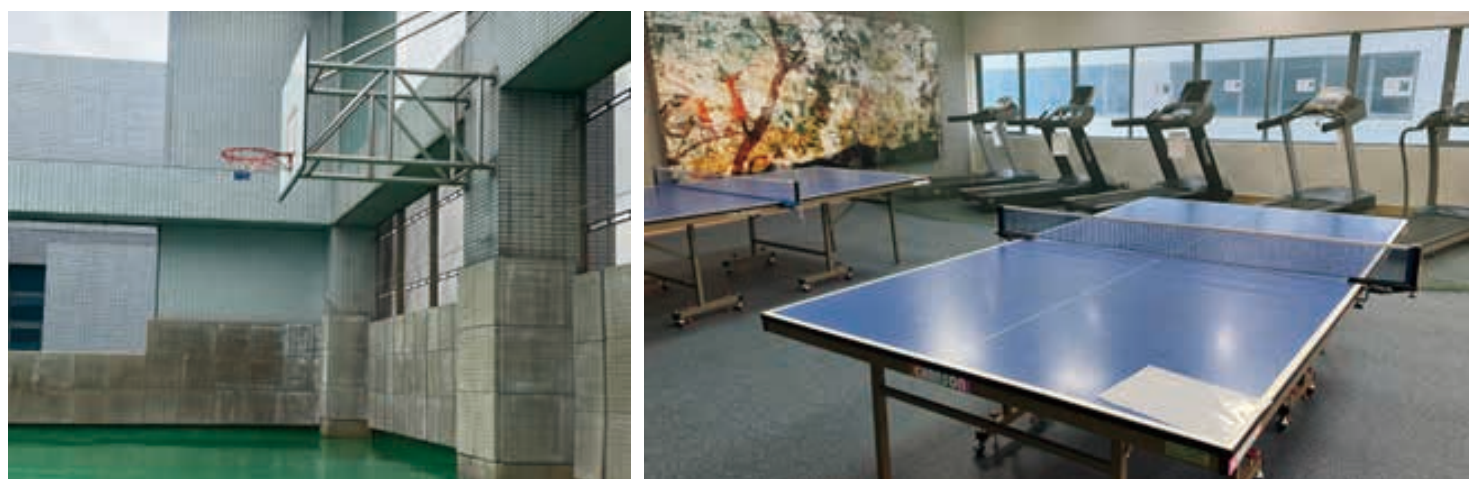




- **Outdoor Basketball Court:** An outdoor basketball court is provided.



- **Indoor Gymnasium:** The company has set up a professional gymnasium with facilities such as basketball machines, television entertainment and table tennis tables.
- **Free Parking Lot:** We provide a spacious parking lot for employees, where all employees can park their cars and motorcycles for free. There is also an exclusive parking space for pregnant women, who can enjoy the parking space closest to the entrance and exit. Additionally, a non-slip floor is laid in the turning area to prevent motorcyclists from slipping when turning downhill in rainy and humid weather. Through careful planning, we provide employees with a convenient and safe parking area.



## 6.2.4 Occupational Safety and Health

Our company passed the ISO 45001 Occupational Health and Safety Management System verification in 2020, and undergoes external audits every year to ensure the effectiveness of our management system. This benefits 100% of our employees and outsourced contractors in the Taiwan Hsinchu headquarters.

	2022 Implementation Status	Short-term Goals for 2023	Mid-term Goals (1-3 years)	Long-term Goals (3-5 years)	GRI
Strategic Objectives	<ul style="list-style-type: none"> <li>• Unit departments and occupational safety units jointly conducted safety and health hazard identification and risk and opportunity assessment.</li> <li>• Conducted new personnel security training with 100% completion rate.</li> <li>• Conducted annual evacuation drills with 98% participation rate.</li> <li>• Continuously implemented ISO45001 occupational safety and health management system, and obtained third party (SGS) certification.</li> <li>• Safety goal: Zero occupational accidents and no tickets.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuously assess high-risk hazard operations and implement management programs to reduce their hazards.</li> <li>• Increase the frequency of safety and security training for contractors and employees to strengthen safety awareness.</li> <li>• The feedback of evacuation drill training will be used as a basis for improvement.</li> <li>• Promote health promotion activities and employee assistance programs oriented to the needs of employees, to increase the rate of employee participation and to implement healthy living.</li> <li>• Continuously implement ISO45001 occupational safety and health management system and obtain third-party certification.</li> <li>• Continuous safety goal: Zero occupational accidents and no tickets.</li> <li>• Analyze common health issues among employees, plan health activities targeting the top three issues. Encourage or prioritize the allocation of participation quotas to at-risk groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuously increase the number of health and safety management improvement programs (1 new program each year) to improve occupational safety and health management.</li> <li>• Continuously increase the frequency of safety and security training for contractors and employees to strengthen safety awareness.</li> <li>• Feedback on evacuation drills from previous years is used to improve measures and revise practices appropriately.</li> <li>• Continue to increase employee participation in health promotion activities and share experiences in ESG reports</li> <li>• Continuously implement ISO45001 occupational safety and health management system and obtain third-party certification.</li> <li>• Continuous safety goal: Zero occupational accidents and no tickets.</li> <li>• Compare the changes in employee health classification in the past three years (2021-2023), and strengthen 100% tracking management of groups with severe abnormalities and mild to moderate abnormalities.</li> <li>• Reduce the number of staff metabolic syndrome abnormalities by 3%.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuously promote safety and health management programs and share experiences in ESG reports.</li> <li>• Continuously promote health promotion and implement healthy living.</li> <li>• Continuous safety goal: Zero occupational accidents and no tickets.</li> </ul>	403



## Internal Management Operations

Global Unichip Corporation is committed to achieving "Injury-free in safety and sustainable environmental development" and becoming a benchmark enterprise in global environmental protection, safety, and health. In 2020, we obtained ISO 45001 certification, and we conduct external audits (SGS) every year to benefit 100% of our employees and outsourced workers in Taiwan, so that the effectiveness of our management system can be verified. In order to create a safe workplace environment, Global Unichip Corporation has been working on workplace safety and health related issues over the long-term. We believe that in order to sustain the vitality of the company, safety and health is as important as economic development, so we have established the Occupational Safety, Health, and Environmental Protection Committee to consider occupational safety and health related issues. The 9th Occupational Safety, Health, and Environmental Protection Committee (see the table below), with more than one-third of the representatives from the labor side, and the representatives of the members and the responsible staff, will implement the safety and health management of the company through an institutionalized, systematic, and top-down safety and health management mechanism.

### ▼ 9<sup>th</sup> Safety, Health and Environment Committee Organization

Member Representatives	Affiliated Units
1 Business owner	General Manager
2 R&D Waste and Laboratory Related Representative Members	R&D Lab
3 Quality Assurance	Quality and Reliability Engineering Division
4 Security Supervisor	Occupational Safety Management Office
5 Security Personnel	Occupational Safety Management Office
6 Staff Representative	Welfare Committee (Candidates selected by staff voting)
7 Staff Representative	Welfare Committee (Candidates selected by staff voting)
8 Staff Representative	Welfare Committee (Candidates selected by staff voting)
9 Health Care Workers	Occupational health nurse

## Occupational Injury or Mishap Handling Incidents

Global Unichip Corporation is a professional IC design service company. None of our employees are engaged in any high-risk activities or have a high incidence of specific diseases. Excluding traffic accidents that occurred outside of the company, Global Unichip Corporation had no cases of injury or disability, no cases of occupational disease, and no cases of death in the line of duty for the entire year of 2022. Regarding traffic accidents outside the company, Global Unichip Corporation holds quarterly meetings of the Occupational Safety, Health, and Environment Committee. During these meetings, we explain the process of the accident, produce a case study, and provide information to employees in order to prevent similar accidents from recurring.

Year	Occupational Accident (including traffic accidents)						Total Sum Injury Index (FSI)			Traffic Accident Cases	Occupational Accident Cases
	Disabling Injury Frequency (FR) Note 1			Disabling Injury Severity Rate (SR) Note 2			Note 3				
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
2020	3.16	0	3.16	4	0	4	0.11	0	0.11	3	1
2021	1.56	3.92	5.48	3	9	12	0.07	0.19	0.26	6	1
<b>2022</b>	<b>0.72</b>	<b>0</b>	<b>0.72</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0.03</b>	<b>0</b>	<b>0.03</b>	<b>1</b>	<b>0</b>

Note 1: Frequency of incapacitating injury (FR) = (total number of injury losses × 106) ÷ total experienced hours  
 Note 2: Disabling injury severity rate (SR) = (total number of injury loss days × 106) ÷ total number of hours experienced  
 Note 3: Total Sum Injury Index (FSI) = √ (Frequency of Incapacitating Injury FR × Severity of Incapacitating Injury SR) ÷ 1000  
 Note 4: Total working hours in 2020 = 1,264,240 hours; total working hours in 2021 = 1,275,872 hours; total working hours in 2022 = 1,398,520 hours

## Risk and Hazard Assessment for Occupational Safety and Health

The risk and hazard assessment of employee occupational safety and health is conducted annually by the representatives of each unit and the occupational safety unit, and the assessment results are submitted to the senior management review committee and the occupational safety and health committee for review and announced on the company's internal announcement board.

The total number of high-risk hazards (risk level greater than or equal to 4) in 2022 was 2.



**Improvement Plan 1:** The B1F ice machine room and high voltage substation had no safety guardrail on the upper and lower stairs (risk level 5). Risk improvement was carried out by adding safety guardrails in the form of engineering control, and the risk level was reduced to 2 after improvement.

**Improvement Plan 2:** Replace the aging safety wall pads of the top floor sports facility with new ones to ensure the safety of employees during their workouts (this is an inter-year plan, the production of safety wall pads is in progress and is expected to be completed in Q1 2023).

After the improvement of the two management programs, we will carry out safety and health change control, conduct pre-test inspection for management units, and inform and educate maintenance personnel. Risk prevention and recurrence prevention will be conducted through risk hazard identification and other related methods in accordance with ISO 45001 management system P-D-C-A.

▼ **Improvement Program One: No Guardrail for Ascending and Descending the Stairs.**



▼ **Improvement Program One: Safety Guardrails Have Been Installed.**



## Occupational Safety and Health Worker Training

Global Unichip Corporation provides occupational safety and health education and training to new employees as soon as they are hired in accordance with the Occupational Safety and Health Education and Training Regulations and related regulations. The new employees learn about Global Unichip Corporation's occupational safety regulations and contingency measures in case of a disaster. The Company also holds regular safety and health education courses, fire drills, and first aid courses in Taiwan. Through safety and health education training to strengthen employees' awareness of safety and health, employees can learn the necessary safety knowledge at work. A total of 144 people participated in the training in 2022, which was a 100% participation rate.

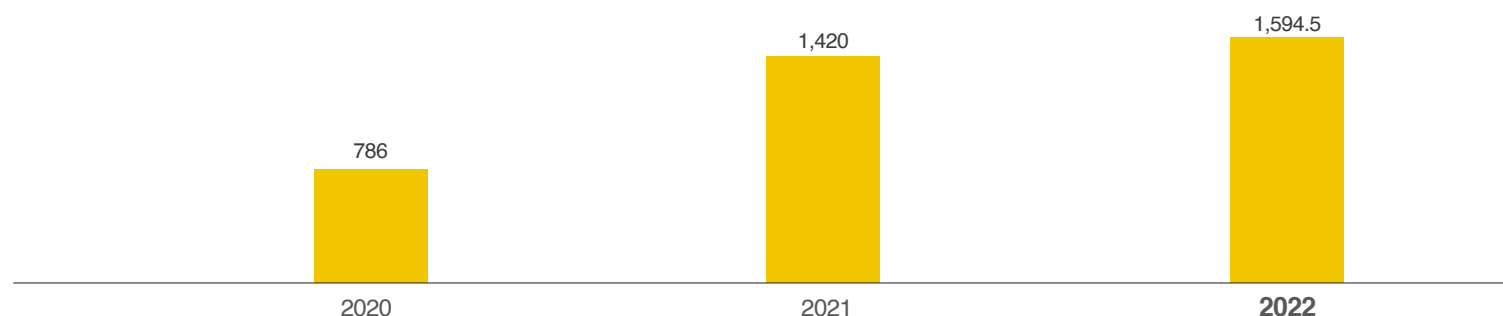
▼ **Global Unichip Corporation's 2022 Occupational Safety and Health Training Program Implementation**

Employee Category	Training Category	2022 Training Courses	Number of Participants (persons)	Training Hours (hours)	Total Occupational Safety and Health Training (person*hour)		
New Employees	General Training	Occupational Safety and Health Training for New Employees	144	4	576		
		Emergency Escape Training	164	1	164		
		On-the-job Education and Training for Occupational Safety and Health Management Personnel	1	18	18		
		First Responder In-service Education Training	6	3	18		
		First Responder Safety and Health Education Training	2	18	36		
		In-Service Education and Training for Security Council Members	8	1	8		
		Current Employees	General Training	On-the-job Training for Business Executives at All Levels of Safety	32	2	64
				Contractor Safety Duty Training	7	1	7
				Self-defense Firefighting Team Training	46	8	368
				Civil Defense Corps Year-round Training	4	4	16
				Contracted Safety and Health Education Training for Leased Factories	5	1	5
				Unlawful Infringement Policies Training	629	0.5	314.5
		<b>Total</b>			<b>1,048</b>		<b>1594.5</b>



Looking ahead to 2023, Global Unichip Corporation places great importance on the safety and health of its employees. In order to increase the awareness and attention to safety and health of our employees at all levels, we will continue to implement hazard identification and risk assessment and conduct statutory occupational safety and health related training in 2023 for critical operations or high potential hazards to meet regulatory requirements and achieve a zero-hazard workplace.

▼ 2020-2022 General OSH Training(person\*hour)



## Total Health Management

Health is the most important cornerstone for every employee. Having a healthy body and mind is the only way to stimulate good work efficiency and innovative thinking. Our comprehensive health management is dedicated to occupational disease prevention, disease risk reduction, and health promotion, and to raise employees' awareness of the pursuit of health.

Our company has no particular hazards in the workplace, so employees can avoid the risks associated with the work environment. In order to continue to build a safe and healthy workplace environment, the Occupational Safety, Health, and Environmental Protection Committee is convened regularly, and in accordance with the Occupational Safety and Health Act and the guidelines published by the Occupational Safety and Health Administration, the "Preventive Plan for Abnormal Workload-Induced Diseases", the "Maternal Health Protection Plan", the "Occupational Musculoskeletal Disorder Prevention Plan", and the "Unlawful Infringement In The Workplace Prevention Plan." were established. Additionally, we conduct hazard identification and assessment to screen potential risk groups. In cooperation with clinical physicians and external resources, we implement corresponding preventive measures:

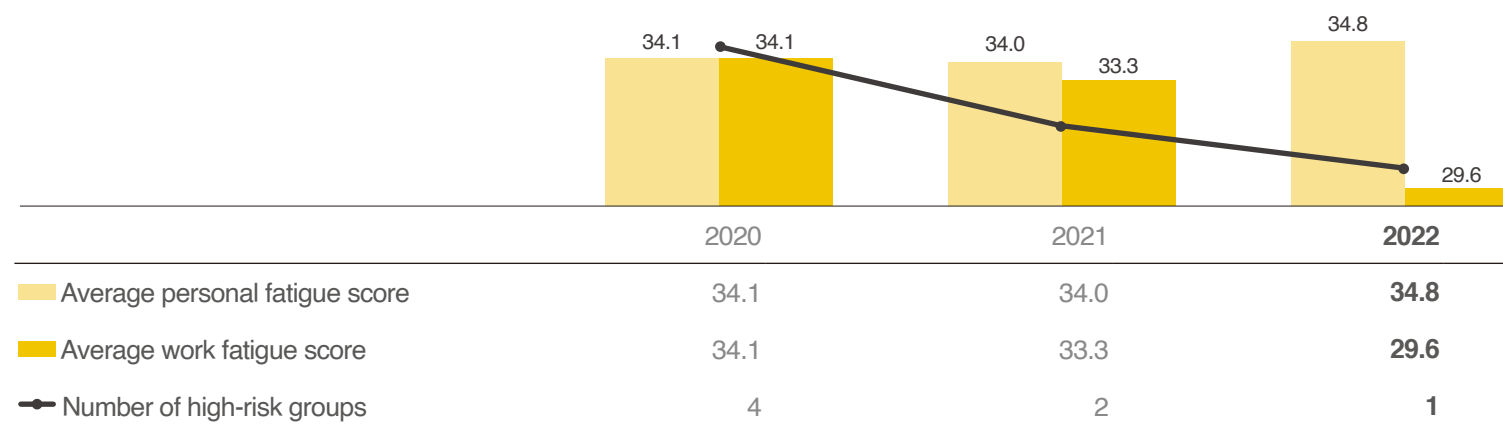
## Preventative Plan for Abnormal Workload-Induced Diseases

In accordance with the relevant guidelines published by the Occupational Safety and Health Administration(OSHA), the "Abnormal Workload Disease Prevention Program" was established to ensure the physical and mental health of employees and to achieve the effectiveness of stress management and prevention of abnormal workloads. Through relevant data assessment, we screen high-risk groups for possible disease, actively arrange interviews with doctors and health guidance professionals, and if necessary, adjust/shorten working hours or change work content to reduce risks and remove risk factors.

In 2022, according to employee health examination results, overtime hours, and fatigue scale, a total of 1 group with high risk of abnormal workload and 38 groups with moderate risk were screened for health counseling and related health management activities, including arranging doctor interviews, employee stress relief seminars, and other improvement measures.

During the period from 2020-2022, the overall personal fatigue load rating of employees was low-risk; the average work fatigue load score showed a decreasing trend and was low-risk; the number of high-risk groups also showed a decreasing trend. During the period, 26 interviews were arranged with physicians for medium- and high-risk groups, and health guidance was provided and follow-up cases were received.

▼ Employee Fatigue Scale and High-Risk Group Statistics for 2020-2022





### Maternal Health Protection and Management

In accordance with the Occupational Safety and Health Act and the relevant guidelines announced by the Occupational Safety and Health Administration, the "Maternal Health Protection Program" was established to ensure the physical and mental health of pregnant, postpartum, and breastfeeding female workers, and to take necessary measures to achieve the purpose of maternal health protection for workers. The Company has 186 female employees of childbearing age, of which 16 were the main targets of protection in 2022, including 3 pregnant employees and 13 female employees within one year after delivery or breastfeeding.

With health guidance from doctors, we conduct hazard identification and risk classification assessment for female employees during pregnancy and within one year after delivery and make appropriate work arrangements when necessary. Moreover, we provide a spacious and comfortable breastfeeding space and breast milk refrigerator to help postpartum female employees to breastfeed and raise their children while working.

### Occupational Musculoskeletal Disorder Prevention Plan

In order to prevent the occurrence of work-related musculoskeletal hazards and injuries caused by long-term exposure to poorly designed work environments, repetitive work, and poor work postures, our company has established a Occupational Musculoskeletal Disorder Prevention Plan and annually evaluates proposals and provides improvement projects in order to create a comfortable and healthy workplace.

The company's operating environment uses keyboards and mice, and is dominated by administrative paperwork, which may cause human engineering hazards due to prolonged sitting, excessive eye use, and incorrect posture. Health and medical advice are given, and professional health consultation and improvement suggestions are provided.

### Prevention Plan for Unlawful Infringement of Duty Execution

This program is activated when potential or existing workplace violence is evaluated. This program is designed to protect our employees from harassment, discrimination, and acts of aggression that may cause physical or mental harm. Its purpose is to ensure the safety, physical well-being, and mental health of our employees while they are at



work. In addition to arranging induction training for new employees, all employees and permanent staff (e.g., maintenance and security) in Taiwan underwent on-the-job training on workplace violence at least once a year in 2022. In 2022, the number of trainees was 639 and the completion rate was 100%

### Employee Health Promotion and Risk Management

Global Unichip Corp. cares about employees' health and encourages them to pay attention to their own health. In addition to arranging for every employee to complete a physical examination before they are onboarded, we also arrange annual health examinations for employees who have been work for GUC at least 6 months, and the items and frequency of these examinations are superior to current regulations. We also provide the opportunity for employees to follow-up their physical examination and computed tomography (CT) scan for those who have abnormal results after six months, so as to achieve the effectiveness of early diagnosis and treatment and tracking of abnormal cases. 100% of new employees were supposed to be examined during the physical examination in 2022, and 621 employees were supposed to be examined during the general employee health examination (including senior supervisors' health examination), and 612 were examined, representing a 98.55% examination rate.





▼ Employee Physical/health Examination Rate for 2022-2022

	2020	2021	2022
Medical examination for new recruits	100%	100%	100%
Medical examination for general staff (including senior executive medical examination)	96.92%	96.82%	98.55%

Based on the results of the current year's health examination, the company will analyze the general health problems of employees and conduct health management classification and identification of high-risk groups (high blood pressure, high blood sugar, high cholesterol, metabolic syndrome and smokers). If the doctor determines that a health consultation is needed, professional nursing staff will conduct health follow-up and arrange one-on-one consultation with a doctor to ensure employee health. In 2022, we arrange for 26 high-risk groups to meet with a clinical physician for consultation and follow-up to further safeguard the health of our employees. The consultation service is also open to all employees of the company. Employees do not have to take extra time out of work to have a consultation with a professional doctor to help clarify their health problems and receive health guidance and advice. In 2022, a total of 19 sessions were held, with 152 participants attending the consultation service.

▼ Physician On-site Service Statistics from 2020 to 2022

	2020	2021	2022
Number of total users	111	49	152
Number of physician service sessions	16	9	19

The company is also committed to promoting the concept of “taking responsibility for one's own health” by encouraging all employees to start their daily lives by developing good eating and exercise habits and paying attention to their health status. A total of 16 health-related activities were held with local medical resources in 2022, with a total of 419 participants. Activities included one-on-one health consultation vaccinations, blood donations, CPR and AED training courses, and other topics. From time to time, we provide health education according to current events, so that employees can understand the correct health knowledge and create a workplace environment that supports health. We have also successfully obtained the Healthy Workplace Certification Mark issued by the National Health Service.



▼ Health-related Activities Statistics 2020-2022

	2020	2021	2022
Activity sessions	15	10	16
Number of participants	623	372	419



## COVID-19 Prevention and Response Measures

In response to the global COVID-19 pandemic, our company has established an ongoing operations unit to continuously update pandemic prevention and response measures with policies to help our employees face the impact of the COVID-19 pandemic on the workplace environment and daily life more comfortably. In order to strengthen the ability of our employees to respond to various emergency situations of COVID-19, we have planned out the distribution of responsibility towards pandemic prevention measures, pandemic prevention, and response manpower, and determined the correct handling procedures to ensure effective pandemic prevention and control actions without impacting the normal operation of the company.

### Deployment Measures and Risk Management for the Coronavirus Disease (COVID-19) Outbreak in 2022

Situation	Countermeasures	Strain Organization
Pandemic Prevention Phase	<ul style="list-style-type: none"> <li>Implementation of health management for individuals and workplaces</li> <li>Each floor is equipped with additional temperature guns to provide colleague measurement</li> <li>Autonomous online temperature registration by colleagues</li> <li>Colleague health monitoring management</li> <li>Coordinate with CDC to promote travel alert areas</li> </ul>	Outbreak Prevention Phase Organization - Outbreak Decision Group
Preparation for a Severe Outbreak	<ul style="list-style-type: none"> <li>Guests/visitors are required to fill out a health/travel declaration and wear a mask</li> <li>Use 1:100 concentration of bleach to make disinfectant water to strengthen the clean environment, and outsource the disinfection of the whole office environment on a regular basis.</li> <li>Communicate regularly with all employees about the disease prevention plan and the latest outbreak information</li> <li>Promote the concept and knowledge of disease prevention, such as cough etiquette and hand hygiene</li> <li>Provide vaccination items, such as alcohol-based dry hand sanitizer, masks, etc.</li> </ul>	Preparation for a Severe Outbreak Organizations - Emergency Response Organizations

## EAP Employee Assistance Program

Global Unichip Corporation is concerned about the balance of employees' physical and mental health and has entrusted an external professional organization to handle the Employee Assistance Program (EAP). In 2022, the number of free individual counseling sessions for employees increased from 2 to 4 times per year, covering topics such as workplace, family, interpersonal relationships, gender, and physical and mental stress. In order to protect the privacy of employees, the relevant service staff abide by professional ethics and strictly confidential counseling contents in accordance with legal regulations, and will not disclose any employee's personal information without their written consent.

In order to increase the utilization rate of our staff, in 2022, we included an orientation video in the training course for new staff. Additionally, we regularly publish 13 articles such as recommended spiritual growth books, movie recommendations, spiritual tips, and mindfulness newsletters, and we also print small cards to help employees better understand the contents of this program and increase the usage rate. In 2022, the utilization rate of the Employee Assistance Program was 4.9%, up 2.76% from 2.14% in 2021.



## Control Measures for Visitors, Guests, Vendors, Interviewers and Other Outside Personnel

1. External personnel control measures are adjusted on a rolling basis according to the level of the outbreak announced by the CDC.
2. The company has purchased non-contact infrared temperature measurement instruments and placed them in the lobby to measure visitors' body temperature to avoid contact with counter staff and reduce the risk of infection.
3. If an external individual (hereinafter referred to the individual) has symptoms similar to those of COVID-19, they will be asked to comply with the following procedure:
  - The company requests that the individual wear a mask and wait in the lobby.
  - Notify the employee that the individual is here to meet, and ask the employee to refer the individual to the pandemic control unit. Tell the individual that they are required to leave and are not permitted to enter the company's building.

## Provision of Pandemic Prevention Supplies

In order to reduce the risk of employees being infected with diseases or forming a chain of transmission in the workplace, we provide sufficient quantities of epidemic prevention and hygiene materials. Each office floor is equipped with dry hand washing machines and temperature measuring devices (forehead/ear temperature guns) so that employees can disinfect their hands and confirm their current temperature status at any time. Additionally, we have travel kits, protective clothing sets, protective masks, and COVID-19 rapid antigen test kits, and provide employees with access to them when necessary. We continue to ensure that the quantity of medical masks in stock is sufficient for emergency use; the inventory of all other pandemic prevention items ensures that they can be used for six months by employees who need them.

## Strengthen the Knowledge of Epidemic Prevention

In response to the continuous changes in the domestic and international pandemic conditions, we share the latest current events to enhance immunity, information on COVID-19 vaccine, vaccination precautions, disinfection measures for returning home, and proposals for pandemic prevention, providing employees with new knowledge and practical information from the physical and mental aspects.

## 6.2.5 Talent Diversity and Inclusion

GUC prioritizes R&D and design services as a key development strategy. Therefore, we actively deploy global talents and adopt diversified talent recruitment strategies to efficiently serve global customers. We aim for steady operations, strengthening the resilience of human capital. As of the end of 2022, GUC had a total of 851 employees worldwide, with overseas operations in North America, Europe, Japan, mainland China and South Korea, accounting for 17% of our total global workforce.

