

6

Sharing Our Prosperity with Society

- 6.1 Social Influence
- 6.2 Youth Empowerment



Suggested priority for referring to the stakeholders in this chapter:

- Supplier Customer Employee Investor Government Media
- Others (such as the general public, academic institutions, etc.)

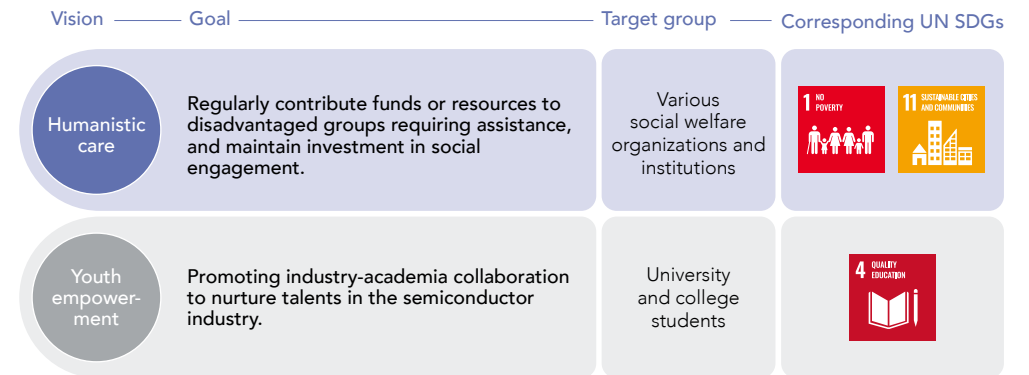


6.1 Social Influence

In line with the principle of "taking from society and giving back to society," TSC has set two key social welfare goals: "humanistic care" and "youth empowerment." Recognizing the challenges faced by charitable organizations in recent years, particularly due to the pandemic over the past years, our Li-Je and I-lan sites have taken proactive measures to address the decrease in donations and limited resources. They have organized charity sales, blood donation drives, and other public welfare activities, actively engaging with local communities and making valuable contributions. Regarding youth empowerment, we have initiated industry-academia collaborations and launched internship programs in local campuses, providing students with practical opportunities to apply their knowledge and fostering exchanges between academia and industry. Furthermore, we acknowledge the significant impact of climate change on our planet and, in addition to their focus on "humanistic care" and "youth empowerment," they have plans to launch an "environmental welfare initiative" in 2024, aiming to make a positive impact. The company endeavors to harness the collective power of the public to generate sustainable value and foster a prosperous society.



Two Major Visions and Goals



6.1.1 Humanistic Care

To implement social care and practice corporate social responsibility, TSC endeavors to create a favorable working environment and actively engages in public welfare initiatives. From the 2009 flood in the wake of Typhoon Morakot to the 2014 Kaohsiung gas explosion, and later to monetary donation for COVID-19 prevention in 2022, we have not only spared no efforts in making social welfare donations, but also organized various social welfare initiatives, with a view to practicing social engagement. Despite the ongoing pandemic over the years, we continue to make meaningful contributions through charity sales, material donations, and monetary support. These actions have positively impacted our employees, fostering a culture of social responsibility and encouraging their active involvement in social welfare activities.

Since 2009, we have donated over NT\$15 million to disaster relief, medical facilities, education subsidies, and charitable organizations. Furthermore, we have actively engaged in a range of philanthropic endeavors, such as organizing charity events in collaboration with Siangyu Care and Education Institute in Taoyuan City and participating in blood donation activities organized by the Taiwan Blood Services Foundation. We have also taken part in the provision of meal services for underprivileged children and families in need, which is organized by the World Peace Association, on multiple occasions (which comprises the "Spread Love Every Day" event, the "Save Hungry Children" breakfast donation, the "Bags of Love for Hungry Children" winter vacation meal service, and nutritional meal service for children from impoverished families in the northern region). These initiatives exemplify our commitment to addressing the nutritional needs of children through tangible actions. In addition, our operating locations in Taiwan has begun compiling the invoices donated at our sites and purchased social welfare gift vouchers for our employees since 2022. Our I-lan and Li-Je sites donated a total of 321 invoices to social welfare organizations in 2023. On the other hand, we have also been closely following charity donations at our operating locations abroad. Aside from disaster relief donations, our Shandong and Tianjin sites, due to the impact of the COVID-19 pandemic, have donated a cumulative total of NT\$1,980,000 to COVID-19-related initiatives since 2020, while donations to the employment protection fund for the disabled from these two sites have so far exceeded NT\$4,310,000.

Cumulative total of donations for social welfare initiatives

Operating site	Category	Amount (NT\$)
Taiwan (I-lan and Li-Je sites)	Underprivileged schoolchildren	2,635,951
	Social care aid	3,190,000
	Social welfare gift vouchers ²	966,800
	Invoice donations ³	4,947
Mainland China (Shandong and Tianjin sites)	Donations to COVID-19-related initiatives between 2020 and 2022	1,980,000
	Wenchuan Earthquake and "Donate a Day's Salary" charity drive	Approximately 2,330,000
	Employment protection fund for the disabled	4,310,000

Note:

1. The cumulative total amount of donations to social welfare initiatives presented in the table above spans the period from 2009 to 2023.
2. This figure indicates the total amount of gift vouchers jointly raised by the Employee Welfare Committee of our I-lan and Li-Je sites in 2022.
3. The figure indicates the cumulative total amount of donations collected from the invoice donation box at our I-lan and Li-Je sites in 2023.

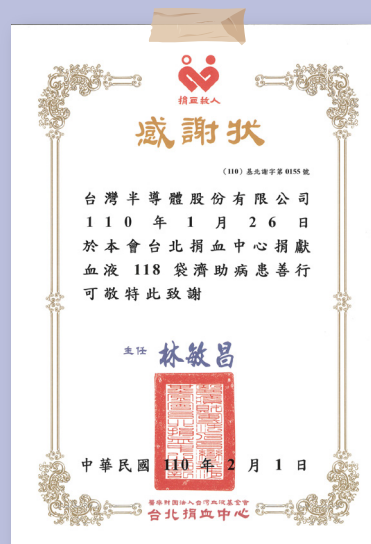
2019

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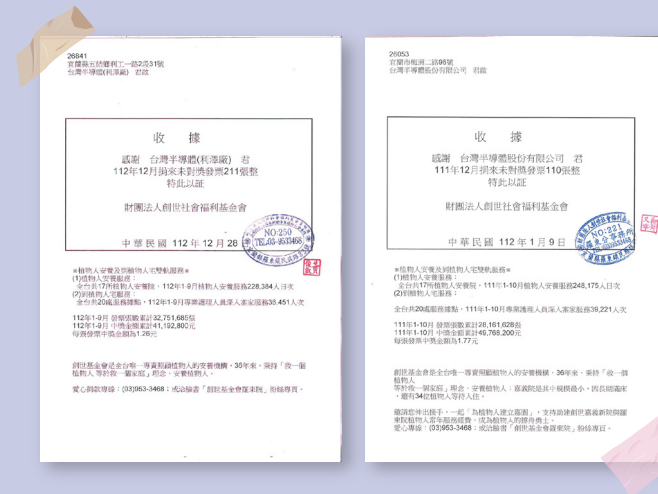
2021

- TSC's Li-Je and I-lan sites joined forces to organized the TSC Pandemic Blood Donation Drive in 2021, following a sharp drop in the number of blood donors at the end of the year, with the intention of contributing to social welfare with bags of blood. The event saw the participation of 100 people, who donated 118 bags of blood in the process.

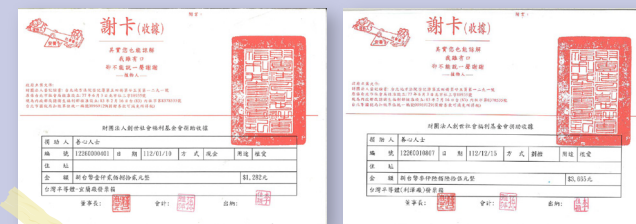


2023

- Our I-lan and Li-Je sites donated a total of 321 invoices to social welfare organizations in 2023



- Receipts for the donations made by our I-lan and Li-Je sites in 2023



6.2 Youth Empowerment

As we believe that talent is the cornerstone of industrial development, our focus in youth empowerment is to facilitate talent development and deepening such efforts on an ongoing basis. In an effort to connect students to practical developments, TSC has been actively rolling out and hosting internship programs in recent years, with a view to nurturing ready-to-work talents in collaboration with universities and colleges through suitable R&D or product improvement projects.

In 2023, TSC initiated the TSC Internship Program in collaboration with top-quality comprehensive universities, with the intention of providing students from related departments with internship opportunities and nurturing outstanding talents.

We offer full-semester internship opportunities, in which students are provided with professional guidance, advise, and support through project-based research, in line with what they have learned in universities and a dedicated mentoring system, to achieve the desired results of the project. Mentors assist students in setting specific and achievable phased goals, so that students gain experience and a deep understanding of the fundamental theories of manufacturing processes and applications in the field of semiconductor devices. As such, students gain practical working experience, which in turn enables them to understand in advance technologies in the industry and the competencies required in the workplace, thereby connecting academic learning with workplace practices.

Mentor A

"Young people's spontaneous thinking and active participation in discussions have also inspired the team to come up with more ideas."

Mentor B

"The interns not only collect information related to critical processes, complete related reports on electrical properties, and then report the results to the relevant departments, but are also able to search for information on their own and conduct discussions with their colleagues in a timely manner when encountering a problem."

Upon completion of the internship, interns are required to give a presentation to demonstrate excellent learning outcomes and, through their projects, showcase their achievements in the internship that can be used for improving follow-up engineering processes and analysis, parameters in new manufacturing processes, and so on. TSC has been able to witness interns' positive learning attitude and potential through internship programs, which not only stimulates more ideas within our team, but also allows us to establish a local talent pipeline, which is of great help to the sustainable development of TSC.

With a total of nearly 1,500 internship hours in 2023, the interns have excelled in their first attempt at the topics they were assigned to, and achieved outstanding results in the internship credit recognized by their respective universities. Such an internship opportunity not only provides interns with experience in the workplace, but also greatly stimulates and activates thinking at TSC, thus becoming a win-win strategy at the end of the day.

Future Industry- Academia Collaboration Projects

TSC is committed to enhancing the competitiveness of the youth generation and nurturing talents for the semiconductor industry. In the future, TSC will also continue to expand the scope of industry-academia collaboration and establish long-term partnerships with universities and colleges, which are expected to progress with different departments and schools across various universities and colleges, with a view to jointly development practical and innovative internship courses and projects, such as technical project research, corporate visits, cooperative education-based internship, and industry technology collaboration. These courses and projects will be designed based on the company's actual needs and market trends so as to provide students with more practical opportunities to connect with the industry and a platform for their career development.

To foster talent that meets the demands of the industry, establish a connection between academia and industry, and strengthen the competitiveness of the semiconductor industry, we partner with research universities to launch research projects. Working alongside professors specializing in relevant fields, we undertake practical research to tackle industry challenges. Additionally, TSC aims to facilitate open communication among students, companies, and professors through this collaboration, thereby expediting the advancement of semiconductor technology and internal knowledge enrichment.