202 ENVIRONMENT SOCIAL GOVERNANCE REPORT

ESG report for 2021

EXCELLIANCE MOS CORPORATION



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A Message from the Chairman

In 2021, EMC was in a position where the demand for consumer products in the semiconductor was strong and foundry capacity was tight, driving business explosion of IC design industry. According to the IDC data, PC shipments during 2021 reached 349 million units, returning to the level of shipments in 2012, and an increase of 34% from the low point in 2017. Although some of the demands in the consumer and education markets have been satisfied, business demand has grown significantly in the past six months, especially after employees of some companies and governments have returned to the office, followed by the demands for desktop and monitor products also continuing to grow. If there was no chip shortage, we would have seen much more PC shipments in 2021.

In the same year, EMC was listed as Taiwan's 36th IC design company among the mixed public and private enterprises rankings of the "Top 5000 Taiwan Large Enterprise Rankings in 2021" released by China Credit Information Service, Ltd. (CRIF). With the company's management team, entire staff members, and partners all together making advances, EMC has created an outstanding financial performance. In the same year, EMC was awarded the Asia-Pacific High-Growth Companies 2021 by the UK's Financial Times, the Potential Backbone Enterprise granted by the Ministry of Economic Affairs for two consecutive years, and selected as Taiwan's "Top 100 Most Valuable Companies" by Business Next magazine in 2020, enhancing the industrial status of EMC in future product development and promotion. With the global economy still full of uncertainties, the management team will see the company's challenges in the future as an opportunity to improve operational efficiency so that the competitive capabilities can be strengthened.

Looking forward to 2022, international chip manufacturers one after another have launched new chips, including Intel, AMD, and NVIDIA, plus the new Windows 11 platform fosters the tide of the replacement of laptops, making a stable demand for commercial laptops continue. Driven by automobiles, servers, Internet of Things, 5G, and other digital economy smart applications, institutions have predicted that the global semiconductor market size will grow at an average rate of about 9.5% in 2022. The strong demand in the application market demand has led up to the growth momentum of EMC's MOSFET (power semiconductor device) and Power Management IC (PMIC) products. We expect that all members of EMC work together and make improvements, and endeavor to enhance the company's efficiency and competitiveness and strengthen the value of product innovation and management, so as to create the best interests of all shareholders.

In terms of corporate governance, EMC has been rated in the top 6%–20% of TPEx-listed companies in 2020 and 2021 since the corporate governance evaluation was held in 2019. EMC always adheres to the company value of "Integrity." In addition to improving the company's business indicators and implementing corporate governance, it also actively preserves public welfare and creates good stakeholder interaction with employees, shareholders, customers, suppliers, and society. The Company has donated to the scholarship fund of National Yang Ming Chiao Tung University for two consecutive years since 2020 and made response to Taipei Exchange's public welfare – Donation of 1919 Food Bank and actively participated in the activities for five consecutive years from 2018 to 2022.

In the future, we will continue to make efforts in the sustainable development of mankind and work together with our upstream and downstream business partners and stakeholders to exert influence and make the greatest contribution to achieve better development of the overall environment, society, and economy.

We would hereby like to show our sincere gratitude to all friends who care about sustainable development and wish you good health and safety.

EMC CHAIRMAN

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ABOUT THIS REPORT

Excelliance MOS Co., Ltd. (hereinafter referred to as "EMC") 2021 Corporate Sustainability Report (Environment Social Governance Report, ESG Report) focuses on presenting EMC's enforcement and implementation in corporate governance, fostering a sustainable environment, preserving public welfare, and creating good stakeholder interaction with employees, shareholders, customers, suppliers, and society.



01 - Report Structure and Principles of Compilation

This Report adopts the Global Reporting Initiative (GRI) Standards published by the GRI. Through the globally recognized reporting framework, this Report fully discloses EMC's efforts and commitments on issues of concern to stakeholders. Attached is a comparison table of the GRI Standards and the content of each chapter for index references. The financial data referred in this Report is derived from the annual financial reports certified by CPAs (KPMG Taiwan).



02 - Reporting Scope

The information disclosure period of this Report was from January 1, 2021, to December 31, 2021. This is the second Corporate Sustainability Report that EMC has published, and will publish the Reports annually on the company website. The scope of information disclosure for this Report focuses on Excelliance MOS Corporation (headquarters) in Zhubei City and New Taipei Office, and Shenzhen Office - Shenzhen Jie Yong Technology Co., Ltd., EMC's subsidiary in mainland China. EMC has not set up other overseas offices. The financial information in this Report covers the consolidated financial statements of EMC. Other information regarding entities, society, and environment includes the information of the parent company and its subsidiaries.

03 - Management Method



EMC has formulated the "Corporate Social Responsibility Best-Practice Principles," and designated the Administrative Resources Department to concurrently engage in promoting corporate social responsibility. The board of directors shall authorize the finance fulfill aforementioned and accounting manager to the responsibility, and then the finance and accounting manager shall report to the board of directors every year the results of promotion and plans. 2021 Corporate Sustainability Report: Issued in 2022, in response to environmental protection and the implementation of paperless environment, this Report will be published in an electronic format on the company's website and the Market **Observation Post System.**



1-1 About EMC

Excelliance MOS Co., Ltd. (EMC), founded in 2008, mainly engaged in the research and development, production, and sales of power components and power management ICs, is an IC design company that provides comprehensive energysaving solutions for power systems. Power components are power control components controlled by power management ICs and function as current switch valves. By controlling the power components, power management ICs are able to make an effect in controlling the size of electric current, converting the voltage, stabilizing the power supply, and saving electric energy.

Power components and power management ICs are installed in the power control systems of various kinds for electronic devices. The developed products can be applied widely in the fields such as notebook computers, desktop computers, display cards, LCD TVs and monitors, remote control drones, sweeping robots, and power supplies. Power components and power management ICs installed in the internal device of a notebook or desktop computer are used to convert power types in order to conform to the specifications required by the electronic device and ensure stability, which are indispensable electronic components in electronic devices.

Date of Establishment: March 3, 2008

- Company Location: 4F.-1, No.22, Taiyuan St., Jhubei City, Hsinchu County 302082, Taiwan (R.O.C.)
- New Taipei Office: 5F., No. 920, Zhongzheng Rd., Zhonghe Dist., New Taipei City 235015, Taiwan (R.O.C.)

Information about Going Public: Stock Code: 5299 Taipei Exchange

The Industry the Company Belongs: TPEx listed company in the semiconductor industry

Amount of Capital: 358,500,810 New Taiwan dollars (as of the date of publication of the Corporate Sustainability Report)

- Main Business: IC Design, Power Components, and Power Management ICs Contact Information
- * Address: 4F.-1, No.22, Taiyuan St., Jhubei City, Hsinchu County 302082, Taiwan (R.O.C.)
- * Tel: 03-5600689
- * Email: speaker@excelliancemos.com

EMC Development Review

| 2008 | P Established and registered. |
|------|---|
| 2009 | Annual breakeven. |
| 2012 | Public offering of stocks. Registered as an emerging stock company. (stock symbol:5299) |
| 2016 | Ranked at the 59th position among Taiwan based IC Design houses according to the evaluation of China Credit Information Service LTD. |
| 2017 | Ranked at the 57th position among Taiwan based IC Design houses according to the evaluation of China Credit Information Service LTD. |
| 2018 | IPO paid-in capital increased to NT\$353.11 million. Awarded the Certificate of 2018 D&B TOP 1000 SMEs Elite Award. Ranked at the 42th position among Taiwan based IC Design houses according to the evaluation of China Credit Information Service LTD. |
| 2019 | Ranked at the 40th position among Taiwan based IC Design houses according to the evaluation of China Credit Information Service LTD. Awarded the Certificate of the 5th Potential Taiwan Mittelstand. Awarded the TOP 100 High-Value Enterprises in Taiwan" by Digital Times Magazine in 2019. |
| 2020 | Awarded the Taiwan Top 2000 Enterprise by CommonWealth Magazine ranked No. 1084 in 2020. Awarded the TOP 100 High Value Enterprise by Bussiness Next Magazine in 2020. |
| 2021 | Awarded the TOP 100 High Value Enterprise by Bussiness Next Magazine in 2021. Awarded the FT Asia-Pacific High-Growth Companies 2021 by FINANCIAL TIMES. Awarded the Certificate of the 6th Potential Taiwan Mittelstand. Awarded the Certificate of the 2021 i-Sport Corporate Recognition by Sports Administration, Ministry of Education. |

CORPORATE CORE VALUE AND PHILOSOPHY

EMC

EMC's corporate culture – [Ethical > Integrity]

Innovative strategies – capability innovation, positioning innovation, simplicity innovation, integration innovation, and openness innovation

EMC's team consensus : Express Motivation Communication



Note:The picture comes from Dr. Patrick Lencioni, a famous American business management master, and the five key elements are to unite the centripetal force of the team, create the best team, and jointly move towards the organizational vision.

Management Team

| Job title | Name | Principal work experience and academic qualifications | Position(s) held concurrently in any other company |
|---------------------|------------------|--|---|
| Chairman and CEO | LI, CHI-LUNG | Ph.D. in Electronic and Electrical Engineering, University of Leeds, UK Bachelor of Science in Electrophysics, National Chiao Tung University Plant Manager of Episil Technology Inc. President of NIKO SEMICONDUCTOR CO., LTD. | Responsible Person of Pin Tung Investments Limited |
| President | WU, CHIA-LIEN | Master of Business Administration (MBA), University of Wales, UK Executive Master of Business Administration (EMBA), National Chiao Tung University Bachelor of Science in Electrophysics, National Chiao Tung University Senior Manager of R&D Department at Episil Technology Inc. R&D Manager of NIKO SEMICONDUCTOR CO., LTD. | Chairman of Excelliance Investment Corporation Responsible Person of Lianli Investment Co., Ltd. Supervisor of Singular Wings Medical Co., Ltd. |
| Vice President | LI, HSIEH-SUN | Master of Electronic Circuits, National Taiwan University Bachelor of Science in Electrical Engineering, National Central University Manager of R&D Department at Delta Electronics, Inc. R&D Manager of NIKO SEMICONDUCTOR CO., LTD. | - |
| Manager | CHEN, CHIEN-HENG | Master of Accounting and Information Technology, National Chung Cheng University Bachelor of Accounting and Statistics, Taiwan National Taichung Commercial School Deputy Manager of Finance Department at CyberTAN Technology, Inc. Section Chief of Management Department at Hon Hai Precision Industry Co., Ltd. | |

CURRENT MAIN PRODUCTS (SERVICES) &2021MAIN PRODUCT

POWER COMPONENT

It provides power supply modulation required by electronic products. Through the control of power management ICs, it can convert AC power into DC power and can also convert a single DC source battery or power supply into the voltage required by each functional circuit. The main fields in which the products can be applied include desktop and notebook computers, LCD monitors and TVs, LED lighting, power supplies, and other consumer electronics products.

POWER MANAGEMENT IC

75%

This series is mainly used to control power components to achieve the effect of environmental protection and energy saving such as low standby power consumption and high conversion efficiency, and can be widely applied to the standby power for electronic products, a variety of 5–35W, 35–70W power supplies, and power conversion of functional circuits for desktop and notebook computers.

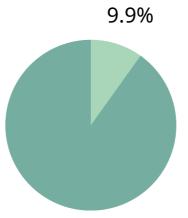
25%

Market distribution

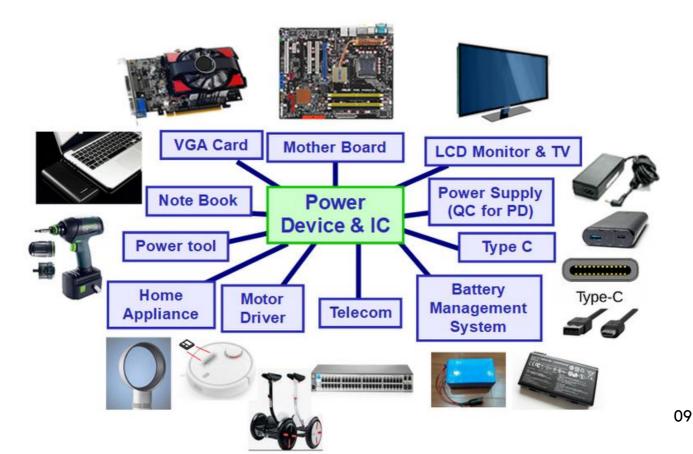
Internal

2021 Market distribution

The geographic areas where the main products (services) of the company are provided (supplied): Classified based on foreign/domestic sales



External 90.1%



1-2 CORPORATE GOVERNANCE



BOARD OF DIRECTORS

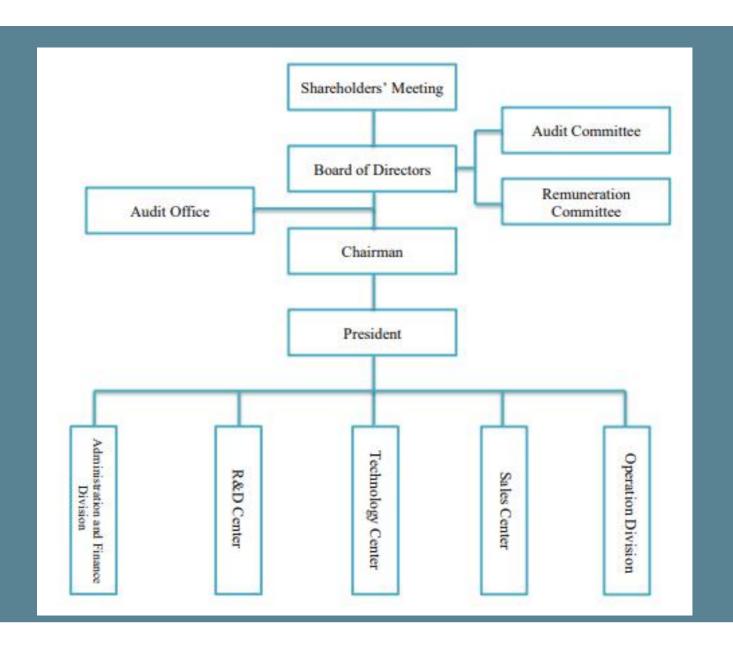
The overall composition of the board of directors shall be taken into consideration in the selection of the Company's directors. The composition of the board of directors shall be determined by taking diversitv into consideration and formulating an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

i. Basic requirements and values: Gender, age, nationality, and culture.

ii. Professional knowledge and skills: A professional background (e.g. law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

EMC's current board of directors consists of seven directors, including two non-executive directors, four independent directors, and one executive director (Chairman LI, CHI LUNG). The members have rich experience and professional knowledge in the fields of finance, commerce, and management. In addition, EMC pays attention to the expertise and experience of the composition of the board and its members, of which the ratio of directors with technology expertise is targeted at 85% or more. There are six directors with technical expertise among the current seven directors, which has already reached with the target of 85%. EMC also pays attention to gender equality in the composition of the board and its members, with the ratio of female directors targeting to 28% or more. There is one female director among the current seven directors, with a ratio of 14%.

Organizational Structure



MEMBERS OF THE BOARD OF DIRECTORS

May 26, 2022

| Item | Name | Academic qualifications | Work experience | Current job |
|-------------------------|------------------------------------|--|--|---|
| Chairman | LI, CHI LUNG | Ph.D. in Electronic and Electrical Engineering, University of Leeds, UK Bachelor of Science in Electrophysics, National Chiao Tung University | Plant Manager of Episil Technology Inc. President of NIKO SEMICONDUCTOR CO., LTD. | Chairman and CEO of Excelliance MOS Co., Ltd. Responsible Person of Pin Tung Investments Limited |
| | ASUSTek Computer Inc. | Not applicable | Not applicable | Not applicable |
| Director | Representative: HUANG, YUEH-LUN | Executive Master of Business Administration (EMBA), National Sun Yat-sen University Bachelor of Transportation Technology and Management, National Chiao Tung University | Product Manager of Display Department at ASUSTek Computer Inc. Product Manager of Projector Department at Qisda Corporation Product Manager of Projector Department at BenQ Corporation | Deputy Manager of Investment Division at ASUSTek Computer Inc. |
| Director | LIU, PO-WEN | Department of Industrial Engineering, National Tsing Hua University | - | Director of Hycon Technology Corp. |
| Independent Director | LIANG, CHI-YEN | Master of Business Administration, National Chengchi University; Bachelor of Science in Chemical Engineering, National Tsing Hua University | Adjunct Lecturer of Department of Business Administration, Soochow University Partner of The CID Group Ltd. Chairman of TAINET Communication System Corp. Executive Vice President of CDIB Venture Capital Corporation Sales Marketing Manager of Hewlett-Packard Information Technology Company Battery Plant Engineer of Combined Logistics Command | Independent Director of ENNOSTAR Inc. Remuneration Committee Member at Shinkong Textile Co., Ltd. Remuneration Committee Member at Sesoda Corporation Director of Guide Star Venture Capital Co., Ltd. Supervisor of Peike Star Venture Capital Co., Ltd. Representative of Juridical Person Director of Yu Wei Asset Management Co., Ltd. |
| Independent Director | CHEN, YA-CHEN | Master of Accounting, Chung Yuan Christian University Bachelor of Accounting, Tunghai University | The 25th Term Welfare Committee Member at the CPA Associations R.O.C. (Taiwan) Adjunct Lecturer of Yu Da University of Science and Technology Court appointed inspector Certified Public Accountant of Biing-Cherng CPAS Lecturer of Professional Training Center Ministry of Economic Affairs, R.O.C. Finance Commissioner of the 106-2019 Student– Parent Association, National Hsinchu Senior High School | President of APEX CPA Firms President of Cheng Shih Bookkeeper Firm President of Ta Tsuan Consultant Ltd. |
| Independent Director | CHAN, I-JEN | Ph.D. in Electrical Engineering, University of Michigan | Professor and Chair of Electrical Engineering, National Central University Deputy Director and Director of Electronic and Optoelectronic System Research Laboratories, Industrial Technology Research Institute Chief Strategy Officer of HERMES-EPITEK CORPORATION President of Episil Technology Inc. CEO of Episil Holding Inc. Director of Episil-Precision Inc. | Chief Technology Officer and Director CYNTEC CO., LTD. Chairman of Power Forest Technology Corporation Independent Director of Universal Cement Corporation |
| Independent Director | LI, СНІН-НАО | Master of Business Administration, National Chengchi University | Special Assistant to the Chairman of HERMES- EPITEK CORPORATION Chief Investment Officer of ASUSTek Computer Inc. | President of Tien Yu International Technology Consulting Ltd. Chairman of Yu Wei Asset Management Co., Ltd. Chairman of Peike Star Venture Capital Co., Ltd. Chairman of Guide Star Venture Capital Co., Ltd. Chairman of Tai Star Venture Capital Co., Ltd. Director of AREC Inc. |

Diversity of the members of the board of directors

THE IMPLEMENTATION OF DIVERSITY OF THE MEMBERS OF THE BOARD OF DIRECTORS

| | | Bas | Basic Composition | | | | Industrial Experience | | | Professional Competence | | | | | | |
|---|-----------------------|---|---|------------|------------|----------------------|-----------------------|-----------------------|---------------------|----------------------------|----------------------|--------------|-----|----------|------------|---|
| Diversity Core Items Name of Director | Gender Nationality | 8 6 | Age Term of Office of Independent Director | | Operation | Business l | Leadersh | Industria | Finance & | - | Co | Tech | | | | |
| | | ncurrently Serving Employees of the Company | Aged 41-50 | Aged 51-60 | Aged 61-70 | Less than 3 wears | More than 3 | Operational Judgement | Business Management | Leadership Decision | Industrial Knowledge | & Accounting | Law | Commerce | Technology | |
| LI, CHI LUNG | Taiwan, R.O.C. | Male | v | | v | | | | v | v | v | v | | | v | v |
| LIU, PO-WEN | Taiwan, R.O.C. | Male | | 8 X | V | 8 | | | | | 8 | V | V | V | V | V |
| ASUSTek Computer Inc.'s Representative: HUANG, YUEH- LUN | Taiwan, R.O.C. | Male | | v | | | | | v | v | v | v | v | | | v |
| LIANG, CHI- YEN | Taiwan, R.O.C. | Male | | | | v | | v | v | v | V | v | V | v | v | v |
| CHEN, YA- CHEN | Taiwan, R.O.C. | Female | | v | | 3 | | v | | v | v | | v | v | | |
| CHAN, I-JEN | Taiwan, R.O.C. | Male | | | | V | V | | V | V | V | V | V | V | V | V |
| LI, CHIH-HAO | Taiwan, R.O.C. | Male | | | V | 1000 | V | | V | V | V | V | V | V | V | V |

THE STATE OF OPERATIONS OF THE BOARD OF DIRECTORS:

| Job title | Name | No. of meetings attended in | No. of meetings attended by proxy | In-person attendance rate | Remarks |
|-------------------------|---|--------------------------------|--------------------------------------|------------------------------|---------|
| Chairman | LI, CHI LUNG | 4 | 0 | 100 | |
| Director | WU, CHIA-LIEN | 4 | 0 | 100 | |
| Director | ASUSTek Computer Inc.'s Representative: HUANG, YUEH-LUN | 4 | 0 | 100 | |
| Director | KAO, KUN-YUNG | 4 | 0 | 100 | |
| Independent Director | LIANG, CHI-YEN | 4 | 0 | 100 | 18- |
| Independent Director | CHEN, YA-CHEN | 4 | 0 | 100 | |
| Independent Director | Chen, Tsung-Hsien | 4 | 0 | 100 | |

DATA DATE:2021/01/01-2021/12/31

REGULATIONS FOR EVALUATING THE PERFORMANCE OF THE BOARD MEMBERS



EMC's "Regulations for Evaluating the Performance of the Board Members (on Themselves or Peers) has been passed by a resolution of the board on November 8, 2019. The internal evaluations of the board of directors shall be conducted at least once a year. The evaluation of individual directors and functional committees and the review of the evaluation results shall be conducted every first quarter on a regular basis. The external board performance evaluation is advised to be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years, and the performance evaluation in the current year shall be conducted at the end of the year. The evaluation results of the 2021 performance of the board as a whole, individual directors and functional committees were submitted and reported to the board of directors on February 22, 2022. The overall evaluations and measures are as follows:



Evaluation cycle: Once a year

Evaluation period:2021.01.01~ 2021.12.31

Scope of evaluation:Including the performance evaluation of the board of directors as a whole, individual board members, each functional committee.

Evaluation method:Internal evaluation of the board, self-evaluation by the board members, and self-Performance evaluation of the functional committees (Audit Committee and Remuneration Committee)

Evaluation content:

The criteria for internal evaluation of the board as a whole should cover the following five aspects:

A. Participation in the operation of the company;B. Improvement of the quality of the board of directors' decision-making;

- C. Composition and structure of the board of directors;
- D. Election and continuing education of the directors;
- E. Internal control and risk management.

The criteria for evaluating the performance of the board members should cover the following six aspects: :

- A. Alignment of the goals and missions of the company;
- B. Awareness of the duties of a director;
- C. Participation in the operation of the company;
- D. Management of internal relationship and communication;
- E. The director's professionalism and continuing education; and
- F. Internal control.

The criteria for evaluating the performance of functional committees should cover the following five aspects:

A. Participation in the operation of the company;

B. Awareness of the duties of the functional committee;

C. Improvement of quality of decisions made by the functional committee;

D. Makeup of the functional committee and election of its members and

E. Internal control.

The evaluation results of the performance of the 2021 board:

The result of the 2021 internal board performance evaluation was "Excellent," enough to show EMC's achievements in strengthening the board's effectiveness. Among the criteria, the board and its members operated well in the aspects of composition and structure of the board of directors and the directors' participation in the operation of the company.

①Overall evaluation:

The composition of the board of directors has a balanced structure of internal and external directors with independent director seats, and takes into account the diversity of gender, nationality, and professional skills, with professional backgrounds in business management, industrial technology, and financial law, which all meet the needs of the company's development. In addition, the board of directors meeting is held quarterly to assist directors in supervising the company's operational status and policy implementation in a timely manner.

②Suggestions and condition of improvement:

Suggestions: The board of directors shall have enough independent director seats, with the number of seats meeting the relevant requirements.

Condition of improvement: The election of the entire board of directors has been held on May 26, 2022, in which four independent directors have been set up, with the number of seats meeting the relevant requirements.



SUCCESSION PLANNING FOR THE BOARD MEMBERS AND ITS OPERATION

EMC's board of directors currently consists of seven directors (including four independent directors). The board members have professional backgrounds in the area of commerce, law, finance, or accounting, or otherwise necessary for the business of the company, industrial experience, decision-making ability, and management ability. In the future, the current structure will continue to apply to the composition and members' experience and backgrounds of the EMC's board of directors.

Regarding the succession planning for the board members, in addition to the professional knowledge and skills required to perform their duties, the successors should also have the personality traits and values that are aligned with the company's core values, corporate culture, and mission statement. Given the preservation of industrial expertise and experience inheritance of the board members, generally the succession candidates planned for directors are mainly the candidates recommended as suitable by the current directors. As for independent directors, they should have work experience in the area of commerce, law, finance, or accounting, or otherwise necessary for the business of the company according to the law. There are still an abundance of such professionals in this country, so the succession candidates planned for independent directors still come from the industry and academia. In addition to requiring the above-mentioned professional abilities and personality traits, the company takes the evaluation results of the performance of the board of directors as the reference basis for nomination of directors for re-election.

Considering the needs of director functions, EMC provides continuing education in core courses and professional courses for directors and selects courses covering finance, risk management, business, commerce, law, accounting, corporate social responsibility, internal control systems, or responsibilities for financial reporting that are related to the nature of the company's industry. Each re-appointed person should complete a minimum of 6 continuing education hours every year, and each newly appointed person should complete a minimum of 12 continuing education hours in the year the person is appointed. Hopefully, all members of the board of directors can fully perform their functions and the effectiveness of the board's operation can be enhanced.

SUCCESSION PLANNING FOR THE BOARD MEMBERS AND ITS OPERATION

In addition to having the required professional skills and experience backgrounds, EMC's executive management's words and deeds should be highly in line with the core values, culture and spirit of the company. EMC's employees at the levels of Vice President (inclusive) or above are the executive management, responsible for the relevant business in the organization, and all have appointed persons to act as deputies for whom the training has been provided proactively.

In response to the group's organizational development and operations plan, In addition to recruiting outstanding talents from outside the organization, EMC also actively trains the potential top management by strengthening individual counseling, exchange of work, and inheriting experience, deepening their understanding of corporate mission, and developing their skills in business management, thereby selecting the succession candidates.

In order to ensure that the top management at the levels above the deputy manager (inclusive) and the executive management can highly recognize the corporate mission and implement it, and that words and deeds can be highly in line with the core values, culture and spirit of the company, EMC organizes external training for supervisors in the middle of each year, and through direct, face-to-face communication, exchange of opinions, experience sharing with and inheritance from the top management at the levels above the deputy manager (inclusive) and the executive management, it fortifies the management team and provides topics for supervisors to learn together to improve communication and build consensus among various departments.

REMUNERATION COMMITTEE

The purpose of the Remuneration Committee is to assist the board of directors in implementing and evaluating the company's overall remuneration and benefit policies, as well as the remuneration to directors and managerial officers.

The remuneration committee members shall be appointed by resolution of the board of directors. According to EMC's Remuneration Committee Charter, the Committee shall have three members, one of whom shall be the convener. The Committee shall consist of at least one independent director. Currently, EMC's Remuneration Committee consists of three independent directors.

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Duties of the Remuneration Committee:

The Remuneration Committee shall exercise the care of a good administrator to faithfully perform the following duties and present its recommendations to the board of directors for discussion:

1.Establishing and periodically reviewing the performance assessment and the policies, systems, standards, and structure for the compensation of the directors and managerial officers.

2.Periodically assessing the compensation levels of directors and managerial officers.

(**iŤ**))

Information on the operation of the Remuneration Committee:

- 1.EMC's remuneration committee has a total of three members.
- 2. The term of the current members is from June 6, 2019 to June 5, 2022.

The number of EMC's remuneration committee meetings held in 2021 was: two. The attendance by the members was as follows:

| Job title | Name | No. of meetings attended in person | No. of meetings attended by proxy | In-person attendance rate (%) | Remarks |
|-------------------------|-----------------------|---|--|-------------------------------------|---------|
| Convenor | CHEN, YA- CHEN | 2 | 0 | 100 | |
| Independent Director | LIANG, CHI-YEN | 2 | 0 | 100 | _ |
| Independent Director | Chen, Tsung- Hsien | 2 | 0 | 100 | - |

AUDIT COMMITTEE

The Audit Committee shall be composed of the entire number of independent directors. It shall not be fewer than three persons in number, one of whom shall be the convener, and at least one of whom shall have accounting or financial expertise.

The independent director members of the Audit Committee shall serve a 3year term, and may be re-elected to further terms. When the number of the independent director members on the Committee falls below that prescribed in the preceding paragraph or in the Articles of Incorporation due to an independent director's dismissal for any reason, a by-election shall be held at the next shareholders' meeting to fill the vacancy.

The Audit Committee shall convene at least once quarterly. For more information on the holding of meetings of the Committee and the attendance rate of each member, please refer to EMC's annual reports for each year.



The main function of the Audit Committee is to supervise the following matters:

- 1. Fair presentation of the financial reports of the Company.
- 2. The hiring (and dismissal), independence, and performance of certificated public accountants of the Company.
- 3. The effective implementation of the internal control system of the Company.
- 4. Compliance with relevant laws and regulations by the Company.
- 5. Management of the existing or potential risks of the Company.

Operation of the Audit Committee

- 1. EMC's Audit Committee consists of three independent directors.
- 2. The term of the current members is from June 6, 2019 to June 5, 2022.

The number of audit committee meetings held in 2021 was: four (A). The attendance by the independent directors was as follows:

| Job title | Name | No. of meetings attended in person (B) | No. of meetings attended by proxy | In-person attendance rate (%) (B/A) (Note) | Remarks |
|-------------------------|-----------------------|--|---|--|---------|
| Independent Director | LIANG, CHI- YEN | 4 | 0 | 100 | |
| Independent Director | CHEN, YA- CHEN | 4 | 0 | 100 | |
| Independent Director | Chen, Tsung- Hsien | 4 | 0 | 100 | |

INTERNAL AUDIT

EMC carries out internal audits by an independent unit directly under the board of directors mainly to inspect and assess the effectiveness of the internal control systems; measure operational efficiency and effectiveness, the reliability of financial reports, and the compliance with applicable laws and regulations; and push forward with corrective measures to ensure that the systems are constantly and effectively implemented.

EMC shall appoint one chief audit officer for the internal audit department, and any appointment or dismissal of the chief internal auditor shall be, according to the law, subject to approval by the audit committee and be submitted to the board of directors for a resolution. The appointment, dismissal, assessment, salary and remuneration of internal audit personnel shall be proposed to the board of directors through an audit officer for approval. The provisions of the regulations for appointment or dismissal of internal audit personnel are the same as those of the "Regulations Governing the Appointment of Personnel," which has been disclosed in the "Internal Regulations" section on EMC's website.

The internal audit work includes carrying out inspections according to the annual audit plans formulated based on the results of the risk assessment and performing special audits as needed to discover possible defects of the internal control system in a timely manner, pushing forward with corrective measures, issuing an Audit Report, regularly reporting the status of implementation to the audit committee and the board of directors, and through assessing and improving the effectiveness of risk management, control, and monitoring processes, assisting the board and management in achieving the established goals. In addition, the internal audit department shall also first see that all departments conduct self-assessments and build the company's self-monitoring mechanisms, and have the results of assessments to serve as the primary basis for the EMC's Chairman and President to produce Internal Control System Statements.



COMMUNICATION BETWEEN THE INDEPENDENT DIRECTORS AND THE CHIEF INTERNAL AUDIT OFFICER AND THE CPAS THAT SERVE AS EXTERNAL AUDITOR

I.The Committee holds a separate meeting with the CPAs and the chief audit officer at least once a year to discuss the completed internal audit officer and CPAs[,] external audit opinions, and make communication based on the defects found in the audit for the year. The opinions expressed in the communication shall be recorded in the meeting minutes and reported to the board of directors.

II. The chief internal audit officer regularly reports the following to the audit committee:

- 1. The annual internal audit plan
- 2. A regular report to the audit committee on the implementation of the internal audit

III.The CPAs participate in the audit committee at least every year and report the results of the annual audit.

IV.Others: In the event of a material irregularity, or any matter that independent directors, chief audit officer, and CPAs deem it necessary to communicate independently, an irregular meeting can be held at any time for communication purposes.



DETAILS OF COMMUNICATION BETWEEN THE INDEPENDENT DIRECTORS AND THE CHIEF INTERNAL AUDIT OFFICER AND THE CPAS THAT SERVE AS EXTERNAL AUDITOR ARE DESCRIBED IN THE TABLE BELOW:

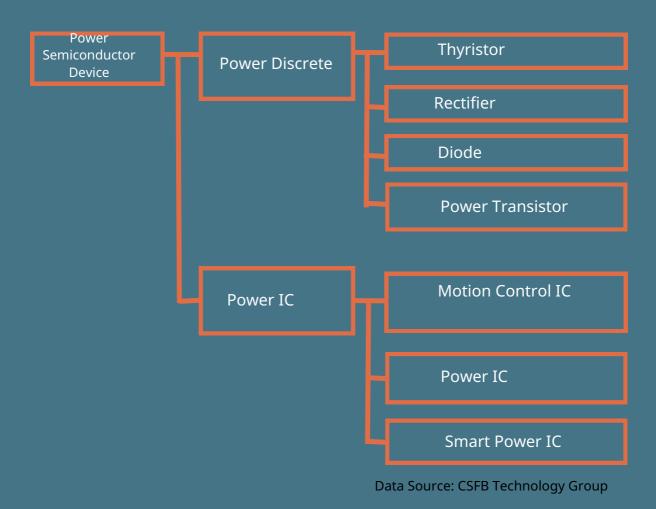
| Meeting date/(meeting session number) | Attendee | Details of communication with chief audit officer | Details of communication with CPAs |
|--|---|--|--|
| February 4, 2021 The 7th Meeting of the 1st Session Audit Committee | Independent Director LIANG, CHI-YEN Independent Director CHEN, YA-CHEN Independent Director CHEN, TSUNG-HSIEN Chief Audit Officer LI, LIEN-CHUN CPA KUO KUAN-YING | Reviewed the Audit Report for the Fourth Quarter of 2020 Reviewed the 2020 Statement on the Internal Control System | Responsibilities of auditors for auditing the financial statements Scope of audit Audit discovery Independence Corporate Governance 3.0 Updates of important laws and regulations |
| April 27, 2021 The 8th Meeting of the 1st Session Audit Committee | Independent Director LIANG, CHI-YEN Independent Director CHEN, YA-CHEN Independent Director CHEN, TSUNG-HSIEN Chief Audit Officer LI, LIEN-CHUN | Reviewed the Audit Report for the First Quarter of 2021 | Not applicable |
| July 27, 2021 The 9th Meeting of the 1st Session Audit Committee | Independent Director LIANG, CHI-YEN Independent Director CHEN, YA-CHEN Independent Director CHEN, TSUNG-HSIEN Chief Audit Officer LI, LIEN-CHUN CPA KUO KUAN-YING | Reviewed the Audit Report for the Second Quarter of 2021 | Independence Responsibilities of reviewers for reviewing the interim financial reports Scope of audit Audit discovery Updates of important laws and regulations |
| November 12, 2021 The 10th Meeting of the 1st Session Audit Committee | Independent Director LIANG, CHI-YEN Independent Director CHEN, YA-CHEN Independent Director CHEN, TSUNG-HSIEN Chief Audit Officer LI, LIEN-CHUN | Reviewed the Audit Report for the Third Quarter of 2021 Reviewed the 2022 Internal Audit Plan | Not applicable |
| February 22, 2022 The 11th Meeting of the 1st Session Audit Committee | Independent Director LIANG, CHI-YEN Independent Director CHEN, YA-CHEN Independent Director CHEN, TSUNG-HSIEN Chief Audit Officer LI, LIEN-CHUN CPA KUO KUAN-YING | Reviewed the Audit Report for the First Quarter of 2021 | Responsibilities of auditors for auditing the financial statements Scope of audit Audit discovery Independence Updates of important laws and regulations |

Result: The above matters have been reviewed or approved by the Audit Committee, and the independent directors have no dissenting opinions.



Business Model

Taiwan has built a complete semiconductor industry chain, and the design and manufacture of IT products have occupied an important position in the world. IC design companies can obtain support from professional foundries, packaging, and test externally, and can also serve electronic products and system manufacturing customers nearby, which gives them the greatest advantage to develop in the IC design industry. EMC is in the of power semiconductor devices, industry and power semiconductor device products can be generally divided into two categories: Power Discrete and Power IC, as shown in the table below:



主要產品之產製過程



EMC is a professional analog component design company. Its main products include power discrete and power management IC.

In the global power semiconductor development, the primary technologies and market power semiconductor devices are still in the hands of international IDM firms, such as the U.S.'s On-Semi, Fairchild, Japan's Renesas, Toshiba, Europe's ST, Infineon, etc. However, there are various kinds of analog components, many of which are customized products, and each firm has its own competitive advantage, so no firms become monopolies like those in the digital market.

For the application field of the discrete device Power MOSFET in PCs, the major competitors are foreign AOS, Infeneon, Toshiba, On-semi, and Vishay. For the application of power management ICs in AC/DC, the major competitors are foreign companies Fairchild, Angbao, and the domestic company Leadtrend, and for LED lighting, the competitors are mainly foreign TI and MPS. As for DC/DC in the PC field, the competitors mainly come from domestic manufacturers such as Richtek and Anpec. To put domestic and foreign suppliers into perspectives, not many companies can have both IC and discrete design capabilities, and EMC is one of the few design houses that can provide both at the same time. Under the demand for power saving and product miniaturization, integrated IC has become an inevitable product development trend in the future.

After fierce price competition, the overall IC prices will slow down in the future for the longterm trend. The consolidated company has always been aiming at providing customers with innovative and comprehensive power solutions in terms of product development. For our product development plan in the future, in addition to making continuous development on products, will manufacture existing we integrated (IC+Discrete) products to offer customers more efficient and space-saving power solutions at a lower price.

1-3 Ethics and Integrity



Ethical Management Policy

- EMC has formulated the "Ethical Corporate Management Best-Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct," which regulate that all companies conduct business with integrity and impartiality and in compliance with government regulations. The board of directors and management also commit to rigorous and thorough implementation of the ethical corporate management philosophies.
- According to the provisions of "Procedures for Ethical Management and Guidelines for Conduct," before developing a commercial relationship with another party, such as an agent, supplier, customer, or other counterparty in commercial dealings, EMC shall evaluate the legality and ethical management policy of the party and ascertain whether the party has a record of involvement in unethical conduct, in order to ensure that the party conducts business in a fair and transparent manner and will not request, offer, or take bribes.

🔍 Ethical Management Programs

- According to the provisions of "Procedures for Ethical Management and Guidelines for Conduct," when the counterparty or partner in cooperation is found to have engaged in unethical conduct, the personnel shall immediately cease dealing with the counterparty and blacklist it for any further business interaction in order to effectively implement EMC's ethical management policy.
- With respect to any matter related to conflicts of interest, in addition to reporting to their immediate department supervisor, the company's internal personnel can also report directly to the Financial Administration Division.
- EMC has established effective accounting systems and internal control systems and formulated the relevant audit plan. The internal audit unit shall carry out audit operations according to the audit plan and arrange special audits in special circumstances.
- EMC provides advocacy for its employees in events held for outside parties such as product launches and investor press conferences, in order to make its suppliers, customers, and other business-related institutions and personnel fully aware of its principles and rules with respect to ethical management.



The Ethical Corporate Management Responsible Unit

EMC has designated the Chairman's Office as the solely responsible unit to be in charge of the amendment, implementation, interpretation, and advisory services with respect to the "Procedures for Ethical Management and Guidelines for Conduct," the recording and filing of reports, and the monitoring of implementation. Meanwhile, each unit shall, according to the scope of its responsibilities, implement the ethical corporate management policies and prevention programs to ensure the implementation of the ethical corporate management best-practice principles together. The Chairman's Office has appointed the finance and accounting manager to report the results of the prior year's implementation to the Board of Directors every year.

The Chairman's Office has appointed the finance and accounting manager to report the results of the prior year's implementation to the Board of Directors on February 22, 2022.

The Ethical Corporate Management Best-Practice Principles

EMC will at all times monitor the development of relevant local and international regulations concerning ethical corporate management and encourage its directors, supervisors, managers, and employees to make suggestions, based on which the adopted ethical corporate management policies and measures taken will be reviewed and improved with a view to achieving better implementation of ethical management. For more information on EMC's ethical corporate management bestpractice principles, please refer to the Market Observation Post System or EMC's company website.



Prevention of Fraud and Misappropriation in Business

In its "Procedures for Ethical Management and Guidelines for Conduct," EMC provides all personnel with clear directions for the performance of their duties. For the business activities within the business scope which are possibly at a higher risk for unethical conduct, the prohibition measures against offering or acceptance of unreasonable improper benefits, facilitating payment and disposition, and no political contributions can be made (for details on the measures, please refer to EMC's "Procedures for Ethical Management and Guidelines for Conduct").

In 2021, EMC held internal and external education and training on issues pertaining to ethical management (including courses related to ethical management and legal compliance, internal health lectures, introduction to basic analog IC design, accounting system, and internal control); 535 persons participated, with a total of 1,091 hours.

Building a Whistleblowing Mechanism

Reporting cases should be handled in accordance to EMC's "Whistleblowing System for Reports of Illegal Acts (Including Corruption) and Unethical Acts by People inside and outside of the Company." The dedicated personnel and whistleblowing channel: The Spokesperson shall accept the complaints from shareholders, investors, or other stakeholders, and the Audit Office shall accept the complaints from internal staff member, customers, and suppliers.

The EMC's personnel handling whistleblowing matters shall describe in a written statement that they will maintain confidentiality of the whistleblower's identity and details of the whistleblowing case. EMC shall also commit itself to protecting the whistleblower from inappropriate treatment because of the whistleblowing.



1-4 Stakeholder Communication

Stakeholders

To achieve sustainable development, the company should understand stakeholders' priority issues of concern and communicate with them through a sound communication channel and mechanism as an important reference for sustainable development.

EMC's stakeholders include the government and competent authorities, employees, shareholders and investors, customers, suppliers, and social groups and community residents.



THE WAYS OF STAKEHOLDER COMMUNICATION

| Stakeholders | Priority issue of concern | Communication channel, response method, and communication frequency | Achievements in communication |
|---|--|--|---|
| Government and competent authorities | Legal compliance Customer protection and communication Corporate governance Risk management Communication with competent authorities . | interaction with the competent authority. Spokesperson contact information: | Ranked 36th IC designer in Taiwan among 2021 top 5000 outstanding companies by China Credit Information Service, Ltd. (CRIF) The CommonWealth Magazine Top 2000 Survey - EMC was ranked 979th / by industry: IC design was ranked 40th. Selected as top 100 Most valuable companies by Business Next magazine in 2021 Ranked 255th among the top 500 Asia-Pacific High-Growth Companies 2021 by the UK's Financial Times Awarded ''2021 Sports Enterprise Certification by Sports Administration, Ministry of Education'' Awarded the ''Sixth Potential Backbone Enterprise'' of Industrial Development Bureau, Ministry of Economic Affairs |

| Stakeholders | Priority issue of concern | Communication channel, response method, and communication frequency | Achievements in communication |
|--------------|---|--|--|
| | | | |
| Employees | 1.Employee welfare 2.Employee evaluation system 3.Operating performance 4.Labor relations | Announcements via Intranet or internal email: Announcements are made on an irregular basis All matters related to employee welfare (national health insurance, group insurance, etc.) and the Employee Welfare Committee Information, company's important operations information, education and training course information Annual performance management and other information Administrative Resources Department contact information: hr@excelliancemos.com | Add self-paid group insurance for family members Issue the employee stock ownership trust to entrust wealth to employees and create a win-win situation for employees EMC innovation and improvement proposal cross-departmental team contest in 2021 Improve English proficiency to facilitate internationalization - Fixed allowance for each person on a yearly basis Organize the "EMC 2021 To be Excellent" group training course in the hope that individuals, cross- departmental collaboration, and the whole team can bring "co-benefits" into play. 2021 vote for the company uniform - brand design - short sleeve Polo shirt |
| Customers | 1.Customer service and customer privacy 2. Legal compliance 3. Product management 4. Innovation management 5. Anti-corruption and fair trade | Regular communication and discussion meetings, on-site audit discussion, customer complaint handling and customer satisfaction surveys Customer contact information: sales@excelliancemos.com | Customer abnormality contact form and abnormal corrective measures report Regular customer satisfaction surveys |
| Suppliers | Customer service and customer privacy Legal compliance Anti-corruption and fair trade | Review reports or meetings, questionnaires, and on-site audit Supplier relations contact information: Ms. Liu 03-5600689#620 | Evaluation of procurement suppliers and outsourcing processing plants Regular sampling audits of procurement suppliers and outsourcing processing plants |

| Stakeholders | Priority issue of concern | Communication channel, response method, and communication frequency | Achievements in communication |
|--|---|---|--|
| | | | |
| Shareholders and investors | Corporate governance Sustainable development strategy Risk management Shareholders' participation Operating performance | News report/material information: Media/Market Observation Post System, instant news/important information announcements such as corporate governance, important business development, operating performance, and other relevant information which shareholders and investors are concerned about Hold a shareholders' meeting once a year and publish the annual report Hold the domestic investor conference at least once every three years and set up an investor relations contact window for bilateral communication Receive the domestic and foreign institutional investors analysts' visit from time to time Accept the invitation to participate in forums at home and abroad on an irregular basis Investor contact information: speaker@excelliancemos.com | In 2021, the Company was invited to participate in the online live broadcast of "Performance Presentations" held by the Taipei Exchange. |
| Social groups and community residents | Corporate image Employee diversity and the rights and interests of the labor force Caring for communities Social participation | The company arranges a different company-wide event or outdoor event each year: Employee blood donation on an irregular basis, 1919 Food Bank donation event, volunteering to distribute supplies, supporting the "Old Shoes Save Lives" public welfare activity, and making donations to the "Chuu Der San Memorial Scholarship" of National Yang Ming Chiao Tung University. Administrative Resources Department contact information: hr@excelliancemos.com | The Company has supported the OTC public welfare activities - 1919 food bank donations for four consecutive years by donating 5,700 bottles of soy sauce for livelihood supplies and 600 food packs. At the same time, it joined the one-day volunteers to distribute supplies. The Company has supported the "Old Shoes Save Lives" public welfare activity - three boxes of donated supplies for the second consecutive year. The Company has donated to the "Chuu Der San Memorial Scholarship" of National Yang Ming Chiao Tung University. for two consecutive years. The Company ordered Mid- Autumn Charity Gift Boxes of "Smile Angel" The Company donated anti- pandemic supplies to the Hsinchu County Government to support medical staff and protect Taiwan. |

2021

ANNUAL ECONOMIC ASPECT

www.excelliancemos.com

TECHNOLOGY DEVELOPMENT STATUS

Professional R&D team

EMC is made up of senior management and R&D team with more than 10 years. It is a professional power components and IC design company, specializing in power semiconductor devices processing development, high-efficiency power components, and power system design.



1.Power management discrete - POWER MOSFET

The R&D team started POWER MOSFETS research in 1995. It possess key technologies for power semiconductor devices, including materials, processing, testing, device physics and design, and is the pioneer of POWER MOSFETS in Taiwan. The POWER MOSFETS developed by the R&D team in the past have been always taking a leading position in technology among the domestic peer companies. The products designed using self-developed technologies for generations have made a good sales performance.

2. Power management IC

The primary R&D team has invested in the research of POWER IC for more than 15 years, making itself one of the pioneers of POWER IC design in Taiwan. With solid experience in IC design and the fab semiconductor processing and component design as well, mass production variation is considered in the early stage of product design to stabilize product quality and yield rate, making EMC's products deeply recognized by customers.

R&D PERSONNEL AND THEIR ACADEMIC QUALIFICATIONS AND WORK EXPERIENCE

As of July 31, 2022, there were a total of 39 personnel in the consolidated company's R&D department, of which 51% had a master's degree or above. Their education levels are shown as follows:

July 31, 2022

| Academic qualifications∉ | Number of personnel∉ | Percentage as of the total number of personnel (%) | Average years of relevant work experience (years)↔ |
|-----------------------------|-------------------------|--|---|
| Master's degree↩ | 19⇔ | 49⇔ | 12.93⇔ |
| College↩ | 20↩□ | 514 | 10.87 |
| Total⇔ | 39↩ | 100.00 | 11.87 |

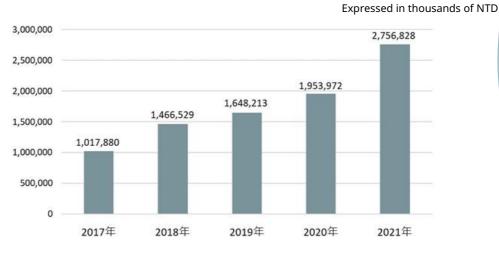
Technologies and/or products successfully developed during 2021:

- 1. Obtained the U.S. patent certificate US10,985,032B2 POWER MOSFET
- 2. Successfully developed smart power switch controllers
- 3. Successfully developed the display card application, high-voltage, high- efficiency DC converters
- 4. Successfully developed programmable, low-impedance USB PD power switches
- 5. Obtained Taiwan patent certificate I739252 Trenched MOSFET device and the manufacturing method
- 6. Successfully developed low-quiescent-current, high-voltage linear regulators
- 7. Successfully developed 30VN high-cell-density 1.1G Cell/inch square MOSFET, providing conversion components with low on-resistance, high energy efficiency, and low temperature rise
- 8. Completed the development of 1A DC converters with high efficiency and fast transient response



Excelliance MOS Corporation. | ESG report for 2021

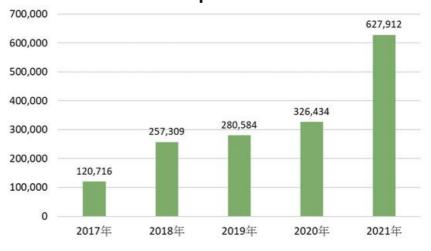
FINANCIAL PERFORMANCE



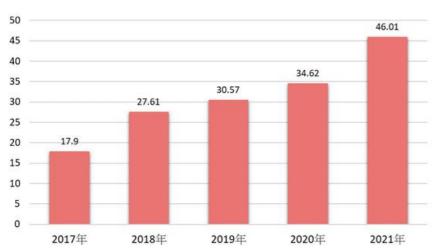
INCOME

Net profit

Expressed in thousands of NTD

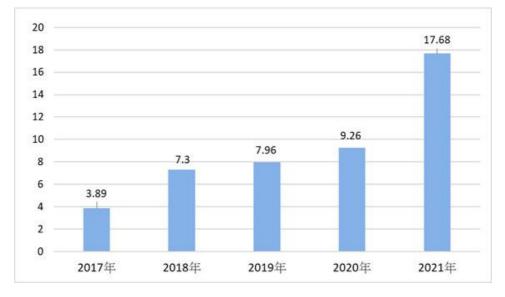


Net value per share

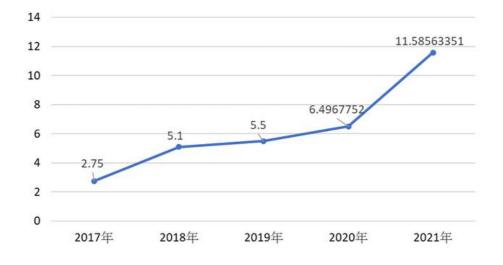


BUSINESS PERFORMANCE

Earnings per share



Cash dividends (NT\$/share)





Production Volume and Value Table

單位:仟顆:新台幣仟元

| 主要商品 | 2020 | | 2021 | |
|--------|-----------|-----------|-----------|-----------|
| | 產量 | 產值 | 產量 | 產值 |
| 功率元件 | 918,719 | 901,157 | 1,119,474 | 1,157,292 |
| 電源管理IC | 334,600 | 339,638 | 398,347 | 408,138 |
| 合計 | 1,253,319 | 1,240,795 | 1,517,821 | 1,565,430 |

Sales Volume and Value Table

單位:仟顆:新台幣仟元

| 主要商品 | 2020 | | | | |
|--------|--------|---------|-----------|-------------|--|
| | 內銷 | | 外銷 | | |
| | 量 | 值 | 量 | 值 | |
| 功率元件 | 46,702 | 73,988 | 898,626 | 1,370,962 | |
| 電源管理IC | 46,057 | 81,997 | 287,284 | 427,025 | |
| 合計 | 92,759 | 155,985 | 1,185,910 | 1,797,987 | |
| | 2021 | | | | |
| 主要商品 | | | 2021 | | |
| 主要商品 | 内 | 銷 | | 外銷 | |
| 主要商品 | 量 | 銷 值 | | 外銷 值 | |
| 主要商品 | | | 2 | | |
| | 量 | 值 | , 是 | 值 | |

Tax policy

EMC supports tax policies that help enterprise innovation and promote economic growth and endeavors to information transparency and sustainable development. We hereby commit ourselves to:

- All operations are conducted in accordance with relevant tax laws and regulations.
- Implementing transparency in financial reporting; making tax disclosures in accordance with the applicable regulations and standards.
- Do not conduct a transaction solely for the purpose of tax evasion.
- Based on mutual trust and information transparency, building a relationship of mutual respect with tax authorities
- Taking into consideration the impact of taxation on all important decisions of the company

EMC's tax contribution to the government mainly comes from paying enterprise income taxes. In 2021, the taxes and fees paid by EMC in Taiwan are approximately NT\$162,603 thousand. (Enterprise income taxes of NT\$150,090 thousand, labor insurance and national health insurance of NT\$12,210 thousand, and other taxes and fees of NT\$303 thousand)

In 2021, according to the "Regulations Governing Application of Investment Tax Credits to R&D Expenditures of Corporates or Limited Partnerships", EMC was engage in innovative activities with respect to products, technologies, labor services, service processes, or creations by scientific methods or technical means. It shall possess research and development capabilities, and the research and development activities it was engaged in should involve innovation to a great extent.

The information of major tax benefits from investment tax credits granted to EMC are as follows: Expressed in thousands of NTD:

| Legal basis | Deducted/credited item | Amount |
|---|---|--------|
| Article 10 of the Statute for Industrial Innovation | Investment tax credits against R&D expenditures | 52,718 |

Financial Performance Dividend policy

EMC's net income, if any, in its annual final account every year, 6%~20% of the net income of the current year shall be appropriated as employees' compensation and no more than 3% as remuneration to directors. However, the Company's accumulated losses shall have been covered first.

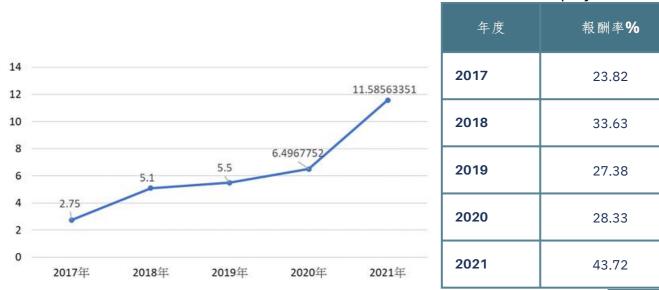
Qualification requirements of employees, including the employees of parents or subsidiaries of the company meeting certain specific requirements set by the board of directors, entitled to receive the profit distributable as employees' compensation, restricted stock for employees, share subscription warrant, new shares for subscription, and transfer of the shares bought back.

After closing of accounts, if there is surplus earning, the Company shall first pay all taxes and dues, make up the losses for the preceding years, and then set aside a legal reserve of 10% of the net profit. Where such legal reserve amounts to the total paid-in capital of EMC, this provision shall not apply. The Company may set aside or reverse another sum as special reserve from the rest according to the laws and regulations. The remaining profit, if any, together with the beginning unappropriated retained earnings, shall be distributed subject to the proposal for distribution of profits adopted by the board of directors and the approval of the shareholders' meeting.

Financial Performance Dividend policy

The industry to which EMC belongs is currently in the growth stage. The dividend distribution policy shall be, depending on the company's current and future investment environment, demand for funds, domestic and international competition, capital budget, and other factors, taking into account the interests of shareholders, balanced dividends, and the company's long-term financial planning, subject to the proposal for distribution of profits adopted by the board of directors and the approval of the shareholders' meeting. As a general rule, the ratio of cash dividends to be distributed each year shall not be lower than 10% of the total amount of cash dividends and share dividends to be distributed in the current year. The dividends shall be distributed in the form of cash as a principle; however, the ratio at which cash dividends are distributed shall be determined by a resolution of the board of directors.

EMC's proposal for 2021 distribution of 2021 profits has been adopted by the Board of Directors on February 22, 2022. The company will distribute a cash dividend of NT\$415,345,900 (NT\$11.6 per share) to shareholders, 6% of profit distributable as employees' compensation in an amount of NT\$50,464,979 and 1.5% as remuneration to directors in an amount of NT\$12,616,245.



Return on equity %

Benefit Plan and Retirement Policy

Employee welfare measures

According to the relevant laws and regulations, the company has set up the employee welfare committee to implement welfare measures such as domestic and foreign travel subsidies and the little things in life that people enjoy, and sending gift vouchers for three traditional festivals (Chinese New Year holidays, Dragon Boat Festival, and Mid-Autumn Festival), and also provides welfare subsidies for employees to apply, including weddings, funerals, or childbirth subsidies. Moreover, based on the idea of employee education and cultivation and aligned with external environmental trends, company management policies, departmental performance goals and employees' personal growth needs, it has established a comprehensive education and training system, English training courses, and study club to share thoughts in the hope that employees' personal career development and overall work performance can be improve at the same time. The company organizes club activities - Yoga club, light aerobic exercises, pressure relieve roller massage club, and mountaineering club, and depending on its benefit policies, adjusts and issues share subscription warrant, and established the employee welfare trust plan committee to implement the employee welfare trust and other benefit measures. In addition, the company has fully paid the well-planned employee group insurance, including medical insurance, cancer insurance, accident insurance, etc., and measures like travel safety insurance in order to provide employees with living security.

Retirement systems and the status of their implementation

Given that EMC was founded on March 3, 2008, the new pension system prescribed in the "Labor Pension Act" is applicable to all employees. According to the Act, the appropriation rate of labor pension funds borne by EMC every month shall not be less than six percent of the worker's monthly wage. EMC has formulated the employees retirement regulations in accordance with the Act, and shall on a monthly basis contribute labor pension funds, i.e., six percent of the worker's monthly wage to individual labor pension accounts at the Bureau of Labor Insurance.

Subsidiaries in mainland China shall, in accordance with the local government's laws and regulations, appropriate endowment insurance funds at a certain percentage of the employee's total salary, contribute them to the relevant government department, and deposit the amount in the specific and separate account for each employee.

The regulations applicable to EMC in accordance with the Labor Pension Act are as follows:

(1)Voluntary retirement:

A worker may apply for voluntary retirement under any of the following conditions: (Those who choose to apply the Labor Pension Act, the same Act shall apply.)

A. Where the worker attains the age of fifty-five and has worked for fifteen years.

B. Where the worker has worked for more than twenty-five years.

C. Where the worker attains the age of sixty and has worked for ten years.

D. Retirement applications should be made no later than one month before the scheduled effective date.

Retirement systems and the status of their implementation(Cont.)

(2)Mandatory retirement:

EMC shall not force a worker to retire unless any of the following situations has occurred:

A. Where the worker attains the age of sixty-five.

B. Where the worker is unable to perform his/ her duties due to disability.

EMC may request the central competent authority to adjust the age prescribed in Subparagraph 1 of the preceding paragraph if the specific job entails risk, requires substantial physical strength or otherwise of a special nature; provided, however, that the age shall not be reduced below fifty-five.

(3)Retirement benefits for the seniority accumulated:

A. With reference to Article 23 of the Labor Pension Act, the labor pension shall be paid and calculated in accordance with the Labor Pension Act.

B. The retirement age has been set to 61 starting from 2018, and thereafter will be increased by one year every other year. By 2026 the retirement age will be 65 expectedly.



MARKET POSITION

| Fiscal year | Awards and achievements |
|-------------|--|
| 2018 | Ranked 42nd IC designer in Taiwan by CRIF's survey. |
| | Honored with the 5th Dun & Bradstreet SME Elite Award. |
| 2019 | Ranked 40th IC designer in Taiwan by CRIF's survey. |
| | Selected as 2019 TOP 100 Fastest-Growing Enterprise by |
| | CommonWealth Magazine. |
| | Selected as the "Fifth Potential Backbone Enterprise" of |
| | Industrial Development Bureau, Ministry of Economic |
| | Affairs. |
| | Honored with the "Top 5000 Taiwan Large Enterprise |
| | Rankings in 2019". |
| 2020 | Selected as the Best Small and Midsized Listed Company in |
| | Asia by Forbes magazine in 2020. |
| | Honored with the "Top 5000 Taiwan Large Enterprise |
| | Rankings in 2020". |
| | Ranked 2194th "CommonWealth Magazine Top 2000. |
| | Survey" by CommonWealth Magazine in 2020. |
| | Selected as Taiwan's "Top 100 Most Valuable Companies" |
| | by Business Next magazine in 2020. |
| 2021 | Nominated as the 11th LE FONTI TV Awards "CEO of the |
| | Year and Annual Excellence Awards" by World Excellence |
| | International magazine survey. |
| | Awarded the Asia-Pacific High-Growth Companies 2021 by |
| | UK's "Financial Times". |
| | Ranked 2979th "CommonWealth Magazine Top 2000. |
| | Survey" by CommonWealth Magazine in 2021. |
| | Selected as Taiwan's "Top 100 Most Valuable Companies" |
| | by Business Next magazine in 2021. |
| | Ranked 36th IC designer in Taiwan by CRIF's survey. |
| | Selected as the "Sixth Potential Backbone Enterprise" of |
| | Industrial Development Bureau, Ministry of Economic |
| | Affairs. |
| | EMC was Awarded "2021 Sports Enterprise Certification by |
| | Sports Administration, Ministry of Education". |



Recruitment and assumption of duty

EMC provides competitive salaries and benefits, a diverse learning environment, and a sense of achievement in R&D and innovation, attracting outstanding talents from domestic colleges and universities. In 2021, the Company planned to recruit 16 people and received a total of 1,904 resumes. Those who were hired came on board one hundred percent, demonstrating an attractive employer brand of EMC.

| Item | Number of people | Times application received (A/B) | |
|--|------------------|----------------------------------|--|
| Number of applicants in 2021 (A) | 1904 | | |
| Number of recruits planned for 2021 (B) | 16 | 119 times | |
| Item | Number of people | Application rate % (C/D) | |
| Number of people on board in 2021 (C) | 13 | 100% | |
| Number of employment contracts issued in 2021 (D) | 13 | | |

Salary guarantee

EMC offers reasonable and competitive remuneration in an attempt to attract outstanding talents and enhance the retention of existing talents. It considers the overall salary level of the market every year and make appropriate adjustments to the base salary.

2018-2020 Average and median salaries of "full-time non-management employees" Note*

| | | E | xpressed in t | housand NTE | |
|---|------------------------------------|---------|---------------|-------------|--|
| | Full-time non-management employees | | | | |
| EMC | 2018 | 2019 | 2020 | 2021 | |
| Total salary of full-time non- management employees (A) | 115,226 | 104,341 | 98,925 | 267,533 | |
| Number of full-time non- management employees (B) | 62 | 64 | 67 | 74 | |
| The "Average Salary" of full- time non-management employees (A/B) | 1,858 | 1,630 | 1,467 | 3,615 | |
| The "Median Salary" of full- time non-management employees | N/A | 1,513 | 1,301 | 3,142 | |

Anti-corruption

EMC provides educational advocacy of the "Regulations Governing the Prevention of Insider Trading" and relevant laws and regulations for current directors, managerial officers, and employees at least once a year. For new directors and managerial officers, educational advocacy will be scheduled within 3 months after taking office, and for new employees, educational advocacy will be provided by HR during the orientation training.

This year, the Company has provided educational advocacy for current directors, managerial officers, and employees on December 10, 2021, with the course content including confidentiality obligations of material information and the cause and identification of insider trading as well as illustration of case study, and placed the course presentation files on the employee intranet system and sent the course presentation files to all directors, managerial officers, and employees for their reference.



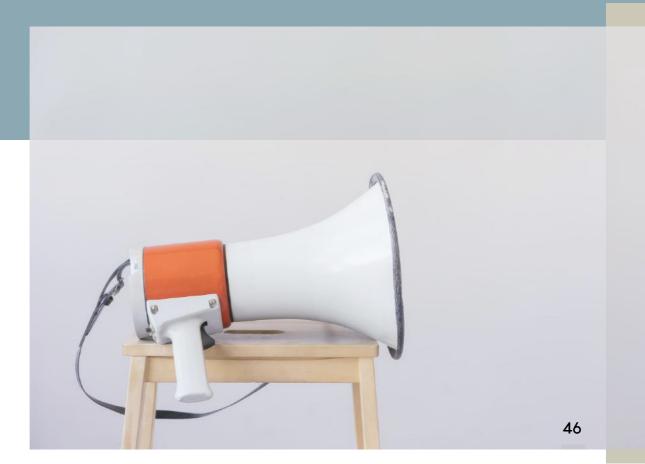
In its "Procedures for Ethical Management and Guidelines for Conduct," EMC provides all personnel with clear directions for the performance of their duties. For the business activities within the business scope which are possibly at a higher risk for unethical conduct, the prohibition measures against offering or acceptance of unreasonable improper benefits, facilitating payment and disposition, and no political contributions can be made (for details on the measures, please refer to EMC's "Procedures for Ethical Management and Guidelines for Conduct").

In 2021, EMC held internal and external education and training on issues pertaining to ethical management (including courses related to ethical management and legal compliance, internal health lectures, introduction to basic analog IC design, accounting system, and internal control), in which 535 persons participated, with a total of 1,091 hours.

Anti-corruption

Reporting cases should be handled in accordance to EMC's "Whistleblowing System for Reports of Illegal Acts (Including Corruption) and Unethical Acts by People inside and outside of the Company." The dedicated personnel and whistleblowing channel: The Spokesperson shall accept the complaints from shareholders, investors, or other stakeholders, and the Audit Office shall accept the complaints from internal staff member, customers, and suppliers.

The EMC personnel handling whistleblowing matters shall describe in a written statement that they will maintain confidentiality of whistleblower's identity and details of the whistleblowing case and shall also commit themself to protecting the whistleblower from inappropriate treatment because of the whistleblowing.



Enterprise Commitment

EMC ESG report for 2021



CUSTOMER RELATIONSHIP MANAGEMENT

In order to provide customers with better services, EMC conducts customer satisfaction surveys every year. Evaluation items are divided into four categories, with a full score of 5:

Customer satisfaction evaluation items:

| Product | • Whether the product performance meets customer expectations |
|---------------------|--|
| quality | • What is the yield rate of the product in customer's application |
| Delivery quality | Whether the packaging, labeling, and transportation of the currently purchased materials meet the customer's shipping requirements Satisfaction with the accurate delivery of materials in the current transaction |
| Service quality | Whether customers are satisfied with the sales personnel's attitude toward providing services and problem handling time Whether the company's technical support personnel have absolute professional knowledge of products and whether the response time is satisfactory Whether the customer is satisfied with the Company's response to questions, and have the Company's quality assurance personnel been unable to make your company obtain assistance or reply within the required time limit in the past year Whether the customer is satisfied with the Company's product compliance with regulatory requirements for prohibited/restricted substances Whether the customer is satisfied with the Company's timeliness of response to the investigation into prohibited/restricted substances |
| Product price | • How the customer feel about the competitiveness in terms of the Company's product prices |



 $-\dot{\bigcirc}$ The average customer satisfaction level

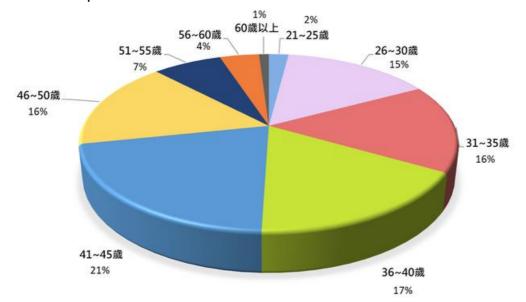
| Fiscal year | Average customer satisfaction level (%) |
|----------------|--|
| 2018 | 91 |
| 2019 | 87 |
| 2020 | 90 |
| 2021 | 90 |

2021 CUSTOMER SATISFACTION SURVEYS SUMMARY TABLE

| Level of sat | isfaction | nt Good | Fair | Poor | Very |
|--|---|---------|------|------|------|
| 1.1 Whether EMC's product performance me | eets 50% | 50% | | | |
| 1.2 What is the yield rate of the product in | 50% | 50% | | | |
| Product quality survey results (Total nur occurrences) | nber of 50% | 50% | | | |
| 2.1 Whether the packaging, labeling, and transportation of the currently purchased materials meet the customer's shipping requirements | 40% | 50% | | 10% | |
| 2.2 Satisfaction with the accurate delivery of materials in the current transaction | 20% | 70% | 10% | | |
| Delivery quality survey results (Total nu occurrences) | mber of 30% | 60% | 5% | 5% | |
| 3.1 Whether customers are satisfied with the personnel's attitude toward providing set and problem handling time | 100 C | 20% | | | |
| 3.2 Are you satisfied that the company's tech support personnel have absolute professi knowledge of products and response time | onal 90% | 10% | | | |
| 3.3 Are you satisfied with the Company's re- to questions, and have the Company's qu assurance personnel been unable to make company obtain assistance or reply within required time limit in the past year? | ality 2 your 60% | 40% | | | |
| 3.4 Are you satisfied with the Company's pr compliance with regulatory requirements prohibited/restricted substances? | Contraction of the second second | 50% | | | |
| 3.5 Are you satisfied with the Company's tir of response to the investigation into prohibited/restricted substances? | neliness 60% | 40% | | | |
| Service quality survey results (Total nun occurrences) | nber of 68% | 32% | | | |
| 4.1 The customer's evaluation of the competitiveness in terms of the Company product prices | y's 20% | 70% | 10% | | |
| Product price survey results (Total numb occurrences) | per of 20% | 70% | 10% | | |

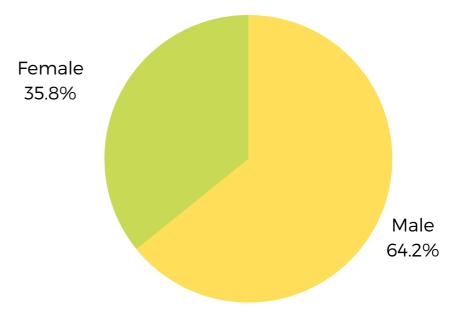
AGE STRUCTURE OF THE WORKFORCE

33% of employees are between 21 and 35 years old, showing that the Company pays attention on nurturing new generation of manpower and places emphasis on inheritance of experience.



Employment category

- The Company employs nearly 100% of full-time workers and sufficient number of people with disabilities, protecting their rights and interests of employment in accordance with the law.
- In 2021, the Company hired one person with disabilities, providing equal opportunity in employment.



MALE-TO-FEMALE RATIO AMONG SUPERVISORS AT ALL LEVELS

In the light of factors such as characteristics of the technology industry and the job market, most of EMC's employees are male.

| Item | Gender | | Subtotal | Percentage | |
|---|--------|--------|----------|------------|--|
| | Male | Female | | | |
| Top-level management (Vice President and above) | 3 | 0 | 3 | 4% | |
| Middle-level and first- line management (Vice President and above) | 8 | 3 | п | 13% | |
| General employee | 41 | 26 | 67 | 83% | |
| Total | 52 | 29 | 81 | 100% | |

RECRUITMENT AND RETENTION

For the purpose of optimizing the structure of manpower, in addition to putting the focus on the indicators of joining and leaving the company, EMC also pays attention to application rate, on-board rate, talent development of newcomers and retention. Through diversified assessment methods including the newcomer care system and exit interviews, it expects to continuously attract top talents in the human resource market.

In 2021, the Company recruited a total of 13 new permanent employees, of which approximately 69.23% were under the age of 30, thereby maintaining a relatively young workforce and continuously injecting energy into product diversification and innovation.

| Fiscal year | New hire | Number of employees of the Company | New hire ratio |
|-------------|----------|---------------------------------------|----------------|
| 2018 | 9 | 73 | 12.33% |
| 2019 | 9 | 76 | 11.84% |
| 2020 | 15 | 82 | 18.29% |
| 2021 | 13 | 81 | 16.05% |

2018-2021New hire ratio

LEARNING AND DEVELOPMENT

Training category

New employee orientation

Management functional training

Technical engineering training

Language training

External training

Training content and 2021 implementation and achievements

- New employees shall understand the company's policies and systems on the first day of employment, and take another half-day course in the company's common language (core value, accountability, and PDCA) within one to two months after onboarding to further understand corporate culture.
- All units shall create a training roadmap for newcomers based on the functions of different departments.
- EMC takes workplace and laboratory safety seriously. All staff at engineering units are required to go through laboratory safety training before entering the laboratory and using instruments.
- Other relevant courses include mandatory courses on safety and hygiene management, workplace sexual harassment prevention, insider trade prevention, and ethical management and legal compliance, with a completion rate of 100%.
- Provide training courses on project management, effective interpersonal interaction and consensus drills, problem analysis and solving skills, and how to implement work and life courses to improve employee management and problem-solving skills.
- Provide external professional and technical training according to the professional and technical needs of each department.
- Provide English courses, including not only face-to-face courses, but also online teaching courses, to meet different learning needs by diverse teaching approaches and improve language skills of the whole EMC's employees.
- Training required by regulation, such as continuing education for Principal Accounting Officers, internal auditor training, training for deputies of Principal Accounting Officers and internal auditors, onthe-job training for firefighting and first-aid personnel and on-thejob training for supervisors in charge of occupational safety and health affairs in accordance with the Occupational Safety and Health Act.
- In addition to the training course required by the law and regulation, EMC provides continuing education courses specifically for the company's major business development.

LEARNING AND DEVELOPMENT







LEARNING AND DEVELOPMENT











WORK ENVIRONMENT AND EMPLOYEE PERSONAL SAFETY PROTECTION MEASURES

and fire emergency response training and drills to raise the safety

EMC owns the office by itself. In addition to cooperating with the building in regular testing and maintenance of fire safety equipment and maintenance and inspection of public facilities, EMC carries out Environmental drinking water testing on a quarterly basis, carbon dioxide safety concentration monitoring operation every six months, and office environment cleaning and disinfection every year. In addition to the building security guards, the company is equipped with the access control card swiping system at all hours of the day and night, and the security company and camera systems are in Access security place to secure the entry and exit to and from the company and the personnel at day, night, and holidays. The Company has established supervisors in charge of occupational safety and health affairs, firefighting management personnel, and Disaster first-aid personnel in accordance with the Occupational Safety and preparedness Health Act, and conducted training in accordance with the and response Occupational Safety and Health Education and Training Rules. According to the statistics of the Occupational Safety and Health Administration of the Ministry of Labor, the number of accidents causing deaths and disabilities with disabling injuries to employees in Work safety EMC was 0 in the most recent two years. performance According to the "Labor Health Protection Rule," the Company conducts general health examinations on new employees and regular health examinations better than those prescribed by the "Labor Health Employee health Protection Rule" on currently employed workers, with examination items care better than those prescribed by the laws and regulations. It also opens the entitlements to have examinations with the same discount to family members at their own expense. A healthy and safe workplace can only be achieved with the joint efforts of the company and employees. In addition to ensuring the safety of hardware facilities, employees have to take necessary work Education and safety education and training when they start to work. The Company regularly conducts fire safety education and exercises with all workers training

awareness of all workers.

55

Supplier Management

Supplier Management Policies

Improve cost leadership ability

Integrate internal and external resources and achieve the most competitive supply chain value through strategic cooperation.

Build supply chain sustainability

Encourage suppliers to improve their economic, social, and environmental performance, and drive sustainable development of suppliers.

Establish a green supply chain

Make suppliers move from implementing energy saving and carbon reduction towards circular economy.

Place emphasis on environmental friendliness

Actively implement green procurement, pursue economic benefits, and take into account environmental friendliness.

Implement sustainability risk management

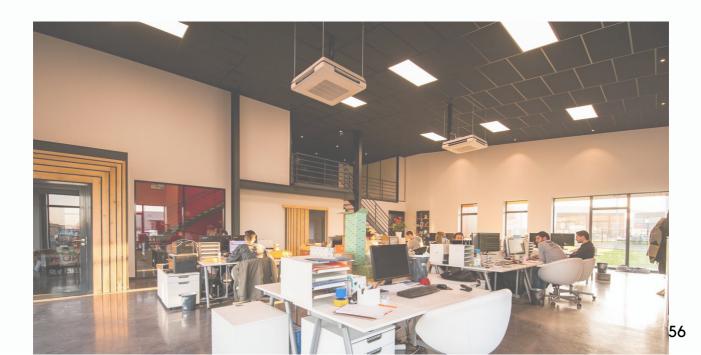
Express concerns about suppliers' energy and resource consumption and water resource management to cope with the impact of extreme weather and climate change on the supply chain.

Implement sustainability risk management

Express concerns about suppliers' energy and resource consumption and water resource management to cope with the impact of extreme weather and climate change on the supply chain.

Pay attention to environmental issues

Improve reusability of waste resources, and endeavor to reduce the impact of environmental pollution



Supplier Management Measures

In order to gear to international regulations faster, with reference to relevant international requirements including labor human rights, occupational safety and health, environment, anti-corruption, and other spirit of the regulations in the Universal Declaration of Human Rights, EMC has established the Supplier Code of Conduct for suppliers' compliance and implemented the sustainability requirements in the daily supply chain management through supplier evaluation, audit counseling, performance evaluation, training and supplier forums, and giving recognition.



Policy on human rights

EMC abides by the local regulations of Taiwan and the country where its subsidiary operates. It complies with internationally recognized human rights standards such as "International Bill of Human Rights," "ILO Declaration on Fundamental Principles and Rights at Work," and "The Ten Principles of the United Nations Global Compact," takes action consistent with the Responsible Business Alliance Code of Conduct, and treats all employees, contract and temporary workers, and interns with dignity and respect.

EMC implements its policy on human rights in accordance with the following implementation guidelines, and formulates the "Control Procedures for Suppliers and Subcontractors," requiring suppliers to follow the same standard.



Human rights assessment

EMC designs its own "Human Rights Risk Assessment Management Form," and by making reference to the Self-Assessment Questionnaire (SAQ) designed by the "Human Rights Risk Assessment Management Form Responsible Business Alliance," it also performs self-assessments on workplace inclusion, maternity protection, the use of child labor, discrimination and sexual harassment, occupational safety management, employee health management, working overtime, and labor disputes in the business. During the period from 2019 to 2021, the risk assessment results of the parent company and its subsidiary both revealed low risk.



Human rights concerns and practices

- Provide safe and healthful work environments
- Prohibit illegal discrimination
- Prohibit the use of child labor
- Prohibit forced labor
- Help employees maintain mental and physical health and work-life balance



Human rights risk mitigation measures

- In 2019, the human rights protection training was held for staff members with a total of 561 person-times and 304.5 hours.
- In 2020, the human rights protection training was carried out for staff members with a total of 470 person-times and 1,600 hours.
- In 2021, the human rights protection training was carried out for staff members with a total of 535 person-times and 1,091 hours.

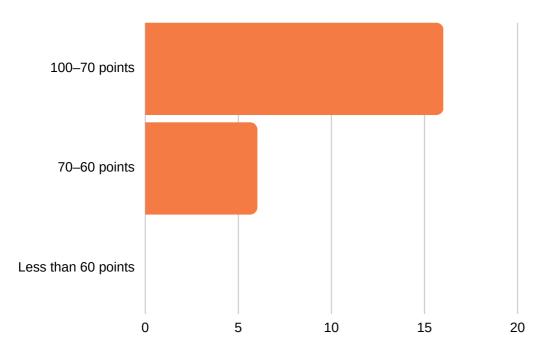
In the future, we will continue to pay attention to human rights protection issues and promote relevant education and training to raise awareness for human rights protection and reduce the likelihood of occurrence of related risks.

Qualified suppliers (outsourcing processing plants) are regularly evaluated by the relevant departments of the company every year to ensure the quality, delivery time, and price reasonability of outsourcing processing plants. Evaluation dimensions and criteria are as follows. Where the percentage of the score of an individual item accounted for the individual item's full score or the percentage of the total score of each department accounted for the department's full score is less than 2/3, please have the department explain the reason or provide an attachment. Where the total score is less than 60%, please have the Material Department progressively adjust the production proportion, and please proceed to explore new subcontractors.

| Department | Individual item (score allocated and weighted) | Score | Scoring considerations |
|-----------------------|--|-----------------|---|
| | Cost (25%) | 1–5 points | Cost competitiveness of subcontractors Cost-down degree |
| Material | Effective capacity (10%) | 1-5 points | On-time delivery and compliance with company policies |
| Department | Degree of cooperation (5%) | 1–5 points | Adaptability of being able to coordinate production capacity |
| | Compensation status (15%) | 1–5 points | Completion of compensation within six months |
| R&D Department | Process technology (10%) | 1–5 points | Process competitiveness evaluation of subcontractors |
| | Anomaly removal (5%) | 1–5 points | Process problem-solving ability of subcontractors |
| | Trail maintenance (5%) | 1-5 points | Trial compatibility |
| Quality | Audit (5%) | 1–5 points | Total Score > 80% Correspondence between issues and recommendations Collaboration with customer audits |
| Control Department | Major quality anomaly (5%) | • 1–5 points | Loss amount > NT50k |
| | Customer complaint (15%) | 1–5 points | The responsibility for anomaly lies with the subcontractor. The same anomaly continuously recurs |
| Т | otal score | | 100% |

Supplier regular spot check evaluation results

In March 2022, EMC's major product manufacturing suppliers have all met the evaluation criteria according to the above regular evaluation.





Environment Management

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Risk management



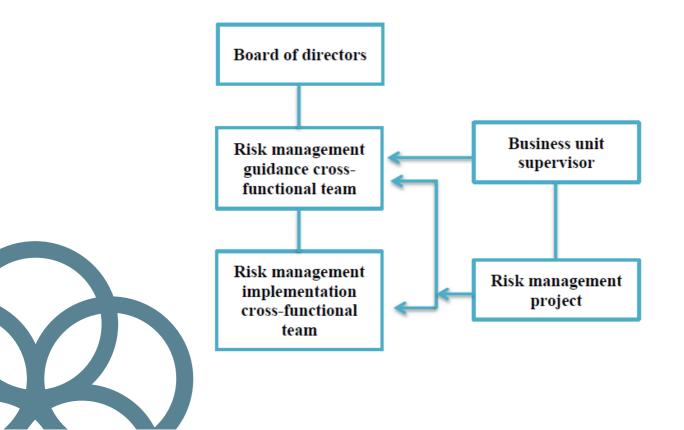
Risk management policy

EMC has formulated the "Risk Management Policy," which has been approved by the board of directors in 2020, as the supreme guiding principles of EMC's risk management. EMC and its subsidiaries define all types of risk in the risk management policy according to the company's overall operating policy and prevent possible losses within the scope of risks that can be tolerated, so as to increase shareholder value and achieve the principle of optimality in the company's resource allocation.

The Scope of Risk Managemen

EMC's risk management includes "Market Risk," "Investment Risk," "Credit Risk," "Hazard Risk," "Operational Risk," "Legal Risk" and "Other Risks" – EMC conducts risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle.

Risk Management Organizational Structure



The Status of Implementation

EMC has actively promoted the implementation of the risk management mechanism since 2020. The status of implementation are mainly as follows:

• In 2020

EMC's risk management policy was promulgated.

• In 2020

The finance and accounting manager has been appointed to collect and report the risk matters to the board of directors in October 2020 with respect to the risk environment of and the risk control measures taken by EMC business units and the implementation of risk management.

• In 2021

The finance and accounting manager has been appointed to collect and report the risk matters to the board of directors in November 2021 with respect to the risk environment of and the risk control measures taken by EMC business units and the implementation of risk management.





| Item | Content | Risk Environment | Measures Taken for Risk Control | The Status of Implementation |
|---------------------|---|---------------------|--|--|
| Market Risk | Including domestic and foreign economic situations, technological changes, industrial changes, and other factors | Low | 2021 ISO 9001 Quality Management System Risk and Opportunity Assessment Report (2020–2023) | Annual (internal) audit items Within the validity period of certificates, Internal annual assessment |
| Investment Risk | Including high-risk, high-leverage, derivatives trading, financial management, and other fluctuations in market prices | Low | Regulations Governing the Acquisition and Disposal of Assets Approval Authority Table | Annual (internal) audit items |
| Credit Risk | Refer to the failure of customers, suppliers, or transaction counterparties to fulfill agreements or responsibilities | Low | Contract Review Procedures Customer Credit Management Procedures | Annual (internal) audit items |
| Hazard Risk | Refer to the probability of occurrence of a major hazardous event and the risk of loss | Low | Work Rules Safety and Health Work Rules Completion of the 2021 Hsinchu County and third party annual security inspection | Annual (external) audit items |
| Operational Risk | Refers to internal control failures, the inadequacies or errors of R&D quality control, human management, or information systems | Low | 8.5 hours of R&D training course4.5 hours of materials and business training course | Education and training achievements by each department Annual (external) audit items |
| Legal Risk | Failure to comply with relevant regulations, a contract which has no legal force or effect, or other factors | | Inspection of internal control – Compliance with the laws and regulations 8 hours of Trade Secrets Act Expert Lecture Series New Employee Orientation | Education and training achievements by each department Annual (internal) audit items |
| | | Low | | |

| Item | Content | Risk Environment | Measures Taken for Risk Control | The Status of Implementation |
|-------------|--|---------------------|--|--|
| Other risks | The Company conducts risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle. | Low | Environmental aspect: Accomplishment of ISO 14001 Environmental Management Systems certification Social aspect: Safety and health risk management, prevention of occurrence of occupational accident, and employee health and safety protection 3 hours of on-the-job training for supervisors in charge of occupational safety and health affairs 3 hours of on-the-job training (refresher course) for first-aid personnel Corporate governance aspect: 6 hours of The Latest "Corporate Governance 3.0 –Sustainable Development Roadmap" Important Policy Measures Analysis Course for Company Directors and 3 hours of the New Version of Corporate Governance and Board Performance Evaluation Practice Analysis Course | Annual (external) audit items Education and training achievements by each department |

Environmental management



Environmental Management and Environmental Policy

EMC is devoted to promoting green environmental protection and energy-saving and carbon-reduction actions and looking for any possible ways to cope with and adapt to climate change. EMC actively invests in energy saving products:

Reduce power loss in the system using power management technology

Develop intelligent power conversion technology, in order to automatically check the power supply status of the power system, switch to an appropriate mode, and improve conversion efficiency, thereby saving energy consumption

EMC has constantly implemented energy-saving and carbon-reduction measures in its offices. The electricity consumption per capita (kWh) was 3,899.53 in 2021, and the electricity saving per capita (kWh) increased by 12.20% compared with the previous year. It has planned to replace T5 tubes in its offices with LED tubes in 2022 and targeted the electricity saving ratio in 2022 at 5%.

EMC is a fabless semiconductor company, mainly engaged in IC design, with the production operations including wafer fabrication, packaging, and testing being all entrusted to and conducted by external manufacturers, so it places importance on implementing green product design, green procurement and management of subcontractors, reducing resource and energy waste, and ensuring the safety and health of employees.



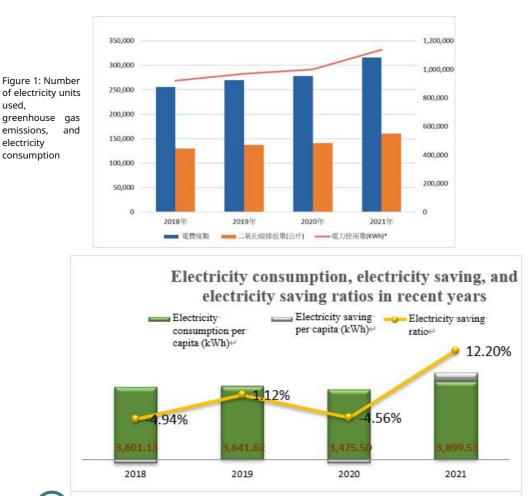
ENERGY MANAGEMENT AND CONSERVATION

EMC has passed ISO 9001 quality management system certification. By means of PDCA Cycle and systematic management, it keeps environmental protection goals consistent with implementation strategies and establishes the pollution prevention and improvement mechanism, enabling EMC to exert greater influence on environmental protection.

Power saving settings

- Adding the master switch in case the co-workers forget to turn off lights and air conditioning blower when getting off work.
- Putting signs for office lighting by partition to facilitate the co-workers' use to turn on/off the lights by partition when coming in or getting off work.
- Turning off the lights for one hour during the lunch break to save electricity.
- Replacing the tubes for general use with T5 tubes.
- Putting up the signs of turning off lights when leaving as a reminder of energy conservation

EMC has purchased all electricity from Taiwan Power Company (Taipower). According to Taipower electricity bill, EMC's electricity consumption in 2021 was 315,862 kWh, which is equivalent to 1,137,103 megajoules (1 kWh of electricity = 3.6 megajoules), an increase of 13.60% from the previous year due to the increase in employment in 2021, the addition of laboratory equipment and computer equipment, and the increase in electricity consumption.



😲 Energy intensity

EMC's electrical energy intensity was 11.46% in 2021, a decrease of 2.77% from the previous year (14.23% in the previous year), and its energy consumption dropped by 13.6% (37,822 kWh) Note 2.

| Calculation unit | 2018 | 2019 | 2020 | 2021 |
|--|-----------|---------------|-----------|-----------|
| Annual revenue (in thousand NTD) | 1,466,529 | 1,648,21 3 | 1,953,972 | 2,756,828 |
| Annual electricity consumption (kWh) | 255,680 | 269,480 | 278,040 | 315,862 |
| Electricity energy intensity % (Note 1) | 17.43% | 16.35% | 14.23% | 11.46% |

Statistical Table of EMC Energy Intensity in the Most Recent Five Years

Note 1: Energy intensity = annual electricity consumption / annual revenue

Note 2: Decrease/increase in the number of electricity units of electricity consumption = (consumption in the current year - consumption in the previous year) / consumption in the previous year

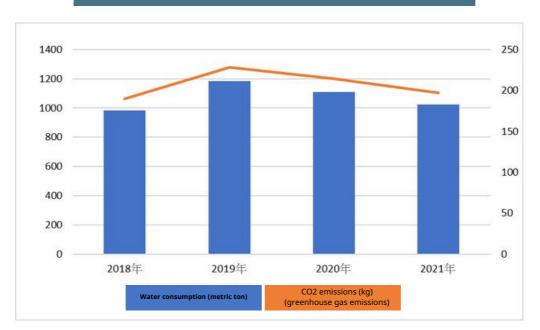
Water Resources Management

EMC's office water has been supplied by waterworks in each district. A total of 1,023 metric tons (approximately 1,023,000 liters) of water was used in 2021, a decrease of 7.92% compared to the previous year. The Company had also targeted the water saving ratio in 2021 at 7%.

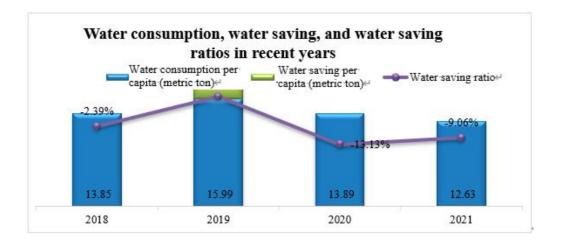


Water saving equipment

- Installing water-saving facilities to the faucet
- Reducing the number of times of wet mopping the floor of the office with water and replacing it with an electrostatic mop.



Water Consumption and Greenhouse Gas Emisions





Water intensity

EMC's water use intensity was 0.04% in 2021, a decrease of 0.02% from the previous year (0.06% in the previous year), and its water consumption dropped by 7.92% (88 m3) Note 2.

| 計算單位 | 2018 | 2019 | 2020 | 2021 |
|--|-----------|-----------|-----------|-----------|
| Annual revenue (in thousand NTD) | 1,466,529 | 1,648,213 | 1,953,972 | 2,756,828 |
| Annual water consumption (m3) | 983 | 1,183 | 1,111 | 1,023 |
| Water use intensity % (Note1) | 0.07% | 0.07% | 0.06% | 0.04% |

Statistical Table of EMC Water Use Intensity in the Most Recent Five Years

Note 1: Water use intensity = annual water consumption / annual revenue

Decrease/increase in the number of units of water consumption = (consumption in the current year - consumption in the previous year) / consumption in the previous year

Waste Management

EMC is a professional IC design company, and it is not engaged in the manufacturing of physical products, so it will not generate manufacturing waste. As for general waste, the Company has entered into a contract with a legal cleaning company to clean and recycle resource waste on a daily basis.

In order to achieve resource recycling, EMC promotes office garbage classification and resource recycling, strengthens waste management and emphasizes waste reduction to effectively sort, recycle, reuse, and properly dispose of waste, and continues to improve waste storage, transportation, and treatment to avoid the impact on the environment.

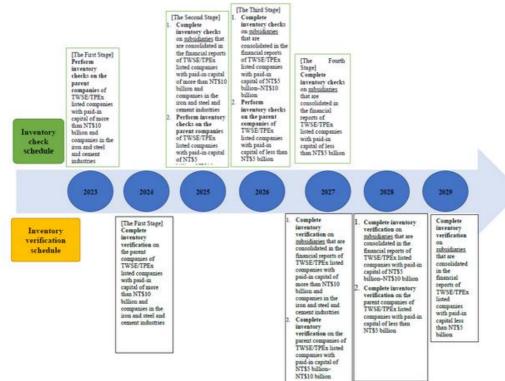


Greenhouse Gas (GHG) Inventory Planning

According to the "Roadmap for Sustainable Development of TWSE/TPEx Listed Companies" released by the Financial Supervisory Commission in March 2022, given that EMC is a company with paid-in capital of NT\$5 billion and the greenhouse gas inventory shall apply to the parent company in the fourth phase (that is, the inventory check will be completed in 2027 and the verification will be completed in 2029), it will follow up on the completion status of greenhouse gas inventory and disclosure schedules in inventory verification.

The "Roadmap for Sustainable Development of TWSE/TPEx Listed Companies" released by the competent authority

(1) Schedule planning



The three types of companies with specific paid-in capital and industries are described below: Class A companies: TWSE/TPEx listed companies with paid-in capital of more than NT\$10 billion and companies in the iron and steel and cement industries

Class B companies: TWSE/TPEx listed companies with paid-in capital of NT\$5 billion-NT\$10 billion

Class C companies: TWSE/TPEx listed companies with paid-in capital less than NT\$5 billion

Description of the companies to which the four stages of the above inventory check schedule is applied:

The First Stage: A parent company of a Class A company

The Second Stage: A subsidiary that is consolidated in the financial reports of a Class A company, a parent company of a Class B company

The Third Stage: A subsidiary that is consolidated in the financial reports of a Class B company, a parent company of a Class C company

The Fourth Stage: A subsidiary that is consolidated in the financial reports of a Class C company

(2) The Status of Implementation

The Company has actively promoted the implementation of greenhouse gas inventory planning since 2022, and the status of implementation are mainly as follows:

lIn 2022,

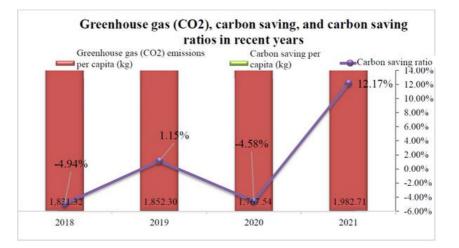
The finance and accounting manager has been appointed to collect and report the planning status to the board of directors in July 2022 with respect to the implementation of greenhouse gas inventory planning.

(3) Greenhouse Gas Emissions

The major emission source of EMC is purchased electricity. With the company's business scale continuing to grow, it has made great efforts improving electricity saving so as to effectively reduce greenhouse gas (carbon dioxide) emissions.

The average CO2 emissions per capita was 1,982.71 kg in 2021, and the carbon saving per capita increased by 12.17% compared with the previous year. The Company had also targeted the carbon saving ratio in 2021 to decrease by 1%.

| Fiscal year | Gross CO2 emissions (kg) (Gross greenhouse gas emissions) |
|----------------|--|
| 2018 | 130,024.02 |
| 2019 | 137,070.26 |
| 2020 | 141,403.14 |
| 2021 | 160,599.44 |



(4) EMC's Types of Greenhouse Gas Inventories and Scope of Operations

| Scope of operations | Category | EMC's resource corresponding equipment/activity types | Greenhouse gas emissions (Note) | |
|--|---|--|---|--|
| Direct greenhouse gas emissions (Scope 1) | Moving point emissions Greenhouse gas emissions from operations of cars, trucks, scooters, and machine tools that are controlled by the organization | 1. Company cars (gasoline) | 2. 5,600 tons of CO2e Data boundary: Parent company | |
| | Fugitive emissions Emissions from refrigerants or breakdown maintenance of equipment in the organization's daily operation | Fire extinguisher (CO2, HFC) Air conditioner (ice water host) / refrigerators, etc. (HFCs) Company car refrigerants (HFCs) Septic tank (sewage) (CH4) | | |
| adirect greenhouse as emissions (Scope) Greenhouse gas emissions resulting from purchased electricity, heating, steam, or other energy derived from fossil fuel | | 1. Purchase electricity from Taipower (electricity) | 160.5600 tons of CO2e Data boundary: Parent company | |
| Other indirect greenhouse gas emissions (Scope 3) | Other indirect emissions: Employees' business travel Employees' commuting to and from work | Employees' business travel (fuel) Employees' self-owned vehicles (fuel) | 299.6500 tons of CO2e Data boundary: Parent company | |

Note: Greenhouse gas emission intensity: 0.0590 tons of CO2e / revenue in millions of NTD (scope of data Scope 1+2)

The impact of the enterprise on greenhouse gas emissions, or the degree of impact:

(1)Risks of enterprises subject to the laws and regulations related to climate change

The Company is not one of the "first batch of emission sources of which accounting and registration shall be conducted on emissions" published by the "Greenhouse Gas Reduction and Management Act" and has no risks of regulatory violations.

(2)The real risk faced by enterprises from climate change

EMC is a fabless semiconductor company. If there is a real risk due to climate change, there should only be an increase in expenses resulting from the increase in electricity and water consumption for air conditioning and office lighting. However, the climate abnormality due to the global greenhouse gas emissions will become more frequent, resulting in severe disasters, which will inevitably have a considerable impact on business operations. The Company will continue to monitor and implement basic measures for carbon reduction and water saving internally in the hope of minimizing the losses to a minimum when natural disasters occur. (3)Opportunities presented to enterprises from climate change

In terms of product design, the company provides more energysaving solutions to increase product adoption. Moreover, the Company has always used the consumables with less pollution during manufacturing and are environmentally friendly. In addition to applying lead-free and halogen-free product all around in the manufacturing process, not only have the parts used in the product complied with the EU RoHS environmental protection standards, the RoHS certification of the company's products has also been obtained, thereby reducing the impact of the company's production and operation on the environment and conforming to international trends and customer expectations as well.

(4)Have corporate (direct and indirect) greenhouse gas emissions (indicating the scope and time of inventory) passed external certification?

The external verification is not applicable to the Company's greenhouse gas emissions inventory, and statistics are compiled for self-management instead. The statistics of office electricity and water bills in 2021 estimated and converted into CO2 equivalents were as follows:

Scope of inventory: Hsinchu and Taipei offices

Year of inventory: 2021

The estimated emissions after conducting a self-inventory check were 160.56 metric tons.



Corporate strategies, methods, goals, etc. for GHG management:

(1)Corporate strategies in response to climate change or greenhouse gas management

EMC is a fabless semiconductor company. Its emissions are all indirect GHG emissions, which are mainly CO2 emissions generated by airconditioning electricity and daily water consumption and its energy saving and carbon reduction plan gives priority to energy conservation. In addition, the Company's strategy is to take into account environmental impact and carbon reduction right from the very beginning of design with the adoption of green design, and the impact on the environment in all the processes from the production of raw materials, transportation, product manufacturing, product transportation, product usage to disposal of scrapped parts, etc. Besides, the Company implements energy conservation in the course of operation and strives to achieve the goal of greenhouse gas emissions and resource use reductions in order to minimize the impact on the environment and ecology. The energy-saving action plan promoted by the Company in recent years includes: providing advocacy of developing a habit of turning off lights and power when leaving, encouraging employees to use the stairs when going floors up and down floors, and replacing the lighting source with LED progressively to lower electricity usage, thereby reducing CO2 emissions. The Company also continues to digitize the sign-off form to minimize the use of paper, moving towards a paperless future Furthermore, in order to achieve the sustainable utilization of the resources, as far as waste management is concerned, the Company focuses on waste reduction in the process first, waste reuse secondly, and waste treatment or disposal lastly. To better understand the flows of waste, the Company carefully selects waste removal, treatment and reuse manufacturers for waste reduction, recycling and reuse, so as to reduce the environmental protection risk. It also promotes water-saving management, water usage reduction or water saving effect of recycling, with a goal of reaching the water saving rate to 7% every year.



(2)Corporate GHG emission reduction goal

EMC is a fabless semiconductor company. Its GHG emissions mainly come from electricity for air-conditioning and office lighting needs. The Company will advocate and promote the energy-saving action plan to reduce unnecessary waste. With the goal of saving 1% of electrical energy constantly every year, it implements energy conservation and carbon reduction and makes evaluations on and replacement with power-saving equipment on an ongoing basis to reduce energy consumption and carbon emissions.

(3)Budget and plan for reduction of corporate greenhouse gas emissions

The Company provides advocacy of developing a habit of turning off lights and power when leaving, conducts energy-saving inspection patrol from time to time, encouraging employees to use the stairs when going floors up and down floors, and turning off lights and air conditioning in idle areas to reduce electricity usage and CO2 emissions.

(4)The carbon reduction effect of corporate products or services brought to customers or consumers

The Company emphasizes green design and provides more energysaving solutions, expecting to help customers in the design of highefficiency products with low energy consumption, low toxicity, and easy recycling in terms of product design to reduce resource consumption in the product life cycle. It also continues to use consumables and product parts and components with less contamination to reduce the impact on the environment.



Green Products

EMC as an important IC design service company, its suppliers with whom it has a direct business relationship have introduced a series of green environmental protection and energy saving and carbon reduction activities, and passed the IECQ QC 080000 certification, making wafer and packaging materials of the product in compliance with EU RoHS Directive 2011/65/EU and 2015/863 (including four restricted substances of DEHP, BBP, DBP, DIBP) and the EU's new chemicals strategy (The Registration, Evaluation, Authorization & Restriction of Chemical substances, REACH Chemicals Regulations). EMC promotes the policy and concept of green environmental protection to the entire supply chain. All new product manufacturing suppliers should comply with the regulatory standards of EMC's "Environmental Management Substances," sign the regulatory compliance statement, and get through the review to qualify as a supplier of the Company.

Green Product Management Policy

In order to protect the ecological environment, go with customers' demand for green environmental protection, and comply with the laws and regulations, EMC has formulated the control standard for 'Environmental Management Substances'' with respect to green products.

Operational Guidelines for Green Products

1. Environmentally hazardous substances in products and REACH substances of very high concern:

For EMC's Standards for Environmentally Restricted Substances, the Quality Control Department is responsible for collecting and establishing the "List of Hazardous Substances," "Restricted Amount of Hazardous Substances," and "REACH Substances of Very High Concern" in line with the international regulations (such as RoHS Directive and REACH) and customer specifications and standards.

2. Management of supplier's environmental restricted substances: In order to ensure that all products delivered by the supplier to MEC meet environmental protection requirements and customer needs, the supplier should provide (1) Test report; (2) Material Safety Data Sheet (MSDS); (3) Parts Composition Table; (4) Guarantee Letter of Non-Use of Environmental Harmful Substances.

Information Security Policy

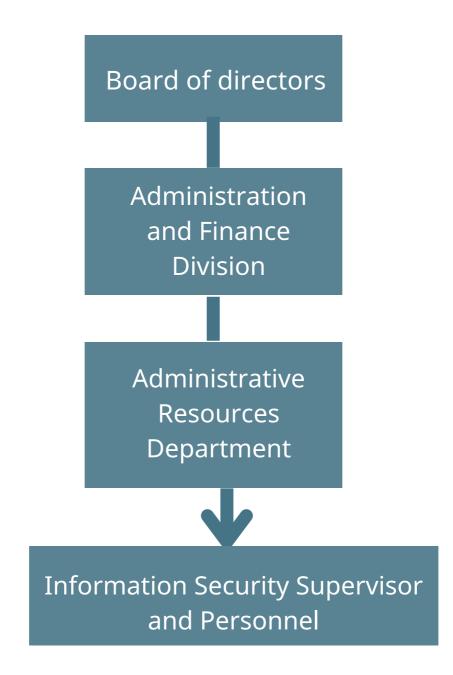
The Company has formulated the "Information Facilities Control Operating Procedures," which was approved by the Chairman in 2008, as the supreme guiding principles of the Company's information security management and the Company's Information Operating Standards leading up to exert the maximum efficiency of organizational computerization, provide the real-time information for each unit and services for all computer users in the company, and enhance their work efficiency.

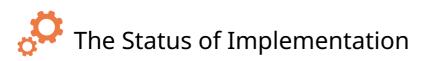
Promote the following information security policies:

- 1. Increase employee awareness of information security: Provide advocacy of risky information security threats and countermeasures for employees from time to time to avoid employees inadvertently falling into the trap of information security threats and enhance employees information security awareness
- 2. Cyberattacks and virus threats: Build multi-level defense and detection are set up with the network firewall, install anti-virus software on the end computer, and conduct monitoring and protection in an unified approach to reduce network intrusions and obtain a comprehensive picture of information security status.
- 3. Ensure uninterrupted information services: Local and remote backup and recovery drills are conducted for important operating services and data; in the event of unavoidable damage to or service interruption of the primary operating system or database, ensuring that the expected information system recovery time is met
- 4. Protect business confidential documents: For business core R&D documents, a stand-alone database system is employed, plus encryption protection to any file, to protect the business competitive advantage from being easily obtained.

Information Security Policy

Information Security Management Framework

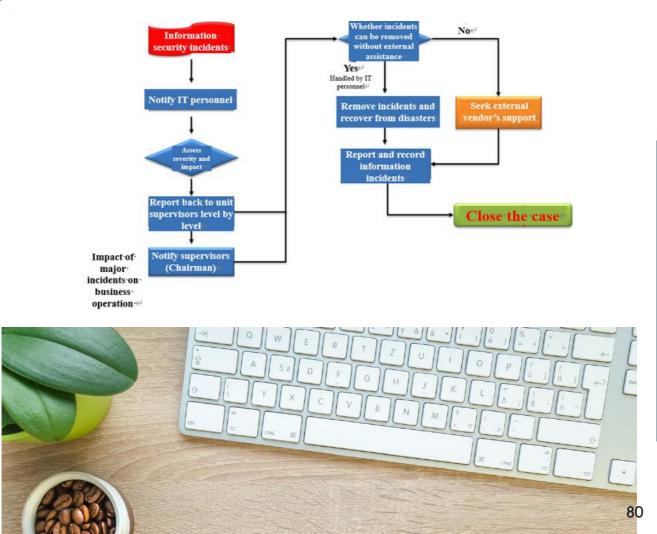




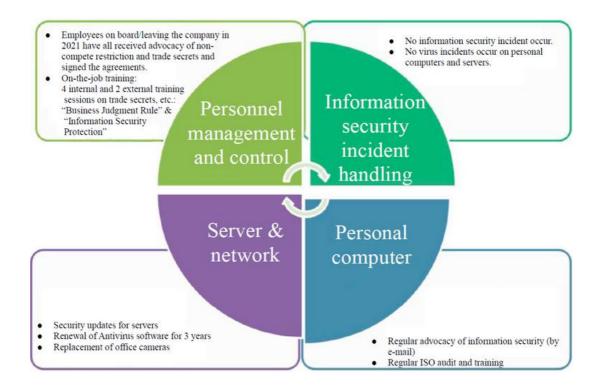
The Company has actively promoted the implementation of the information security policy since 2008, and the status of implementation are mainly as follows:

- In 2008, EMC's risk management policy was promulgated.
- In 2020,The finance and accounting manager has been appointed to collect and report the results of implementation of information security to the board of directors in October 2020 with respect to the control measures taken by the Company for information security and the status of implementation.
- In 2021,The finance and accounting manager has been appointed to collect and report the results of implementation of information security to the board of directors in November 2021 with respect to the control measures taken by the Company for information security and the status of implementation.

Information Security Incident Handling Measures



Specific Management Measures and Resources Invested in Information Security Management





Intellectual Property Regulatory Plan

Patent Protection Measures

- (1). The Company shall value its own intellectual property rights and also respects the intellectual property rights of others. To ensure the technologies it has developed or introduced do not infringe on any intellectual property rights of others shall be its first priority.
- (2). With respect to the ownership of intellectual property rights, as a general rule, the Company shall make an explicit agreement in advance with employees, entrusted parties, or partners to avoid disputes.
- (3). If any invention, creation, work, or business secret made by an employee during the performance of employment is the result of utilizing the Company's resources or experience, the Company may carry out or make use of such an invention, creation, work, or business secret in the Company's business.
- (4). When the Company entrusts or accepts entrustment or cooperates with others to develop technology, the ownership of its intellectual property shall be in accordance with the contract. Where it is necessary for joint ownership, the joint rights and obligations shall be agreed upon in detail.



Intellectual Property Regulatory Plan

Patent Protection Measures

- (5). Where protection of Intellectual Property Rights is necessary for the Company's invention and creation, it shall filing an Intellectual Property Rights application as soon as possible. The inventor or creator has the obligation to assist in completing the procedures relevant to application or providing a response.
- (6). Any public disclosure of creativity or announcement of research and development achievement shall be subject to the prior consent of the supervisor of authority and responsibility. If such creativity or achievement is an invention or creation for which the company can apply for a patent, the procedure for filing a patent application shall be completed first.
- (7). When a new trademark is under planning and design by the Company, the department in charge and countersigning departments shall be obliged to keep confidential. In the event that the trademark design is entrusted to an external party, the confidentiality clause and trustee's indemnity for a breach of confidentiality shall be specified in the entrustment agreement.
- (8). The Company's employees shall be obliged to keep the plans, documents, charts and tables, etc. that have been classified as secrets by the Company, and shall not disclose them to others; whoever violates such obligation shall bear relevant legal responsibilities under the Civil Code, Criminal Code, and Special Law.
- (9). When disclosing a secret due to his/her own negligence or knowing that someone else has disclosed a secret, the Company's employee shall inform the Company immediately. Termination of employment contract does not void such confidentiality and notification obligation.

Protection of Trade Secrets

To manage trade secrets comprehensively and effectively, the Company bring internal and external management into action as follows:

(1). Internal management:

The following is provided in the Employee Work Rules and employment contract

A. An employee shall have the obligation to keep the business of which he/she is in charge and the company's business confidential.

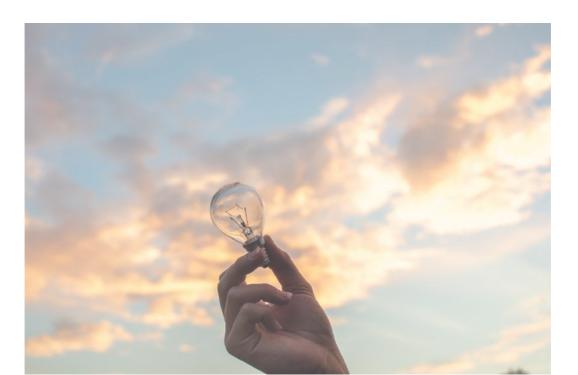
B. An employee shall not disclose any business secrets after taking office or leaving the company. Otherwise, the Company has the rights to have recourse to litigation and claim compensation for the company's losses in addition to exercising the right to dismiss the employee.

C. An employee of the Company shall not disclose or use trade secrets owned by former employers.

For business core R&D documents, the Company shall employ a standalone database system, plus encryption protection to any file, to protect the business competitive advantage from being easily obtained.

(2). External management:

The Company shall request the suppliers, customers, third parties, contractors, and other service providers with whom it has a business relationship to sign the Business Confidentiality Agreement or Non-disclosure Agreement (NDA).

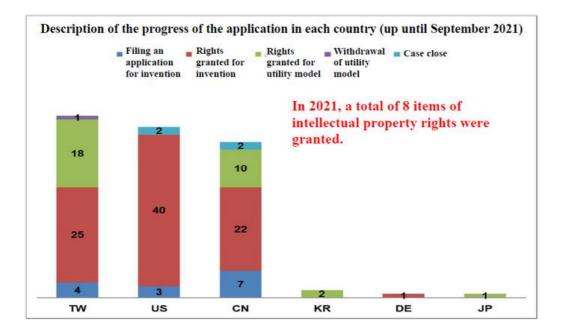


Protection of Trade Secrets

The status of implementation:

The Company reports the intellectual property-related matters to the board of directors on an irregular basis every year, and propose corrective measures in response to directors' suggestions.

The list of the intellectual property currently granted and achievements are as follows:



Description of the progress of the application in each country (43 technology cases, 6 countries, 138 patents)



SOCIAL ENGAGEMENT

EXCELLIANCE MOS CORP. 2021

杰力科技股份有限公司 Excelliance MOS Corporation

SOCIAL ENGAGEMENT

Since its establishment, EMC has actively supported charitable activities of the government and public interest groups, fulfilled its social responsibilities and obligations, cared about the needs of social emergency relief, and provided assistance to socially disadvantaged groups. In addition to participating in blood donation at the Tai Yuen Hi-Tech Industrial Park on an irregular basis every year, the Company has made donations to the "Chuu Der San Memorial Scholarship" of National Yang Ming Chiao Tung University during 2020 and 2021 and participated in OTC public welfare activities – 1919 Food Bank Donation for five consecutive years from 2018 to 2022.







SUPPORTED THE "OLD SHOES SAVE LIVES" PUBLIC WELFARE ACTIVITY - A PAIR OF OLD SHOES SAVE LIVES MORE THAN YOU CAN THINK.





In East Africa, more than a million people live in areas threatened by "sand fleas." Sand fleas parasitize humans and can cause redness, swelling, and ulcer, and even loss of life in severe cases. When people have no shoes to wear, the problem becomes more serious. There is not no cure for sand fleas, but people are prone to recurrent infections as long as their feet are in direct contact with the earth. Only with a pair of well-fitting shoes can people stay away from sand fleas and return to normal life.

Living in the service of God

Participated in OTC public welfare activities – 1919 Food Bank Donation

Adhering to the "1919 angel, angel" rescue concept, the Chinese Christian Relief Association established the 1919 Food Bank and began sending out food packs in the following year. The "1919 Food Bank" have volunteers at each 1919 service center visit families facing difficult challenges and individual cases under economic disadvantages at the community where the 1919 Service Center is located. After assessing their actual situation, it provides necessary spiritual comfort and daily necessities, picks up food packs at the distribution hub in each district on a regular basis, and delivers all of them to economically disadvantaged families in need of support in the community to ease their livelihood spending, and then employs the limited money in children's education and medical care to improve the family quality of life.



5

JOIN

Donated to the ''Chuu Der San Memorial Scholarship'' of National Yang Ming Chiao Tung University

In order to commemorate Professor Chuu Der San's contribution to the Department of Electron Physics of National Yangming Chiao Tung (the Department), the alumni of the Department has specially formulated the memorial scholarship measures to provides an incentive for undergraduate students who are eligible for and achieve outstanding performance.

To whom it is granted and qualifications:

1. Excellent Enrollment Scholarship: Students who have participated in the International (and Asian) Physics Olympiad and have been awarded, and are studying in the Department.

2. Outstanding Performance Scholarship:

(1) The undergraduate students of the Department have participated in any off-campus academic competitions during the study period and have achieved excellent results or have published a research paper in top international journals (with the IF value within 25% of its sub-fields) as the first author.

(2) The undergraduate students of the Department who are admitted to the doctoral programs of the top ten universities in the world during the study period or within one year after graduation.



2021 WELFARE ACTIVITY PARTICIPATION



APPENDIX

EMC ESG report for 2021

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| GRI 102: 2016 | Organizational Profile | 102-2 | Activities, brands, products, and services | 1-1 About EMC |
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GRI200

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