

# ESG Key Performance

Environment					
Item	Unit	2020	2021	2022	
Product Material Meet RoHS, REACH and, HF Green Standards	%	100%	100%	100%	
New Innovative Product Design for Energy-saving	Items	No statistics	7	6	
Percentage of Green Procurement for IT Equipment	%	No statistics	No statistics	88%	
Electricity Consumption	GJ	5,200	5,041	5,231	
Energy Intensity	GJ/NT\$ million	0.478	0.220	0.266	
GHG Emissions	tCO <sub>2</sub> e	735	703	740	
Water Withdrawal	Million Liter	6.76	5.35	5.39	
Discharge Volume	Million Liter	5.41	4.28	4.31	
Waste Production	Metric ton	34.318	43.888	61.100	
Waste Recycling Rate	%	28.9%	96.8%	97.4%	
Percentage of Suppliers with Environmental Certifications	New Supplier	%	No statistics	92%	100%
	Existing Supplier	%	No statistics	90%	87%

# ESG Key Performance

Social						
Item	Unit	2020	2021	2022		
Total Workforce Count	Persons	428	560	589		
Percentage of Female Employees	%	23%	23%	22%		
Ratio of Salary of Entry-Level Personnel to Local Minimum Wage	Taiwan	Male	-	No statistics	3.4	3.6
		Female	-	No statistics	2.5	2.6
	China	Male	-	No statistics	6.7	7.2
		Female	-	No statistics	5.5	5.2
New Employee Rate	%	24.3%	42.9%	17.3%		
Employee Turnover Rate	%	19.2%	17.9%	14.9%		
Key Talent Retention Rate	%	No statistics	90%	90%		
Average Training Hours per Staff	Hours	2.1	6.7	11.6		
Average Training Cost per Staff	NT\$	No statistics	827	971		
Percentage of Suppliers with Social-related Certifications	New Supplier	%	No statistics	75%	100%	
	Existing Supplier	%	No statistics	78%	81%	
Percentage of Materials Meeting Responsible Minerals Sourcing	%	100%	100%	100%		
Social Engagement	NT\$ 10 thousands	0	99	2,555		
No. of Industry-Academia Collaboration Projects	Piece	0	0	12		

# ESG Key Performance

Governance				
Item	Unit	2020	2021	2022
Corporate Governance Evaluation	-	80%~100%	36%~50%	21%~35%
Net Sales	NT\$ thousands	10,879,700	22,868,238	19,680,425
Capital Expenditure	NT\$ thousands	209,864	544,939	748,490
Government Tax Payment	NT\$ thousands	107,504	1,410,441	700,997
Government Subsidies	NT\$ thousands	97,902	45,218	26,591
Return on Equity	%	15.94%	60.39%	19.67%
EPS	NT\$	4.07	33.83	16.49
Cash Dividend Per Share	NT\$	2.5	17	8.5
Timeliness of Financial Quarterly Reporting (from the end of each quarter)	Days (Q1, Q2, Q3, Q4)	43, 45, 44, 89	44, 44, 42, 84	35, 34, 35, 54
R&D Investment to Revenue Ratio	%	10.6%	9.5%	12.4%
Number of New Patent Applications	Piece	3	2	5
Number of Valid Patents	Piece	71	69	72
BOD Attendance	%	90.5%	92.1%	94.3%
Ratio of Independent Directors	%	42.9%	42.9%	42.9%
No. of Deficiencies in Internal Control Project Review	Piece	1	0	0
Training Related to Business Practices and Ethics	Hours	No statistics	548	1,214

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Item	Unit	2020	2021	2022	
Violations of Business Practices and Ethics	Piece	0	0	0	
Regulatory Violations	Piece	0	0	0	
Significant Information Security Incidents	Piece	0	0	0	
Customer Satisfaction	DSP	Score	83.34	87.72	92.28
	PWR	Score	88.67	93.55	86.53
Closure Rate for Customer Complaints	%	100%	100%	100%	
Local Procurement Rate	%	67%	71%	70%	
Percentage of Suppliers with Governance-related Certifications	New Supplier	%	No statistics	92%	100%
	Existing Supplier	%	No statistics	98%	96%