaders Forum		●	
Sherman HR Networking Team		●	
SIA		●	
Power America		●	
SEDCO		●	
SEMI Silicon Wafer	●		
SEMI Compound Semi Wafer	●		
SEMI Roughness Working Group	●		
SEMI SOI Task Force	●		
SEMI SOI Governing Council	●	●	
University of Arkansas MSEN IAB (Industrial Adv. Board)	●		
University of Illinois-Chicago IAB	●		
SEMI Midwest Executive Committee	●		
Missouri University of Science & Technology IAB	●		

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Independent Assurance Statement

To the Management and Stakeholders of Global Wafers Co., Ltd.

DQS has been engaged by Global Wafers Co., Ltd. ("GlobalWafers") to provide independent assurance over the Sustainability Report 2024. The engagement took place in Mar.2025.

The objective of this assurance engagement was to independently express conclusions on underlying reporting processes and validate qualitative and quantitative claims, so as to limit misinterpretation by stakeholders and increase the overall credibility of the reported information and data.

Scope of assurance and standards

The assurance encompassed the entire sustainability report and focused on all figures, statements and claims related to sustainability during the reporting period January 2024 to December 2024.

The assurance engagement was performed with reference to the AA1000 Assurance Standard (AA1000AS v3) and GRI Standards 2021 of Global sustainability standard board (GSSB), which consists of:

- Evaluating the company's sustainability framework and processes using the inclusivity, materiality, responsiveness and impact criteria of the AA1000 AccountAbility Principles (AA1000AP 2018), and
- Evaluating the quality of the reported sustainability performance information – Economy, Environment and People (including Human Rights), the period from 1 January 2024 to 31 December 2024.
- The scope of assurance is consistent with the scope of disclosure in GlobalWafers reference to the requirements of GRI Standards 2021;
 - Economic Performance: The scope of coverage is the same as the scope of the 2023 consolidated financial report of GlobalWafers, including all of the company's operational production sites.
 - Environmental Performance: Except for the office and the production sites newly included in November 2024, all other production sites were included.
 - People (including human rights) Performance: Except for the remuneration performance, all of the Company's operational production sites were included.
- GlobalWafers is responsible for the issuance, response, performance data, case studies and the information related to management sustainability related data and information systems;
- The scope of assurance is consistent with the scope of disclosure in GlobalWafers 2023 Sustainability Report with reference to the GRI General Standards 2021 version, SASB Sustainability Accounting Standards for the Semiconductor Industry, Taiwan Stock Exchange Semiconductor Industry Sustainability Disclosure Index, and TCFD Climate

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Change-Related Financial Disclosure Standards.

Level of assurance

A Type 1 Moderate Level of assurance under AA1000AS v3 was provided for this engagement. Information and performance data subject to assurance is limited to the scope described above.

The assurance did not cover financial data, GHG emission data, technical descriptions of buildings, equipment and production processes or other information not related to sustainability.

Limitations

The assurance did not cover financial data, GHG emission data, technical descriptions of buildings, equipment and production processes or other information not related to sustainability.

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

Independence and Competences of the Assurance Provider

The DQS Group is an independent professional services firm that provides assurance on sustainability disclosures under the Global Reporting Initiative (GRI), CDP and other specialized management and reporting mechanisms. Independent verifiers have not been involved in the development of the report or have they been associated with GlobalWafers sustainability program, data collection or strategic processes.

DQS Group ensures that the assurance team possesses the required competencies, maintained neutrality and performed ethically throughout the engagement. Further information, including a statement of impartiality, can be found at: www.dqsglobal.com.

The management of GlobalWafers was responsible for the preparation of the sustainability data.

Assurance Methodology

The assurance procedures and principles used for this engagement were drawn from the International Standard AA1000AS and methodology developed by DQS, which consists of the following steps:

1. Identifying statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
2. Reviewing the Sustainability Report to determine whether the material topics identified during our procedures have been adequately disclosed.
3. Carrying out interviews with key functional managers and data owners at GlobalWafers office at No. 8, Industrial East Road 2, Hsinchu Science Park, Hsinchu, Taiwan, R.O.C.
4. Assessing the collected information and provide recommendations for immediate

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correction where required or for future improvement of the report content.

Evaluation of the adherence to AA1000 AccountAbility Principles

Inclusivity – *People should have a say in the decisions that impact them*

GlobalWafers identifies and communicates with the stakeholders based on their activities and business relationships. For future reports, it was recommended to adopt a more systematic approach in recognizing key stakeholders and determining sustainability issues to enhance accuracy and comprehensiveness.

Materiality – *Decision makers should identify and be clear about the sustainability topics that matter*

The sustainability data included in the scope of the assurance engagement consists of sustainability performance indicators for ESG topics that are considered material, through a materiality assessment. For GlobalWafers global deployment, it was recommended to disclose "double materiality assessment" in accordance with ESRS - "European Sustainability Reporting Standards" in the further report.

Responsiveness – *Organizations should act transparently on material sustainability topics and their related impacts*

GlobalWafers is responding to those issues that it has identified as material and demonstrates this in ESG performance indicators. The organization and its stakeholders can use the reported ESG information as a reasonable basis for their opinions and decision-making. To improve the transparency and accuracy of the report, GlobalWafers might consider the following steps: adopting the AA1000 assurance standard at a type 2 moderate level; ensuring that responses to projects identified in climate-related financial disclosures (TCFD) accurately reflect the actual risks faced by GlobalWafers; and implementing a more effective mechanism to verify the information supplied by overseas subsidiaries.

Impact – *Organizations should monitor, measure and be accountable for how their actions affect their broader ecosystems*

GlobalWafers has implemented systems to monitor and measure its economic, environmental and people (including human rights) impacts through selected performance indicators based on GRI standards as well as has paid attention on related ecological impacts.

Conclusion

On the basis of a moderate assurance engagement according to the above-listed criteria, nothing has come to our attention that causes us to believe that the disclosures within the scope of this assurance engagement are materially misstated. The processes for collecting and consolidating the data are structured in such a way as to enable independent verification.

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On behalf of the assurance team
May 21, 2025
Taiwan

Bob Chen
Managing Director
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