

Appendix 1: GRI Standards Content Index

GRI 2: General Disclosures (2021)		Report Chapters and Descriptions	Page Number
The organization and its reporting practices			
2-1	Organizational details	1.1.1 Company Profile, About the Report	1、15
2-2	Entities included in the organization's sustainability reporting	About the Report	1
2-3	Reporting period, frequency, and contact point	About the Report	1
2-4	Restatements of information	About the Report	1
2-5	External assurance	About the Report, Third-party Inspection Statement	1、157
Activities and Workers			
2-6	Activities, value chains, and other business relationships	1.1.1 Company Introduction	
2-7	Employees	4.1.1 Diversity and Inclusion	
2-8	Workers who are not employees	4.1.1 Diversity and Inclusion	
Governance			
2-9	Governance structure and composition	1.2.1 Sustainable Governance	22、24、26
2-10	Nomination and selection of the highest governance body	1.2.1 Sustainable Governance	23
2-11	Chair of the highest governance body	1.2.1 Sustainable Governance	23、24
2-12	Role of the highest governance body in overseeing the management of impacts	1.2.1 Sustainable Governance N/A. The ESG Committee, chaired by the Chairman, is responsible for managing and overseeing sustainability impacts in Taiwan. For more information on sustainability governance, see section 1.2.1 on Sustainable Governance.	-
2-13	Delegation of responsibility for managing impacts	1.2.1 Sustainable Governance	27
2-14	Role of the highest governance body in sustainability reporting	1.2.1 Sustainable Governance	27
2-15	Conflict of interest	1.2.1 Sustainable Governance	27
2-16	Communication of critical concerns	1.2.2 Integrity Management	29
2-17	Collective knowledge of the highest governance body	1.2.2 Integrity Management	30
2-18	Evaluation of the performance of the highest governance body	1.2.1 Sustainable Governance	27
2-19	Remuneration policies	1.2.1 Sustainable Governance, 4.1.1 Diversity and Inclusion The link between the remuneration policy of the highest governance body and senior executives and sustainable development goals and performance has not yet been established and is therefore not applicable.	

GRI 2: General Disclosures (2021)		Report Chapters and Descriptions	Page Number
2-20	Process to determine remuneration	1.2.1 Sustainable Governance, 4.1.1 Diversity and Inclusion	26、75
2-21	Annual total compensation ratio	Salary in our Company is confidential and cannot be disclosed due to confidentiality rules	-
Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	Message from the Chairman, 1.1.1 Company Profile, and 5.1.1 Climate Governance and Strategies	3、17、116
2-23	Policy commitments	1.2.2 Integrity Management, 3.1.2 Sustainable Supply Chain Management, 4.2.2 Labor Relations and Human Rights Management	29-30 4 6 91-92
2-24	Embedding policy commitments	1.2.2 Integrity Management, 3.1.2 Sustainable Supply Chain Management, 4.2.2 Labor Relations and Human Rights Management	29-30 4 6 91-92
2-25	Processes to remediate negative impacts	1.4 Information Security Management	38-39
2-26	Mechanisms for seeking advice and raising concerns	1.2.2 Integrity Management	29
2-27	Compliance with laws and regulations	1.3.2 Compliance with laws and regulations	35
2-28	Membership associations	1.1.1 Company Introduction	18
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Stakeholder Communication and Analysis of Material Topics	5-10
2-30	Collective bargaining agreements	Not applicable. There are no collective bargaining agreements in TSC in 2023	-
GRI 3: 重大主題 (2021)		報告書章節與說明	頁碼
重大主題			
3-1	Process to determine material topics	Stakeholder Communication and Analysis of Material Topics	7-10
3-2	List of material topics	Stakeholder Communication and Analysis of Material Topics	7-10
3-3	Management of material topics	Stakeholder Communication and Analysis of Major Themes 1.2 Corporate Governance 1.4 Information Security Management 2.1 Research and Innovation 2.2 Customer Relationship Management 3 Responsible Procurement 4.1 Talent Recruitment and Retention 5.1 Climate Governance and Strategies	21 36 41 56 62 71 104

GRI 200		Report Chapters and Descriptions	Page Number
GRI 201: Economic Performance (2016)			
201-1	Direct economic value generated and distributed	1.1.2 Financial Performance	20
201-2	Financial implications and other risks and opportunities due to climate change	5.1.1 Climate Governance and Strategies	104-116
201-4	Financial assistance received from government	1.1.2 Financial Performance	20
GRI 204: Procurement Practices (2016)			
204-1	Proportion of spending on local suppliers	3.1.1 Supply Chain Overview	63
GRI 205: Anti-Corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	1.3.2 Compliance with Laws and Regulations	35
GRI 300		Report Chapters and Descriptions	Page Number
GRI 301: Materials (2016)			
301-1	Materials used by weight or volume	2.1.3 Developing Sustainable Products	55
301-2	Recycled input materials used	2.1.3 Developing Sustainable Products	55
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	5.2.2 Energy Management	123
302-3	Energy Intensity	5.2.2 Energy Management	124
302-4	Reduction of energy consumption	5.2.2 Energy Management	124-125
GRI 303: Water and Effluents (2018)			
303-1	Interactions with water as a shared resource	5.2.3 Water Stewardship	130-131
303-2	Management of water discharge-related impacts	5.2.3 Water Stewardship	131
303-3	Water withdrawal	5.2.3 Water Stewardship	129
303-4	water discharge	5.2.3 Water Stewardship	129
303-5	Water consumption	5.2.3 Water Stewardship	129

GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	5.2.1 Carbon Emission Management	119-120
305-2	Energy indirect (Scope 2) GHG emissions	5.2.1 Carbon Emission Management	119-120
305-3	other indirect (Scope 3) GHG emissions	5.2.1 Carbon Emission Management	121
305-4	Greenhouse Gas Emissions Intensity	5.2.1 Carbon Emission Management	120
305-6	Emissions of ozone-depleting substances (ODS)	5.3.3 Air Pollution Prevention	143
305-7	Nitrogen oxides (NOx), sulfur oxides and other significant air emissions	5.3.3 Air Pollution Prevention	143
GRI 306: Waste (2020)			
306-1	Waste generation and significant waste-related impacts	5.2.1 Waste Management	137
306-2	Management of significant waste-related impacts	5.2.1 Waste Management	138 - 141
306-3	Waste generated	5.2.1 Waste Management	138
306-4	Waste diverted from disposal	5.2.1 Waste Management	138
306-5	Waste directed to disposal	5.2.1 Waste Management	138
GRI 308: Supplier Environmental Assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	3.1.2 Sustainable Supply Chain Management	66

GRI 400	Report Chapters and Descriptions	Page Number
GRI 401: Employment (2016)		
401-1	New employee hires and employee turnover	4.1.1 Diversity and Inclusion 74
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2.1 Employee Health and Welfare 85-88
401-3	Parental leave	4.2.1 Employee Health and Welfare 85
GRI 403: Occupational Health and Safety 2018		
403-1	occupational health and safety management system	4.2.3 Workplace Safety Management 95
403-2	Hazard identification, risk assessment, and incident investigation	4.2.3 Workplace Safety Management 96
403-3	Occupational health services	4.2.3 Workplace Safety Management 96-97
403-4	Worker participation, consultation, and communication on occupational health and safety	4.2.3 Workplace Safety Management 99
403-5	Worker training on occupational health and safety	4.2.3 Workplace Safety Management 99
403-6	Promotion of worker health	4.2.3 Workplace Safety Management 100
403-8	Workers covered by an occupational health and safety management system	4.2.3 Workplace Safety Management 95
403-9	Work-related injuries	4.2.3 Workplace Safety Management 97-98
403-10	Work-related ill health	4.2.3 Workplace Safety Management 97-98
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	4.1.2 Human Resource Development 78
404-3	Percentage of employees receiving regular performance and career development reviews	4.1.2 Human Resource Development 84
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	4.1.1 Diversity and Inclusion. For details about governance body, please refer to TSC's Annual Report 2023
405-2	Ratio of basic salary and remuneration of women to men	4.1.1 Diversity and Inclusion 75

GRI 400	Report Chapters and Descriptions	Page Number
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	4.2.2 Labor Relations and Human Rights Management 92
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers at significant risk for incidents of child labor	4.2.2 Labor Relations and Human Rights Management 92
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	4.2.2 Labor Relations and Human Rights Management 92
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2.2 Labor Relations and Human Rights Management 92
GRI 416: Customer Health and Safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.1.1 Products and Services 47
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	2.1.1 Products and Services 47
417-2	Incidents of non-compliance concerning product and service information and labeling	2.1.1 Products and Services 47
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.4 Information Security Management 39

Appendix 2: Sustainability Accounting Standards Board (SASB) Content Index

SASB	Report Chapters and Descriptions	Page Number
Activity Metric		
TC-SC-000.A	Total production 2.1.1 Products and Services	42
TC-SC-000.B	Percentage of production from owned facilities 2.1.1 Products and Services	42
Greenhouse Gas Emissions		
TC-SC-110a.1	(1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds 5.2.1 Carbon Emission Management	119-120
TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets 5.2.1 Carbon Emission Management	121
Energy Management in Manufacturing		
TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (purchased electricity) from total energy consumption (3) Percentage renewable from total energy consumption 5.2.2 Energy Management	123
Water Management		
TC-SC-140a.1	(1) Total Water Withdrawal (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 5.2.3 Water Stewardship	129
Waste Management		
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled 5.3.1 Waste Management	138
Employee Health & Safety		
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards 4.2.3 Workplace Safety Management	96-100
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations 4.2.3 Workplace Safety Management	98

SASB	Report Chapters and Descriptions	Page Number
Global Technical Talent Recruitment and Management		
TC-SC-330a.1	Proportion of Employees in the Following Categories: (1) Foreign Nationals and (2) Overseas Workers 4.1.1 Diversity and Inclusion	72
Product Lifecycle Management		
TC-SC-410a.1	Product Proportion Containing Substances Listed in the IEC 62474 Material Declaration 2.1.1 Products and Services Taiwan strictly complies with international regulations, directives and customer requirements regarding hazardous substances, such as the Restriction of Hazardous Substances Directive (RoHS) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in the European Union. In addition, Taiwan complies with the International Electrotechnical Commission (IEC) 62474 standard format for material declarations in the electronics industry. There were no instances of non-compliance with these regulations or guidelines in 2023.	42
Materials Sourcing		
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials 3.1.3 Conflict Mineral Management We do not use conflict minerals in the manufacture of our products, and we conduct an annual review to ensure that our products do not contain minerals from conflict areas.	69
Intellectual Property Protection & Competitive Behavior		
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations 1.3.2 Compliance with Laws and Regulations	35



Appendix 3: Climate-Related Information of TPEX Listed Company

According to the TWSE's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", the following tables are disclosed.

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	
3. Describe the financial impact of extreme weather events and transformative actions.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	Please refer to 5.1.1 Climate Governance and Strategies
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	There are currently no plans being considered, and the company is still in the discussion phase.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Please refer to "5.1.1 Climate Governance and Strategies - Indicators and Goals."
9. Greenhouse gas inventory and assurance status	Please refer to section 5.2.1 "Carbon Emission Management" and Appendix Four.

Appendix 4: Greenhouse gas inventory and assurance status

Basic Company Information

- Companies in the steel and cement industries with a capital exceeding NT\$10 billion.
- Companies with a capital between NT\$5 billion and NT\$10 billion
- Companies with capital of less than NT\$5 billion

According to the regulations of the sustainable development roadmap for listed companies, the following information should be disclosed at a minimum:

- Individual Audit of the Parent Company
- Consolidated Financial Statements Subsidiary Audit
- Individual Assurance of the Parent Company
- Consolidated Financial Statements Subsidiary Assurance

2023 Annual Statistics of GHG Emissions in Taiwan

Scope 1	Total Water Discharge (Metric tons CO ₂ e)	Intensity (Metric Tons of CO ₂ e/ NT\$million)	Assurance Institution	Assurance Explanation
Parent Company	7,897	0.54	TUV	As of the printing date of the annual report, it has not been confirmed yet; it is expected to be completed by the end of June, and full information will be disclosed in the sustainability report.
Subsidiary	38	0.003	TUV	The scope of subsidiary statistics includes Yangxin Everwell Electronic Co., Ltd. The remaining consolidated subsidiaries will disclose the consolidated corporate investigation information for the previous year (2026) before 2027 in accordance with the "Sustainable Development Roadmap for Listed Companies" issued by the Financial Supervisory Commission on March 3, 2022. In 2029, they will disclose the consolidated corporate investigation information and confirmation for the previous year (2028).
Total	7,935	0.54	-	-
Scope 2	Total Water Discharge (Metric tons CO ₂ e)	Intensity (Metric Tons of CO ₂ e/ NT\$million)	Assurance Institution	Assurance Explanation
Parent Company	14,128	0.97	TUV	As of the printing date of the annual report, it has not been confirmed yet; it is expected to be completed by the end of June, and full information will be disclosed in the sustainability report.
Subsidiary	23,261	1.59	TUV	The scope of subsidiary statistics includes Yangxin Everwell Electronic Co., Ltd. The remaining consolidated subsidiaries will disclose the consolidated corporate investigation information for the previous year (2026) before 2027 in accordance with the "Sustainable Development Roadmap for Listed Companies" issued by the Financial Supervisory Commission on March 3, 2022. In 2029, they will disclose the consolidated corporate investigation information and confirmation for the previous year (2028).
Total	37,370	2.56	-	-

Note:

1. According to the "Sustainable Development Roadmap for Listed Companies," the Company is required to disclose the complete consolidated company investigation information for 2026 in 2027, and the consolidated company investigation information and confirmation situation for 2028 in 2029. This year, the Company is voluntarily disclosing the current operational situation.
2. As of the printing date of the annual report, it has not been confirmed yet; complete information will be disclosed in the sustainability report
3. Scope 1 (Direct emissions, i.e., emissions from sources owned or controlled by the Company) Scope 2 (Energy indirect emissions, i.e., emissions from the consumption of purchased electricity, heat, or steam)

Appendix 5: Sustainability Disclosure Indicators - Semiconductor Industry

No.	Indicator	Type of Indicator	Unit:	Chapter	Page Number
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantity	One billion gigajoules (GJ), percentage (%)	5.2.2 Energy Management	123
2	Total Water Withdrawal and Consumption	Quantity	Cubic meters (m ³)	5.2.3 Water Stewardship	129
3	The weight of hazardous waste generated and the percentage recycled	Quantity	Metric tons (t), Percentage (%)	5.3.1 Waste Management	138
4	Description of Occupational Accident Categories, Number of Incidents, and Rates	Quantity	Percentage (%), Quantity	4.2.3 Workplace Safety Management	97-98
5	Disclosure of Product Lifecycle Management: Weight of Scrap Products and Electronic Waste, and Percentage of Recycling	Quantity	Metric tons (t), Percentage (%)	5.3.1 Waste Management	138
6	Description of Risk Management Related to the Use of Key Materials	Qualitative Description	N/A	3.1.1 Supply Chain Overview 3.1.2 Sustainable Supply Chain Management 3.1.3 Conflict Mineral Management	62-69
7	Total Monetary Losses Resulting from Legal Disputes Related to Anti-competitive Practices	Quantity	Reporting currency	No legal proceedings related to anti-competitive behavior occurred in TSC in 2023.	-
8	According to the production category, the main product output	Quantity	The price varies depending on the type of product	2.1.1 Products and Services	42

Appendix 6: Independent Limited Assurance Report



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Independent Limited Assurance Report

To Taiwan Semiconductor Co., Ltd.:

We were engaged by Taiwan Semiconductor Co., Ltd. (“TSC”) to provide limited assurance over the selected information (“the Subject Matter Information”) on the 2023 Sustainability Report of TSC (“the Report”) for the year ended December 31, 2023.

Applicable Criteria of the Subject Matter Information

TSC shall prepare the Subject Matter Information in accordance with applicable criteria required by Global Reporting Initiative Standards (“GRI Standards”) issued by Global Sustainability Standards Board as set forth in Appendix I.

Management’s Responsibilities

TSC is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the applicable criteria to fairly prepare and present the Subject Matter Information. TSC is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We performed our work in accordance with the Standard on Assurance Engagements TWSAE3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” issued by the Accounting Research and Development Foundation in Taiwan and to issue a limited assurance conclusion on whether the Subject Matter Information is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

Independence and Standards on Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In addition, we applied Standards on Quality Management. Accordingly, we maintained a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

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Summary of Work Performed

As stated in applicable criteria of the Subject Matter Information paragraph, our main work on the selected information included:

- Reading the Report of TSC;
- Inquiries with responsible management level and non-management level personnel to understand the operational processes and information systems used to collect and process the Subject Matter Information.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Subject Matter Information and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above is based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Subject Matter Information, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Inherent limitations

The Report for the year ended December 31, 2023 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of TSC. Therefore, the different stakeholders may have different interpretations of such information.

Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been properly prepared, in all material aspects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report.

The engagement partners on the assurance resulting in this independent auditors’ report are Hsiao, Pei-Ju and Kuo, Yang-Lun.

KPMG

Taipei, Taiwan (Republic of China)
July 26, 2024

Notes to readers

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail.

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Appendix I : Summary of the Subject Matter Information

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
1	1.3.2 Regulatory Compliance	<ul style="list-style-type: none"> In 2023, there were no significant incidents of anti-corruption, anticompetitive behavior, money laundering, or insider trading. There were also no other major violations occurred ^(Note 1). However, there were two cases that violated Article 7, Paragraph 1 of the Water Pollution Control Act. Note 1: Major violations are in accordance with the provisions of the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities. In 2023, TSC did not encounter any major violations. Violations in 2023 <ul style="list-style-type: none"> Penalized Unit: TSC Li-Je Site <ul style="list-style-type: none"> Fault: On January 10, 2023, the water sampling quality test results for the discharge port (D01) did not meet the effluent standards (suspended solids: 33.8 mg/L, maximum limit: 30 mg/L). Fines: NTS\$221 thousand Penalized Unit: TSC Li-Je Site <ul style="list-style-type: none"> Fault: On July 24, 2023, the water sampling quality test results for the discharge port (D01) did not meet the effluent standards (suspended solids: 42.0 mg/L, maximum limit: 30 mg/L). Fines: NTS\$179 thousand 	GRI Standards 2-27 Compliance with laws and regulations
2	3.1.1 Supply Chain Overview	<ul style="list-style-type: none"> In 2023, local procurement accounted for 64.66% of the total amount of procurement at TSC. Procurement from local suppliers at key operating locations <ul style="list-style-type: none"> 2023 Percentage of procurement from local suppliers (%): 64.66% Note 1: TSC's primary operating sites comprise all production sites, including our Li-Je, I-lan, Shandong, and Tianjin sites. Note 2: Local suppliers are defined according to the geographical location of each plant, where our I-lan and Li-Je sites represent the entire Taiwan region, while our Shandong and Tianjin sites represent the China region. Note 3: The statistical scope includes categories of raw material and finished product suppliers (excluding triangular trade). 2023 Distribution of local procurement at TSC <ul style="list-style-type: none"> Operating sites in China: 61.00% Operating sites in Taiwan: 71.89% 	GRI Standards 204-1 Proportion of spending on local suppliers
3	5.2.2 Energy Management	<ul style="list-style-type: none"> TSC's production sites use electricity, diesel, and gasoline as their energy sources. In 2023, the primary source of energy consumed by TSC was purchased electricity, which accounted for 99.8% of TSC's total energy consumption. 2023 Total energy consumption at TSC: 210,140.72 GJ Energy consumption at TSC's operating sites 	GRI Standards 302-1 Energy consumption within the organization



No.	Corresponding Section	Subject Matter Information	Applicable Criteria
3	5.2.2 Energy Management	<ul style="list-style-type: none"> Taipei headquarters & Hsinchu Office: <ul style="list-style-type: none"> Total energy consumption: 1,231.77 GJ Non-renewable fuels _ Gasoline: 51.05 GJ Non-renewable fuels _ Purchased electricity: 1,180.72 GJ Li-Je Site: <ul style="list-style-type: none"> Total energy consumption: 73,728.68 GJ Non-renewable fuels _ Gasoline: 10.20 GJ Non-renewable fuels _ Diesel: 86.96 GJ Non-renewable fuels _ Purchased electricity: 73,631.52 GJ I-lan Site: <ul style="list-style-type: none"> Total energy consumption: 28,321.43 GJ Non-renewable fuels _ Gasoline: 1.31 GJ Non-renewable fuels _ Diesel: 2.81 GJ Non-renewable fuels _ Purchased electricity: 28,317.31 GJ Shandong Site: <ul style="list-style-type: none"> Total energy consumption: 87,856.74 GJ Non-renewable fuels _ Gasoline: 173.48 GJ Non-renewable fuels _ Diesel: 53.98 GJ Non-renewable fuels _ Liquefied Petroleum Gas: 1.52 GJ Non-renewable fuels _ Purchased electricity: 87,627.76 GJ Tianjin Site: <ul style="list-style-type: none"> Total energy consumption: 19,002.10 GJ Non-renewable fuels _ Purchased electricity: 19,002.10 GJ <p>Note 1: Gasoline is not distinguished by octane number. Note 2: Conversion coefficients were taken from published by the Heat Content of Energy Products published by the Bureau of Energy, Ministry of Economic Affairs, where Gasoline: 7,800 kcal per liter (1 liter of gasoline = 0.0327 GJ); Diesel: 8,400 kcal per liter (1 liter of diesel = 0.0352 GJ); Liquefied Petroleum Gas: 6,635kcal per liter (1liter of liquefied petroleum gas = 0.0505GJ); Electricity: 860 kcal per kWh (1 kWh of electricity = 0.0036 GJ). Note 3: The figures above are rounded to two decimal places. Note 4: The Hsinchu Office was officially opened in 2023, and its data was combined with that of the Taipei headquarters starting in 2023. Note 5: TSC did not sell any electricity, heating, cooling, or steam in 2023. Note 6: The total non-renewable energy consumption in 2023 was 210,140.72 GJ, and the total renewable energy consumption was 0 GJ.</p>	GRI Standards 302-1 Energy consumption within the organization
4	5.2.3 Water Resource Management	<ul style="list-style-type: none"> 2023 Total water withdrawal: 736.73 megaliters 2023 Amount of water withdrawn at TSC's operating sites <ul style="list-style-type: none"> Taipei headquarters and Hsinchu Office: <ul style="list-style-type: none"> Total water withdrawal: 1.92 megaliters Third-party water: 1.92 megaliters 	GRI Standards 303-3 Water withdrawal



No.	Corresponding Section	Subject Matter Information	Applicable Criteria
4	5.2.3 Water Resource Management	<ul style="list-style-type: none"> • Li-Je Site: <ul style="list-style-type: none"> - Total water withdrawal: 246.76 megaliters - Surface water: 223.91 megaliters - Third-party water: 22.85 megaliters • I-lan Site: <ul style="list-style-type: none"> - Total water withdrawal: 32.77 Megaliters - Groundwater: 30.15 megaliters - Third-party water: 2.62 megaliters • Shandong Site: <ul style="list-style-type: none"> - Total water withdrawal: 218.17 Megaliters - Groundwater: 211.14 megaliters - Third-party water: 7.03 megaliters • Tianjin Site: <ul style="list-style-type: none"> - Total water withdrawal: 237.11 Megaliters - Third-party water: 237.11 megaliters <p>Note 1: Third-party water refers to tap water. In 2023, TSC did not withdraw water from seawater or produced water sources.</p> <p>Note 2: Third party water and surface water withdrawal data is obtained from the water bill, whereas groundwater withdrawal data is collected from the water meter reading records of the operating sites.</p> <p>Note 3: Disclosure of related data for the Taipei headquarters began in 2022, which was calculated based on the proportion of water used on each floor indicated on the water bill of the office building. There were no separate water meters to measure water discharge at the Taipei headquarters and the Hsinchu Office. The Hsinchu office was officially opened in 2023, and its data has been consolidated with the Taipei headquarters for disclosure.</p> <p>Note 4: According to the WRI Aqueduct Tool, the formula for calculating water stress is as follows: Total annual water withdrawals divided by total available annual renewable supply. Areas with a water stress index ranging from 40% to 80% are classified as high water stress areas, while those exceeding 80% are categorized as extremely high water stress areas. TSC exclusively relies on freshwater sources with a total dissolved solid content of ≤ 1,000 mg/L. The water stress index for Taiwan region and Tianjin Site is below 40%; only the Shandong Site is located in an area with extremely high water stress risk.</p>	GRI Standards 303-3 Water withdrawal



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5	4.1.1 Diversity and Inclusion	<p>■ New Employees</p> <table border="1"> <thead> <tr> <th colspan="2" rowspan="2">New Employees</th> <th colspan="2">2023</th> </tr> <tr> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gender</td> <td>Male</td> <td>95</td> <td>67%</td> </tr> <tr> <td>Female</td> <td>47</td> <td>33%</td> </tr> <tr> <td rowspan="3">Age</td> <td>Under 30 years old (inclusive)</td> <td>56</td> <td>39%</td> </tr> <tr> <td>31 to 49 years old</td> <td>76</td> <td>54%</td> </tr> <tr> <td>50 years old and above (inclusive)</td> <td>10</td> <td>7%</td> </tr> <tr> <td rowspan="2">Region</td> <td>Taiwan</td> <td>119</td> <td>84%</td> </tr> <tr> <td>Mainland China</td> <td>23</td> <td>16%</td> </tr> <tr> <td colspan="2">Total</td> <td>142</td> <td>100%</td> </tr> </tbody> </table> <p>Note: Percentage is calculated by dividing the number of each category of employees by the total number of new employees in that year.</p> <p>■ Employee Turnover</p> <table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Employee turnover</th> <th colspan="2">2023</th> </tr> <tr> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gender</td> <td>Male</td> <td>113</td> <td>52%</td> </tr> <tr> <td>Female</td> <td>103</td> <td>48%</td> </tr> <tr> <td rowspan="3">Age</td> <td>Under 30 years old (inclusive)</td> <td>66</td> <td>31%</td> </tr> <tr> <td>31 to 49 years old</td> <td>126</td> <td>58%</td> </tr> <tr> <td>50 years old and above (inclusive)</td> <td>24</td> <td>11%</td> </tr> <tr> <td rowspan="2">Region</td> <td>Taiwan</td> <td>97</td> <td>45%</td> </tr> <tr> <td>Mainland China</td> <td>119</td> <td>55%</td> </tr> <tr> <td colspan="2">Total</td> <td>142</td> <td>216</td> </tr> </tbody> </table> <p>Note 1: Percentage is calculated by dividing the number of each category of employees by the total number of turnovers in that year.</p> <p>Note 2: All employees are full-time and permanent.</p>	New Employees		2023		Total	Percentage	Gender	Male	95	67%	Female	47	33%	Age	Under 30 years old (inclusive)	56	39%	31 to 49 years old	76	54%	50 years old and above (inclusive)	10	7%	Region	Taiwan	119	84%	Mainland China	23	16%	Total		142	100%	Employee turnover		2023		Total	Percentage	Gender	Male	113	52%	Female	103	48%	Age	Under 30 years old (inclusive)	66	31%	31 to 49 years old	126	58%	50 years old and above (inclusive)	24	11%	Region	Taiwan	97	45%	Mainland China	119	55%	Total		142	216	GRI Standards 401-1 New employee hires and employee turnover
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6	4.1.2 Human Resource Development	<p>■ In 2023, the average number of training hours per employee was 62.12 hours.</p>	GRI Standards 404-1 Average hours of training per year per employee																																																																				



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7	2.2.1 Customer Satisfaction Improvement	<p>■ TSC annually conducts customer satisfaction surveys to understand customer needs and improve product quality, converting those needs into tangible actions to enhance the Company's long-term competitiveness. At the beginning of each year, TSC selects a list of customers for satisfaction surveys based on the previous year's revenue. After confirming customer contact information by regional sales, the system sends out satisfaction surveys covering product, delivery, and service content. The surveys are filled out over one month, and sales conduct statistical analysis on the collected surveys. They will proactively seek further feedback from customers who gave lower scores and propose specific improvement measures based on their opinions and evaluations. After implementing improvement measures for six months, sales will send satisfaction surveys again to customers who gave low scores in the middle of the year to confirm the effectiveness of the improvements.</p> <p>■ 2023 Key Customer Satisfaction Survey Index (Max Score: 5/5): 4.6 Note: The above index cover the TSC Group's rectifier business unit and do not include data from re-sent satisfaction surveys.</p>	Customer Satisfaction Survey																																		

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