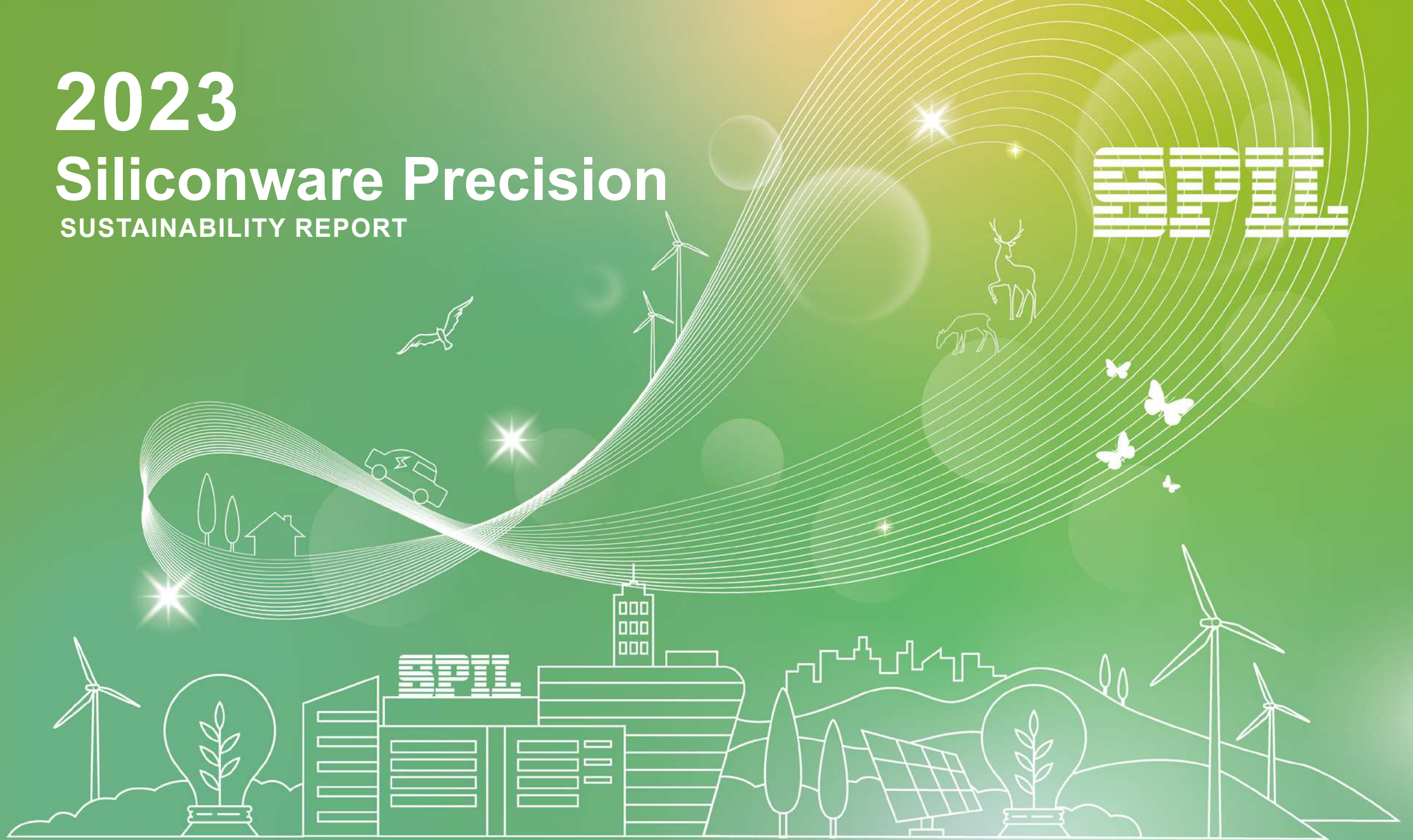


2023

Siliconware Precision

SUSTAINABILITY REPORT

SPIL



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Since the first corporate social responsibility report published in 2013, Siliconware Precision (SPIL) has continuously issued a ESG report each year (the last issue was published in June 2023) for 12 consecutive years. We have communicated with all stakeholders who pay attention to SPIL to meet stakeholders' expectations of the transparency of the Company's operations and allow the world to learn more about SPIL's efforts in and contributions to social responsibility. This report is available in e-books in both Chinese and English languages. For the complete file, please download it from the SPIL's website.

<https://www.spilglobal.com/zh-TW/Sustainability/Download>

Information disclosure period

The information disclosure period in this report is from January 1, 2023 to December 31, 2023.

Data Collection Scope

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



2017



2018



2019



2020



2021



2022



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Contact Us

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

Siliconware Precision Industries Co. Ltd.

Environment, Safety and Health Department, Administrative Management Center

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E-mail:csr@spil.com.tw

Preparation and Verification of the ESG Report

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

Report Data Quality Control

- Financial data: Audited and certified by Deloitte Taiwan (in NTD).
- Environmental information: Obtained ISO 14001 verified by third-party company.
- Energy management system: Obtained ISO 50001 verified by third-party company.
- Environmental data: Obtained ISO 14067 and ISO 14064-1 verified by third-party company.
- Safety and health information: Obtained ISO 45001 and CNS 45001 verified by third-party company.
- Information Security Information: Obtained ISO 27001 verified by third-party company.
- Authorized supply chain: Obtained ISO 28000 verified by third-party company.
- Hazardous substance information: Obtained QC 080000 (IECQ HSPM) verified by third-party company.
- Cleaner production information: The Cleaner Production Evaluation System was certified by Industrial Development Bureau, Ministry of Economic Affairs.
- Continuing operations: Obtained ISO 22301 verified by third-party company.



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In the post-pandemic era, alongside the rise of emerging AI applications, global economic dynamics and human lifestyles have undergone profound changes. The domestic economy has experienced rapid cooling, exacerbated by factors like geopolitical tensions and inflation, which have introduced uncertainties into industrial development. Despite these challenges, SPIL remains steadfast in its customer-centric approach. To meet evolving customer needs, SPIL is expanding its production footprint both domestically and internationally, establishing new facilities in Erlin and Huwei, Taiwan, and in Malaysia. In addition to expansion efforts, SPIL is committed to sustainable development. In 2023, in collaboration with its parent company ASE Technology Holding Co., Ltd., SPIL achieved recognition for the eighth consecutive year as a leader in the "Semiconductors and Semiconductor Equipment Industry" by the Dow Jones Sustainability Indices (DJSI). This accolade underscores SPIL's ongoing commitment to environmental, social, and governance (ESG) principles, positioning it as a leader in sustainable practices within its industry.

Energy Saving and Waste Reduction: Advancing Towards Net Zero

Low-carbon sustainability is a continuous goal for enterprises. In our carbon management strategy, we are committed to reducing greenhouse gas emissions originating from operational activities through energy conservation and sourcing renewable energy. Aligned with the Science-Based Targets initiative (SBTi), our goal is to achieve a 35% reduction in Scope 1 and Scope 2 carbon emissions by 2030 relative to our 2016 baseline, and a 15% reduction in Scope 3 emissions compared to 2020. Ultimately, our aim is to achieve net-zero carbon emissions by 2050. In 2023, SPIL reported a greenhouse gas emission intensity (Scope 1 + Scope 2) of 0.171 tCO₂e/K USD. Despite a slight increase due to new factory activations, this represents a 22% reduction from our baseline year, underscoring SPIL's ongoing dedication to energy conservation and carbon reduction efforts.

Addressing water resource scarcity induced by climate change is also a pivotal aspect of our corporate agenda. We have integrated water resource management as a crucial metric for sustainable development, implementing the ISO 46001 Water Efficiency Management System and adopting processes that promote water conservation and enhance water recycling technologies. Consequently, our total water withdrawal in 2023 decreased by 5% compared to the previous year, and we are targeting a 25% reduction in water withdrawal intensity by 2030 compared to 2023 levels.

On the aspect of waste management, by promoting source reduction and the circular economy, we implemented six reduction programs in 2023. These projects included process improvements to reduce the production of waste liquids, introducing resin adsorption methods to recover heavy metals, and using steam heat exchange to recover waste solvents. This circular economy approach aims to achieve environmental sustainability. In 2023, we successfully reduced waste by 3,809 tons, a 9.8% decrease compared to the previous year. The recycling and reuse rate of general waste (including energy recovery) reached 100%, and the resource recovery and recycling rate of hazardous waste increased by 6%.

Social Engagement and Giving Back to Society

Social engagement is a cornerstone of corporate responsibility. SPIL, which has taken root in Taichung over the course of four decades, remains committed to corporate social responsibility, with particular focus on social welfare, community engagement, and supporting arts and culture, aiming to foster societal advancement through concrete action.

The Family Assistance "100-Dollar" Club, initiated by SPIL employees, has amassed over NT\$ 90 million in child support funds as of the end of 2023. Each year, more than 31,000 individuals contribute donations, which cover living expenses for over 3,000 children. Additionally, these funds sponsor scholarships; in 2023, 160 outstanding students from Taichung and Changhua received awards. The initiative also supports 302 economically disadvantaged children across Taiwan, facilitating their educational pursuits and promoting values of diligence, familial love, and community solidarity.



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In addition to financial contributions, SPIL employees actively participate in voluntary activities through a dedicated volunteer club. In 2023, the club organized 11 events, such as celebrating the Dragon Boat Festival with elderly individuals living alone in partnership with the Huashan Social Welfare Foundation, and supporting the Joyce McMillan Social Welfare Foundation through a group purchase of dumplings. These endeavors raised a total of NT\$1,020,013, collected and donated 6,736 items, and engaged 1,482 volunteers in meaningful community service efforts. The number of beneficiaries of our charitable initiatives has exceeded 7,124 to date.

Corporate Governance and Legal Compliance

At SPIL, stringent adherence to corporate governance standards and regulatory compliance is a fundamental commitment, underscored by the Company's steadfast policy of "no compromise on compliance." Every employee is accountable for upholding SPIL's code of conduct and adhering to pertinent laws and regulations.

SPIL prioritizes pro-active management from the source, conducting annual training and advocacy programs to enhance employee awareness of legal requirements and promote compliant behaviors. In 2023, regulatory authorities in environmental protection, occupational safety and health, and labor sectors conducted a total of 90 audits, with no significant violations reported.

Harnessing Industry Insights to Chart Sustainable Development

At SPIL, stringent adherence to corporate governance standards and regulatory compliance is a fundamental commitment, underscored by the Company's steadfast policy of "no compromise on compliance." Every employee is accountable for upholding SPIL's code of conduct and adhering to pertinent laws and regulations.

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Chairman




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2023

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

2023

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

2023

Won the award of Advanced Unit for Precursor Chemical Management by Suzhou Industrial Park

Corporate Governance aspect

Environmental aspect



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To ensure that the information disclosed in the 2023 ESG Report meets the expectations and demands of readers, SPIL has referred to the GRI standards issued by the GSSB to establish the five-step materiality analysis. The analysis enables us to decide stakeholders with whom we wish to communicate; understand issues of concern for our stakeholders; then base thereon to prepare this report and have stakeholder inclusiveness, sustainability context, materiality, and completeness included. To fully present the overall value chain, information disclosed with respect to material issues of both SPIL and Siliconware Technology Limited are reviewed and discussed by members of a dedicated organization so as to define the scope of each aspect and index.

Step1 Collect sustainability issues → 6 material issues were collected

Basis for collecting sustainability issues:

- Global standards (ISO26000, GRI standards, UN GC, DJSI, RBA, etc.)
- Online information regarding sustainability issues relevant to SPIL Precision and industry peers

Step2 Identify stakeholders → 6 major stakeholders

Through analysis and discussions by ESG Report team members, ten relevant stakeholders are listed and prioritized using the AA1000 SES-2015 Stakeholder Engagement Standard principles. Six primary stakeholders were identified for focused engagement, including employees, customers, suppliers/contractors, government/public agencies, communities/neighbors, and non-profit organizations/media.

Step3 Materiality analysis → 21 issues of concern

21 issues of concern were summarized according to the investigation results of sustainability background and stakeholders, and then adopted for a materiality analysis. They are:

- Stakeholders' "level of concern" for each issue is evaluated (distributed 419 questionnaires to stakeholders for investigation).
- Evaluating the potential and frequency of impact each issue has on "economics," "environment," and "people and human rights," decided by the Sustainability Committee members, ESG report responsible unit heads, and colleagues.

Step4 Decide on materiality indicators → 14 material topics

Based on the materiality analysis, 14 material topics are determined by the ESG Report team, with each material topic's priority disclosure items decided and approved by senior management.

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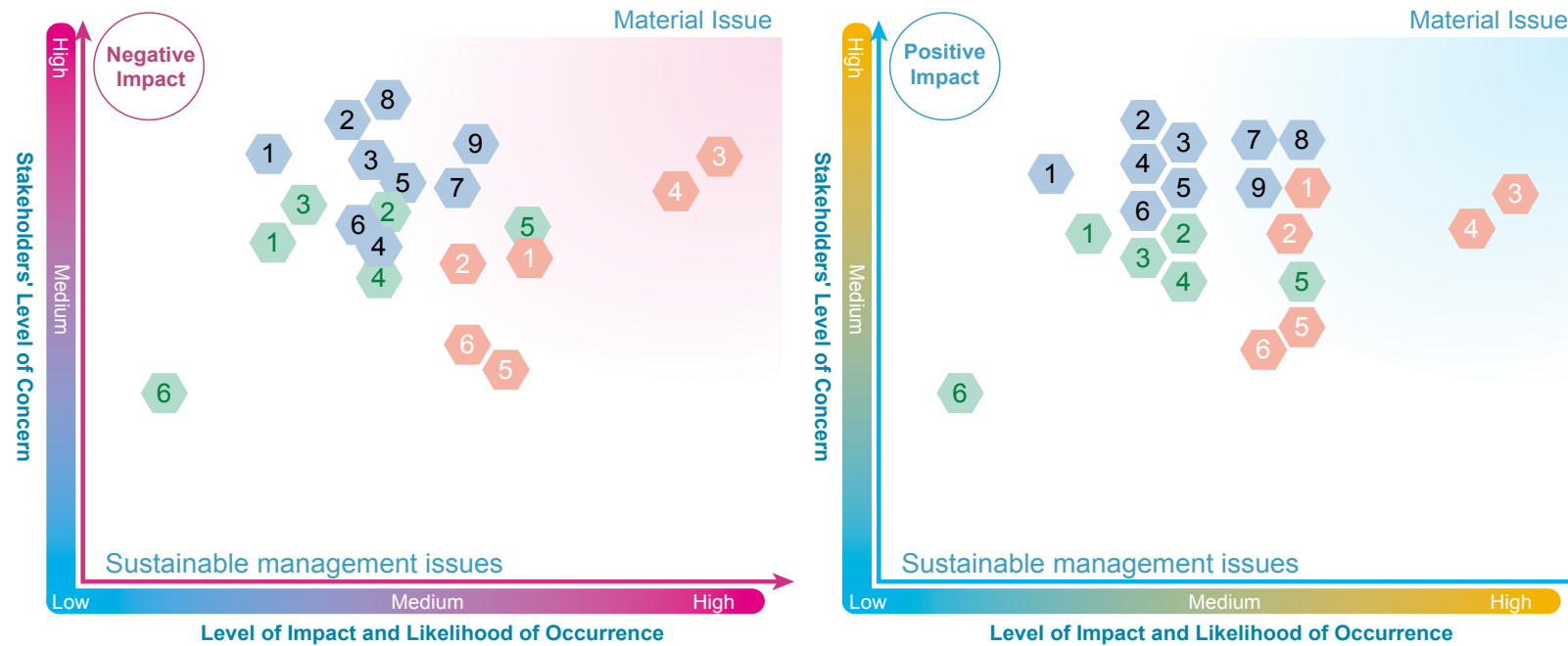
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1. Analysis Results of Material Issues

Through the materiality analysis, SPIL understands which information is of priority concern to stakeholders. The materiality assessment of the collected 21 sustainability issues primarily focuses on those falling at the intersection of medium to high impact and medium to high concern. Priority confirmation was given to 8 material issues and 13 sustainability management issues. However, considering “business ethics,” “customer relationship management,” “sustainable supply chain,” “information security management,” “water resource management,” and “energy management” as six internally material issues of concern for SPIL, it was ultimately decided to prioritize disclosure of these 14 material topics. These material topics form the basis for the preparation of the report, ensuring that the disclosure content meets the expectations and needs of stakeholders.



Economic Aspect

- 1.Information Security Management
- 2.Sustainable Supply Chain
- 3.customer Relationship Management
- 4.R&D and Innovation
- 5.Business Ethics
- 6.Risk and Crisis Management
- 7.Smart and Sustainable Manufacturing
- 8.Legal Compliance
- 9.Data and Privacy

Environmental Aspect

- 1.Energy Management
- 2.Water Resource Management
- 3.Climate Strategy
- 4.Air pollution control and prevention
- 5.Biodiversity
- 6.Waste, recycling, and regeneration

Social Aspect

- 1.Talent Attraction and Retention
- 2.Human Resource Development
- 3.Occupational Safety and Health
- 4.Human rights
- 5.Social engagement
- 6.Diversity and tolerance



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2. Impacts of Material Issues on Operations

For a detailed correspondence of material issues related to operational risks and significance, mitigation measures, relationships with the value chain, and specific GRI Standards disclosures, please refer to the table below. For detailed explanations of material issues, please refer to the respective chapters in the report.

Corporate Governance

Material Issue	Impact Aspect	Operational Opportunities/Risks/Significance	Mitigation Measures	Value Chain Impact			Corresponding GRI Standard	Chapter
				Upstream (Supply Chain)	SPIL	Downstream (Customer)		
Legal Compliance	Positive	As any change in domestic/international policy and regulations is closely related to the Company's finance and business, the core corporate policy of SPIL is "Never compromise on laws", where all of our employees from the board of directors to employees as a whole must comply with our code of conduct and be liable for legal liabilities derived therefrom.	- Pay attention to any changes at any time; make timely suggestions and plan countermeasures therefor. - Repeatedly and correctly educate and train managerial and relevant personnel.	✓	✓	✓	GRI 417-2 GRI 417-3	1.1
	Negative	Non-compliance not only incurs fines but also damages the Company's reputation.						
Business Ethics	Positive	Adhering to principles of integrity in business operations and upholding ethical standards to protect stakeholder interests.	- Formulated "Ethical Corporate Management Best Practice Principles" to establish a corporate culture of business integrity. - Confirm the effectiveness of internal awareness-raising activities through random inspections.	✓	✓	✓	GRI 205-2 GRI 205-3	1.1
	Negative	Fraudulent activities harm the Company's interests.	Establishing channels for employee complaints and reporting illegal activities, controlled through internal audit systems.					
Customer Relationship Management	Positive	Meeting customer and market demands, maintaining good customer relationships and satisfaction levels.	- Set quality objectives: Reduce the number of customer complaints. - Increase customers' level of satisfaction with various service indicators. - Regularly reviewing and adjusting marketing strategies to secure customer orders.		✓	✓	(Voluntary disclosure)	2.2
	Negative	Failure to promptly meet customer and market demands.						
Sustainable Supply Chain	Positive	Enhanced supply chain management enables the Company to have sound suppliers. This not only helps to improve the quality of raw materials and reduce risks derived from the acquisition of raw materials but also increases our customers' recognition of our products.	- Carry out regular evaluation/audit of suppliers to confirm their performance. - Assist suppliers in making improvement and increasing their competitiveness through counseling services; request suppliers to abide by their social responsibilities.	✓			GRI 204-1 GRI 308-1 GRI 308-2 GRI 414-1	3.2
	Negative	Geopolitical issues leading to supply chain disruptions.	Establishing alternative supplier systems and requiring suppliers to implement business continuity plans.					



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Material Issue	Impact Aspect	Operational Opportunities/Risks/Significance	Mitigation Measures	Value Chain Impact			Corresponding GRI Standard	Chapter
				Upstream (Supply Chain)	SPIL	Downstream (Customer)		
Smart and Sustainable Manufacturing	Positive	Facing the Industry 4.0 wave, SPIL envisions becoming a benchmark in the smart manufacturing industry, aiming to enhance production efficiency, refine process quality, and meet customer delivery schedules.	- Developed a plant-wide (line to plane) "Smart Material Handling and Transportation System." - First to adopt AMRA technology standard for packaging and testing. - Develop a Manufacturing Quality Confidence System. - Introduction of American Semiconductor Smart Scheduling System.		✓		(Voluntary disclosure)	2.5
	Negative	High dependence on data center computing in smart automation may also lead to issues like data breaches.	- Information Security Policy - Strengthening information security monitoring and defense mechanisms. - Increased awareness of information security protection.					
Information Security Management	Positive	Given the diverse external threats to information security, and recognizing that information security is fundamental to the safe operation of our services, we are committed to continuously improving our information security system through the PDCA management cycle. Furthermore, we strictly adhere to customer contracts to safeguard customer information.	- Implementing information security policies. - Strengthening information security monitoring and defense mechanisms. - Increased awareness of information security protection.		✓	✓	GRI 418-1	2.3 2.4
Data and Privacy								
Information Security Management	Negative	Improper use of data or leakage of customer product information.						
Data and Privacy								



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Material Issue	Impact Aspect	Operational Opportunities/Risks/Significance	Mitigation Measures	Value Chain Impact			Corresponding GRI Standard	Chapter
				Upstream (Supply Chain)	SPIL	Downstream (Customer)		
Water Resource Management	Positive	Utilizing recycled water to avoid external environmental impacts.	Assessing the feasibility of using recycled water in production processes.	✓	✓		GRI 303	4.3
	Negative	The increasing frequency and severity of droughts could pose a significant impact on businesses and supply chains.	Continued to promote water conservation, recycling and reuse projects to reduce the Company's pressure from water demand.					
Waste and Resource Regeneration	Positive	Effective waste management can reduce the production of wastes and the relevant treatment costs while minimizing the impact of our operations on the environment.	- Continue to promote waste reduction project - When disposing of wastes, reclamation and recycling are prioritized, and then incineration treatment is undertaken to effectively reduce the size of waste while recycling the heat for generation.	✓	✓		GRI 306	4.5
	Negative	Ineffective tracking and management of waste flows can lead to improper disposal.	- Random tracking of GPS records of each waste transport vehicle for route and timing reasonableness. - Annual audits of clearing and processing contractors.					
Energy Management	Positive	Promoting low-carbon products to enhance customer recognition.	Using renewable energy to reduce per-unit carbon emissions of products.	✓	✓	✓	GRI 302-1 GRI 302-4 GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5	4.1 4.2
	Negative	The imminent imposition of a carbon tax by the government, with electricity being the main source of carbon emissions and rising electricity costs leading to increased operating costs.	Energy conservation teams promote annual power-saving plans and invite external experts for energy-saving advisory services.					



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Material Issue	Impact Aspect	Operational Opportunities/Risks/Significance	Mitigation Measures	Value Chain Impact			Corresponding GRI Standard	Chapter
				Upstream (Supply Chain)	SPIL	Downstream (Customer)		
Occupational Safety and Health	Positive	Employees are important assets of the Company. Only by building a safe and healthy workplace, and preventing occupational injuries or diseases, our employees will be able to work without any worry and have their work efficiency and quality improved.	- Establish a management plan for high-risk operations. - Hold safety contests and praise outstanding EHS units and personnel to develop employees' safety awareness while motivating them to make further improvements.	✓	✓		GRI 403	6.4
	Negative	Work-related injuries increase absenteeism, affecting production performance.	- Regularly conduct occupational safety training. - Analyzing all work-related injury cases to identify root causes and enhance company-wide case awareness through advocacy.					
Talent Attraction and Retention	Positive	Enhancing operational growth momentum.	- Fair and diverse employee performance evaluation systems. - Open communication and grievance channels. - Employee engagement surveys		✓		GRI 401-2 GRI 401-3	6.3
	Negative	Attrition of key talent due to poaching, lack of production manpower.	- Control human resource planning. - Provide competitive and comprehensive compensation and benefits.					
Human resource development	Positive	A complete talent cultivation and development plan can help the Company retain talents, and meet the Company's development needs to achieve business goals.	- Develop a complete talent cultivation plan - Continue to optimize employees' career development		✓		GRI 404-1 GRI 404-2 GRI 404-3	6.2
	Negative	Talent competencies not keeping pace with the times, resulting in inefficient work.						
Human Rights	Positive	- Creating job opportunities. - Improving the standard of living.	- All new employees and in-service employees shall take the RBA general knowledge and recurrent training sessions, respectively. - Provide a complete grievance reporting mechanism. - Auditing suppliers and demanding improvements.	✓	✓		(Voluntary disclosure)	6.1
	Negative	Poor labor rights record is detrimental to the Company's image and stock price.						

Differences in Material Issues with the Previous Year

Aspect	Material Issue	2022	2023
Corporate Governance	Legal Compliance	•	•
	Business Ethics		•
	Customer Relationship Management		•
	Sustainable Supply Chain		•
	Smart and Sustainable Manufacturing	•	•
	Information Security Management		•
	Data and Privacy		•
Environment	Water resource management		•
	Waste and Resource Regeneration	•	•
	Energy management		•
	Air pollution control and prevention	•	
Social	Occupational Safety and Health	•	•
	Talent Attraction and Retention	•	•
	Human resource development		•
	Human rights		•

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3. Key Performance Indicators, Degree of Conformity, and 2024 Goals with respect to Material Issues

Corporate Governance

Material Issue	2023 Target	2023 Performance		2024 Target
Legal Compliance	The number of law violation cases decreases year by year.	✓	There was a total of 1 instance of regulatory non-compliance.	The number of law violation cases decreases year by year.
	There will be no law violation that causes substantive adverse consequences.	✓	There was no law violation that caused substantive adverse consequences.	There will be no law violation that causes substantive adverse consequences.
Business Ethics	Inspect employees' understanding of moral/ethical code of conduct and internal communication channels.	✓	Inspected 50 employees randomly and no deficiency was found.	Inspect employees' understanding of moral/ethical code of conduct and internal communication channels.
Customer Relationship Management	Customer satisfaction reaches $\geq 90\%$	✓	Actual customer satisfaction 96%	Customer satisfaction reaches $\geq 90\%$
Sustainable Supply Chain	Increase the percentage of local procurement (suppliers in Taiwan) gradually year by year.	✓	Actual percentage of raw materials sourced and shipped from manufacturers in Taiwan was 73.8%.	Increase the percentage of local procurement (suppliers in Taiwan) gradually year by year.
	Adopted only non-conflict minerals for 100% of raw materials used.	✓	100% of raw materials were sourced from non-conflict minerals.	Adopted only non-conflict minerals for 100% of raw materials used.
Smart and Sustainable Manufacturing	- Cumulative smart handling and transportation: 385 units - Cumulative smart matching: 650 units	✓	- Actual cumulative smart handling and transportation: 387 units - Actual cumulative smart matching: 692 units	- Cumulative smart handling and transportation: 887 units - Cumulative smart matching: 1,692 units
Information Security Management	- No material information security incidents - No customer privacy breaches	✓	- No material information security incidents - No customer privacy breaches	- No material information security incidents - No customer privacy breaches
Data and Privacy				

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Environment

Material Issue	2023 Target	2023 Performance		2024 Target
Water Resource Management	Water withdrawal intensity ≤ 2.71 metric tons/K USD	✓	Actual water withdrawal intensity 2.06 metric tons/K USD	Water withdrawal intensity 2.05 metric tons/K USD
Waste Management	Percentage of general waste recycled: 100%	✓	Percentage of general waste recycled: 100%	Percentage of general waste recycled: 100%
Energy Management	energy saving rate: $\geq 2\%$ [Total Energy Saved (kWh) / Total Energy Used (kWh)]	✓	Actual energy saving rate: 6.4%	Energy saving rate: $\geq 7\%$ [Total Energy Saved (kWh) / Total Energy Used (kWh)]
Air Pollution Control and Prevention	VOCs emissions intensity: $\leq 0.006\text{kg/K USD}$	✓	Actual VOCs emissions intensity: 0.004kg/K USD	VOCs emissions intensity: $\leq 0.006\text{kg/K USD}$

Social

Material Issue	2023 Target	2023 Performance		2024 Target
Occupational Safety and Health	Employee FSI ≤ 0.06	✓	Actual employee FSI of facilities in Taiwan 0.09	Employee FSI of facilities in Taiwan 0.06
Talent Attraction and Retention	Employee engagement survey coverage rate 90%	✓	Employee engagement survey coverage rate 99%	-
Human Resource Development	Employee training hours reach 150 hr/employee	✓	Employee training hours reach 166 hr/employee	Employee training hours reach 150 hr/employee
Human rights	100% of employees take the RBA general knowledge and regular refresher training sessions.	✓	100% of employees take the RBA general knowledge and regular refresher training sessions.	100% of employees take the RBA general knowledge and regular refresher training sessions.



4. Communication with Stakeholders

Stakeholders	Communication channels / frequency	Issues of concern	2023 Sustainability Communication Results
Customer	• Customer website system (anytime) • Customer satisfaction survey (quarterly) • Customer questionnaire (from time to time) • Customer audit (from time to time) • Product quality review meeting (from time to time) • Phone and email (from time to time)	• Legal Compliance • Business Ethics • Customer service management • Sustainable supply chain management • R&D and Innovation • Smart and Sustainable Manufacturing • Information Security Management • Data and Privacy • Risk and Crisis Management • Water Resource Management • Climate Strategy • Energy Management • Waste, recycling, and regeneration • Air Pollution Control and Prevention • Occupational Safety and Health • Talent Attraction and Retention • Human Resource Development • Human rights • Diversity and tolerance • Social engagement	• No regulatory violations that resulted in substantial adverse consequences • Spot-checked 50 employees, with no deficiencies noted • Customer satisfaction reached 90% • Completed audits of 87 suppliers to confirm supplier quality and management system performance • Completed RBA audits of 33 suppliers • A total of 303 new patents were applied for and granted. • Actual cumulative smart handling and transportation: 387 units • Actual cumulative smart matching: 692 units • Passed ISO 27001:2022 information security verification • Passed ISO 22301:2019 information security follow-up verification • Total water savings reached 251,085 tons, water withdrawal density of 2.06 tons/K USD • GHG intensity 0.171 tCO2e/K USD • Actual energy saving rate: 6.4% • Waste reduction of 3,809 tons, with a general waste recycling rate of 100% • Actual VOCs emissions intensity: 0.004kg/K USD • Enhanced construction safety management • Promoted disaster reduction plan with the FSI at 0.09 • Employee engagement survey coverage rate 99% • Employee training hours reached 166 hr/employee • All new employees and in-service employees shall take the RBA general knowledge and recurrent training sessions, respectively. • Provided a complete grievance reporting mechanism. • Company-wide labor and human rights training • Volunteers who participated in charitable service activities 1,842 persons. • Beneficiaries of assistance provided by Taiwan Fund for Children and Families reached 7,648 persons

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Stakeholders	Communication channels / frequency	Issues of concern	2023 Sustainability Communication Results	
Employees	• Face to face communication (any time) • Departmental meetings (weekly/monthly) • SPIL Quarterly (quarterly) • Labor-management meeting (quarterly) • Welfare committee (quarterly) • Catering committee (bimonthly) • Pension committee (bimonthly/quarterly) • Employee satisfaction survey (biannually) • Employee care mailbox • Email box • Service hotlines	• Talent Attraction and Retention • Human Resource Development • Human rights • Diversity and tolerance	• Provided a comprehensive insurance system and a complete retirement system. • Employee training hours reached 166 hr/employee • All new employees and in-service employees shall take the RBA general knowledge and recurrent training sessions, respectively. • Provided a complete grievance reporting mechanism. • Company-wide labor and human rights training	
Suppliers/ Subcontractors	• Supplier QBR meeting (quarterly) • Supplier information review (annually) • Phone and email (from time to time) • Toolbox meeting (daily) • Agreement organization meetings (monthly) • Corporate agreement organization meetings (annually) • Training for subcontractors (when necessary) • Telephone and email (irregularly)	• Legal Compliance • Business Ethics • Customer service management • Sustainable supply chain management • R&D and Innovation • Smart and Sustainable Manufacturing • Information Security Management • Data and Privacy • Risk and Crisis Management • Water Resource Management • Climate Strategy • Energy Management • Waste, recycling, and regeneration • Air Pollution Control and Prevention • Occupational Safety and Health • Talent Attraction and Retention • Human Resource Development • Human rights • Diversity and tolerance • Social engagement	• No regulatory violations that resulted in substantial adverse consequences • Spot-checked 50 employees, with no deficiencies noted • Customer satisfaction reached 90% • Completed audits of 87 suppliers to confirm supplier quality and management system performance • Completed RBA audits of 33 suppliers • A total of 303 new patents were applied for and granted. • Actual cumulative smart handling and transportation: 387 units • Actual cumulative smart matching: 692 units • Passed ISO 27001:2022 information security verification • Passed ISO 22301:2019 information security follow-up verification • Total water savings reached 251,085 tons, water withdrawal density of 2.06 tons/K USD • GHG intensity 0.168 tCO₂e/K USD • Actual energy saving rate: 5.2% • Waste reduction of 3,809 tons, with a general waste recycling rate of 100%	



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Stakeholders	Communication channels / frequency	Issues of concern	2023 Sustainability Communication Results
Government/ public sector	- Filing (quarterly, semi-annually, and annually) - Regulatory briefings and public hearings (irregularly)	- Occupational Safety and Health - Social engagement	- Enhanced construction safety management - Promoted disaster reduction plan with the FSI at 0.09 - Provided care to the underprivileged - Assisted with the cleaning and maintenance of the community environment
Community	- Company website (any time) - Participating in community activities (from time to time) - Hold activities and invite local residents to participate (from time to time) - Community visits (from time to time) - Complaint channels for local residents (any time)	- Water Resource Management - Waste, recycling, and regeneration - Air Pollution Control and Prevention - Human rights	- Total water savings reached 251,085 tons, water withdrawal density of 2.06 tons/K USD - Waste reduction of 3,809 tons, with a general waste recycling rate of 100% - Actual VOCs emissions intensity: 0.004kg/K USD - All new employees and in-service employees shall take the RBA general knowledge and recurrent training sessions, respectively. - Provided a complete grievance reporting mechanism. - Company-wide labor and human rights training
NPOs/Media	- Dedicated staff communication (irregular) - Company events and networking (irregular) - Proactive news reports (irregular)	- R&D and Innovation - Smart and Sustainable Manufacturing - Climate Strategy - Waste, recycling, and regeneration - Occupational Safety and Health - Social engagement	- A total of 303 new patents were applied for and granted. - Actual cumulative smart handling and transportation: 387 units - Actual cumulative smart matching: 692 units - GHG intensity 0.171 tCO₂e/K USD - Waste reduction of 3,809 tons, with a general waste recycling rate of 100% - Enhanced construction safety management - Promoted disaster reduction plan with the FSI at 0.09 - Volunteers who participated in charitable service activities 1,842 persons. - Beneficiaries of assistance provided by Taiwan Fund for Children and Families reached 7,648 persons



Overview of Siliconware Precision

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

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

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

1. Company Profile

Company Name	Siliconware Precision Industries Co. Ltd.
Date of Incorporation	May 1984
Headquarters	No. 123, Sec.3, Dafeng Rd., Tanzi, Taichung
Paid-in Capital	NT\$41,047,488,780
Chairman	Tsai, Chi-Wen
President	Tsai, Chi-Wen
Number of Employees	Around 23,000
Principal Business	Various manufacturing, processing, trading, and testing services in IC packaging
Spokesperson	Jay Huang



Watch
the Video

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

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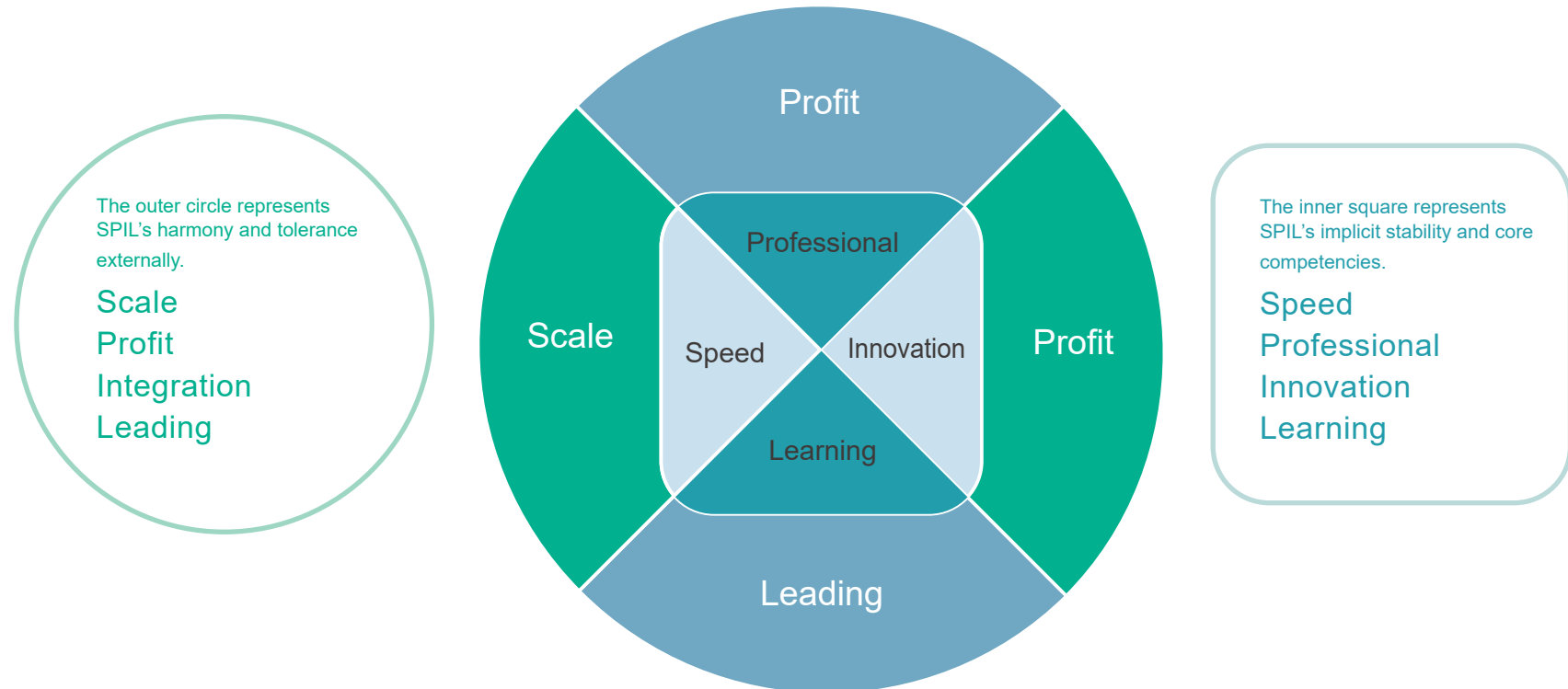
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2. Business Philosophy

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

- The outer circle represents SPIL's harmony and tolerance externally.
- The inner square represents SPIL's implicit stability and core competencies.



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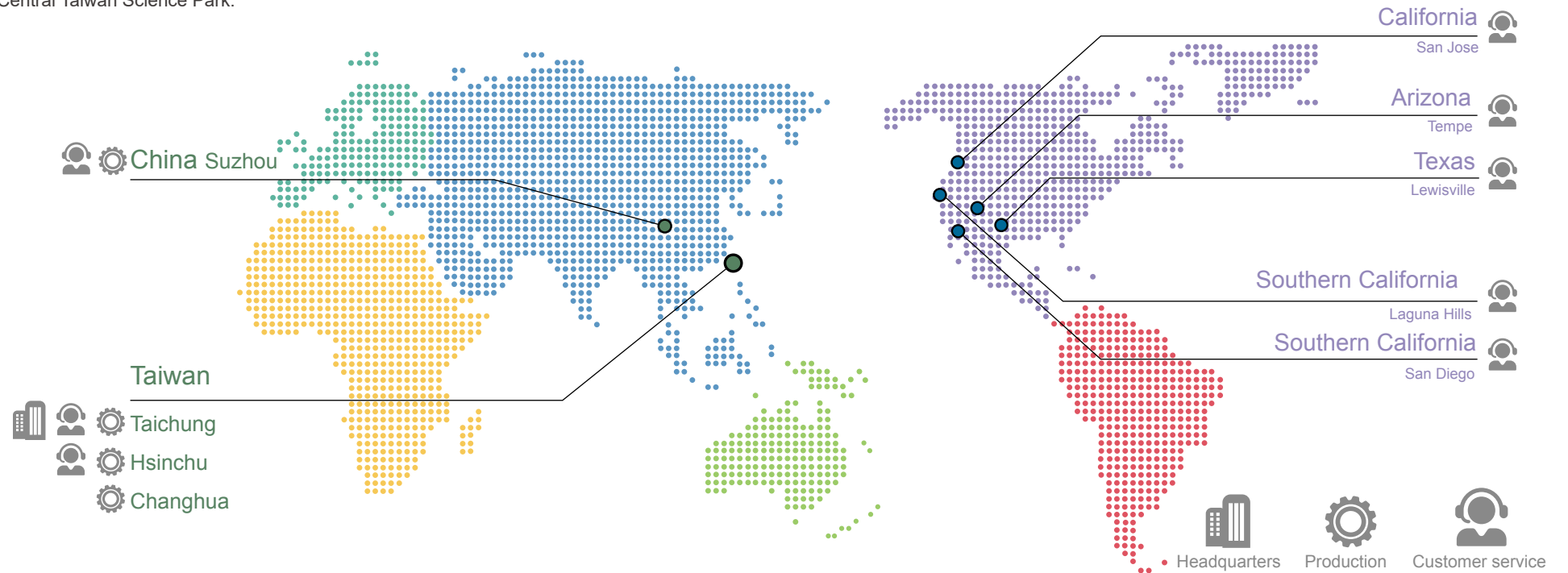
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3. Global Operations

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

Apart from its production centers located in Taichung City (Da Fong Facility, Chung Shan Facility, and Zhong Ke Facility, Zhong Gong Facility) and Changhua (Changhua Facility and Zhong Ke Facility 2), SPIL currently has a number of branches, including the Hsinchu Branch that is located in Hsinchu Science Industrial Park for testing services and Siliconware Technology (Suzhou) Limited (hereinafter referred to as "SPIL Suzhou"), a subsidiary (investee) located in Suzhou, China, to serve local customers. In addition, new facilities are being built in Huawei Science Park of Central Taiwan Science Park.



Da Fong Facility



Chung Shan Facility



Zhong Ke Facility



Zhong Gong Facility



Changhua Facility



Hsinchu Facility



Suzhou Facility



Zhong Ke Facility II



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4. Milestones

Year	Company Scale and Major Events	System Certification Passed
1984	Officially incorporated	
1988	Completed and launched the Tanfu Facility	
1993	Listed on TWSE (stock code: 2325) Completed and launched the Hsinchu Facility I	ISO 9001 Quality Management System
1995	Completed and launched the Da Fong Facility Relocated the headquarters to the Da Fong Facility	
1999		QS 9000 Quality Management System ISO 14001 Environmental Management System
2000	Completed and launched the Chung Shan Facility Merged with Siliconware Corporate to establish the Hsinchu II Issued ADRs on NASDAQ in the U.S. (code: SPIL)	
2001	Established Siliconware Technology (Suzhou) Limited	
2003		Obtained the Green Partner certification from SONY ISO/TS 16949 Quality Management System
2004		OHSAS 18001 Occupational Health and Safety Management System
2007	Completed and launched the Changhua Facility	
2008		QC 080000 (IECQ HSPM) Hazardous Substance Process Management System TOSHMS Taiwan Occupational Safety and Health Management System
2009	Merged with Siliconware Investment Co., Ltd. Acquired Hsinchu III	
2010		ISO 14064-1(Organization Level Greenhouse Gases) Verification
2011		The Publicly Available Specification - PAS 2050 - (Product Carbon Footprint) External Verification
2012		Authorized Economic Operator (AEO) TL 9000-HR5.0/R4.5 Telecommunications Quality Management System
2013		ISO 28000 Supply Chain Safety Management System ISO 50001 Energy Management System (Da Fong Facility) Obtained the ANSI/ESD S20.20: 2007 Certificate
2014	Acquired Zhong Ke Facility	ISO 50001 Energy Management System (Chung Shan Facility, Changhua Facility and Hsinchu Facility) Publicly Available Specification (PAS) Product Water Footprint External Verification



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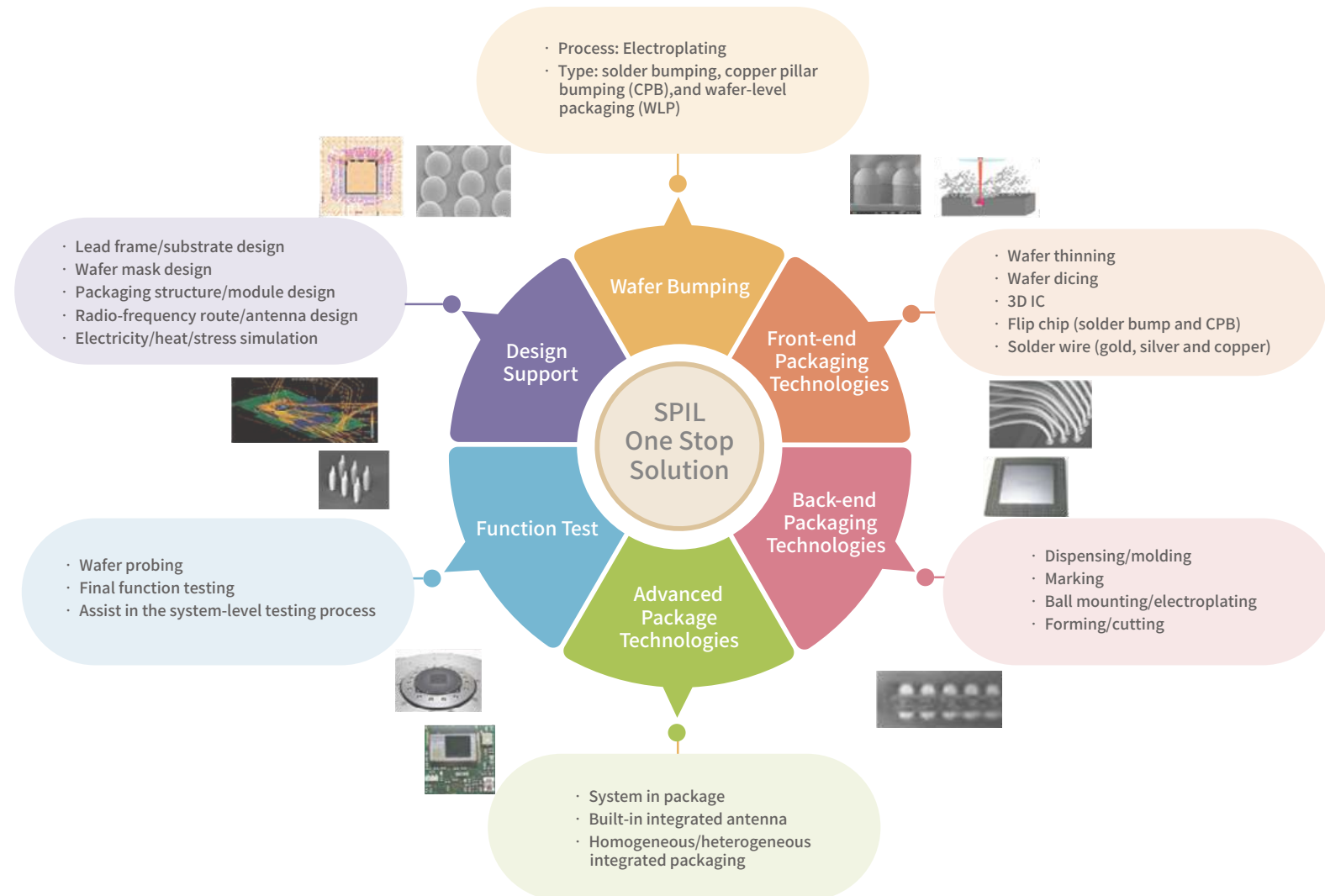
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Year	Company Scale and Major Events	System Certification Passed
2015	- Zhong Ke Facility went into mass production in Q4 - ASE conducted a takeover bid for SPIL	TL 9000-HR5.0/R4.5 Telecommunications Quality Management System (Siliconware Technology Limited)
2016	The Company signed a "Joint Share Exchange Agreement" with ASE and was expected to swap shares with ASE's new holding company.	Zhong Ke Facility received Authorized Economic Operator (AEO) certification issued by Customs Administration, Ministry of Finance.
2017	The proposal for the joint establishment of a holding company with ASE was officially approved by all competent authorities governing anti-monopoly	Hsinchu Branch obtained the IT product safety certification (CC EAL6+).
2018	Jointly established ASE Technology Holding Co., Ltd. with ASE; SPIL became a 100%-owned subsidiary of ASE Technology Holding Co., Ltd.	TL 9000-H R6.0/R5.5 Telecommunications Quality Management System
2019	Acquired GSEO's Facility II at CTSP to expand the Zhong Ke Facility	Passed the ISO 45001 Occupational Health and Safety Management System Certification
2020	28/39 5GHz Large antenna array CPE AIP-SIP Mass production - AP+PMIC DS-SIP Mass production - Advanced Package FO-MCM Platform Mass Production - Disposed Siliconware Electronics (Fujian) Co., Limited - Received Business Continuity Awards from BSI	- Passed the ISO 14067 Carbon Footprint Certification - Passed the ISO 27001 information security management system verification
2021	- Advanced package FO-EB platform mass production - Invest in Erlin Science Park of Central Taiwan Science Park, named Zhong Ke II facility - Procurement of new plant at Taichung Tanzi Technology Industrial Park, named Tan Ke facility	
2022	28GHz/39GHz 5G mm Wave package module with discrete antenna structure in mass production - Cooperate with HSBC (Taiwan) Bank and Taipei Fubon Bank to sign a sustainable index-linked loan for ESG - Invest in Huawei Science Park of Central Taiwan Science Park, named Hu Ke facility	- Entire plant of SPIL had passed the ISO SAE 21434 automotive cybersecurity certification. - The scope of IT product security certification (CC EAL 6+) was extended from Zhongke facility to Keya East facility
2023	- Completed and launched the Zhong Ke Facility II - Established subsidiary Siliconware Precision Malaysia Sdn. Bhd. - Mass production of advanced packaging large-size chip modules with 2.5D heterogeneous integration platform.	- SPIL (Suzhou) obtained ISO 22301 Business Continuity Management System certification. - Obtained GSMA SAS UP mobile communication security certification. - The Central Taiwan Science Park facility has obtained ISO 46001 Water Efficiency Management System certification.



5. Turnkey Solution

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



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6. Industry Overview

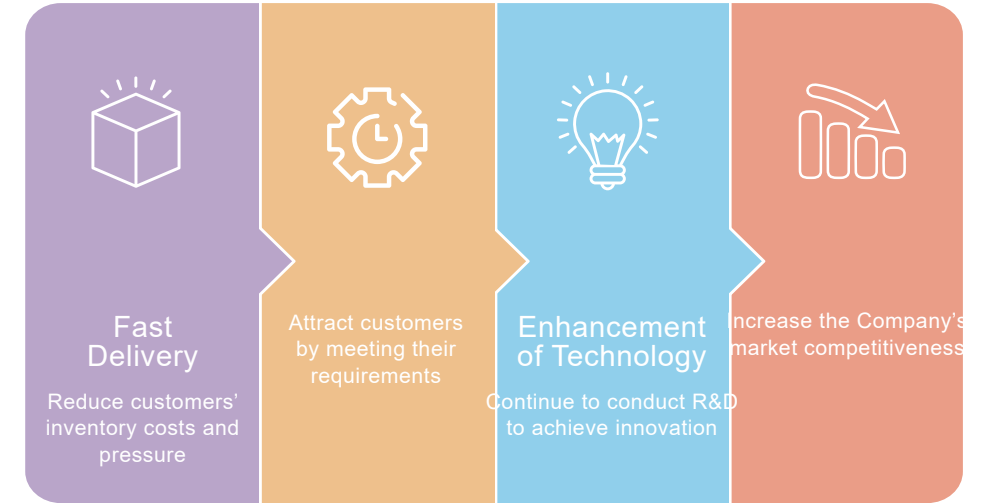
The semiconductor industry is characterized by labor intensity, technological intensity, capital intensity, high risk, and fierce international competition. Therefore, instead of running the Integrated Device Manufacture (IDM) supply chain model often adopted by major players overseas, Taiwan's semiconductor industry has divided the supply chain into horizontal divisions of design, mask making, fabrication, packaging and testing. This distinctive approach, coupled with the synergies derived from close connections within the industry cluster, has enabled Taiwan's semiconductor industry to achieve a leading global position in IC design, wafer foundry, and IC packaging and testing.

In 2023, facing global inflationary pressures, central banks in many countries implemented tight monetary policies to actively address inflation risks. This led to a general slowdown in global economic activities, affecting the demand for electronic products. According to Gartner, the global semiconductor market contracted by 10.9% in 2023. Looking ahead to the future, with the increase in the functions of mobile devices and the diversification of electronic products, the semiconductor market, driven by artificial intelligence (AI), smart cars, 5G network, drones, and the Internet of Things (IoT), will further develop.

7. Market Competitiveness and Growth Potentials

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

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



Membership in External Organizations

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



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1. Sustainable Operations

Realizing a Culture of Business Ethics

Ensuring smooth whistleblowing channels and conducting annual educational training.

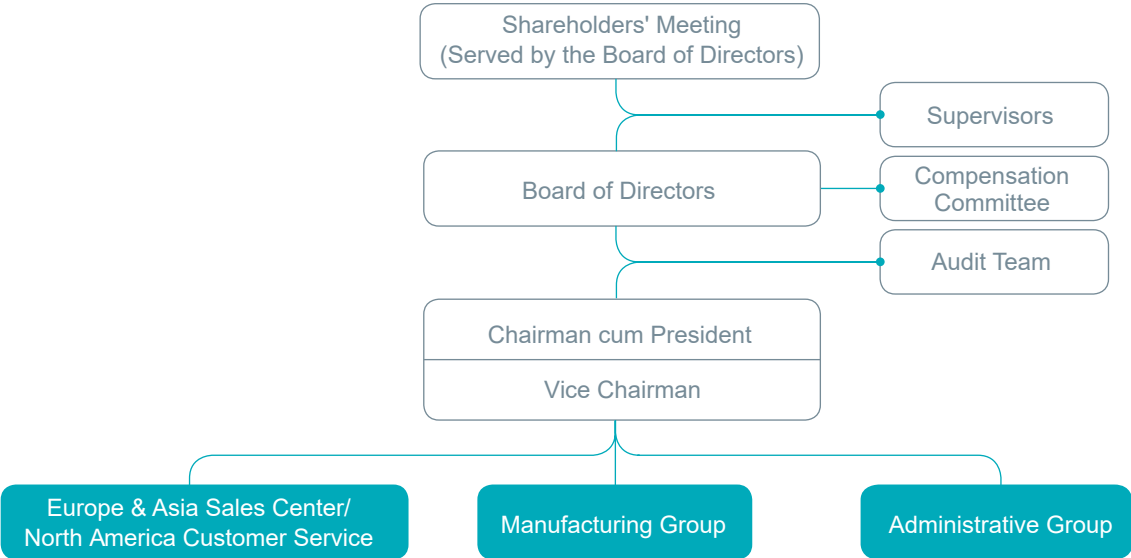
Business Continuity Management System

Maintaining the validity of ISO 22301 certification and identifying four major operational risks.

1.1 Corporate Governance

As an important member of ASE Technology Holding Co., Ltd., SPIL has been dedicated to complying with relevant corporate governance rules and procedures, including those of the Republic of China, Sarbanes-Oxley Act (SOA), and Securities Exchange Act of the U.S. Company organization system and primary departmental responsibilities are indicated in graph below:

1.1 Corporate Governance



Main Responsibilities

Europe & Asia Sales Center/North America Customer Service	Market strategy, sales management, business development, and customer satisfaction management.
Manufacturing Group	Packaging manufacturing management, testing services, engineering and R&D management, quality assurance system, plant facilities management, intellectual property management, smart manufacturing development and management, business intelligence/market analysis, production planning, industrial engineering, and operational process efficiency.
Administrative Group	Corporate governance, investment strategy integration, IT infrastructure and application system establishment and maintenance, financial and accounting management, legal affairs, environmental safety and health management, human resources, general affairs/company security, and procurement management.

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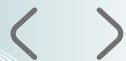
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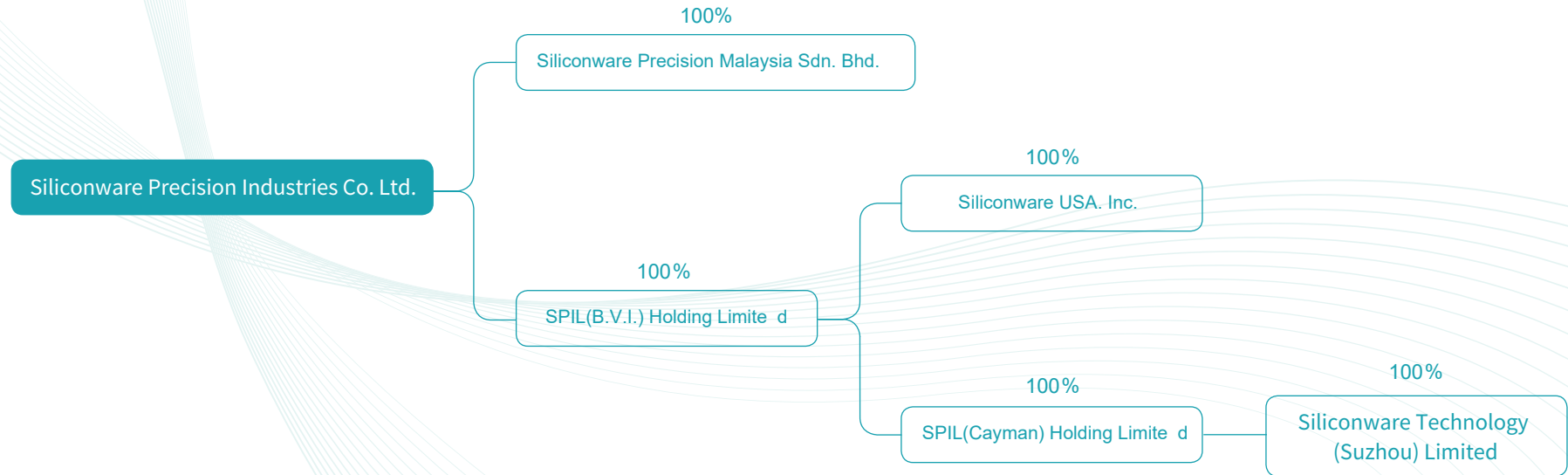
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1. Overview of SPIL Affiliates

(1) SPIL affiliates and basic profile information are indicated below.



(2) Basic Profile of Affiliates

Unit: Thousands of NTD

Company Name	Date of Incorporation	Address	Paid-in Capital	Main Business or Production Items
SPIL(B.V.I.) Holding Ltd.	2000.12	B.V.I.	US\$ 186,900	Various investment ventures
Siliconware USA, Inc.	1996.03	San Jose, CA, USA	US\$ 1,250	Sales and marketing activities in North America
SPIL(Cayman) Holding Ltd.	2002.01	Cayman	US\$ 188,700	Various investment ventures
Siliconware Technology (Suzhou) Limited	2001.12	Jiangsu Province, China Suzhou	US\$ 248,816	Packaging and testing services
Siliconware Precision Malaysia Sdn. Bhd.	2023.09	Malaysia	MYR 4,770	Packaging and testing services

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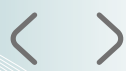
2. Operations and Members of the Board of Directors

As the highest management decision-making body at SPIL, the board of directors exercises its authority in accordance with the Company Act, Securities Exchange Act, and Articles of Incorporation; and has the rights and duties to review the Company's guidelines for management, annual business plan, earnings distribution, and employment of senior managers. Currently, the board of directors holds at least one meeting, in which the management team reports SPIL's business performance thereto, each quarter. Based on the said reports, the directors then make the final decision on the future guidelines for management and major policies of SPIL. The Board consists of eight directors and two supervisors, all aged over 50, with a term of three years. In 2023, a total of 7 Board meetings were convened, with an average attendance rate of 96%.

Board Member List and Professional Qualifications and Independence

Title	Name	Gender	Professional Qualifications and Independence
Chairman	Tsai, Chi-Wen	Male	1. Professional Qualifications: Since the company became a subsidiary of ASE Technology Holding Co., Ltd., directors and supervisors have been appointed by the sole corporate shareholder. The Board comprises eight directors, including two supervisors. The directors' nationalities include both Taiwanese and U.S. nationals, and their professional expertise spans manufacturing, business, R&D, technology, and management. 2. Independence: There are no spousal or relationships within the second degree of kinship among the Company's directors and supervisors, or between any directors and supervisors.
Vice Chairman	Yen-Chun Chang	Male	
Director	Kun-Yi Chien	Male	
Director	Y. F. Chang	Male	
Director	Yung-Chuan Ku	Male	
Director	Wei-Chen Tseng	Male	
Director	John Yu	Male	
Director	Chi Pin Chang	Male	
Supervisors	Ching-Yu Hsu	Male	
Supervisors	Yu-Meng Lin	Male	

* The Remuneration Committee has been established under the Board of Directors to review senior managerial officers' remuneration and assist the board in making correct decisions through the committee's professional evaluations.



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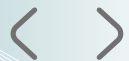
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3. Procedures for Assessment of Performance of the Board and Principles of Recusal from Conflicts of Interest

To establish a sound governance structure and enhance the supervision and management functions of the board of directors, SPIL has established the “Rules of Procedure for Board of Directors Meetings” in accordance with the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” set forth by competent securities authorities. Directors are required to recuse themselves from discussions and voting on agenda items in which they have a conflict of interest, as stipulated by these regulations.

4. Operations of the Audit Committee and the Compensation Committee

Audit Committee	Not applicable (SPIL was delisted from TWSE on April 30, 2018 and, upon amendments to the Articles of Incorporation, independent directors have been replaced by supervisors.)
Compensation Committee 3 members Convened 5 meetings in total	Duties - Formulate and regularly review the performance objective, salary and remuneration policy, system, standards, and structure of directors, supervisors, and managerial personnel. - Regularly assess directors’ achievements in performance objectives and make suggestions on the content and amount of their individual remuneration. Members: - Lin, Tsai-Ting (Convener); Shen, Wei-Min; and Chen, Chuan-Fei - In 2023, the committee convened 5 meetings in total to discuss and plan the remuneration of directors, supervisors, and senior managerial personnel.



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5. Sustainable Management Organization

To implement sustainable management, we have established the SPIL Sustainability Committee. Led by the Chairman, this dedicated committee comprises senior executives from various departments, including manufacturing, customer service, R&D center, quality assurance center, operations planning, plant management, materials, human resources, environmental safety and health, public relations, internal control, market marketing, and finance. The committee holds quarterly sustainability management meetings to review the progress of sustainability-related initiatives. In 2023, four meetings were held with a 100% participation rate.

SPIL's guidelines for sustainable management are as follows :

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



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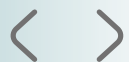
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SPIL's guidelines for sustainable management are as follows :

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



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6.Level of Compliance

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

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

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

In 2023, SPIL’s internal training courses, including corporate risk management, introduction to legal and financial intelligence, and labor law, were successfully completed, and the employees actively participated in the courses; consequently, they gained a clearer understanding of the laws and regulations. At the same time, SPIL has repeatedly promoted the prohibition of fraud and confidential information protection to ensure that employees comply with the law and regulations.

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

Year		2021	2022	2023
Number of inspections by competent authorities (environmental protection/ occupational safety and health/labor) Note 1		84	85	90
Major Violations Note 2		0	0	0
Number of Fines	Environmental Protection	1	0	0
	Occupational Safety and Health	0	2	1
	Labor	0	3	0
Penalty Amount	Environmental Protection	NT\$100,000	0	0
	Occupational Safety and Health	0	NT\$60,000 CN¥40,000	NT\$100,000
	Labor	0	NT\$250,000	0

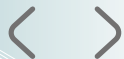
Notes:

1. The audits were mainly performed by the county and city labor affairs bureau, the environmental protection bureau, the environmental safety team of the science park administration bureau, the occupational safety center, as well as the Suzhou Industrial Park Bureau and the law enforcement brigade.

2. Major Violations: Single incident fines of ≥ USD 10,000.

The causes of penalty/punishment imposed by the competent authorities and countermeasures thereto in 2023 are summarized below:

Competent Authority	Law Violated	Penalty Amount	Reasons	Countermeasures
Taichung City Government	Article 6, Paragraph 1 of the Occupational Safety and Health Act Article 58, Paragraph 1 of the Regulations for the Occupational Safety and Health Equipment and Measures	NT\$100,000	The dust cover of the plasma cleaning machine was not locked and lacked an interlock device, allowing employees to open the cover and reach into the machine while it was operating to resolve abnormalities, resulting in hand injuries.	The dust cover has been relocated inside the machine and secured with screws to prevent removal, and comprehensive inspections and improvements were carried out on similar machines.



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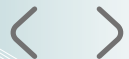
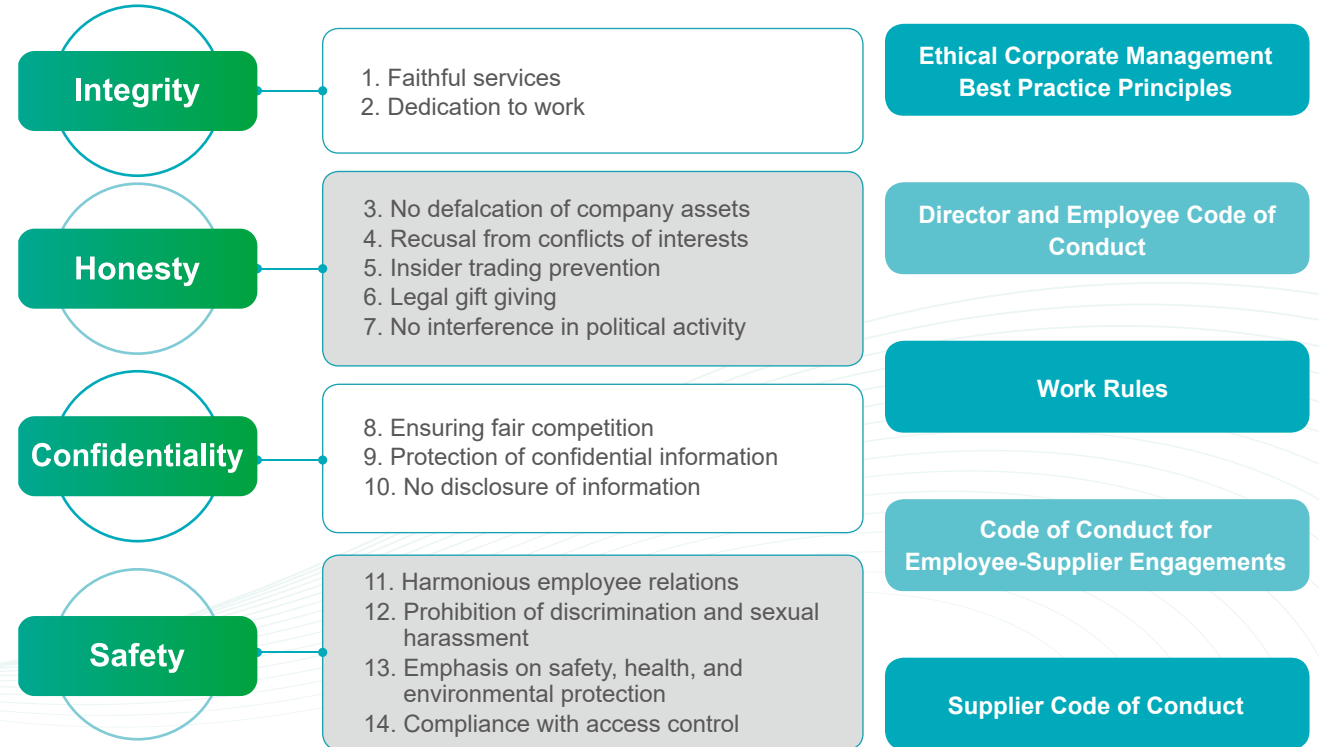
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7. Business Ethics

(1) Policies and Regulations

SPIL and its subsidiaries have established business ethics guidelines in accordance with relevant domestic and international laws and the Responsible Business Alliance (RBA) Code of Conduct. These guidelines require adherence by directors and all employees and are extended to supplier partners to promote a culture of integrity.



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(2) Education and Training

SPIL conducts training and advocacy through in-person and online courses, website announcements, and emails to inform internal and external stakeholders about relevant laws and regulations, ensuring their implementation in daily operations.

- Annually, directors and supervisors receive information on merger and acquisition information control regulations, including legal regulations and information disclosure principles.
- Annually, all employees receive email communications about employee communication channels and procedures, and periodic anti-fraud case studies.
- New employees receive training on the "Employee Code of Conduct" upon onboarding, detailing the behavior expected during their employment.
- All employees must annually complete and pass courses on "Labor Rights and Employee Code of Conduct" and the "RBA Code of Conduct" to reinforce the ethical standards to be followed in their work.
- Through the supplier platform website, suppliers sign the "Supplier Integrity Commitment," agreeing to avoid improper engagements with SPIL and its subsidiaries' employees. In 2023, 148 new suppliers signed this commitment.
- 2023 Business Ethics Related Internal Training Statistics

Training Name		New Employee Code of Conduct		RBA Environmental, Safety, and Health Training		Labor Rights and Employee Code of Conduct		
Category		Number of Trainees	Completion Rate (%)	Number of Trainees	Completion Rate (%)	Number of Trainees	Completion Rate (%)	
Working Region		Taiwan	287	100%	17,251	100%	17,331	100%
		Mainland China	1,214	100%	3,569	100%	3,412	100%
		Subtotal	1,501	100%	20,820	100%	20,743	100%
Taiwan	Position Category	Managerial position	11	100%	1,478	100%	1,491	100%
		Technical position	249	100%	6,705	100%	6,721	100%
		Clerical position	25	100%	802	100%	811	100%
		Skilled position	2	100%	8,266	100%	8,308	100%
		Subtotal	287	100%	17,251	100%	17,331	100%
Mainland China	Position Category	Managerial position	29	100%	642	100%	640	100%
		Technical position	515	100%	1,484	100%	1,456	100%
		Clerical position	35	100%	253	100%	247	100%
		Skilled position	635	100%	1,190	100%	1,069	100%
		Subtotal	1,214	100%	3,569	100%	3,412	100%

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(3) Whistleblowing and Investigation Mechanism

To encourage internal and external personnel to report employee misconduct, SPIL provides multiple reporting channels, accepting both named and anonymous complaints.

- Internally: Employees can report via physical mail, email, complaint hotline, complaint/whistleblowing mailbox, employee care mailbox, or in person. An incentive mechanism is in place, rewarding employees whose reports of misconduct are verified as true.
- Externally: Complaint methods are announced on the Company's website and supplier platform website.

All complaints and whistleblowing cases are received and logged by the internal audit unit, which forms an investigation team based on the case nature. The investigation results are presented to the President for approval and case closure. If violations are confirmed, disciplinary actions are undertaken in accordance with work rules, and judicial processes are followed if necessary to deter misconduct.

A whistleblower protection clause has been established and publicly communicated. The process of handling whistleblowing cases is kept confidential to prevent the whistleblower's identity from being exposed, thereby protecting them from retaliation and threats.

Complaint and Whistleblowing Statistics for 2022-2023 are described in the table below (including disposition measures)

Year	Source of Complaint/ Whistleblowing	Number of Cases		Number of Verified Cases	
		Harassment	Business ethics	Harassment	Business ethics
2022	Internal	4	4	2	2
	External	0	1	0	0
2023	Internal	12	1	8	0
	External	0	0	0	0

1

Reporting Channel

2

Confidential Investigation

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Compliant Handling

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Implementation of
Improvement Measures



1.2 Operating Performance

1. Operating performance

In 2023, post-pandemic consumer behavior experienced profound shifts. There was a marked increase in travel, dining out, and entertainment expenditures, while the stay-at-home economy saw a rapid decline. This transition resulted in decreased sales of consumer electronics and higher inventory levels. Additionally, persistent global inflationary pressures led central banks worldwide to tighten monetary policies, weakening economic activities. As a result, demand for semiconductors diminished, with Gartner reporting an 11% contraction in the global semiconductor market.

Affected by unfavorable external factors, SPIL's revenue amounted to NT\$113.17 billion, a year-on-year decline of 13.5%.

2. Operating Revenue by Region

Unit: Thousands of NTD

Item	2023 Operating Revenue	Ratio
USA	61,581,844	54%
China	28,451,932	25%
Taiwan	20,290,179	18%
Europe	720,586	1%
Others	2,121,545	2%
Total	113,166,086	100%

Notes:

1. The revenue is based on the region in which customers' headquarters is located.
2. The consolidated financial statements are prepared in accordance with IFRS.

Financial Performance over the last five years

Operating performance items	2019	2020	2021	2022	2023
Operating revenue (millions of NTD)	88,988	102,036	107,839	130,787	113,166
After-tax net profit (millions of NTD)	7,511	11,496	17,716	22,714	14,256
Net income attributable to owners of the parent ((millions of NTD)	7,604	11,496	17,716	22,714	14,256
EPS (NTD)	2.24	3.39	4.68	5.53	3.47
Return on Equity (%)	9.8	14.5	20	23.6	14.6
Total assets (millions of NTD)	129,582	126,273	147,456	165,820	156,254
Capital expenditure (millions of NTD)	21,551	22,085	17,637	30,066	22,680
Debt ratio (%)	42	34	36	41	38
R&D expenses (millions of NTD)	5,132	4,930	4,392	5,510	6,922
Ratio of R&D expenses (%)	6	5	4	4	6
Shipping quantity (millions of units)	10,797	13,689	16,013	14,597	10,675
Operating costs (millions of NTD)	69,738	79,719	77,699	93,431	86,728
Employee salary/benefits (millions of NTD)	19,443	20,961	22,222	25,233	22,388
Dividend/Interest (millions of NTD)	7,054	7,411	10,711	16,320	17,968
Income tax expenses (millions of NTD)	1,408	2,475	4,035	4,443	2,242
Gross margin (%)	22	22	28	29	23
Cash dividend per share (NTD)	2.004865	3.066265	4.381462	4.622599	Note 2

Notes:

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

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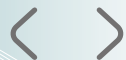
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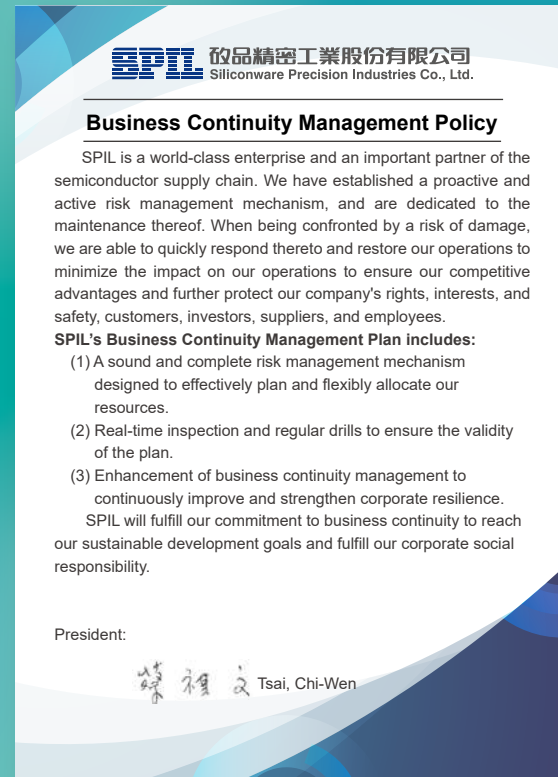
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1.3 Risk Management

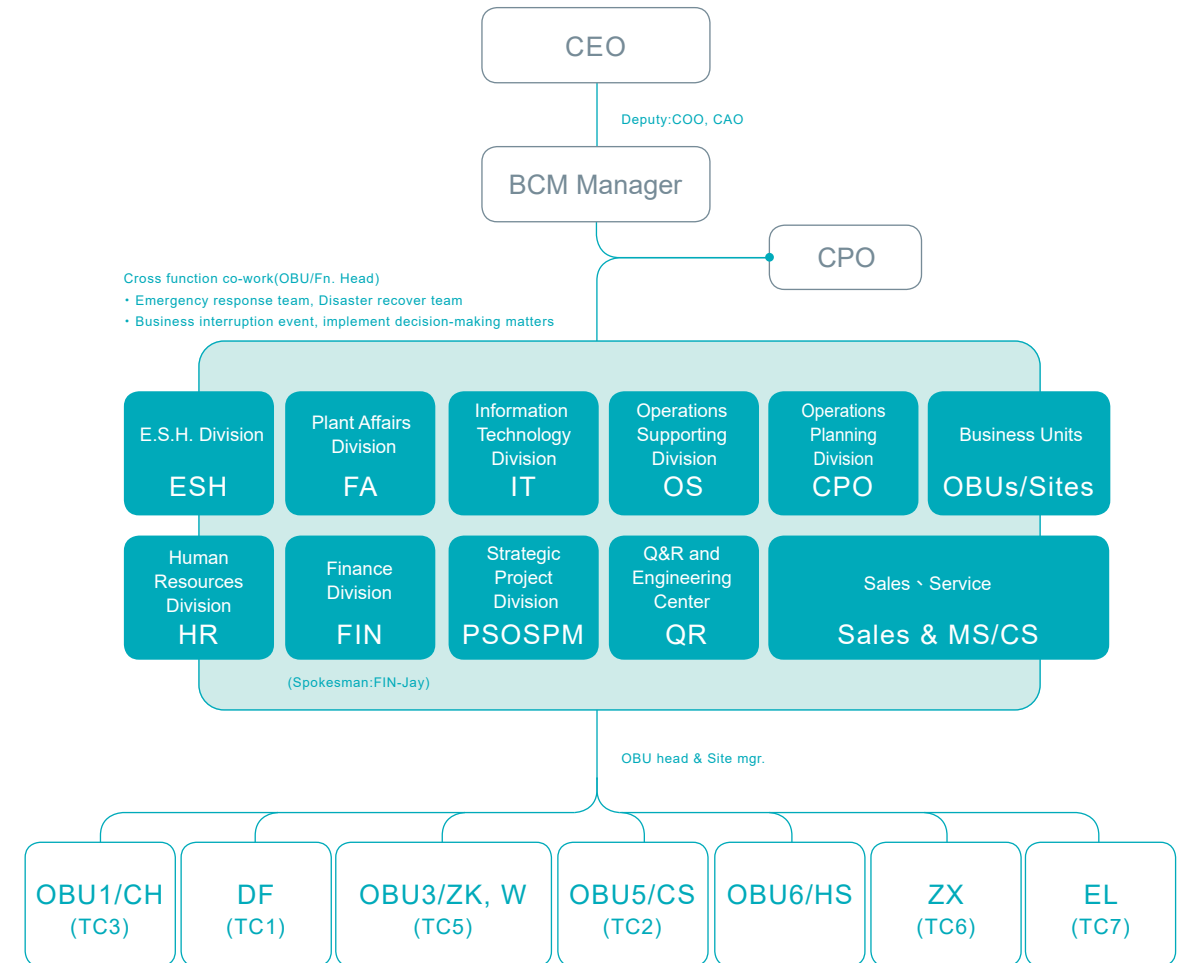
1. Policy

Extreme weather, industrial market competition, and military conflicts have exacerbated the greenhouse effect, leading to frequent natural disasters. These are further exacerbated by the prolonged COVID-19 pandemic, the Russia-Ukraine war, the Israel-Palestine armed conflict, political tensions between China and the United States, and the escalating Taiwan Strait crisis have disrupted global supply chains and economies. This has heightened risk awareness and led companies to place greater emphasis on business continuity management. SPIL is actively fostering a risk management culture to enhance its risk management capabilities continually. By continuously strengthening risk control and response mechanisms, SPIL aims to quickly respond to disasters or incidents, thereby mitigating their impact.



2. Organization

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



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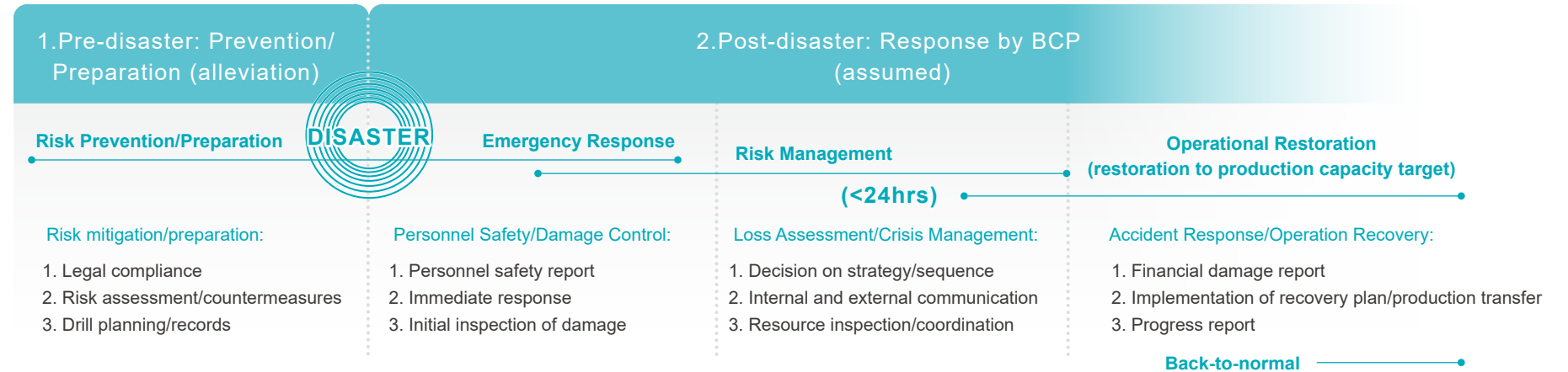
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3. Management mechanism

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



- (1) To identify high-risk items of key resources, to revise prevention/responsibility measures, and to strengthen backup/control/contingency measures.
- (2) To enhance personnel's risk culture, familiarity with response and division of labor and to ensure the effectiveness of response and execution capabilities through training and drills.



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



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4. Risk Response Strategy and Goals

Aspect	Risk	Response Strategy	Future Goals
Financial Risks	Interest Rate Changes	For the loans required for its operations, SPIL primarily applies for New Taiwan Dollar (NTD) loan facilities. When obtaining loans, the Company secures favorable market interest rates to mitigate the impact of interest rate increases. The Company also seeks favorable deposit interest rates to increase interest income and ensure appropriate flexible allocation.	In 2023, the United States raised interest rates by 5.5% consecutively, and the Central Bank of Taiwan also raised interest rates. It is expected that interest rates will decrease in 2024. SPIL will continue to monitor interest rate trends and lock in favorable interest rate conditions when financing, utilizing low-interest financing instruments, and negotiating favorable loan rates with banks to minimize the impact of interest rate fluctuations.
	Exchange Rate Changes	SPIL's hedging strategy is based on the principle of net position hedging, allocating investments in low-risk, secure, and highly hedged assets to reduce concerns about the impact of exchange rate fluctuations on profits and losses.	Looking ahead, the Company will continue to pay attention to international economic events and changes in the exchange rate, and use foreign currency derivative contracts, including forward foreign exchange to adopt the lowering of exchange rate risks as the primary management direction. Meanwhile, SPIL will carefully review the Company's allocation of financial resources and respond to the impact caused by changes in the exchange rate to achieve effective management.
	Inflation and Deflation	According to the statistics of the Directorate-General of Budget, Accounting and Statistics (DGBAS) of the Republic of China, the annual growth rate of the consumer price index (CPI) was 2.71% in 2023. Although the inflation had no material impact on SPIL's operating results in 2023, there is no guarantee whether or not there will be material changes in inflation or deflation in the future with an adverse impact on the operating results.	Global inflationary pressure has eased. In the future, SPIL will closely monitor market price fluctuations and maintain good relationships with suppliers and customers to adjust product prices and raw material inventory levels appropriately. The goal is to effectively mitigate the impact of inflation while continuing to monitor changes in the macroeconomic environment and evaluate their impact on operations to take necessary measures promptly.
Operational Risks	Technological and Industrial Changes	- The semiconductor industry experiences rapid technological advancements. SPIL mitigates the impact of these changes on operations by closely interacting with customers and collecting and analyzing market information. By understanding and anticipating customer needs and their changes, SPIL can timely complete technology development and commercialization. - The semiconductor industry is an industry that fluctuates with the business cycle, and any economic downturn can potentially impact the industry. Our management team has been continuously paying attention to industrial changes to timely adopt relevant preventive measures and minimize influences derived from our operations.	- The Company constantly pays attention to industrial changes and grasps the customers' needs to reduce impacts arising from industrial changes on our operations, and to timely complete technological development and commercialization while minimizing impacts and influence arising from technological changes on our operations. - The Company pays keen awareness to changes in industry trends and pays close attention to industrial changes and timely adopt relevant preventive and response measures to minimize influence arising from industrial changes on our operations.
	Procurement	- Main materials required by SPIL's operations are steadily supplied by a number of suppliers, with whom SPIL has maintained a strategic partnership to create long-term competitive advantages. SPIL evaluates new suppliers and alternative materials every year, and actively works closely with suppliers to supply raw materials and equipment for present and future business needs. - SPIL's major material suppliers are internationally well-known major players. Apart from advanced technology and sufficient production capability, these companies are financially sound and have no issue with material supply.	- Work with a number of main material suppliers and evaluate new suppliers each year to prevent material shortage. - At least 2 suppliers supply around 80% of key raw materials, and the second supplier must account for 30% of the procurement.



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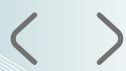
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Aspect	Risk	Response Strategy	Future Goals
Operational Risks	Sales	SPIL's revenue comes from a number of sectors, including the computer, communications, consumer electronics, and memory business, with evenly distributed proportion, hence there is no risk of customer concentration.	SPIL's revenue comes from a number of products with an evenly distributed proportion. Besides, we pay attention to the proportion of customers' revenue to prevent the risk of customer concentration.
	Domestic/ Foreign Policy Changes and Regulatory Changes	The management team not only pays close attention to domestic or international policy or regulatory changes that can potentially affect our financial or business performance, but also makes suggestions and plans countermeasures timely. In 2023, no relevant policy or regulatory changes affected our financial and business performance.	Pay close attention to domestic/international policy and regulatory changes that can potentially affect our operations. This also ensures that no violation will result in substantive adverse consequences.
	Plant Expansion	The construction of SPIL's facilities in the Central Taiwan Science Park Erlin Phase 2 and the Central Taiwan Science Park Huwei Science Park is still ongoing. Additionally, to meet customer demands for diversified manufacturing locations, a new site has been chosen in Malaysia, with plans to build new plants as needed in the future.	The semiconductor industry and demand in the terminal market are closely related. SPIL will pay close attention to the market situation and enhance customer relations in order to stabilize the changes in orders and ensure effective capacity utilization.
Climate Change Risks	Water Resources	Affected by climate change, the frequency of global extreme climate events has increased, and Taiwan will face the issue of water shortage in the future. In addition, the Environmental Protection Agency has already levied a fee on water pollution prevention since 2015, which poses potential risks to our operations. SPIL has already adopted relevant countermeasures, such as promoting the reduction in process water; enhancing the processing efficiency of sewage treatment facilities, and installing sewage recycling equipment to mitigate the impact on the receiving water body.	Short-, medium- and long-term recovery targets are planned, and an additional 120,000 tons of water is expected to be recycled in 2024.
	Carbon Management	Continue to promote greenhouse gas management and reduction, enhance energy use efficiency, decrease energy and resource consumption, and reduce pollution to minimize the impact of our production on the environment.	The key to managing and reducing greenhouse gas emissions lies in energy conservation. It is expected that energy consumption will be reduced by 2.0% in 2024.
Social Risks	Employee Recruitment	- The low fertility rate and aging issues have seriously affected the manpower supply in the employment market in Taiwan. According to the analysis report of the National Development Council, the supply of domestic young labor force will further decline and people's willingness to work night shifts will be low in the next five years, resulting in the difficulty in recruiting grassroots-level manpower. - In response to the Company's ongoing need for stable operational manpower, SPIL is enhancing its industry-academia collaboration efforts. This entails the promotion of internship programs, the development of joint industry-academia special courses, and the establishment of high-potential talent scholarships for targeted groups. Furthermore, the Company is leveraging public sector resources to support these initiatives. For instance, SPIL is co-organizing the "Semiconductor Manufacturing Practice Program for Overseas Chinese Students" with the Overseas Community Affairs Council and participating in the Ministry of Economic Affairs' "Global Talent Recruitment Program" to attract international professional and technical talent, thereby diversifying its workforce. Additionally, by participating in local government joint recruitment activities and regularly surveying market demand and salary conditions, SPIL ensures it maintains a competitive advantage.	- Survey the demand for labor in the market and salary standards regularly to ensure our remuneration meets the market standards and is competitive in the sector. - In response to people's low willingness to work night shifts in the country, the Company recruits foreigners by law to fill the void of manpower for night shifts to ensuring our normal operation. - Applicants' experience shall be optimized, and the employer brand image shall be enhanced. - Expanding presence in southern Taiwan to foster local talent development. - Enhancing recruitment and retention of international talent to cultivate a diverse culture.



1.4 Linkage to SDGs and SPIL Sustainability Performance in 2023

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	SDGs	SPIL's Sustainability Actions	Issues	2023 Performance Indicators
	8. Decent Work and Economic Growth	► Implement management of suppliers' sustainability risk ► Support local procurement	Supply Chain Management	► RBA audit: 33 suppliers ► Local procurement (Taiwan): 73.8%
	6. Clean Water and Sanitation	Continue to implement the plans for the reduction of overall process water consumption, the establishment of recycling systems, and water conservation and control management; meanwhile, new facilities will build a water recycling system to reduce the dependence on water.	Water resource management	Water withdrawal intensity (metric tons/ K USD): 2.06
	7: Affordable and Clean Energy	Reduce energy consumption and greenhouse gas emissions in response to the pressure of carbon reduction at home and abroad while implementing various energy conservation measures actively.	Carbon Management	Power saving ratio:6.4%
	12: Responsible Consumption and Production	Prioritize reclamation and recycling, and then undertake incineration treatment to effectively reduce the size of waste while recycling the heat for generation.	Cleaner production	► Waste Reduced: 3,809 tons ► General waste recycling and reuse rate: 100%
	13. Climate Action	Take urgent action to deal with climate change and the impact thereof.	Carbon Management	► GHG intensity 0.171 tCO2e/K USD ► Adopted an air quality purification area -Daodong Tutorial Academy - for 10 consecutive years ► Continued to purchase renewable energy certificates.
	16. Peace, Justice and Strong Institutions	Increase employees' awareness of the Employee Code of Conduct.	Corporate Governance	100% of employees completed the training on the Employee Code of Conduct.
	10. Reduced Inequalities	Implement corporate responsibilities, take care of families with the disabled, and provide job opportunities to people with disabilities.	Talent Attraction and Retention	► Completion rate of labor and human rights training: 100% ► Continued to recruit people with disabilities in a number that is higher than that required by law every month.

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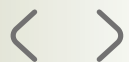
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2. Innovation and Service

Investments in Intellectual Property

Published 27 articles on packaging technology and accumulated **2,514** approved patents

Quality and Customer Satisfaction

Established a customer complaints handling system and achieved a customer satisfaction rate of **≥90%** for consecutive years

Enhanced Information Security

- Completed Internet control policy
- Implemented an automatic email inspection mechanism

Precision Smart Manufacturing

- Developed a plant-wide smart materials handling and transportation system
- First to adopt **AMRA technology** standard for packaging and testing

2.1 R&D and Innovation

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

The current scope of new IC packages includes FCCSP, FCBGA, CSP, Stacked Die, System in Package, Antenna in Package, Chiplet, and Heterogeneous integration package, including 2.5D / Fan-out / 3D IC. Applications span across various communication, computer, and consumer products. In the future, SPIL will focus on the development of multi-functional, eco-friendly, energy-saving, small-sized (light, thin, short and small) miniaturized package and testing services to meet the mainstream trends in the packaging and testing field.

New Product Applications

Package Type	Applications		
	Communications Products	Computer Products	Consumer Electronics and other Products
FCCSP Series	Smartphones, wireless LAN cards, wireless broadband routers	Tablet and Ultrabook	Set-top box, navigation devices, gaming consoles, Smart TVs, wearable devices, AR/VR glasses, voice assistants, drones, smart cars
FCBGA Series	Base stations, network servers,high-speed routers, wireless broadband routers	Graphic cards, Desktop PCs, laptops, SSDs,Servers, cloud Storage, tablet PCs, AI Accelerators	Set-top box, gaming consoles Smart TVs, smart cars
CSP Series	Smartphones, wireless broadband routers, high-speed routers, network switches	DRAM modules, USB products, disc players, HDDs	Bluetooth earphones, gaming consoles, navigation devices, Smart TVs, wearable devices, AR/VR glasses, voice assistants, drones, smart cars
Stacked Die Series	Smartphone	SSD, tablets	SSD, memory card, and smart TV
System in Package Series	Smartphone and WNIC	Laptop and tablet	Digital camera, game console, GPS, and wearable devices
Antenna in Package Series	Smartphone	Tablet PCs	Wearable devices
Homogeneous/heterogeneous integrated packaging 2.5D / FO / 3D IC	High-speed fiber optic routers, high-speed network switches	High-end work stations, high-end servers, high-end graphics cards, and AI accelerators	Smart cars

For detailed product information, please visit SPIL’s official website: <https://www.spilglobal.com/>

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2. R&D and Innovation

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

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

In the high-performance computing sector, the demand for supercomputers and servers emphasizes cost-effectiveness, high-speed performance, and integration with high-bandwidth memory packaging. Customers are adopting fan-out embedded bridge (FOEB) and fan-out multi-chip module (FOMC) technologies developed by the company as an alternative solution to Silicon Interposer (CoWoS) products, offering lower costs and superior electrical properties. In the development of SiP modules, SPIL has developed single-chip and DDR in PKG technologies in response to the trend of memory integration, which is a low-cost solution to shorten the path of single-chip and DDR memory with the characteristics of high integration, high computing and excellent heat dissipation. SPIL has also developed the Module on Module AiP (Module on Module AiP) packaging type for 5G millimeter wave antenna stacking, splitting the original single high layer count PCBs into two lower layer count PCBs to reduce customer's lead time and cost. In high-performance computing applications, data transmission has become increasingly critical. Silicon photonics can substitute copper wires, offering greater bandwidth, longer transmission distances, and improved energy efficiency. SPIL leverages advanced packaging to provide a variety of Co-Packaged Optics (CPO) solutions, expected to meet the data transmission requirements of applications such as hyperscale data centers, high-performance computing (HPC), artificial intelligence, and machine learning (AI and ML).

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



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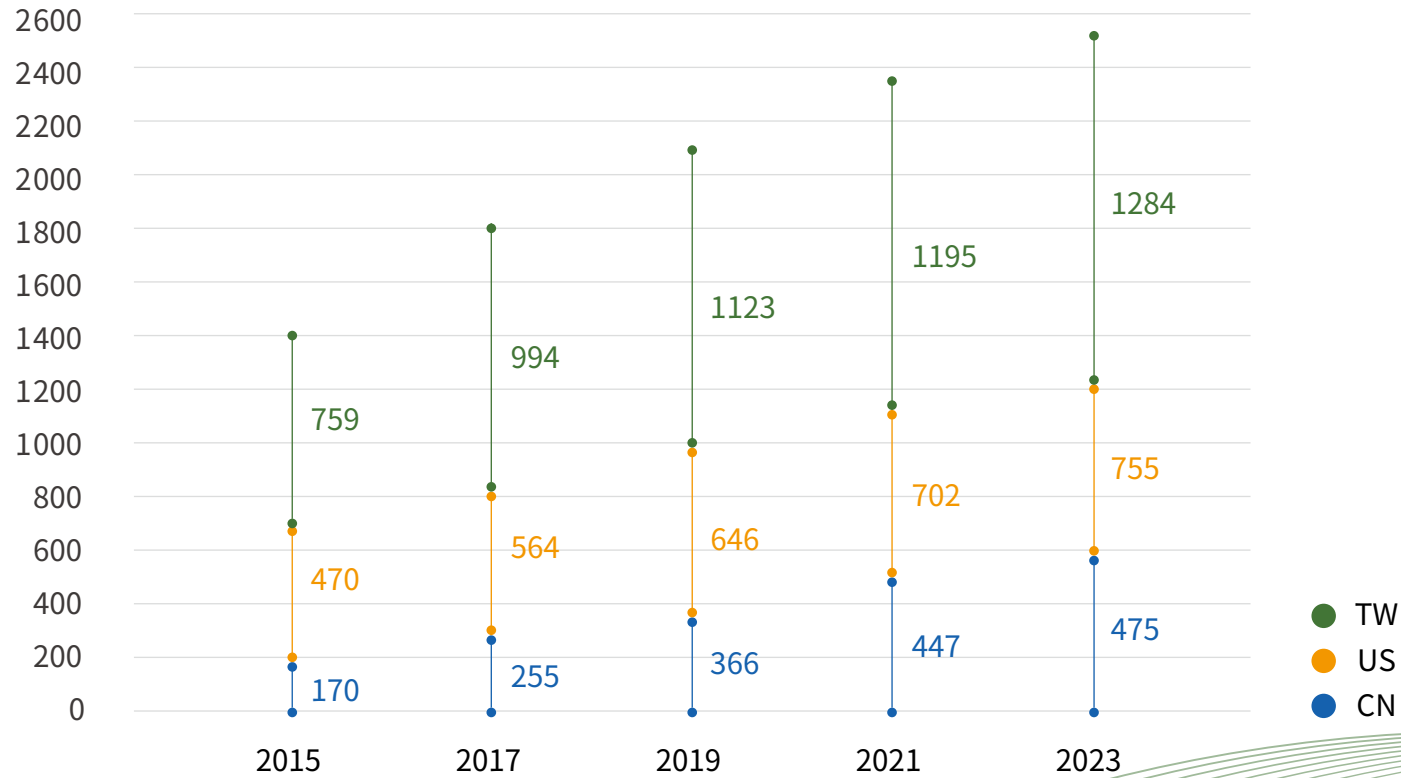
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3. Patent and Publications

As the scale and scope of its operations continue to expand, SPIL has been steadfastly investing in intellectual property since 2002. Over the past decade, the number of patent applications and approvals has steadily grown, with a cumulative total of 2514 patents to date. In 2023 alone, there were 303 new patent applications and approvals. From 2011 to 2022, SPIL consistently ranked among the top 100 patent applicants and awardees in Taiwan (data sourced from the Intellectual Property Office of the Ministry of Economic Affairs), focusing particularly on high-level technical patents. In 2023, SPIL published a total of 27 articles and papers in prestigious journals and conferences such as EPTC, ECTC, IMPACT, iMAPS, ICEP, ICEPT, Interpack, iTherm, AOI Conference, and CSR Journal.

Number of patents obtained by SPIL



2.2 Product Liability

1. Product Quality Policy

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

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

Company-wide Quality Control for Customer Satisfaction

- Total quality
- Build SPIL's reputation as an extraordinary company
- Achieve customer satisfaction and sustainable development

Root cause management to get it right the first time

- Comprehensive planning beforehand
- Doing things right the first time
- Avoiding rework and unnecessary waste

In-depth process control to get to the root of issues

- Quality is visible; the process is key
- Grasp and review of processes
- Thorough investigation, correction, and prevention

Continuous improvement with no end in mind

- Pursuing excellence and continuous improvement
- Constant refinement towards perfection

2. Quality Control Certification Progress

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

Quality Control Certification Progress of Each Plant

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

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2.3 Customer Service Management

SPIL is committed to providing superior customer service, with a focus on meeting customer needs to strengthen existing customer loyalty and trust while also assisting in the acquisition of new customers. Customer feedback and satisfaction evaluation results are both the driving force behind our continuous improvement and service quality enhancement. By providing customers with high-quality services, we aim to become a world-class OSAT service provider and to operate sustainably.

1. Customer service

(1) Customer information service platform

In response to global business expansion and to provide convenient services to customers, SPIL has established multiple service locations around the world. This setup ensures zero distance and zero time difference in service, enhancing real-time communication and interaction between both parties. Meanwhile, we have a dedicated team and a Customer Web set up to provide customers with complete and real-time online information, including production information (WIP, shipping date, and material receiving status), quality control, and inspection results (QA report), and to handle and process customers' requests. We also have a business-to-business (B2B) e-transaction system to customize online transmission system as per customers' product or service requirements.

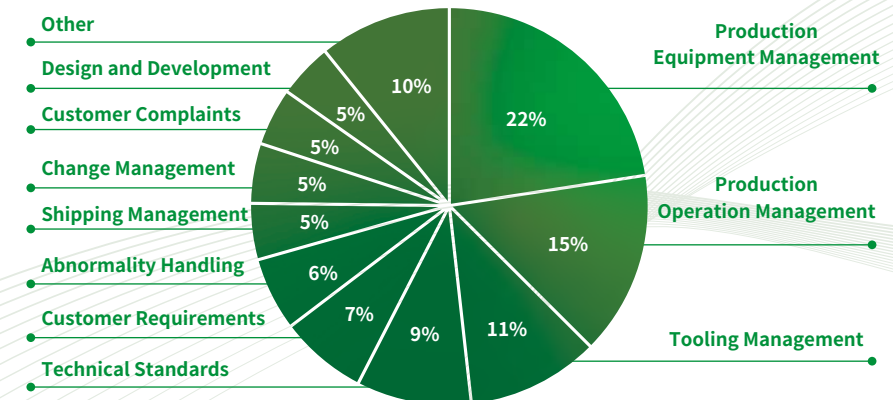
(2) Customer complaint handling system

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

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

In 2023, every customer complaint was quickly, effectively, and satisfactorily resolved thanks to the efforts of our team. Upon analyzing the main attributes of customer complaints, it was found that the issues were primarily concentrated in three areas: "Production Equipment Management," "Production Operations Management," and "Tool Management." To address these issues, SPIL has devised improvement strategies that include: enhancing equipment capabilities by establishing principles for machine selection at the source and increasing detection rates to minimize machine variability and timely detect anomalies, thus improving quality stability; strengthening production operation management by reviewing manual operations from a process/procedure perspective, replacing manual work with automation to reduce human error risk, and continuously promoting standardization reviews to clearly define roles and responsibilities and enhance both horizontal and vertical functional integration, improving processes and procedures.

In pursuit of continuous improvement, the quality goal for 2024 is to reduce customer complaint cases by 50% compared to 2023. The strategy involves horizontally deploying proven practices to other plants producing similar products, or adopting these practices as uniform company-wide standards to prevent the recurrence of similar customer complaints. With the collective effort of all employees, we aim to seek further breakthroughs and opportunities for continuous improvement to achieve the quality targets set for 2024.



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2. Customer Satisfaction

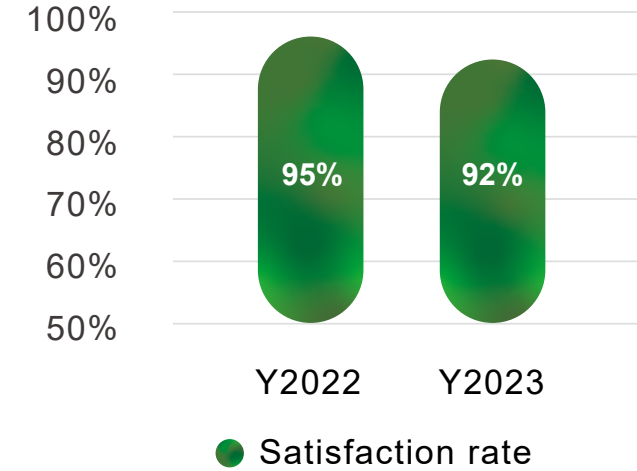
In line with a customer-oriented service philosophy, SPIL values customer needs and consistently provides high-quality services. According to different customer requirements, regular monthly and quarterly meetings are held to jointly review various evaluation results with customers, including Quality, Cost, Delivery, Service, and Technology. SPIL has a dedicated team to track and monitor the trends of various indicators, and assigns relevant departments to analyze the reasons for any unmet targets, propose improvement plans, and continuously follow up. Besides, we also review customers' evaluation trends in meetings of the senior management to ensure that customers' needs and feedback are fully valued by the management team. Said evaluation trend would also be adopted as a reference for the performance management to continuously enhance our service quality and competitiveness and reach the ultimate goal of satisfying our customers' demand. We received a total of 9 awards from our customers in 2023.

To enhance customers' satisfaction with various service indicators, SPIL has, in recent years, adopted a systematic approach to locate root causes of abnormalities using quality improvement tools while holding review meetings regularly to track our progress and results to ensure that our product quality target is reached. In 2023, major customers' satisfaction reached the target (□90%). Looking ahead to 2024, we will continue to implement comprehensive quality management through the enhanced computer-integrated manufacturing (CIM) and manufacturing execution system (MES), to improve our quality and services constantly with the spirit of sustainable management.

3. Customer Privacy

Customer confidentiality and privacy are crucial to customer trust and corporate integrity, and SPIL takes these matters very seriously. To maintain a competitive edge and implement mechanisms that protect customer privacy, SPIL is committed to the secure management of confidential information. The company has established clear procedures and standards for managing confidential data to safeguard both the company's and its customers' interests. The proprietary technology, trade secrets, personal employee information, and other sensitive or confidential data of the company, customers, and business partners are all considered confidential or highly confidential and are subject to restricted access control. Supervisors at all levels are responsible for requiring and supervising their personnel to comply with the confidentiality regulations to ensure that confidential information is fully protected. All employees have the responsibility to comply with said regulations.

In terms of management, we sign confidentiality agreements with external customers to show our commitment to the security of confidential information. Internally, the Company's computer equipment is installed with firewalls and anti-virus software, and the system passwords are changed mandatorily on a regular basis. Customers shall set their accounts and passwords before performing inquiries on the internet, and parties who are not said customers cannot perform inquiries and proceed with operations. With a stringent information security management mechanism, SPIL did not receive complaints about violations of customer privacy or loss of customer data in 2023.



2.4 Information Management

1. Rules and Regulations and Certification

2. Protection and Implementation

SPIL continues to strengthen its information security detection and defense mechanisms in response to ever-changing external cyber attacks. For example, we have established an automated virus and hacker intrusion detection system to prevent the virus with which machines are infected from spreading. We have strengthened network firewall protection and network control to prevent computer viruses from spreading across different floors of the Company while monitoring and issuing a real-time warning about the update of Patch and anti-virus software on the computers. To ensure the uninterrupted operation of the information operating system, equipment, network, and data, we organize recovery drills every year. In recent years, remote work has become one of the main avenues for hackers to infiltrate businesses. The Company has implemented a Multi-Factor Authentication (MFA) mechanism to enhance identity verification security. Continuous security reviews and improvements are conducted on the Operational Technology (OT) production environment, autonomously enhancing data security defenses to ensure the ongoing maintenance and operation of critical production lines. In 2023, the Company completed its Internet control policy, eliminating channels for hacker intrusions. Moreover, considering phishing emails as one of the main channels for hacker intrusions, an automatic email inspection mechanism was introduced to enhance data security capabilities. In 2023, there were no material information security incidents that resulted in customer losses or fines due to violations.

3. Increased Awareness of Information Security Protection

Strengthening employees' awareness of information security protection and improving organizational operation capabilities are one of the main tasks in information security management. All our employees receive regular information security education and training every year on the information security policy, information security management framework, and information security control measures. Information security training conducted in 2022 and 2023 and participant statistics are detailed below.

Year	Taiwan	Mainland China	Total
2022	17,491	4,880	22,371
2023	18,108	4,774	22,852

As the frontline of defense against hackers, SPIL has been conducting social engineering email drills every quarter since 2021. By 2023, all company employees have participated in these drills, enhancing their awareness of email-based social engineering attacks and preventing phishing emails from stealing personal/company sensitive data, thus avoiding financial losses.

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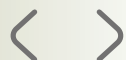
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2.5 Smart Manufacturing

1. Pragmatic Smart Manufacturing

In response to the emerging trends of Industry 4.0, SPIL aims to be a benchmark in the industry for smart manufacturing, following the guidance of Chairman Chi-Wen Tsai: (Prelude) Streamlining processes/operations, (Subsequent) digitization/automation, committed to creating "Pragmatic Smart Manufacturing." Concrete actions:

(1) Operations streamlining:

Thoroughly review work processes, evaluate the value of each step, identify improvement opportunities and make standardized corrections; employ real-life examples to clarify issues and problems, apply ECRS to simplify and optimize processes, and establish reasonable standardized operating procedures.

(2) Automation/Intelligence Introduction:

For standardized operations that are difficult or burdensome for personnel, plan and design the most suitable and cost-effective automated/intelligent systems. By practicing "Pragmatic Smart Manufacturing," SPIL has summarized the "Precision Smart Manufacturing Development Directions" and aims to become a model for sustainable smart manufacturing!

SPIL's Precision Smart Manufacturing Development Directions

Smart Scheduling and Dispatch		Introduction of smart scheduling systems	The introduction of smart scheduling systems effectively reduces operation time and changeover frequency, completing orders with minimum resources on schedule.
		Development of smart dispatch systems:	Receives scheduling results, instantly calculates the best dispatch sequence for machines, and provides automatic handling equipment to execute loading.
Smart Handling		Adaptation to carrier characteristics: Introduce appropriate smart materials handling and transportation systems.	Design of smart handling systems and join the Autonomous Mobile Robot Alliance (AMRA) to introduce the latest technology standards and achieve efficient and precise production goals.
Smart Check-in/Check-out		Develop a smart operation matching program tailored to the needs of production sites.	- Prior to production, match operator identity and qualifications, raw material part numbers and quantities, machine capabilities and machine numbers, and ensure compliance with production conditions and special instructions. - During production, match required tools and machine parameters; - After production, match completed content, production quantity, and upload records to the traceability system.
Manufacturing Quality Confidence System		Development of equipment confidence monitoring programs	To ensure worry-free equipment management, SPIL has developed a series of monitoring programs covering machine maintenance, equipment health status monitoring, machine abnormal alert, and computer crashes.
		Development of equipment confidence monitoring programs	To ensure worry-free process management, SPIL has developed a series of monitoring programs covering parameter management, tool management, traceability systems, Statistical Process Control (SPC), and AI-powered automatic defect recognition systems.
Smart Management Business Intelligence Systems		Implementation of smart management business intelligence systems	In the on-site control and manufacturing management process, comprehensive and real-time automatic monitoring and management are performed based on the machine state, raw material status, and production conditions before, during, and after production.

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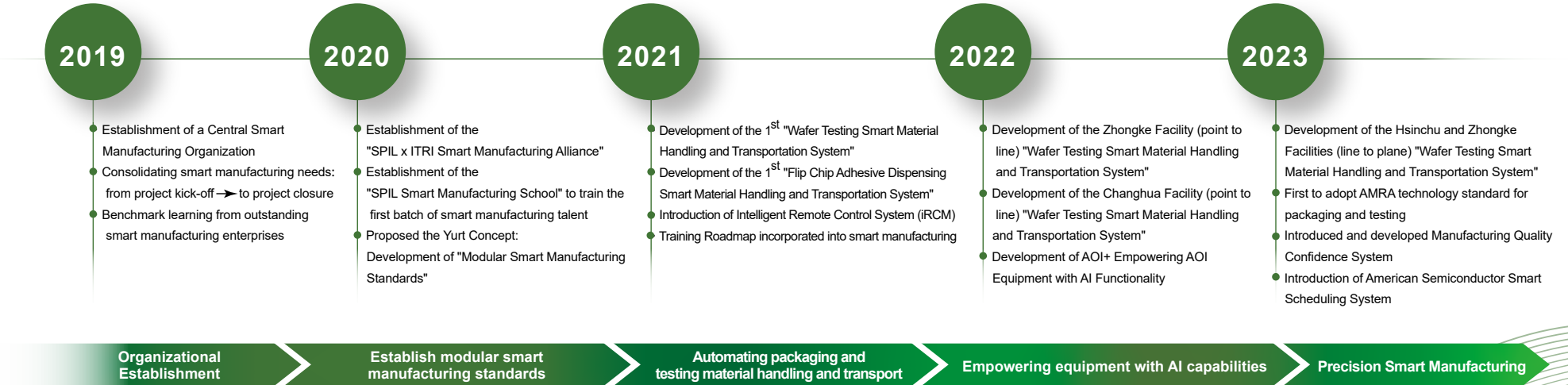
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2. SPIL's Significant Milestones in Precision Smart Manufacturing

In 2019, SPIL established a central smart manufacturing organization, consolidating technical experts from various divisions to coordinate the development of smart manufacturing. Following the overarching guideline of "streamlining processes and operations before computerization and automation," SPIL has standardized the establishment, review, and implementation processes. Leveraging the Industrial Technology Research Institute (ITRI), SPIL established the industry's first "Smart Manufacturing Alliance" to fully launch collaboration in technology consulting, education and training, and research projects. SPIL also founded the "SPIL Smart Manufacturing School" with a smart manufacturing director serving as principal and experts from ITRI with rich technical experience as instructors, providing hands-on training. Currently, over 200 "smart manufacturing talents" have been trained. To enhance efficiencies in introducing smart manufacturing, SPIL has structured "Modular Smart Manufacturing Technology Specifications" to systematically package smart manufacturing achievements for rapid deployment. SPIL has achieved concrete results in intelligent application systems and material handling and transportation systems, developing smart manufacturing solutions for individual stations, across stations, and even entire lines. In the future, SPIL will refine smart manufacturing technologies to achieve efficient, accurate, and reliable precision smart manufacturing!



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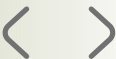
Establishment of a Central Smart Manufacturing Organization	Combine manufacturing experts with smart manufacturing technology specialists to establish a comprehensive smart manufacturing organization spanning dynamic domains. By centralizing resources for coordinated management, the organization aims to achieve optimal operational effectiveness!
Precision Smart Manufacturing: Under the guiding principles of Chairman Chi-Wen Tsai: (Prelude) Streamlining processes/operations, (subsequent) digitization/automation	Streamlining the overall process of establishing, executing, and closing smart manufacturing needs, ensuring maximization of benefits.
Benchmark Learning in Smart Manufacturing - Outstanding Enterprises	SPIL personnel visited benchmark companies to learn smart manufacturing technologies and grasp the essential practices and methodologies for implementing smart manufacturing effectively.

2020

Establishment of the "SPIL x ITRI Smart Manufacturing Alliance"	ITRI, renowned for its smart manufacturing expertise, collaborated with SPIL and other divisions such as the ITRI Information and Communications Research Institute (Southern Branch) and the Mechanical and Mechatronics Systems Lab, forming the first industry "Smart Manufacturing Alliance." This collaboration involves SPIL proposing challenges and ITRI providing solutions, facilitating hands-on talent training and creating smart manufacturing solutions.
Establishment of the "SPIL Smart Manufacturing School" to Train the First Batch of Smart Manufacturing Talent	Recognizing talent as a key resource, SPIL established the "Smart Manufacturing School," adhering to the principle that "experts are coaches." Experts from ITRI provide hands-on training, imparting knowledge and experience in smart manufacturing. After completing the courses and executing smart manufacturing projects, participants' learning outcomes are evaluated. To date, hundreds of people have been trained to become smart manufacturing experts.
Proposed the Yurt Concept: Development of "Modular Smart Manufacturing Standards"	"Rules" form the foundation of success, and smart manufacturing also requires standardized and consistent specifications. To allow for the rapid deployment of smart manufacturing systems and their broad application across different sites, SPIL has developed modular smart manufacturing technology specifications based on the CPS framework, assisting production lines in accelerating the smart manufacturing transformation.

2021

Development of the 1st Smart Material Handling System:	To improve the efficiency of wafer (FOUP) and magazine (MAGAZINE) loading operations, SPIL collaborated with ITRI to develop an "Smart Material Handling and Transportation System," replacing manual operations. This collaboration has allowed personnel to gain experience and laid the foundation for further expansion.
Introduction of Intelligent Remote Control System (iRCM):	At the wire bonding station, 20% of the steps are "rule-based." These steps are managed by the Intelligent Remote Control System (iRCM), allowing production to continue, reducing machine downtime, and increasing wire bonding machine output.
Training Roadmap Incorporated into Smart Manufacturing	Smart manufacturing training has become normalized and digitalized, leading to significant growth in training numbers and effectiveness.



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2022

Creating a (Point to Line)"Smart Material Handling and Transportation System"	Building on the experience of the 1st "Smart Material Handling and Transportation System," SPIL completed a cross-site (point-to-line) Smart Material Handling and Transportation System between the Changhua and Zhongke plants.
Development of AOI+ Empowering AOI Equipment with AI Functionality	AOI equipment integrated with AI capabilities has been upgraded to "AOI+," reducing the need for 90% of manual re-inspection.
Developed a plant-wide (line to plane) " Smart Material Handling System"	Completed the plant-wide (line to plane) Smart Material Handling and Transportation System" at the Hsinchu and Zhongke plants.
First to adopt AMRA technology standard for packaging and testing	SPIL was invited as the first user representative in the semiconductor packaging and testing industry to participate in the AMRA Technical Committee. This involvement aids in formulating AMR technology standards, helping the industry accelerate AMR adoption while ensuring the quality of AMR acceptance.
Development of Comprehensive Manufacturing Quality Confidence System	By centralizing big data from the pre-production, production, and post-production processes and integrating monitoring from over 20 process equipment programs, SPIL significantly enhances the production quality of semiconductor packaging and testing.
Introduction of American Semiconductor Smart Scheduling System	SPIL upgraded its existing scheduling system to synchronize with leading semiconductor companies using U.S. smart scheduling products, reducing changeover ratios and increasing output

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3. 2023 Precision Manufacturing Technology and Highlights

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Technology	Solutions and Results			
Quality Confidence System	Pre-Process EQ Defense ECS Mechanical Parameters & Match Verification - Matching machine connectivity status and mechanical fixed positions TMS Tooling Life & Type Comparison - Control checks for tooling, nozzles, and dispensing valves EPMM Define Maintenance Protocols and Specifications - Purge function check (> 8.0 PSI) PMS Maintenance Activities and Frequency - ASMT/ETK 9-0224 requires annual, semi-annual, quarterly, monthly, and weekly maintenance Process Defense MTS Raw Material Verification - Before loading onto the machine, verify the liquid resin parts number (No.: 30322) EMS Machine Capability Monitoring - Monitoring of adhesive width, height, and weight, as well as hotplate temperature In-Process FDC Machine SVID/ECID Real-Time - Real-time monitoring of hotplate temperature and vacuum values with activation of anomaly handling procedures TIDS Monitoring Software Crash and Connectivity Issues During Operations - Monitoring dwell time in the feed area, operation area, and output area, with activation of anomaly handling for software crashes or disconnections AMS Machine Alert Notification - Dispatch notification for personnel to handle issues related to abnormal adhesive flow eRRC Machine Alert Handling - Documentation and handling of batches potentially non-conforming due to abnormal adhesive flow LE MES Verify routing and Q time before operations RMS Recipe Control - R/P Comparisons (Hotplate temperature and adhesive flow, etc.) CPS Carrier Matching - Ensure the MKA type is appropriate for the process Post-Process Jump Die Material Skip - Monitor for any skipped materials Die Count Monitoring if work volume is consistent - Verify actual work volume with quantity logged upon entry SPC & OCAP Production quality monitoring, immediate hold lot for anomalies - Adhesive width, height, and weight, handling out-of-control (OOC) or out-of-specification (OOS) conditions			
Post Die Bond X-Ray AI Smart Image Analytics				
IC Black Box Cross-Building Transport and Handling	Automatic Door - Integrated access control - Alert, and automatic door opening/closing Fire Door Integration - In case of fire, AMRs (Autonomous Mobile Robots) yield and fire doors close as a priority. Overpass - Auto navigation - AMRX2 equipped with people and vehicle avoidance systems. Auto door + Air Shower - Integrated access control - Alert, and automatic door opening/closing			
	Equipment confidence monitoring programs Development of reliable monitoring programs for pre-production, production, and post-production phases, including machine maintenance, equipment health monitoring, machine alerts, and computer crashes, ensuring worry-free equipment management. Process confidence monitoring programs Series of reliable monitoring programs developed for various phases, including parameter management, tool management, traceability systems, SPC, and AI-powered automatic defect recognition, ensuring worry-free process management. ■ Reduces scrap due to defects ■ Lowers inspection manpower needs by 82% ■ Enhances inspection equipment intelligence, reducing misjudgment rates by 88% ■ Automates cross-building transport and handling manualauto (linked with access control, fire doors, etc.) ■ Eliminates human error and collision risks ■ Abnormal transport and handling cases: 0			



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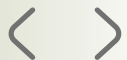
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4. Future Outlook

The concept of Industry 4.0 was first proposed in Germany in 2011, sparking a global trend in manufacturing learning and imitation. After many years of implementation, SPIL has come to realize that building precise and efficient smart manufacturing begins with a focus on the end goal, prioritizing pragmatism over abstract concepts. It emphasizes not allowing the pursuit of digitization to lead to process inefficiencies. Only by doing so can we truly achieve our goals of improving quality, increasing efficiency, reducing costs, and minimizing inventory, all while standing the test of time.

Facing uncertainties from international geopolitical situations and challenges from rapid industry advances that reshape supply chains, SPIL understands that strengthening its competitive edge is the cornerstone of sustainable development. In the future, SPIL will continue to be driven by low-carbon initiatives and innovation to promote the Company's sustainable development.



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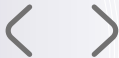
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3. ResponsibleSupply Chain

Conflict Minerals Management

100% Conflict-Free Minerals: SPIL ensures that no minerals used in production comes from conflict-affected areas.

Local Procurement Ratio

Local procurement (Taiwan): **73.8%**

Enhanced Construction Management

License verification during construction applications.

2023 Key Performance Indicators

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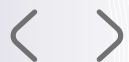
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KPI	2023 Target	Status	2023 Performance	2024 Target	2025 Target
 Proportion of new suppliers responding to SAQ	100%	✓	100%	100%	100%
 Proportion of suppliers responding to SAQ	Tier 1 supplier sustainability risk SAQ (annual survey)	✓	100%	100%	100%
 Proportion of suppliers completing RBA-online SAQ	Critical Tier 1 direct material suppliers	✓	100%	100%	100%
 Proportion of high-risk critical direct material suppliers completing sustainability audits	100%	✓	100%	100%	100%
 Deficiency improvement rate as per sustainability audit	100%	✓	100%	100%	100%
 The direct/indirect material suppliers do not use conflict minerals	100%	✓	100%	100%	100%

The New Supplier Self-Assessment Questionnaire (SAQ) includes screening criteria for environmental and social standards (whether the supplier has obtained ISO 14001 certification, holds local environmental permits, and complies with RBA standards, etc.)

Tier 1: The procurement amount of direct packaging materials reaches US\$200,000
Critical Tier 1: Suppliers that account for the top 85% of direct material procurement.



3.1 Supply Chain Characteristics and Local Procurement

1. Characteristics of Supply Chain

SPIL's production facilities are located in Taiwan and China, with a global spread of suppliers. The total number of collaborating suppliers amounts to 2,138, categorized by procurement type into three main categories: manufacturing suppliers (1,703), facility engineering (182), and other services (253). These suppliers provide raw materials, machinery, parts, and factory consumables, etc., primarily supporting factory production. The procurement amount accounts for 77% of SPIL's total procurement amount in 2023. The procurement amount of raw materials accounted for approximately 48%% of the total procurement amount, which has a relatively significant impact on daily operations and production. Therefore, the management focus is on the raw material suppliers who cooperate with us regularly. We manage the quality, cost, delivery date, and technical capabilities of raw material suppliers, and conducts performance control through evaluation, auditing, and guidance; further we also require suppliers to sign the Supplier Code of Conduct, Business Partner Supply Chain Security Statement to ensure suppliers' continuous operation. Meanwhile, we perform RBA risk assessments and audits to ensure suppliers' sustainable business performance.



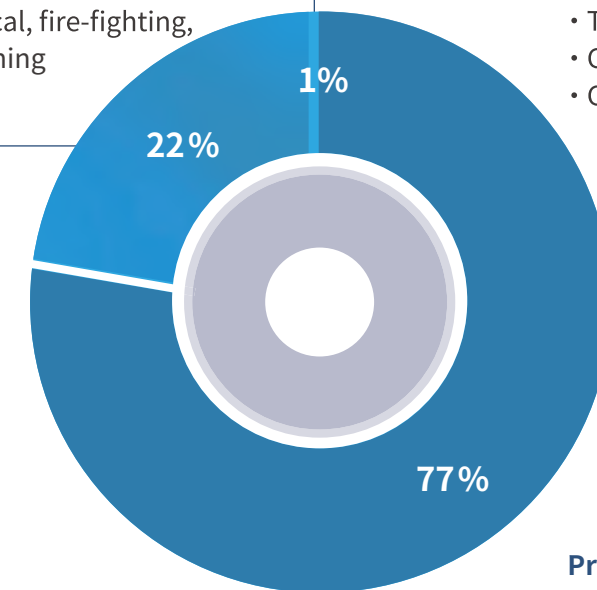
Supplier type

Factory construction (22%)

- Civil engineering and construction
- Electromechanical, fire-fighting, and air-conditioning
- Network cabling

Other services (1%)

- Transportation and security
- Cleaning and recycling companies
- Catering services



Production (77%)

- Raw materials
- Machinery and equipment

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

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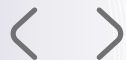
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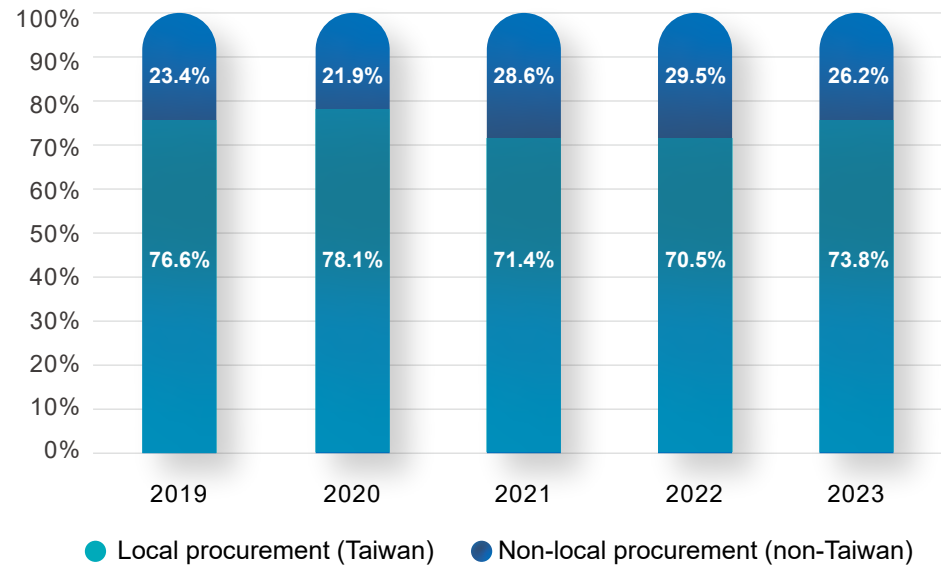
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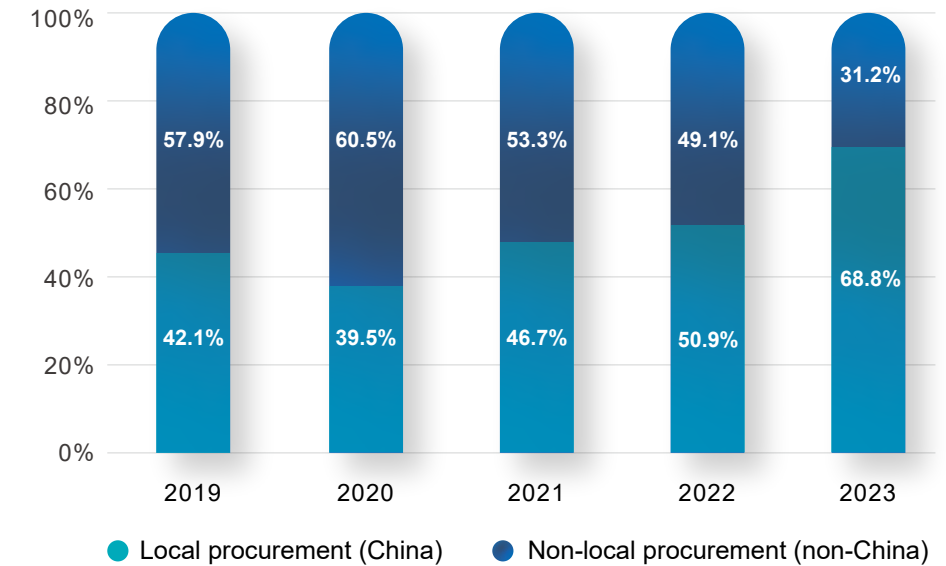
2. Local Procurement Policy

While setting up a global presence, SPIL has been committed to improving localized procurement and increasing local employment opportunities and promoting local economic development through localized procurement. Local procurement can lead to faster service, more direct communication, shorten the delivery lead time, reduce transportation costs, and reduce transportation risks while reducing carbon emissions and alleviating environmental pollution caused by economic development. We actively interact with local suppliers, and assist them in improving their technical capabilities and competitiveness through technical exchanges; then, we recommend these local suppliers to our customers to achieve the goal of reducing transportation risks and shortening the delivery timeline while seeking alternative local suppliers for the existing raw materials that need to be imported and encouraging overseas companies to set up factories locally. From 2019 to 2023, the proportion of the procurement of raw materials by the facilities in Taiwan is maintained to be over 70% in terms of the amount while the proportion of Siliconware Technology Limited increased to over 68%.

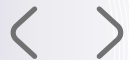
Proportion of local procurement by SPIL's facilities in Taiwan



Proportion of local procurement by Siliconware Technology Limited



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



3.2 Supplier Sustainability Management

SPIL attaches great importance to supplier sustainability management. We conduct management of raw material suppliers' regular costs and quality and perform evaluations and audits while offering guidance and education and training to strengthen the suppliers' operational capabilities. We implement supplier sustainability management upon the introduction of new suppliers. We verify each supplier's basic financial position, quality management, environmental management, and other relevant system certifications through supplier questionnaires while requiring them to sign the conflict minerals declaration and the RBA declaration. The declarations contain the requirements for non-use of conflict minerals and the compliance with the requirements in the aspects of labor, health and safety, environment, business ethics and management systems while specifying that suppliers shall also need to conduct factory evaluations upon the introduction of new raw material suppliers related to substrates, lead frames, target materials, chemicals, etc., to ensure that the suppliers can meet SPIL's relevant regulations. The scope of factory evaluation includes quality management, system management, sustainability risk, and the control of environment-related substances. After the factory evaluation is completed and countersigned and approved by SPIL's procurement, quality assurance, engineering, and relevant units, suppliers will become qualified suppliers. In 2023, according to the regulations, two new raw material suppliers underwent factory evaluations and passed, becoming qualified suppliers of SPIL.



1. Supplier Sustainability Management

SPIL safeguards labor, environment, and ethics in line with the RBA spirit. We attach greater importance to suppliers' sustainable operation capabilities. Through sustainable supplier management, we ensure the safety of the work environment in the supply chain, implement environmental protection, and ensure that the employees are respected and dignified and business ethics are observed. We communicate with suppliers about ESG requirements and future goals, and we strengthen supply chain management to reduce supplier sustainability risks. In addition, we have built suppliers' awareness of sustainable management to comply with changes in environmental regulations and customers' environmental requirements. SPIL conducts supplier sustainability risk surveys and high-risk supplier audit management. Further, we send RBA self-assessment questionnaires to our key material suppliers for surveys. In addition, we continue to require suppliers to join the RBA online platform to facilitate supplier sustainability management. Moreover, we require suppliers to keep abreast of their greenhouse gas emissions and motivate them to conduct ISO 14064-1 greenhouse gas emission verification in response to the impact and risks arising from global climate change. A total of 45 major raw materials suppliers were certified in 2023.



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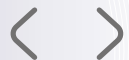
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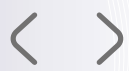
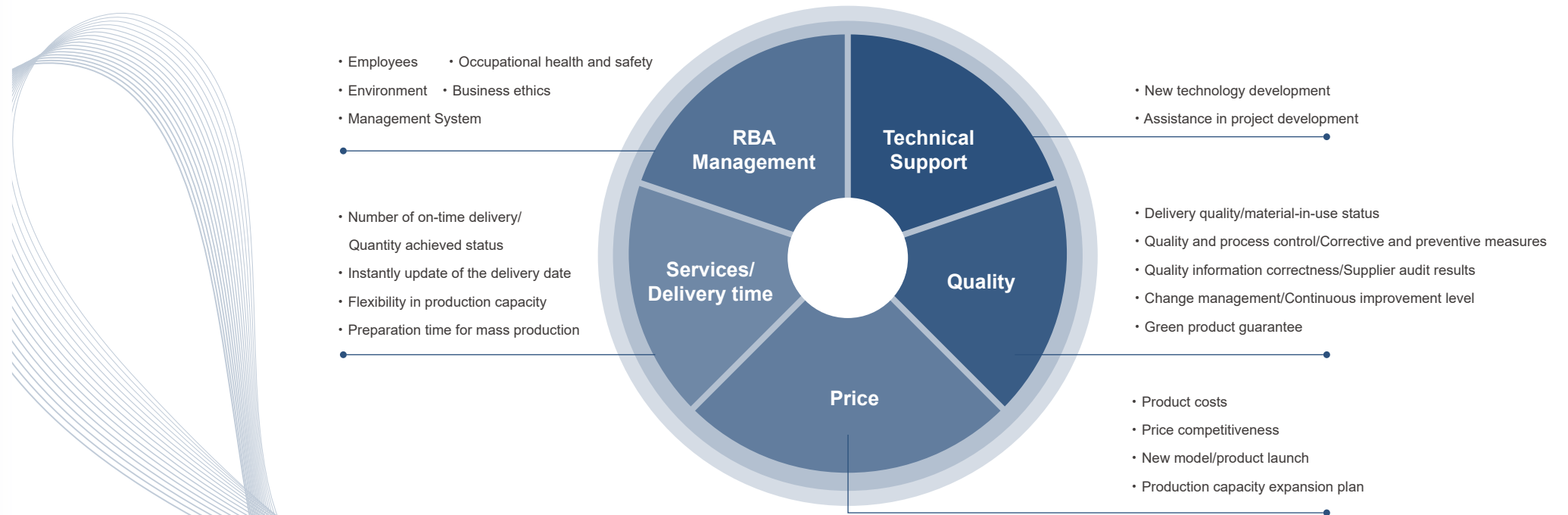
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2. Supplier Performance Management

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

Items under supplier performance management



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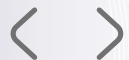
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(1) Suppliers Evaluation

We rate major raw material suppliers every month by evaluating their delivery quality, cost, delivery time, and technical performance. We hold an internal meeting quarterly to select critical suppliers while inviting relevant units and suppliers to review the performance at review meetings. The evaluation results are adopted to confirm suppliers' actual supply capacity. For suppliers with poor or unstable performance, we will help them improve immediately and prevent recurrence. The results will serve as a reference for subsequent transactions and enable suppliers to understand their performance in relation to their competitors to maintain their advantages and to improve their disadvantages, thereby maintaining their own competitiveness. We will also express our recognition of suppliers with excellent performance by increasing the number of our orders or praising them publicly. In 2023, there were a total of 253 primary materials suppliers evaluated, with none exhibiting subpar performance. This indicates that the supplier evaluation process has been effective and has also encouraged suppliers to make progress and become more competitive.

(2) Audit of Suppliers

SPIL conducts annual audits of major primary materials suppliers based on their performance and importance according to the supplier evaluation. These audits involve on-site or written assessments of the suppliers' quality management systems and Business Continuity Plans (BCP) to ensure compliance with established standards. A total of 98 suppliers were audited in 2023. Suppliers that excelled and exceeded expectations have reached 79.6%. SPIL continues to educate and guide its suppliers to enhance their competitiveness. In 2024, SPIL plans to audit 102 suppliers.

The evaluation results of SPIL's key raw materials suppliers from 2019 to 2023.

Evaluation level	Evaluation score	Description	2019		2020		2021		2022		2023	
			Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio
A	90-100	(Excellent)	33	24.4%	32	26.2%	17	12.9%	12	9.2%	14	5.5%
B	80-89	(Exceeds Expectations)	82	60.7%	74	60.7%	92	69.7%	73	56.2%	172	68.0%
C	70-79	(Meets Expectations)	20	14.8%	16	13.1%	21	15.9%	45	34.6%	66	26.1%
D	60-69	(Improvement Needed)	0	0.0%	0	0.0%	2	1.5%	0	0.0%	1	0.4%
E	0-59	(Poor/Not Recommended)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total			135	100%	122	100%	132	100%	130	100%	253	100%

Note: The data includes that of Siliconware Technology Limited

Audit results of SPIL's raw material suppliers from 2019 to 2023

Level	Countermeasures	2019		2020		2021		2022		2023	
		Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio	Number of companies	Ratio
(Outstanding)	Considering issuing excellent vendor medals and increasing orders	22	42.3%	44	65.7%	26	28.6%	35	40.2%	51	52.0%
(Above Average)	Considering increasing orders	12	23.1%	17	25.4%	42	46.2%	31	35.6%	27	27.6%
(Satisfactory)	Maintaining a normal transactions	18	34.6%	6	9.0%	21	23.1%	21	24.1%	19	19.4%
(Improvement Needed)	Requiring improvement within time limits	0	0.0%	0	0.0%	2	2.2%	0	0.0%	1	1.0%
Total		52	100%	67	100%	91	100%	87	100%	98	100%

Note: The data includes that of Siliconware Technology Limited

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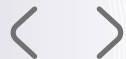
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(3) Counseling Services and Educational and Training for Suppliers

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

(4) Supplier Sustainability Audit (Updated by ESH-Rachel)

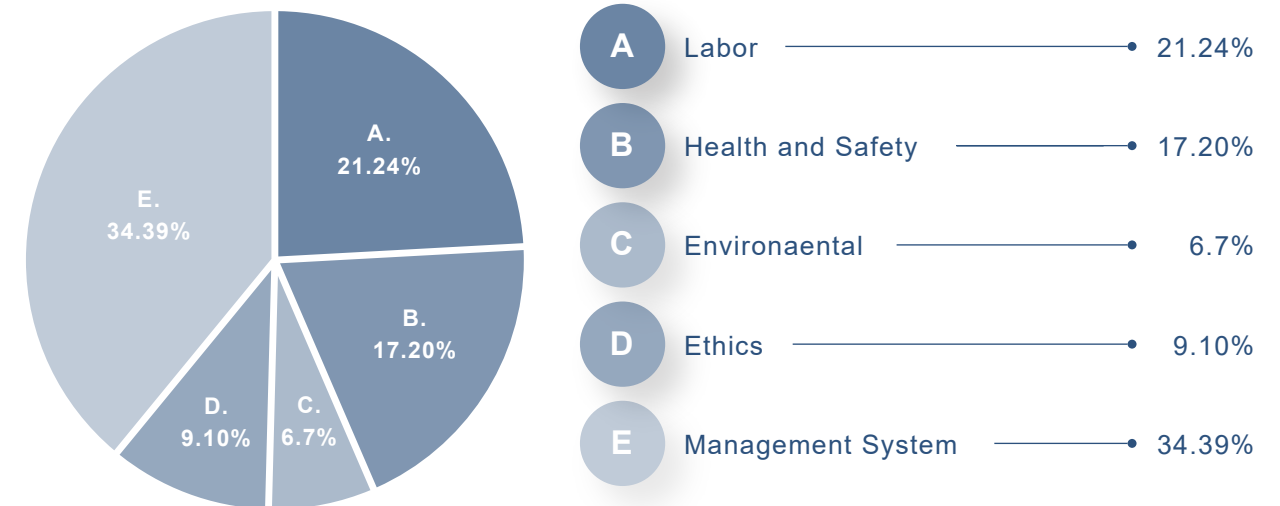
In 2023, we undertook audits of 33 suppliers to ensure adherence to the Responsible Business Alliance (RBA) principles throughout our supply chain. These audits revealed a total of 87 discrepancies. 63% of these discrepancies were centered around labor and management systems, with an additional 6 discrepancies linked to environmental concerns. We mandated our suppliers to conduct root cause analyses of these discrepancies and implement corrective actions to address any associated impacts, particularly those concerning the environment. Through ongoing monitoring and validation efforts, all identified discrepancies have been rectified. Following a comprehensive evaluation, no supplier relationships were terminated due to non-compliance with the stipulated regulations. We also continue to require our suppliers to undergo greenhouse gas verification. Currently, 45 key suppliers have completed the ISO 14064-1 greenhouse gas emissions verification, demonstrating our commitment to environmental responsibility in our supply chain. In the future, we will continue to require them to respond to our various sustainability management requirements to increase their awareness of RBA and include RBA in their management rules to gradually achieve supply chain sustainability management.

The counseling results of SPIL's suppliers from 2019 to 2023

Note: The data includes that of Siliconware Technology Limited

Counseling Item	Counseling Method	Counseling Unit	Number of Suppliers Counseled				
			2019	2020	2021	2022	2023
Technical guidance	- Hold technical review meetings with specific suppliers on a quarterly or semi-annual basis - Offer and share SPIL's blueprint for developing new products/technology	Engineering unit	44	32	36	35	46
Quality improvement	- Perform irregular audits to ensure standardization of suppliers' production to control the production process - Provide feedback on incoming inspection results and use status	Quality assurance/Engineering unit	52	67	91	87	98
Environmental responsibility	- Provide hazardous substance management regulations - Sign the restricted substances guarantee letter	Procurement/Engineering unit	488	553	543	597	537
Conflict minerals	Conduct questionnaire survey and request communication	Procurement unit	118	124	121	101	104

Distribution of suppliers' deficiencies discovered in the 2023 audit



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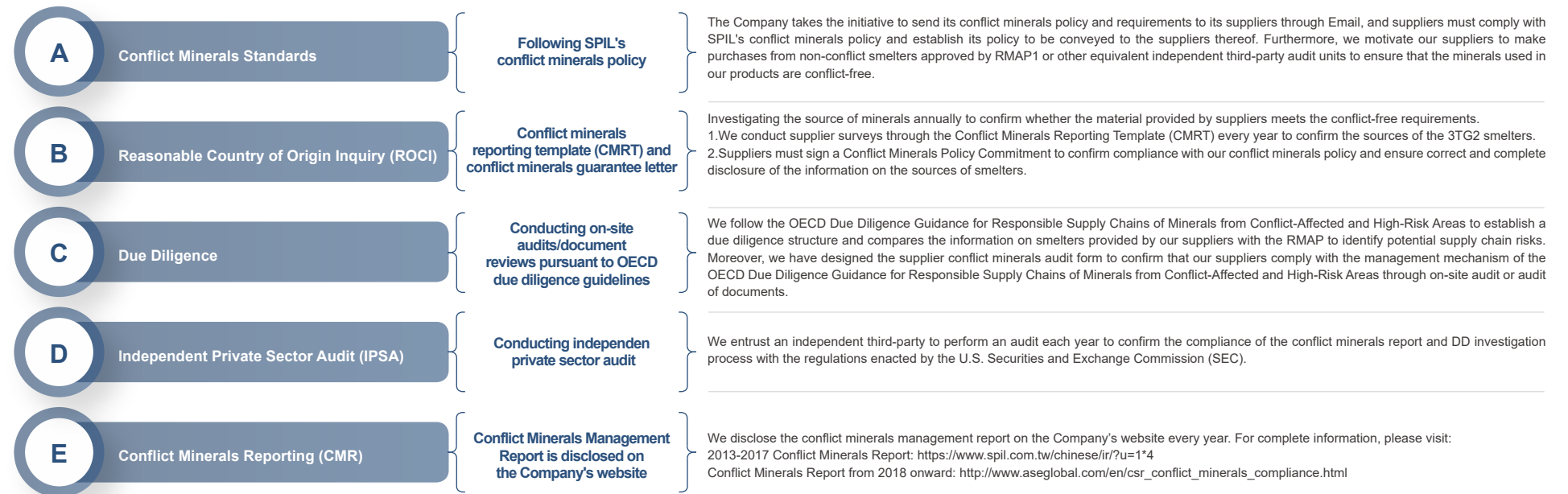
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3. Conflict Minerals

(1) Responsible minerals procurement

SPIL is committed to the management of conflict-free minerals. To communicate our conflict minerals management requirements, we have formulated a conflict-free mineral procurement policy for our supply chain, which is publicly available on the Company's official website. For complete information, please visit: [https://www.spil.com.tw/Files/csr/Conflict_Mineral_Policy\(C\).pdf](https://www.spil.com.tw/Files/csr/Conflict_Mineral_Policy(C).pdf)

(2) Conflict minerals management procedures



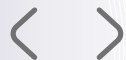
Results

Since 2013, we have conducted an annual survey of the sources of 3TG smelters. Our conflict minerals status within the scope of our control and management has been "DRC Conflict Free" since 2015. In 2023, we conducted conflict mineral investigations of 104 suppliers and planned to complete the independent third-party audit of conflict minerals by March 2024. Based on the management process above, we reasonably predict that the minerals used by SPIL in 2023 will be sourced from non-conflict areas.

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

1 RMAP: Responsible Minerals Assurance Process

2 3TG: Tantalum, Tin, Tungsten, Gold



3.3 Construction Service Provider Management

Contractors play an indispensable role in ensuring the sustainable growth of SPIL. Therefore, ensuring the effective management of occupational health and safety for construction contractors is paramount. With the implementation of "P (Plan)-Qualification Evaluation", "D (Do)- Document Examination/Educational Training", "C (Check) - Construction Management", "A (Action) -Post-Construction Management" cycle, we aim to optimize the contractor management system and reach the ultimate objective of having zero occupational accident.

- **P** { During the initial phase, various functional units within the organization assess prospective contractors based on criteria such as company size, engineering proficiency, occupational health and safety protocols, and financial stability. These evaluations adhere to standards of professionalism, reasonableness, and impartiality. Contractors are required to adhere to both legal mandates and internal company policies to be considered eligible for inclusion in the roster of approved contractors. In 2023, three additional engineering firms underwent evaluation and were granted authorization to undertake construction projects.
- **D.** { This stage involves the execution of safety and health commitments, organization of annual organizational meetings, provision of education and training, dissemination of information regarding potential hazards within the premises, regular convening of organizational meetings, advocacy for safety protocols, and cultivation of self-management among safety personnel. These endeavors are aimed at reinforcing the principle that safety takes precedence above all else.
- **C.** { We have established the "Contractor Safety and Health Management Procedure" and the "Construction Management Work Instructions" to regulate management measures before, during, and after operations. These guidelines ensure the safety of contractor activities and enforce a 100% inspection of machinery entering the plant. The effectiveness of these measures is verified through construction audits, which in 2023 resulted in the identification of 123 violations. Additionally, there are standard operating procedures in place for handling accidents or near-miss incidents to further ensure safety and compliance.
- **A.** { Utilizing the annual contractor evaluation results, SPIL adopts a strategy of "survival of the fittest." For contractors whose violation points exceeded 120 in 2023, we require them to submit a follow-up improvement plan for detailed review. This process is crucial in continuously enhancing the occupational safety and health capabilities of our contractors, ensuring their alignment with our rigorous benchmarks for operational safety and regulatory adherence.

• Digital contractor management:

Starting in December 2021, our Taiwan facilities officially implemented a Contractor Safety Management Platform, transitioning from manual document processing to a fully digital system. This change has reduced the time spent on communication regarding returned documents and increased operational efficiency. In 2023, to further optimize the management platform, a specialized training credential review was added. This feature automatically verifies the validity of relevant licenses during the construction application process, ensuring source management and confirming operational qualifications. The Contractor Safety Management Platform effectively achieves the following benefits:

Operations	Benefits	Results
Creating supplier profiles	A simplified document submission process for contractors through paperless document submission	567 vendors registered, including general, engineering, equipment, and environmental categories
Entry qualification	Online reviews with immediate notification of review results, systematic archiving of data	339 suppliers passed entry qualifications
Hazard communication	Hold online hazard notification training to reduce burden on administrative resources	17,717 persons
Construction application	Filling out construction sheet with basic information; reduction of each responsible unit's application time for construction projects	24,271 entries (cumulative for 2023)
Basic Training Qualifications	Ensures that all construction personnel have completed basic education and training.	14,723 persons trained
Specialized Training Qualifications	Credential verification during construction application, reducing time spent on credential checks on-site.	1,112 persons
Online Announcements	Important information is announced online immediately, ensuring no details are missed.	

Note 1

- a. Supervisors: Oxygen-deficient environments, organic, roof, open excavation, construction scaffolding assembly.
- b. Operators: Forklifts, aerial work platforms, cranes over 3 tons, rigging operations.

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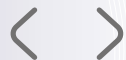
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4. Environmental Friendliness

Energy Management

Saved 95,774 kilowatt hours of electricity, with a power saving rate of 6.4%

Renewable Energy

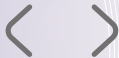
Use of renewable energy (including certificates) 303,993 kilowatt hours

Water Resource Management

Water intake is reduced by 5% compared with 2022

Circular Economy

Waste generation decreased by 9.8% compared with 2022



2023 Key Performance Indicator

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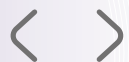
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Material issues	KPI	2023Performance Targets	Status	Performance in 2023	Objectives for 2024	Target of 2025
 Climate change	Percentage of facilities completing GHG verification	100% of all facilities	☑	100% of all facilities	100% of all facilities	100% of all facilities
	GHG emission density [Total GHG emission (metric tons)/Total revenue(K USD)]	≤ 0.191	☑	0.171	≤ 0.190	≤ 0.188
 Energy management	Power saving ratio	≥ 2%	☑	6.4%	≥ 7%	≥ 7%
 Waste management	Percentage of general waste recycled	100%	☑	100%	100%	100%
 Water resource management	Water withdrawal density [Total water consumption (metric tons)/Total revenue(K USD)]	≤ 2.71	☑	2.06	≤ 2.05	≤ 1.90

Note: Emissions = the sum of emissions from Category 1 and Category 2 of each factory.

4.1 Environmental Management System

1. Environmental Management Policy

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

2. An Integral Environmental Management System and Sustainable Development Concepts

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

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

3. Compliance with EHS Policy and Implementation of Environmental Management

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

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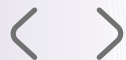
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4.2 Carbon Management

1. Carbon Management Policy and Strategy

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

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

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

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

Strategy — Policy

Transparent information

- Autonomous inventory, third-party verification, and disclosure of management performance
- Active participation in CDP Response to the Dow Jones
- Sustainability Index (DJSI) program

Mitigation & Adaptation

- Response to national carbon reduction objectives and participation in voluntary carbon reduction plan
- Active efforts in energy conservation and implementation of ISO50001 Energy Management System

Carbon Economy

- Development of a low-carbon semiconductor packaging supply chain
- A low-carbon supply chain for our customers
- Application for carbon rights and entry into the carbon market

Engagement

- Joint participation in government's low-carbon strategy with industry associations as well as the formulation and promotion of the industry's total amount control

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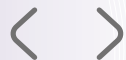
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2. Climate Change Risks and Opportunities

The European Union's climate monitoring agency, the Copernicus Climate Change Service (C3S), announced that the global average temperature in July 2023 was the highest month on record, indicating how extreme climate caused by global warming impacts our living environment and business operations. Nevertheless, effective adaptation to such risks can actually minimize our losses. This is the reason that SPIL has been paying close attention to international trends and countermeasures. We have also identified and evaluated potential risks and opportunities accompanied thereby, and included climate change factors in the planning of our corporate business strategy and the decision-making process.

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

Aspect	risk	Description	Operation/finical impact	Countermeasure
Transition Risks	 Legal	Climate Change Response Act - In 2023, Environmental Protection Administration announced "Climate Change Response Act" - the national long-term goal is 2050 net zero emissions - Impose carbon fees against GHG Emission Sources	- Increased direct costs - Renew energy trading of carbon credit/carbon sinks - Carbon fee levy - NDC (TW): 300 NTD/tCO₂e - SSP1-1.9: 65~652 USD/tCO₂e - Cost of carbon reduction: 488-69,702 USD/tCO₂e - Litigation or fines - Restricted facility expansions	- Continued to keep abreast of domestic and international regulatory changes; understand the global regulatory trends; be prepared therefor to reduce legal risks. - Passed the ISO 50001 Energy Management System certification and continue to promote energy conservation and carbon reduction systematically by the energy conservation team. - Implemented GHG inventory and third-party verification, and registered in National GHG Registry. - Set up a renewable energy platforms by coordinate with ASE Technology Holding to meet regulatory requirements and achieve green transformation. - Introduce an internal carbon pricing mechanism and internalize carbon costs. The internal carbon pricing in 2023 will be 1,039 yuan/tCO₂e. - Participate in Taipower's small green electricity project to increase the use of renewable energy and achieve energy transformation.
	Renewable energy regulations	The Ministry of Economic Affairs has announced the high electricity user clause to require high electricity consumer purchased 10% obligation capacity (starting from 2025). SPIL has completed purchasing renewable energy to meet regulatory requirements in advance.		
	 Technical	Voluntary agreement Energy-using is the primary source of GHG emissions. Therefore, reducing the use of electricity during production is the top priority issue for carbon reduction.	- Increased indirect costs - Increased capital expenditure - Increased R&D costs	- Set up carbon reduction pathway(SBTi) and publicly disclosed carbon reduction results - Establish the carbon reduction management to control the utilization ratio of renewable energy and carbon reduction. - Adopted an air quality purification zone for maintenance "Daodong Tutorial Academy" for 9 consecutive years. The maintenance work includes vegetation, tree planting and environmental cleanness. This area is 2 hectares in area with more than 90 trees.
	 Product	Low carbon products Climate change makes energy conservation and carbon reduction features the primary functions of electronic/electrical products.	- Increased capital expenditure - Increased R&D costs	- Passed the certification of carbon footprint for specific products - Passed the certification of water footprint for specific products - Passed the certification of eco-efficiency for specific products

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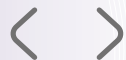
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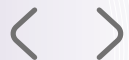
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Aspect		risk	Description	Operation/finical impact	Countermeasure
Physical Risks	 Physical	Water resource shortage	The global climate anomalies caused by the greenhouse effect have brought about severe wind disasters, floods and droughts, the increased frequency and severity of which is expected to have a considerable impact on businesses and their supply chains.	- Increased indirect costs - decrease in asset value - limit production capacity / operational disruption	Continued to promote water conservation, recycling and reuse projects to reduce the Company's pressure from water demand.
		Facility damaged due to natural disasters (wind disasters, floods, or earthquakes)			Established risk management procedures and formed BCM committees based on disaster type to reduce losses arising from all types of disasters.
		Raw material supply			Actively evaluated and introduced at least two suppliers for major raw materials.
Transition Risks	 Product	Low carbon products	Carbon management arouse the international high attention, and low-carbon products will be the main trend toward the future	- Decreased direct cost - Increased value of product - Increased competitiveness	- Continued development towards SiP modules, 3D ICs, higher density products and product miniaturization. - IC packaging is heading towards the development of high-end technology
Physical Risks	 Physical	energy-saving building	Promote green buildings, reduce plant resource consumption density, enhance corporate image, and obtain government certification and subsidies.	- Decreased in capital expenditure. - Increased corporate reputation	- In 2017, Building B of Zhong Ke Facility obtained the green building certification label. In 2021, Building B was re-certified with the green factory label of IDB, Ministry of Economic Affairs (MOEA). - Continue to improve our existing facilities based on green building standards and plan and construct the new facilities per the green building standards.
		energy management	Promote various energy conservation and water recycling measures to effectively decrease the density of the consumption of facilities' resources, and enhance corporate image.	- Decreased direct cost - Decreased in capital expenditure. - Decreased likelihood of operational disruption - Increased corporate reputation	- Established a water recycling system to reduce energy consumption and costs. - Continue to promote water conservation technology, and develop wastewater recycling and reuse technology. - Introduction of ISO 46001 water resource efficiency management system.
			Energy use is the primary source of GHG emissions. Therefore, increasing the power efficiency of the production process can effectively reduce carbon emissions.	- Decreased direct cost - Decreased indirect cost	Promote energy conservation programs every year to reduce the electricity consumption in the process while increasing the energy use efficiency.



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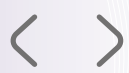
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3. Greenhouse Gas Emissions Inventory and Verification

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

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

We have completed the ISO14064-1:2018 inventory and quantification in 2020, and even more complete inventory of 11 indirect GHG emissions in Categories 3 to 6 in 2023, in order to keep abreast of the sources of carbon emissions more accurately and comprehensively while conducting in-depth management of the carbon life cycle of products, and exploring the room for reduction and opportunities thereof.

Category 1 (direct GHG emission and removals)	Corresponding activities: - Combustion of fuels from fixed sources: Diesel fuel for boiler, natural gas, etc. - Combustion of fuels from transportation sources: Petrol and diesel used in company cars, limousines, trucks, and forklifts. - Fugitive emission sources: - Refrigerant additives for refrigerators, air conditioners, and water chiller - CO2 extinguishers - Emission of methane from septic tank systems - GHG emission from the production: Machines that use CO₂, CF₄, and NF₃	23,976 metric tons
Category 2 (indirect GHG emission of imported energy)	Electricity used in production activities (externally purchased electricity)	598,751 metric tons
Category 3 to 6 (other indirect GHG emission)	- Consumption of energy resources (electricity, natural gas, and diesel) in the Category other than 1 and 2 - Waste processing(outsourced waste removal vehicles) - Downstream asset leasing (nitrogen gas fields, convenience stores, and restaurants and kitchens) - Employee commuting - Employees' business travels - Procurement of goods and services (quantity of purchases) - Capital goods (amount of capital goods purchased) - Upstream transportation and distribution (transportation of purchases) - Upstream asset leasing (computers, business machines, and rented cars) - Downstream Transportation and Distribution(outsourced trucks) - Invest	455,402 metric tons

In 2023, SPIL's total GHG emissions of Category 1+2 were 622,727 tCO₂-e per year as per the market-based calculation method, where the annual Category 1 emission was about 23,976 tCO₂-e per year and the annual Category 2 emission was about 598,751 tCO₂-e per year, accounting for 3.9% and 96.1% of the total GHG emissions, respectively. Among them, Category 1 decreased by 11.7% compared with that in 2022, and Category 2 increased by 1% compared with that in 2022.

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

In order to understand and control the other indirect GHG emission in Category 3 to 6, since 2017, we increased its inventory items from 2 to 11 until 2022, and the total GHG emissions of Category 3 to 6 in 2023 was 455,402 tCO₂-e per year, compared with 2022 is decrease of 16.3%. In the future, in response to the global 2050 net-zero carbon emission trend, SPIL will complete an independent greenhouse gas inventory for high-carbon emission supply requirements, and provide relevant training and counseling services, hoping to drive the overall supply chain to achieve carbon reduction goals.

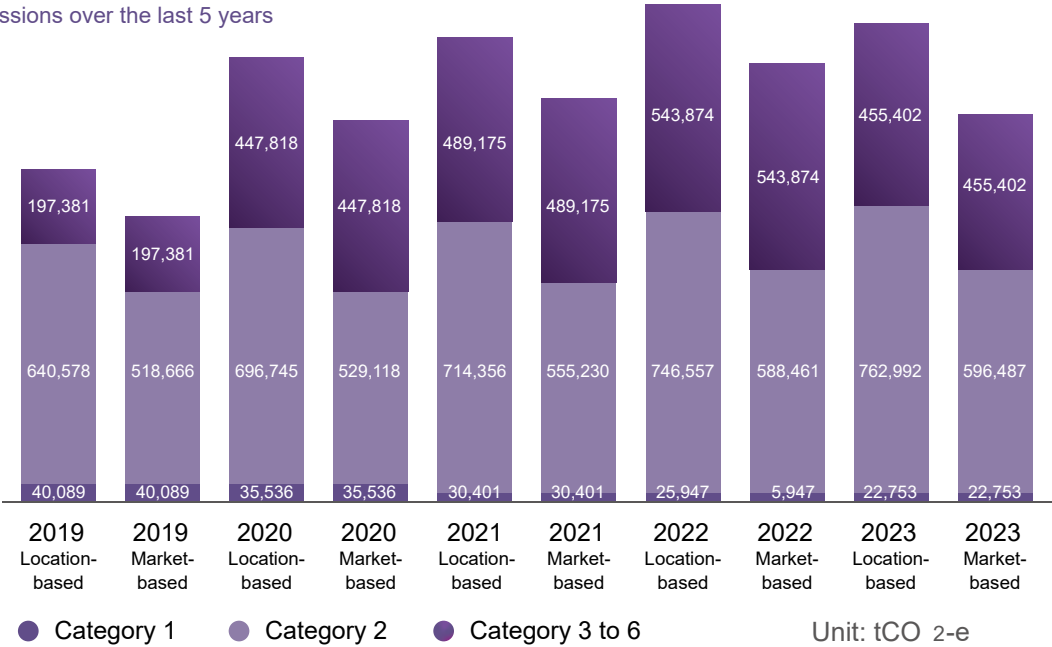
GHG emissions of SPIL facilities over the last 5 years (Category 1 and 2)

Unit: tCO₂e

Facility	2019		2020		2021		2022		2023	
	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based
Da Fong	105,707	105,707	107,382	107,382	100,265	100,265	97,162	96,632	84,327	84,327
Chung Shan	117,151	117,151	119,377	119,377	124,674	124,674	112,171	111,126	110,076	110,076
Changhua	110,433	110,433	108,940	108,940	109,982	109,982	116,432	115,498	110,516	110,516
Hsinchu I	6,936	6,936	6,407	6,407	6,007	6,007	6,004	6,004	5,762	5,762
Hsinchu III	38,812	38,812	39,807	39,807	44,479	44,479	47,059	46,653	46,046	46,046
Zhong Ke	176,021	176,021	178,548	178,548	193,651	193,651	212,594	212,594	210,773	210,773
Siliconware Technology Limited	125,607	3,695	171,819	4,192	165,700	6,574	160,266	6,872	173,424	6,919
Zhong Gong							19,377		21,122	
Zhong Ke W							1,438		3,837	
Zhong Ke II									19,861	
Total	680,667	558,755	732,280	564,654	744,757	585,631	772,504	616,195	785,744	619,240

Notes:
 1. The emissions of each factory in the past five years do not include self-owned dormitories.
 2. ZK and ZKW will start greenhouse gas inventory and implementation verification from 2022.
 3. ZKII will start greenhouse gas inventory and implementation verification from 2023.

GHG emissions over the last 5 years



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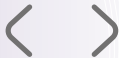
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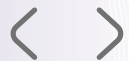
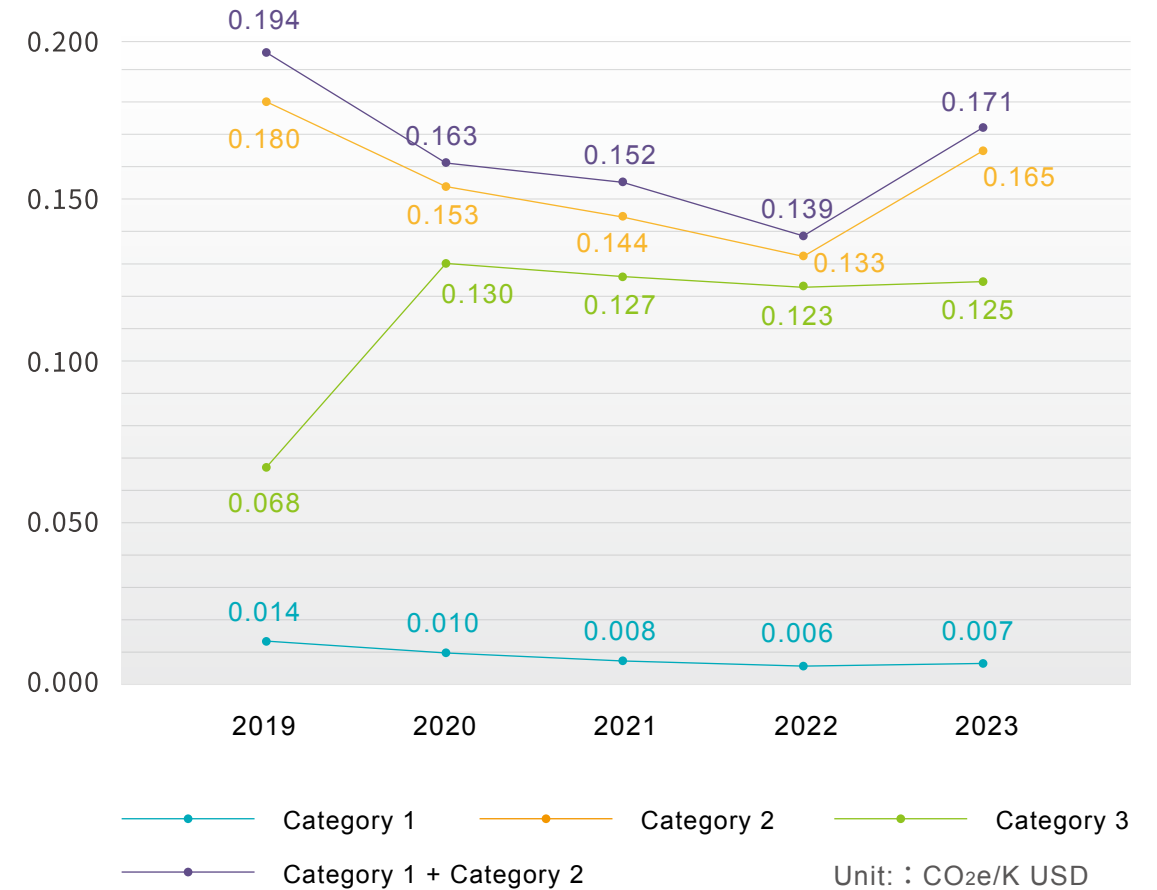
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Considering the GHG emissions per unit of revenue as the GHG emission intensity indicator of different category, the GHG emission intensity which Category 1 + 2 of SPIL was 0.171 Tons CO₂e/K USD in 2023 with a decrease of 22% as compared with the base year that in 2016. It shows that SPIL has continued to implement energy saving and carbon reduction to achieve results. In addition, the reason for the increase in the intensity of GHG emissions in Categories 3 to 6 is that SPIL has increased inventory items year by year.

GHG emission intensity over 5 years



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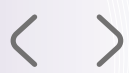
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4. Response to International Agreement and Government Policy

In response to the Paris Climate Agreement signed in 2015, which sets the goal of limiting global temperature rise to "well below 2°C above pre-industrial levels, and to aim for 1.5°C," countries around the world have set for themselves the goal of reducing emissions by 20% by 2030 compared to 2005, and even more significantly by 50% by 2050. According to the "2023 Annual Global Climate Report" released by the National Oceanic and Atmospheric Administration (NOAA), 2023 will be the warmest year since global records began in 1850. 2016, which broke the original highest temperature record, became the hottest year in history. In 2017, rising greenhouse gas concentrations are the long-term driver of global warming. The only way is to significantly reduce greenhouse gas emissions. If we want to achieve the Paris Climate Agreement goal of limiting warming to less than 1.5%, carbon emissions should fall by 43% in 2030. Achieve net zero carbon emissions by 2050. At present, about 198 countries around the world have declared net-zero carbon emission targets for 2050, and 51 countries have submitted long-term emission reduction strategies to the United Nations. They will pass the Climate Change Response Act in 2023 and clearly set the national long-term greenhouse gas reduction target for 2050. Annual net zero carbon emissions. In order to respond to the trend of net-zero carbon emissions at home and abroad and avoid the increasingly serious global warming, Silicon Precision continues to actively invest in carbon reduction work, participates in government negotiations on greenhouse gas management policies and legislative revisions, and estimates the approved amount and reduction of reasonable greenhouse gas offsets. Greenhouse gas emissions.

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

5. Carbon Disclosure and Communication

Communication Channel	Approaches	Performance
Science Based Targets initiative (SBTi)	ASE Technology Holding coordinated and passed the validation of SBTi in 2021, and formulate medium/ long term target, Net Zero path and implement carbon-reduction measure.	- GHG reduction goal: - Target of 2030: - Scope1&2: Reduce 35% base on 2016 - Scope3: Reduce 15% by 2030 base on 2020 - Net Zero by 2050
CDP	- Started to join this program in 2007, where we disclosed carbon emission and reduction information, approaches, and results. - Invited by the customers to join the supply chain carbon management information system (Supply Chain Program) in 2014.	- Selected as the Carbon Disclosure Leadership Index (CDLI) Corporation in 2015. - Named "Leader" in the Climate Change Performance Evaluation of 2017 and 2018.
National GHG Registry	- Voluntarily registered the GHG inventory results on the platform of National GHG Registry, Environmental Protection Administration (EPA) since 2010 - Pursuance of Climate Change Response Act, registered the GHG inventory results since 2022.	- Worked with other industry players to actively respond to the Greenhouse Gas Reduction and Management Act. - Register annual greenhouse gas (GHG) inventory on Mandatory Greenhouse Gas Reporting System required by law.
IDB's Voluntary Carbon Reduction Plan	- Voluntarily committed to participating in this plan starting from 2011 by registering all facilities' carbon reduction targets and performance over the years online; cooperated with on-site audits to ensure the accuracy of data. Achieved the stage-based targets and closed this plan in 2015. - Continued to respond to this plan. Disclosed the results of carbon reduction of all facilities and cooperated to conduct on-site audits.	In 2023, SPIL saved around 95,774 MWh, accounting for 6.4% of the total power consumption, which surpassed the target of 2% for the year.
Website, annual report, and CSR report	Publicly disclosed GHG inventory results and energy saving targets and results.	Continued to conduct public disclosure.

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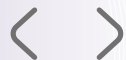
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6. Energy management

(1) Energy Management Organization and Approaches

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

Upon the adoption of the ISO 50001 Energy Management System in 2013, SPIL has established energy management procedures and system, and made continuous improvements thereto through the PDCA mechanism. In 2016, all of our facilities in Taiwan passed the certification thereof. We obtained the certificate of new ISO 50001 (2018 version) standards in November 2019. In October 2023, the Zhongke Factory, Dafeng Factory, Zhongshan Factory, Changhua Factory, Hsinchu Factory, and Zhong Factory have all passed the ISO 50001 energy management system verification, and will continue to develop power-saving plans and goals every year.

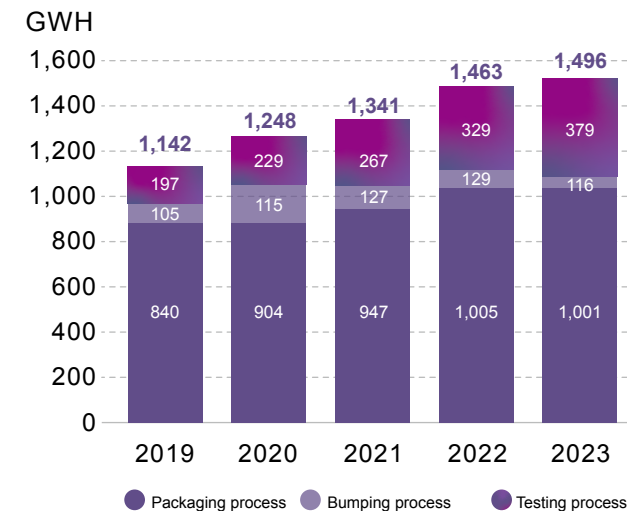
(2) Electricity Consumption Indicator for Production

SPIL's electricity is primarily used to power production facilities and plant systems. The total electricity consumption in 2023 will reach 1,496 million kWh, and the total electricity consumption in 2022 will reach 1,463 million, an increase of 2.2% in 2023 compared with 2022. , of which the power consumption of the assembly process accounts for 67% of the total power consumption; in order to improve the efficiency of each kilowatt hour of electricity use, we have implemented energy-saving measures. The power consumption per unit product of the bumping process will decrease by 10% in 2023 compared with 2022.

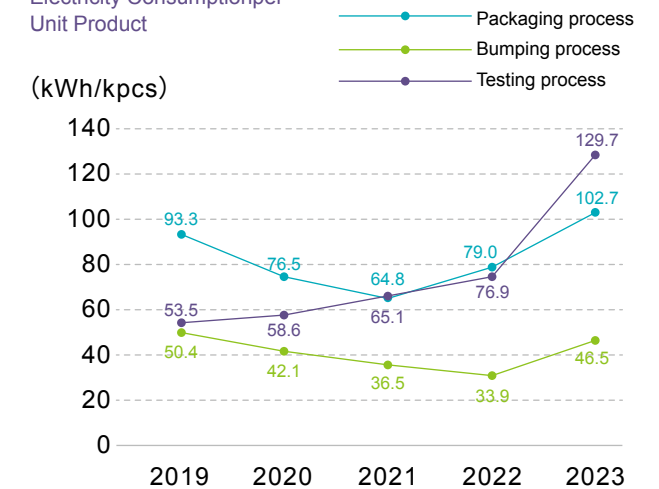
Factory area	2023			
	Electricity consumption (millions of kWh)	Electricity consumption (GJ)	Non-renewable energy consumption (GJ)	Renewable energy electricity consumption (GJ)
Da Fong Facility	154	555,002	550,165	4,837
Chung Shan Facility	215	775,401	766,428	8,973
Zhong Ke Facility	427	1,537,201	1,520,203	16,998
Zhong Ke II Facility	40	142,772	142,772	0
Changhua Facility	223	802,081	793,266	8,815
Hsinchu	102	366,072	362,376	3,696
Zhong Kong	42	152,957	152,957	0
Suzhou	293	1,055,732	0	1,055,732
Total	1,496	5,387,218	4,288,167	1,099,051

Note: Hsinchu Factory includes Hsinchu I and HsinchuIII; Zhongke Factory includes Zhong Ke W Building

Total Annual Electricity Consumption of Each Product



Electricity Consumptionper Unit Product



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

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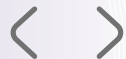
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(3) Energy Conservation Measures and Effectiveness

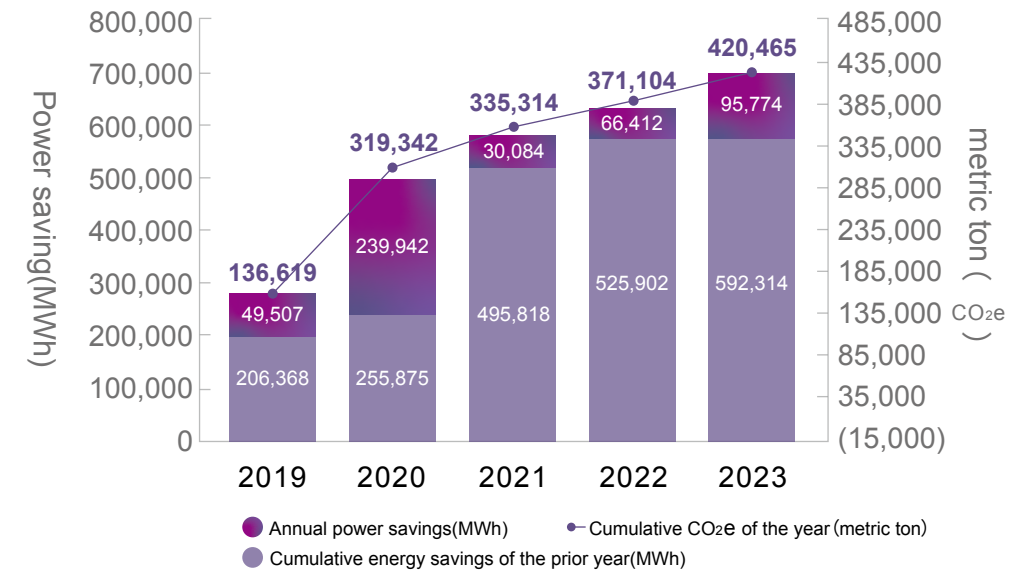
To respond to the domestic and foreign pressure on reducing carbon emissions, reducing energy consumption and solving the GHG emission issues, SPIL has launched and implemented various energy-saving measures to continuously increase the energy efficiency of our facilities and production facilities. Our goals are to optimize the operational efficiency of our production facilities, adjust the parameters thereof, and replace the lighting with energy efficient lamps. In 2023, we saved a total of 95,774 MWh, which is 64.4% electricity consumption. In total, we have saved about49,360 tCO₂e, which is about the amount of carbon absorbed by 127 Daan Forest Parks*. We also continued to purchase 291,960 MWh of I-REC renewable energy certificates this year, and used 12,033 kWh of renewable energy in Taiwan. SPIL has been implementing energy-saving measures for many years and this task will become even more challenging in the future. For 2024, we aim to save 7% of our electricity consumption for the year.

*The average CO₂ absorbed by one Daan Forest Park a year = 389 t (source: Bureau of Energy, Ministry of Economic Affairs)

Facility	2023	
	Power saving(MWh)	Power saving(GJ)
Da Fong Facility	9,892	35,611
Chung Shan Facility	7,720	27,792
Zhong Ke Facility	24,655	88,758
Changhua Facility	9,945	35,802
Hsinchu Facility	17,751	63,904
Zhong Kong Facility	3,111	11,200
Siliconware Technology Limited	22,700	81,720
Total	95,774	344,787

Note: Hsinchu Factory includes Hsinchu I and Hsinchulll; Zhongke Factory includes Zhong Ke W Building.

Energy Saved over the Years



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

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Major Energy Conservation Plans and Programs in 2023

Type of Program	Da Fong Facility	Chung Shan Facility	Changhua Facility	Hsinchu Facility	Zhong Ke Facility	Siliconware Technology Limited	Zhong Kong Facility
Replacement with high-efficiency lamps	✓	✓	✓	✓	✓		✓
Replacement with high-efficiency equipment	✓	✓	✓	✓	✓	✓	✓
Adjustment to production parameters	✓	✓	✓		✓		
Integration of production processes	✓	✓	✓	✓	✓	✓	✓
Integration of equipment capabilities	✓	✓	✓	✓	✓	✓	
Energy-efficient plant facilities	✓	✓	✓	✓	✓	✓	✓
In 2023, SPIL saved a total of 95,774 MWh (reduction of about 49,360 tCO2e of emissions).							

Note: Hsinchu Factory includes Hsinchu I and HsinchuIII; Zhongke Factory includes Zhong Ke W Building

I-REC Green Electricity Certification

THE INTERNATIONAL
REC STANDARD

This Redemption Statement has been produced for

SILICONWARE TECHNOLOGY (SUZHOU) LIMITED

by

ACT SOLUTIONS APAC PTE. LTD.

confirming the Redemption of

291 960.000000

I-REC Certificates, representing 291 960.000000 MWh of electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

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

in respect of the reporting period

2023-01-01 to 2023-12-31

The stated Redemption Purpose is

Power Consumption in 2023

QR Code Verification

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

Verification Key

6 8 0 0 5 9 8 1

<https://api-internal.evident.app/public/certificates/en/wpOgRMvb3AOcSKgGGzODjnU6HlqlrR4YIOWnyLMoKdxdNrtIRAgXrhPZNErNFvX>

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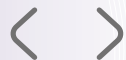
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4. Green Energy

In order to create a green energy and low-carbon environment, SPIL has carefully evaluated the development conditions of various renewable energy sources. In 2012, it completed the construction of the first solar power generation system with a capacity of 9.7 kilowatts in the Dafeng factory area. The total power generation in 2023 will be 9,996 kWh. And the cumulative total power generation is 111,935 kWh. In 2016, in view of the wide factory space on the roof of the Zhongke factory and the good sunshine conditions, it was planned to build a solar power generation system with a scale of 2,800 kilowatts. In mid-2018, the parallel power supply with Taipower was completed. In 2023, the power generation capacity will be approximately 3.7 million kWh. . The Changhua plant has completed the construction of a 499-watt solar power generation system and completed parallel power supply with Taipower in November 2019. The power generation capacity in 2023 will be approximately 580,000 kWh. In January 2020, the Taichung City Government awarded SPIL a certificate in recognition of its contribution to green energy and energy conservation, and actively installed solar photovoltaic devices for large electricity consumers. In 2023, Zhongke Factory won the Net Zero Excellence Award in the 2nd Taichung City Sunshine A+ Competition . Zhongke Solar Plant No. 2 is expected to be completed in June 2024 and will provide a 1-watt solar power generation system to increase renewable energy power generation and contribute to the creation of a low-carbon city.

5. Other Energy Consumption

In 2023, the total consumption of natural gas and diesel were 80,893GJ , of which consumption of natural gas has decreased by 2596GJ compared with 2022, the main reason is that the overall output of the bumping process has decreased.

Factory area	2023	
	Natural gas consumption (GJ)	Diesel consumption (GJ)
Da Fong Facility	1,697	3,482
Chung Shan Facility	11,589	1,864
Zhong Ke Facility	30,676	563
Zhong Ke II Facility	2,582	562
Changhua Facility	14,359	176
Hsinchu	0	77
Zhong Kong	0	39
Suzhou	13,227	0
Total	74,130	6,763

Note:

1. Hsinchu Factory includes Hsinchu I and Hsinchulll; Zhongke Factory includes Zhong Ke W Building

2. Natural gas consumption (GJ) = Natural gas consumption (m3)*9000 (converted into kcal)*4.187 (converted into Joule)/1,000,000

3. Diesel consumption (GJ) = Diesel consumption (L) * 8400 (converted to kcal) * 4.187 (converted to Joule) / 1,000,000

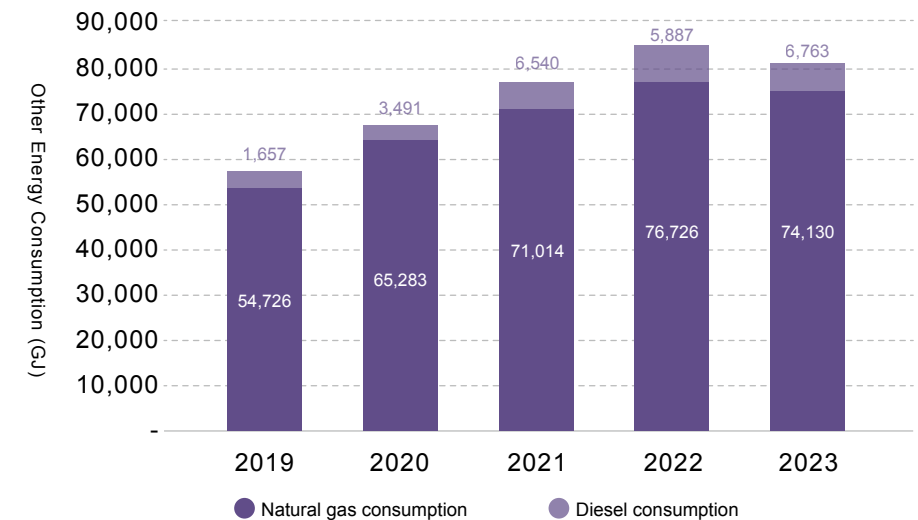


The facilities at the Zhong Ke Facility



The facilities at the Changhua Facility

Other energy consumption in the past 5 years



4.3 Water Resource Management

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1. Interactions with water as a shared resource

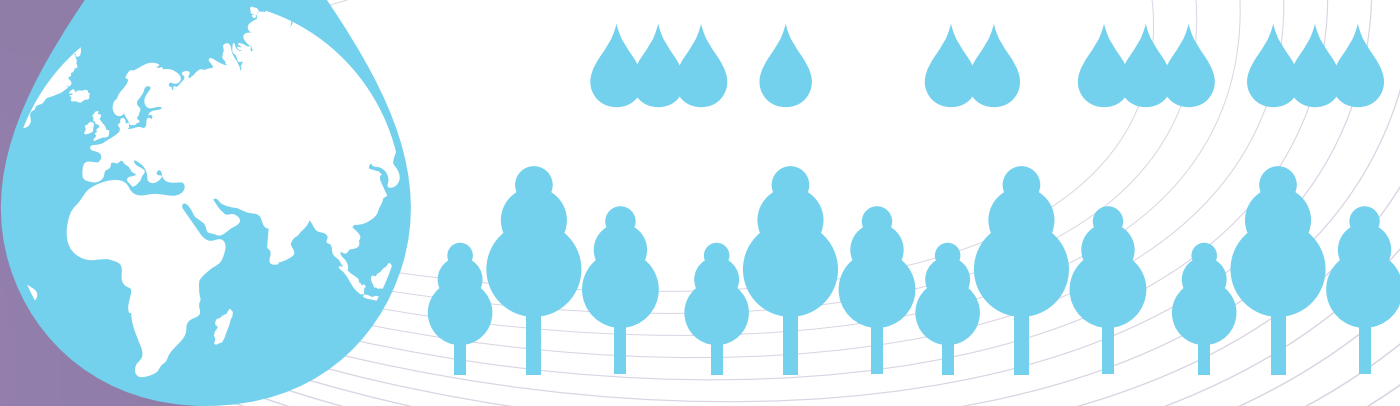
The climate change arising from the water shortage issue has gradually become an underlying concern for companies worldwide. Taiwanese companies are also challenged by the same issue during the drought period. SPIL has therefore put the use of water resources as one of our management highlights and an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

Use of Water Resources by Regional

Region		Taichung				Central Taiwan		Hsinchu Science Industrial Park	Overseas
Item	Facility	Da Fong Facility	Chung Shan Facility	Zhong Ke Facility	Zhong Kong Facility	Changhua Facility	Zhong Ke II Facility	Hsinchu	Siliconware Technology Limited
Water	Tap water	Liyutan Reservoir Techi Reservoir Dajia River				Changhua 3rd Water Purification Plant		Baoshan Reservoir Baoshan II Reservoir	Taihu (Lake)
	Underground water	Underground water				Underground water	None	None	None
Water supply capacity (10,000 tons/day)		151.9				83.9		58.0	45
Water withdrawal (10,000 tons/day)		1.11				0.54		0.04	0.40
Ratio of Regional Water Consumption (%)		0.7%				0.6%		0.1%	0.9%

Note:

1. Water supply refers to the supply of water announced by the Water Resources Agency on its official website, whereas the reservoir water supplied in Taichung refers to water collected from Taichung and Miaoli.
2. Hsinchu Factory includes Hsinchu I and HsinchuIII; Zhongke Factory includes Zhong Ke W Building



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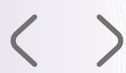
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2. Management of Water Discharge-related Impacts

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

(1) Production Water Conservation Measures and Programs

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

Apart from recycling wastewater and reducing water consumption, all machines purchased by SPIL for plant expansion or expansion of production facilities shall be water efficient and must pass the energy efficiency evaluation. As for existing machines, it is a must to optimize their production parameters or improve their water consumption by implementing the measures as described in the table below. The actual amount of water consumption reduced in 2023 reached 79,259 metric tons with an achievement target of 251,085 metric tons.

Process water conservation approach	Facility	Water consumption reduced (metric ton)
Parameter adjustments	Da Fong Facility, Chung Shan Facility, Changhua Facility, Zhong Ke Facility and Siliconware Technology Limited	189,021
Improvement to production processes	Da Fong Facility, Chung Shan Facility, and Siliconware Technology Limited	38,669
Machine amelioration	Da Fong Facility, Changhua Facility, Zhong Ke Facility and Siliconware Technology Limited	23,395

(2) Water Recycling Effectiveness

To reduce water consumption, the Company has designed different recycling equipment according to the quality, amount, and characteristics of wastewater. The wastewater will pass through a series of processes including separation, microbial treatment, and membrane filtration. Then, the processed wastewater will be condensed again to extract clean water therefrom before being transported back to the water supply system.

In 2023, the Company recycled 12,103,136 metric tons of water in total, an increase of 4% as compared with that in 2022. This also shows our emphasis on and efforts in water resource management. We will also continue to develop reclaimed water recycling and zero emission technology in the future. In 2024, SPIL will continue to invest in the installation of water recycling equipment to increase the quantity of water recycled from our water recycling system.

Quantity of water recycled from the processes of each facility in 2023

Recycling and reuse system	Da Fong Facility	Chung Shan Facility	Changhua Facility	Zhong Ke Facility	Siliconware Technology Limited	Hsinchu Facility	Zhong Kong Facility	Zhong Ke II Facility
Recycling of wastewater containing copper scraps	✓	✓	✓					
Recycling of UF/RO wastewater	✓	✓	✓	✓	✓	✓		✓
Recycling of process cooling water				✓		✓	✓	
Recycling of rainwater				✓		✓		✓
Recycling of wastewater containing silicon	✓	✓	✓	✓	✓			✓
Recycling of cleaning water		✓	✓	✓				
Recycling of organic wastewater		✓		✓	✓			✓
Recycled of electroplating wastewater				✓				
Recycled water amount (ton)	981,118	986,615	1,313,293	7,279,824	1,333,477	9,113	7,240	192,456
Recycled water amount (ton) 12,103,136								

Quantity of process water reclaimed over the years

Item	2019	2020	2021	2022	2023
Quantity of reclaimed process water (ton)	9,102,582	10,489,112	11,120,666	11,634,786	12,103,136
Total recycling rate of process water (%)	65.8	73.7	75.8	76.2	80.3
Equivalence to number of swimming pools Note 1, 2	3,641	4,196	4,448	4,653	4,841

Note 1: The size of an Olympic swimming pool is 50 x 25 x 2 m with around 2,500 metric tons of water (source: FINA).

Note 2: The process water recycling rate of 2023 = Volume of reclaimed water (12,103,136 tons)/Volume of process water (15,073,086 tons) = 80.3%.

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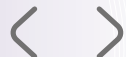
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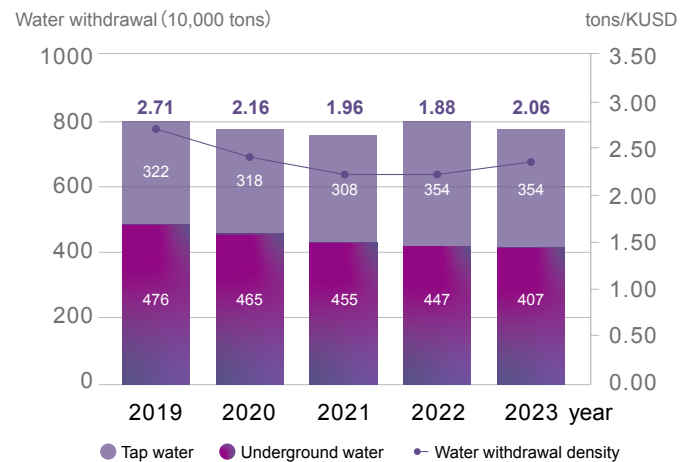
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3. Water Withdrawal

In 2023, SPIL's total water withdrawal was 7,609 million liters (including 46.5% of tap water and 53.5% of groundwater) with decrease of 5.04% as compared with that in 2022. The water withdrawal density was 2.06 tons/K USD, with a increase of 9.57% as compared with 2022. The main reason is that the company's revenue in 2023 has dropped by about 10% compared with the previous year. Because the basic demand for water dispensers (such as maintaining the temperature and humidity of the clean room environment) cannot decrease in proportion to the revenue, the density of water collection has increased. To further effectively achieve our water resource management targets, we continue to implement the plans for the reduction of overall process water consumption, the establishment of recycling systems, and water conservation and control management; meanwhile, new facilities will build a water recycling system to reduce the dependence on water.

Change in Water Withdrawal Density over the Years



Overview of Water Withdrawal in 2023

Item		All facilities	DF	CS	CH	ZK	SZ*	HS	ZX	ZK II
Water Withdrawal by Source	Surface water (total)	0	0	0	0	0	0	0	0	0
	Freshwater	0	0	0	0	0	0	0	0	0
	Others	0	0	0	0	0	0	0	0	0
	Groundwater (total)	4,068	1,030	1,247	1,791	0	0	0	0	0
	Freshwater	4,068	1,030	1,247	1,791	0	0	0	0	0
	Others	0	0	0	0	0	0	0	0	0
	Seawater (total)	0	0	0	0	0	0	0	0	0
	Freshwater	0	0	0	0	0	0	0	0	0
	Others	0	0	0	0	0	0	0	0	0
	Produced water (total)	0	0	0	0	0	0	0	0	0
	Freshwater	0	0	0	0	0	0	0	0	0
	Others	0	0	0	0	0	0	0	0	0
	Third-party water (total)	3,541	43	32	65	1,606	1,450	158	85	102
	Freshwater	3,541	43	32	65	1,606	1,450	158	85	102
	Others	0	0	0	0	0	0	0	0	0
	Total withdrawal from third-party's water by source									
Total water withdrawal	Surface water	4,068	1,030	1,247	1,791	0	0	0	0	0
	Underground water	3,541	43	32	65	1,606	1,450	158	85	102
	Seawater	0	0	0	0	0	0	0	0	0
	Produced water	0	0	0	0	0	0	0	0	0
Surface water (total) + Groundwater (total) + Seawater (total) + Produced water (total) + Third-party water (total)		7,609	1,073	1,279	1,856	1,606	1,450	158	85	102

Note 1: The category of freshwater refers to water body whose total dissolved solids (TDS) is ≤1,000 mg/L, whereas others refer to water body whose TDS is >1,000 mg/L.

Note 2: The area with water stress is Taihu Lake, which is the source of water for Siliconware Technology Limited overseas.

Note 3: Groundwater: meter reading, SCADA data return; Tap water: meter reading, water bill

Note 4: Hsinchu Factory includes Hsinchu I and Hsinchulll; Zhongke Factory includes Zhong Ke W Building

2. Climate Change Risks and Opportunities

Unit: Million liters

Item			All facilities	DF	CS	CH	ZK	SZ*	HS	ZX	ZK II
Water discharge by destination	Surface water		3,512	962	1,059	1,491	0	0	0	0	0
	Underground water		0	0	0	0	0	0	0	0	0
	Seawater		0	0	0	0	0	0	0	0	0
	Third-party water (total)		2,101	0	0	0	885	1,112	28	36	40
	Third-party water for the supply of other organizations		0	0	0	0	0	0	0	0	0
Total water discharge	Surface water + Groundwater + Seawater + Third-party water (Total)		5,613	962	1,059	1,491	885	1,112	28	36	40
Water discharge as per freshwater and others	Freshwater		5,613	962	1,059	1,491	885	1,112	28	36	40
	Others		0	0	0	0	0	0	0	0	0
Water discharge by treatment level	No treatment required	No treatment required	77	0	0	0	13	0	28	36	0
	Primary treatment	It aims to eliminate solid waste, oil, sand, hard grains, and other precipitable substances in the sewage	1,167	0	0	0	45	1,112	0	0	10
	Secondary treatment	It aims to dissolve organic compounds in the sewage into inorganic substances	4,369	962	1,059	1,491	827	0	0	0	30

Note 1: The category of freshwater refers to water body whose total dissolved solids (TDS) is $\leq 1,000$ mg/L, whereas others refer to water body whose TDS is $> 1,000$ mg/L.

Note 2: Each factory has set up dedicated personnel for waste water treatment according to regulations, and the discharged water meets the standards of regulations

Note 3: *The area with water stress is Taihu Lake, which is the source of water for Siliconware Technology Limited overseas.

Note 4: Hsinchu Factory includes Hsinchu I and HsinchuIII; Zhongke Factory includes Zhong Ke W Building

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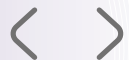
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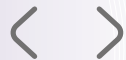
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5. Water Consumption

Water Consumption										
Item		All facilities	DF	CS	CH	ZK	SZ*	HS	ZX	ZK II
Water consumption by destination	Total water consumption	1,996	111	220	365	721	338	130	49	62

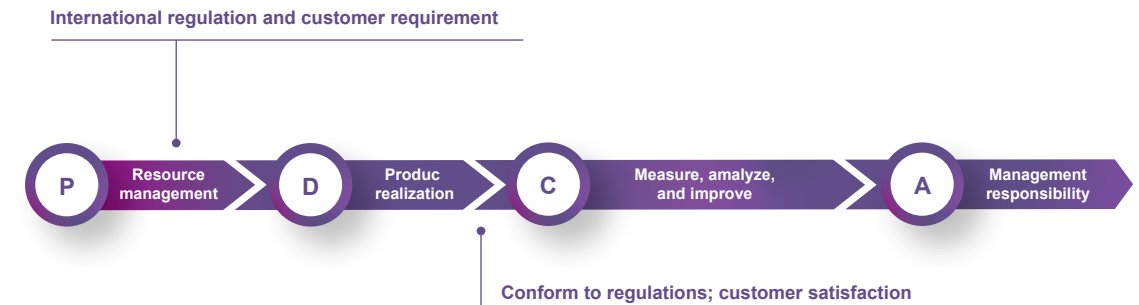
Note 1: Water consumption: total water withdrawal - total discharge
 Note 2:*The area with water stress is Taihu Lake, which is the source of water for Siliconware Technology Limited overseas.
 Note 3: Hsinchu Factory includes Hsinchu I and HsinchuIII; Zhongke Factory includes Zhong Ke W Building

4.4 Green product guarantee

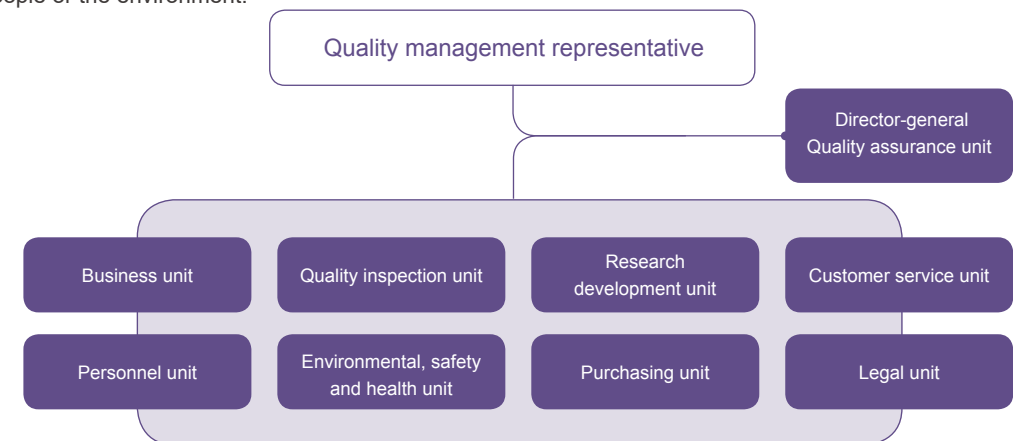
In order to pursue environmental sustainability, fulfill the obligations of global citizens and reduce the impact of product production on the environment, SPIL is committed to its green product policy of "compliance with regulations," "energy saving and waste reduction," "hazard prevention," "continuous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

1. Hazardous Substances Management

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



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



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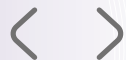
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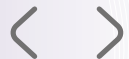
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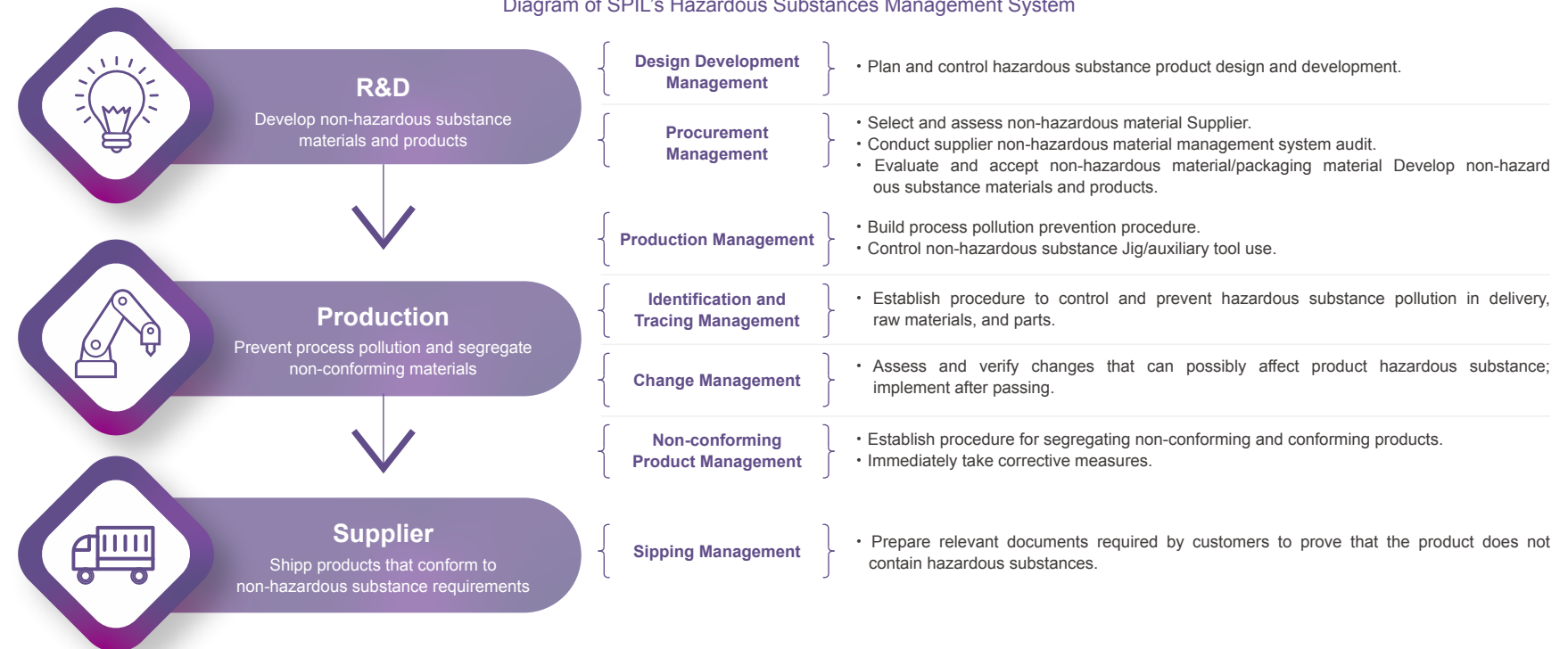
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In response to the growing automotive industry's focus on green product requirements, such as the Global Automotive Declarable Substance List (GADSL) and the International Material Data System (IMDS), SPIL continues to pay attention to and meet the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

Diagram of SPIL's Hazardous Substances Management System



Document and record management

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

Education and training management

Provide personnel with hazardous materials prevention training.

Internal audit management

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

Management review

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

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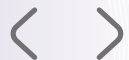
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2. Hazardous Substances Management System Milestones

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

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

3. International Regulatory Requirements and Management Practices

(1) Legal Compliance

SPIL stays abreast of international regulatory trends and developments by monitoring updates and changes in international laws. We analyze regulatory substance requirements and devise corresponding strategies to ensure compliance. We also enhance supply chain communication by disseminating regulatory information. SPIL has completed risk assessments and reviews of new substances under the EU's SVHC regulations, ensuring that our products comply with the international regulatory requirements, including the EU's REACH, RoHS, ELV, and the TSCA 6(h) concerning PBTs and Persistent Organic Pollutants (POPs).

(2) Management and Control Policy

New specific control limits and timelines have been included for Mineral Oil Aromatic Hydrocarbons (MOAH) and Mineral Oil Saturated Hydrocarbons (MOSH) in packaging materials and printing inks used on packaging. This update aligns with the requirements of the French Anti Waste and Circular Economy Law regarding mineral oils in packaging. Additionally, reporting requirements for Per- and Polyfluoroalkyl Substances (PFAS) have been introduced. We monitor materials containing PFAS, staying updated with global regulatory developments on PFAS, and continuously adjusting our corresponding policies. We are also collaborating with suppliers to develop and introduce alternative materials.

(3) Product and Substance Risk Identification

We are expanding the disclosure of chemical components in materials, consistently urging collaboration from our supply chain to enhance transparency regarding chemical substances disclosed in our products. This effort facilitates the identification and assessment of regulatory substances in products, ensuring ongoing compliance.



4.5 Clean Production

1. Waste Management and Reduction

(1) Impact of Waste on the Environment

During the wafer packaging process, numerous chemicals are used, including photoresists, etching solutions, and electroplating solutions. These chemicals produce waste solvents, acidic and alkaline liquids, and waste containing heavy metals. Improper management of these hazardous industrial wastes can result in soil and groundwater contamination, adversely impacting ecosystem health. Moreover, they can contribute to air pollution, posing potential health hazards to humans.

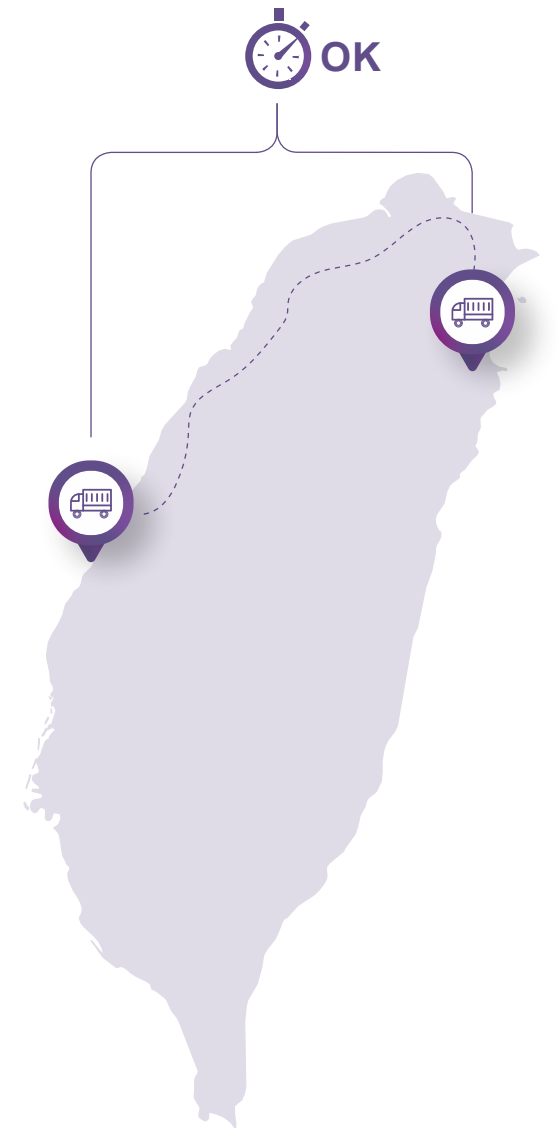
The pollutants produced during the wastewater treatment process are concentrated into sludge, primarily composed of silicon and heavy metals. Opting for solidification treatments increases environmental burdens and does not contribute to waste reduction. With growing environmental consciousness, both non-hazardous and hazardous sludge are increasingly being managed through recycling and reuse to alleviate environmental impacts.

(2) Waste Management Principles

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

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

“Legality” is the only proper course to be pursued when we choose the right contractor for waste disposal and treatment work. With a license issued by the competent authority, a contractor shall meet a number of criteria in order to be listed as a qualified contractor. During the waste clearance, transportation and disposal process, SPIL also pays great attention to the entire process while ensuring that each batch of waste is in the waste treatment facility as planned and properly treated and randomly inspecting the reasonableness of the GPS routes and time of the transportation vehicles. Furthermore, to uphold due diligence at the production source, SPIL implements annual ride-along audit plans, conducting unannounced visits to factory plants for on-site inspections to verify contractors' compliance with the legal regulations. In 2023, audits were carried out on 36 treatment and recycling vendors, all of which received scores ranging from 88 to 100 points, demonstrating good to excellent performance.



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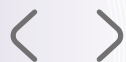
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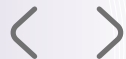
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(3) Waste Generation and Disposal

In 2023, SPIL produced a total of 17,758.55 tons of waste, of which non-hazardous waste accounted for approximately 76% and hazardous waste accounted for approximately 24%. The treatment method prioritizes resource utilization and recycling:

- Non-hazardous waste: resource utilization and recycling (accounting for approximately 71%), followed by incineration to effectively reduce volume and recover thermal energy for power generation (accounting for approximately 29%). The total recycling and reuse rate reaches 100%.
- Hazardous waste: resource utilization and recycling (accounting for approximately 51%); the second is incineration (accounting for approximately 23%).

At present, about 6% of waste is still treated physically and chemically, and about 1% is disposed of in landfills, which cannot be recycled and reused. In the future, we will continue to pay attention to emerging treatment technologies to increase the proportion of waste-friendly treatment.

Statistics on waste generated over the years

Category	2022		2023	
	Waste volume (ton)	Proportion	Waste volume (ton)	Proportion
Hazardous waste	5,068.3	26%	4,338.22	24%
Non-hazardous waste	14,629.88	74%	13,420.33	76%
Total	19,698.18	100%	17,758.55	100%

Statistics on waste disposal method over the years

Category	2022						2023					
	Hazardous waste (tons)	Proportion	Non-hazardous waste (tons)	Proportion	Total (tons)	Proportion	Hazardous waste (tons)	Proportion	Non-hazardous waste (tons)	Proportion	Total (tons)	Proportion
Regeneration	177.87	4	1,684.58	12	1,862.45	9	136.33	3	1,513.04	11	1,649.37	9
Reuse, recycling	2,063.00	41	8,230.46	56	10,293.45	52	2,060.80	48	7,955.43	59	10,016.23	56
Incineration	896.64	18	4,639.84	32	5,536.48	28	995.14	23	3,951.86	29	4,946.99	28
Physicochemical treatment	1,754.40	35	0.00	0	1,754.40	9	1,018.65	23	0.00	0	1,018.65	6
Landfilling, solidification	175.59	3	75.00	1	250.59	1	126.99	3	0.00	0	126.99	1
Overseas disposal	0.812	0	0.00	0	0.81	0	0.307	0	0.00	0	0.31	0
Total	5,068.30	-	14,629.88	-	19,698.18	-	4,338.22	-	13,420.33	-	17,758.55	-

*All waste are disposed off-site; all data sources derived from declaration forms.

Waste disposal method and category

Category	Description
Reuse, recycling	Materials that are designated as recyclable, remanufactured into other products.
Regeneration	Processed and reused
Incineration	Incineration
Physicochemical treatment	Treating waste using methods such as distillation or chemical coagulation.
Landfilling, solidification	Final disposal
Overseas disposal	Cadmium batteries

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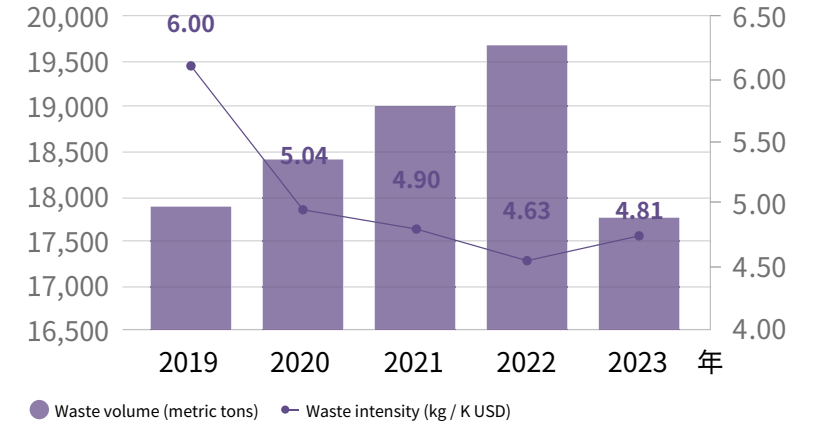
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(4) Promotion of Waste Reduction

SPIL has continued to promote its long-standing waste reduction projects, collaborating with production line manufacturing, plant operations, and EHS units to develop waste reduction initiatives. We launched 6 waste reduction programs in 2023 and have thus succeeded in reducing the creation of waste liquid by adjusting the production process; using resin bits to absorb heavy metal for recycling, and using steam heat exchange to vacuum and heat the concentrated waste liquid to vaporize the waste solvent, condensed, and recovered. Each plant treats wastewater discharged by itself and pays attention to the development of diverse technologies in the market, while actively adopting the reuse and take-back recycling methods to achieve the goal of environmental sustainability per the concept of a circular economy. In total, 3,809 tons of waste was reduced in 2023.

Reduction program	Type of waste	Description	Facility					Reduction results of 2023 (tons)
			Da Fong Facility	Chung Shan Facility	Changhua Facility	Zhong Ke Facility	Siliconware Technology Limited	
Reduction from the source	HF waste liquid	Introduced into the wastewater system	✓					0.5
Reduction from the source	Nitrogen and phosphorus waste liquid	Introduced into the wastewater system					✓	2,393
Reduction from the source	Electroplating waste liquid	Introduced into the wastewater system				✓		382
Reduction from the source	TMAH solutions	Introduced into the wastewater system				✓		802
Take-back recycling	Pallets, empty bucket etc.	Suppliers took back recycles	✓	✓	✓	✓		219
Take-back recycling	Adhesive rolls	Suppliers took back recycles		✓			✓	12.8
Total								3,809

The production lines at SPIL utilize a variety of solvents to accommodate the advanced processing needs of wafer bumping. Although this has resulted in the increase of waste generated each year, SPIL remains committed to its responsibilities for environmental sustainability. Over the years, we have actively sought high-efficiency raw materials, optimized manufacturing processes, and developed in-house treatment technologies to reduce waste output. In 2023, the waste generated per unit of revenue was 4.81 kg/K USD.



Note: Waste density = Waste generated / Revenue

(5) Promotion of Waste Circular Economy

SPIL is committed to the goals of the circular economy and has developed nano-scale filter aids for inclusion in the water recovery systems of grinding wastewater. This innovation enhances the silicon content in the dehydrated sludge, fostering collaboration with suppliers to repurpose waste sludge into high-value raw materials. This innovative process is certified under the Recycled Claim Standard (RCS) and serves industries such as tire manufacturing, shoemaking, and construction materials. Not only does this initiative mitigate the carbon emissions linked with external sludge treatment at SPIL, but it also assists these industries in curtailing their carbon footprint related to raw material procurement, aligning with the objective of achieving net-zero emissions by 2025.



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2. Air-Pollution Control and Prevention

With respect to exhaust gas treatment, SPIL has investigated the types, emissions, and pipeline locations thereof at the process planning stage and before the installation of machines, to expand the production facility and facilitate the configuration of pipelines and relevant equipment with an effective and secure surveillance system to ensure that the treatment effect thereof has reached the standard performance. Two types of waste gases exist during existing processes: acidic/alkali flue gases and volatile organic flue gases are produced therefrom and therefore require different treatment methods. Acid-alkali exhaust gas shall be processed using a washing tower, whereas volatile organic exhaust gas must be processed using the best available control technology (BACT) processing equipment. That is, the volatile organic waste gas will be firstly condensed using the rotor increases its intake concentration and then diverts into the regenerative thermal oxidizer (RTO) for processing. Due to the increase of Chung Shan Facility's production capacity, the Company has installed one set of rotor and RTO. This helps increase the processing capacity of the backup machine while enabling it to respond to any unusual incident effectively. In 2023, VOCs emission density is 0.004 kg/K USD, compare with 2022 is reduced 33%. Besides, the backup generator, boiler for humidification, and the air pollution prevention and control equipment RTO mainly produce sulfur oxide and nitrogen oxides. The emissions thereof were 3.18 tons and 10.52 tons, respectively, in 2023.

2023 Emission Source Factory Area

Facility	DF	CS	CH	ZK	SZ	ZK II	ZX
VOCs	✓	✓	✓	✓	✓	✓	
SOx	✓	✓	✓	✓		✓	
NOx	✓	✓	✓	✓	✓	✓	✓

The flue opening and processing facility are both installed with a 24-hour surveillance system. This enables the preventive equipment to process exhaust gas effectively and the personnel to conduct troubleshooting timely, to alleviate the impact of exhaust gas on our environment. In 2023, all the facilities completed emergency response drills to, through various scenarios, examine our equipment and personnel's emergency response capability. This also enables us to effectively confirm the multiple protection mechanisms and the maintenance work of our preventive equipment at each facility. Furthermore, by observing the drills conducted at different facilities, we will have a big picture of potential hazards to further establish a more comprehensive emergency response plan.

Optimized prevention

Set up preventive equipment as per the scenario of full production capacity in advance. For example, the flue openings are installed with a 24-hour surveillance system, which will send an alarm when the warning threshold is reached. This enables personnel to conduct troubleshooting and prevent exhaust gas emissions from exceeding the regulatory limit.

Regular maintenance

Implement a repair and maintenance plan to keep the stability of relevant equipment. Besides, the Company also commissions a third party to test the equipment and compare the results thereof to ensure our legal compliance.

Backup measures

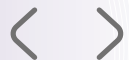
Each equipment has a backup machine. In case of any abnormal conditions, the personnel can immediately switch the operations to the backup machine. Besides, all facilities are installed with an uninterruptible power system to ensure that preventive equipment will function normally

Enhanced efficiency

To maintain the efficiency of the condensation rotor effectively, we have increased the intake concentration of exhaust gas to enhance the overall exhaust gas treatment efficiency.

Emergency Response

We have set standard operating procedures for reporting emergency incidents. In the case of any abnormal condition, the personnel shall report and respond immediately.



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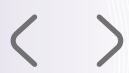
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3. Proper Treatment and Discharge of Wastewater

(1) Enhancement the Management of Wastewater Sources

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

(2) Water Pollution Prevention and Control

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

In 2023, our plants in Taiwan totally reduced about 230tons of organic pollutants discharged and the actual discharge into the receiving water was about 74.5 tons, compare with 2022 is reduce 35%. Continuous water quality (pH) and water volume monitoring systems, which will send an alarm when relevant values reach the thresholds, are installed at the key points and sewage outfalls prescribed in the wastewater processing procedures. Furthermore, a water quality laboratory is established at each facility to perform the self-assessment once a week. SPIL commissions a third-party to conduct routine inspection on a quarterly basis to analyze the water quality trend and establish a database thereof to identify any problem early. Since 2017, Da Fong Facility, Chung Shan Facility, and Changhua Facility have completed the connection of the monitoring system with the respective Environmental Protection Bureaus as per the law, enabling the government agencies to monitor the status of wastewater together to once again reduce the possibility of pollution.

In 2023, we continued to organize water quality abnormality and leakage emergency response drills. We required all personnel in charge of facility affairs and EHS to immediately respond to any emergency in the first place and asked production units to simulate a scenario of production suspension. The purpose is to enhance the response capability of production units to reach our ultimate goal of zero pollution to our environment.

Volume of effluent from all facilities in 2023

Facility	Da Fong Facility	Chung Shan Facility	Zhong Ke Facility	Changhua Facility	Hsinchu Facility	Zhong Ke W Building	Zhong Kong Facility	Zhong Ke II Facility	Siliconware Technology Limited
Volume of effluent (ton)	962,147	1,062,305	781,866	1,487,395	27,900	8,650	36,348	40,126	1,112,143
River basin	Fazi River	Fazi River	Under the administration of the Central Taiwan Science Park sewage treatment plant	Yangzu River	Under the administration of the Hsinchu Science Industrial Park sewage disposal plant	Under the administration of the Central Taiwan Science Park sewage treatment plant	Under the administration of the Taichung Industrial Park sewage treatment plant	Under the administration of the Central Taiwan Science Park sewage treatment plant	Under the administration of the Suzhou Industrial Park sewage treatment plant

The annual average value of the effluent in the inspection of each facility in 2023

Item		Copper	Lead	Nickel	Iron	PH	SS	COD	Fluoride salt	Total toxic organics	Ammonia nitrogen
Outside Industrial Park	Da Fong Facility	0.190	0.011	<0.020(0.012)	0.022	7.78	11.90	22.52	1.500	<0.18	3.310
	Chung Shan Facility	<0.02	ND<0.004	ND<0.004		7.65	2.75	11.20	0.080	ND	4.270
	Changhua Facility	0.310	ND<0.003	0.026	0.042	7.93	7.28	21.37	0.105	-	1.450
	Effluent standards	1.5	0.5	0.7	10.0	6.0-9.0	30	100	15	1	30
Central Taiwan Science Park - Taichung Park	Zhong Ke Facility (D01)	0.035	0.039	0.028	0.022	7.68	11.20	26.79	0.310	-	0.880
	Zhong Ke Facility (D02)	-	-	-	-	7.64	58.40	265.30	-	-	-
	Zhong Ke W Building	0.016	0.040	0.027	0.038	7.49	10.57	44.78	0.280	-	ND
	Standards under the management of the administration	2	1	1	10	5~10	300	400	15	1.37	50
Central Taiwan Science Park - EL Park	Zhong Ke II Facility (D01)	0.008	ND<0.00325	0.031	NA	7.70	99.25	10.55	1.905	-	0.580
	Zhong Ke II Facility (D02)	0.035	ND<0.00325	ND<0.004	NA	7.75	6.10	31.85	1.905	-	0.890
	Zhong Ke II Facility (D03)	0.013	0.004	0.019	NA	7.80	44.75	196.06	-	-	-
	Standards under the management of the administration	1.5	0.5	0.7	10	5~10	300	500	15	1.37	40
Taichung Industrial Park	Zhong Kong Facility	0.075	0.044	0.033	0.121	7.63	13.91	42.85	0.360	NA	29.700
	Standards under the management of the administration	1.5	0.5	0.7	10	5~9	320	480	15	-	30
Suzhou Industrial Park	Siliconware Technology Limited	0.053	NA	ND<0.007	NA	7.37	20.92	59.67	NA	NA	1.270
	Standards under the management of the administration	0.3	-	0.1	-	6-9	400	500	-	-	45

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

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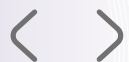
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(3) Response to New Laws and Regulations

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

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

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

4. Green Factory

(1) Certification of Cleaner Production

Since 2015, SPIL has successively applied for the certification of the Cleaner Production Assessment System of IDB, MOEA. The certification of the said system ensures that all actions that we have taken during the operations can alleviate the impact of our operations on the environment, including how to improve energy and resource conservation, green process, pollutant control, eco-friendly design, green management, and social responsibility. As of 2023, all applications or extension applications submitted by our facilities in Taiwan were approved by the Green Factory Label Review Panel, and a Cleaner Production Assessment System qualification certificate has been issued thereto, respectively.

(2) Green Buildings and Green Factory

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



4.6 Biodiversity Protection

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4.2 Carbon Management

4.3 Water Resource Management

4.4 Green product guarantee

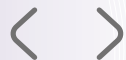
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4.6 Biodiversity Conservation

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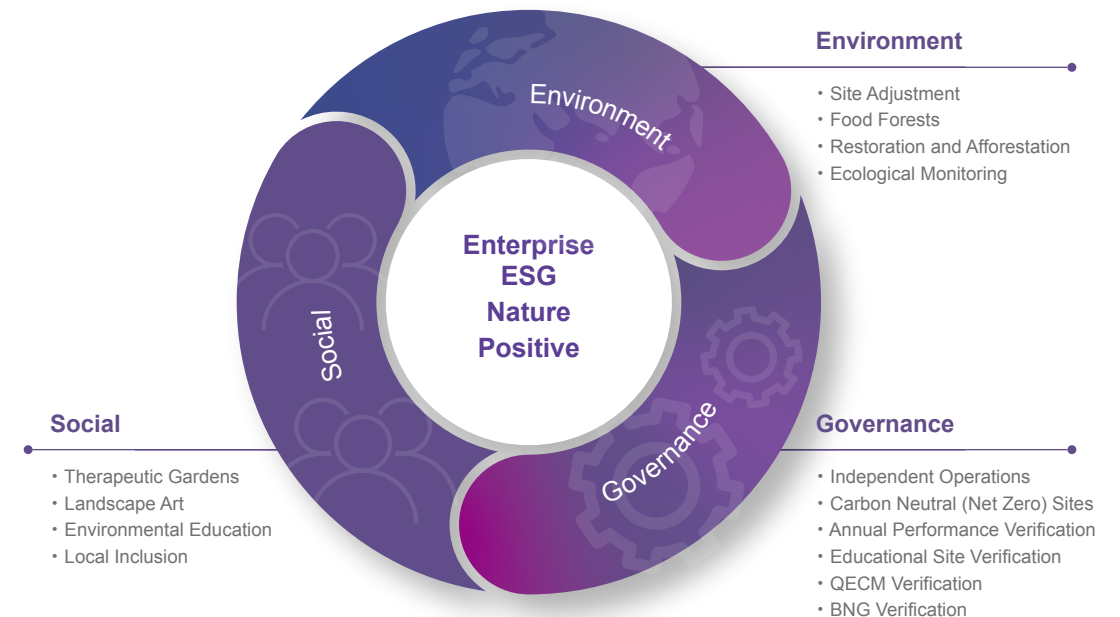


SPIL continues to focus on environmental sustainability, emphasizing the balance between technology and ecology. In line with the United Nations Convention on Biological Diversity (CBD) and the Sustainable Development Goals (SDGs), in 2023, under the leadership of its parent company ASE Technology Holding Co., Ltd., SPIL and its subsidiaries drafted and published the "Biodiversity and No Deforestation Policy." This initiative includes partnering with external entities to implement the TNFD-LEAP approach, establishing mechanisms for assessing the impact of operational activities on biodiversity. Starting with assessments of dependency and impact on nature at Taiwanese facilities, we identify corresponding risks and opportunities, and establish countermeasures and performance indicators, gradually implementing these practices in overseas facilities to prepare for future TNFD reporting by ASE Technology Holding.

To ensure a comprehensive understanding of the relationship between operational sites and the local environment, SPIL adopts the Forestry and Nature Conservation Agency's "National Land Conservation Green Network Geographic Information System" database as a reference. This ensures that no operational sites within a 2 km radius encroach upon wildlife sanctuaries or nature reserves in Taiwan. In addition to maintaining green ecosystems within its facilities and conducting environmental education programs, SPIL continues to explore conservation opportunities around new facilities, thereby deepening the multifaceted value of biodiversity.

For instance, in the new Huwei plant area spanning 3.7 hectares, plans are in place to enhance the appearance of the secondary forest. By adopting approximately 1.75 hectares of "Type 5 Public Utility Land," SPIL aims to promote natural ecological restoration in the surrounding area, reinforcing its commitment to the sustainable management of natural ecosystems. Starting from a corporate ESG perspective and integrating the concept of being nature positive, the framework for an Ecological Restoration Overall Planning is described in the following framework:

Ecological Restoration Overall Planning Framework



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5. Social Prosperity

Care for Schools in Remote Areas

17 consecutive years Provide aid to schools in remote areas

Charitable Activities

Number of volunteers for charitable activities More than 1,842 persons

Industry-Academia Collaboration

We organized 27 campus seminars and appointed 48 senior executives to serve as corporate lecturers. The total number of participants reached 1,686.

2023 Key Performance Indicators

SPIL has been deeply rooted in Taichung for 40 years, always placing emphasis on corporate social responsibility and environmental protection. To realize the mission of safeguarding the future hope for generations to come starting from our base of operations, SPIL emphasizes community welfare, participation, and support for arts and culture as core aspects of its social engagement. SPIL has long invested human and material resources in these areas, actively giving back to the community with the aim of becoming a driving force for social progress.

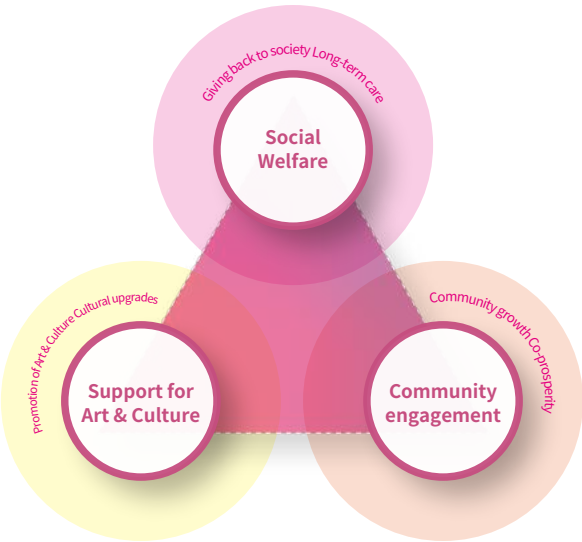
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2023 Key Performance Indicators

Material issues	Key Performance Indicators	2023 Objectives	Status	2023 Performance	2024 Objectives	2025 Objectives
Social engagement	Number of volunteers for charity activities	1,400	Accomplished	1,842	1,400	1,500
	Number of beneficiaries of Taiwan Fund for Children and Families	7,200	Accomplished	7,648	7,250	7,250

Core of social concern



Ratio of resources invested into sustainable care over the years



5.1 Promotion of Social Welfare

1. Concern for schools in remote areas

SPIL has long been concerned with the learning issues faced by children in rural schools. Driven by a desire to bring hope to these areas through sustained financial support, SPIL is cognizant of the lack of learning resources for children in rural areas. We donated 600 DIY material kits, equally divided between Heping Elementary School in Heping District, Taichung City, and Chu Xiang Elementary School in Lugu Township, Nantou County. The schools planned handcraft courses, allowing the children to experience creating these kits and take their lovely creations home.

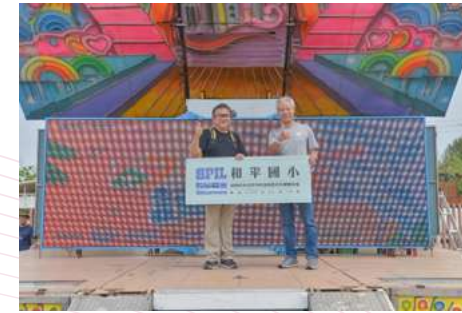
On September 16, 2023, SPIL organized a Grass Picnic Day event at Shigang Tuniu Sports Park, where nearly 200 SPIL volunteers crafted 200 adorable sheep charms. These handmade items were gifted to children at Wanhe Elementary School and Yuandou Elementary and Junior High School in Erlin Township, conveying love and hope to these rural areas. Among the volunteers, 50 acted as daytime "parents" for children from Chu Xiang Elementary School, enjoying their first picnic experience together, crafting charity items, and writing blessing cards. This activity allowed the children to participate in spreading love, learn to share, and feel the flow of goodwill under the guidance and companionship of the volunteers.



Heping Elementary School expresses gratitude for SPIL's long-term support



Taekwondo club members showcase training results



Donation and Support for Heping Elementary School's Taekwondo Club



Students from Heping Elementary School are invited to participate in a beach cleanup activity.



Sending love and care to rural communities - Teachers and students converging at Wanhe Elementary School



Sending love and care to rural communities - Personally delivering the handmade charms to Wanhe Elementary School in Erlin Township



Sending love and care to rural communities - Children happily selecting charms in their favorite color



Sending love and care to rural communities - Personally delivering the handmade charm keychains to Yuandou Elementary and Junior High School

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With the trend towards net-zero carbon emissions by 2050, protecting the planet has become a primary mission for global enterprises. SPIL, a company based in Taichung, actively contributes to environmental protection as a way of giving back to its roots. We utilize silicon sludge produced during our manufacturing process to create basketballs and yoga mats. These products are characterized by their elasticity, durability, and non-slip properties, and have passed SGS certification. They are free from plasticizers and heavy metals, meeting national safety standards. SPIL provides these sports products free of charge to rural elementary schools, allowing children to enjoy the fun of sports while increasing their awareness and concern for environmental sustainability. This project has been completed in collaboration with seven rural schools, including Shicheng Elementary School and Heping Elementary School in Taichung City, and Xinsheng Elementary School, Zhongxing Elementary School, Wanhe Elementary School, Wanxing Junior High School, and Yuandou Elementary and Junior High School in Changhua County. A total of 319 basketballs and yoga mats have been donated, benefiting 614 children. Transforming waste into reusable resources benefits the environment, reduces carbon emissions, and produces products, achieving the triple goals of environmental benefits, resource sustainability, and recycling.



By filtering and treating wastewater from cutting and grinding processes, clean water and silicon sludge blocks can be separated.



The extracted silicon sludge can then be added to produce basketballs, tires, or shoe materials.



SPIL manufactures basketballs from silicon sludge and gifts them to children in rural elementary schools.



Recycled silicon sludge basketballs bring the joy of sports to schoolchildren in rural areas.



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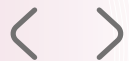
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2. Family Assistance “100-Dollar” Club

In the aftermath of the 1999 Jiji Earthquake, Siliconware Precision Industries Co., Ltd. enlisted staff members to establish the “SPIL Family Assistance 100-Dollar Club” with the goal of maintaining assistance and support for children and families through small individual donations of NT\$100, which are pooled to create a charity fund. As of 2023, the child support fund amounts to over NT\$ 90 million. Over 31,000 individuals currently make donations to the Family Assistance “100-Dollar” Club every year. These donations cover the living expenses of over 3,000 children and teenagers. In addition, 302 financially challenged children and teenagers in Taiwan have been adopted to support them in their stable pursuit of academic studies and pass on positive concepts such as diligent learning, fraternity and filial piety, and sociability and helpfulness.

Scholarships are also one of the purposes of donations. In 2023, we held the scholarship award ceremony for the Northern Taichung, and Changhua branches of the Taiwan Fund for Children and Families, with a total of 160 outstanding students receiving awards. During the award ceremony, one of the award-winning students, Xiaoxuan (pseudonym), whose mother is a new immigrant, has to take care of her younger sister who has a rare congenital disease. Therefore, Xiaoxuan has been quite independent and self-disciplined in her studies and life. Xiaoxuan rarely has the opportunity to go out and play, but she never complains, instead, she takes the initiative to help with housework and tells herself to study hard to receive scholarships to reduce the financial burden on her family.



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3. Volunteer Club

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

SPIL and the Joyce McMillan Social Welfare Foundation became acquainted in 2021 because of the Lantern Festival. During the period from the Lunar New Year to the Lantern Festival, the refrigerators of most families usually are filled to the brim with food. However, the festive season of family reunions is also the low season for the purchase of dumplings. In order to support the disabled and allow the mentally disabled to continue living at the Erlin Happy Christian Home with peace of mind, SPIL and the SPIL Volunteer Club initiated the “Happy Golden Ingot” dumpling fundraising drive. SPIL executives took the lead in mobilizing more than 1,000 employees to raise funds. Over the past two years, more than NT\$1.6 million has been raised to help the Joyce McMillan Social Welfare Foundation care for children with intellectual disabilities and assist the disabled in finding gainful employment. For two years, the SPIL Volunteer Club had been unable to hold physical activities due to the COVID-19 pandemic. In addition to the fundraising group buying dumplings event this year, the SPIL Volunteer Club proceeded to the Wanhe Campus of the Erlin Happy Christian Home for the first time on March 4, 2023. 55 SPIL volunteers of all ages and the children of Erlin Happy Christian Homemade dumplings together and listened to story performances and had fun together, comforting the children's hearts that have been upset and depressed for nearly two years due to the pandemic. In the group interaction and storytelling accompanied by volunteers, they had lots of fun with the children and people with disabilities in the community.



SPIL's charity dumpling fundraising drive and group purchase event raised over NT\$800,000 in small donations



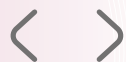
SPIL volunteers participating in the dumpling-making competition



The glowing smiles of disabled friends of the Foundation who participated in the story interactive performance



SPIL invited Joyce McMillan Social Welfare Foundation to set up a booth at the SPIL Lunar New Year Fair, so that more employees could learn about the foundation



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SPIL has donated money to the elderly living alone for the Dragon Boat Festival for 12 consecutive years, with donations exceeding NT\$2 million. The Company values filial piety and has long promoted the “SPIL i Filial Piety” campaign, encouraging employees to spend more time with their parents after work, but also hopes to give back to society and care for the elderly living alone by supporting the Huashan Social Welfare Foundation. On June 3, 2023, SPIL and the Huashan Social Welfare Foundation held the “Si (Fine) Taste of Tea ~ Tea is Life” event for the elderly living alone on the eve of the Dragon Boat Festival. 65 SPIL volunteers served tea to the elderly and sent them warm regards. They also celebrated the birthdays of centenarian granny Jui-Lin Yi and 93-year-old Granny Lin. Under the guidance of a tea art teacher, volunteers of all ages practiced tea ceremony for a day, accompanied the elderly in making tea under the trees, and ate popcorn, bubble ice cream, maltose and other traditional snacks, allowing solitary elders to feel the warmth of human kindness and spend a warm and lively Dragon Boat Festival in laughter.



SPIL donated rice dumplings and held a tea party to celebrate the birthday of a centenarian granny.



Volunteers of all ages serve tea to solitary elders to send their respect and warm regards.



The elders patted the heads of the volunteers and blessed the younger generation.



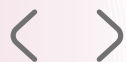
SPIL volunteers practiced the art of tea making.



SPIL volunteers made tea for solitary elders living alone.



SPIL volunteers accompanied elders in tea appreciation and engaged in happy small talk.



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SPIL has long been sponsoring and supporting children in need through the Taiwan Fund for Children and Families (TFCF). SPIL profoundly recognizes the spirit of children under TFCF's care who strive to improve themselves in the face of adversity, and has always supported TFCF's activities, promoting them regularly within the company. SPIL has been associated with the Taiwan Fund for Children and Families for 20 years since the 1999 Jiji earthquake. In order to encourage the TFCF's students to work hard in the face of adversity, in addition to adopting and supporting those in need, we also provide scholarships to the fund's students in each semester. By doing so, the sponsored children can have a stable life and educational opportunities, thereby gaining a ticket for themselves to turn their lives around. Upholding our unceasing love for children of the Taiwan Fund for Children and Families, the Company has continued to provide warmth and care during the pandemic in the past two years. In the food box adoption event of "Thoughtful Connection between SPIL and Taiwan Fund for Children and Families—Bravely Coping with the Pandemic" held in 2021, the number of food boxes adopted in 2021 has surged to 2,137 boxes in less than 3 days. On July 15, 2023, SPIL and the Northern Taichung and Changhua branches of the Taiwan Fund for Children and Families (TFCF) jointly organized a volunteer day at the "Cool Summer ~ Happy Tour of Janfusun Fancyworld" event. The participating children came from all over Taichung and Changhua to gather for the event. 85 SPIL volunteers and 85 children and social workers from the Taichung and Changhua branches of the TFCF gathered at the amusement park to dance to the Tik Tok dance music. The SPIL mascots "Xiao Xi & Xiao Pin" and "KUKU & KIKI" of Janfusun Fancyworld led nearly 200 participants to dance together, exuding unparalleled youthful vitality. SPIL volunteers accompanied the children one-on-one as they enjoyed various amusement facilities, allowing the children to experience interpersonal interaction and enjoy an unforgettable summer vacation.



On SPIL's Amusement Day on July 15, 85 children and social workers from Northern Taichung and Changhua branches of TFCF were invited.



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



85 SPIL volunteers turned their actions into the power of love to expand the positive energy of love.



The volunteers were brimming with energy as they accompanied the children for the whole day.



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Visually impaired children have inherent learning difficulties compared to their sighted peers. Through picture books and audio books, the world is shaped by sound, allowing visually impaired children to better understand the world. Not only can this help children quickly train their hearing and learn a large amount of vocabulary, it can also increase their concentration and imagination. SPIL and the dedicated volunteers of the SPIL Volunteer Club have transformed conventional text-based storybooks into vibrant and immersive audio narratives. This initiative provides children with an alternative and engaging method of learning. Children with visual impairments typically rely on their sense of hearing and touch for learning. Providing them with audio book recordings and Braille versions of books serves as crucial aids in enhancing their learning experiences. Over the past two years, the SPIL Story Castle initiative has been instrumental in producing 200 audio book titles, thanks to the contributions of nearly 600 SPIL employees, their friends, and family members.

In a commendable gesture, the SPIL Volunteer Club has shared the achievements of the SPIL Story Castle with the Huiming School for the Blind. Additionally, the club assisted the school in establishing an online library last year, an effort that earned them the prestigious 2022 National Sustainable Development Award in the Education category. Going forward, the SPIL Volunteer Club plans to gradually transfer the management of the SPIL Story Castle to the Huiming School for the Blind. The significant strides made over the past two years will empower visually impaired children to explore a wide array of storybooks, paving the way for their continued learning, growth, and exploration in a world often obscured by darkness. This year, we've revamped our book classification system, organizing titles by language. Notably, we've introduced audio books in both "Taiwanese" and "English". Alongside our usual selection of picture books, we've taken on the challenge of recording more advanced "novels".



This way, even blind students in junior high and beyond can dive into the captivating world of fiction. SPIL, SPIL Volunteer Club, and Taichung Hui Ming School for the Blind held the SPIL Story Castle Audiobook Achievement Exhibition and "Adventures in the Forest" Five Sensory Experience Challenge on campus on November 1, 2023. The SPIL Volunteer Club selected two picture books from the award-winning audiobooks of the past two years, "A Lie as Heavy as an Elephant" and "Elephant Afraid of the Dark," as the main storylines for the "Adventures in the Forest" five senses challenge activity. The award-winning audio book picture books are combined with theater performances and five-sense obstacle course experiences to allow visually impaired children to immerse themselves in the experience and learn in a diverse way. Pa Pa Lu's STP Theater provided a personalized storytelling performance of Bunny's "Adventures in the Forest", allowing visually impaired children to immerse themselves in the narrative as if they were part of the story. Following the performance, the children engaged in activities stimulating their five senses: hearing, smelling, tasting, touching, and emotional response. Accompanied by 30 SPIL volunteers who acted as guides, the children navigated obstacle courses, deepening their understanding and leaving a lasting impression through hands-on experiences. These efforts aimed to explore the inner world of blind children, guiding them to positively navigate and comprehend their surroundings. Through initiatives like these, SPIL Story Castle contributes to both short-term enlightenment and long-term learning for visually impaired children.

In 2023, the SPIL Volunteer Club organized 11 volunteer activities, which raised a total of NT\$ 1,020,013. A total of 6,736 purchased and donated items have been handed over to NPOs. 1,482 volunteers committed themselves to provide charitable services. Over 7,124 individuals benefited from these services.



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4. Arts and Culture Support

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

In 2023, as the pandemic ended, people resumed their leisure and social lives. Watching cultural and artistic events provided solace and a sense of refuge for those affected by the pandemic, with attendance gradually returning to pre-pandemic levels. SPIL sponsored the Changhua City Office to support the Changhua City Chinese Orchestra and Changhua City Orchestra, tirelessly promoting arts and cultural activities. They held six sold-out music feasts, with each concert fully attended. This year, for the first time, performances were held not only in Changhua City but also at the National Taichung Theater. Each piece was unique, leaving the audience mesmerized with beautiful memories. Enjoy a perfect musical feast! The "Changhua 'Mayor's Cup' Singing Contest" is a joint effort between SPIL and Changhua City Office. Through supporting local arts and cultural activities, we invite the public to get to know and get closer to the beautiful city—Changhua!

SPIL's Support for Central Taiwan Chinese Orchestra Performances in 2023



- Arts and cultural group: Your Music Chinese Orchestra
- Target audience/event name: "The Year" 2023 Concert
- Appreciation/beneficiaries: 860 participants

2023 SPIL-sponsored artistic activities and achievements



- Arts and cultural group: Activities
- Target audience/event name: 2023/7/24~27 The 2023 Model Father Recognition event in Changhua City. The venue was the Changhua City Jieshou Art and Culture Center.
- Appreciation/beneficiaries: 63 participants



- Arts and cultural group: Orchestra
- Target audience/event name: 2023/4/29 The Changhua City Chinese Orchestra's "Temple Procession Musings" concert took place at the Changhua Performance Hall. The event was held from 7:30 PM to 9:30 PM.
- Appreciation/beneficiaries: 500 participants



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2023 SPIL-sponsored artistic activities and achievements



- Arts and cultural group: Orchestra
- Target audience/event name: 2023/5/20 The Changhua City Chinese Orchestra's "Temple Procession Musings" concert took place at the Changhua Performance Hall. The event was held from 7:30 PM to 9:30 PM.
- Appreciation/beneficiaries: 800 participants



- Arts and cultural group: Orchestra
- Target audience/event name: 2023/7/30 The Changhua City Orchestra participated in the "2023 International Youth Music Festival" held in Slovakia.
- Appreciation/beneficiaries:100 participants



- Arts and cultural group: Orchestra
- Target audience/event name: 2023/8/19 The "Dancing Under the Midsummer Stars" dance art feast was held at the Changhua Arts Museum Plaza. Changhua Arts Museum Plaza
- Appreciation/beneficiaries: 100 participants



- Arts and cultural group: Orchestra
- Target audience/event name: 2023/11/18 The Changhua City Chinese Orchestra's "Joy Across Formosa" concert took place at the Changhua Performance Hall from 7:30 PM to 9:30 PM.
- Appreciation/beneficiaries: 500 participants



- Arts and cultural group: Orchestra
- Target audience/event name: 2023/12/16 The Changhua City Orchestra's "Resonant Response" concert was held at the Changhua Performance Hall from 7:30 PM to 9:30 PM.
- Appreciation/beneficiaries: 800 participants



- Arts and cultural group: New Year's Eve Countdown Activities
- Target audience/event name: 2023/12/31 The "Soaring into the Year of the Dragon ~ Changhua City New Year's Eve Party" was held in front of the planned site of Chungyo Department Store on Xuguang West Road. The event took place from 6:00 PM to midnight.
- Appreciation/beneficiaries: 8,000 participants

Statistical data source: Taiwan facilities

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5. Others

Environmental protection is a crucial aspect of corporate social responsibility. Since 2015, SPIL has invested a total of NT\$ 1.8 million in the adoption of the Daodong Tutorial Academy in Changhua. The Company has made a long-term commitment to supporting historic sites and maintaining green areas through planting to provide local residents with an ideal place for leisure. In coordination with the Tourism and Travel Bureau of the Taichung City Government, the Company promotes the adoption of 12 hiking trails in the Dakeng area (SPIL has adopted Trail No.2). Due to the fact that these trails attract large crowds, worn-out facilities have to be repaired on a regular basis. The Company strives to maintain the aesthetic appearance and service quality to encourage positive interactions by the public in a natural environment and thereby enhance the corporate image of the Company.

There are a lot of young promising athletes in Taiwan. However, training national players often comes with challenges from the real world. In order to help the players to have a more stable career path, SPIL has been cultivating a new tennis star, Li, Yu-Yun since 2018, with the goal of winning the top four singles of the four Grand Slam tournaments in 2023 and winning the Olympic medal. With the support of SPIL, she is currently ranked 37th in the ITF Junior Singles Rankings and 324th in the WTA Pro Rankings, and has become a qualifier of all junior open of the four Grand Slam tournaments except for the French Open. She also represented the country at the qualifying competition and final rounds of the Billie Jean King Cup's Cup (formerly the Federation Cup) in August 2022. She has won several ITF international junior women's doubles titles, including three championships in 2018, five championships in 2019, three championships in 2020 and one championship in 2021. In early 2022 she won two championships in Doubles in Peru and Bangkok International Junior Championships. In June, she won the doubles championship in her first W15 professional tournament and entered the final 16 in female singles and doubles at the 2022 Junior Championships, Wimbledon, which is a new record for young Taiwanese players in the past three years. From 2020 to 2022, she consecutively ranked as the top 18-year-old junior nationwide. After moving to professional competitions in 2023, she has already won seven titles and claimed a mixed doubles bronze medal at the National Games in October. Li also received the Outstanding Athlete Award from the Taichung City Government. Moving forward, her career goals include triumphing in Grand Slam and Grade A tournaments, continually honing her skills for future successes.



Li has progressed from the qualifying rounds to the main draw of the Junior Championships, Wimbledon.



This year, after turning professional, Li has already won seven titles in competitions both at home and internationally.



In 2023, during the 2023 National Games, the tennis doubles team secured third place.



Li was honored with the Outstanding Athlete Award at the 2023 Sports Meritorious Group and Personnel Commendation.



5.2 Community Participation and Care

1. Participation in community events

Activity name	Description	Results
Environmental protection and disinfection	Sponsoring office of Dafeng Village, Tanzi District and disinfecting the environment in cooperation with the district office	Dafeng Borough, Tanzi District Approx. 1000 local residents benefited
	Sponsored the Dafeng Environmental Volunteer Team with cleaning supplies.	Dafeng Borough, Tanzi District Approx. 1000 local residents benefited
	Sponsored the Tanxiu Borough Environmental Volunteer Team with cleaning supplies.	Tanxiu Borough, Tanzi District Approx. 1000 local residents benefited
Zongzi (Rice dumpling) distribution in local community	About 120 residents received zongzi to enhance community engagement.	Dafeng Borough, Tanzi District Approx. 120 local residents benefited
End-of-Year Care and Spring Couplets Distribution	Warmth was spread with the distribution of spring couplets and heartfelt red envelopes	Dafeng Borough, Tanzi District Approx. 100 local residents benefited
Environmental Protection	Xiushan village maintenance of environmental cleanliness	Xiushan Borough, Daya District Approx. 4,000 local residents benefited
	Environmental volunteer activities in Xin Zhuang Borough - Maintaining community environmental cleanliness	Xin Zhuang Borough, Hemei Township, Changhua County Approx. 2,680 local residents benefited
Community Car (Regular)	Donation of livelihood supplies	Dafeng Borough, Tanzi District All local borough residents benefited
	Support for regular Neighborhood Watch teams aimed at maintaining safety for the residents.	
	Community Moms Home Economics Cooking Class.	Dafeng Borough, Tanzi District Approx. 80 local residents benefited
	Donated goods and supplies to local community.	Tanxiu Borough, Tanzi District Approx. 800 local residents benefited



Environmental cleaning and disinfection - Dafeng Borough Environmental Volunteers



Environmental cleaning and disinfection - Dafeng Borough



Environmental cleaning and disinfection - Tanxiu Borough Environmental Volunteers

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Zongzi (Rice dumpling) distribution in local community



End-of-Year Care and Spring Couplets Distribution



Environmental Protection



Environmental Protection - Xiushan Borough environmental cleanup and maintenance



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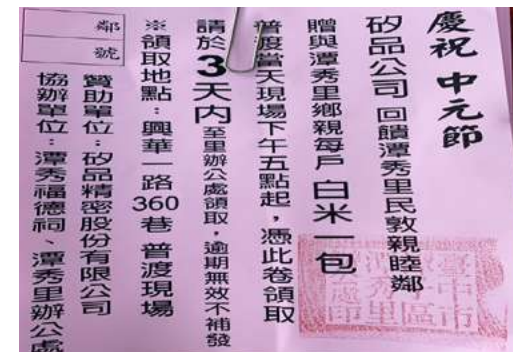
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Community Care Donation of daily supplies



Sponsorship of Community Neighborhood Watch



Donated goods and supplies to local community.



Community Moms Home Economics Cooking Class



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2. Community engagement and investment of resources

The semiconductor industry is often hailed as the cornerstone of Taiwan's economy and prosperity, and SPIL, as a key player in this sector, has been actively contributing to educational philanthropy. Since 2011, SPIL offers scholarships to outstanding students from financially challenged and underprivileged families in Tanzi District, Taichung, Changhua City, and Hemei Township in Changhua County. In 2023, with the opening of the new Erlin plant, SPIL expanded its scholarship program to include Erlin Town, further supporting disadvantaged students from high school to postgraduate levels. To be eligible, students must achieve the required academic and conduct grades and meet the criteria for low-income households. This initiative allows them to secure the SPIL Scholarship, helping nurture future talent and support their educational advancement. In 2023, a total of 157 students received the award, and a total of 2,557 scholarships were provided to outstanding students. We hope that the children will win honor and awards today and become future professionals tomorrow, injecting more new blood and vitality into various industries in Taiwan.



Tanzi District Office SPIL Scholarship Award Ceremony Group Photo



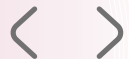
Hemei Township Office SPIL Scholarship Award Ceremony Group Photo



Changhua City Office SPIL Scholarship Ceremony Group Photo



Erlin Township Office SPIL Scholarship Ceremony Group Photo



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

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

Interns

62 interns

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

Campus lectures

27 sessions, with 1,390 participants

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

Enterprise visits

15 sessions, with 547 participants

Production line supervisors were assigned to familiarize students with the cleanroom operating environment and packaging and testing procedures through window show during on-site visits.

Corporate mentors

**Supervisors: 48
Students: 296**

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



Enterprise visits



Company visit by students and faculty from the Department of Automation Engineering, National Formosa University



Enterprise guided tours



Company visit by students and faculty from the Overseas Chinese Class of the Department of Mechanical Engineering, National Chin-Yi University of Technology



Corporate mentors

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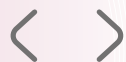
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In 2023, the "Corporate Mentorship" program will enter its 10th year. For this edition, the program will be organized independently by the three participating schools. SPIL enlists production line managers for on-site tours that aim to break through the barrier of imagination and give students real-world experience and a deeper understanding of practical operations. The Company has designed team silicon game competitions to further familiarize students with the packaging and testing industry and thereby reinforce links between activity participation and willingness to learn. Corporate mentor activities are conducive to the early recruitment of outstanding talent by the Company and enable students to gain a better understanding of industry dynamics, explore their career interests, and build up abilities essential for employment at an early stage. These activities also represent a channel for businesses to give back to universities and society. The facilitate the generation of positive cycles in the field of industry-academy collaboration under the premise of win-win models.



Discussion forum attended by senior students



Production line guided tours



Corporate Mentor Program Certificate Award



Silicon game competition awards



Intern presentation



Enterprise information meeting



Corporate Mentorship Activity Series



Silicon game competition highlights



Silicon game competition highlights



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School	National Chung Hsing University, Feng Chia University, National Chi Nan University, National Changhua University of Education		
Cooperation mode	Corporate mentors	Cooperating unit	Center for Career Development, College of Engineering and Science, Counseling and Career Development Center
Eligibility	Graduate students, juniors, and seniors may register on a voluntary basis	Number of participants	48 supervisors, 296 students
Activity design	1.Mentor-mentee meals 2.Lectures on specific topics : • Upgrade your presentation skills to enhance your workplace communication skills! • Development of IC packaging technologies • Development of IC testing technologies • In-depth job analysis • Newcomer training principles • Workplace Adaptability 3.Competitive activities in silicon games 4.Production line tours 5.Discussion forum attended by senior students 6.Award of study certificates and prizes		



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



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6. Happy Workplace

Respect and Protection of Human Rights

SPIL's Taiwan facilities have obtained **Platinum for RBA VAP audits**

Lifelong Learning Program

Continually enhance employee career development by regularly updating training blueprint.

Protecting Marine Ecology

Through beach cleaning activities, we continuously implement and promote environmental protection concepts from within the Company to the wider community.

Strengthening Response Capabilities

Increased emergency response team manpower by **17%**

2023 Key Performance Indicators

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Material issues	Key Performance Indicators	2023 Objectives	Status	2023 Performance	2024 Objectives	2025 Objectives
Employee training and career development	Employee training hours	150hrs	✓	166hrs	150hrs	150hrs
Talent Attraction and Retention	Employee engagement survey coverage rate	90%	✓	99%	90%	95%
Occupational Safety and Health	Number of severe occupational injuries and illnesses	Zero severe injuries and occupational illnesses	✓	0	0	0
	Frequency-Severity Indicator (FSI)	Lower than the average of Taiwan's electronic components and semiconductors manufacturing industry	✗	0.09	0.06	0.06



6.1 Employees' Rights and Interests

1. High emphasis on labor rights and human rights standards

(1) Promotion of RBA

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

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

(2) SPIL labor rights and human rights standards

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

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(3) Practices to safeguard labor rights and interests

With a view to implementing its core concepts and values of the Company, the training unit schedules RBA general education courses for new hires and regular refresher courses for active employees. A total of 1,501 new hires completed such courses in 2023. Total labor and human rights training hours amounted to 10,422 hours.

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

Despite the fact that SPIL has no collective bargaining mechanism in place at its Taiwan facilities, it concludes labor contracts with every employee to promote harmonious labor-management relations based on the premise of mutual agreement. The Company also offers diversified communication channels and convenes regular labor-management meetings. Dedicated personnel have been designated in every facility to listen to the opinions and suggestions of employees. All Siliconware Technology Limited employees are fully protected through collective labor agreements. In case of major operational changes, SPIL engages in communication with employees beforehand pursuant to relevant provisions set forth in the Labor Standards Act. SPIL ensures that the participation or non-participation in any organizational assembly does not affect any rights of the personnel. Currently, about 4,400 employees are members of the labor union.

The training completion rate for general education courses is 100% (courses were scheduled for 1,501 trainees, with all 1,501 successfully completing the training); RBA labor/moral hazard/security threat indicator low GAP or low risk. All employees have to participate in online RBA training annually (the refresher training completion rate reached 100%).



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2. Employee communication

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

- (Physical) Employee Care Mailboxes
- Email box
- Service hotline
- Face-to-face communication

In 2023, the Company processed a total of 179 employee feedback submissions. These submissions included topics such as unit management, general affairs and services at the factory, and welfare facilities. All of these issues were thoroughly investigated and responses were provided to close each case.

In addition, special committees have been formed to boost participation and concern for public issues among co-workers. Labor and management select representatives who jointly participate in these committees and engage in detailed discussions of various issues with the goal of maintaining a positive communication mechanism. Taking labor meetings as an example, at least four communication meetings were held at each factory in 2023 in accordance with the laws. (No labor meeting was held at the Siliconware Technology Limited because there is no applicable local law in China)

3. Employee dedication survey analysis

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

In 2023, the survey coverage rate will reach 99% of all employees. The analysis of the survey results is currently ongoing and will be disclosed in the following year. In the future, such surveys will be scheduled every other year to gain a better understanding and analyze employee engagement levels as a key reference for talent attraction, retention, and cultivation.

SPTI employees

- Face-to-face communication
- Daily/Weekly/Monthly Department Meetings
- Announcements/Promotion

Diversified communication system

- Supervisors at all levels

- Employee feedback channels
 - Employee care mailbox
 - Email box
 - Grievance hotline or face-to-face feedback
- Labor-management meetings
- Trade union
- Welfare committee
- Catering committee
- Pension Committee
- Dorm self-governance officer meeting
- HR/Customer Service teams of each facility
- Employee engagement surveys

Employee assistance measures

- Employee Assistance Program (EAP)
- Welfare committee emergency aid
- Employee care measures in case of major emergencies
- Psychological counseling hotline/in-facility services

- Human resource function



6.2 Human Resource Management

1. Sound training system

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

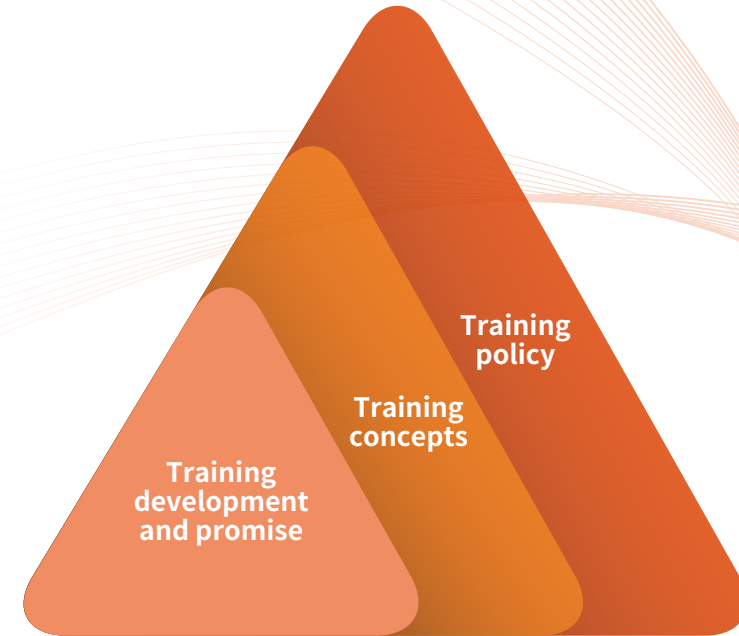
Therefore, SPIL devises comprehensive talent cultivation plans according to department goals, work tasks, and personal development needs. The ultimate goal is to offer adequate training courses that meet the needs of each employee. The training system is divided into the following two dimensions:

(1) Training system for new hires:

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

(2) Training system for current employees:

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



Training policy	• Assistance for new hires in the rapid adaptation to job tasks, to overcome work obstacles, and increase their work motivation. • Strengthening of work competence and team spirit to enhance work quality and performance. • Cultivation of professional and management talent in line with the requirements and future development direction of the Company.
Training concepts	• Training needs-based research and development plans • Supervisors at the section level and above have the obligation to serve as internal instructors. • Employee training is one of the duties of supervisors at all levels.
Training development and promise	• Establishment of a sound training and development system to provide ample and diversified learning opportunities at the workplace and thereby foster employee growth and enhance work efficiency.

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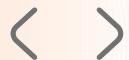
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2. Training results

SPIIL (incl. the Siliconware Technology Limited) has formulated HR development strategies and devised comprehensive talent cultivation plans to meet the challenges and needs of this year. Talent for each level of the organization (incl. executive and supervisor positions) is developed to satisfy the business development demands of the Company and thereby realize its business goals. Various online courses were developed in 2023 to increase the level of participation of co-workers in training courses. The average training completion rate (attendance and passing of post-training assessments) exceeds 96%.

Employee training completion rate

Year	2019	2020	2021	2022	2023
Completion rate	97%	98%	98%	96%	96%

Average completed training hours

Item	2019	2020	2021	2022	2023
Number of employees (A)	23,057	22,254	21,757	22,670	21,769
Total training hours (B)	3,712,866	4,213,347	3,800,226	4,504,819	3,612,577
Average training hours per employee (C=B/A)	161	189	175	199	166

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

Item	2022		2023	
Gender	Male	Female	Male	Female
Gender statistics	11,883	10,787	11,701	10,068
Training hours	2,445,536	2,059,283	2,347,921	1,264,656
Average training hours per employee (C=B/A)	206	191	201	126

Training hours broken down by organizational level

Item	Completed training hours			
	Managerial position	Technical position	Clerical position	Skilled position
Number of employees (A)	2,156	8,727	1,082	9,804
Total training hours (B)	371,972	2,046,341	132,763	1,061,501
Average training hours per employee (C=B/A) broken down by organizational level	173	234	123	108



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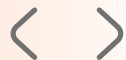
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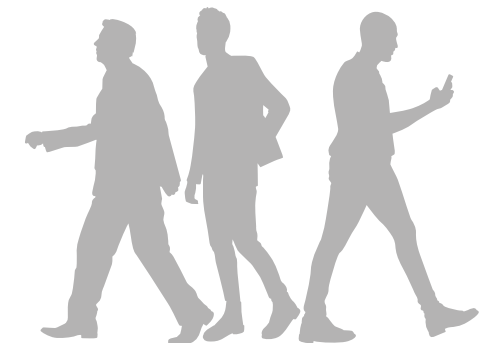
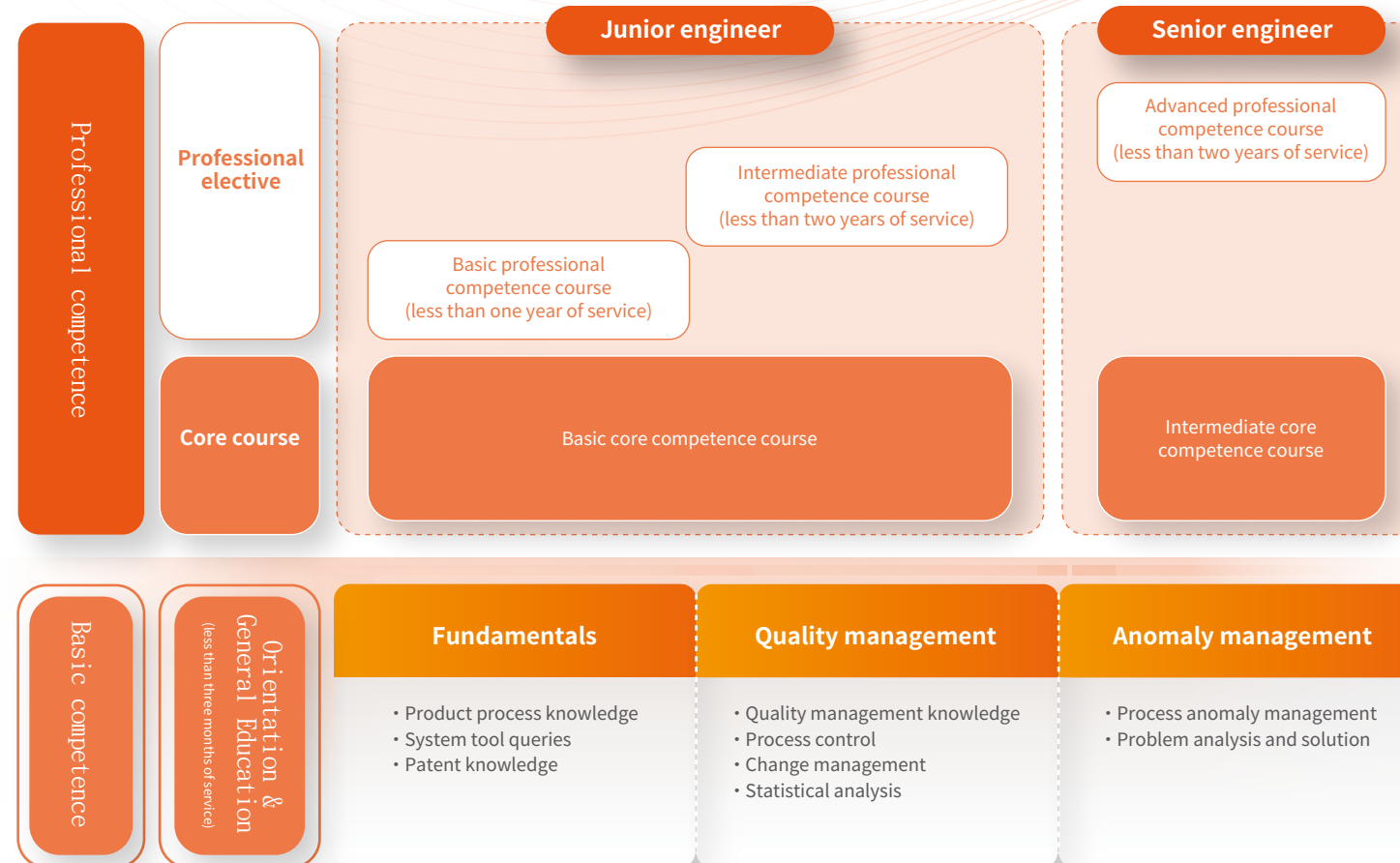


3. Employee career development

Since 2011, SPIL has identified different focal points of training and competence development based on the developmental needs of management and professional positions. The Company has established specific training focuses and capability development priorities for different roles, developing training blueprints for each position. This allows employees to clearly understand the training courses and professional development pathways at each stage, fulfilling the objective of talent cultivation.

To continuously optimize employee career development, the training blueprint is regularly updated. This includes enhancing the training programs for new engineers and junior managers (courses cover management knowledge, skills, and human resource management, such as performance management). These efforts not only meet the training needs of various units but also allow all colleagues to have a clearer understanding of their future career development. This approach fosters continuous improvement in their employability and supports the development of a lifelong learning plan.

SPIL employee career development - engineering positions



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4. International language learning

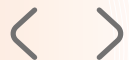
In response to globalization trends, the learning and training of international language skills, particularly English, have become increasingly crucial. SPIL has been promoting English learning activities and courses for several years. These initiatives are advertised through various channels such as the company's internal website, bulletin board postings, and event posters, ensuring that information about these activities reaches every SPIL employee. In addition to existing training courses (e.g. TOEIC Intensive Class and Practical English), SPIL also offers an online learning platform. This allows employees to study without the constraints of time and location, aiming to enhance the English proficiency of SPIL employees.

SPIL is committed to continuously improving its language courses. When planning courses for the following year, the Company considers feedback from participants and experiences from collaborations with other factories to foster improvements in language training. SPIL actively promotes language learning by organizing TOEIC tests within the company and offering subsidies for TOEIC exam fees, encouraging employees to proactively register for the TOEIC test. Consequently, the total number of employees achieving TOEIC scores has been increasing annually.

5. Promotion of learning programs

Training units strive to create a space and climate of autonomous learning and thereby enhance the learning motivation and results of SPIL employees through the shaping of learning environments, the sharing of learning resources, and the application of learning platforms. For instance, a training corridor has been designed in the space next to training classrooms and the distribution and marketing of promotional materials for these courses has been stepped up. Employees can utilize their free time to acquire new knowledge in a natural and relaxed manner. To enhance the flexibility of course learning and respond to globalization trends, SPIL has been progressively implementing e-learning projects in recent years and developing English teaching materials. This approach allows for more flexible course scheduling and provides learners with greater flexibility in managing their study time.

In 2023, to continuously enhance training effectiveness, in addition to the aforementioned internal courses, the Company has adopted external training resources such as advanced business management courses, management skills enhancement seminars, and industry technology courses from the Intelligent Electronics Institute. In total, there were 8 sessions with over 130 participants trained. This strategy aimed to stimulate internal learning motivation and enable employees to keep pace with external industry trends.



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6. Promotion of the culture of filial piety

Since 2017, SPIL has been fostering a culture of filial piety from the heart through a series of filial promotion activities, and implementing the specific meaning of filial piety to enhance the heartfelt concrete action of employees, which in turn drives the cycle of kindness and goodness in the workplace, thus nurturing the upward-lifting power of SPIL. In 2021, in order to strengthen the actual behavioral benefits and integrate the core of filial piety into life, SPIL's "i Filial Piety" series of activities were held, covering both physical and online activities, so that the heart of love and filial piety is not affected by the epidemic and the restrictions of time and place, and through the operation of the social media platforms, the total number of people reached has exceeded 10,000, so that love is uninterrupted and filial piety does not stop. Adopting the theme "Make Accompaniment A Part of Everyday Life," the initiative integrates the workplace into daily life by inviting employees' elderly family members to participate in welfare committee events and activities categorized under the five aspects of daily life: food, clothing, housing, transportation, and recreation. These activities are designed to be family-inclusive, enhancing the interaction between employees and their families and embodying the spirit of filial piety.

iFilial Piety SPIL Quarterly Issue



iFilial Piety SPIL Quarterly Issue – Employee contributions



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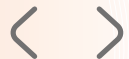
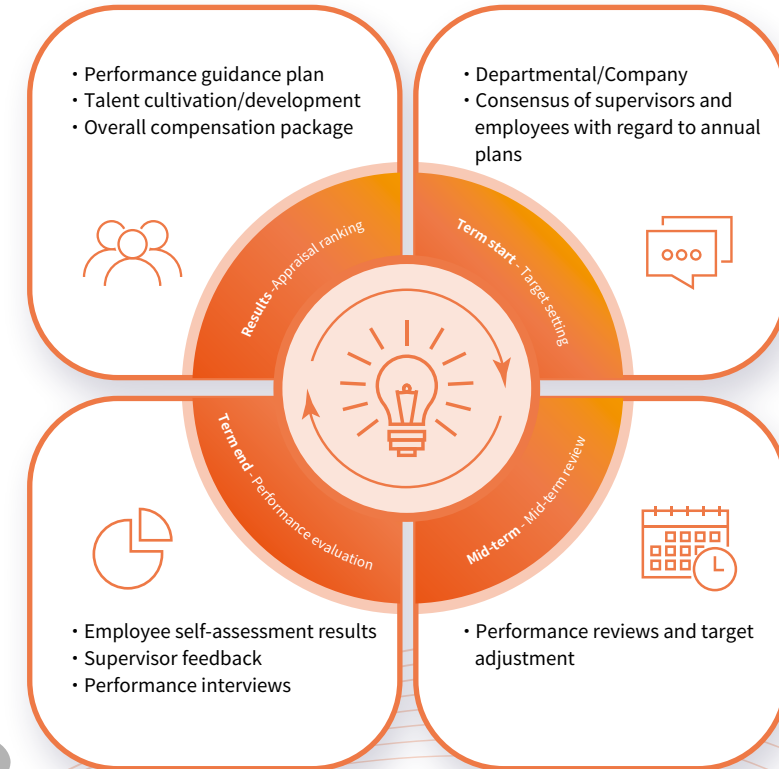
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6. Promotion of the culture of filial piety

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

Sound performance management system



6.3 Talent Attraction and Retention

1. Talent recruitment policies and methods

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

SPIL complies with the Labor Standards Act, the Act of Gender Equality in Employment, the Employment Service Act and other applicable laws and regulations. We prioritize hiring local residents from the regions where we operate. By expanding the scope of industry-academic collaborations, the Company actively promotes internship programs, joint industry-academic classes, and potential talent scholarships for core groups. This strategy aims to establish a long-term, stable, and high-quality talent pipeline. Additionally, the company regularly reviews market salary trends to ensure that its compensation remains competitive. Furthermore, in addition to strengthening the recruitment and development of local talent, SPIL is also actively expanding its efforts to recruit overseas Chinese students and develop the overseas English-speaking talent market. This approach enhances the diversity of its talent pool and boosts its international competitiveness.

SPIL recruits talents through diverse channels, including the Internet (47%%), industry-academia collaborations (32%), and employee referrals (21%).

2023 SPIL Talent Recruitment Channels

Recruitment channel	Method
Internet	SPIL talent recruitment website, job banks, social media
Employee referrals	Encourage referrals from friends and family as well as the rehiring of former employees
Industry-Academia Collaboration	- Organization of talent recruitment information meetings on major campuses - Industry-Academia Collaboration Class, Internship Programs

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2. Employee distribution

In 2023, SPIL had a total workforce of 21,769. R.O.C. nationals and non-R.O.C. nationals accounted for 85.8% and 14.2%, respectively. Broken down by position category, skilled, technical and clerical, and managerial positions accounted for 45.0%, 45.1%, and 9.9%, respectively. Due to the fact that integrated circuit packaging testing is a high-precision industry, technical personnel must possess professional knowledge and skills in the field of science and engineering. Since a large majority of the students enrolled in polytechnic colleges are male, 86.4% of the technical personnel of the Company are male. In 2023, the Company had 1,501 new hires, which constituted 6.9% of all employees. Male and female employees accounted for 68.1% and 31.9%, respectively.

2023 SPIL employee distribution statistics

Category	Section	Male		Female		Total	
		Number	Ratio (%)	Number	Ratio (%)	Number	Ratio (%)
Position Category	Managerial position	1,481	6.8%	675	3.1%	2,156	9.9%
	Technical position	7,540	34.6%	1,187	5.5%	8,727	40.1%
	Clerical position	321	1.5%	761	3.5%	1,082	5.0%
	Skilled position	2,359	10.8%	7,445	34.2%	9,804	45.0%
	Subtotal	11,701	53.8%	10,068	46.2%	21,769	100.0%
Working Region	Taiwan	9,011	41.4%	8,477	38.9%	17,488	80.3%
	Mainland China	2,690	12.4%	1,591	7.3%	4,281	19.7%
	Subtotal	11,701	53.8%	10,068	46.2%	21,769	100.0%
Age	Below 30	2,508	11.5%	1,498	6.9%	4,006	18.4%
	30-50 years old	8,646	39.7%	7,602	34.9%	16,248	74.6%
	Above 50	547	2.6%	968	4.4%	1,515	7.0%
	Subtotal	11,701	53.8%	10,068	46.2%	21,769	100.0%
	Average	37.3	-	38.8	-	38.0	-
Average seniority		9.3	-	10.2	-	9.7	-
Gender subtotal		11,701	53.8%	10,068	46.2%	21,769	100.0%

Note 1: The number of employees for 2023 is calculated based on those actively employed as of December 31, excluding temporary workers.

Note 2: In 2023, SPIL had a total of 1,308 non-employee workers engaged in production, and 4,323 non-employee workers involved in engineering, equipment, cleaning, security, catering, and sales. There are no indirect non-employee workers.



Distribution of new hires in 2023^{Note1}

Category	Section	Male		Female		Total	
		Number	Ratio (%)	Number	Ratio (%)	Number	Ratio (%)
Position Category	Managerial position	36	2.4%	4	0.3%	40	2.7%
	Technical position	652	43.4%	112	7.5%	764	50.9%
	Clerical position	9	0.6%	51	3.4%	60	4.0%
	Skilled position	325	21.7%	312	20.7%	637	42.4%
	Subtotal	1,022	68.1%	479	31.9%	1,501	100.0%
Working Region	Taiwan	206	13.7%	81	5.4%	287	19.1%
	Mainland China	816	54.4%	398	26.5%	1,214	80.9%
	Subtotal	1,022	68.1%	479	31.9%	1,501	100.0%
Age	Below 30	773	51.5%	323	21.5%	1,096	73.0%
	30-50 years old	244	16.3%	154	10.3%	398	26.5%
	Above 50	5	0.3%	2	0.1%	7	0.5%
	Subtotal	1,022	68.1%	479	31.9%	1,501	100.0%
Gender subtotal		1,022	68.1%	479	31.9%	1,501	100.0%

Note: 1. New hires (incl. hired foreign nationals): are defined as employees whose employment started in the respective year
2. Ratio of new hires to total staff = New hires/Total workforce

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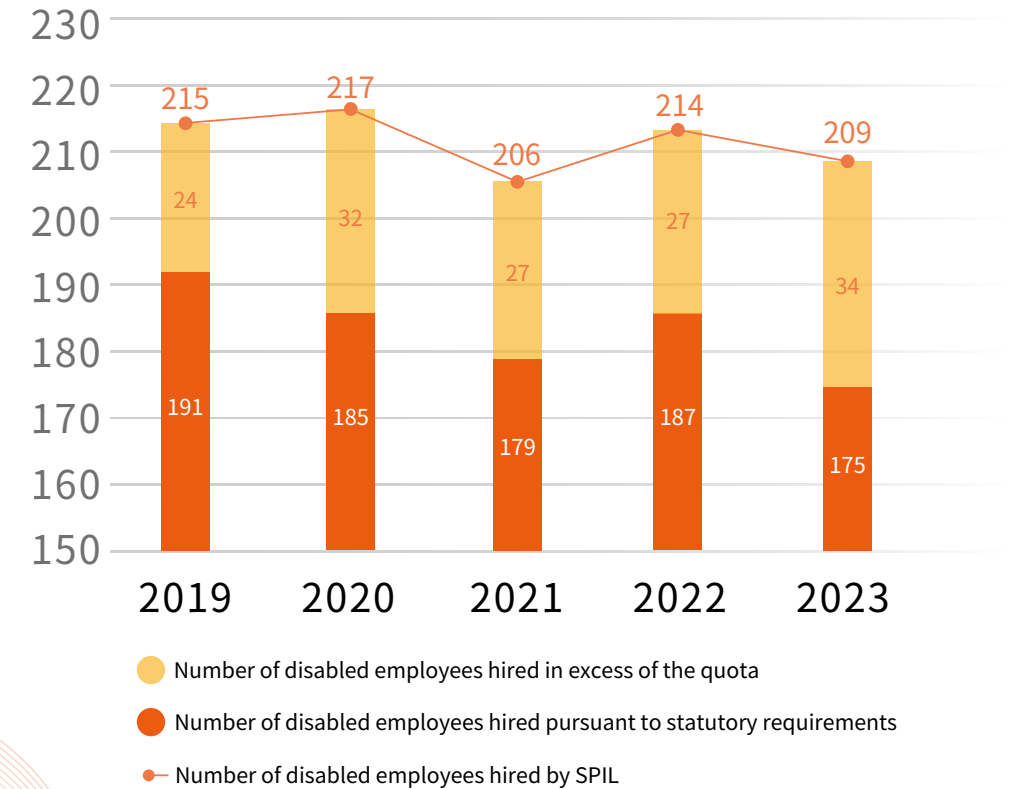
3. Hiring and assistance for physically disabled employees

SPIL has placed high emphasis on the employment of individuals with mental or physical disabilities over many years. The Company cooperates with local employment service stations and Sound Shine Association in an effort to provide full assistance for such job seekers and help them find the most suitable position in the Company. The People with Disabilities Rights Protection Act stipulates that one disabled person must be hired for every 100 employees. SPIL's senior executives have issued instructions that the target must be set at 10%, which exceeds the aforementioned legally prescribed quota for the employment of disabled persons (not applicable to the Siliconware Technology Limited). Over the past five years, this quota has been constantly exceeded with the goal of fulfilling the Company's corporate social responsibility by looking after the families of disabled workers and providing job opportunities for them. In 2023, the hiring ratios for individuals with disabilities were as follows: 45% with physical disabilities, 31% with visual, hearing, or speech impairments, 10% with major organ disabilities, and 14% with other types of disabilities. At the same time, the Company has implemented a mutual care system and offers monthly disability allowances for employees who hold disability cards to ignite their passion for their work.

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

Distribution of new hires in

Category	2019	2020	2021	2022	2023
Number of disabled employees hired pursuant to statutory requirements	191	185	179	187	175
Number of disabled employees hired by SPIL	215	217	206	214	209
Number of disabled employees hired in excess of the quota	24	32	27	27	34



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4. Employee turnover rate

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

The average turnover rate in 2023 was 0.7%, which is more stable than the average rate of 1.0% for the most recent three years. The primary challenge has been the poor external economic climate, leading employees to be more cautious about changing jobs. SPIL remains committed to focusing on employee care, providing a friendly work environment that fosters job satisfaction and a positive workplace culture.

SPIL employee turnover rate in 2023

Category	Section	Number	Ratio
Total number	Male	964	50.5%
	Female	946	49.5%
	Total	1910	100%
Age	Below 30	821	43%
	30-50 years old	991	52%
	Above 50	98	5%

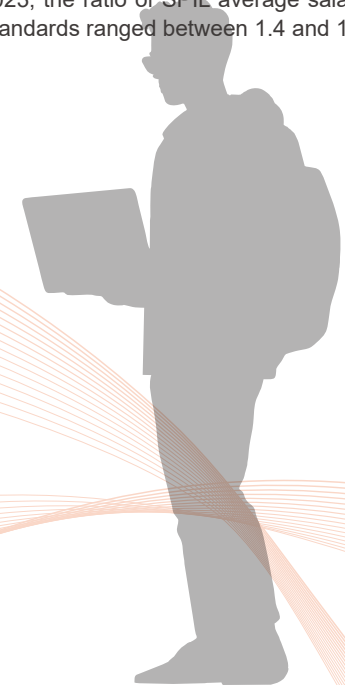
5. Compensation and benefits

(1) Market-oriented compensation and reward system

The provision of excellent quality and rapid services is a basic requirement of the hi-tech industry. Employee stability is therefore extremely important. We place a stron(1) Market-oriented compensation and reward system

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

In 2023, salary standards were raised in consideration of factors such as rising commodity prices, market salary trends, profitability of the Company, Taiwan Consumer Price Index, and individual work performance to motivate our employees and show concern for their daily lives. In addition, SPIL is the first enterprise in central Taiwan to adopt an employee remuneration system that prescribes the appropriation of 10% of distributable surpluses for employee remuneration to share business results with employees. In 2023, employee remunerations totaled NT\$ 3.04 billion. In 2023, the ratio of SPIL average salaries for rank-and-file employees to local minimum wage standards ranged between 1.4 and 1.8.



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(2) Thoughtful unpaid parental leave measures

SPIL actively supports the unpaid parental leave policy of the government through the adoption of the following five major measures: "job guarantee", "substitute manpower", "application for labor insurance allowances", "resumption & handover period" and "early application for resumption of duties". Since the official promulgation and enforcement of the unpaid parental leave system on March 8, 2002, the number of applicants has gradually increased. As of the end of 2023, over 3,000 employees have applied for unpaid parental leaves, which represents a top ranking among domestic enterprises. In 2023, a total of 268 employees applied for unpaid parental leaves (male and female employees accounting for 28% and 72%, respectively). The average return and reinstatement rate is about 84.6%, and the main reason for not returning to work is that employees choose to prioritize family commitments.

Five major measures related to unpaid parental leaves



SPIL unpaid parental leave statistics

Leave type/category		Year	2023
Number of employees entitled to unpaid parental leaves ^{*1}	Male		648
	Female		345
Total number			993
Number of applications for unpaid parental leaves ^{*2}	Male		75
	Female		193
Total			268
Number of employees who have resumed their duties after unpaid parental leaves	Male		42
	Female		112
Number of employees expected to resume their duties in the respective year	Male		49
			134
Unpaid parental leaves/reinstatement rate ^{*3}	Male		85.7%
	Female		83.6%
Employees who took parental leave in the previous year and returned to their positions, remaining employed as of the end of 2022.	Male		55
	Female		100
Number of employees who resumed their duties in the previous year	Male		61
			115
Unpaid parental leaves/retention rate ^{*4}	Male		90.2%
	Female		87%

Notes:

- Number of employees entitled to unpaid parental leaves: This is the number of employees who took maternity or paternity leave from 2021 to 2023 and remained employed as of 2023/12/31.
- Number of employees on unpaid parental leaves: Number of employees who did not report for work in the respective year due to unpaid parental leaves as of 2023/12/31.
- Reinstatement rate= Number of employees who have resumed their duties after unpaid parental leaves in the respective year/Number of employees expected to resume their duties in the respective year.
- Retention rate= Number of employees who have served continuously for one year after returning from unpaid parental leaves in the previous year/Number of employees who resumed their duties in the previous year.

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(3) All-inclusive insurance policy

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

(4) Sound pension system

SPIL provides every employee with insurance pursuant to local laws and regulations. In Taiwan, the Company not only provides labor and national health insurance for every employee but also offers a group insurance option. Employees can choose between the new and old pension systems. For employees who select the new system, 6% of their monthly salaries are appropriated and deposited in an individual labor pension account. For employees who select the old system and those who select the new system but wish to retain their seniority accrued under the old system, a Pension Supervisory Committee has been formed pursuant to relevant laws and monthly contributions are made to the labor retirement reserve fund to make the necessary provisions for their lives after retirement.

SPIL's pension system is structured as follows: Pursuant to the Labor Pension Act, 6% of monthly salaries are appropriated and deposited in an individual labor pension account for employees who select the new system. For employees who select the old system and those who select the new system but wish to retain their seniority accrued under the old system, a Pension Supervisory Committee has been formed pursuant to relevant laws and monthly contributions are made to the labor retirement reserve fund to make the necessary provisions for their lives after retirement. Prior to the end of every fiscal year, the balance of the labor retirement reserve fund special account is determined to ensure that it is sufficient to make pension payments due to workers who are expected to meet the retirement criteria in the following year. The Company's subsidiary in China makes monthly contributions to employees' personal social insurance accounts according to the ratios (21.15% for employers, 10.5% for individuals) prescribed in the Social Insurance Law of the People's Republic of China.



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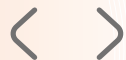
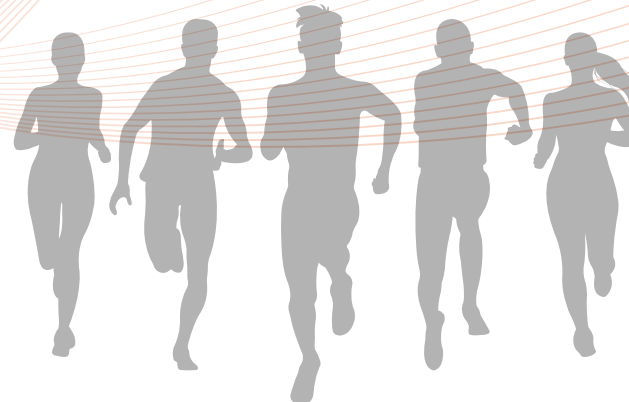
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6. Promotion of work-life balance

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

Activity name	Results
2023 SPIL Environmental Public Beach Cleanup	Approx. 637 participants
2023 Cool Summer ~ Happy Tour of Janfusun Fancyworld	Approx. 17,102 participants
2023 SPIL Picnic Day - Fun on the Grass	Approx. 6,477 participants
2023 SPIL Plant Craft Workshop	Approx. 1,253 participants
2023 Starry SPIL Movie Night	Approx. 3,979 participants
2023 Dried Flower Diffuser Stone Workshop	Approx. 110 participants
2023 SPIL Barbecue Party at Pushin Ranch	Approx. 1,295 participants



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(1) SPIL's Amusement Park Day

The most popular event day trip event among employees. In 2023, employees voted to hold the event at Janfusun Fancyworld in Yunlin County. Employees and their families enjoyed rides on Taiwan's tallest Ferris wheel, explored the theme park and water park attractions, and participated in fun challenge games. This allowed children to experience a rare and delightful day of relaxation and enjoyment.



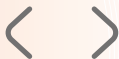
(2) Handcraft Workshops

The "Plant Craft, Beautiful Micro Forest" workshop taught participants how to identify and care for different types of succulents, explore plant decoration art, create unique plant designs, and feel a deep connection with nature. This activity helped soothe physical and mental fatigue and allowed participants to craft their own heartwarming and healing plant arrangements.



(3) Environmental Public Service Activities

In response to ESG environmental policies, employees and their families participated in a beach cleanup at Da'an Beiti Beach. The activity promoted environmental protection, reducing plastic use, and ecological conservation, helping to restore the vitality of the ocean and support sustainable environmental development. The event also provided educational fun about environmental protection for participants.



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(4) SPIL Arts and Cultural Events

In 2023, SPIL organized an outdoor starry sky cinema event featuring globally acclaimed animated films combined with interactive experience booths, charity raffles, invoice donations, and food exchanges. Families enjoyed popcorn and relaxed under the stars, watching movies on a big screen and chatting freely, creating warm and loving moments. These events fostered family harmony and created beautiful memories, blending life with art and culture.



(5) Club activities

SPIL has various clubs spanning the fields of exercise, dance, literature, and charity. Employees can participate in club activities in their spare time to develop mutual friendships, cultivate their interests, learn new skills, relieve their stress, and soothe their fatigue. SPIL also provides funding subsidies for clubs, encouraging the establishment of clubs, organizing activities, maintaining regular operations, and promoting their development and growth.



Cycling Club



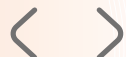
Dragon Boat Club



Basketball Club



Tennis Club



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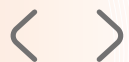
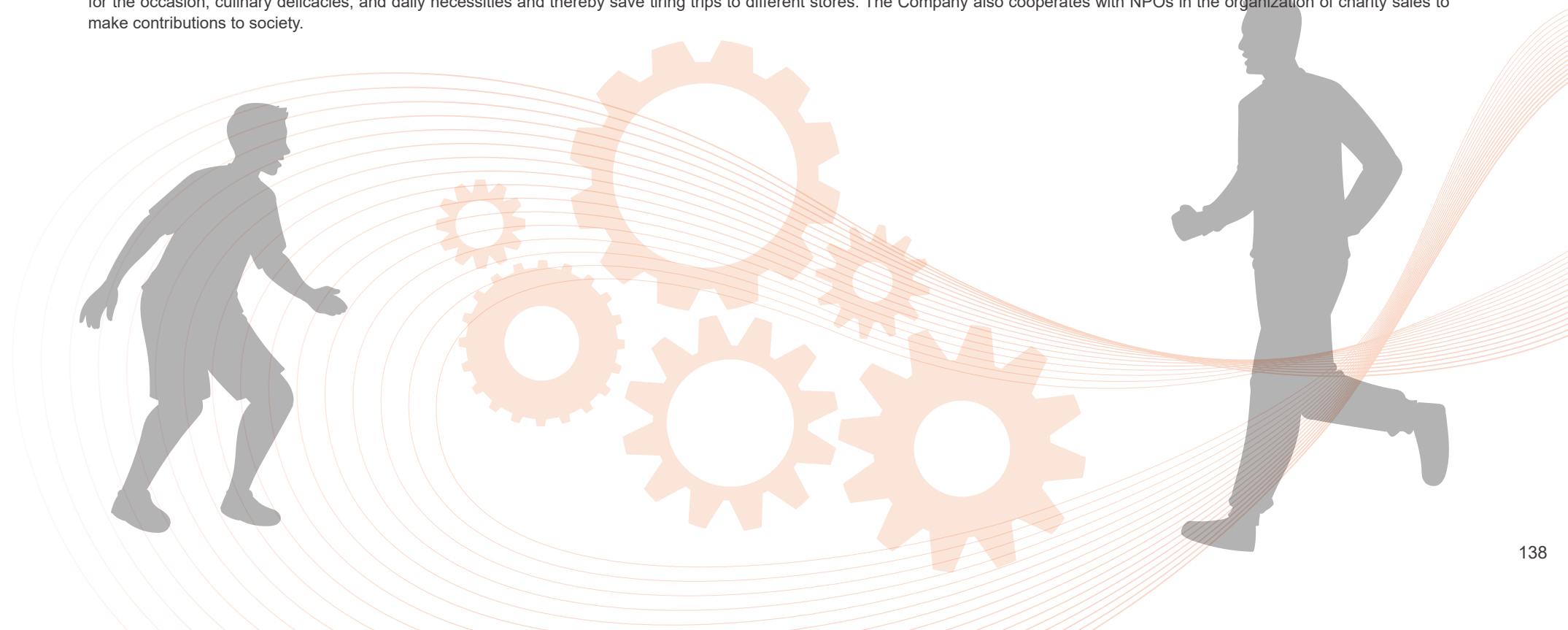
(6) Comprehensive leisure facilities

Adequate leisure activities help maintain physical and mental health, promote mutual friendships, and enhance work performance. SPIL offers comprehensive recreational facilities, including a gym, aerobics room, table tennis area, billiards area, and KTV rooms. These facilities are available for individual use by employees and also provide a suitable and safe space for clubs to hold various activities.

(7) Powerful Solidarity of the SPIL Family

SPIL harnesses the power of its employees to request special discounts and promotional activities from businesses. These benefits are even extended to employees' friends and family, creating a large and powerful SPIL Family network.

- Partner stores: With over 10,000 partner stores, SPIL offers a wide range of discounts covering food, clothing, housing, transportation, education, entertainment, and more. Employees and their friends and family can enjoy these benefits anytime, making it a valuable money-saving resource for them!
- SPIL negotiates annual discounted ticket prices with vendors, allowing employees to use employee welfare funds to regularly purchase various discounted tickets. Vendors are required to provide performance guarantees, ensuring that employees and their friends and family can enjoy these benefits without any concerns.
- With a view to ensuring hassle-free, convenient shopping, the Company organizes sale events during the lunar new year season and on the Dragon Boat and Moon Festivals. Various businesses are invited to showcase their products at these events. Staff members are not only entitled to exclusive discounts. Still, they can also enjoy one-stop shopping for products for the occasion, culinary delicacies, and daily necessities and thereby save tiring trips to different stores. The Company also cooperates with NPOs in the organization of charity sales to make contributions to society.



6.4 Occupational Safety and Health

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1. Employee care

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

(1) Health care

• Employee health checks

Annual health checks and special exams for employees engaged in operations that pose special health hazards are administered to implement healthcare for employees. Such operations include work tasks involving the handling of alkane, arsenic, manganese, and other compounds, chromic acid and other salts, nickel and its compounds, and mercury and inorganic compounds. In 2023, special health check personnel in the Taiwan facilities numbered 181. The result of these exams was first-degree management and anomalies not associated with occupational factors were determined based on the results of special operation health checks. A total of 414 workers in the Siliconware Technology Limited were examined, 2 occupational contraindications were detected and anomaly handling forms were issued. Relevant work contents have been adjusted accordingly.

In addition to complying with legally mandated health check items, SPIL has included additional screenings such as intraocular pressure and oxalate transaminase tests. The company covers the full cost of these additional tests. In 2023, the total number of people who underwent health checks at the Taiwan plant reached 9,822, and 1,948 at Siliconware Technology Limited, with a 100% completion rate. For items with higher risk identified in the results, the company arranges for doctors to visit the plant to provide health consultations and guidance.

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

Annual health checks



• Health management system

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

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



Health management platform



Past personal health check records



Mother & Baby Special Section



Employee Life Service Program - EAP Section



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Employee Assistance Program (EAP)

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

The main dimensions of EAP are "work", "life", and "health". The work dimension refers to management strategies, work adjustment, and career assistance. The life dimension aims to provide counseling to assist employees in the resolution of personal issues such as interpersonal relations, marriage and parenting, family care, and financial and legal issues that could affect their work performance. The health dimension strives to assist employees in maintaining their personal health and enhancing their work and life quality by providing various health and medical facilities and services at work locations. SPIL officially established a psychological counseling room at the Taiwan plant, staffed by professional psychologists who provide regular on-site services. In 2023, a total of 74 employees received services. The counseling topics included physical and mental health issues, stress management, emotional adjustment, career and work concerns, interpersonal relationships, romantic relationships, and family problems. Employees received substantial help and expressed high satisfaction with the services provided. Heart-warming and inspirational stories are posted on the dedicated internal "EAP" (Employee Assistance Program) website on a regular basis for the benefit of employees and EAP service channels and services by resident psychologists are constantly promoted and popularized.

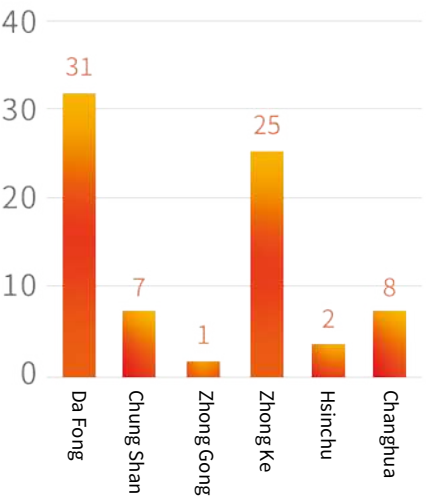


Announcement poster of psychological counseling services

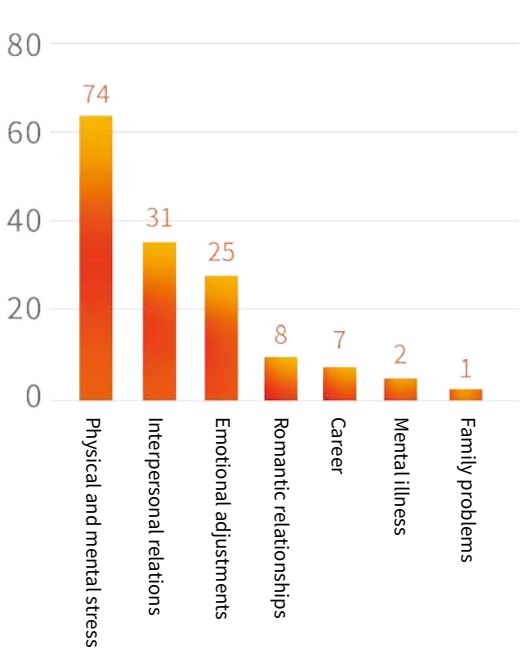


Announcement poster of psychological counseling services

Number of psychological counseling sessions provided in 2023



Psychological counseling topics in 2023



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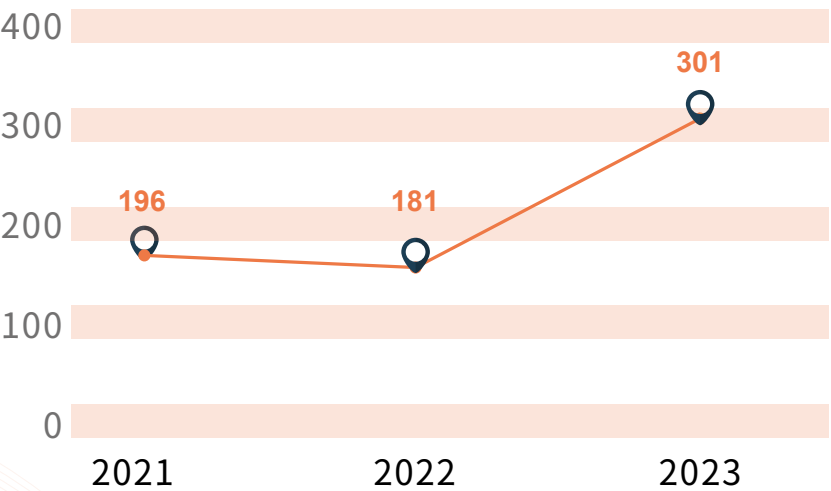
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• Prevention of work overload

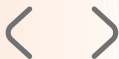
The Taiwan facilities have identified medium- and high-risk groups based on the results of annual health check data analysis and established overtime control and warning mechanisms to prevent work overload. As employee overtime work conditions approach the preset warning values, the system automatically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

The number of individuals identified as being in the medium to high-risk group was 693. After receiving one-on-one on-site medical consultations and individual health education guidance or adjustments to their work patterns as part of case management measures, 301 individuals were removed from the high-risk category. This represents an improvement compared to the previous year, demonstrating effective outcomes. SPIL will continue to monitor and follow up on health check-ups and re-examinations to track the health status and risk level improvements of employees.

At-risk groups - Number of individuals removed from monitoring



Work overload assessment and counseling



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(2) Healthy workplace

● Prevention of work overload

In 2023, SPIL's Taiwan Facilities collaborated with the Master's program in Occupational Safety and Health at China Medical University to apply ergonomics principles in evaluating and improving production line processes. This partnership aimed to prevent musculoskeletal disorders resulting from repetitive tasks.

To achieve tangible and efficient results, both faculty and students actively participated in observing operational processes, analyzing the tools and tasks executed by workers, and carefully selecting the most suitable evaluation tool, the "Key Indicators Method (KIM)," to pinpoint ergonomic hazards and evaluate associated risks. From this comprehensive study, they derived 30 actionable recommendations, including elevating cart heights, minimizing material handling frequencies, lowering workstation heights, crafting ergonomic-friendly material boxes, and optimizing material loading angles for employees.

The overarching objective remains to consistently ensure a safe working environment and minimize ergonomic hazards. Through the utilization of improvement suggestions sourced from the ergonomics course and subsequent discussions with production line supervisors, the risk levels were successfully lowered from high load (≥ 100) by 50% to a moderate-low load range (20-50). This improvement significantly enhanced operational ease for 388 employees spread across four stations, a workforce equivalent to that of nearly two small to medium-sized enterprises. The collaboration with China Medical University aimed to significantly reduce ergonomic hazards and musculoskeletal strain caused by the work environment and equipment. Future phases will consider incorporating human-machine collaboration into ergonomics improvements to create a comfortable and friendly working environment.

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



Ergonomics Industry-Academia Collaboration -
Department of Occupational Safety and Health,
China Medical University



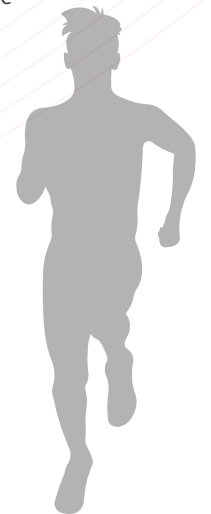
Observation of operations associated with
musculoskeletal hazards



Measurement of working heights



Occupational physician demonstration of stretching
exercises on the production line



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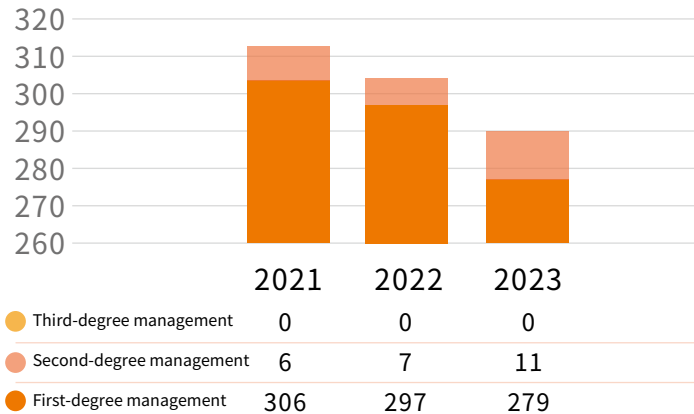
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● Protection of maternal health at the workplace

SPIL is firmly committed to protecting female workers and care for the health of mothers and infants. Education on work tasks not suitable for female workers within one year after pregnancy and childbirth. Risk assessment charts are filled out by each unit on a regular basis each year. Professional physicians carry out an assessment and classified management. In 2023, a total of 290 female employees benefited from maternal protection management (incl. tocolysis and unpaid parental leaves) in the Taiwan facilities. 11 individuals were determined to require level 2 management upon consultation with a physician. Adopted protective measures included work adjustments to prevent lifting heavy objects and adding tasks that can be performed while sitting to prevent standing for long periods. The Siliconware Technology Limited has also implemented the filling out of risk assessment charts by each unit. The survey results indicate no cases of level 3 management. Health checks at hospitals and consultations with physicians are scheduled during the early stages of pregnancy and after childbirth.

Maternal protection management cases



Maternal protection pregnancy counseling



Maternal protection and postnatal care guidance

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



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(3) Health promotion

• Planning of health promotion activities

The main criteria for planning annual health promotion activities include analysis results from employee health checkups, employee needs surveys, occupational safety and health laws, and coordination with public welfare events. The main benefit lies in the provision of health information and promotion of healthy behavior and thereby achieve the goal of disease prevention. Based on the results from employee health checks, which identified overweight and abnormal blood lipid levels as prevalent health issues, SPIL has taken proactive steps to address these through various health promotion activities: Accompanied by adjustments in employee cafeteria meals to foster healthier eating habits, such as adopting steaming, boiling, and braising as cooking methods, reducing fried dishes to less than half of the main courses; incorporating diverse whole grains like mixed grain rice and black rice; and enhancing high-quality protein intake by adding fish as a main dish. This creates a friendly dining environment, ensuring employees eat safely and healthily.

Additionally, other health promotion activities have been implemented, including flu and pneumonia vaccination drives, blood donation events, and free hepatitis B screenings for employees, all of which have been highly rated by colleagues.



Highlights of Health and Nutrition Education Activities



Healthy Diets: My Plate



Pneumonia vaccinations



Blood donation drives



Hepatitis B/C Screening Highlights



Influenza vaccinations



SPIL Blood Donation Drive



Free Hepatitis B/C Screening



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2. Occupational Health and Safety Management System

SPII has acquired and maintains the "ISO 45001: Occupational Health and Safety Management Systems (OHSMS)" certification. The management scope includes all work operations involving controls by the organization, execution of operations, or actual operations. Occupational health and safety management rules have been formulated in accordance with the spirit of the system. Planning and assessments of OHS risks, opportunities, and actions are carried out with the ultimate goal of reducing occupational injuries of workers through effective management. Additionally, through internal audits and face-to-face interactions with audited units, the Company actively promotes awareness of key occupational safety and health issues to ensure that information is effectively communicated. This includes conducting various types of safety and health education training as well as emergency response drills. These efforts aim to establish correct safety and health concepts and knowledge among all workers, reducing occupational risks and implementing environmental safety and health management. By continually creating a safer and more welcoming work environment, the company fosters a culture of safety, which not only enhances work efficiency and quality but also fulfills its corporate social responsibility.

(1) Management System Operations

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

Ratio of labor representatives in ESH Committees

Facility	Da Fong Facility	Chung Shan Facility	Zhong Ke Facility	Hsinchu	Changhua	Zhong Gong	Keya East	Zhong Ke Facility II	Siliconware Technology Note
Number of labor representatives	6	5	7	7	7	4	4	4	150
Number of committee members	15	14	21	21	19	9	12	12	-
Ratio of labor representatives	40%	36%	33%	33%	37%	44%	33%	33%	-

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



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

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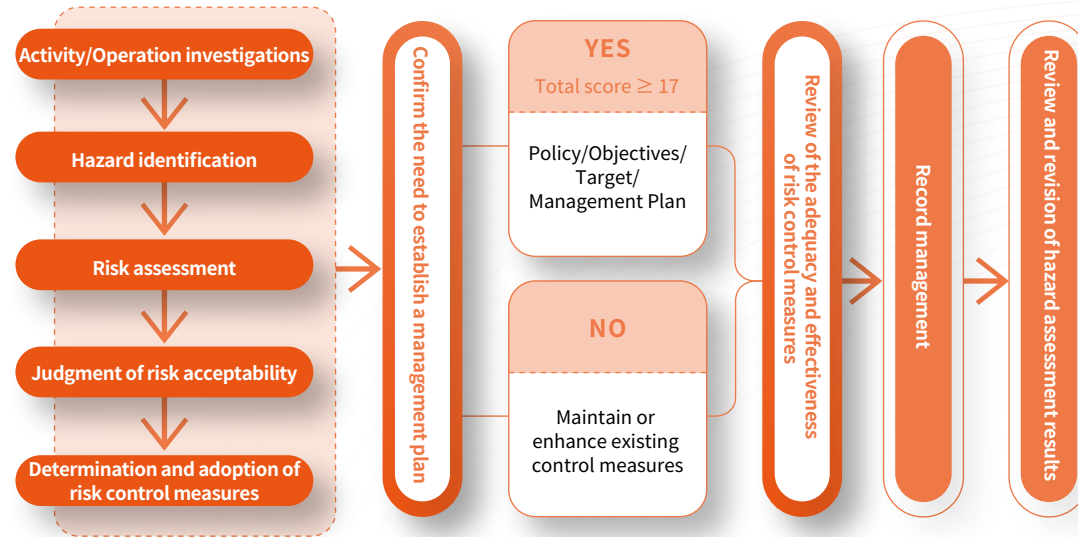
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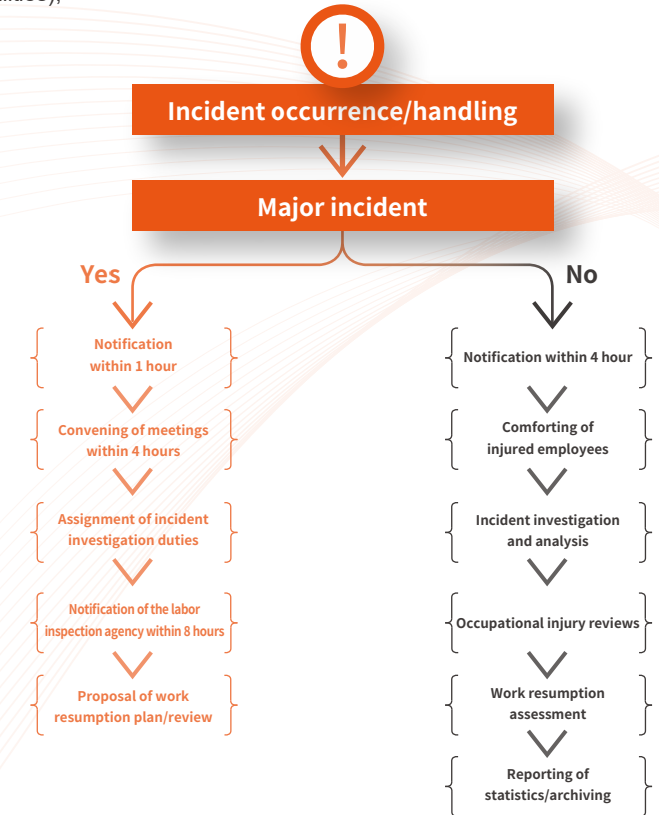
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(2) Hazard Identification, Risk Assessment, and Incident Investigation (description of processes)

A Hazard Identification and Risk Assessment System has been set up to analyze potential hazard sources and impacts of plant activities, products, and services. Comprehensive inspections are carried out on an annual basis. Risk assessment procedures are initiated instantly in the respective facility in case of relevant legal changes, process and operating activity modifications, the occurrence of abnormal incidents, and audit deficiencies. Immediate risk control measures are adopted for high-risk operations to minimize risks present in the work environment. In 2023, the assessment identified a total of 679 unacceptable risks. To address these, 17 targeted management plans were developed. The progress of these plans is tracked and controlled on a quarterly basis. For other operational activities not covered by these plans, existing control measures, such as supervisory monitoring, are employed to manage the risks.



SPIL has formulated sound incident handling procedures. In case of occurrence of major incidents as defined by law, reports are delivered and meetings to determine emergency response measures are convened within one hour. This also involves the initiation of incident investigations and task assignments. The labor inspection agency is notified within eight hours. Investigations and work resumption plan reviews are conducted pursuant to the regulations of the competent authority. Effective corrective action is adopted based on identified root causes and applied to all facility areas in a synchronized manner. In addition, reviews and revisions are carried out with regard to hazard identification and risk assessment results and thereby prevent recurrence of incidents at the source. In 2023, SPIL facilities reported no major accidents (fatalities),



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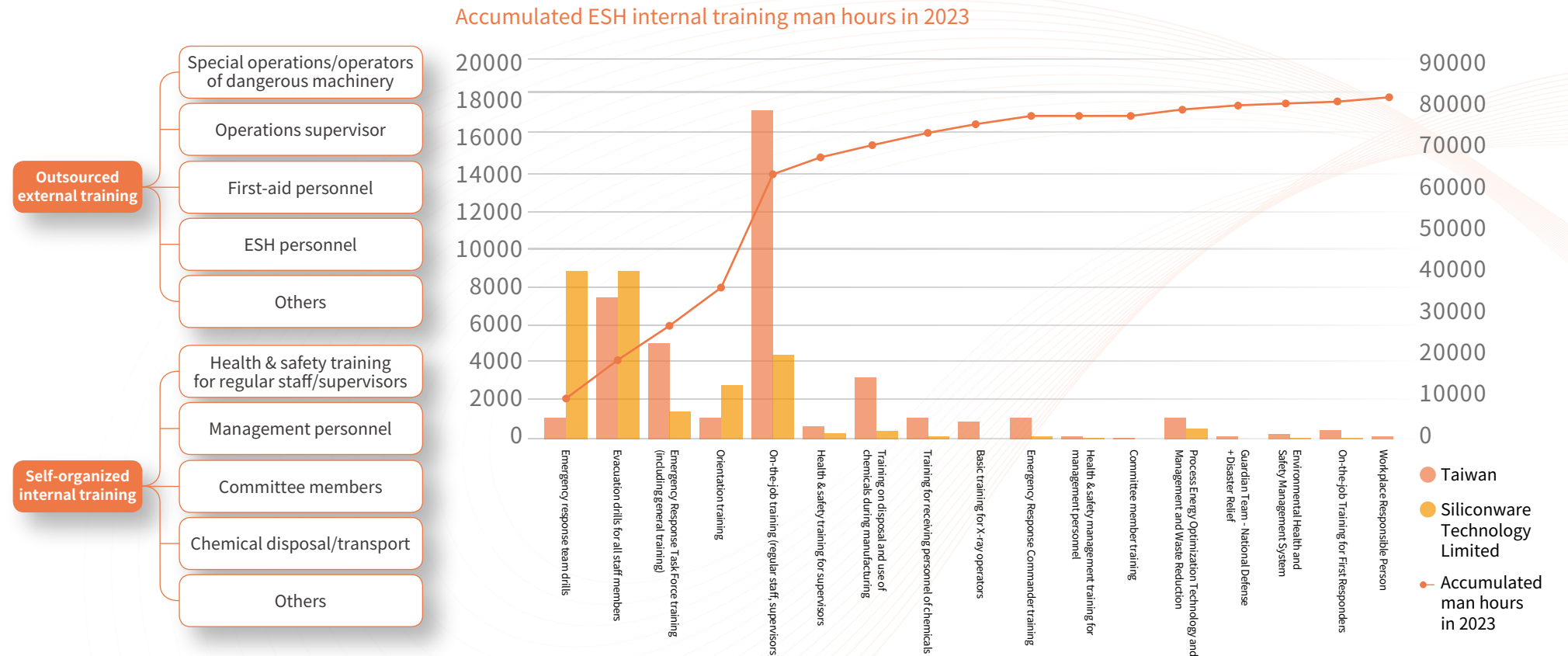
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(3) Occupational Safety & Health Education and Training

SPIL has adopted a comprehensive internal & external training plan to provide its employees with professional health & safety knowledge and accident prevention abilities. Personnel are dispatched on a regular basis to attend legally prescribed license training courses for operators and operations supervisors. The validity of such licenses is continuously maintained. Internal training courses on emergency response, general health & safety concepts, use and disposal of chemicals, and supervision of operations are organized to cultivate emergency response abilities and inculcate safety concepts in workers and thereby reinforce their safety awareness. Additionally, we conduct safety and health education training for managers, enabling them to understand their responsibilities and duties within the organization. This training also covers how to employ effective management techniques to reduce the occurrence of incidents and accidents.

In 2023, to enhance skills in air raid sheltering and disaster relief assistance, a national defense protection group training course was organized within the factory according to the existing emergency response organizational structure. This training aimed to strengthen the self-defense capabilities and support for military duties of the response personnel. Additionally, to improve construction management and supervision systems, training courses were introduced for workplace managers. These courses ensure that workplace supervisors understand their responsibilities upon approving construction projects, including their safety and health obligations.

Total ESH training hours amounted to 78,754 hours, which included e-learning courses. This course format allows workers to absorb health and safety knowledge without the time and spatial limitations of a physical classroom.



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(3.1) Emergency Response Training

To ensure that all emergency response team members maintain their knowledge of response procedures and the operation of various emergency equipment, we conduct skill training sessions for the emergency response team on a semiannual basis. These sessions help team members fully understand their roles and responsibilities, as well as enhance their skills in using emergency equipment. This training ensures that in real-life situations, they can effectively apply their expertise to minimize accidents, injuries, and impacts. Additionally, to ensure that there are sufficient personnel available to respond at any time, each facility conducts a comprehensive self-review of the completeness of its emergency response team setup. This includes expanding the team size and completing the necessary training to ensure readiness and capability across all shifts. Moreover, we have refined our emergency drills in line with the Science Park Administration's annual disaster prevention and response plan. The Zhong Ke Facility, in collaboration with partner manufacturers, conducts complex disaster drills. These exercises include on-site observations and post-drill sharing of experiences and reviews for continuous improvement. This approach enhances overall response safety and efficiency. In 2023, the total number of participants in emergency response training reached 42,078.



Emergency Response Task Force - Rescue training snapshot



Emergency Response Task Force - First-aid training snapshot



Emergency Response Task Force - Evacuation guidance training snapshot



Emergency Response Task Force - Protection training snapshot



Emergency Response Task Force - Communications training snapshot



Emergency Response Task Force - Commander training snapshot



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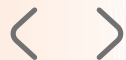
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(4) Chemical Management

(4.1) Chemical Cloud Management System

Dedicated personnel manage cloud data, maintaining a comprehensive database of over 800 Safety Data Sheets (SDS). Whenever a new version of an SDS is obtained, the database is promptly updated to strengthen the management of changes in chemical substances. Linkages of chemical lists to facility floor plans allow real-time queries of information pertaining to different chemicals, usage quantities, and hazard categories to grasp the destinations and usage quantities of chemicals as a key reference for disaster prevention.

In view of the rising strictness and complexity of chemical controls imposed by competent authorities, significant manpower cost savings can be achieved through systematic chemical management. Database modes also help reduce the incidence of misjudgments or other risks. The "Automated Classification of Controlled Substances" feature not only allows for the filtering of substances regulated by various laws but also facilitates the introduction of new chemicals and compares controlled substances across different clients, enabling accurate responses to client-related documentation.

(4.2) Chemical SDS Audits

In 2023, a chemical Safety Data Sheet (SDS) search platform was established, eliminating the need to keep paper-based SDS at computer accessible locations, significantly reducing paper usage and enhancing the convenience of SDS inquiries. To ensure the accuracy of the SDS and labels provided by suppliers, they are required to independently verify the consistency of SDS content and container hazard markings before shipment, thus preventing staff from misjudging the hazards of chemicals. Additionally, a comprehensive inspection of existing chemical hazard markings on containers and SDS content within the facility was initiated. An online training session for chemical suppliers was also held to guide suppliers in fulfilling their responsibilities for source management.

The Green Product Management (GPM) system is used annually to audit SDS, focusing on ensuring SDS are within their validity period, revealing hazardous components' CAS numbers, and thereby reducing the potential risks of unknown substances and enhancing overall chemical safety management.

(4.3) Chemical Registration

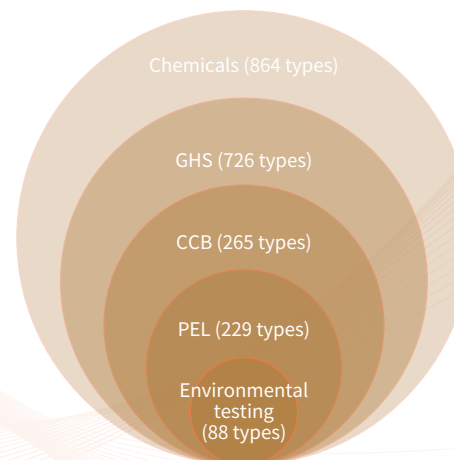
• New and existing chemical substances:

SPII entrusts 21 agents with the phase 1 registration of new and existing chemicals. By the end of 2023, registration of all imported chemicals had been finalized. Online declaration of import quantities had been completed pursuant to the new legal requirements by September 2023. In the future, newly added substances will be handled accordingly.

• Controlled and priority management chemicals:

SPII does not use any highly hazardous, controlled chemicals. The declaration of first and second phase designated lists of priority management chemicals was finalized in September 2023. Registration of chemicals with added operating data was not required this year.

Statistics on restricted chemicals



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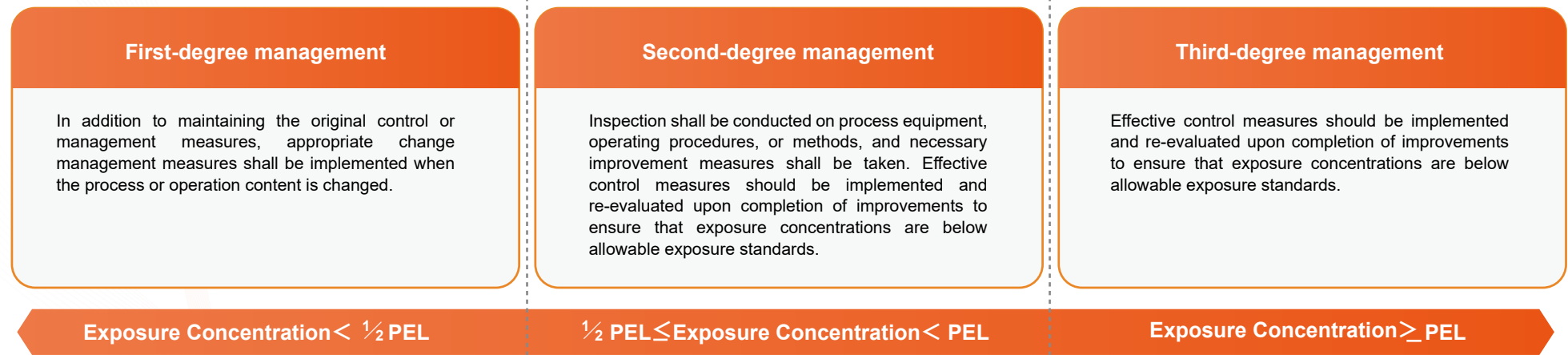
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(5) Operational Environment Monitoring and Exposure Assessment

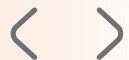
• Monitored substances:

Sampling strategies and plans are duly formulated by industrial and mining hygienists. The results of operational environment monitoring in 2023 all conformed to $<1/2$ PEL (including operations that pose special health hazards: arsenic, manganese, and other compounds, chromic acid and other salts, nickel and its compounds, and mercury and inorganic compounds). First-degree management is implemented for these chemicals. The monitoring results are announced, so that employees can feel more secure about their working environment.



All plants fell within this interval in 2023.

PEL (Permissible Exposure Limit): Permissible Exposure Standards



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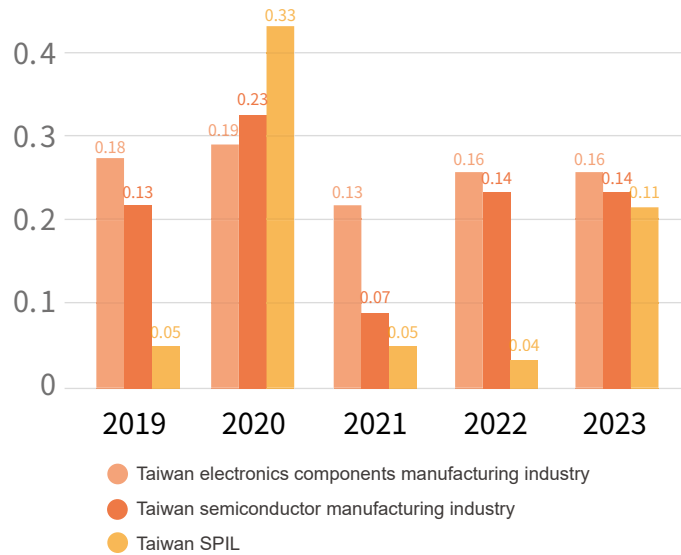
(6) Occupational Accident Statistics (FR, SR)

Occupational accident statistics at SPIL for the year 2023 are calculated according to the Ministry of Labor and the Global Reporting Initiative (GRI standards), focusing on significant disabling injury statistics. The primary data indicators are the disabling injury frequency rate (FR), which measures the number of disabling injuries per million total hours worked, and the disabling injury severity rate (SR), which calculates the number of lost workdays due to disabling injuries per million hours worked (excluding commuting accidents). In 2023, there were 28 cases of employee disabling injuries at SPIL, resulting in a total of 833 lost workdays. SPIL's Frequency-Severity Indicator (FSI) reached 0.09, and there were no occupational diseases reported. All incidents are reported within the respective facility's Occupational Safety and Health Committee, where various measures are reviewed. Simultaneously, inspections and improvements are initiated across other units. Moreover, unusual incidents are reviewed during monthly safety and health technical management meetings, discussed by domestic and international safety experts, and improvement actions are implemented across various factory locations. This approach aims to prevent similar incidents from recurring within SPIL's facilities. The recorded absence rates in 2023 were all below 4%.

Frequency-Severity Indicator (FSI) in 2023

Company	Gender	Disabling Injury Frequency Rate (F.R.)	Disabling Injury Frequency Rate (F.R.)	Disabling Injury Severity Rate (S.R.)
SPIL (Taiwan)	Male	0.54	8	0.06
	Female	0.75	32	0.15
	Total	0.64	19	0.11
Siliconware Technology Limited (China)	Male	0.41	3	0.03
	Female	0.37	17	0.07
	Total	0.39	9	0.05
TOTAL		0.58	17	0.09

Frequency-Severity Indicator (FSI)



Notes:

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

2023 Absence rate (AR) statistics

Company	Gender	Absence rate
SPIL (Taiwan)	Male	1.29%
	Female	2.30%
Siliconware Technology Limited (China)	Male	1.62%
	Female	3.59%

Note:

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



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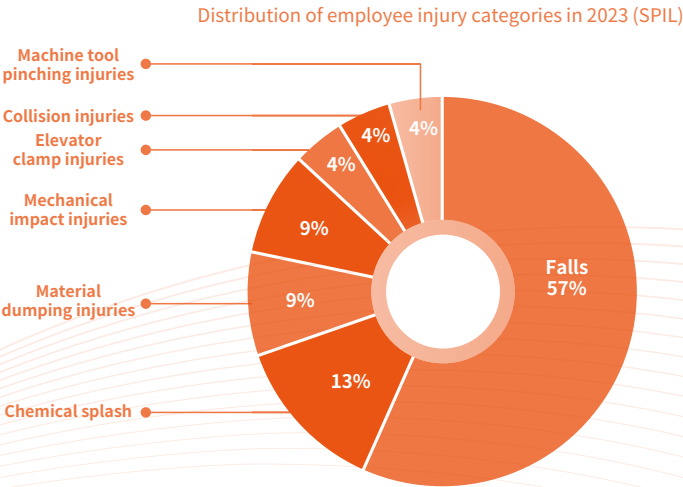
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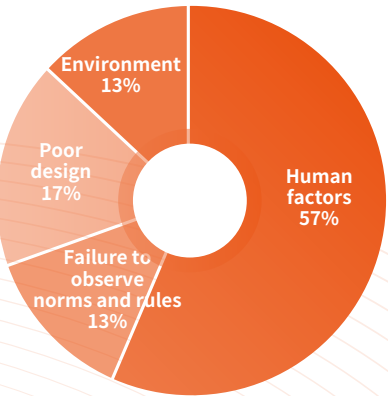
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For SPIL employee accidents in 2023, the highest percentage of injuries was due to falls, reaching 57%. Falls resulting from direct impact with the ground, such as those occurring on stairs or along production lines, tend to require longer recovery times and significantly affect the overall FSI. Incidents of falls, whether occurring in stairwells or along production lines, often result from individuals missing a step or not paying attention to their footing due to haste. To address this issue, we have strengthened safety measures by placing additional warning signs in stairwells and have mandated that departments conduct thorough safety briefings and case studies. This initiative aims to heighten awareness and encourage caution, reducing the likelihood of such accidents.

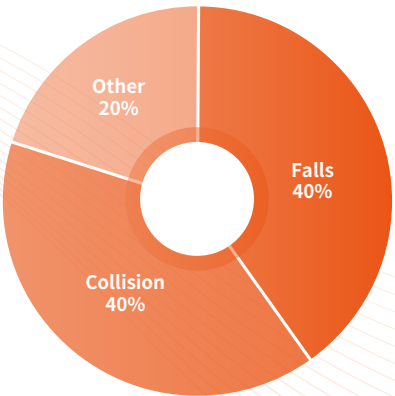


Analysis of personnel incident causes in 2023 (SPIL)

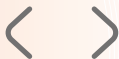
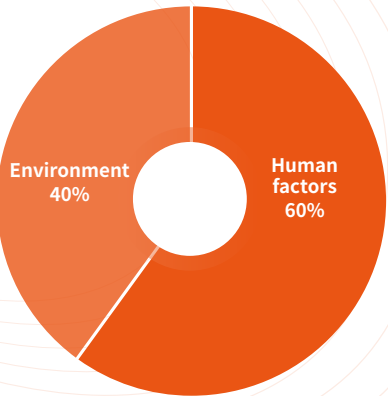


In 2023, SPIL experienced personnel accidents, with falls and collisions each accounting for 40% of injury types. Analysis shows that personal factors were the primary cause of 60% of these incidents, mainly due to individuals losing their balance and falling, as well as not being aware of overhead pipe supports, leading to head injuries. In response, measures have been intensified to promote awareness of the surroundings while walking and discourage the use of mobile phones. Additionally, foam padding has been added to the sharp edges of pipe support frames to enhance safety and prevent similar accidents.

Distribution of employee injury categories in 2023 (Siliconware Technology Limited)



Analysis of personnel incident causes in 2023 (Siliconware Technology Limited)



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(7) Emergency Response

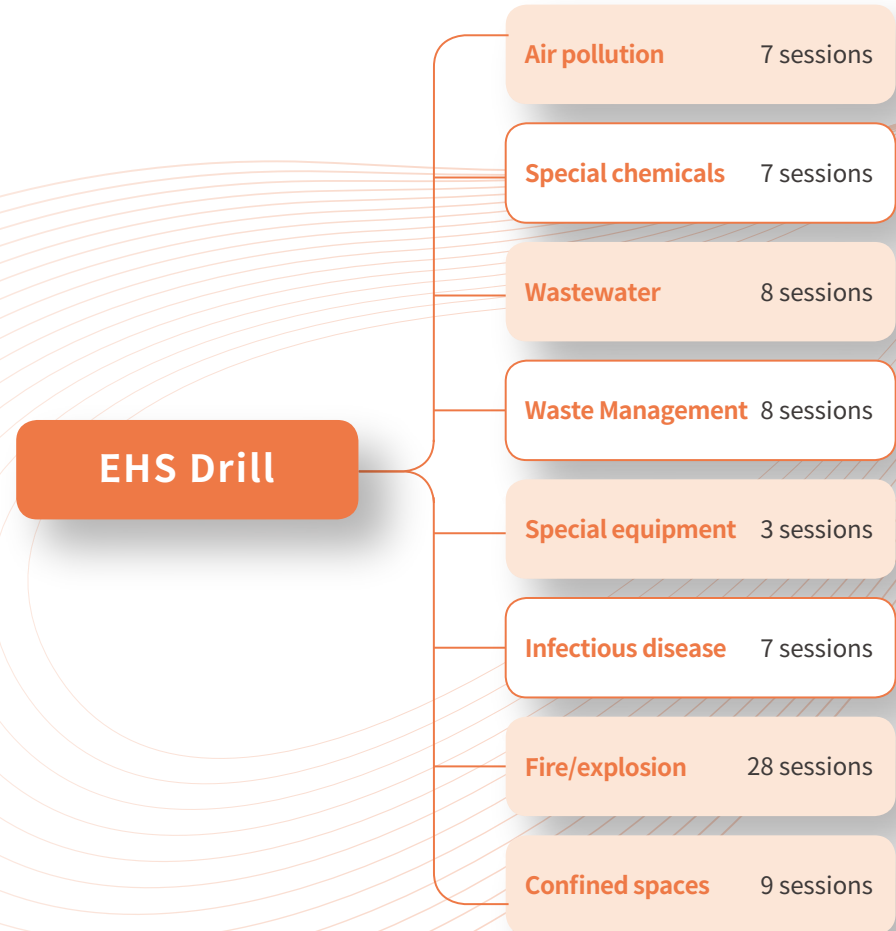
● Improving emergency response

Accidents in factories are not uncommon, and to mitigate potential crises that could lead to accidents or disasters, emergency response teams are established in each facility area. These teams are equipped to handle disaster response immediately within the first 0-1 hour. In this regard, SPIL has developed comprehensive emergency plans to address various natural and accidental hazards, such as natural disasters, fires, and chemical leaks. These plans ensure that in the event of an accident or disaster, prompt and effective measures are taken to minimize damage and impact on company assets, personnel, society, and the environment, while safeguarding the lives of employees and preventing the escalation of the situation.

Considering that most accidents are compound disasters characterized by complex conditions. With a view to enhancing team response abilities and ensuring the proper handling of accidents, each Emergency Response Task Force performs its own functions based on a division of duties and a full understanding of its tasks. Annual drills are scheduled for emergency response personnel. Teams identify potential emergency conditions that could affect production lines in accordance with their severity and likelihood. One scenario-specific drill per year is arranged for high risk items (e.g., fires, explosions, natural disasters (powerful earthquakes, flooding, and typhoons) and leakage of hazardous substances). The organization of drills for different scenarios familiarizes teams with different accident response approaches, which effectively decreases the impact of emergency incidents on facilities. A total of 28 scenario-specific drills were conducted by SPIL facilities (11 fire and explosion drills, 10 natural disaster drills, 6 chemical leakage drills, and 45 drills for facility and equipment anomalies) this year.

In addition to the organization of scenario-specific drills for emergency response personnel, SPIL also places ultimate emphasis on the familiarity of general personnel with evacuation procedures. We conduct comprehensive evacuation drills that include all personnel, extending to visitors, contractors, and client representatives stationed at the facility. This ensures that every stakeholder is familiar with emergency procedures and can evacuate safely in case of an emergency. In 2023, a total of 155 drills were conducted across all factory locations, with a total participation of 24,688 individuals. The Taiwan plant integrated the use of evacuation card swipe machines, replacing manual roll calls. This system generates accurate lists of on-site personnel, including guests and contractors, ensuring the precision of headcounts. This allows for the rapid identification of any trapped individuals and the timely execution of rescue plans. For employees who were absent on the day of the drill due to leave or business trips, unit representatives arrange on-site sessions to familiarize them with evacuation routes and assembly points.

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



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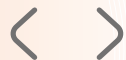
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• Emergency Response Equipment

To ensure quality and efficiency in their work, it is essential to be well-prepared with the right tools. To ensure the safety of both the Company and its employees, we have installed 50 emergency response cabinets in high-risk areas. These cabinets are stocked with essential equipment such as air respirators, full firefighting suits, chemical protective suits, and absorbent pads. In the event of a disaster, response personnel can quickly access these items to manage initial disaster control, creating an environment with zero blind spots for emergency response. Additionally, each facility (excluding Silicon Science) is equipped with temporary command and medical station tents, generators, response whiteboards, and other necessary equipment to handle various levels of post-disaster response.



Facility	Da Fong Facility	Chung Shan Facility	Changhua Facility	Zhong Ke Facility	Keya East Facility	Hsinchu Factory No. 1	Hsinchu Factory No. 3	Zhong Gong Facility	Siliconware Technology Limited	Zhong Ke Facility II
Number of emergency response cabinets	9	5	6	11	1	2	2	2	10	2

Applicable type	Item	Quantity	Units	Description
Chemical hazards	Half-face gas masks	2	sets	Prevention of inhalation of harmful substances
Chemical hazards	Organic/Acid-Alkaline Comprehensive Filter Cartridge	4	units	Gas mask parts and accessories
Chemical hazards	pH paper	1	box	Test liquid acidity and alkalinity
Chemical hazards	Acid and Alkali Resistant Gloves	2	pairs	Protection for hands against acids and alkalies
Chemical hazards	Protective Face Shield	2	units	Protection for the body against chemicals
Chemical hazards	Class C Protective Clothing	2	units	Protection for the body against chemicals
Chemical hazards	Chemical Safety Boots	2	pairs	Protection for feet against acids and alkalies
Chemical hazards	Chemical Resistant Tape	1	roll	Sealing of equipment gaps
All	SCBA (1 for each with 200-degree and 400-degree frames)	2	sets	Prevention of inhalation of harmful substances
Fire hazard	Firefighting Suits	2	sets	Isolation of radiant heat from a fire
All	Warning Tape	1	roll	Segregating the disaster scene
All	Flashlight	2	units	Supplementary lighting
All	Baton	2	units	Guided evacuation
All	Megaphone	1	unit	Sound amplification function
All	Waste disposal bag	1	unit	Storage of waste
All	Batteries	as needed	piece(s)	Equipment usage
All	Cylinder cart	1	unit	Transportation equipment
Chemical hazards	Absorbent Pillow	1	box	Absorb liquid
Chemical hazards	Absorbent Pad	1	box	Absorb liquid
All	Helmets	2	units	Head protection

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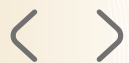
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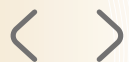
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Aspect	Indicator	GRI Standards	2019	2020	2021	2022	2023	Changes ^{Note}
Creation of Shareholder Value	Consolidated operating revenue (in million NTD)	201-1	88,988	102,036	107,839	130,787	113,166	-13%
	Return on Equity (%)		9.8	14.5	20	23.6	14.6	-38%
	EPS (NTD)		2.24	3.39	4.68	5.53	3.47	-37%
	Dividend/Interest (millions of NTD)	201-1	7,054	7,411	10,711	16,320	17,968	10%
R&D	Patent applications (number of applications)		2,135	2,248	2,344	2,429	2,514	3%
	R&D expenses (in million NTD)		5,132	4,930	4,392	5,510	6,922	26%
Customer Satisfaction	Customer satisfaction rating (in %)		64	90	90	90	90	-
Supply chain management	Local Procurement Ratio (in %)	204-1	76.6	78.1	71.4	70.5	73.8	5%

Note: Comparison of changes in performance from 2022 to 2023.

Environmental aspect

Aspect	Indicator	GRI Standards	2019	2020	2021	2022	2023	Changes ^{Note}
GHG emissions	Category 1 GHG emissions (metric tons CO2e)	305-1	40,089	33,868	30,401	25,947	23,976	-8%
	Category 2 GHG emissions (metric tons CO2e)	305-2	518,666	529,567	555,230	588,461	598,751	2%
	Category 3 to 6 GHG emissions (metric tons CO2e)	305-3	197,380	591,557	489,175	543,874	455,402	-16%
	GHG emissions intensity (metric tons CO2e/million NTD)	305-4	0.190	0.155	0.151	0.144	0.171	23%
Energy management	Power consumption (MWh)	302-1	1,142	1,248	1,341	1,463	1,496	2%
	Power savings (MWh)	302-4	49,507	29,110	30,084	66,412	95,673	44%
	Power savings ratio (in %)	302-4	4.3	2.3	2.2	4.4	6.4	45%
	I-REC(MWh)			211,623.0	226,193.0	264,018	293,259	11%
	Power consumption per unit product of the packaging process (kWh/1000 pcs)	302-3	93.3	76.5	64.8	79.0	102.7	30%
	Power consumption per unit product of the bumping process (kWh/1000 pcs)	302-3	50.4	42.1	36.5	33.9	46.5	37%
	Power consumption per unit product of the testing process (kWh/1000 pcs)	302-3	53.4	58.6	65.1	76.9	129.7	69%
	Outsourced non-renewable energy power (MWh)		-	1,034,477	1,113,240	1,179,677	1,195,155	1%
	Electricity Intensity of Non-Renewable Energy		0.33	0.29	0.29	0.28	0.32	14%
Water resource management	Water consumption (in 1,000 tons)	303-1	7,986	7,834	7,626	8,013	7,609	-5%
	Quantity of reclaimed process wastewater (1,000 tons)	303-3	9,103	10,489	11,121	11,635	12,097	4%
	Water recovery rate (%)	303-3	65.8	73.7	75.8	76.2	80.3	5%
	Water withdrawal density	305-7	2.71	2.16	1.96	1.88	2.06	10%
Wastewater discharge and control	Organic pollutant reduction (tons)	305-7	82	109.6	231	141	230	63%

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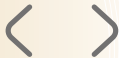
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Aspect	Indicator	GRI Standards	2019	2020	2021	2022	2023	Changes ^{Note}
Air pollution reduction	VOCs emission density	305-7	0.004	0.004	0.004	0.006	0.004	-33%
Waste management	Recycling and reuse ratio (%)	305-7	82	84	90	89	96	8%
	Hazardous waste (tons)		-	5,711.0	4,985	5,068	4,338	-14%
	Waste density (kg/million NTD)		6.00	5.04	4.90	4.63	4.81	4%

Note: Comparison of changes in performance from 2022 to 2023.

Society aspect

Aspect	Indicator	GRI Standards	2019	2020	2021	2022	2023	Changes ^{Note}
Human Resource Management	Average training hours per employee (hours)	404-1	161.0	189	175	199	166	-17%
	Employee training completion rate (%)		97	98	98	96	96	-
Talent Recruitment and Retention	Total number of new hires	401-1	4,855	2,612	3,190	4,316	1,501	-65%
	Ratio of new hires (%)	401-1	21.1	11.7	14.7	19.0	6.9	-64%
	Number of disabled employees hired in excess of the quota		24	32	27	27	34	26%
	Number of separated employees	401-1	194	2,682	2,705	2,681	1,162	-57%
	Turnover rate (%)	401-1	1.9	1	1	1	0.7	-30%
	Number of employees on unpaid parental leaves	401-2	457	319	298	308	268	-13%
	Return rate after unpaid parental leaves (%)	401-3	54.5	100	69.3	85	84	-1%
	Retention rate after unpaid parental leaves (%)	401-3	86.5	91	88.2	86.9	88.1	1%
	Employee salary/benefits (millions of NTD)	201-1	19,443	20,961	22,222	25,233	22,388	-11%
Safe Work Environment	Disabling Injury Frequency Rate (F.R.)	403-2	0.49	0.53	0.5	0.48	0.58	21%
	Disabling Injury Severity Rate (S.R.)	403-2	7	163	5	4	17	325%
	Frequency-Severity Indicator (FSI)	403-2	0.05	0.29	0.05	0.04	0.09	125%

Note: Comparison of changes in performance from 2022 to 2023.



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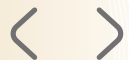
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Statement of use	SPIL has reported with reference to the GRI Standards for the period 2023/01/01~2023/12/31.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	NA

GRI Standards	Disclosure items	Corresponding chapters/notes in the 2023report	Page
✓GRI 2: General Disclosures 2021			
2-1	Organizational details	Overview of Siliconware Precision	20
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	NA	-
2-5	External assurance	About this Report	3
2-6	Activities, value chain and other business relationships	Overview of Siliconware Precision 2.1 R&D and Innovation 3.1 Supply Chain Characteristics and Local Procurement	20~26 45 58
2-7	Employees	6.3 Talent Attraction and Retention	128
2-8	Workers who are not employees	6.3 Talent Attraction and Retention	128
2-9	Governance structure and composition	1.1 Corporate Governance	28
2-10	Nomination and selection of the highest governance body	1.1 Corporate Governance	28
2-11	Chair of the highest governance body	1.1 Corporate Governance	28



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GRI Standards	Disclosure items	Corresponding chapters/notes in the 2023report	Page
2-12	Role of the highest governance body in overseeing the management of impacts	1.3 Risk Management	39
2-13	Delegation of responsibility for managing impacts	1.3 Risk Management	39
2-14	Role of the highest governance body in sustainability reporting	1.1 Corporate Governance	28
2-15	Conflicts of interest	1.1 Corporate Governance	28
2-16	Communication of critical concerns	1.1 Corporate Governance	28
2-17	Collective knowledge of the highest governance body	6.2 Human Resource Management	122
2-19	Remuneration policies	(The salary of the highest governance unit is confidential and will not be disclosed)	-
2-20	Process to determine remuneration	6.3 Talent Attraction and Retention	128
2-21	Annual total compensation ratio	(The salary of the highest governance unit is confidential and will not be disclosed)	-
2-22	Statement on sustainable development strategy	1.1 Corporate Governance	28
2-23	Policy commitments	1.1 Corporate Governance	28
2-24	Embedding policy commitments	1.1 Corporate Governance	28
2-25	Processes to remediate negative impacts	1.1 Corporate Governance	28
2-26	Mechanisms for seeking advice and raising concerns	1.1 Corporate Governance	28
2-27	Compliance with laws and regulations	1.1 Corporate Governance	28
2-28	Membership associations	Overview of Siliconware Precision	20
2-29	Approach to stakeholder engagement	Stakeholder Engagement	8
2-30	Collective bargaining agreements	6.1 Employees' Rights and Interests	119



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✓GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Stakeholder Engagement	8
3-2	List of material topics	Stakeholder Engagement	8
✓Compliance with laws			
3-3	Management of material topics	1.1 Corporate Governance: 6. Compliance with legal regulations	28
417-2	Incidents of failure to comply with laws and regulations regarding information and labeling of products and services	6. Compliance with legal regulations	34
417-3	Incidents of failure to comply with laws and regulations regarding marketing communications	6. Compliance with legal regulations	34
✓Business ethics			
3-3	Management of material topics	1.1 Corporate Governance: 7. Employee Code of Conduct	35
205-2	Communication and training on anti-corruption policies and procedures	1.1 Corporate Governance: 7. Employee Code of Conduct	35
205-3	Confirmed corruption incidents and actions taken	1.1 Corporate Governance: 7. Employee Code of Conduct	35
✓Customer Relationship Management (Voluntary Disclosure)			
3-3	Management of material topics	2.3 Customer service management	49
✓Sustainable supply chain			
3-3	Management of material topics	3.1 Supply Chain Characteristics and Local Procurement 3.2 Supplier sustainability management	58 58
204-1	Proportion of procurement spend from local suppliers	3.1 Supply Chain Characteristics and Local Procurement	58
308-1	Use environmental criteria to screen new suppliers	3.2 Supplier sustainability management	58
308-2	Suppliers' negative impact on the environment and actions taken	3.2 Supplier sustainability management	58
414-1	New suppliers screened using social criteria	3.2 Supplier sustainability management: 2. Supplier performance management and control	58

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✓ Wisdom and Sustainability (Voluntary Disclosure)			
3-3	Management of material topics	2.5 Smart Manufacturing	52
✓ Information Security Management/Data and Privacy			
3-3	Management of material topics	2.4 Information management	51
418-1	Complaints of substantiated breach of customer privacy or loss of customer information	2.3 Customer service management: 3. Customer privacy rights	49
✓ water resources management			
3-3	Management of material topics	4.3 Water Resource Management	82
303-1	Interactions with water as a shared resource	4.3 Water Resource Management: Interactions with water as a shared resource	82
303-2	Management of water discharge-related impacts	4.3 Water Resource Management: Management of Water Discharge-related Impacts	82
303-3	Water withdrawal	4.3 Water Resource Management: Water Withdrawal	82
303-4	Water discharge	4.3 Water Resource Management: Water Discharge	82
303-5	Water consumption	4.3 Water Resource Management: Water Consumption	82
✓ Waste and resource recycling			
3-3	Management of material topics	4.5 Clean Production	90
306-1	Waste generation and significant waste-related impacts	4.5 Clean Production	90
306-2	Management of significant wasterelated impacts	4.5 Clean Production	90
306-3	Waste generated	4.5 Clean Production	90
306-4	Waste diverted from disposal	4.5 Clean Production	90
306-5	Waste directed to disposal	4.5 Clean Production	90

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✓Energy management			
3-3	Management of material topics	4.2 Carbon Management: Policy and Strategy 4.2 Carbon Management: Energy management	71 71
302-1	Energy consumption within the organization	4.2 Carbon Management: Energy management	71
302-4	Reduction of energy consumption	4.2 Carbon Management: Energy management	71
305-1	Direct (Scope 1) GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	71
305-2	Energy indirect (Scope 2) GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	71
305-3	Other indirect (Scope 3) GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	71
305-4	GHG emissions intensity	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	71
305-5	Reduction of GHG emissions	4.2 Carbon Management: Greenhouse Gas Emissions Inventory and Verification	71
✓Occupational Health and Safety			
3-3	Management of material topics	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
403-1	Occupational health and safety management system	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
403-2	Hazard identification, risk assessment, and incident investigation	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
403-3	Occupational health services	6.4 Occupational Safety and Health: Health care	139
403-4	Worker participation, consultation, and communication on occupational health and safety	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
403-5	Worker training on occupational health and safety	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
403-6	Promotion of worker health	6.4 Occupational Safety and Health: Health care	139
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.4 Occupational Safety and Health: Occupational Health and Safety Management System	139
403-8	Workers covered by an occupational health and safety management system	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139

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403-9	Work-related injuries	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
403-10	Occupational diseases	6.4 Occupational Safety and Health: 2. Occupational safety and health management system	139
✓ Employment			
3-3	Management of material topics	6.1 Employees' Rights and Interests: High emphasis on labor rights and human rights standards 6.3 Talent Attraction and Retention: 1. Talent recruitment policies and methods	128
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	6.3 Talent Attraction and Retention□ Compensation and benefits	128
401-3	Parental leave	6.3 Talent Attraction and Retention□ Compensation and benefits	128
✓ Human Rights (Voluntary Disclosure)			
3-3	Management of material topics	6.1 Employee Rights and Interests: 1. Pay attention to labor rights and human rights standards	122
404-1	Average hours of training per year per employee	6.2 Human Resource Management: Training results	122
404-2	Programs for upgrading employee skills and transition assistance programs	6.2 Human Resource Management: Employee career development	122
404-3	Percentage of employees receiving regular performance and career development reviews	6.2 Human Resource Management: Training results	122
✓ Human Rights (Voluntary Disclosure)			
3-3	Management of material topics	6.1 Employee Rights and Interests: 1. Pay attention to labor rights and human rights standards	119

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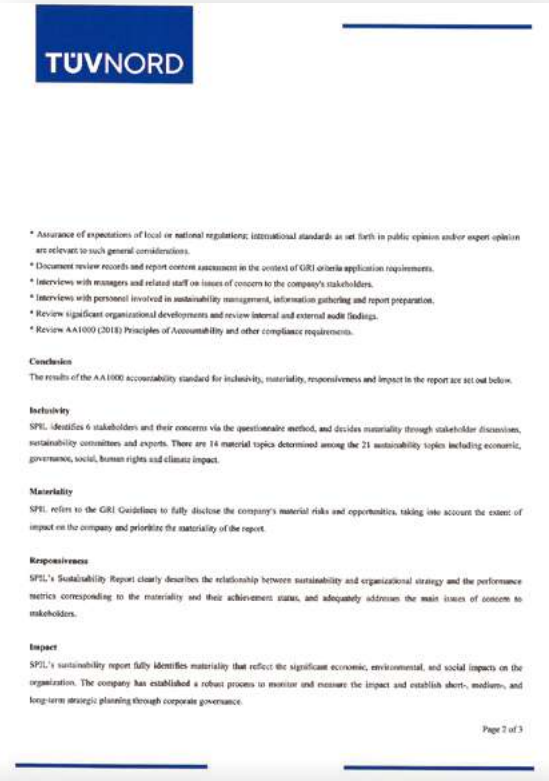
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