



2024 ESG

SUSTAINABILITY REPORT



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About the Report GRI 2-2~2-5

In response to the United Nations Sustainable Development Goals (SDGs) and key sustainability issues, Orient Semiconductor Electronics, Ltd. (OSE) is committed to environmental protection, social responsibility, and sound corporate governance. OSE complies with international reporting standards and aims to present an honest and transparent account of its sustainability efforts. This report demonstrates OSE's dedication to fulfilling corporate social responsibility, showcases our sustainability values and actions, and effectively addresses the major concerns of our stakeholders.

Scope of the Report

This report covers OSE's guidelines and initiatives in economic, governance, social, and environmental aspects for the year 2024 (January 1 to December 31). Except for the financial figures in the economic performance section, which are based on consolidated financial statements audited by PricewaterhouseCoopers (PwC) Taiwan, the disclosed scope includes all OSE operational locations within the Nanzih Technology Industrial Park. Additional entities within the OSE enterprise group will be included as necessary.

The OSE factories in Nanzih Technology Industrial Park include Central 3rd Factory (HQ), Jin 3rd Factory (AT), East 3rd Factory (FP), Neihuan S. 1st Factory (IC), and Neihuan S. 2nd Factory (SSD).

In the 2024 edition of this report, the disclosure on [4.1.3 Local Procurement] has been reorganized. Following adjustments to the local procurement rate calculation method, the denominator now includes the total value of both domestic and international purchases. Historical data from 2022 to 2024 have been revised accordingly. For details, please refer to [4.1.3 Local Procurement].

Reporting Guidelines

This sustainability report follows major material reporting frameworks, including:

- Global Reporting Initiative (GRI) Standards 2021
- Corporate Rules Governing the Preparation and Filing of Sustainability Reports by Taiwan Stock Exchange (TWSE) Listed Companies
- Task Force on Climate-Related Financial Disclosures (TCFD) Framework
- Sustainability Accounting Standards Board (SASB) Semiconductor Industry Standard 2018

An index of reporting guidelines and corresponding page references is included in the Appendix. The disclosed information also aligns with the United Nations SDGs.

Reporting Management

Internal Control

According to OSE's internal procedures and controls, all data and information disclosed are reviewed and approved by responsible department managers. All financial figures are presented in New Taiwan Dollars (NTD). Data collection, measurement, and calculation methods follow relevant international or local regulations; where these are absent, industry standards or best practices are applied.

The 2023 OSE Sustainability Report was prepared by the ESG Integration Team, reviewed by department managers, and approved by the ESG Committee and Board of Directors.

External Assurance

• Report Assurance

This report has undergone limited assurance by PwC Taiwan, in accordance with the Taiwan Standard on Assurance Engagements 3000 (TWSAE 3000) — "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information," issued by the Accounting Research and Development Foundation of the Republic of China (ROC). The assurance report is included in the Appendix.

• International Management System Standards

To enhance the credibility of disclosed data, OSE maintains certifications for international management systems including ISO 14001, ISO 45001, ISO 46001, ISO 50001, and ISO 14064-1. Data verified by third parties or estimated values are noted accordingly in the Appendix or relevant chapters.

Report Publication

OSE sustainability report publishes annually, and publication information is as follows:

Initial publication date:
December 2018

Publication of Previous
Version: Aug. 2024

Publication of Current
Version: Aug. 2025

Publication of Next Version:
Aug 2026

Contact Information and Feedback Channel

At OSE, we adhere to the principles of integrity and honesty in every circumstance. If you have any opinion regarding the company or any feedback related to the company, please let us know:

ESG Committee

Address: No. 9, Central 3rd St., Nanzih Dist., Kaohsiung City, 811

TEL: 886-7-3613131

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Company Website: www.ose.com.tw

ESG Website: <https://esg.ose.com.tw/>



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A Message from the Chairman GRI 2-22

Chairman of OSE and ESG Committee

ESG sustainable development is no longer merely an initiative—it has become a core driver of corporate operations and value creation. As the climate crisis worsens and resource pressures mount, from the EU's CBAM implementation, Taiwan's carbon fee pilot, and the rollout of IFRS S1/S2 disclosure standards, to rising supply chain carbon transparency requirements and increasing stakeholder expectations, companies today face not only challenges but also an opportunity to redefine operational resilience and competitiveness.

In 2024, the world again set new temperature records. Climate anomalies, geopolitical conflicts, rapid technological shifts, and workforce transformations intersect and resonate, testing the resilience and sustainability of industries. As a vital link in the global semiconductor supply chain, OSE recognizes that only by continuously strengthening sustainable governance, deepening internal resilience, and aligning with global trends can we overcome uncertainties and generate long-term value.

Sustainable Roots and Dual-Axis Transformation

Since establishing the ESG Committee in 2022, OSE has adhered to international and domestic standards such as GRI, TCFD, SASB, and corporate governance assessment frameworks to build a comprehensive sustainability governance system. We have advanced carbon inventory, product carbon footprinting, supply chain ESG audits, and other systems, supported by five major task forces focusing on environmental friendliness, corporate governance, social inclusion, information security, and supply chain collaboration to implement policy requirements effectively.

Facing the upcoming carbon fee collection and heightened

legal compliance in 2025, we launched a self-reduction plan aimed at increasing energy-saving benefits, expanding renewable energy deployment, and maintaining various international ESG management system certifications to ensure all operations comply with regulations and external review standards.

Sustainable Action Implementation

We firmly believe sustainability must go beyond institutional frameworks and be embedded into daily actions and corporate culture. In 2024, we prioritized "rooting ESG education," advancing modularized ESG courses, employee evidence collection systems, supervisor risk training, information security drills, and RBA-compliant work time management. These efforts have strengthened awareness and responsibility for sustainability across the company.

Additionally, we introduced carbon inventory and carbon footprint education to cultivate a "carbon mindset" among employees across departments. By implementing carbon reduction actions—such as process optimization, automation, and equipment upgrades—we have closely integrated sustainable goals with operational performance, driving transformation from the ground up.

Interactive Communication Creates Value

We value open dialogue and consensus-building with stakeholders. In 2024, we enhanced information transparency and interactive feedback through channels like dedicated official website sections, ESG e-newsletters, major supplier conferences, external forum participation, sustainability report award submissions, and community engagement.

Through multiple disclosure efforts including sustainability reports, CDP questionnaires, and stakeholder consultations, we were honored with the TCSA Report Gold Award. Our social inclusion efforts focusing on talent development and diversity, equity, and inclusion (DEI) earned the TCSA Talent Development Leader Award and the Ministry of Labor Gold Award. Externally, we have promoted education on career, environment, and inclusion, receiving the TSAA Taiwan

Sustainability Action Award SDG04 Quality Education Bronze Award. These recognitions underscore our unwavering commitment to corporate social responsibility.

Opening Up the Future

Amid tightening ESG regulations and rising stakeholder expectations, OSE remains committed to our founding principles of integrity, stability, and sustainable management. We seek balance and breakthroughs across technological innovation, process optimization, risk management, data disclosure, and people-centered governance.

In 2025, we will continue to strengthen sustainable governance capabilities, deepen supply chain collaboration, promote low-carbon manufacturing, enhance information security, benchmark industry leaders, build organizational resilience, and steadily advance toward the next milestone of sustainable transformation.

OSE Chairman and ESG Committee Chairman



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2024 Achievements

Green Operation



4.79 million kWh
23,490 thousand yuan

In 2024, eight energy-saving and carbon reduction programs were implemented, with a total investment of NT\$23.49 million. The estimated annual electricity savings reached 4.79 million kWh. Based on the electricity carbon emission coefficient announced in 2025, this equates to a reduction of approximately 2,267 tons of CO₂e, effectively enhancing operational energy efficiency and carbon reduction performance.

617,000 kWh

The use of solar green electricity increased by more than 3.5 times annually, significantly optimizing the electricity consumption structure and advancing the low-carbon transformation process.

Social Inclusion

Award-winning recognition

Received the Gold Award for Excellent Employment of People with Disabilities from the Ministry of Labor, the Employment Family Inclusion Award from the Ministry of Economic Affairs, and the TSAA Taiwan Sustainability Action Award - SDG4 Quality Education Bronze Award, demonstrating the company's strong results in fostering an inclusive workplace and education support.

350 trees to promote green living

Organized an adoption event and donated 350 saplings to employees to promote green living and environmental friendliness.

100 local public welfare investments

Donated 100 emergency rescue reflective vests to the Fourth Brigade of the Kaohsiung City Fire Department to enhance disaster relief identification and safety.

4,654,000 yuan for learning and development

Invested NT\$4,654,000 in education and training, with a total training time of 152,851.65 hours, comprehensively improving employees' professional competence and career development.

100% Health and Workplace Safety

Invested NT\$4,654,000 in education and training, providing a total of 152,851.65 training hours to comprehensively improve employees' professional competence and career development.

99% High performance retention results

99% High-performance retention resultsMaintained a 99% retention rate of high-performing employees, demonstrating a strong workplace culture and talent stability.

320 people sustainable transportation initiative

In response to World Car Free Day, 320 colleagues used public transportation to promote a low-carbon commuting culture.

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2024 Achievements

Excellence in Governance

Talent Development Leadership Award

Won the TCSA Taiwan Enterprise Sustainability Award, demonstrating outstanding results in sustainable talent cultivation.

5,145 people

All employees completed anti-corruption communication and promotion programs.

61

Commended 61 high-performing suppliers to strengthen partnership and cooperation.

31,091 thousand yuan

Government subsidy promotion efforts achieved remarkable results, with total subsidies increasing to NT\$31.091 million in 2024.

100%

All new suppliers signed integrity commitments, implementing integrity management standards.

0 items

No major incidents related to information security, corruption, or customer privacy occurred; internal controls were continuously strengthened.

Sustainable Innovation

406 million

Invested NT\$406 million in R&D, focusing on energy-saving and low-carbon technologies.

2 items

Promoted the implementation of green innovation results through 2 patents.



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1.1 About OSE

Company Profile GRI 2-1

Established in 1971, Orient Semiconductor Electronics Ltd. (OSE) provides IC packaging and testing services (IC) , as well as electronics manufacturing services (EMS). Our main operations are divided into the IC and EMS groups, and we have been long dedicated to providing diverse service solutions with high added value. Our quality and performance are oriented towards our customers and services. We strive for world-class customer satisfaction and aim to be a reliable business partner to our customers, to grow and thrive together.

Company Name	Orient Semiconductor Electronics Ltd.
Established	June 12 , 1971
Headquarters	No. 9, Central 3rd St., Nanzi Dist., Kaohsiung City 811616, Taiwan (ROC)
Paid-in capital	7,404,883,000
Number of Employees	5,145
Main Business	IC packaging and testing services (IC) and Electronic Manufacturing Services (EMS)
Business location	OSE production bases mostly located in Taiwan, selling to US, China, and other major regions.

Business location





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OSE Milestones

1971	Establishes OSE with NT\$ 11 million in paid-in capital.
1990	New plant for finished products is completed and officially begins production.
1994	Issues common shares and is officially listed on the Taiwan Stock Exchange (TWSE) on April 20 as Class I common stocks.
2002	The Finished Products Group is awarded the "Highest Overall Customer Rating" in the Global Service Excellence Awards (SEAs) for EMS, which is held by prominent international EMS journal.
2007	IC Semiconductor Group obtains TS 16949 Certification .
2008	The AT Building is completed and begins operations; IC Semiconductor Group personnel and equipment move in and begin production.
2010	<ul style="list-style-type: none"> Obtains OHSAS 18001 and Taiwan Occupational Safety and Health Management System (TOSHMS) Certification. Receives "Healthy Workplace Self-certification" from the Health Promotion Administration of Ministry of Health and Welfare (MOHW) .
2011	Obtains Talent Quality-management System (TTQS) certification and is awarded silver.
2013	<ul style="list-style-type: none"> Certified in the transition of TOSHMS (Taiwan Occupational Safety and Health Management System). The Finished Products Group obtains ISO 13485 Quality Certification.
2014	The Finished Products Group obtains ISO/TS 16949 Quality Certification.
2015	The Finished Products Group establishes dedicated SSD plant with automated lines for testing and packing.
2017	Obtains ISO 14001:2015 Environmental Management Systems Certification.
2019	<ul style="list-style-type: none"> The Finished Products Group officially becomes the electronics manufacturing services (EMS) Group. The EMS Group builds a new gaming graphics card plant. Establishes the Audit Committee. The EMS Group's SSD plant is certified by the RBA (Responsible Business Alliance) Validated Assessment Program (VAP). Obtains Talent Quality-management System (TTQS) certification and is awarded silver. OSE's EMS Group is evaluated by the Aerospace Industrial Development Corporation (AIDC) and recognized as a qualified supplier in accordance with the S300 Quality Management Standard

2020	<ul style="list-style-type: none"> Forms a strategic partnership and signs a contract with Chipbond Technology Corporation as they become a major stakeholders' (OSE over 10%). Obtains ISO 45001:2018 and TOSHMS (Taiwan Occupational Safety and Health Management System).
2021	<ul style="list-style-type: none"> Obtains AS 9100 (includes compliance with ISO 9001) Aerospace Quality Management System Certification. Obtains a Sports Enterprise Certification from the Sports Administration of the MOE. Receives recognition from the Water Resource Agency of the MOEA for outstanding efforts in implementing water conservation guidance and improvement. Obtains Talent Quality-management System (TTQS) certification and is awarded silver.
2022	<ul style="list-style-type: none"> Obtains ISO 14064-1:2018 Greenhouse Gas Certification. The EMS Group obtains IATF 16949 certification. Receives first place in the 2022 Digital Transformation DTIH Strategic Blueprint Verification and Evaluation Awards. Both the HQ and AT buildings obtain ISO 50001:2018 Energy Management System Certification. EMS-5 plant obtained VAP certification from the RBA. Both the HQ and AT buildings obtain ISO 46001:2019 Water Efficiency Management System Certification.
2023	<ul style="list-style-type: none"> Officially filled out Carbon Disclosure Project (CDP) Questionnaire. Obtained ISO 27001: 2022 information security management system certification. Won the gold medal of Taiwan Talent Quality system (TTQS).
2024	<ul style="list-style-type: none"> Taiwan Sustainable Energy Research Foundation: TCSA Taiwan Corporate Sustainability Award – Talent Development Leadership Award TCSA Taiwan Corporate Sustainability Award – Sustainability Report Category Gold Award (2nd consecutive year) TSAA Taiwan Sustainable Action Award – SDG04 Quality Education Bronze Award Ministry of Economic Affairs Science and Technology Industrial Park: Employer-Family Integration Award Ministry of Labor: Excellent Employment for People with Disabilities Gold Award Taiwan Institute of Directors: Taiwan FINI 100 Award Ministry of Health and Welfare National Health Administration: Health Management Award for Outstanding Healthy Workplace Promotion Ministry of Education and Sports Administration: Sports Enterprise Certification (2nd consecutive cycle) 104 Job Bank: Employer Brand Award – Best Attractiveness Award 1111 Job Bank: Happy Enterprise Selection Technology Energy R&D Silver Award (2nd consecutive year)



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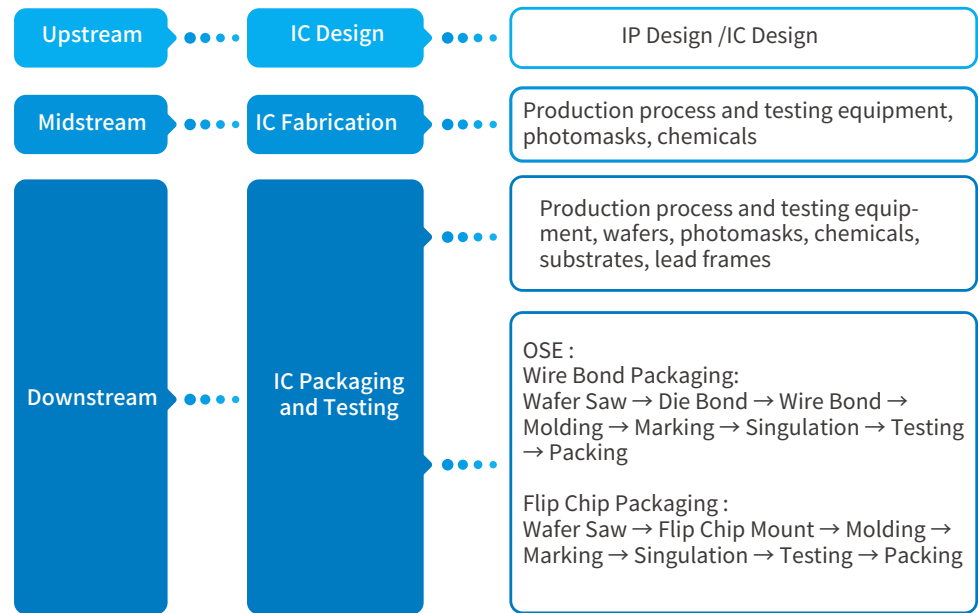
Main Products and Services GRI 2-6

OSE has two major business units: the IC Semiconductor Group and the Electronics Manufacturing Services Group . The business scope includes integrated circuits and various semiconductor components, applied to computers, communications, networks, consumer electronics, telecommunications networks, industrial controllers, digital cameras and other commercial products, and the research and development, design, manufacturing, assembly, processing, testing and after-sales service of various products.

IC Semiconductor Group

We provide high-quality integrated circuit (IC) component packaging and testing services, with substrate products, lead frame products, CSP products, and Flash- related products as our main products. Our downstream products are used in computers, communications, networks, consumer electronics, telecommunications networks, industrial controllers, digital cameras, and other commercial products.

The vertical division of labor in the semiconductor industry is divided into the following categories based on the manufacturing process :



Electronics Manufacturing Services Group

We provide professional electronic manufacturing services (EMS), including PCB assembly , box build , system integration , etc. We also provide rapid prototype assembly and pilot run services to enable customers to launch their products in the market earlier. Currently, our products are mainly used in servers, SiP modules, instruments and large industrial equipment, storage systems, oil exploration and satellite-related applications . We also provide high - level services for special electronic products (used in medical and aerospace applications) that require higher than IPC-610 Class 3 , as well as various small-volume and diversified products.

Upstream	Part Suppliers	Central processing unit (CPU), display panel, solid-state / hard-disk drives (SSD/HDD), memory, chipset, battery, passive components, power supply, keyboard, casing, circuit boards
Midstream	Assembly Plant	Desktop computers, All-in-One computers, laptops, tablets, mobile smart devices, smart peripherals and optical components, servers, data centers, industrial computers
		OSE: Parts Processing → SMT Assembly → Component Insertion → Automated Soldering → Automated Cleaning and Drying → Testing → Casing Assembly → Testing → Packing → Shipping
Downstream	Customers	Brand customers, retailers, consumer electronics retailers, end consumers

Operating Environment and Sustainability

As climate change intensifies and sustainability regulations and supply chain disclosure requirements grow more stringent, OSE remains vigilant about the potential impact of global environmental changes on its operations.To meet the expectations of international brand customers in carbon accounting and ESG performance, as well as to prepare for the upcoming carbon fee system in Taiwan, OSE has launched a range of climate response and sustainable transition initiatives. These include:

- Energy-saving and carbon reduction projects
- Supplier sustainability audits
- Local sourcing strategies
- Supply chain risk classification systems

By aligning business strategies with sustainability practices, OSE aims to strengthen its corporate resilience and proactively respond to global trends and stakeholder expectations.For more details, please refer to [4.1 Sustainable Supply Chain] of this report.



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Participation in External Associations GRI 2-28

n addition to proactively promoting sustainability -related activities internally, OSE also actively participates in activities initiated by industry associations and guilds. It hopes to provide industry experience and opinions on actual implementation to encourage the government and related agencies to formulate good and feasible policies and regulations. Through exchanges and sharing between associations and external organizations, OSE will establish mutual assistance and cooperation relationships to promote the common prosperity of the industry.

Table: Overview of Participation in External Industry Associations

Organization	EVent	Capacity
TSIA-Test and Packaging Industry Sustainable Development Strategy Promotion Group	1. Be a founding member of the group	member
	2. Research and reflection on amendments to domestic and foreign environmental safety and health laws and regulations	
	3. Jointly promote the audit of waste sources in the packaging and testing industry	
	4. Jointly inspect waste treatment plants and jointly solve environmental issues	
	5. Promote the waste resource treatment system	
Taiwan Space Industry Development Association	Joined in 2020 as a founding member of the association	member
Taiwan Science and Technology Park Electrical and Electronic Industry Association	Joined and became a founding member of the Semiconductor Industry Alliance of the Electrical and Electronics Association of the Kaohsiung District	member
Kaohsiung Industrial Development Association	Share industry practical experience, improve the quality of industry talents, and further enhance the industrial technology in Kaohsiung	member
International Industry-Academia Exchange Alliance	Recruitment of domestic and foreign talents, diversified talent training models, expert meetings to formulate technical scope, establishment of talent resume database for matchmaking and recommendation, etc.	Member
Semiconductor Talent Creation and Value-Added Strategy Development Platform and Industry-University Alliance	The Industry-University Alliance links industry-university alliance partners to jointly create cross-domain cooperation in digital innovation , inject diverse talents needed for industrial transformation and leapfrogging, help domestic companies find a foothold in the transformation torrent, and realize the vision of industrial digital transformation.	Member



Table: Overview of Participation in External Industry Associations (continued)

Organization	EVent	Capacity
Information Directors Association of the Republic of China	Promote the exchange of information application technology and experience among IT professionals in various industries in Taiwan to help promote the electrification of enterprises	member
Cybersecurity Executives Alliance	Promote the application of information security technology and experience exchange among information security managers in various industries in Taiwan, cultivate information security professionals, and comply with regulations, enhance the resilience of Taiwan's industrial information security , and promote sustainable development of enterprises.	member
Export Processing Industry Labor Relations Association of the Republic of China	Promoting the development of mutual cooperation between labor and capital	Members & Directors
Semiconductor Packaging and Testing Industry Personnel Managers Association (SPTIA)	Semiconductor packaging and testing manufacturing industry colleagues exchange and learn about human resource management experience, work experience, and share information on human resources issues.	member
Kaohsiung Personnel Representatives Association (KPA)	Discuss human resource management practices, labor laws, company systems, regular HR-themed meetings, etc.	member
Taiwan Semiconductor Industry Association (TSIA)	Participate in the association's activities for the development of the semiconductor industry.	member
Kaohsiung Harbor City Technology 33 Association	Share industry practical experience and information, and promote different thinking through exchanges between enterprises	member

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Table: Overview of Participation in External Industry Associations (continued)

Organization	EVent	Capacity
Intelligent Terminal Microelectronics Association (ITMA)	Assist in formulating product testing specifications, testing laboratory requirements , and evaluation management framework	Member & Vice Chairman of Testing Standards Working Group
SD Association (SDA)	Check international product specifications	member
JEDEC	Check international product specifications	member
IEK Industry Information Network	1. Participate in lectures and seminars 2. Obtain industry information	member
Kaohsiung Nanzih Science and Technology Industrial Park Occupational Safety and Health Promotion Association	1. Be a founding member of the association 2. Discussion and reflection on amendments to domestic and foreign laws and regulations on occupational safety and health 3. Jointly organize on-the-job training and 6-hour training for contractors 4. Serve as an executive of the association to promote the sharing of occupational safety and health information with friendly factories	Member & Vice President
Kaohsiung Nanzih Science and Technology Industrial Park Regional Joint Defense Organization	1. Be a founding member of the organization (established in 2023) 2. Assist in promoting the regional joint defense organization charter and exercise planning	Member & Vice President

1.2 Sustainable Practice

ESG Committee GRI 2-13 、 2-14 、 2-16

To strengthen sustainable governance and fulfill corporate social responsibility, OSE established the Corporate Governance and Sustainability Management Committee in 2022 as the company's highest sustainability oversight body.

The committee is chaired by Chairman Dong Yueming, with General Manager Tu Jiarong serving as Vice Chair, and Deputy General Manager of the Management Center Lai Zhenling as Management Representative. Senior executives from all major departments participate in coordinated planning and execution of the company's sustainability blueprint and action plans.

The committee holds quarterly meetings in accordance with OSE's bylaws and annual plan, and reports annually to the Board of Directors on implementation outcomes and progress toward goals. This governance mechanism ensures the effective integration of ESG principles into decision-making, enhances alignment between sustainability strategy and corporate governance, and strengthens organizational foresight and resilience.

Sustainable Management Approach

OSE adopts a proactive and forward-looking approach to sustainability. The committee is responsible for identifying key ESG issues related to operations and stakeholder concerns. Guided by global and local trends, laws, and standards, the committee oversees five major cross-functional task forces (covering environmental, social, governance, information security, and supply chain) to implement ESG initiatives and set annual KPIs.

All progress and outcomes are incorporated into the company's performance management system, and updates are reported regularly to the Board to ensure sustainability governance is closely aligned with global trends and integrated into core business strategy.

Core Values

- Integrity
- innovation
- Empathy
- Proactiveness





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2024 ESG Committee Organizational Structure



In 2024, each sustainability task force promoted ESG topics such as carbon management, waste reduction, water resource management, human rights, and supplier evaluation based on their respective responsibilities.KPI implementation results were submitted to the Sustainability Committee for review and subsequently reported to the Board of Directors to support informed decision-making on sustainability matters.Throughout the year, a total of four committee meetings were held, and one formal board report was completed. The implementation progress was fully aligned with the annual plan.For detailed results, please refer to Chapters 2 to 6 of this report.



2024 , the ESG Committee's Main Achievements

Subject Work Project	Content Execution content
Comply with the specification	<ul style="list-style-type: none">Reviewed ESG strategy and direction, regularly assessed task force goal setting and execution, provided optimization recommendations, and established annual sustainability themes based on the principle of materiality (see [1.4 Identification of Major Themes]).Completed and approved the Sustainable Development Code of Practice and Sustainability Report Preparation and Verification Procedures.Established the company's sustainable information governance system and finalized both internal confirmation and external limited assurance procedures for the 2024 sustainability report.Completed the CDP climate disclosure questionnaire (see [3.2.5 CDP]).
Thinking establishment	<ul style="list-style-type: none">Developed an ESG training roadmap, invited external experts, and encouraged internal staff participation in sustainability-related forums, lectures, and courses.Aimed to raise company-wide awareness and action on ESG issues (see [Chapter 5 Sustainable Talent Management]).
Interactive communication	<ul style="list-style-type: none">Updated the ESG section of the official website, launched both Chinese and English web pages, and disclosed key sustainability updates via the official site and ESG e-newsletters.In 2024, 12 bilingual web updates and 4 e-newsletters were released to improve transparency.Collected 860 valid stakeholder questionnaires to identify key concerns and expectations, serving as a foundation for materiality analysis (see [1.3 Stakeholder Engagement]).

Our Vision

Through regular meetings of the Corporate Governance and Sustainability Management Committee, OSE develops strategies across ESG, product services, and other key areas of sustainability.We set short-, medium-, and long-term quantitative goals, and report progress to the Board of Directors to ensure transparency and accountability. This process reflects OSE's strong commitment to corporate sustainability and clearly communicates our future investment direction to stakeholders beyond the factory walls.



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Our Sustainable Goal

Theme	Key issues	Strategy	Measures	2024 Target	2024 Implementation	2025 Target	2030 Target
Green Operation	Low Carbon Energy	Improve energy efficiency	Energy saving rate that more than the annual power demand ^{Note 5}	3.10%	3.40%	-	-
			The electricity saving ratio achieved by implementing the energy-saving and carbon-reduction plan (equivalent to 1% of the electricity demand in 2025)	-	-	1%	1%
			Number of plants upgraded to BERS Level 1 ^{Note 5}	-	-	For mid- to long-term planning	3 Factory Area Advanced Level 1
		Use of renewable energy	% of self-generated solar energy compared to total energy consumption	0.31%	0.38%	0.32%	0.33%
			% of procured renewable energy compared to total energy consumption ^{Note 5}	0.88%	0.87%	-	-
	Greenhouse Gas Management	Greenhouse gas reduction	Coverage rate of plant GHG emission verification	100%	100%	100%	100%
			Decrease in GHG emissions intensity compared to the baseline year	0.2%	6.3%	18%	6.4%
			Absolute reduction in scope 1 and 2 GHG emissions	1.80%	4.4%	18.80% ^{Note 6}	23.00%
	Water Management	Water management	Decrease in water intake compared to the baseline year (amount of water/revenue in millions of NTD)	11.10%	20.20%	16.40%	32.10%
			Decrease in wastewater compared to the baseline year	27.00%	26.00%	29.00%	39.00%
			Wastewater recycling rate (water recycled from production / water consumption + water recycled from production)	32.00%	31.00%	34.00%	44.00%
		Develop control technologies	Primary indicators of water pollution exceed regulatory standards	60.00%	77.00%	60.00%	70.00%
	Waste and Recycling	Resource circulation	Recycling of general waste	> 36.70%	43.30%	>37.00%	>38.50%
		Source reduction	Intensity of waste generation (volume of waste generation/revenue in millions of NTD)	≤0.182	0.150	≤0.180	≤0.180



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Theme	Key issues	Strategy	Measures	2024 Target	2024 Implementation	2025 Target	2030 Target
Talent Sustainability	Recruitment and retention	Improve employee retention	Retention of key high-performing talents	≥98.00%	99.46%	≥ 98.00 %	≥98.00%
			Indirect - Employee Attrition Rate	<1.16%	1.43%	≤16.67% (Note 7)	≤16.67 %
			Direct - Local Employee Attrition Rate	< 3.00%	2.59%	≤30.20% (Note 7)	≤30.20%
			Direct - Foreign Employee Attrition Rate	<1.20%	0.81%	≤9.36% (Note 7)	≤9.36%
			Goal implementation of working hour management at RBA-certified factory reaches	100%	100%	100%	100%
		Employee compensation and benefits	Rate of Salary Growth	≥ 2.50%	4.11%	≥ 5.00%	≥ 2.70%
	Human capital development	Employee learning momentum	Average learning hours per year (employees)	>24H	26.42H	>27.2H	>30.4H
			Average learning hours per year (management)	>35H	46.5H	>47.9H	>53.5H
			Percentage of employees with internal lecturer certifications	>10.00%	9.00%	>11.00%	>15.00%
		Reserve future talents	The percentage of job vacancies filled by internal employees throughout the year	>30.00%	29.68%	≥30.00%	≥35%
	Diversity and Inclusion	Diversity and Inclusion	Percentage of new female recruits from engineering majors	24.5%	22.75%	24.5%	25%
			Percentage of promotions for underprivileged employees	10%	11.61%	10%	10%
			Percentage of non-migrant-worker foreign employees Note 5	5%	5.82%	-	-
		Implementing human rights management	Major incidents of labor violations (fines over NTD\$ 500,000 per violation)	0	0	0	0
			Completion rate of human rights training	100%	100%	100%	100%
	Employee Health and Safety	Promoting safety culture	Disabling Injury Frequency Rate (FR)	< 0.55	1.2	< 0.55	<0.37
			Disabling Injury Severity Rate (SR)	< 27	40.7	< 24	<23.1
			Major occupational accidents (with losses exceeding NT\$ 1 million)	0 items	0 items	0 items	0 items



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Talent Sustainability	Employee Health and Safety	Promoting safety culture	Minor occupational accidents (losses do not exceed NT\$ 1 million)	0 items	0 items	0 items	0 items
			Frequency-Severity Indicator (FSI) compared to the industry average <small>Note 8</small>	< 22.00%	-	-	-
			Major occupational disasters	1 cases	0 case	0 case	0 case
		Health Management	Completion rate of implementing the grading management of health examination abnormalities	100%	100%	100%	100%
			Health promotion events	15	17	15	20
			Participation rate in health promotion activities	30.00%	37.60%	30.00%	40.00%
			Number of occupational disease cases	0 items	0 items	0 items	0
Excellent governance	Business Ethics	Integrity management	No corruption or violation of social and economic laws	0 items	0 items	0 items	0 items
			Employee training coverage rate (new recruits and retraining)	100%	100%	100% retraining for all staff	100% retraining for all staff
			Percentage of Employees Who have Signed and Comply with the Employee Code of Ethics	100%	100%	Signing rate 100%	Signing rate 100%
			No confirmed internal or external ethics complaints	0 items	0 items	0 items	0 items
			Number of Sustainability-related Training Hours Completed by the Board	3 hours per person	3 hours per person	3 hours per person	-
	Risk Management	Implementation of risk management strategies	Percentage of completion in developing management procedures for each risk as defined in the Risk Management Policy and Procedures	50%	55%	7 risks	-
			Risk management training completion rate for employees at each level	The training completion rate for managers above the manager level is 100%	The training completion rate for managers above the manager level is 100%	Course Level ~Assistant Manager Completion Rate 100%	-
			Major economic, environmental, and social incidents	0 items	1 item	0 items	0 items
			Understand the carbon trading rules and mechanisms and complete the assessment report	1 item	1 item	1 item	-
			(New item) Three members of the governance team passed the "Sustainable Development Basic Ability Test"	-	-	All passed	-



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Excellent governance	Risk Management	Information Security Risk Management	No major security incidents	0 items	0 items	0 items	0 items
			ISO 27001:2022 Certification	100%	100%	Review passed	Review passed
			Employee information security education and awareness training coverage rate	100%	100%	100%	100%
			Downtime caused by major information security incidents	<8.76 hours	<8.76 hours	< 8.76 hours	<8.76 hours
			Conduct 4 times of social engineering drills each year	4 times	6 times	4 times	4 times
	Sustainable supply chain	Supplier Management	Percentage of suppliers signing Declaration of Integrity	100%	100%	100% new manufacturers must sign	100% new manufacturers must sign
			Percentage of strategic suppliers submitting to RBA audits <small>Note 9</small>	30	30	45	Completed the audit of newly added strategy providers
			Percentage of strategic suppliers that made improvements post-RBA audit	75%	100%	Improvement rate after audit 100%	Improvement rate after audit 100%
			ESG-related certifications obtained by key suppliers	27	27	90%	100%
			Green procurement amount grows	35%	50%	40%	Average annual growth rate of 5% Note 10
			(New item) Carbon reduction of 1% accounts for 20% of the number of strategic suppliers	-	-	20% Note 11	40%
			Regularly hold meetings with key suppliers to promote ESG policies	100%	100%	Case closed	-
		Recycling	(New item) Major manufacturers reuse 60% of chemical solvent barrels or PCB pallets	-	-	60% Note 12	80%
			(New item) Waste recycling and reuse	-	-	45% Note 13	60%
			Suppliers using recycling Tray P/N	-	-	Case closed	-



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Excellent governance	Sustainable supply chain	Recycling	Suppliers whose shipments using recirculating outer boxes	5	5	Case closed	-
			Suppliers converting wooden pallets to plastic	7	7	Case closed	-
Sustainable Innovation	Green Products	Green Products	Percentage of revenue from sustainable products	≥ 40%	51.92%	≥ 50 %	≥ 5 0%
	Innovation Management	Recycling materials utilization	Complete SMT low-temperature solder paste research and application in microSD	In 2024, efforts focus on evaluating copper recycling from scrapped substrates. While there are plans to expand usage to all products, implementation is currently not feasible due to supplier challenges related to bath liquid contamination and reliability verification.		-	
		Recycling materials utilization	Complete copper (Cu) recycling research from scrapped substrates and apply in microSD packaging	In 2024, efforts focus on evaluating copper recycling from scrapped substrates. While there are plans to expand usage to all products, implementation is currently not feasible due to supplier challenges related to bath liquid contamination and reliability verification.		-	
			Evaluate and verify the IC packaging process of using recycled gold in wire rods and applying it to all products	Packaging and reliability verification	Completed	Case closed	Recycled gold materials are gradually expanded to all products

Note 1: The indicator information in this table was reported at the OSE ESG Committee quarterly meeting in the first quarter of 2024 on February 13, 2025.

Note 2: After one year of practice, each team of the ESG Committee has adjusted, deleted, and added new sustainability goals to be in line with the trends of sustainable development at home and abroad, and the direction of the OSE's advancement.

Note 3: Newly added targets are marked in bold; partially adjusted targets are listed with the descriptions before and after the adjustment; deleted targets are marked in gray , and the relevant reasons for the adjustment are listed at the end of each item table.

Note 4: If any group fails to achieve its 2024 target, it must provide a root cause analysis and corrective actions at the Q1 2025 ESG Committee meeting, with further tracking incorporated into daily operations.

Note 5: Some indicators were removed from key annual tracking due to shifts in policy direction and management priorities. Deletions have been noted accordingly.

Note 6: The 2025 reduction target of 18.8% is based on the electricity carbon emission factor (0.424 kg CO₂e/kWh) published by the Ministry of Economic Affairs, reflecting reductions from grid decarbonization.

Note 7 To improve accuracy and usability in managing workforce stability, the turnover rate metric has been changed from "monthly average" to "annual total turnover rate". A 3% improvement target has been set based on 2024 results.

Note 8: Since the comprehensive injury index (FSI)—composed of FR and SR—is rarely used among industry peers (who tend to manage FR and SR separately), this indicator has been removed.

Note 9: The list of strategic suppliers has been strategically revised based on the previous year's goals and will continue to be promoted.

Note 10: OSE has set a long-term target of 5% annual growth in green procurement by 2030, with yearly rolling reviews and adjustments to ensure steady progress in sustainable purchasing.

Note 11: Out of 60 strategic suppliers, 12 achieved over 1% annual carbon reduction, representing 20% of the group.

Note 12: Among 13 suppliers of major chemical solvents and PCBs, 8 adopted reusable packaging (e.g., plastic barrels or pallets)—an implementation rate of 60%, demonstrating circular packaging adoption.

Note 13: In 2024, 20 types of coded waste** were managed; 9 of them (45%) had recycling or reuse options, highlighting circular economy progress.



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1.3 Stakeholder Engagement

Identifying Stakeholders

OSE follows the AA1000 Stakeholder Engagement Standard (SES) and identifies stakeholders based on five core principles: dependency, responsibility, influence, diverse perspectives, and tension of interest.Based on these principles, OSE has identified seven key stakeholder groups:Employees 、Customers 、Suppliers/Contractors 、Investors 、Government Agencies 、Communities/NGOs 、Media.These groups serve as the foundation for ongoing communication and stakeholder management.OSE engages with these stakeholders through a variety of channels, including meetings, interviews, surveys, and digital platforms, to understand their key concerns. Feedback is regularly collected and integrated into the company's decision-making and governance mechanisms, serving as an important reference for adjusting strategic direction and execution.

This interactive engagement process helps strengthen positive stakeholder relationships and promotes the continued advancement of the company's sustainability goals.

Stakeholder Engagement GRI 2-29

Employees			
Significance to OSE	Talent is the foundation of a business. Only with an excellent management team and talents can we pursue sustainable operation and growth of the company. We regard employees as important assets and hope to provide a safe, healthy, equal and inclusive workplace environment.		
Topics of Concern	<div><div><ul style="list-style-type: none">• Labor human rights• Occupational Safety and Health• Environmental Management</div><div><ul style="list-style-type: none">• Energy Management• Diversity and Inclusion• Talent attraction and retention</div><div><ul style="list-style-type: none">• Integrity management</div></div>		
Response Department	Human Resources Department and relevant responsible departments		
Method/Frequency of Engagement	<div><div><ul style="list-style-type: none">• Labor-management meeting/quarterly• Internal and external company websites/irregularly• Communication and work meetings/activities between departments: Coffee Session/irregular</div><div><ul style="list-style-type: none">• Employee communication channels:<ul style="list-style-type: none">— Chairman's Mailbox/Daily— Employee suggestion boxes in each factory /received once a week— Dedicated telephone line/anytime— Staff Email / Daily— Employee experience survey/every two years</div><div><ul style="list-style-type: none">• Employee communication and complaint channels: Employee area on the official website• Company social media platforms: OSE Freshman Report Line@, FB, IG• Monthly meeting for foreign workers / every month</div></div>		
Major Engagements	<div><div><ul style="list-style-type: none">• Labor unions hold labor-management meetings every quarter: 4 times• Participated in the model employee recognition activity: 167 people</div><div><ul style="list-style-type: none">• Participation in the Rising Star Show: 144 people; OSE Star Awarded: 22 people• Participation in Coffee Session: 184 online questionnaires , 65 physical participants</div><div><ul style="list-style-type: none">• Social media communication: 62 Facebook posts , 21 LinkedIn posts, 62 Instagram posts, 556 Instagram stories• Employee Experience Survey</div></div>		
Response actions and improvement measures	<div><div><p>1. Results from the Employee Experience Survey have been formally integrated into the company's annual improvement plan and are currently under analysis, with action plans being formulated by relevant departments.</p><p>2. Department-level communication channels and feedback mechanisms are being established to enhance the efficiency and transparency of internal response processes.</p><p>3. OSE continues to hold face-to-face dialogue sessions, such as Coffee Sessions, to foster trust and communication between management and frontline employees.</p></div></div>		
OSE Response	<div><ul style="list-style-type: none">• OSE regards employees as key partners in sustainable development and is committed to fostering a workplace culture of diversity, inclusion, and empathy.• In 2024, the company launched a large-scale Employee Experience Questionnaire Survey, collecting feedback from 5,145 employees with a 61% response rate. The survey aimed to understand employee views on topics such as corporate image, happiness, and career development.• This initiative also supports the company's progress toward SDG 8 (Decent Work and Economic Growth) and SDG 5 (Gender Equality).• Survey findings will serve as a foundation for optimizing the work environment, enhancing talent development, and guiding future organizational improvements. OSE will continue to build an inclusive and empathetic workplace, strengthen internal communication and welfare systems, and respond to employee expectations around safety, equality, and career opportunities.• Further details are provided in Chapter 5 "Talent Sustainability" and Section 2.2 "Integrity Management."</div>		



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Suppliers/Contractors

Significance to OSE	Customers are the main source of revenue. We look forward to providing services that exceed customer expectations and creating value together.	
Topics of Concern	<ul style="list-style-type: none">• Occupational Safety and Health• Labor human rights• Customer relations• Environmental Management• Energy Management	<ul style="list-style-type: none">• Risk Management• Integrity management• Green Products• Climate change• ESG-Driven Management
Response Department	Business Center, Quality Assurance Department	
Method/ Frequency of Engagement	<ul style="list-style-type: none">• Regular/irregular meetings• Customer promotion, audit/irregular• Exhibition activities/irregular	<ul style="list-style-type: none">• Customer satisfaction survey/regular• Greenhouse gas verification/yearly• ESG goal setting and tracking/quarterly
Major communication	Completed 32 customer satisfaction surveys	
Response actions and improvement measures	<ol style="list-style-type: none">1. Based on the results of the annual customer satisfaction survey, OSE focused on three key areas: response time, flexible support, and technical communication. A cross-departmental process review meeting was held to develop improvement plans.2. A PDCA improvement mechanism was established to clarify response time limits and complaint-handling procedures for major customers, improving the efficiency and consistency of responses.3. The "Satisfaction Feedback Tracking System" was promoted to analyze causes of low satisfaction scores and document follow-up actions, thereby enhancing service resilience.	
OSE Response	<ul style="list-style-type: none">• OSE continues to enhance customer relationship management and improve product and service quality. In 2024, a satisfaction survey covering six dimensions—quality, delivery time, materials, response, flexibility, and new technologies—was conducted across its three major business units: FMC, LIC, and EMS. The overall average score exceeded 4.0, meeting the annual performance target• In response to customer feedback, OSE implemented the "Major Customer Complaint Handling Process" and "Satisfaction Feedback Process", helping to improve service stickiness and two-way communication. More details are provided in Section 4.2: Customer Relationship Management.	

Shareholders/Investors

Significance to OSE	High-quality products and services require solid support from supplier partners. We are committed to providing high-quality products and services that comply with regulatory requirements, and establishing a cooperative relationship of mutual trust with suppliers.	
Topics of Concern	<ul style="list-style-type: none">• Integrity management• Talent development and training• Compliance	<ul style="list-style-type: none">• Energy Management• Talent attraction and retention
Response Department	<ul style="list-style-type: none">• Purchasing Department, Quality Assurance Department	
Method/ Frequency of Engagement	<ul style="list-style-type: none">• External communication mailbox/irregular• Continuous business communication/irregular	<ul style="list-style-type: none">• Supplier evaluation and audit/regular• Supplier Conference/Regular
Major communication	<ul style="list-style-type: none">• 46 new suppliers signed integrity commitment letters or attached documents with integrity clauses.• Completed annual supplier assessment for 21 companies.• Hold an annual supplier conference and invite 62 high-performing suppliers selected by OSE in 2024 to participate.	
Response actions and improvement measures	<ol style="list-style-type: none">1. Based on supply chain risk grading results, a pilot "Sustainability Assessment System" was launched, with customized tools to assess different supplier types on environmental, labor, human rights, and integrity issues.2. Promoted 11 suppliers to complete RBA audits, gradually provided improvement suggestions, and implemented a standardized feedback process.3. New key material suppliers were included in the Annual Sustainability Cooperation Commitment Letter to reinforce compliance and respect for human rights.	
OSE Response	<ul style="list-style-type: none">• OSE proactively addressed supplier concerns related to regulatory compliance, green procurement, localized sourcing, and labor/human rights protection. In 2024, the local procurement rate for the Semiconductor Center reached 18.87%, and for the EMS Group reached 57.55%, reflecting the company's dedication to promoting sustainable procurement and local sourcing strategies.• Additionally, OSE promoted supply chain risk management and human rights due diligence, completing 11 RBA audits with 100% coverage and 100% improvement implementation, and found no major deficiencies. For any findings, the company actively supported suppliers in proposing and tracking corrective actions—showcasing a shared-value approach and advancing the goals of SDG 12 (Responsible Consumption and Production) and SDG 16 (Peace, Justice and Strong Institutions). More details are provided in Section 4.1: Sustainable Supply Chain.	



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Shareholders/Investors		
Significance to OSE	We value the rights of shareholders and investors and hope to continuously improve operating performance, corporate governance and sustainable development.	
Topics of Concern	<ul style="list-style-type: none"> Economic performance Integrity management Corporate Governance 	<ul style="list-style-type: none"> Risk Management Compliance
Response Department	Accounting Department, Audit Office	
Method/ Frequency of Engagement	<ul style="list-style-type: none"> Shareholders' meeting/regular Company annual report/regular Corporate briefing/regular 	<ul style="list-style-type: none"> Company website update information/regularly Important information shall be announced immediately in accordance with regulations Set up a special message area on the official website/irregularly
Major communication	<ul style="list-style-type: none"> Shareholders meeting held: 1 time (June 7, 2014) Completed the 2013 Annual Report Invited Dharma talks : 2 times 31 important information announcements Information update on the investor relations section of the company's website: <ol style="list-style-type: none"> Update monthly revenue monthly/update quarterly financial report Update corporate governance information 	
Response actions and improvement measures	<ul style="list-style-type: none"> In response to stakeholder concerns about compliance risks and information disclosure, OSE will continue to enhance the completeness of major incident management and disclosure systems. Moving forward, we will assess the need to strengthen our compliance incident response processes and governance frameworks, based on feedback from the Board of Directors and relevant governance units. 	
OSE Response	<ul style="list-style-type: none"> Shareholders and investors are key stakeholders in OSE's operations and growth. The company prioritizes their right to access information and proactively discloses corporate governance and financial updates through annual reports, legal briefings, and the official website to enhance transparency and build investor trust. OSE is also committed to strengthening the functions of the Board of Directors and various governance committees to advance sustainable development. In 2024, OSE moved up to the 6th–20th percentile in the 11th Corporate Governance Evaluation of listed companies, reflecting continuous improvement in governance performance. Regarding regulatory compliance matters in 2024, OSE published relevant information on the Public Information Observatory and disclosed full details of the incident and corrective actions in Section 2.4.3: Compliance of this report. This demonstrates the company's commitment to integrity, accountability, and transparent corporate governance. 	

Government / Authorities		
Significance to OSE	We actively cooperate with the regulations and policies of the competent authorities and implement the concept of honest business operations.	
Topics of Concern	<ul style="list-style-type: none"> Energy Management Water management Waste Management 	<ul style="list-style-type: none"> Air Pollution Management Occupational Safety and Health Compliance
Response Department	Human Resources Department, Safety Management Department, and relevant responsible units	
Method/ Frequency of Engagement	<ul style="list-style-type: none"> Formal correspondence/regular/irregular Audit/Irregular Phone/Irregular 	<ul style="list-style-type: none"> Email/Occasional Meetings and seminars/irregular
Major communication	<ul style="list-style-type: none"> Participate in meetings hosted or co-hosted by government agencies 100% of reports and responses were submitted within the prescribed period , and the efficiency of written work and standardization of document preparation were continuously optimized. 	
Response actions and improvement measures	<ol style="list-style-type: none"> Continue to monitor audit priorities and policy directions set by competent authorities, and conduct a preliminary inventory of internal response mechanisms and compliance documentation. In response to government concerns (e.g., energy/resource integration, carbon inventory, waste management), OSE will assess the status of related operations to inform future response strategies. 	
OSE Response	<ul style="list-style-type: none"> OSE upholds the principle of strict legal compliance and actively collaborates with government authorities to support key sustainability policies and initiatives. These include: <ul style="list-style-type: none"> Energy conservation and carbon reduction Water resource management Circular economy development ESG disclosure alignment TCFD risk governance OSE is committed to ongoing policy monitoring and proactive response plan adjustments to stay aligned with evolving regulatory frameworks. In 2024, regarding administrative guidance matters, the company not only publicly disclosed the cases and completed required corrections, but also: <ul style="list-style-type: none"> Strengthened internal training and education, Improved operational compliance systems, and Demonstrated sound interaction with regulatory bodies and enhanced governance resilience. For more details, please refer to [2.4.3 Compliance] and Chapter 3 "Environmental Friendliness" of this report. 	



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Community/NGO		
Significance to OSE	We value the impact of our operations on local development.	
Topics of Concern	<ul style="list-style-type: none">Water managementWaste Management	<ul style="list-style-type: none">Economic performance
Response Department	Safety Management Department, Human Resources Department	
Method/Frequency of Engagement	<ul style="list-style-type: none">External communication mailbox/irregular	<ul style="list-style-type: none">Event Management/Regular
Major communication	<ul style="list-style-type: none">Participating public associations: 18Feishan Feishi Elementary School (Jiading Chenggong Elementary School, Kaohsiung City) Film Education Promotion: 89 peopleEnvironmental friendliness and social feedback:<ol style="list-style-type: none">Supported the Kaohsiung City Social Affairs Bureau's physical bank, donating a total of 96 kilograms of riceGuang Environmental Greening: The company distributed 350 native Taiwanese saplings for free and held an ecological tour + DIY lecture, with a total of 50 people participating.In response to the global waste reduction campaign: OSE worked with the "Small Appliance Clinic" and Cuipingli to hold a "Repair Instead of Buying" event. A total of 19 small appliances were received, 16 were successfully fully repaired, 2 were partially repaired, and 1 could not be repaired. The total amount of waste reduced was 47KG.Little Boss x Environmentally Friendly Second-Hand Market: A total of NT\$8,530 was raised, and the funds were donated by friendly factories to the Eden Foundation to raise funds for the disabled service project.In response to World Car Free Day, we cooperated with Yikatong to hold an event to promote the use of public transportation, with a total of 320 people participating.Donate police, fire and rescue equipment - Improve the safety of rescue personnel: Donate 100 emergency rescue reflective vests to the Fourth Brigade of the Kaohsiung City Government Fire Department to increase disaster scene identification and reduce the risk of fire and rescue personnel being affected by external factors during disaster relief work.	
Response actions and improvement measures	<ul style="list-style-type: none">In addressing community feedback and social participation expectations, OSE continuously evaluates the alignment between its public welfare activities and local community needs.	
OSE Response	<ul style="list-style-type: none">OSE embraces its corporate citizenship responsibilities and actively responds to the expectations of communities and NGOs by supporting:<ul style="list-style-type: none">Equal education accessEconomic well-beingEnvironmental sustainabilityThese efforts are implemented through initiatives such as charitable donations, educational support, social welfare partnerships, and resource recycling programs.In 2024, OSE promoted over 18 community engagement activities, including:<ul style="list-style-type: none">Material and equipment donationsFilm screening eventsCommunity learning programsRecycling of used goodsAdditionally, OSE cooperated with the Kaohsiung City Government to launch the "Local Learning" initiative, deepening the company's contribution to SDG 4 (Quality Education) and SDG 17 (Partnerships for the Goals).For further details, refer to Chapter 6 "Inclusive Community" of this report.	

Media	
Significance to OSE	An important medium for communicating with the public and external parties.
Topics of Concern	<ul style="list-style-type: none">Waste ManagementCustomer relationsComplianceEconomic performance
Response Department	Company spokesperson, relevant responsible departments
Method/ Frequency of Engagement	<ul style="list-style-type: none">The company website publishes the latest information/irregularlyESG eNewsletter issuance/quarterlyImportant information announcement/irregularSet up a special message area on the official website/irregularly
Major communication	<ol style="list-style-type: none">The company's official website was visited 71,400 times, with a total exposure of 1.51 million times; among them, the ESG area was exposed 63,500 times, and sustainable issues continued to receive attention.Published 4 ESG quarterly newsletters.The official website released a total of 12 latest news, a 33% increase from 2023.
Response actions and improvement measures	<ul style="list-style-type: none">OSE monitors traffic trends across its ESG e-newsletters and official website to gain insights into stakeholder concerns and evaluate communication effectiveness.
OSE Response	<ul style="list-style-type: none">OSE considers media an essential channel for policy communication and sustainability performance disclosure. The company:<ul style="list-style-type: none">Actively releases updates via its official website, press releases, and social media platforms.Highlights sustainable initiatives in its ESG e-newsletter section to ensure timeliness and transparency of disclosures.In 2024:<ul style="list-style-type: none">The official website recorded 71,400 visits, with total page views exceeding 1.51 million.The ESG section alone had 63,500 views, reflecting strong public engagement.12 press releases were published throughout the year to share major updates.An annual web traffic growth of 33% was achieved.In response to an incident under the Toxic and Concern Chemical Substances Control Act, OSE promptly disclosed key information and launched corrective and system optimization measures.For further details, refer to Section 2.4.3 Compliance, which underscores OSE's commitment to timely response, integrity in disclosure, and transparent risk management.



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1.4 Identification of major themes

The analysis of major themes GRI 3-1 · 3-2

OSE values the rights and opinions of its stakeholders and is committed to establishing effective communication and response mechanisms to understand their concerns and expectations on sustainability issues. These insights serve as the foundation for adjusting corporate sustainability strategies and refining disclosure content.

To accurately reflect stakeholder priorities and operational risks, OSE follows the GRI Standards 2021 issued by the Global Reporting Initiative (GRI), draws upon international disclosure trends and industry best practices, and carried out a materiality assessment in 2024. The objective is to identify sustainability issues with significant impact on business operations and define the scope and focus areas of this report accordingly.

The identification process is structured into four key steps:

A. Investigate Sustainability Issues

Based on the GRI standards, the company's past disclosure experience and stakeholders' concerns, we collected and analyzed domestic and international sustainability trends, major industry issues and related standards, and selected sustainability issues that are closely related to the company's operations as a preliminary list of issues.

B. Assessing of stakeholder concern

We conducted a questionnaire survey on seven major stakeholders to collect their comments on the level of concern for various sustainability issues, in order to assess the relevance of the issues to the company's reputation, operational impact and external expectations. In 2024, a total of 859 valid questionnaires were collected, and the external concern ranking was compiled based on this.

C. Assessing Level of Impact

Based on the external survey results, an internal impact assessment questionnaire was designed, and the management of the five major task forces and the coordination group under the ESG Committee evaluated the potential positive and negative impacts and the scale of impact of various sustainability issues on OSE operations. A total of 16 internal questionnaires were completed in 2024 as the basis for impact level judgment.

D. Finalize List of Material Topics

fter consolidating external stakeholder concerns and internal impact assessment results, and conducting cross-analysis, ranking, and confirmation by the Sustainability Committee, the following material topics were finalized:

Topic	Environmental	Social Aspects	Governance	Products and Services	Customize the disclosure topic
Number of topics	3 items	3 items	2 items	1 item	2 items ^{Note 1}

Note 1: Customized topics are based on OSE's operational context, focusing on sustainable supply chain management and labor and human rights protection.

The corresponding management approaches and actions for each material topic are detailed in Chapters 2 to 6 of this report to address stakeholder concerns and strengthen transparency.

1. Frontal impact assessment

		Scope and scale of influence		
		Low	middle	high
Frequency of Possibility	high	<ul style="list-style-type: none">Diversity and Inclusion	<ul style="list-style-type: none">Occupational Safety and HealthIntegrity management	<ul style="list-style-type: none">Customer relationsGreenhouse Gas ManagementComplianceRisk ManagementEconomic performance
	middle		<ul style="list-style-type: none">Talent attraction and retentionLabor human rightsWaste Management	<ul style="list-style-type: none">Corporate GovernanceGreen ProductsInnovative research and developmentEnvironmental Policy and ManagementEnergy Management
	Low	<ul style="list-style-type: none">Talent development and trainingWater management		<ul style="list-style-type: none">Climate Change

2. Negative impact assessment

		Scope and scale of influence		
		Low	middle	high
Frequency of Possibility	high		<ul style="list-style-type: none">Customer relationsOccupational Safety and Health	<ul style="list-style-type: none">Energy ManagementGreen ProductsInnovative research and developmentGreenhouse Gas Management
	middle	<ul style="list-style-type: none">Diversity and InclusionWater managementTalent development and training	<ul style="list-style-type: none">Talent attraction and retentionWaste Management	<ul style="list-style-type: none">Risk ManagementClimate ChangeEconomic performance
	Low		<ul style="list-style-type: none">ComplianceIntegrity managementLabor human rightsEnvironmental Policy and Management	<ul style="list-style-type: none">Corporate Governance

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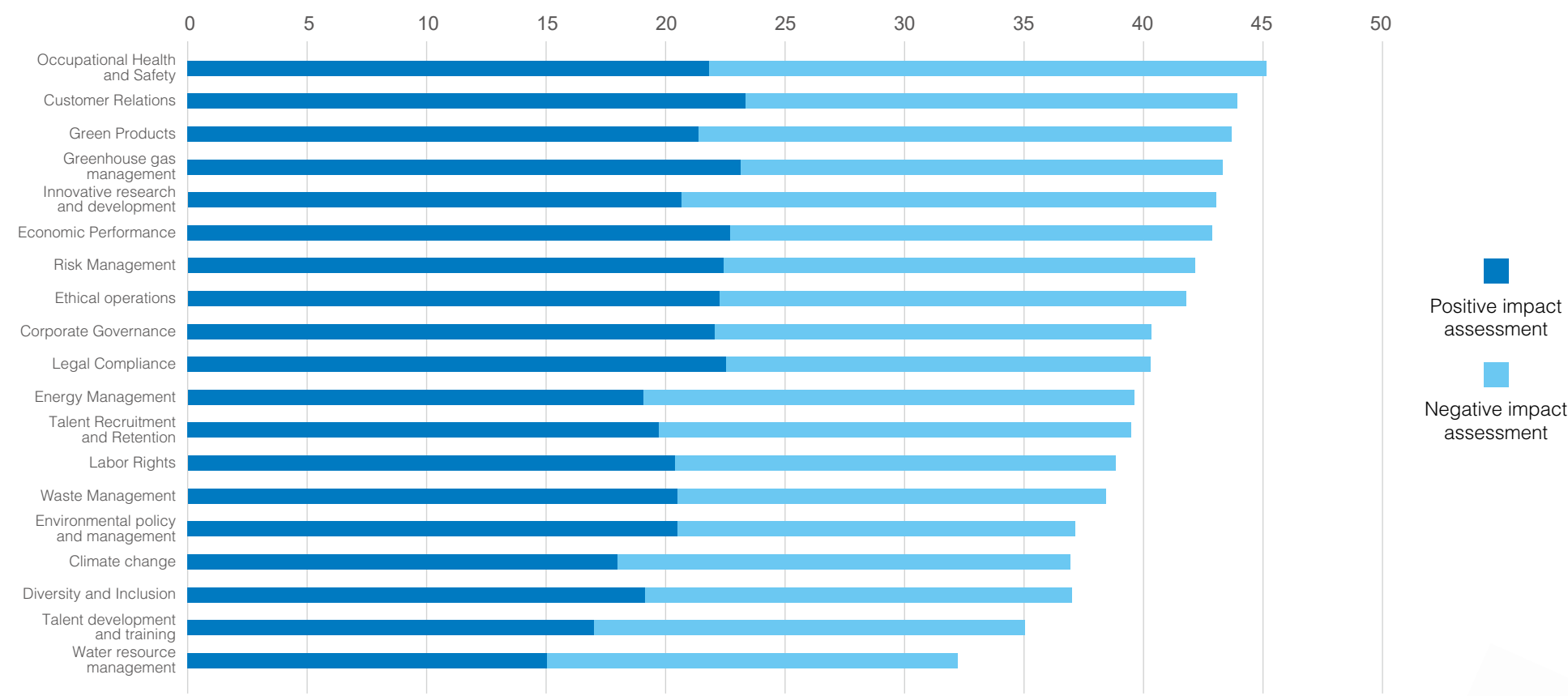
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3. Major Impact Assessment Results



This chart presents the combined scores of positive and negative impacts for each major theme in 2024, serving as the basis for theme prioritization and management planning.

- The horizontal axis indicates the total impact score, ranked from high to low.
- Dark blue bars represent positive impacts (e.g., innovation, brand image enhancement).
- Light blue bars represent negative impacts (e.g., regulatory risk, climate risk, supply chain disruptions).

The assessment is based on 859 external and 16 internal questionnaires, reflecting each issue's influence on operations and reputation. The results support the final identification of material topics and are detailed in Section 1.4. Related management strategies and disclosures are addressed in Chapters 2 to 6.



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4. 2024 Major themes remain stable

The material topics identified for 2024 are consistent with those from 2023, with no additions or removals. This reflects the long-term stability of the themes and their alignment with OSE's sustainability strategy and governance framework. Relevant internal actions and external stakeholder engagement efforts for each theme continue to be advanced.

For details, please refer to Chapters 2 to 6.

a. OSE's Material Topics of 2024

environment	Social/Human Rights	Governance/Economy	product
Climate Change and Greenhouse Gas Management	Customer relations	Risk Management and Compliance	Innovative research and development
Environmental Policy and Management	Talent Sustainability	Corporate Governance	
Water management	Occupational Safety and Health		

b. Differences with Last Year's Material Topics

2023	2024	Differences
Corporate Governance	Corporate Governance	none
Risk Management and Compliance	Risk Management and Compliance	none
customer relations	customer relations	none
Talent sustainability	Talent sustainability	none
Labor safety and health	Labor safety and health	none
Climate change and greenhouse gas management	Climate change and greenhouse gas management	none
Environmental Policy and Management	Environmental Policy and Management	none
water resources management	water resources management	none
Innovative research and development	Innovative research and development	none

Note : This material topic follows the GRI Standards 2021 methodology. After cross-comparing external stakeholder attention and internal impact assessments, the ESG Committee confirmed that no significant changes occurred in 2024, providing a stable basis for continued disclosure.

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c. Major Topic Value Chain Boundaries, GRI Topics, and Response Chapters

To strengthen transparency and implementation of material topics, OSE identifies the value chain boundaries for each topic—whether the impact occurs internally, upstream, or downstream—in accordance with GRI 3-3. Each topic is aligned with corresponding GRI standards and chapters in this report.

This table provides a clear overview of how each sustainability topic is managed, including goal-setting, action plans, and performance tracking, thereby enhancing the consistency and clarity of sustainability disclosure.

◎ Direct relationship ○ Indirect relationship ✕ Business partner

Dimension	Sustainability Issues	Value chain boundaries				Corresponding GRI Material Topic	Responding Chapter
		The organization itself		Upstream	Downstream		
		IC (Packaging test)	EMS(Electronic Manufacturing)	supplier	customer		
Governance	Corporate Governance	◎	◎			GRI 2: General Disclosures 2021 GRI 201 : Economic Performance GRI 205 : Anti-corruption GRI 206 : Anti-competitive behavior	2.1 Corporate Governance 2.2 Integrity management 2.3 Economic Performance and Tax Governance
	Risk Management and Compliance	◎	◎	○	✕	GRI 2-27: Compliance	2.4 Risk Management and Legal Compliance
environment	Climate Change and Greenhouse Gas Management	◎	◎	○	✕	GRI 201 : Economic Performance GRI 305 : Energy	3.2 Climate Change and GHG Management
	Environmental Policy and Management	◎	◎			GRI 2: General Disclosures 2021	3.1 Environmental Responsibility and Commitment 3.4 Waste Management
	Water management	◎	◎	○		GRI 303 : Water and effluent	3.3 Water Resources Management
product	Innovative research and development	◎	◎		✕	No specific GRI topic ^{Note 1}	4.4 Innovative research and development
society	Customer relations	◎	◎		✕	GRI 201 : Economic Performance GRI 418 : Customer Privacy	4.2 Customer Relationship Management 4.3 Product Quality and Safety
	Talent Sustainability	◎	◎			GRI 401: Employment Relations GRI 405: Employee Diversity and Equal Opportunity	5.1 Sustainable Talent Management 5.2 Friendly workplace 5.3 Talent Development and Education
	Occupational Safety and Health	◎	◎	○		GRI 403 : Occupational Safety and Health	5.4 Occupational Health and Safety

Note 1: This report follows GRI 3-3 guidelines to present value chain boundaries and corresponding chapters for each material topic. Some topics, like Innovative R&D, though not directly linked to specific GRI topics, are addressed under GRI 2 general disclosures or treated as customized topics.

Note 2: Topics such as Climate Change and GHG Management incorporate the TCFD framework (3.2.1) and CDP disclosures (3.2.5), and are consolidated in Chapter 3.2. Related sub-topics are also integrated into relevant chapters based on their context.

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2.1 Corporate Governance GRI 2-23 、 2-24 、 2-25

Major Theme Management Policy

OSE upholds the principles of sound governance by continuously optimizing its corporate governance structure and board functions. The company commits to transparency, risk control, and compliance management, safeguarding shareholder rights and ensuring the stable growth of corporate value. Furthermore, OSE has established fair and effective complaint channels to meet stakeholder expectations regarding integrity management.

Impact	Positive	Through a sound corporate governance structure and board functions, we strengthen governance effectiveness, protect shareholder rights and interests, and continuously create corporate value.
	Negative	If the disclosure of governance information is not transparent, it may harm the interests of investors, damage the company's reputation, and even affect the order of the capital market.
Management Mechanism	policy	Through an effective corporate governance structure and board functions, we strengthen corporate governance and continuously create corporate value. We have established the Audit Committee, which consists of five independent directors, to strengthen corporate governance; we have set up a Remuneration Committee to regularly evaluate the performance of the company's directors and managers; and determine the content and amount of their individual remuneration.
	promise	OSE complies with relevant laws and regulations such as the Securities and Exchange Act, continuously optimizes the structure and operation of the board of directors, improves information transparency, is committed to safeguarding the rights and interests of shareholders, and implements corporate social responsibility.
	responsibility	<ul style="list-style-type: none"> Accounting Division , Financial Support Division
	resource	In addition to conducting regular internal performance evaluations every year, we entrust an external professional organization or academic team to conduct an external performance evaluation every three years to ensure continuous improvement of the governance mechanism.
	Compliant Mechanism	The company has established reporting and reward procedures . The response methods of the procedures include verbal notification, suggestion box, complaint hotline and email communication, and are handled by professional personnel in an unbiased and confidential manner.



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Major Theme Management Policy(continued)

Accomplishment	Goals and Targets	Measures	2024 Goal	2024 Achievement	2025 Goal
		Incidents of corruption or legal violations of social or economic regulations	0 i	0	0
		Employee ethics training coverage rate of new recruits and annual training of all employees	100% for new employees	100% for new employees	100% for all employees
		Percentage of employees who have signed and comply with the employee code of ethics	100% for new employees	100% for new employees	100% for all employees
		Confirmed incidents of violation of business ethics	0	0	0
		Sustainability-related training hours completed by the Board	3hr per person	3hr per person	3hr per person
		Completed revision of "Risk Management Policies and Procedures" ^{Note1}	Submitted to the board of directors for approval in April	Submitted to the board of directors for approval in July	Closed
		Implementation rate of the company's risk management procedures ^{Note 1}	-	-	
		Regularly issue risk management related reports to the board of directors ^{Note 1}	-	-	-
		Major economic, environmental, and social incidents ^{Note2}	0	1	0
		Understand the carbon rights trading regulations and mechanisms and complete Research reports	1	1	1
Specific Measure	Positive impact management	In order to implement corporate governance and enhance the functions of the Board of Directors and functional committees, performance is evaluated annually in accordance with the established "Board of Directors Performance Evaluation Methods" and the results are reported to the Board of Directors.			
	Negative shock management	Business Ethics" to serve as guidelines for implementing corporate governance and ethical operations.			

Note 1: Some indicators were removed from key annual tracking due to shifts in policy direction and management priorities. Deletions have been noted accordingly.

Note 2: A violation in the current year is considered a major incident and disclosed only when it meets the circumstances defined in the Public Nuisance Dispute Settlement Act or the Key Points for Identifying Major Economic Crime Cases and the amount of the fine is NT\$1 million or more. However, if the incident has been reported by the media and has a negative impact on the company's image, it will be considered major and disclosed regardless of the amount.

Effectiveness Evaluation

The 2024 performance evaluation results of the Board of Directors were entirely positive. The signing rate of the Declaration of Integrity by new employees reached 100%, with no incidents of corruption or breaches of Integrity Management reported.

During the same year, one administrative matter was received, which was promptly addressed and improved. For more details, please refer to section [2.4.3 Legal Compliance].

OSE has set up a spokesperson in accordance with the provisions of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" to provide transparent information to all stakeholders in a timely manner and improve the effectiveness of corporate governance. In addition, to implement good corporate governance, a Corporate Governance Officer was appointed in May 2021, headed by the manager of the Accounting Department. Corporate Governance Officer ' s main responsibilities include handling the board of directors and shareholders' meetings in accordance with the law, preparing minutes of the board of directors and shareholders' meetings, providing directors with the information to perform business, assisting directors in assuming their duties, complying with laws and regulations, and keeping on learning .

To practice corporate social responsibility and promote the progress of economics , environment and society , OSE not only creates profits and is responsible for the interests of shareholders, but also assumes responsibility for all

stakeholders to achieve the goals of prosperity, social welfare, and environmental sustainability. To facilitate investors to obtain the information of OSE, in addition to disclosing corporate governance operations in our annual report, we have set a corporate governance area on our official website, where investors can inquire about our policies and implementation status.

<https://www.ose.com.tw/about/csr/company-management/>



Corporate governance

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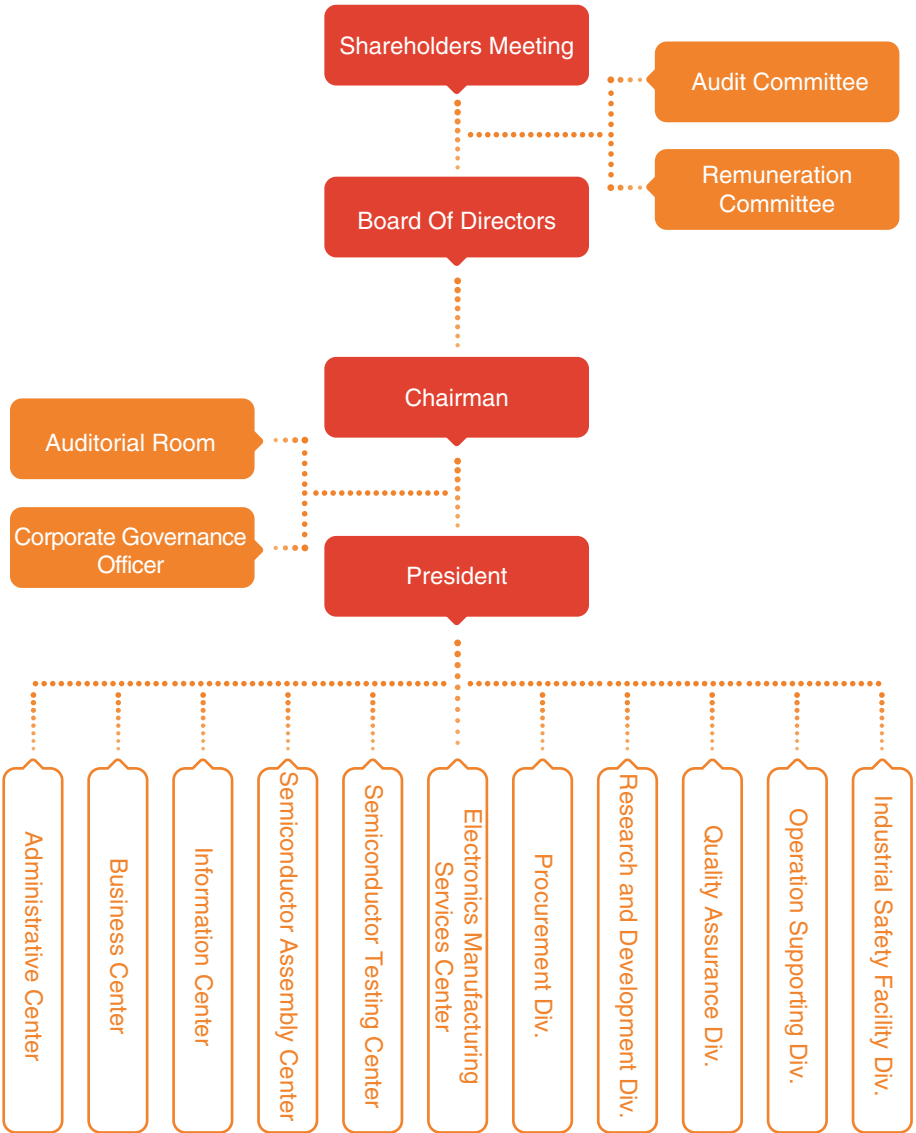
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2.1.1 Company Structure GRI 2-9



2.1.2 The Board of Directors GRI 2-12

OSE adheres to the core business philosophy of "Integrity & Sustainability". In order to implement corporate governance, protect shareholder rights and enhance information transparency, it complies with relevant laws and regulations, abides by the responsibilities of a good manager, and continuously improves its governance structure and ethical standards.

The Board of Directors is the highest governance unit for the company's strategy and policies. It shall hold a meeting at least once a quarter in accordance with the law, and may be convened temporarily by the Chairman as needed or upon the proposal of half of the directors. OSE also holds regular management meetings to review the current operating status, and the management team reports performance results to the Board of Directors as a basis for the Board of Directors to follow up and decide on major operating directions. In 2024, a total of 6 board meetings were held, with an attendance rate of 100%, demonstrating the high level of participation and attention of the board members to corporate governance.

In order to improve the quality of decision-making and professional review, the Board of Directors has set up the Remuneration Committee " and "The Audit Committee" are responsible for reviewing relevant proposals and submitting them to the Board of Directors, strengthening the functions of the Board of Directors and enhancing the overall interests of shareholders.

The Nomination and Election of the Directors GRI 2-10

OSE's board of directors has a total of 8 directors, of which 5 are independent directors, accounting for 62.5%. All independent directors meet the requirements of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. The company adopts a candidate nomination system (in accordance with Article 192-1 of the Company Law), whereby the shareholders' meeting selects directors and independent directors from a list of candidates and allows for re-election to ensure that the directors have appropriate professional and governance capabilities and continue to perform supervisory and guidance functions.





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The Member of the Board of Directors GRI 2-9

Title	Name	Gender	Age	Education	Education
Chairman	Yueh-Ming Tung	Male	51-60	Master Degree of EMBA of National Sun Yat-sen University	Master Degree of EMBA of National Sun Yat-sen University
Director	Chipbond Technology Corporation Representative: Huoo-wen Gau	male	61-70	Head of Microelectronics Group, ITRI President of Xinbao Electronics President of Chipbond Technology Corporation	Master of Applied Chemistry, National Tsing Hua University
Director	Shyh-vey Lo	male	51-60	Vice President of the Audit Department of PwC Taiwan	Department of Accounting, Chung Yuan Christian University
Independent Director	Chia-Hua Hsu	male	71-80	Finance Manager of First Steamship Group Chairperson of CHI LIN OPTOELECTRONICS CO., LTD. Independent director of Chipbond Technology Corporation	Department of Business Administration of Tunghai University
Independent Director	Philip Wei	male	81-90	Chairperson, Fortune Information Systems Corp. Chairman of China Airlines Independent Director of Powertech Technology Inc. Independent Director of Orient Semiconductor Electronics, Ltd.	Bachelor of Department of Transportation Management, National Cheng Kung University Master, Public Finance Institute, National Chengchi University Master of Tax Law Institute, Northrop University, USA
Independent Director	Chi-Cheng Wu	male	51-60	Professor and Chair, Department of Business Administration, National Sun Yat-sen University Director, Alumni Service Center, National Sun Yat-Sen University	Doctor of Business (Marketing), National Taiwan University
Independent Director	Fang-Yu Wen	female	61-70	Accountant, PwC Taiwan	Master of Accounting, College of Management, National Taiwan University
Independent Director	Chien-Hui Hung	female	61-70	Manager, Lukang Branch, Hua Nan Bank Manager, Taichung Ganglu Branch, Hua Nan Bank Assistant Vice President, Central District Channel Administrative Center, Hua Nan Bank	Department of Applied Commerce, Taichung Institute of Technology

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The Diversity of the Board of Directors GRI 2-10

OSE's board of directors consists of eight members, five of whom are independent directors, accounting for 62.5% of the total, which is in line with the independence standards of publicly listed companies. The board members have diverse backgrounds and professional experience, covering industry knowledge, financial accounting, crisis management and operational management, demonstrating their functional diversity. In addition, the board members represent all shareholders and are responsible for the company's operations and supervision to ensure the effectiveness of corporate governance.

OSE will continue to review the diverse composition of the board of directors based on the company's development needs, actively introduce talents with relevant professional backgrounds such as environmental sustainability, occupational safety and health, and labor human rights, strengthen the board's supervisory and guidance functions, and respond to international sustainable development trends.



The list of the Board and diversification policy

Implementation of the board diversity policy by individual directors

Diversification	Professional Background and Competencies							
Director	Operational judgment ability	Accounting and financial analysis skills	Business management capabilities	Crisis handling ability	Industry knowledge	International Market Outlook	Leadership	Decision-making ability
Yueh-Ming Tung	v	V	V	V	V	V	V	V
Huoo-wen Gau	V	V	V	V	V	V	V	V
Shyh-wey Lo	V	V	V	V	V	V	V	V
Chia-Hua Hsu	V	V	V	V	V	V	V	V
Philip Wei	V	V	V	V	V	V	V	V
Chi-Cheng Wu	V	V	V	V	V	V	V	V
Fang-Yu Wen	V	V	V	V	V	V	V	V
Chien-Hui Hung	V	V	V	V	V	V	V	V

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Avoidance and Management of Conflicts of Interest GRI 2-11、2-15

OSE ' s chairman and president are served by different natural persons to reduce the possibility of conflicts of interest. In addition, we have provisions on avoidance of interests in the governing procedure of the board of directors and the audit committee. In accordance with OSE ' s governing procedure for board of directors' meetings , OSE implements the duties of directors. Interest avoidance system: Directors who have an interest in meeting matters with themselves or the legal persons they represent shall explain the important content of their interests to the board of directors at that time. If there is a risk of harming the interests of the company, they shall recuse themselves from discussions and voting , and shall not act on behalf of other directors to exercise their voting rights.



Conflicts of Interest for the Board in 2024

2024.03.27	The board of directors updated the list of allotments of the 2013 employee rights restriction new stock case. Chairman Yueh-Ming Tung was the party involved and recused himself in accordance with the board of directors' rules of procedure. The case was chaired by director Shyh-wey Lo and the other four directors who did not recuse themselves agreed to pass it.
2024.04.24	The board of directors, the company's 2013 director remuneration distribution case, Chairman Yueh-Ming Tung, Chipbond Technology Co., Ltd. representatives: Huoo-wen Gau, Shyh-wey Lo are the parties involved, according to the board of directors' rules of procedure to avoid the interests. The case was chaired by independent director Tsai Ching-dian, and the other two directors who did not recuse themselves agreed to pass it.
2024.04.24	The board of directors, Chairman Yueh-Ming Tung is the party involved in the 2013 manager employee compensation distribution case and he has recused himself in accordance with the board of directors' meeting rules. The case was chaired by independent director Tsai Ching-dian and approved with the consent of the other four directors who did not recuse themselves.
2024.04.24	The Board of Directors, Chairman Yueh-Ming Tung is the party involved in the remuneration and position adjustment of the company's managers, and he has recused himself in accordance with the rules of procedure of the Board of Directors. The case was chaired by Independent Director Tsai Ching-dian, and the other four directors who did not recuse themselves were consulted and approved.
2024.07.24	The Board of Directors, in the case of appointing the "Sixth Remuneration Committee Members", Independent Directors Chia-Hua Hsu, Philip Wei, Chi-Cheng Wu, Fang-Yu Wen and Chien-Hui Hung are the parties involved and have recused themselves in accordance with the rules of procedure of the Board of Directors. The case was approved by consulting the other three directors who did not recuse themselves.



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Participation of Annual Refresher Courses of Board Members GRI 2-17

To strengthen the functions and professional capabilities of directors, all directors of OSE are required to receive at least 6 hours of education annually according to regulations. In 2024, the average training hours for directors reached 11.25 hours, which complies 100% with the regulations for directors of listed companies, and continued learning includes courses on corporate governance, financial report auditing, corporate sustainability, among other topics, to respond to corporate governance and ESG governance trends.

Participation of Annual Refresher Courses of Board Members in 2024

Title	Board Member	Date	Organizer	Course	Training hours	Economy	Environment	Society
Chairman	Yueh-Ming Tung	2024 /06/18	China Corporate Governance Association	Interpreting the key information of financial reports	3	V		
		2024 /07/11	Securities and Futures Market Development Foundation of the Republic of China	The new era of artificial intelligence: Chatbots GPT flips the industry's new trend	3	V		
		2024 /10/25	Securities and Futures Market Development Foundation of the Republic of China	The latest "Annual Report Sustainability Information Financial Report Preparation" related laws and regulations analysis and related internal control management practices	6	V	V	V
Chipbond Technology Corporation Representative	Huoo-wen Gau	2024 /06/25	China Corporate Governance Association	Post-epidemic era – How should Taiwanese companies plan to cope with the challenges and opportunities of upgrading and transformation (Part 1)	3	V		
		2024 /06/28	China Corporate Governance Association	Post-epidemic era – How should Taiwanese companies plan to cope with the challenges and opportunities of upgrading and transformation (Part 2)	3	V		
director	Shyh-wey Lo	2024/ 06/21	China Corporate Governance Association	Inheritance plan launched - employee reward plan and equity inheritance	3	V		V
		2024 /07/05	China Corporate Governance Association	The latest trend of corporate governance from the perspective of corporate governance evaluation indicators	3	V	V	V
		2024 /07/09	China Corporate Governance Association	Discussion on the strategy and tool application of enterprise employee reward	3	V		V
		2024 /08/13	China Corporate Governance Association	How can enterprises balance intelligence, security and risks in digital transformation to create a win-win situation?	3	V		V



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Participation of Annual Refresher Courses of Board Members in 2024

Title	Board Member	Date	Organizer	Course	Training hours	Economy	Environment	Society
Independent Director	Chia-Hua Hsu	2024 /08/06	Taiwan Stock Exchange Corporation	Creating a new carbon era advocacy conference with sustainable knowledge	6	V	V	V
		2024 /08/16	China Corporate Governance Association	Data center evolution: the development trend of silicon photonics and artificial intelligence servers	3	V		V
Independent Director	Philip Wei	2024 /03/12	China Corporate Governance Association	International trends and experience sharing on corporate integrity management and senior accountability system	3	V		
		2024 /09/05	Taiwan Project Management Society	Continuing Education Course for OTC Directors - Operation and Evaluation of Performance Management System for Corporate Governance	3	V	V	V
Independent Director	Chi-Cheng Wu	2024 /08/22	Chinese Financial Development Association	Geoeconomic risks and green transformation	3	V	V	
		2024 /08/28	Chinese Financial Development Association	Digital Marketing	3	V	V	V
		2024 /09/20	Securities and Futures Market Development Foundation of the Republic of China	2014 Annual Insider Trading Prevention Promotion Conference	3	V		
Independent Director	Fang-Yu Wen	2024 /06/12	National Federation of Certified Public Accountants Associations of the Republic of China	How do independent directors, the Audit Committee, and the Remuneration Committee apply the business judgment rule to perform their duties?	3	V		
		2024 /06/18	National Federation of Certified Public Accountants Associations of the Republic of China	International development trends and practices in money laundering prevention	3	V		
		2024 /06/21	National Federation of Certified Public Accountants Associations of the Republic of China	Mergers and Acquisitions and Due Diligence	3	V		
		2024 /07/03	Taiwan Stock Exchange	2024 Cathay Pacific Sustainable Finance and Climate Change Summit	6	V	V	V
		2024 /08/15	National Federation of Certified Public Accountants Associations of the Republic of China	Analysis of the latest tax laws and practices in the first half of 2011	6	V		

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Participation of Annual Refresher Courses of Board Members in 2024

Title	Board Member	Date	Organizer	Course	Training hours	Economy	Environment	Society
Independent Director	Chien-Hui Hung	2024 /09/06	Securities and Futures Market Development Foundation of the Republic of China	2014 Annual Insider Trading Prevention Promotion Conference	3	V		
		2024 /09/10	Internal Audit Association of the Republic of China	Analysis of regulations and audit priorities for the board of directors and functional committees (audit, remuneration)	6	V		
		2024 /10/04	China Corporate Governance Association	Net Zero Carbon Emissions Promotion Conference-Taichung	3	V	V	V
		2024 /10/07	Taiwan Federation of Industry and Commerce	2024 Taishin Net Zero Summit	3	V	V	V
Total hours (hours)					90	25	9	12

The Board's Performance Evaluation GRI 2-18

The Board's Performance Evaluation Policy and Result

To implement corporate governance and improve the functions of the board of directors and functional committees, OSE has established the "Procedures for the Board of Director's Performance Evaluation". In addition to regularly conducting an internal director performance evaluation every year, a professional independent agency or a team of external experts and scholars will conduct external evaluation every three years. The evaluation process needs to be completed before the end of the first quarter of the next year, and the results should be reported to the board of directors , as a reference for the company's improvement in the future. The disclosure of ESG information includes the selection and training of directors among the five aspects of self-assessment.

The 2024 evaluation encompassed three key aspects: the Board of Directors, functional committees, and individual directors. The overall results were positive, indicating a sound governance mechanism with transparent and effective operations:

- Board operations self-assessment: 44 indicators
- Individual director self-assessment: 23 indicators, with a 100% response rate
- Functional committee self-assessment: 24 indicators

Board of Directors
Performance
Evaluation
Methods





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Methods and contents of evaluation

Questionnaire of Self-Evaluation of Performance of the Board	Questionnaire of Self-Evaluation of Performance of the Board Members	Questionnaire of Self-Evaluation of Performance of the Functional Committees
Participation in the operation of the company.	Mastery of company goals and tasks.	Participation in the operation of the company.
Improvement of the quality of the board of directors' decision making.	Awareness of the duties of a director.	Awareness of the duties of the functional committee.
Composition and structure of the board of directors.	Participation in the operation of the company.	Improvement of quality of decisions made by the functional committee.
Election and continuing education of the directors.	Internal relationship management and communication.	Makeup of the functional committee and election of its members.
Internal Control.	The director's professionalism and continuing education.	Internal Control.
	Internal Control.	

According to OSE's "Board of Directors Performance Evaluation Methods," companies should engage an independent external professional organization or academic team to conduct a board performance evaluation at least once every three years. In 2022, OSE entrusted the independent "Taiwan Institute of Ethical Business" to perform this external assessment. The evaluation was completed through self-assessment questionnaires, written reviews, and on-site visits, so no external evaluation was outsourced in 2024.

The overall operational evaluation results of the Board of Directors in 2024 were positive, with an average self-evaluation score of 4.85 points, demonstrating the board's high maturity and stable governance effectiveness. These results were formally reported at the Board of Directors meeting on February 26, 2025.

Moving forward, OSE will continue to refer to recommendations from external consultants to enhance the Board's functions, promote member diversity, deepen discussions on sustainability issues, and strengthen the independence and effectiveness of the reporting mechanism, all to further improve the quality of corporate governance.

For more information of 2024 performance evaluation results of our board of directors, functional committee, and individual board members, please refer to our official website:



Corporate governance

The remuneration policies GRI 2-19、2-20、2-21

The remuneration policies, systems, standards and structures for directors and managers are determined by the remuneration committee. The members of the committee are appointed by the board of directors to meet the qualifications stipulated in Articles 5 and 6 of OSE "Organizational Rules of the Salary and Remuneration Committee". The committee provide remuneration suggestions in a professional, independent, and objective position, and hold regular meetings to review and ensure the competitiveness and rationality of remuneration.

In addition to considering the personal responsibilities and operating performance of directors and managers, the remuneration payment also comprehensively evaluates the company's overall operating results and financial performance, and makes adjustments based on market salary levels to enhance the attractiveness of external talents and the retention mechanism of internal talents. The remuneration content covers fixed salary, performance bonuses and pensions, and the Remuneration Committee holds regular meetings to review and revise to ensure the rationality of the system and information transparency.

All remuneration information is disclosed in the company's annual report and shareholders' meeting report in accordance with regulations, fulfilling the responsibility of information disclosure and shareholder communication, and demonstrating the commitment to honest governance and sustainable management. In addition, the company has gradually incorporated ESG implementation results into the performance evaluation mechanism for senior managers, covering energy conservation and carbon reduction implementation progress, sustainable report output, stakeholder response and other aspects, as a reference for annual bonus evaluation and functional development, and will continue to strengthen its measurement methods and transparent disclosure in the future.

The Conduct of Corporate Governance Officer GRI 2-23

Implement corporate governance functions and strengthen the effectiveness of the board of directors , OSE has issued the "Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers" , starting from 2021, the position of Chief Corporate Governance Officer will be established and will be held by Director Ellen Chu, an accounting supervisor with many years of experience in financial and meeting management.

The Corporate Governance Director is responsible for assisting the Board of Directors and shareholders in the conduct of meetings and providing guidance on legal compliance, ensuring that directors are able to exercise their powers effectively and comply with laws and internal regulations.

Its main responsibilities include

- 1. Handle matters related to board of directors and shareholders' meetings in accordance with the law.
- 2. Prepare minutes of board of directors and shareholders meetings.
- 3. Assist directors in their appointment and education.
- 4. Provide directors with the information they need to carry out their business.
- 5. Assist directors to comply with laws and regulations.
- 6. Other matters stipulated in the company's articles of association or contract, etc.

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Training Courses of Corporate Governance Officer in 2024

Date	Organizer	Course	Training Hours
2024.09.12	China Corporate Governance Association	Climate Risk Identification Workshop and Net Zero Carbon Emissions Promotion Conference - Tainan	9
2024.09.20	Securities and Futures Institute	2024 Annual Insider Trading Prevention Promotion Conference	3
2024.11.29	Securities and Futures Institute	Analysis of Common Illegal Cases under the Securities and Exchange Act	3



2.1.3 The Audit Committee

Purpose

The Audit Committee assists the Board of Directors in performing supervisory duties and is responsible for executing the supervisory powers stipulated in the Company Law, the Securities and Exchange Law, the Company's Articles of Association, and relevant laws.

Main Responsibility

The main purpose of the operation of the audit committee is to supervise the following matters:

- Proper presentation of the financial statements.
- Selection and removal of chartered public accountants and their independence and performance.
- Effective implementation of the internal controls.
- The company complies with relevant laws and regulations.
- Management and control of existing or potential risks of the company.

In 2024, a total of 5 remuneration committee meetings were held , and the attendance rate of directors reached 100%.

Audit Committee Organization

According to the OSE Audit Committee Organizational Charter, the Audit Committee is composed of all Five independent directors. The expertise, professional experience, independence, and the number of concurrent independent directorships of these members abide by the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

Chairman	Chia-Hua Hsu Independent Director
Committee member	Philip Wei Independent Director
Committee member	Chi-Cheng Wu Independent Director
Committee member	Fang-Yu Wen Independent Director
Committee member	Chien-Hui Hung Independent Director



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2.1.4 Remuneration Committee

Purpose

To improve the salary and remuneration system of the OSE's directors, supervisors and managers, OSE salary and remuneration committee is established in accordance with the " Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange ".

Main Responsibility

- Regularly review the organizational procedures of the remuneration committee and propose amendments.
- Establish and regularly review the company's performance evaluation standards for directors and managers, annual and long-term performance targets, and salary and remuneration policies, systems, standards, and structures, and disclose the content of the performance evaluation standards in the annual report.
- Regularly evaluate the performance of the company's directors and managers and determine the content and amount of individual salary remuneration based on the evaluation results obtained from the performance evaluation standards.

In 2024, a total of 4 remuneration committee meetings were held , and the attendance rate of directors reached 100%.

Renumeration Committee Organization

Per the Renumeration Committee Organizational Charter, the Committee is composed of all five independent directors whose expertise, professional experience, independence. The term of Remuneration Committee member is 3 years, as same as the term of the Board of Directors .

Chairman	Chia-Hua Hsu Independent Director
Committee member	Philip Wei Independent Director
Committee member	Chi-Cheng Wu Independent Director
Committee member	Fang-Yu Wen Independent Director
Committee member	Chien-Hui Hung Independent Director

2.1.5 Internal Control and Internal Audit Management

Organization and Operation :

OSE's Internal Audit function is an independent unit that reports directly to the Board of Directors. Besides informing the Board during its ordinary meetings, it briefs the Chairman, and the Board Audit Committee on a quarterly and on as needed basis.

The Internal Auditing Rules and the management of the internal control system should be assisting the board of directors and mangers in inspecting and reviewing defects in the internal control systems as well as measuring operational effectiveness and efficiency and shall make timely recommendations for improvements to ensure the sustained operating effectiveness of the systems and to provide a basis for review and correction. Its scope covers all operational activities and control operations of the company and its subsidiaries.

Most of the audit work is executed according to an annual plan, which needs to be approved by the Board of Directors. Such plan will consider risks that have been identified. Special audits or reviews are conducted as needed. The internal audit is based on the company's established policies, systems, rules, and regulations, etc., and the audit and improvement recommendations of the audit plan are implemented, and the audit report and tracking report are prepared.

The company supplements the review activities by Internal Audit with documented self-assessments by the divisions, and improvement of internal deficiency or abnormal matters from every unit; it consolidates the results of the self-assessments for the Board Audit Committee and the Board of Directors.

There are four full-time employees dedicated to Internal Audit, including one audit supervisor and three staff members.

Internal Audit Personnel Appointment and Removal

The appointment or dismissal of Head of Internal Audit shall be approved by Audit Committee and further submitted to the BOD's Meeting for a resolution . dismissal, evaluation and review, salary, and compensation of internal auditors for Chairman's consent.

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2.2 Integrity Management

GRI 2-26、2-27、205-2、
205-3、206-1

2.2.1 Integrity Management Policy and Regulation GRI 206-1

OSE has always upheld the core values of Integrity, Innovation, Proactiveness, and Empathy. We believe that corporate integrity and business ethics form the foundation of sustainable governance, and all business activities are conducted with fairness and transparency. To this end, we have established regulations such as the Code of Business Ethics, OSE Supplier Code of Conduct, and Employee Code of Conduct and Ethics, which strictly prohibit any involvement in unethical business practices.

To ensure effective implementation, the Board of Directors and management commit to leading by example in practicing integrity. A robust internal control and audit mechanism is established, with the audit unit regularly supervising and reviewing the execution of integrity policies across all units. Additionally, all significant company information is disclosed in accordance with applicable laws and regulations. Directors are required by law to abstain from voting on proposals in which they have personal interests, safeguarding shareholder rights and promoting fairness in corporate governance.

To provide stakeholders—including employees, suppliers, and contractors—a clear channel for complaints and reporting of misconduct, OSE has established Complaint and Report Handling Procedures, featuring both internal and external hotlines and email addresses. These are publicly available on the company website to ensure unobstructed reporting channels and protection of whistleblower identity and rights.

To deepen the culture of integrity, OSE incorporates integrity clauses into contracts with agents, suppliers, customers, and other partners, and requires the signing of a Declaration of Integrity in supplier management. This encourages business partners to jointly uphold integrity management and amplifies its impact externally.

In 2024, OSE continued to review the completeness and effectiveness of its systems based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and corporate governance evaluation indicators, striving to build a fair, transparent, and accountable governance system. During the year, the company proactively disclosed significant information related to an administrative omission incident, implemented corrective measures, and optimized internal processes, demonstrating its commitment to transparency and honest disclosure. For more details, please refer to [2.4.3 Legal Compliance] in this report.

OSE's Code of
Business Ethics



OSE's Code of
Ethical Conduct



OSE's Code of Ethical
Conduct



2.2.2 Implementation of Integrity Regulation Compliance and Training GRI 205-2

To deepen the Integrity Management culture, OSE strengthens the recognition and practice of the code of conduct among all employees and partners through diversified communication and institutionalized training mechanisms, ensuring that the principle of integrity is implemented in daily operations.

Internal promotion and training mechanism :

We used multiple communication channels to convey OSE's ethics and morality standards to our employees, including:

All new hires are required to sign a Job Commitment Letter that includes a declaration of integrity. It is continuously revised in accordance with laws and internal systems to ensure the timeliness and legal compliance of educational content. In 2024, 100% of OSE employees signed the "Employee Work Commitment Letter", demonstrating the company's high attention and implementation of integrity and ethical standards.

Commitment to clean external cooperation :

For external partners, OSE clearly defines the principle of integrity prior to any transaction and requires them to sign a Declaration of Integrity or include integrity clauses in contracts, jointly fostering a fair and transparent business environment. For suppliers and contractors, OSE conducts relevant awareness campaigns and training covering the Supplier Code of Business Ethics, labor and human rights policies, business ethics, occupational safety and health standards, and more, to strengthen integrity and responsibility throughout the supply chain.

In 2024, a total of 45 new suppliers signed integrity commitments. For detailed disclosures, please refer to the ESG Report [Chapter 4: Supply Chain and Product Management].

OSE will continue to promote institutional awareness and education of the integrity code, embedding the principle of integrity deeply into corporate culture and extending it throughout the entire value chain, thereby building a foundation for long-term and sustainable governance.



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Employee Ethical Training Course in 2024

Category	Course Title	Count of People	Total Taring Hour
Corporate Operation and Regulation	Climate Risk Identification Workshop and Net Zero Carbon Emissions Promotion Seminar	1	9
	Information Security Annual Education and Training	2,050	6,150
	Annual Education and Training on Trade Secrets	1,934	1,934
	Prevention of insider trading education and training	12	12
	Risk management education and training	100	100
	Social Engineering Information Security Education and Training	825	413
	Labor Laws and Regulations Course	369	369
	CISSP Information Security System Specialist Certification Course	2	80
	EC-Council CEH Hacker Technology Expert Certification Course	1	40
	EC-Council CPENT Penetration Testing Expert Certification Course	2	80
	You must know the key points and impacts of IFRS S1/S2 on internal control and internal audit	3	18
	New Challenges for Internal Auditors: Analysis of Sustainable Information Disclosure and Management Policies and Related Audit Points	2	12
	New ESG Laws for Annual Reports & Impact on Financial Reports	1	6
	New ESG Law for Annual Reports Released - Internal Control Practices	1	6
	Cybersecurity Chief Physical Course	1	3
	Information security detection and protection identification technology	1	18

Category	Course Title	Count of People	Total Taring Hour
Corporate Operation and Regulation	Information governance and internal control and audit (personal information, trade secrets protection and artificial intelligence)	1	6
	Blue Team Security SOC Monitoring - EC-Council CSA Certification Course	4	96
ESG	2024 Food Safety Review and Achieving a Sustainable Future Seminar	1	4
	[Net Zero Carbon Management Series] #1 International "Carbon Price" Trend	2	8
	[Net Zero Carbon Management Series] #2 Enterprise Net Zero, Prepare for Transformation!	1	4
	[Net Zero Carbon Management Series] #4 Natural Carbon Sinks and Carbon Rights Practice	1	3
	[ESG Intermediate Manager] Seed Teacher Training and Certification Class	1	8
	On-the-job Training Course for Waste Removal and Treatment Professionals (Full) - Net Zero Emission Course	1	8
	113th Greenhouse Gas Inventory One-Day Operation Experience Class	1	8
	2024 Corporate Sustainability Elite Training Course	1	15
	2024 Global Corporate Sustainability Forum GCSF	2	6
	2024 Social Innovation Forum	1	6
	AI Value-added Smart Manufacturing Training Course	2	twenty four
	AI Digital and ESG Dual-Axis Transformation Manufacturing Industry and Government Subsidy Program Integration Workshop	1	4

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Employee Ethical Training Course in 2024

Category	Course Title	Count of People	Total Taring Hour
ESG	MOPCON 2024 Mobile Technology Conference	7	105
	TASS Asia Sustainable Supply + Circular Economy Exhibition	6	28
	Corporate Sustainability Manager Certificate Training Course	1	80
	Energy Management Training Course	1	19
	Introduction to Net Zero Carbon Planning and Management	3	54
	Chatbot CHATGPT flips the new trend of the industry	1	3
	Virtual and real technology manufacturing innovation cross-domain transformation industry innovation training course	4	twenty four
	Interpreting the key information of financial reports	1	3
	Green Enterprise and Green Factory Staff Practical Training Course	1	6
	ESG sustainable development awareness education and training	2,141	2,141
Human Right	Handling, Investigation and Identification of Sexual Harassment in the Workplace	2	4
	Understanding and introduction of gender equality work law	2,055	2,055
	RBA Responsible Business Alliance Code of Conduct	5,640	5,640
	"Responsible Business Alliance Code of Conduct (RBA_v8.0)" Internal Auditor Evidence Collection Training	58	812
Total		15,246	20,422

Anti-corruption Communications in 2024

Category of Employee	Anti-corruption Communication (People)	Total (People)	Percentage
Board of Directors	8	8	100.00%
Management and above	101	101	100.00%
Frontline Employees	3,504	3,504	100.00%
Non-Frontline Employees	1,999	1,999	100.00%
Total	5,612	5,612	100.00%



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2.2.3 Reporting and Complaint Channels and Mechanisms

GRI 2-26、2-27、205-3、206-1、TC-SC-520a.2

OSE has established a comprehensive integrity complaint system, offering multiple reporting and communication channels for stakeholders—including employees, suppliers, customers, and other external parties—to report any violations of laws, integrity standards, or OSE policies.

A dedicated unit manages complaints, with reporting channels accessible via a dedicated telephone line and email address. The complaint process and contact information are publicly disclosed on the company's official website to ensure transparency and facilitate prompt responses. In 2024, no major violations or complaints were recorded.

OSE continues to strengthen internal integrity culture through regular education, actively promotes integrity policies and anti-fraud mechanisms, and assigns the board of directors the responsibility to supervise implementation, thereby enhancing the effectiveness of organizational integrity governance.

Reporting Channels

Suppliers	Reporting Hotline	07-3613131 ext.35174
	Complaints Mailbox	Teson_Chen@ose.com.tw
Employees	Reporting Hotline	07-3613131 ext.68885
	Complaints Mailbox	Suggestion Box , 580@ose.com.tw
Clients	Reporting Hotline	07-3613131 ext.68900
	Complaints Mailbox	info@ose.com.tw
Others	Reporting Hotline	07-3613131 ext.68558
	Complaints Mailbox	csr@ose.com.tw



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2.3 Economic Performance and Tax Governance

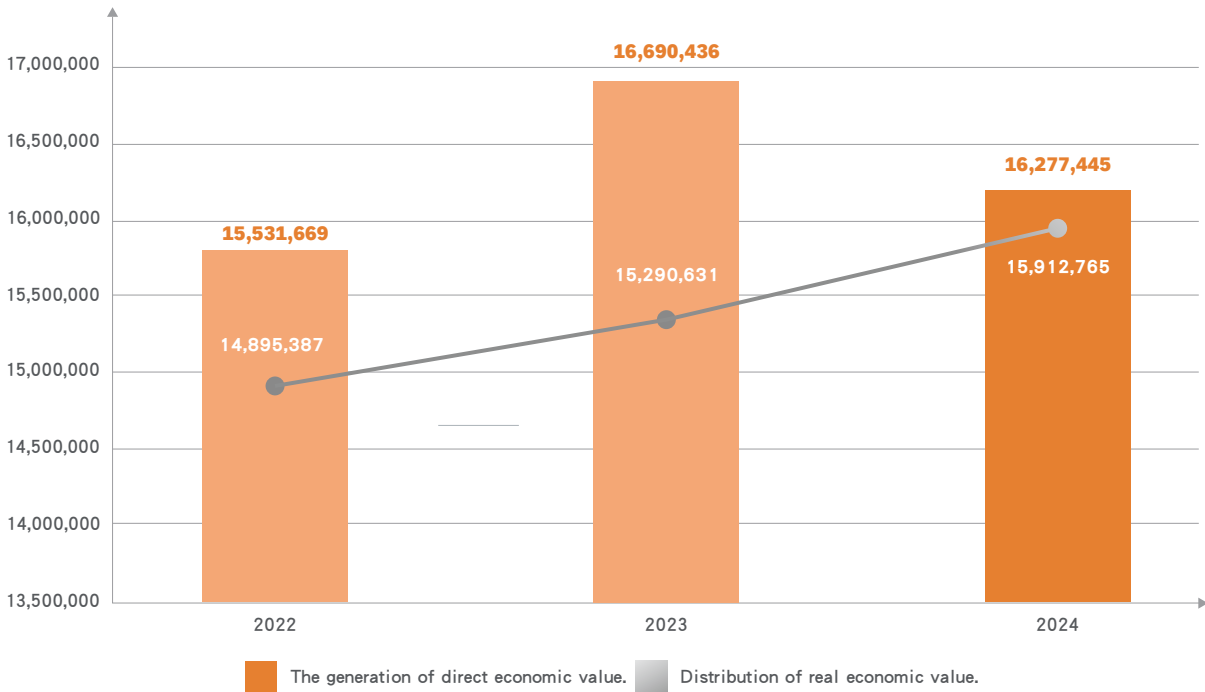
GRI 201-1

2.3.1 Operation Performance

OSE adheres to the principles of sound management and honest governance, continuously strengthening its corporate governance structure, financial management, and resource allocation, while actively responding to changes in the external market. In 2024, due to sluggish end-market demand, geopolitical risks, and customer inventory adjustments, the full-year consolidated revenue reached NT\$16.277 billion, representing a decrease of approximately 2.47% compared to 2023. Earnings per share (EPS) were NT\$1.71, a year-on-year decline of 35.7%. Amid these challenges, the company has reinforced its operational resilience and foundation for value creation through cost control, process optimization, and enhanced customer support.

To provide a comprehensive view of business performance and value distribution, the following disclosures are made:

- **Direct Economic Value Distribution**
Revenue for 2024 is expected to be NT\$16.277 billion, with a total direct economic value distribution of NT\$15.915 billion. This includes operating costs, employee salaries, shareholder returns, tax expenditures, and social investments. Employee compensation exceeds NT\$400 million, and tax contributions amount to approximately NT\$370 million, reflecting the company's strong commitment to human capital and social responsibility.
 - **Consolidated Financial Information**
OSE discloses its profit and loss statement, balance sheet, and income tax payment status, providing insights into overall operational results and financial health.
 - **Financial Subsidies from the Government**
The company summarizes subsidies received from 2022 to 2024 related to energy conservation, carbon reduction, R&D innovation, and talent cultivation, demonstrating meaningful outcomes from collaboration with the public sector in promoting sustainability.
- Please refer to the chart below for detailed consolidated financial information and government subsidies. The "Direct Economic Value Distribution" has been...





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Consolidated Financial Information

Unit: NT\$ 1,000 Yuan

	2022	2023	2024
Pre-tax Net Profit	1,768,288	2,218,295	1,476,288
Income Tax Expense	-319,635	-337,085	-247,680
Net profit for the period	1,448,653	1,881,210	1,228,608
Cash payment for income taxes	4,982	-87,738	-5,810

In 2024, OSE's pre-tax net profit reached NT\$1.48 billion, reflecting stable overall operating performance and continued strong financial results.

Financial Subsidies Received from The Government GRI 201-4

Over the past three years, OSE has actively pursued subsidies from central and local governments, focusing on key ESG areas such as energy conservation and carbon reduction, R&D innovation, talent development, and gender equality. These efforts align closely with the company's sustainable development strategy.

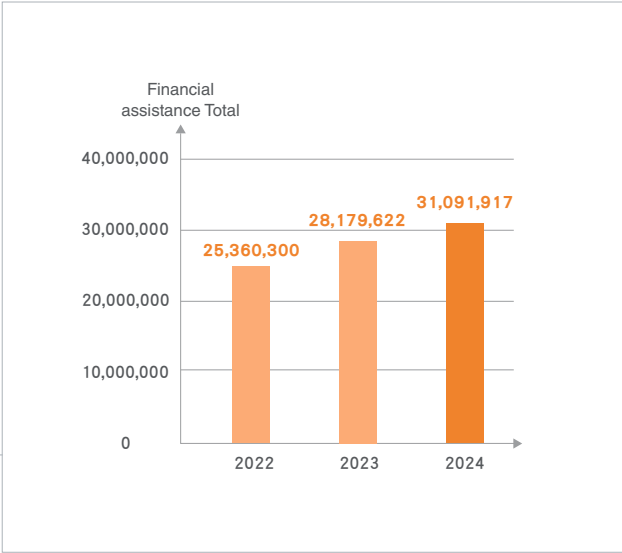
In 2024, the total subsidies received amounted to NT\$31,091,917, representing a 10.3% increase over 2023, primarily driven by the expansion of energy conservation and carbon reduction initiatives. Moving forward, OSE will continue to seek subsidy opportunities aligned with policy directions and fulfill its commitment to sustainable governance by balancing corporate growth with social responsibility through systematic management and performance tracking.

Unit: New Taiwan Dollar

Type of Subsidy	2022	2023	2024
Energy-saving	4,500,000	-	5,352,000
Startups	11,650,000	1,850,000	-
Human Resource Enhancement	557,334	1,104,163	826,328
Research and Development Grants	2,703,595	3,551,452	2,658,219
Industry Upgrades	5,949,371	21,655,370	22,255,370
Disaster Relief	-	-	-
Gender Equality and Friendliness	-	18,637	-
Total	25,360,300	28,179,622	31,091,917

2.3.2 Tax Governance GRI 201-4

Taxation is an essential cost of doing business and a legal obligation. OSE upholds a strong commitment to tax compliance and corporate social responsibility by implementing adequate tax governance and transfer pricing policies. Our aim is to create corporate value while effectively managing tax risks. We adhere to prudent operational principles and strictly prohibit any intentional use of related-party transactions or illegal practices, such as establishing subsidiaries in tax havens to shift profits and reduce tax obligations.



Government financial subsidies have steadily increased over the past three years, reaching NT\$31.09 million in 2024, reflecting the positive outcomes of OSE's sustainability initiatives and alignment with policy priorities.



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2.4 Risk Management and Legal Compliance

GRI 2-23、2-24、2-25、2-27、3-3

2.4.1 Risk Management

Major Theme Management Policy

Impact	Positive: Through a sound corporate governance structure and board functions, the company strengthens its risk control mechanism, ensures stable corporate operations, effectively protects shareholders' rights and interests, and continuously creates long-term corporate value. Negative: Lack of transparency in corporate governance information may harm investors' rights and interests, damage corporate reputation or disrupt the order of the capital market due to corruption.	
Management Mechanism	policy	OSE has established a company-level risk management and legal compliance system, with dedicated units tracking changes in laws and regulations, analyzing potential risks, and formulating corresponding strategies and implementation plans. The policy applies to all company locations, and the board of directors and management are responsible for supervision and implementation.
	promise	OSE is committed to going beyond basic regulatory requirements and proactively introducing risk prevention, detection and response measures, focusing on extreme climate, cybersecurity and geopolitical risk management, extending to the supply chain and service end, to enhance overall operational resilience and sustainable development capabilities.
	responsibility	<ul style="list-style-type: none">Risk management: The company's risk unitsLegal Compliance: Financial Support Office
	resource	In 2024, OSE will continue to invest manpower and resources in risk management and legal compliance operations, including setting up a dedicated unit to track regulations and control risks, and providing real-time compliance consultation to each unit. In addition, education and training will be used to strengthen employees' risk awareness and regulatory knowledge, and internal control systems and audit mechanisms will be regularly optimized to enhance overall operational resilience and compliance capabilities.
	Compliant Mechanism	Employee communication and complaint channels Contact Unit: Human Resources Department Tel: 886-7-3613131 ext.68885 E-mail: 580@ose.com.tw Contact: Industrial Union Plant 3 (Corporate Headquarters Building) : 886-7-3613131 ext.68950 Neihuan South Road Plant 1 (IC): 886-7-3613131 ext.62243 E-mail: union_h_ose@ose.com.tw
		Supplier Area Contact Person: Mr. Chen, Purchasing Department Phone: 886-7-3613131 ext.35174 E-mail: Teson_Chen@ose.com.tw
		Customer Area Tel: 886-7-3613131 ext.68900 E-mail: info@ose.com.tw



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Major Theme Management Policy(continued)

Actual Action	Goals and Objectives	Measures		2024 Target	2024 Implement	2025 Target
		Percentage of completion in developing management procedures for each risk as defined in the Risk Management Policy and Procedures		50%	55%	7 risks
		Risk management training completion rate for employees at each level		The training completion rate for senior managers 100%	100%	The training completion rate for managers 100%
		Major economic, environmental, and social incidents ^{Note1}		0	1	0
		Three members of the governance team passed the "Sustainable Development Basic Ability Test" ^(Note 2)		Submit to the Board of Directors in April	-	All passed
		Understand the carbon rights trading regulations and mechanisms and complete Research reports		1	1	1
	Specific actions	Negative shock management	Through risk identification and rating procedures, the company regularly evaluates major risks and formulates control strategies. The legal department provides legal consultation and revision of operating standards to ensure that all employees implement the law and reduce operational and compliance risks.			
		Positive impact management	Major investments, financing and key operating matters are all approved by the internal control mechanism and the board of directors. The audit unit conducts annual reviews based on risk classification to enhance decision-making transparency and risk management maturity.			
Effectiveness Assessment	<ul style="list-style-type: none">• No major data breaches occurred in 2024.• During 2024, there was one significant economic, environmental, and social incident. This incident has been fully disclosed in section 2.4.3 Legal Compliance, following materiality determination criteria.• No violations of corporate governance, anti-corruption laws, or the Fair Trade Act resulting in fines or penalties occurred in 2024. Additionally, there were no insider trading violations under the Securities and Exchange Act.					

Note 1: A violation occurring within the current year is classified as a major incident and disclosed only if it meets the criteria outlined in the Public Nuisance Dispute Handling Act or the Key Points for Identifying Major Economic Crime Cases, and if the fine exceeds NT\$1 million. However, if the incident has been reported by the media and negatively affects the company's reputation, it will be considered significant and disclosed regardless of the fine amount.

Note 2: To address evolving sustainability trends and potential risk management needs, this indicator has been added to enhance the company's ability to respond to and prepare for such issues.



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Risk Management

To achieve comprehensive risk management, OSE has established a forward-looking and systematic risk management system. Each department identifies potential risks based on its operational characteristics, while the Risk Management and Sustainability Development Team formulates and implements risk management policies and procedures. This information is submitted to the Corporate Governance and Sustainable Operation Committee for review and serves as the basis for decision-making.

In 2024, the company reported on the implementation of risk management at the fourth-quarter board meeting held on October 29.

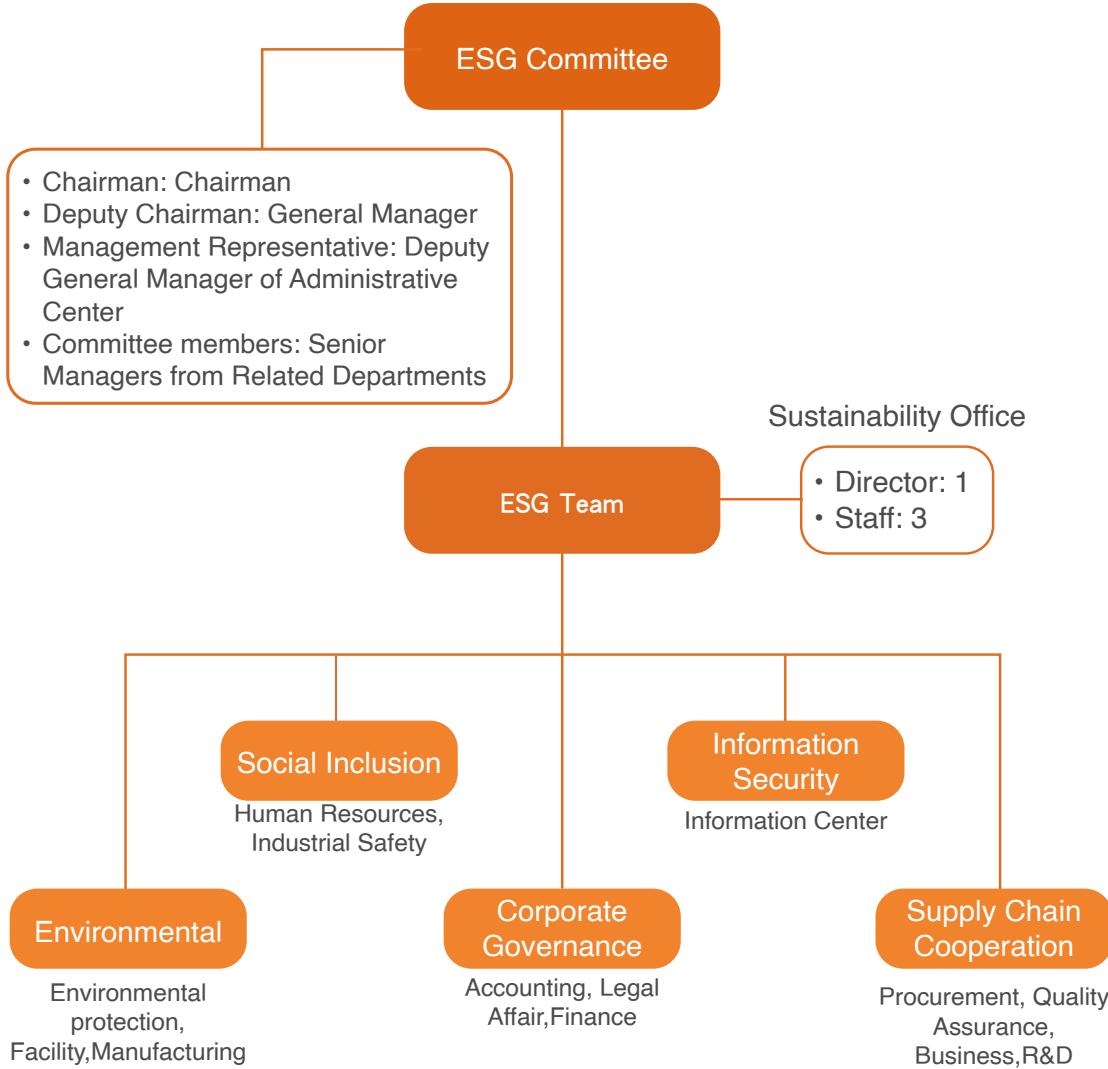
Organizational Structure and Governance Responsibilities

The Corporate Governance and Sustainability Committee is chaired by the Chairman, with the General Manager serving as Vice Chairman. They hold regular meetings with senior executives to coordinate and review risk-related issues. The Risk Management and Sustainability Group is organized into five work teams:

- Environmental Team: Environmental protection, factory design, manufacturing
- Social Inclusion Team: Human Resources, Occupational Safety and Health
- Corporate Governance Team: Finance, Legal Affairs, Accounting, Stock Affairs
- Information Security Team
- Supply Chain Collaboration Team: Purchasing, Quality Assurance, Sales, R&D

Each unit is responsible for risk identification and management within its scope, continuously strengthening response capabilities and organizational resilience.

ESG Committee Structure





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Risk Management Strategy

OSE adheres to the concept of sustainable operations by building a forward-looking and systematic risk management framework. Through the active involvement of the Board of Directors, functional committees, and senior management, OSE ensures that risk management is aligned with the company's strategic objectives and operational goals. The risk control approach is grounded in the principle of "prevention first, response-based," focusing on critical issues, enhancing the comprehensiveness and foresight of risk identification, and supporting steady progress toward long-term targets.

The company actively promotes risk awareness throughout the organization. By integrating education, training, and system design, risk identification and response capabilities are embedded in daily decision-making and operational activities, fostering a risk management culture with participation from all employees.

Risk Identification

OSE regularly conducts risk identification and response activities focused on major sustainability issues, following the promotion mechanism of the Corporate Governance and Sustainable Management Committee. The identification process refers to the Responsible Business Alliance (RBA) framework, covering three key dimensions: environment, society, and corporate governance. Each responsible unit proposes corresponding management measures based on practical insights and operational characteristics. These proposals are consolidated by the Risk Management Team and submitted to the committee for review, ensuring effective horizontal collaboration and vertical decision-making.

In 2024, the company completed a systematic inventory of risk sources, affected stakeholders, management responsibilities, and response strategies, in alignment with GRI 3-3 disclosure requirements, as detailed in the table "Risks and Management Strategies Identified by OSE in 2024."



OSE Identification Risks and Management Strategies in 2024

major themes	risk assessment project	Risk Management Policy/Strategy
Environment	Climate change and environmental risks	<ul style="list-style-type: none">OSE has passed ISO 14001, ISO 14064-1, ISO 46001 and ISO 50001 system certification, established an internal governance structure and cross-departmental response mechanism, monitored and adjusted extreme climate, carbon emission policies and energy efficiency, and strengthened the optimization of facilities and equipment and operating processes to enhance operational resilience and the effectiveness of carbon reduction actions.
	Occupational Hazard Risk	<ul style="list-style-type: none">in accordance with ISO 45001 and CNS45001 , reviewed work risk hotspots and hazard assessments annually, introduced engineering and management countermeasures, and conducted regular drills. At the same time, we have strengthened contractor safety work training and the contractor entry mechanism to enhance the risk prevention capabilities of on-site personnel.
Society	Raw material prices and supply chain risks	<ul style="list-style-type: none">Establish a supplier review and grading management system to ensure the stability and compliance of supply source contracts, and introduce backup strategies and alternative material mechanisms to reduce the risk of operational disruptions caused by price fluctuations, material shortages or geopolitical situations. In addition, continue to pay attention to the origin dependence and alternative analysis of specific key materials to stabilize the flexibility of the supply chain.
	Information Risk	<ul style="list-style-type: none">OSE officially established the Information Security Governance Committee in August 2023 to coordinate information security policies and prevention mechanisms, and designated a dedicated unit to promote information security measures and internal control audit operations to strengthen overall information security governance capabilities. Since the second half of 2013, it has gradually promoted the reporting, review and improvement of information security incidents to ensure the continuous operation of the management mechanism. In the same year, it officially obtained ISO 27001:2022 certification to continuously implement information protection and reduce potential information security risks.
Corporate Governance	Financial risk and investment risk	<ul style="list-style-type: none">OSE adopts a prudent financial management policy, prudently plans investment, and flexibly adjusts capital expenditures according to market dynamics and customer needs. The company closely tracks capital market trends, evaluates potential opportunities and risks, and enhances the efficiency of capital utilization and the stability of investment returns.

Note: This table conducts risk response planning based on the results of the identification of major sustainable issues, covering the environmental, social and corporate governance aspects, corresponding to the disclosure requirements of the GRI standards, and reflecting the company's integrated management practices in promoting operational sustainability and integrity governance.



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Reporting Mechanism and Operational Resilience

OSE has established multiple platforms—such as the Customer Zone, Supplier Zone, and Employee Communication and Complaint Channel—on its official website to proactively gather potential risk concerns from stakeholders. These platforms enable the company to plan and implement appropriate prevention and response measures, thereby strengthening risk identification, control, and response capabilities. This approach effectively minimizes business disruptions and reduces potential damage risks.

As of the end of 2024, OSE has not experienced any major operational disruptions related to economic, environmental, or social factors, demonstrating robust risk management and operational resilience. Regarding a regulatory issue in 2024 caused by administrative omissions, the company has completed corrective actions in accordance with procedures. For details, please refer to section 2.4.3 Legal Compliance.

2.4.2 Information Security

Information Security Management Structure

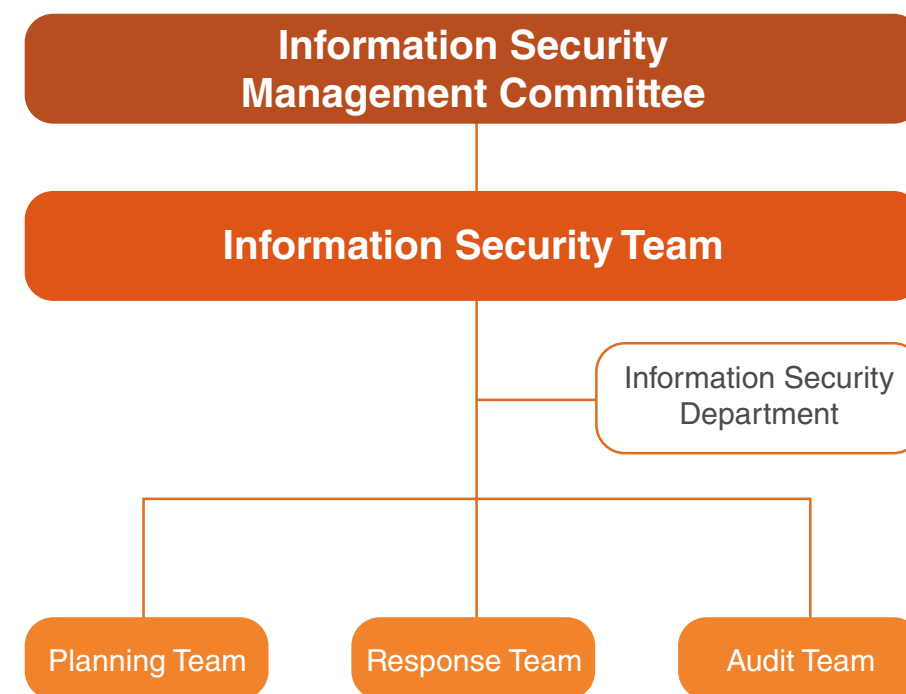
In order to strengthen the information security governance system, OSE officially established the "Information Security Governance Committee" in August 2023 to coordinate the guidance, evaluation and supervision of the company's information security policies. The committee has been approved by the board of directors, with the senior vice president of the information center as the chief information security officer, and a security supervisor is responsible for the planning, implementation, monitoring and improvement of the information security system.

In the face of increasingly severe cyber security challenges, OSE further established the "Information Security Management Department" in November 2023 as a dedicated unit for information security, and legally assigned at least two or more information security specialists. Its main responsibilities include:

- Information security warning monitoring and reporting
- Vulnerability scanning and patch management
- Information security system and equipment maintenance
- Information security incident warning and response processing
- Information security incident identification and reporting

OSE will continue to strengthen its cybersecurity defense capabilities and response mechanisms to ensure uninterrupted operations and no leakage of confidential information, and to safeguard the trust of stakeholders, moving towards the goal of mature cybersecurity governance and international standards.

Information Security Organization





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Information Security Organization Responsibility

Information Security Management Committee	Guide, evaluate and monitor the OSE's information security affairs	
Chief Information Security Officer and Executive Secretary	Review on information security management system and measures	
Information Security Team	Information Security Officer and Information Security Management Representative	Carry out the planning, implementation, inspection, and improvement of information security management system
	Planning Team	<ul style="list-style-type: none"> Develop and maintain management system related specifications Perform risk assessment and risk management activities Information security management goal planning and performance monitoring, measurement and analysis and evaluation Planning information security education and training and communication and promotion
	Response Team	<ul style="list-style-type: none"> Implement and monitor information security controls Reporting and handling information security incidents Planning and rehearsing business continuity and disaster recovery plans
	Audit Team	<ul style="list-style-type: none"> Formulate an internal information security audit plan Perform internal information security audits Write information security internal audit reports Tracking the improvement implementation status of non-conformities

Information Security Plan

OSE successfully obtained ISO/IEC 27001:2022 Information Security Management System (ISMS) certification in 2023 and completed the annual review in 2024 to maintain the effectiveness of its information security policies. Moving forward, OSE will continue to enhance its information security management mechanisms annually in accordance with this standard, aiming to mitigate potential information security risks impacting operations.

In August 2023, OSE completed a Business Impact Analysis (BIA) to assess the effects of information asset disruptions on business operations and to develop corresponding recovery and improvement strategies. These measures will be formally implemented in 2024, including reducing recovery time objectives (RTO), strengthening the business continuity plan (BCP), and evaluating the introduction of relevant insurance coverage to further boost corporate resilience.

Regarding information security management, the Information Security Department regularly generates security reports, submitting them weekly to the Chief Information Security Officer (CISO), who briefs the General Manager biweekly. The CISO also reports to the Chairman monthly. Reported content includes but is not limited to:

- Network usage monitoring
- Antivirus software anomaly detection and resolution
- Firewall blocking records
- Social engineering drill outcomes
- Information security incident reporting and handling effectiveness



As of the end of 2024, OSE has not experienced any major information security incidents^{Note1}, demonstrating the strength and effectiveness of its information security measures. The company will continue to enhance monitoring systems, employee security awareness, and incident response capabilities to safeguard information assets and ensure operational stability.

Note1: Major information security incidents refer to events as defined in Article 26 of the Financial Supervisory Commission's "Questions and Answers on Major Information," including cyber-attacks such as intrusion, destruction, tampering, deletion, encryption, theft, or denial-of-service (DDoS) attacks that disrupt normal operations or services, or incidents involving significant risks of personal data or sensitive document leaks that may affect investor decisions or stakeholder rights, warranting public disclosure.



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Information Security Risk Management Measures in 2024	
Objectives	Description
Improve your defense capabilities	<div>1. Upgrade internal and external network firewalls and deploy protection partitions to strengthen the control of key services and enhance in-depth defense.</div> <div>2. Regularly conduct vulnerability scans and penetration tests on the information security system, and strengthen repairs.</div> <div>3. Develop and practice emergency response plans for information security incidents, and take notification and recovery actions according to the severity.</div>
Improve management procedures	<div>1. Strengthen the control of mobile devices in the production area to prevent poisoning and leakage, and ensure compliance with SOP operations.</div> <div>2. Build a knowledge management system to pass on employee experience and problem-solving methods, and improve operating procedures and knowledge inheritance.</div>
Enhance network, endpoint and application security	<div>1. Improve anomaly detection and protection mechanisms, including whitelist and EDR systems.</div> <div>2. Establish privileged account protection, credential control and real-time defense mechanisms to prevent internal and external threats.</div> <div>3. Set up information security compliance storage areas, back up system images and data, and shorten recovery time to half an hour.</div>
Expanding the application of intelligent technology	<div>1. Import GitHub Copilot AI tool to quickly generate code and improve development efficiency.</div> <div>2. Apply Power Automate to automate the process, saving time, manpower and error rate.</div>
Legal compliance and certification standards introduction	<div>1. Continue to comply with ISO/IEC 27001:2022 and strengthen the confidentiality, integrity and availability of information security systems.</div> <div>2. Regularly review and follow information security policies in accordance with the Information and Communications Security Management Act.</div>
Control potential risks	<div>1. Cooperate with professional information security companies to perform risk assessment and analysis to further strengthen information security protection.</div> <div>2. Conduct BCP drills every year to ensure that responses can be initiated immediately and critical operations can be restored in the event of a disaster.</div>
Universal education and training	<div>1. Phishing letter tests are conducted quarterly. In 2024 , there were 6 tests with 14,143 participants, and 100% passed.</div> <div>2. Provide information security education and legal training to new and current employees at different levels, with a total of 5,156 people and 15,468 hours in 2024 .</div> <div>3. The information security team has obtained multiple professional certificates: CISSP , CEH , CPENT , CTIA , etc.</div>
Supply Chain Security Risk Management	<div>1. Initiate the establishment of the Taiwan CISO Alliance to establish cross-enterprise industry information security standards.</div> <div>2. Cooperate with supply chain information security rating services and jointly follow third-party risk rating and monitoring.</div>

2.4.3 Legal Compliance GRI 2-27

OSE places great emphasis on compliance with laws and regulations, continuously integrating compliance management into the core of corporate governance and daily operations. To ensure adherence to regulatory requirements and minimize financial and reputational risks, the company has established an internal compliance process, regularly audits legal compliance, and communicates with departments through education and training. This strengthens all employees' execution capability and risk awareness on issues such as environmental protection, labor rights, and occupational safety, fulfilling corporate responsibility and sustainable commitments.

Principles of Disclosure for Laws, Regulations, and Penalties

Based on self-defined information disclosure principles, the company generally considers fines exceeding 50% of the maximum penalty under applicable regulations as the threshold for disclosing major fines, ensuring integrity and consistency in information disclosure.

Materiality Determination Criteria

The company uses the following criteria to determine materiality and the necessity of disclosure in the sustainability report:

1. Incidents involving circumstances defined by the Public Nuisance Dispute Settlement Act or the Key Points for Identifying Major Economic Crime Cases, or fines of NT\$1 million or more imposed on a single incident;
2. Incidents reported by the media that adversely affect the company's image or reputation, which are considered major regardless of the fine amount.



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General Compliance Events and Continuous Improvement Actions

In 2024, OSE had no major penalties related to corporate governance, insider trading, intellectual property, or competition law. There was an administrative penalty related to labor conditions management that did not meet the disclosure threshold. However, adhering to principles of good faith, the company proactively recorded and optimized relevant procedures. Upon notification by the competent authority, OSE immediately reviewed internal workflows and application data, enhancing management efficiency and early warning capabilities by strengthening working hours and process design, attendance data analysis, and legal compliance training for management personnel. These measures actively address external expectations and continuously improve labor management.

Explanation of Major Event and Response Measures

OSE upholds principles of transparency and honest disclosure. Following thorough internal evaluation based on materiality standards, the company determined that the following incident required disclosure, fully detailed in this section, demonstrating responsible attitude and commitment to continuous improvement on issues of social concern.

In 2024, OSE was fined NT\$1.1 million by the Kaohsiung City Environmental Protection Bureau for violations of the Toxic and Concerned Chemical Substances Control Act Enforcement Rules. The infraction involved rubber material containing nonylphenol (also known as nonylphenol), imported without completing necessary licensing procedures. In response, the company promptly completed corrective actions including product replacement, chemical compliance inventory, monitoring mechanism establishment, professional training, and public disclosure per regulations.

Improvement and Preventive Measures

- Product Replacement : Discontinued products containing nonylphenol starting August 2022; all products now use compliant alternatives without restricted ingredients.
- Chemical Inventory : Enhanced chemical usage inventory and legality confirmation processes at factories; improved source management.
- Introduction of Digital Monitoring : Implemented chemical cloud system from June 2024 for data comparison and proactive weekly compliance reminders to detect anomalies early.
- Professional Training and Improvement : Assigned personnel to attend relevant professional and technical courses to improve regulatory understanding and execution.
- Inventory Management and Disposal : Plastic materials unsealed by Environmental Protection Bureau are being disposed of in accordance with the Waste Act.
- Strengthening Operating Standards : Continuously optimized the Toxic Chemical Substance Operation Management Procedure, incorporating early warning standards, internal notifications, and immediate response mechanisms to enhance risk control.

Administrative Penalty Explanation

Violation of Laws	Violation of Regulations	Amount (NT\$)	Improvement Measures
Article 24, Paragraph 1 of the Labor Standards Act & Article 32, Paragraph 2 of the Labor Standards Act	1. Employer extended employees' working hours; wages for extended hours not properly calculated. 2. Extended working hours plus normal hours exceeded 12 hours per day.	200,000	The company has established internal procedures to ensure compliance with labor laws regarding working hours and overtime management. Violations found during labor inspections were immediately addressed with employees and compensated accordingly. The company is reviewing root causes and formulating corrective action plans.
Article 13, Paragraph 1 of the Toxic and Concerned Chemical Substances Control Act	Imported chemicals containing the toxic substance Nonylphenol (CAS No. 165-01; controlled concentration: 5% w/w%) without obtaining the required import license.	1,100,000	Environmental management personnel completed the "Class A Toxic Chemical Substance Handler Training Course" to improve understanding of relevant regulations and practices. Corrective actions were completed, including stopping use of the substance from January 2024. Currently, there is no stock of this rubber material.



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Chapter 3 Environmental Sustainability

Sustainable Performance and Corresponding SDGs

Based on the outcomes of its sustainability initiatives, the company has aligned key indicators with the United Nations Sustainable Development Goals (SDGs). This alignment forms the basis of a comprehensive sustainability performance table covering essential areas such as environment, energy, water resources, responsible consumption, and climate action. Through concrete action results and measurable performance indicators, the company demonstrates its commitment and capability in advancing ESG principles. This also provides a crucial foundation for effective internal management and transparent external communication.

SDGs	SDG Specific Goals		2024 Sustainable Performance
SDG 3	3.9	Reduce disease and death from harmful chemicals and pollution	1.Health check completion rate 99.9%, special operation check completion rate 100% 2.Number of occupational cases: 0 3.Established a system for the review, operation, and disposal of chemical substances
	6.3	Improving water quality, wastewater treatment and safe reuse	1.Water pollution prevention and control facilities are maintained normally and removal efficiency is stable and up to standard. 2.Set water recycling targets and increased reuse rates 3.Specialized personnel appointed according to law and receive regular training
SDG 6	6.4	Improving water use efficiency and ensuring fresh water supply	Central 3rd Factory (HQ) and Jing 3rd Factory (AT) expanded their wastewater recycling systems for reuse in the production process, continuing to promote voluntary water conservation actions
	6.5	Implementing Integrated Water Resources Management	Set up water quantity monitoring points and integrate water balance and water quality data to strengthen recycled water management and monitoring
	7.2	Increase the proportion of renewable energy	A total of 2.1 million kWh of self-built and purchased green electricity will be used in 2024, demonstrating energy resilience
SDG 7	7.3	Improving Energy Efficiency	Promoted 8 energy-saving plans, reduced electricity consumption by 4.78 million kWh, reduced carbon emissions by 2,364 tons of CO ₂ e, invested approximately NT\$23.49 million, and reduced electricity consumption by 830,000 kWh per year
	12.4	Managing Chemicals and Waste	Conduct chemical substance review and management in accordance with ISO-AB-0012. According to waste management procedures (ISO-AB-0013), implement classification, removal, and legal treatment
SDG 12	12.5	Reducing Waste Generation	The total processing volume in 2024 is 2,471.2 metric tons, a year-on-year decrease of 2.5%; the recycling rate of general waste is 43.3% and hazardous waste is 9.6%
	13.1	Improving post-disaster adaptation capabilities	Understand climate risks and opportunities based on the TCFD framework, implement strategies, and enhance operational resilience
	13.2	Incorporation into strategy and planning	Same as 13.1, included in the operation planning and management system
SDG 13	13.3	Improving Mitigation and Adaptation Capabilities	Continuing to promote climate mitigation and adaptation plans, implementing internal empowerment and external responses



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3.1 Environmental Responsibility and Commitment

GRI 2-23、2-24、2-25、3-3 | TC-SC-110a.2

OSE adheres to the philosophy of "integrity, solidity and sustainable management", has made long-term investments in environmental protection, safety and health, energy and water resource management, and is committed to pollution prevention, risk control and health promotion to fulfill corporate social responsibility and respond to stakeholders' expectations.

Major Theme Management Policy

Impact	front	We attach importance to natural resource protection and climate action, introduce ISO 14001, ISO 50001, ISO 46001, ISO 14064-1 management systems, and promote energy conservation, carbon reduction and resource sustainability.	
	Negative	If there are abnormalities in water or electricity supply, it may affect the operation of the production line and delivery time; if there is no active response to carbon reduction requirements, there may be risks such as increased operating costs and limited access to funds.	
Management Mechanism	policy	Promote energy conservation, carbon reduction and procurement of low-carbon equipment, and comply with relevant government regulations to strengthen energy efficiency and pollution prevention.	
	promise	1. Strictly comply with environmental and energy regulations and standards 2. Improve water and energy efficiency 3. Promote renewable energy and waste reduction actions 4. Public Commitment Link	
	Responsible unit	Environmental Management: Safety Management Department Energy Management/Water Resources Management: Plant and Facilities Department	
	Resource investment	Deploy dedicated human resources and funds to promote environmental goals and actions	
	Complaint mechanism	The "RBA and Environmental Safety, Hygiene, Energy and Water Management Committee" and the "Corporate Governance and Sustainability Management Committee" are set up, and stakeholders' suggestions are responded to through the QR code of the contact platform.	

Actual Action	Goals and Objectives	1. Energy saving, carbon reduction and greenhouse gas management - Replace high-energy-consuming equipment and give priority to purchasing high-efficiency and low-energy-consuming products - Conduct regular greenhouse gas inventory and third-party verification in accordance with ISO 14064-1 2. Water resource management - Promote the recycling and reuse of process water - Establish pollution prevention and response mechanisms 3. Waste management - Follow the Waste Disposal Law to implement classified disposal - Promote source waste reduction and recycling - Strengthen total quantity control and compliance audits 4. Risks and opportunities - Identify environmental considerations - Establish improvement goals and keep tracking - Improve major environmental issues.
	Specific actions	Passed management system certification : • ISO 14001 Environmental Management System • - ISO 50001 Energy Management System • - ISO 46001 Water Resource Efficiency Management System • - ISO 14064-1 Greenhouse Gas Inventory Operation Implementation results in 2024 : • 4 internal audits • 10 customer audits.
	Effectiveness Assessment	• Convene the Occupational Safety, Health, Energy and Water Resources Management Committee meetings every quarter "Integrate promotion and tracking of action progress" • Hold management system performance review meetings at least once a year • All management systems have completed third-party verification • In 2024, the chemical operations of East Plant 3 will be strengthened and trained, see [2.4.3 Legal Compliance]

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Our Environmental policies and commitments

To fulfill its commitment to environmental responsibility, OSE focuses on the following five action directions based on the GRI guidelines and TCFD framework to systematically promote sustainable governance and risk control :

Action Direction	Environmental Commitment
1. Policy commitment and continuous improvement	We follow international standards such as ISO 14001 and ISO 14064-1 to continuously improve our environmental management system and execution.
2. Due diligence and risk prevention	Introduce a cross-departmental collaboration mechanism to systematically identify environmental risks, develop preventive measures, and reduce operational impact risks.
3. Complaint and Response Mechanism	Establish a diversified complaint and communication platform to ensure that stakeholders' environmental concerns can be addressed promptly and incorporated into the company's decision-making process.
4. Energy saving, carbon reduction and resource management	Through the ISO management system (14001, 50001, 46001), we promote equipment replacement, water recycling and process optimization to improve resource efficiency and reduce carbon emissions.
5. Climate change response and information disclosure	Identify climate risks and opportunities based on the TCFD framework, incorporate them into operational strategies and planning, and strengthen climate adaptation and corporate resilience.

ISO 14001:2015 Environmental Management System Certificate



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3.2 Climate change and greenhouse gas management

GRI 2-23 、 2-24 、 2-25 、 3-3

Major Theme Management Policy

In response to global climate change and the challenges of achieving net-zero transformation, OSE promotes climate management mechanisms aligned with the TCFD framework. The company integrates climate-related risks and opportunities into its operational strategies and continuously enhances organizational resilience and carbon reduction initiatives to advance toward low-carbon transformation goals.

Impact	<p>The intensification of global warming has resulted in more frequent climate anomalies and extreme weather events, posing both direct risks and indirect challenges to industrial operations. In response to domestic net-zero policies and the global trend toward carbon reduction, OSE has integrated climate change management into its corporate business strategy. Through the Corporate Governance and Sustainability Committee, OSE has established short-, medium-, and long-term improvement targets and management plans, actively implemented greenhouse gas inventories and reduction initiatives, minimized operational impacts, and contributed to protecting the earth's ecology.</p>		
Management Mechanism	policy	<p>OSE upholds "Integrity & Sustainability" as the core values of our company. We are committed to pollution prevention, enhancing energy efficiency, and creating a healthy and safe environment to fulfill our corporate social responsibility for sustainable development.</p> <p>Policy disclosure link:Environmental Sustainability</p>	
	promise	<p>Core Commitment</p> <p>Comply with regulations: Follow regulations related to greenhouse gas inventory, verification and registration.</p> <p>Energy-saving actions: Promote the replacement of old equipment with new ones, introduce energy-saving facilities and use renewable energy.</p> <p>Sustainability advocacy: Strengthen education and training on energy conservation and carbon reduction, and promote sustainable living practices.</p> <p>Pollution control: Continuously improve energy conservation and waste reduction efficiency and protect natural resources.</p>	
	responsibility	Environmental Team of the ESG Committee	
	resource	OSE continues to invest human, financial and technical resources to promote energy conservation. The investment in energy conservation projects in 2024 reached NT \$ 23,490,000 , which will be used for plant energy usage assessment, key equipment upgrades and maintenance improvements.	
	Complaint mechanism	<p>Contact us through emails, phone calls, meetings, suggestion boxes, etc.</p> <p>Internal compliant e-mail: 580@ose.com.tw</p> <p>Internal compliant hotline: 07-3613131 ext. 68885</p> <p>External compliant e-mail: csr@ose.com.tw</p> <p>External compliant hotline : 07-3613131 ext. 68558</p>	



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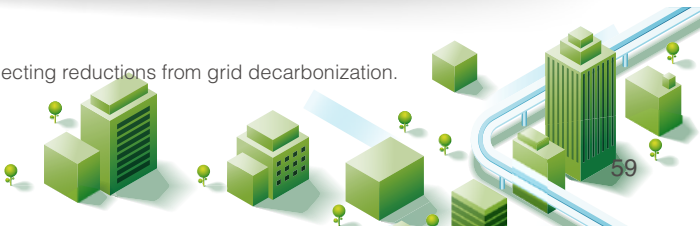
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Major Theme Management Policy

Implements	Goals and objectives	Key items	Strategy	Measures	2024 Target	2024 Implement	2025 Target
		low carbon energy	Improve energy efficiency	Energy saving rate that more than the annual power demand ^(Note 1)	3.10%	3.40%	-
				The electricity saving ratio achieved by implementing the energy-saving and carbon-reduction plan (equivalent to 1% of the electricity demand in 2025)	-	-	1%
				Number of plants upgraded to BERS Level 1 ^(Note 1)			Plan for medium to long term
			Use of renewable energy	% of self-generated solar energy compared to total energy consumption	0.31%	0.38%	0.32%
				Procurement of renewable energy as a percentage of usage target (2022 as base year)	-	-	2.4%
				% of procured renewable energy compared to total energy consumption ^(Note 1)	0.88%	0.87%	-
		greenhouse gas management	greenhouse gas reduction	Coverage rate of plant GHG emission verification	100%	100%	100%
				Decrease in GHG emissions intensity compared to the baseline year	0.20%	6.30%	18% ^{Note2}
				Absolute reduction in scope 1 and 2 GHG emissions	1.80%	4.40%	18.80%
	Specific action	In response to climate change risks and energy management goals, OSE continues to promote the following specific actions: <ul style="list-style-type: none">Implementation of relevant actions in Category 2 includes replacing obsolete equipment, improving energy efficiency and introducing renewable energy (green energy) applications.Promote high-efficiency energy-saving equipment replacement and operation improvement projects to enhance the overall energy resource utilization efficiency of the factory.					
Effectiveness assessment	To ensure the effective implementation of climate and energy management policies, OSE regularly conducts audits and tracks management outcomes: <ul style="list-style-type: none">Legal Audits: A total of 12 operational regulatory compliance audits were completed in 2024.Committee Meetings: The Occupational Safety, Health, Energy, and Water Resources Management Committee convenes quarterly (4 times per year). Additionally, review meetings are held three times each for energy, water resources, and environmental safety and health issues.Implementation Results: There are four annual management plans in total. Two plans have been completed, and the other two are ongoing. The overall compliance rate is 100%, with a target achievement rate of 50%.						

Note 1: Some indicators were removed from key annual tracking due to shifts in policy direction and management priorities. Deletions have been noted accordingly.

Note 2: The 2025 reduction target of 18.8% is based on the electricity carbon emission factor (0.424 kg CO₂e/kWh) published by the Ministry of Economic Affairs, reflecting reductions from grid decarbonization.





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3.2.1 Climate Change Related Financial Framework Disclosure (TCFD) GRI 201-2 、TCFD

As climate change causes increasingly frequent extreme weather events, companies face growing pressure to identify, manage, and disclose related risks. OSE adopts the TCFD framework to establish a climate management system covering four key areas: Governance, Strategy, Risk Management, and Metrics and Targets. This framework is aligned with questions C1 to C15 (the C-FD module) of the CDP questionnaire, using TCFD as the core to ensure that disclosures are systematic, transparent, and comparable.

Governance	Strategy	Risk Management		Metrics & Targets	
<ul style="list-style-type: none">Establish an ESG Committee as the top decision-making body for climate governance, reporting progress and performance to the Board of Directors annually.The Committee is supported by an ESG Integration Team that coordinates five major ESG task forces, regularly monitors implementation progress, and strengthens organizational collaboration and accountability.Develop a vertical reporting and response framework to enhance transparency and agility in managing climate	<ul style="list-style-type: none">Integrate climate issues into medium- and long-term operational strategies, identifying potential impact timelines: short-term (1–3 years), medium-term (3–10 years), and long-term (10+ years).Collaborate cross-departmentally to identify risks and opportunities, embedding these insights into resource allocation and operational decisions.Proactively comply with domestic regulations (e.g., Climate Change Response Act, Carbon Fee Acts) and align with global carbon reduction trends.	<ul style="list-style-type: none">OSE has established a climate risk and opportunity assessment process that covers the following four stages :		<ul style="list-style-type: none">Conduct greenhouse gas inventories across all plants following ISO 14064-1:2018, with third-party verification completed.Set reduction goals based on 2021 baseline:18.8% reduction in total Scope 1 and 2 carbon emissions by 20251.2% reduction in emission intensity (carbon emissions per output value)Plan to implement a shadow carbon price to internalize climate risks and align investment and operational decisions.Build a Category 3 emissions data platform to enhance supply chain greenhouse gas management and data transparency.	
		Evaluation Steps			illustrate
		1. Topic collection and screening	Based on operational characteristics, climate policy and external trends, we select highly relevant topics as the basis for identification.		
		2. Unit training and inventory	Carry out internal education and training to strengthen departments' understanding and ability to predict the impacts and potential impacts of climate issues.		
		3. Materiality analysis and financial assessment	Based on the degree of impact and duration, major risks/opportunities are identified and incorporated into scenario assessments.		
		4. High-level review and decision-making management	After review and confirmation by senior management and the sustainability team, it will be incorporated into the company's overall risk governance structure.		
		The results of the climate risk identification are translated into departmental action plans, including equipment adaptation, infrastructure resilience enhancement, and supply chain climate risk monitoring. These plans are also disclosed concurrently on the CDP platform.			

Note: This table is structured according to the four key dimensions of the TCFD framework. Its content also aligns with the critical requirements of questions C1 to C15 in the CDP questionnaire (C-FD module), covering governance involvement, risk identification processes, and carbon reduction target setting. This alignment aims to strengthen information consistency and improve external stakeholders' understanding.

OSE adopts the TCFD framework as its core guideline, integrating governance structures, financial resilience, and risk management practices to enhance the company's stable operations and sustainable competitiveness amid climate challenges. The process of identifying and managing climate risks is fully embedded within the company's overall risk management system and is evaluated alongside financial, operational, and information security risks. After each business unit conducts an annual climate risk inventory, the Risk Management and Sustainability Team consolidates and coordinates the findings, presenting them for quarterly committee review. This ensures that climate-related issues are formally integrated into decision-making processes with a structured, ongoing, and forward-looking approach.

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Key Climate Risk Identification and Adaptation Strategies

Based on the TCFD framework, OSE has developed response measures addressing both physical and transition risks, aligned with measurable indicators and medium- to long-term targets. The following transformation action plan and strategy serve as concrete practices and evaluation criteria for managing climate-related risks and opportunities.

Climate-related risk issues		Potential impact on OSE	Impact on the process	Adapt management strategies
Physical risk	Extreme weather events (typhoons, floods, heavy rainfall, etc.) will increase in severity and frequency	Equipment damage from strong winds or heavy rainfall, as well as water shortages caused by turbidity in water sources, have led to factory shutdowns, service interruptions, and production line stoppages. These disruptions have negatively impacted revenue performance and hindered the achievement of operational goals.	Short, Medium, Long	<ul style="list-style-type: none">Established a water truck supply contract and backup mechanism.Central 3rd Factory (HQ) uses wastewater and RO water recycling systems; the third phase is under evaluation.Jing 3rd Factory (AT) equipped with RO water recycling; B3F wastewater recycling system completed and operational by early 2025.Cooperate with local water suppliers for emergency water purchases.Invested in water-saving equipment.Exchange knowledge and countermeasures with peers.
	Changes in rainfall patterns and extreme climate events	Water shortages or abnormal droughts may restrict water supply for production, leading to limited capacity, interruptions, and revenue losses.	Short, Medium, Long	<ul style="list-style-type: none">Established a water truck supply contract and backup mechanism.Central 3rd Factory (HQ) uses wastewater and RO water recycling systems; the third phase is under evaluation.Jing 3rd Factory (AT) equipped with RO water recycling; B3F wastewater recycling system completed and operational by early 2025.Cooperate with local water suppliers for emergency water purchases.Invested in water-saving equipment.Exchange knowledge and countermeasures with peers.
Policy and regulatory risks	Renewable energy regulations and increasing demand	According to the Renewable Energy Development Act, OSE is required to establish a renewable energy generation capacity of 1,627 kW. However, due to site constraints, achieving this statutory installation target is challenging. To comply with regulations and meet customers' green electricity demands, the company must purchase additional green electricity certificates. This approach may increase capital expenditures and operating costs, thereby adding pressure to the company's carbon management efforts.	Mid-term (3-10ears)	<ul style="list-style-type: none">East Plant 3 renewable energy capacity: 435 kW (self-generated and used).Purchased 1,400,000 kWh of green electricity certificates by 2024.Plans to purchase 4,000,000 kWh of green electricity certificates by 2025.



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Key Climate Risk Identification and Adaptation Strategies

	Climate-related risk issues	Potential impact on OSE	Impact on the process	Adapt management strategies
Policy and regulatory risks	Carbon pricing	<p>With the formal implementation of the Climate Change Response Act, the government will introduce the carbon fee system starting in 2024. OSE's total carbon emissions have surpassed 25,000 tons of CO₂e, exceeding the reporting threshold. As a result, the company is expected to incur obligations to pay carbon fees, leading to increased operating costs.</p> <p>Furthermore, as domestic and international carbon policies and supply chain carbon reduction requirements tighten, OSE may also need to purchase carbon credits or respond to customers' internal carbon pricing assessments. These factors will further increase the pressure and financial risks associated with carbon management.</p>	short term (1-3 years)	<ul style="list-style-type: none"> Establish an ESG Committee to set climate change management goals and implement the ISO 50001 energy management system. Develop a self-reduction plan combined with energy-saving and carbon-reduction improvement initiatives to actively address carbon risks. Set energy conservation and carbon reduction targets for 2025, aiming for an 18.8% reduction from the base year and a 1.2% decrease in emissions intensity (carbon per output value). Continue management improvement programs, including: <ul style="list-style-type: none"> - Replacement of cooling tower fins at Jing 3rd Factory (AT) (Project code: S-202404). - Replacement of cooling tower fins at Central 3rd Factory (HQ) (Project code: S-202405). Introduce shadow carbon pricing assessments as an internal tool to support decision-making prior to the official implementation of the carbon fee.
	Strengthening emissions reporting obligations	<p>According to the Climate Change Response Act, companies with annual carbon emissions exceeding 25,000 metric tons of CO₂e must complete annual emission registration and undergo third-party verification. OSE's Central 3rd Factory (HQ) and Jing 3rd Factory (AT) have been included in this requirement since 2023. Failure to comply with timely reporting may result in fines, thereby increasing operational risks and compliance costs.</p> <p>Additionally, the Financial Supervisory Commission introduced the "Sustainable Development Roadmap for Listed Companies" in 2023. This roadmap mandates a phased promotion of carbon inventory based on paid-in capital, requiring all listed companies to complete their carbon inventory by 2027 and obtain third-party verification by 2029. Consequently, corporate management costs and disclosure obligations will rise concurrently.</p>	short term (1-3 years)	<ul style="list-style-type: none"> Implement climate change management goals as disclosed in the ESG report. Follow the company's ISO-AB-0006 greenhouse gas inventory and reporting management procedures. Issue reminder notices on the 25th of each month and conduct supervisory audits on the previous month's environmental safety, sanitation, energy, and water management before the 15th of the following month. Conduct annual carbon inventory operations and complete third-party verification by June each year. From 2026 onwards, voluntarily report carbon reduction performance every April. Commence mandatory carbon fee reporting every May starting in 2025. Publish the annual report and sustainability report each year to update and disclose relevant information. Collect monthly data, evaluate improvements, and confirm annual compliance as required by competent authorities, customers, and other stakeholders to meet their expectations.
Market	Changing customer preferences	In green product design, customers require that all materials and sources comply with international environmental standards such as RoHS, REACH, and conflict-free minerals. This increases OSE's costs for raw material selection and verification. Failure to meet these requirements may negatively impact order volumes and lead to a decline in revenue.	Mid-term (3-10 years)	<ul style="list-style-type: none"> Conduct RoHS and conflict minerals investigations as required by customers and provide timely feedback. Require material suppliers to annually submit declarations confirming compliance with REACH regulations and the absence of conflict minerals. If any materials fail to meet these requirements, proactively recommend customers to replace them with compliant alternatives.
Technology	Demand for low-carbon products and services	Currently, customer and market inquiries regarding OSE's sustainability efforts remain largely suggestive. However, as global brands actively respond to climate change, it is imperative for OSE to continuously monitor and align with evolving customer and market expectations. Failure to meet these demands may result in reduced order volumes and negatively impact revenue.	Mid-term (3-10 years)	<ul style="list-style-type: none"> Currently, customers and the market mainly provide advisory inquiries regarding OSE's sustainability efforts. However, leading global brands place significant emphasis on climate change and are continuously investing in related initiatives. Going forward, OSE must closely monitor and adapt to these evolving sustainability requirements to maintain order stability and avoid revenue decline. To meet future demands, OSE will progressively adjust production equipment and processes toward low-carbon operations, replacing high-emission equipment to enhance carbon management and strengthen operational resilience.

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Key Climate Conference Issues and Adaptation Strategies

To evaluate the potential impact of climate change on OSE's medium- and long-term operational resilience, the company employs scenario analysis categorized by timeframes—short-term (1-3 years), medium-term (3-10 years), and long-term (over 10 years). This systematic assessment integrates policy and regulatory trends, energy usage patterns, and shifts in market demand. By cross-analyzing various climate-related risks and opportunities, OSE identifies potential financial and operational impacts, which serve as a foundation for sustainable strategy development and effective resource allocation.

Climate-related conference topics		potential impact on OSE	Impact on the process	Adapt management strategies
Resource utilization efficiency	Energy efficiency improvements	OSE processes are highly dependent on electricity, accounting for about 60% of total energy use. Improving energy efficiency can reduce electricity bills and operating costs, and mitigate risks related to power supply stability caused by climate change.	Mid-term (3-10 years)	<ul style="list-style-type: none">• Save more than 1% of electricity to improve energy efficiency• Replace high-efficiency motors and LED lighting• Optimize operating parameters of air compressors and chillers• Continue promoting equipment replacement and identifying highenergy consumption equipment
	More sustainable buildings	Failure to adopt high-efficiency building designs could result in missed opportunities to reduce carbon emissions and electricity costs, potentially facing regulatory and tax disadvantages.	Mid-term (3-10 years)	<ul style="list-style-type: none">• Plan for energy-efficient buildings and integrated design (Diamond Plan)• Strengthen natural lighting and ventilation planning to reduce air conditioning load
Energy source	Use low carbon energy	If the company fails to gradually introduce low-carbon energy, it will face increased carbon fees and tighter energy policies in the future, affecting operating costs and power supply stability.	Mid-term (3-10 years)	<ul style="list-style-type: none">• Built self-use solar power generation equipment (435 kW) during 2021-2023• Expect self-generation and consumption to reach 1.4 million kWh in 2024• Solar power generation to reach 4 million kWh by 2025• Develop renewable energy certificate procurement and carbon rights strategies
Products and services	Develop or expand low-carbon products and services	If the company fails to develop low-carbon or circular products in a timely manner, it may lose customer orders and market competitiveness. Conversely, actively pursuing such transformations can generate new revenue streams and strengthen the brand's reputation.	long (10 years or more)	Future Product Design Directions for Low-Carbon and Circular Economy Initiatives: <ol style="list-style-type: none">1. Develop products that incorporate low-carbon, energy-saving, and recycled materials aligned with ESG principles.2. Integrate recycled materials and eco-friendly packaging, accompanied by life cycle assessments (LCA) to evaluate environmental impact.3. Enhance collaboration with customers for green product co-creation and actively promote the transformation toward a sustainable green supply chain.





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3.2.2 Greenhouse Gas Management GRI 305-1~4 | TC-SC-110a.1

OSE has completed the 2024 greenhouse gas inventory and will undergo external verification of ISO 14064-1:2018 in June 2025.

- Scope 1 emissions: 465.0945 metric tons CO₂e, a 65.92% reduction compared with the base year (2021), mainly due to equipment replacement and improved exhaust control.
- Scope 2 emissions: 77,092.6031 metric tons CO₂e, a 6.83% reduction compared with the base year (2021), mainly due to energy conservation and renewable energy adoption.
- Scope 3 emissions: 77,557.6976 metric tons CO₂e, accounting for 99.40% of total emissions.
- ◆ Carbon intensity per revenue unit: 4.76 metric tons CO₂e per NT\$1 million, a 9.65% decrease from the base year (2021), meeting the 2024 carbon reduction target.
- ◆ Starting in 2021, OSE has gradually included additional Scope 3 categories, such as employee commuting, business travel, outsourced logistics, and waste disposal. In 2024, Scope 3 total emissions amounted to 61,937.2486 metric tons CO₂e.

In 2024, OSE updated several emission factors and category classifications, incorporating new items such as renewable energy usage in the inventory.

That year, the company implemented eight energy-saving and carbon-reduction initiatives to strengthen carbon management and organizational resilience. For more details, please refer to section 3.2.4 Reduction and Results.

Greenhouse Gas Emissions and Emission Intensity

Item \ year	2022	2023	2024
Category 1(tonCO ₂ e) ^{Note 1}	227.4976	588.5115	465.0945
Category 2(tons of CO ₂ e) ^{Note 2}	82,564.4162	83,815.0850	77,092.6031
Category 1 + Category 2(tons of CO ₂ e)	82,791.9136	84,403.5965	77,557.6976
Emission intensity ^{note 3} (tons CO ₂ e /million NT dollars)	5.33	5.06	4.76
Category 3 (tons CO ₂ e)	2,753,033.4807 ^{Note 4}	56,411.4185 ^{Note 4}	61,937.2486 ^{Note 4}

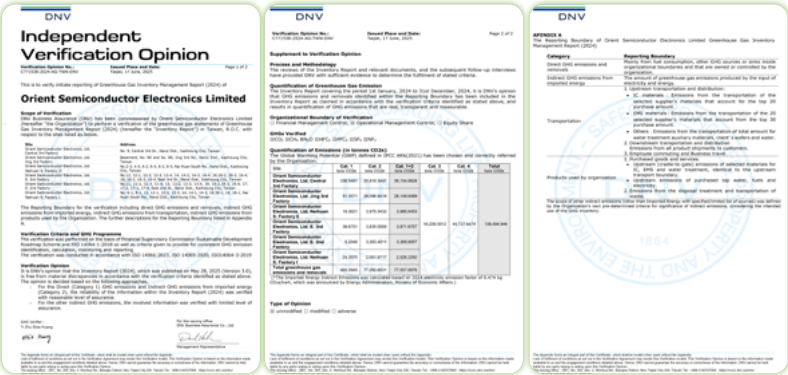
Note 1.The greenhouse gas emissions calculation follows a control approach. The calculation method uses activity data multiplied by emission factors and GWP values (emission factors referenced from the announcements of the Environmental Protection Administration). GWP values are cited from the IPCC Sixth Assessment Report (2021). Greenhouse gases include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

Note 2.Electricity emission factors are based on the annual grid emission coefficient published by the Bureau of Energy.

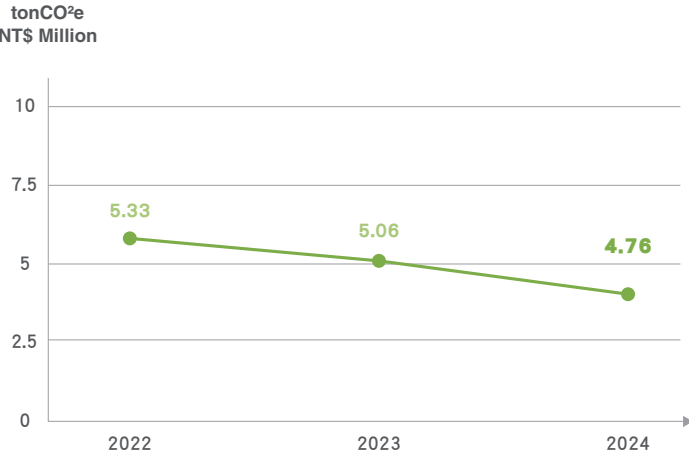
Note 3.Carbon intensity = (Scope 1 emissions + Scope 2 emissions) ÷ annual revenue (NT\$ million).

Note 4.The increase in Scope 3 emissions in 2023–2024 was mainly due to differences in freight emission factors associated with Substrate 2.4.1 outsourced logistics.

2024 Carbon Emissions Third-Party Verification Certificate



Greenhouse Gas Emission Intensity



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3.2.3 Energy Management GRI 302-1~3、TC-SC-130a.1

Energy Use

Since 2022, OSE has implemented the ISO 50001:2018 Energy Management System, with third-party verification obtained for the Central 3rd Factory and Jing 3rd Factory, and has continued expanding to other manufacturing sites.

In 2024, total energy consumption was 593,478.05 GJ, representing a 3.05% decrease from 2023, primarily due to reduced electricity purchases. Energy intensity was 36.46 GJ per million revenue, a 0.59% reduction from 2023, reflecting enhanced energy efficiency while maintaining stable operations.

Renewable Energy Introduction and Outlook

In 2024, self-generated solar power contributed 2,222.99 GJ, with total renewable energy usage reaching 5,104.93 GJ, equivalent to 1.23% of total energy consumption. Moving forward, Huatai will expand renewable energy capacity in line with site conditions, continuing to optimize its energy mix and progress toward low-carbon operations.

OSE Energy Use Scenarios (2021–2024)

Project	Unit ^{note 1}	2021年	2022年	2023年	2024年
Purchased electricity	Spend	164,822,459.00	166,796,800.00	169,666,164	162,642,623
	GJ	593,360.85	600,468.48	610,798.19	585,513.44
Gasoline	liter	6,610.26	3,725.55	2,781.85	2,578.03
	GJ	215.88	121.67	90.69	84.04
Diesel fuel	liter	50,906.53	26,907.95	18,577.77	15,744.88
	GJ	1,790.42	946.37	653.39	552.65
Self-generating solar energy	Spend	-	-	175,776.30	617,498.51
	GJ	-	-	632.79	2222.99
Renewable Energy	Spend	-	-	-	1,418,037
	GJ	-	-	-	5,104.93
Total energy consumption	GJ	595,502.31	601,997.37	612,175.06	593,478.05
Energy Intensity ^{Note 2}	GJ / NT\$ million	37.34	38.73	36.68	36.46

Note 1:Electricity heat conversion: 1 kWh = 0.0036 GJ.

Note 2:Gasoline heat conversion: 1 liter = 0.0326 GJ.

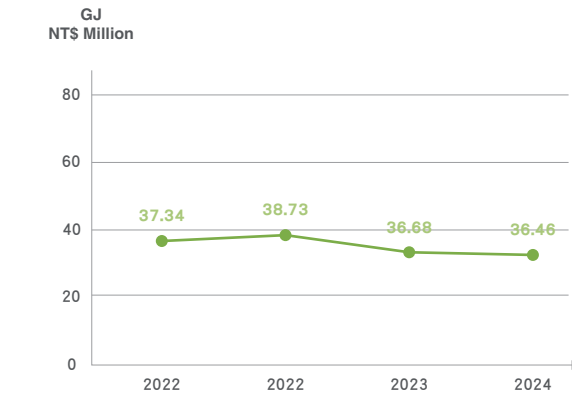
Note 3:Diesel heat conversion: 1 liter = 0.0351 GJ.

Note 4:Energy intensity = Total energy consumption (purchased electricity + gasoline + diesel + self-generated solar energy + renewable energy) / annual revenue (million NTD).

ISO 50001:2018 Energy Management System Certificate



OSE energy intensity



Note: Energy intensity calculation covers all energy types used within OSE, including electricity, gasoline and diesel usage statistics.



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3.2.4 Volume Reduction Actions and Results GRI 302-4、305-5

OSE recognizes the impact of climate change on business operations and is committed to reducing the environmental footprint of its activities. Using 2021 as the base year, OSE set the following greenhouse gas (GHG) reduction targets to be achieved by 2024:

- Achieve an annual electricity saving rate greater than 3.1% of electricity demand.
- Reduce Scope 1 and Scope 2 emissions by 1.8%compared to the base year.
- Lower GHG emission intensity by 0.2%compared to the base year.

Since 2020, OSE has implemented energy-saving and carbon-reduction initiatives through four main measures:

- Optimize equipment operating hours to reduce idle energy consumption of utilities.
- Replace outdated equipment to improve overall energy efficiency.
- Install solar facilities to increase the share of renewable energy.
- Purchase green electricity and obtain renewable energy certificates to strengthen the low-carbon energy structure.

In 2024, a total of eight energy-saving projects were completed, with a total investment of approximately NTD 23.49 million. These projects achieved cumulative electricity savings of about 4,784,352 kWh. Based on the emission factor for 2024 announced by the Energy Administration, MOEA (0.474 kg CO₂e/kWh), the savings equate to a reduction of 2,267.78 metric tons of CO₂e emissions.

Detailed results are presented in “Overview of the 2024 Energy Saving and Carbon Reduction Project Action Results.”

Overview of the 2024 Energy Saving and Carbon Reduction Project Action Results

Plan Category	Year of program implementation	Energy saving action plan description	Annual energy saving performance ^{note} (kWh)	Carbon reduction amount (tons CO ₂ e)
Lighting system	2024	Replace local fluorescent lamps with LED fluorescent lamps (Phase 9)	80,784.0	38.2916
	2024	Lighting Replacement Program - Phase 3	104,400.0	49.4856
	2024	Lighting equipment replacement	90,845.0	43.0605
Ice water host	2024	Replace the old chiller	2,004,480.0	950.1235
Ice water host system	2024	Shut down all chilled water pumps in low flow and high temperature differential mode.	1,272,800.0	603.3072
	2024	AT-RF cooling tower fin replacement	405,388.8	192.1543
	2024	HQ-RF cooling tower fin replacement	654,860.2	310.4037
	2024	Update of cooling fins of cooling tower of Neihuan South Plant 1	170,794.0	80.9564
total			4,784,352	2,267.7828

Note: Energy saving performance was estimated based on equipment specifications and operating hours.

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3.2.5 CDP GRI 2-28、201-2

The 2024 CDP report covers OSE's governance structure, identification of climate risks and opportunities, greenhouse gas inventory (Scopes 1 to 3), carbon reduction target setting, and energy management actions. It addresses the C-FD, C2, C3, C6, and C11 modules of the CDP questionnaire, aligned with the four key dimensions of the TCFD framework—governance, strategy, risk management, and metrics & targets. The report also emphasizes information consistency, internal and external communication, and preparation for the carbon fee system under Taiwan's Climate Change Response Act.

In 2024, OSE participated in the following disclosure categories and received the corresponding ratings:

CDP facets	2024 Rating	Rating Implications
Climate Change	C-level	Awareness
Water Security	C-level	Awareness

To enhance disclosure quality and rating performance, OSE has organized the Risk Management and Sustainability Development Team to integrate questionnaire data, strengthen cross-department collaboration, improve data verification processes, and introduce financial measurement initiatives. Starting in 2025, OSE aims to upgrade to a Management (B) level rating and gradually build a climate response system with quantitative capabilities and adaptive resilience.

2024 CDP Questionnaire Highlights

C1 (Governance)	The Corporate Governance and Sustainability Committee and the Risk Management and Sustainability Group, authorized by the Board, oversee climate risk governance, conduct annual reviews, and regularly report to the Board of Directors.
C2–C3 (Risk and Strategy)	Identification and disclosure of entity and transition risks, with evaluation of potential mid- to long-term financial impacts and adaptive strategies proposed.
C4–C6 (Emissions and Targets)	Completion of Scope 1 and 2 greenhouse gas inventories with third-party verification; Scope 3 emissions inventory is being expanded gradually based on materiality principles.
C11 (Carbon Pricing)	Planning phase underway, to support future investment decisions and energy-saving benefit analysis.
C15 (Statement)	The Risk Management and Sustainability Development Team leads reporting efforts, involving ESG core units and initiating departmental data verification processes.

※This chapter also forms the foundation for subsequent rating upgrades, supporting the goal of achieving a Class B management rating in the coming year.



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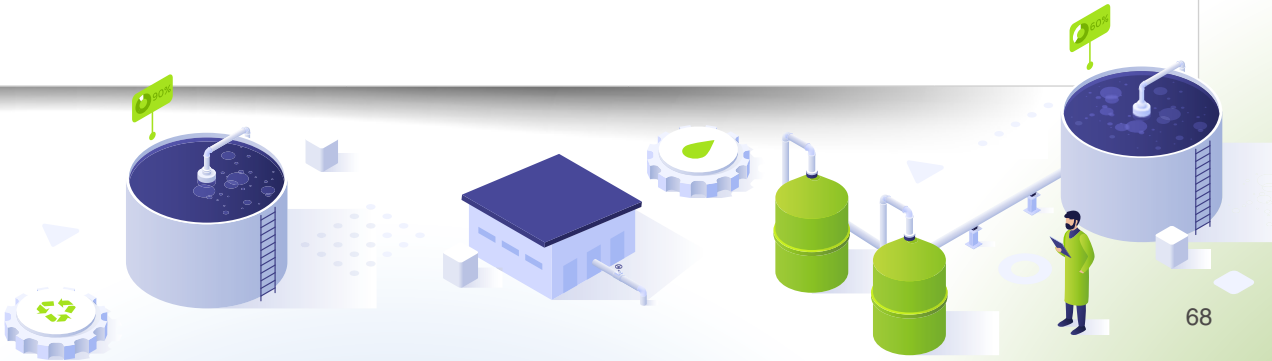
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3.3 water resource management GRI 2-23、2-24、2-25、3-3、303-1~5 | TC-SC-140a.1

Water resources are an important basic resource for corporate operations. In response to climate change and regional water resource pressure, OSE has formulated water conservation policies, optimized water management, and actively introduced reuse measures to improve overall water efficiency, reduce total water consumption and operational risks, and move towards water resource sustainability.

Major Theme Management Policy

Impact	Faced with climate change and regional water resource allocation pressure, the manufacturing industry is increasingly dependent on stable water supply. OSE actively promotes water efficiency and reuse strategies to reduce the impact of water restrictions or sudden water outages on production line operations and strengthen overall operational resilience and competitiveness.	
Management Mechanism	policy	The company's water resource management policy focuses on the three core elements of "promoting water-saving processes, expanding recycling and reuse, and efficient water management" to build an efficient and sustainable water use model and reduce overall water resource consumption.
	promise	<ul style="list-style-type: none">Continuously improve the efficiency of water resource utilization and reduce the total amount of water withdrawal and discharge year by year.Actively increase the proportion of recycled water and strengthen the water recycling mechanism.Strengthen the monitoring and management of discharged water to ensure that water quality exceeds regulatory standards.
	responsibility	Facility Department, Risk Management Department
	resource	<ul style="list-style-type: none">We regularly discuss recycling technology and process improvement plans with our partners and introduce innovative water treatment solutions.Actively observe and learn from peers' water-saving measures and equipment applications, and introduce best practices to enhance water-saving performance.Strengthen personnel education and training.
	Compliant mechanism	Contact us through email, phone calls, meetings, suggestion boxes, etc. Internal compliant email: 580@ose.com.tw Internal compliant hotline: 07-3613131 ext. 68885 External compliant email: csr@ose.com.tw External compliant hotline : 07-3613131 ext. 68558





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Major Theme Management Policy

Implements	Goals and objectives	Strategy	Measures	2024 Target	2024 Implement	2025 Target
		Water resources management	Decrease in water intake compared to the baseline year (amount of water/revenue in millions of NTD)	11.10%	20.20%	16.40%
			Decrease in wastewater compared to the baseline year	27.00%	26.00%	29.00%
			Wastewater recycling rate (water recycling from production / water consumption + water recycling from production)	32.00%	31.00%	34.00%
		Prevention and technology development	Primary indicators of water pollution exceed regulatory standards	60.00%	77.00%	60.00%
	Specific action	To enhance water resource management efficiency, OSE has implemented the ISO 46001 Water Efficiency Management System, enabling systematic oversight of water use and resource utilization. On the infrastructure side, OSE's Central 3rd Factory (HQ) has completed the second phase of its wastewater recycling system and is actively evaluating plans for a third phase to further increase water recycling and utilization efficiency. Additionally, OSE's Jing 3rd Factory (AT) is set to commence construction of its grinding wastewater recycling system by the end of 2024. This initiative will also strengthen self-monitoring of discharged water to maintain stable water quality in compliance with regulatory standards.				
	Effectiveness assessment	OSE conducts monthly legal audits and tracks water resource management performance to ensure compliance with environmental laws and internal standards. Regular quarterly meetings of the ESG Committee and the Environmental Safety, Health, Energy, and Water Management Committee review progress and effectiveness related to water resources and environmental health and safety matters. Additionally, an annual Water Resources Management System Review Meeting is held to evaluate overall system effectiveness and goal achievement, ensuring alignment with sustainable development objectives while promoting both resource recycling and environmental protection.				

3.3.1 Efficient Management of Water Resources

In recent years, climate anomalies have intensified, increasing the risk of water shortages. Efficient water resource management has become critical for maintaining operational stability and fulfilling corporate sustainability responsibilities. To address this, OSE introduced the ISO 46001:2019 Water Resource Efficiency Management System in 2022 and has successfully passed third-party verification. This system enables systematic water use identification, risk analysis, and management planning to ensure efficient water use and resource control.

Following recognition by the Water Resources Agency in 2022 with the "Water Conservation Guidance Improvement Award Unit (Industrial Group Special Excellence)," OSE continues to strengthen system promotion and on-site application. Key focus areas for 2024 include :

- Enhancing the recycling rate of process wastewater and strengthening reuse capabilities at Central 3rd Factory (HQ) and Jing 3rd Factory (AT);
- Activating continuous wall seepage and water flow monitoring management;
- Expanding recycled water use within plant areas to reduce reliance on external water supply;
- Continuing independent water-saving initiatives within factories to improve overall water resource management resilience.

Through the dual-track advancement of management systems and technological innovation, OSE effectively implements water resource efficiency in daily operations, demonstrating a concrete commitment to environmental sustainability.

ISO 46001:2019 Water Resources Efficiency Management System Certificate



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3.3.2 Water resources Structure and Stress Area

OSE's water supply primarily comes from tap water sourced from Fengshan Reservoir and Nanhua Reservoir, complemented by continuous wall seepage water collected and recycled onsite. This water is mainly used for wafer grinding, cutting, molding, cleaning, and other process-related activities, as well as for employee daily living needs.

According to the PwC audit, total water intake in 2024 was 1,289.56 million liters, representing a 10.32% decrease compared to 1,437.90 million liters in 2023. While continuous wall seepage water usage increased by 19.9% year-over-year due to higher production capacity, OSE actively promoted water reuse initiatives, including the expansion of the recycling system at Central 3rd Factory (HQ) and ongoing water conservation efforts within the facilities.

Reveal project		Unit	2022	2023	2024
Water intake	Third-party water (tap water)	million liters	1,159.45	1,390.14	1,246.05
	Others (continuous wall seepage water)		40.18	40.56	21.76
	Others (water tank truck)		0	7.2	2.0
	Total water intake		1,199.63	1,437.90	1,269.81
Drainage			862.97	1,057.63	931.71
Water consumption			336.66	380.27	338.09

Note 1: Water intake is all from fresh water (≤ 1,000mg/L Total dissolved solids). Tap water data is calculated based on the annual water bill; diaphragm wall drainage data is based on meter readings.

Note 2: Drainage is incorporated into government management based on facility location then discharged after being processed by sewage treatment plant.

Note 3: The amount of "Drainage Discharge" is wastewater operating data; wastewater discharge category belongs to "Other" (> 1,000mg/L Total dissolved solids), and wastewater is not used by other organizations.

In addition, OSE utilized the World Resources Institute (WRI) Aqueduct Water Risk Atlas to assess water stress levels at each operational site. The assessment results indicate that the overall water risk in the areas where OSE's factories are located is categorized as medium to low risk. Nevertheless, the company remains highly attentive to potential water resource challenges and continues to adopt a proactive, preventive management approach to mitigate any operational impacts arising from water-related risks.



Note: Results of water resource risk assessment based on WRI Aqueduct Water Risk Atlas (query date: 2025.04)

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3.3.3 Water Pollution Prevention and Control

The wastewater generated by OSE is primarily collected and sent to the Kaohsiung Nanzi Science and Technology Industrial Park for centralized treatment and discharge. In 2024, the quality of the discharged water complied fully with regulatory standards, with all pollutant indicators remaining below legal limits. This reflects the company's commitment to environmental responsibility and effective pollution prevention.

OSE's wastewater quality monitoring results (2022–2024)

Water quality project	2022	2023	2024	Management standards
COD (mg/L)	27	14	18.6	<80
SS (mg/L)	7.3	7.2	3.6	<25
Hydrogen ion concentration	7.9	8.1	8.1	6~9
Copper (mg/L)	0.154	0.362	0.048	<1.5

The grinding wastewater recovery systems introduced at the Central 3rd Factory and Jing 3rd Factory enhance water resource reuse efficiency through systematic treatment processes, supporting the realization of a circular economy.

3.3.4 Water Recycling and Reuse

OSE has implemented the ISO 46001 Water Efficiency Management System and continuously promotes water conservation and reuse across all factories to improve water use efficiency and reduce reliance on external water supplies.

In 2024, Jing 3rd Factory (AT) completed the installation of a grinding wastewater recycling facility, which is expected to become operational in 2025. Since the Central 3rd Factory (HQ) began operations in 2021, annual water savings have reached 91.25 million liters, earning recognition from the Water Resources Agency of the Ministry of Economic Affairs. Moving forward, OSE will continue to optimize process water usage, advance water recycling initiatives, and strive for sustainable water management.

Achievements in recycling and reusing grinding wastewater

Years	Water saving measures	Plan description	Water ^{note} (million liters/year)
2024	Wastewater recycling	Central 3rd Factory (HQ) grinding wastewater recycling system planning, providing produced water to the pure water system	91.250

Note: The amount of water saved was estimated based on the average daily recovery volume.

Central 3rd Factory (HQ)



Jing 3rd Factory (AT)



The image shows the grinding wastewater recycling system facilities installed at the Central 3rd Factory (HQ) and Jing 3rd Factory (AT). Through systematic treatment, these facilities effectively enhance water reuse efficiency and support the implementation of a circular economy.

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3.4 Waste Management

GRI 306-1~5、TC-SC-150a.1

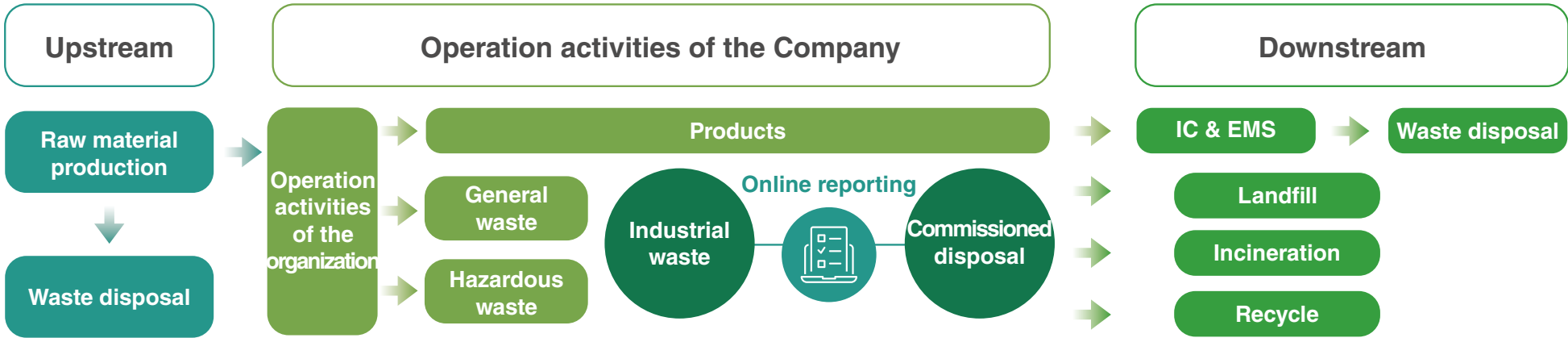
3.4.1 Waste Impact Management

OSE is committed to waste reduction and resource recycling by setting short- and medium-term management targets. The company aims to enhance waste classification, recycling, and treatment efficiency through institutionalized management. For 2024, the general waste recycling rate target is set above 36.7%, with a goal to increase to 37% by 2030.

In 2024, the total waste disposal volume was 2,471.2 metric tons, representing a decrease of approximately 2.5% from 2023, mainly due to a slight reduction in production scale. Waste is categorized into general (non-hazardous) waste and hazardous industrial waste based on its nature:

- General waste (including general garbage, sludge, water fertilizer, waste rubber strips, etc.) accounts for about 94% of total waste, with a recycling rate of 43.3%.
- Hazardous waste (mainly mixed hardware waste and hazardous sludge) accounts for approximately 6%, with a recycling rate of 9.6%.

OSE continues to promote waste recycling and reduction initiatives to improve overall resource reuse efficiency.



Waste Treatment Mechanism and Outsourcing Management

In accordance with the Waste Disposal Act and internal operating standards, OSE implements waste classification and collection and entrusts qualified operators with removal and disposal. Formal contracts are signed with removal companies, and waste is collected regularly according to output volume. On-site audits of removal companies are conducted at least annually to verify legal compliance and management practices in storage, treatment, and recycling processes. Records of these audits are maintained to ensure traceability and control over removal operations.

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List of general waste treatment methods (2022-2024)

Details	Processing method	Amount of waste processed (tons)		
		2022	2023	2024
General garbage(D-0299)	Incineration (non-energy recovery)	689.4	581.3	523.8
Waste tape (D-0299-0208)	Incineration (non-energy recovery)	153.9	127.9	108.5
Waste chemicals (D-2399)	Incineration (non-energy recovery)	0	0.3	5.5
Waste wipes (D-0899)	Incineration (non-energy recovery)	0	0	0
Waste electroplating filter element (D-0299)	Incineration (non-energy recovery)	1.2	0.9	1.1
General sludge (D-0902)	Heat treatment	353.9	434.2	440.9
Waste lubricating oil (D-1703)	Heat treatment	0	0	0
Waste glass(D-0499)	Physical handling	0	0	1.3
Waste silica sand (D-0499)	Physical handling	0	0	1.8
Plastic can (D-1999)	Physical handling	0.6	0.8	0.6
Dump and excreta (D-0104)	Off-site waste (sewage) water treatment	282.9	309.0	225.1
Waste which is announced that should be recycled or reused (Category R)	Announcement for reuse	780.2	896.6	770.2
Food waste (R-0106)	Announcement for reuse	55.0	43.4	58.0
Empty plastic waste barrel (D-2399)	Washing treatment	0.3	1.9	1.5

List of Hazardous Waste Disposal Methods (2022-2024)

Details	Processing method	Amount of waste processed (tons)		
		2022	2023	2024
Waste plastic empty barrel (c-0301.c-0201.c-0202)	Washing treatment	6.2	4.7	5.4
Waste alkali (C-0201)	Chemical treatment	0	0	0.009
Waste acid (C-0202)	Chemical treatment	0	0.310	0.375
Waste solvent/ink (C-0301)	Incineration (non-energy recovery)	0	6.7	7.7
Scrap mixed hardware (E-0217)	Physical handling	87.1	80.6	69.4
Circuit board scrap (E-0221)	Physical handling	54.7	38.4	46.6
Waste hazardous sludge (A-8801)	Announcement for reuse	26.0	6.6	13.7

Total waste disposal volume (2022-2024)

Item \ Year	2022	2023	2024
General waste disposal volume	2,317.4	2,396.3	2,328.0
Hazardous waste disposal volume	174.0	137.3	143.2
Total waste disposal	2,491.4	2,533.6	2,471.2

Note 1: All waste was disposed of by qualified cleaning companies .

Note 2 : The waste data was obtained through the contract signed with the outsourcer or the waste declaration information to government .



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3.4.2 Waste Reduction Measures

OSE continues to promote waste reduction and reuse at the source, strengthens pollution prevention and resource recycling management, and implements a sustainable vision aligned with circular economy and net-zero transformation.

Reduction and Reuse List

Reduction items	Key measures	Implement measures	Corresponding standards
Reduction measures	Process source control	Optimize process technology and equipment efficiency to reduce raw material loss Control process parameters to reduce waste output	GRI 306-2
	Regulatory Compliance and Classification Management	Classification, storage and treatment in accordance with the Waste Disposal Law and other regulations Establish a traceable recycling process to ensure compliance and responsibility	GRI 2-24 GRI 2-25
	Employee behavior advocacy and education promotion	Implement reduction and classification action plan Implement full staff training to improve correct classification and behavioral awareness	GRI 2-23
Recycling plan	Recycling of waste rubber strips instead of coal (D-0299 → R-0201)	Evaluate the feasibility of using it as a renewable fuel after treatment to reduce carbon emissions from power generation and create circular value	GRI 306-4
	Recycling entrustment	Find partners with recycling capabilities Direct high-potential waste into the recycling process	GRI 306-4
	Continue to expand the assessment program	Inventory of waste properties and recycling value Incorporate dual management goals of carbon emissions and resource recycling	GRI 306-2 GRI 306-4 GRI 3-3

The above key measures are expected to be gradually introduced from 2025. OSE will continue to conduct rolling assessments, expand applicable projects, and enhance the effectiveness of waste reduction management and the use of recycled resources.

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Chapter 4 Supply Chain and Product Management

Sustainable Performance and Corresponding SDGs

OSE actively implements sustainable supply chain management aligned with SDG 12: Sustainable Consumption and Production Patterns and SDG 16: Institutional Justice and Peace. Through local procurement, supplier audits, and system verification, OSE strengthens supply chain resilience and responsible governance to uphold its commitment to a sustainable value chain.

SDGs	SDG specific goals	2024 years sustainable performance
SDG 12	Sustainable consumption and production patterns	<ul style="list-style-type: none"> Local procurement proportion: Semiconductor Centers (IC center) approx. 18.87%, Electronic Manufacturing Service Center (EMS center) approx. 57.55% Received "Green Procurement Quality Manufacturer Appreciation Certificate" from Kaohsiung City Government Completed multiple quality management certifications (ISO 9001, IATF 16949, ISO 13485, AS 9100)
SDG 16	Institutional Justice and Peace	<ul style="list-style-type: none"> Completed Responsible Business Alliance (RBA) audits on 11 suppliers, achieving a 100% review rate RBA verification found zero missing items with a 100% completion rate

4.1 Sustainable supply chain

GRI 204-1、308-1、308-2、414-1、414-2

Under the situation of increasing global sustainability trends and industrial chain pressure, the robustness and responsible governance of the supply chain have become key aspects of corporate sustainable operations. OSE continues to implement important management actions for multi-level industrial supply chains. In addition to continuously optimizing costs and quality, and improving suppliers' sustainable behavior and performance, it also actively introduces ESG risk perspectives to build a sustainable supply chain that takes into account integrity, environmental protection, and social impact.

OSE builds a forward-looking supply chain management system based on international standards and regulatory requirements, and promotes the inclusion of sustainable issues such as human rights, environment, safety and health into the high-risk supplier identification. In response to rising global sustainability demands and increasing pressure on industrial supply chains, OSE prioritizes robust and responsible supply chain governance as a key component of sustainable operations. Beyond optimizing cost and quality, OSE actively fosters sustainable behavior and performance among suppliers by integrating ESG risk factors—such as integrity, environmental protection, and social responsibility—into its supply chain management.

OSE has established a forward-looking supply chain management system aligned with international standards and regulations. This system incorporates sustainability considerations, including human rights, environmental impact, and occupational safety and health, into the identification and risk assessment of high-risk suppliers. Continuous tracking and management of supplier ESG performance strengthen the resilience and sustainable value of the entire supply chain.





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4.1.1 Sustainable Supply Chain Management

Supplier Sustainability Management Standards

OSE recognizes that sustainable supply chain management is critical to long-term business success. Beyond ensuring product quality and delivery efficiency, OSE actively promotes responsible governance within its supply chain through several key measures :

- Adoption of Responsible Business Alliance (RBA) standards
- Use of the RBA Sustainability Risk Questionnaire and On-site Audits
- Implementation of a supplier tracking and improvement mechanism for addressing non-compliance
- Building supplier ESG capabilities via targeted education and training

OSE aligns its Supplier Code of Conduct with global initiatives such as the United Nations Global Compact (UNGC), Universal Declaration of Human Rights (UDHR), and SA8000 Social Responsibility Standard. This code covers human rights, labor conditions, environmental protection, and business ethics, aiming to foster a value chain grounded in ethics and responsibility. The code applies to suppliers, their subsidiaries, contractors, and partners.

Prior to contract signing, OSE clearly communicates cooperation rules, schedules, and risks to suppliers, while contract terms specify obligations, payment terms, and penalties to ensure fairness and transparency.

Supplier Environmental and Social Risk Identification

OSE performs regulatory compliance checks for all new and existing suppliers during qualification, including :

- Review of test reports and Safety Data Sheets (SDS)
- Guarantees on absence of hazardous substances
- ICP reports analyzing hazardous substances

Through collaboration between quality assurance and related departments, OSE ensures supplier adherence to environmental and safety regulations, strengthening the supply chain's ability to identify and mitigate sustainability risks.



OSE Supplier Code of Conduct

4.1.2 Conflict Minerals Management

(TC-SC-440a.1)

Definition and Scope "Conflict minerals" refer to metal minerals sourced from regions with armed conflict and human rights violations, primarily including gold (Au), tin (Sn), tantalum (Ta), and tungsten (W) from the Democratic Republic of the Congo and surrounding countries. These are commonly used in electronics manufacturing. Commitment and Policy As a responsible global enterprise, OSE commits to not using substandard metals from conflict-affected smelters and integrates this into supplier management.

Key action principles include

- Compliance with international and regional regulations prohibiting conflict minerals.
- Conducting due diligence on supply chains for metals including Au, Ta, Sn, W, cobalt (Co), and mica, following the OECD Due Diligence Guidance or equivalent frameworks.
- Requiring suppliers to sign declarations confirming no use of hazardous substances and sourcing only from Responsible Minerals Initiative (RMI)-certified smelters/refiners.
- Encouraging suppliers to ensure their upstream partners adhere to the same standards, avoiding any support—direct or indirect—of armed conflict or human rights abuses.





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4.1.3 Local Procurement

Strategy and Benefits To improve supply chain resilience and fulfill corporate social responsibility, OSE promotes local procurement to reduce carbon emissions and operational risks by shortening transportation distances and times, while supporting regional economic development.

2024 Procurement Overview The total number of cooperative suppliers reached 1,198 in 2024 :

- Electronic Manufacturing Service Center (EMS Center): Local procurement ratios have steadily increased, reflecting stronger domestic customer engagement and local partnerships.
- Semiconductor Centers (IC Center): Local procurement has slightly declined due to reliance on imported key raw materials. OSE aims to boost alternatives and expand local supplier cooperation to enhance supply chain resilience.

Key Supplier Identification and Management

OSE identified 62 key suppliers through a comprehensive risk assessment considering:

- Supply availability and substitutability
- Price volatility and regulatory risks
- Brand sensitivity and reputational impact

Key raw materials include PCB, IC, substrates, lead frames , wires, DAF/epoxy, compounds, capacitors, etc. These suppliers are treated as strategic partners to ensure product development stability and sustainable supply chain management through close collaboration.

Supplier type	Number in 2023	Purchase amount in 2023	Number in 2024	Purchase amount in 2024
key suppliers	61	5,046,014	62	4,734,919
Other suppliers	1,091	2,151,393	1,136	1,597,721
total	1,152	7,197,407	1,198	6,332,640

Proportion of local procurement by suppliers

Center	Local Purchase Percentage ^{note1}		
	2022	2023	2024
Semiconductor Centers (IC centers)	30.99%	26.86%	18.87%
Electronic Manufacturing Service Center (EMS center)	38.48%	40.78%	57.55%

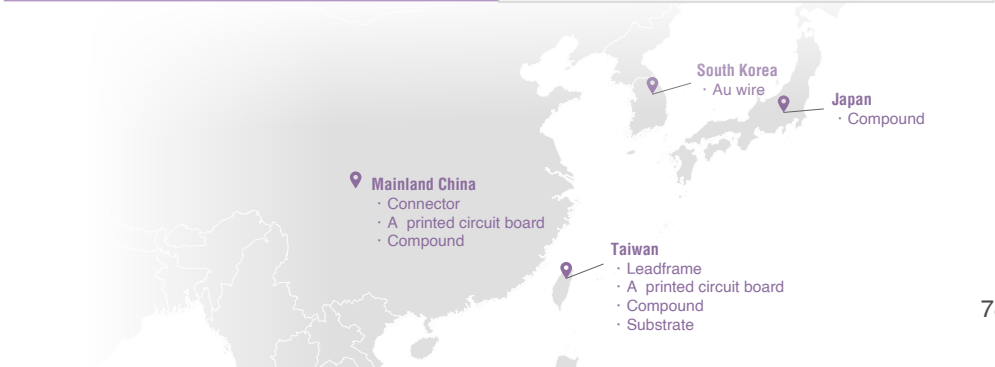
Note 1: "Local procurement ratio" refers to the ratio of the local raw material purchase amount to the total raw material purchase amount.

Note 2: "Local procurement" includes raw materials purchased from suppliers in Taiwan (including manufacturers who act as purchasing agents).

Note 3: Starting from 2024, the total purchase amount will be calculated uniformly by the finance department based on domestic and foreign procurement basic data, and the calculation method of the local procurement rate will be adjusted simultaneously. The 2022-2023 ratios have been revised retroactively to ensure the consistency of disclosure. The original disclosed data is: 46.64% for IC center and 75.31% for EMS center in 2022; 46.33% for IC center and 80.60% for EMS center in 2023.

Supplier geographical distribution

Main raw material details	Supply area
A printed circuit board	Mainland China, Taiwan, United States
Connector	Chinese mainland
Au wire	South Korea
Compound	Mainland China, Japan, Taiwan
Leadframe	Taiwan
Substrate	Mainland China, Taiwan



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4.1.4 New Supplier Management

GRI 2-6 、 2-27 、 308-1 、 414-1

To ensure the quality of suppliers and controllable sustainability risks, OSE has established a rigorous new supplier selection system. From qualification review, on-site inspections to regular performance evaluations, all of them are centered on supplier integrity and environmental compliance, creating a long-term and stable cooperative relationship based on open and fair principles.

New suppliers need to submit documents below

Supplier basic information	RBA Pledge
test report, safety data sheet and ICP report	Declaration of non-use of hazardous substances
Declaration of non-use of hazardous substances	Declaration of Conformity for Honest and Code of Conduct

New Supplier Management Protocols

OSE conducts a comprehensive review of potential suppliers based on six key aspects, referencing relevant international standards and certifications :

- Possession of environmental and occupational safety certifications such as ISO 14001, ISO 45001, IECQ QC 080000
- Quality certifications (e.g., ISO 9001, IATF 16949)
- Evaluation of price competitiveness, delivery reliability, technical capabilities, and service quality
- Overall quality level
- On-site inspection and audit

On-site inspection and audit

A "Supplier Selection Team" comprising representatives from procurement, supplier quality management, and other departments performs on-site inspections and interviews with potential suppliers. The audit focuses on:

- Compliance with environmental laws and regulations
- Process capability and stability
- Labor conditions and respect for human rights
- Integrity management policies
- Adherence to OSE's "No Hazardous Substances Policy" and corporate social responsibility standards

Prerequisites for becoming a qualified supplier

- Suppliers must complete the following procedures before being added to the qualified supplier list:
- Pass the written review confirming basic company information, quality, environmental, and safety compliance
- Pass the on-site audit evaluating process stability and occupational safety and health conditions
- Suppliers of special processes or key materials must undergo additional product verification and technical testing

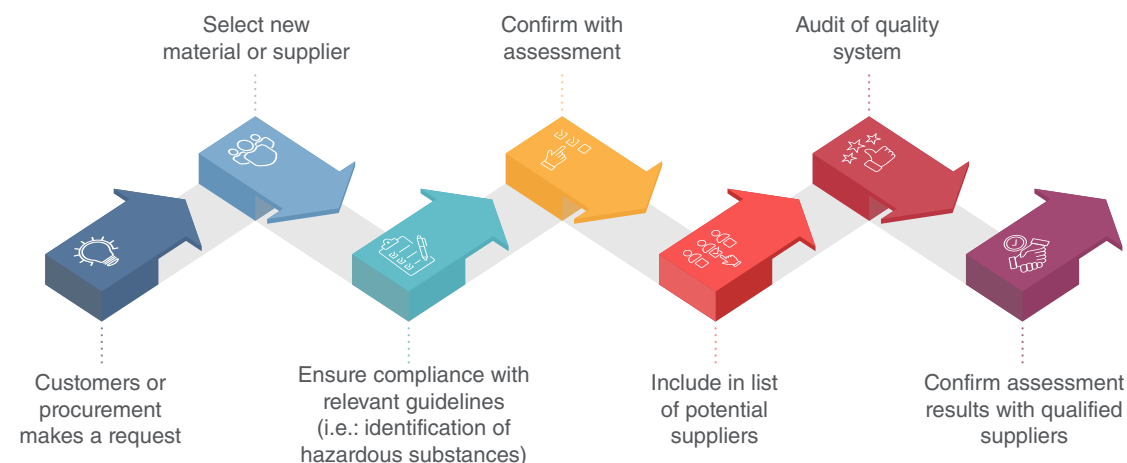
Implementation results in 2024

- Number of new suppliers reviewed or audited: 45
- All new suppliers provided signed "Declaration of Non-Use of Hazardous Substances" and "RBA Pledge"

This supplier management system is integrated with the supplier carbon inventory and recycling cooperation

mechanisms to promote green procurement, support carbon reduction transformation, and strengthen the supply chain's sustainable responsibility.

New suppliers need to submit documents below





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4.1.5 Qualified Supplier Audit Mechanism

To enhance the resilience and sustainability of its supply chain, OSE has implemented an annual audit and guidance system for qualified suppliers. Audits are conducted using flexible methods such as on-site inspections or written confirmations, tailored to the supplier's risk profile and cooperation characteristics. These audits ensure that suppliers operate in compliance with sustainable supply chain standards and corporate responsibility requirements.

1. Audit principles and basis

- OSE has established an internal audit system and scoring mechanism aligned with the Responsible Business Alliance (RBA) Code of Conduct and other relevant international standards.
- A dual approach is employed, combining questionnaire assessments and on-site audits. The choice of assessment method depends on the supplier's type and associated cooperation risks.
- Audit results are integrated into the supplier management system, influencing supplier qualification status and serving as a reference for future collaboration decisions.

2. Annual Audit Results (2022-2024)

year	Center	Number of questionnaires	Number of on-site audits	total	Number of improvements not made within the deadline	Pass rate
2022	IC	28	1	29	0	100%
	EMS	12	4	16	0	100%
2023	IC	0	10	10	0	100%
	EMS	0	10	10	0	100%
2024	IC	1	10	11	0	100%
	EMS	0	11	11	0	100%

Note: OSE's supplier qualification rate has consistently reached 100% over the years, reflecting the stable compliance of suppliers with sustainability standards. Concurrently, we are increasing the proportion of on-site audits to enhance the screening process and further improve the effectiveness and resilience of our sustainable supply chain through concrete actions.

3. Common Defect Types and Improvement Tracking

- Common deficiencies include incomplete work process documentation, unwritten systems, incomplete record forms, and unclear management responsibilities. All identified issues were corrected within the stipulated deadlines, and no suppliers terminated cooperation as a result.
- These deficiency types are systematically categorized and recorded in the internal improvement database to serve as a foundation for future education, training, and system enhancements.

4. Continue to strengthen action

- The scope and frequency of audits on high-risk suppliers have expanded annually.
- Integration of questionnaire and on-site assessment results improves data consistency and traceability.
- Preventive guidance and re-education mechanisms for common deficiencies are established to promote supplier system maturity.
- Differentiated audit intensity is applied to key cooperative manufacturers, enhancing management efficiency and optimizing resource allocation.

Sustainability Assessment and Excellent Supplier Selection

OSE implements a sustainable supplier rating system, conducting comprehensive ESG (environmental, social, and governance) assessments and providing coaching to suppliers to improve risk management capabilities.

Results of the 2024 Excellent Supplier Selection:

- Semiconductor Centers (IC Center): 32 suppliers
- Electronic Manufacturing Service Center (EMS Center): 30 suppliers

This system serves both as an incentive and a supervisory mechanism, promoting supply chain stability and enhancing sustainable competitiveness.

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Diversified procurement strategies and supply chain risk management

To mitigate risks from raw material price fluctuations and supply disruptions, OSE actively pursues the following strategies: :

- 1.Establishing a supplier diversity management system
- 2.Developing alternative materials and maintaining reserve material stocks
- 3.Promoting non-exclusive second sourcing for raw materials

Additionally, long-term or potential suppliers who fail to meet OSE's sustainability policy requirements are included in cooperation risk assessments to ensure overall supply stability and operational resilience.

OSE supplier assessment

Item	Assessment	Item	Assessment
1	Quality system	5	Quality record
2	Document control	6	Check
3	Supplier management	7	Control of defective products
4	Inspection and testing	8	Process control



Supplier Assessment Score Level Description

Average rating (%)	Hazard-free management (%)	New supplier
>80%	> =85%	Listed as a qualified supplier and available for trading
80% ~ 70%	> =85%	Only if the conditions are met and the improvements are made, they will be included in the qualified tradable list.
<7 0%	< 85%	Unqualified
New supplier audit: all improvement measures must be completed before re-auditing (If failing our verification more than 3 times, the supplier will not be allowed to apply again .)		

Average rating (%)	Hazard-free management (%)	Annual supplier audit
<8 0%	< 85%	Unqualified
Annual supplier audit: If the supplier fails more than 3 times, the supplier must be removed from the qualified list		



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4.1.6 Sustainable supply chain management performance in 2024

1. Identification of key suppliers and selection of sustainable partners

- OSE conducts a comprehensive assessment of suppliers based on supply risks, using the following criteria for key supplier identification:
 - Supply availability and ease of substitution
 - Price volatility and regulatory compliance risks
 - Brand image and reputation sensitivity

Following the evaluation in 2024, OSE selected 62 suppliers as sustainable partners:

- Semiconductor Centers (IC Center): 32 suppliers
- Electronic Manufacturing Service Center (EMS Center): 30 suppliers

The company publicly recognized these outstanding suppliers at the annual supplier conference to honor their achievements in sustainability performance and cooperative contributions.

2. 2024 OSE Supplier Conference



※ The design of this event emphasizes both communication and recognition, enhancing suppliers' sense of identity and commitment to sustainability through tangible awards and interactive engagement.

3. Promoting Benefits and Prospects

- Improve suppliers' sustainable governance capabilities and system maturity.
- Strengthen the risk control capabilities and resilience of key suppliers.
- Establish mutually beneficial partnerships to support OSE's ESG policy implementation.
- Continue fostering a positive cooperative culture through an open, transparent, and fair evaluation and reward system.

Awarded as an Outstanding Green Procurement Manufacturer



In 2024, OSE was honored with the “Outstanding Green Procurement Manufacturer” award by the Kaohsiung City Government (KCG), recognizing its significant achievements in promoting sustainable procurement and fostering green supply chains.



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4.2 Customer relationship management GRI 418-1

OSE continuously strengthens product quality, optimizes internal operational processes, and enhances customer service communication to improve customer satisfaction and trust. Through effective collection, tracking, and response mechanisms for customer feedback and demands, OSE ensures rapid responses and continuous improvements, thereby deepening long-term partnerships.

Upholding the core values of Integrity, Innovation, Proactiveness, and Empathy, OSE places great importance on contract integrity and confidentiality obligations. The company consistently promotes product and service innovation while maintaining stable performance in product quality, service delivery, timeliness, and response efficiency.

Classification	project	illustrate
Impact	front	OSE continuously strengthens product quality, optimizes internal operating procedures and customer service training, and improves customer satisfaction and trust stability. These efforts consolidate customer partnerships and enhance corporate reputation. Through signing confidentiality agreements and implementing robust internal information security measures, OSE effectively protects customer data privacy and business secrets.
	Negative	Failure to promptly grasp customer demands and market trends may lead to loss of orders, which could negatively impact OSE's revenue and long-term partnerships.
Management Mechanism	policy	OSE is committed to establishing long-term, stable, and mutually trusting partnerships with customers. The company not only provides high-quality products and services but also proactively monitors changes in customer needs, maintaining open communication and transparency.
	promise	Guided by the core values of Integrity, Innovation, Proactiveness, and Empathy, OSE adheres to business ethics and contractual terms without concealment or misleading behavior. The company continuously innovates its products and services to provide optimal solutions that meet customer needs, sharing both risks and outcomes with its customers.
	responsibility	Business center and related units
	resource	OSE promotes high-quality customer service and conducts annual satisfaction surveys for major customers. Survey results are consolidated and reviewed in management meetings for ongoing follow-up and improvements.
	Grievance mechanism	OSE attaches great importance to customers' opinions and feedback as the basis for our improvement. We collect suggestions from target customers on our performance in various aspects through questionnaires or interviews. Contact number: 07-3613131 ext.68900 E-mail: info@ose.com.tw
Actual Action	Goals and Evaluation	OSE evaluates customer satisfaction via surveys targeting the top 10 FMCs, top 10 LICs, and top 10 EMSs, covering six key aspects: quality, delivery timeliness, material substitution flexibility, responsiveness, production capacity flexibility, and technical support. The target for 2024 is an average satisfaction score exceeding 4 out of 5.
	Planned Action	1. The business center and service unit will regularly conduct real-time satisfaction surveys, record abnormal feedback, and monitor service cases. 2. The quality assurance unit will analyze customer complaints, assign responsibility, and initiate PDCA (Plan-Do-Check-Act) corrective processes. 3. Customer complaint data will be reviewed in management meetings to ensure continuous improvement and prevent recurrence. 4. When customers indicate that materials do not meet regulatory requirements, OSE will clearly explain the restrictions and suggest alternatives.
	Effectiveness Assessment	1. The average customer satisfaction rating in 2024 exceeded 4 out of 5, reflecting a positive overall relationship. 2. The customer feedback and tracking mechanism operate smoothly, continuously deepening trust and partnership.



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4.2.1 Customer communication

OSE is customer-centric, delivering competitive packaging, testing, and electronic manufacturing services through process innovation, information technology applications, and flexible production capabilities. We strengthen communication and trust with key domestic and international customers via multiple platforms.

Drive quality improvement with customer feedback

OSE highly values customer voices, considering satisfaction surveys and communication channels as crucial drivers for quality enhancement and service optimization. Through regular interactions and feedback collection, we stay attuned to customer needs, continuously improving technology, delivery schedules, and service integration to boost competitiveness in the global market.

Competitiveness.

OSE has established a comprehensive complaint handling process to ensure that all customer feedback is promptly addressed, improving service quality and preventing recurrence of issues.

Satisfaction Survey and 2024 Performance Outcomes

OSE conducts annual satisfaction surveys with major customers, covering six key evaluation areas :

• Quality	• Responsiveness
• Delivery	• Capacity Flexibility
• Materials Management	• New Product Introduction and Manufacturing Technology



In 2024, the interviewed customers include:

Top 10 FMC customers

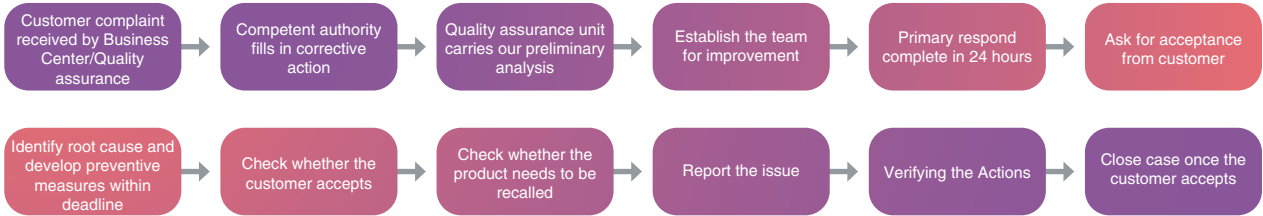
Top 10 LIC customers

Top 12 EMS customers

These customers represent over 80% of OSE's turnover. The average satisfaction score across all six categories exceeded 4 out of 5, meeting annual targets and demonstrating strong recognition of OSE's product and service quality by major customers.

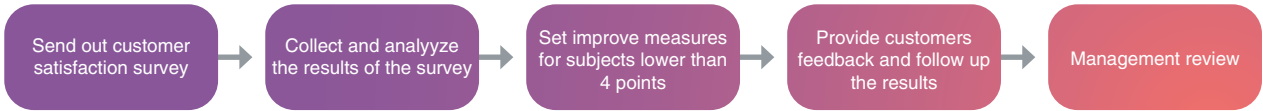
Customer complaint handling process

Upon receiving a customer complaint or anomaly report, the responsible unit promptly initiates tracking and response. Temporary resolution is completed within 24 hours, followed by a thorough root cause analysis and implementation of corrective improvements based on the findings.



Customer satisfaction survey process

OSE's commitment to continuously improving customer relationships, enhancing communication responsiveness, and practicing the PDCA (Plan-Do-Check-Act) cycle is a key focus highlighted in the "Customer Relationship Management" section of the ESG report.





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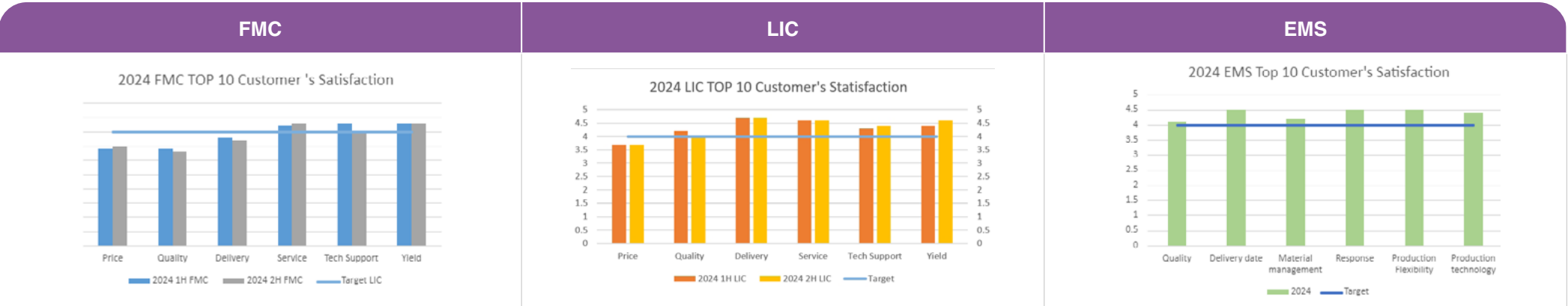
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Customer Satisfaction of OSEFMC, LIC, and EMS



OSE remains closely aligned with customer requirements by continuously improving management policies, promoting customer-centric integrated workflows, optimizing processing procedures, and enhancing communication. These efforts aim to collaborate with customers to minimize various impacts effectively.

4.2.2 Management policies for maintaining customer relationships

OSE upholds the service philosophy of "Customers First", continuously optimizing service processes and management systems. From enhancing process flexibility and delivery speed to integrating the entire value chain, OSE provides comprehensive support and is dedicated to being a long-term, trusted partner for its customers.

Management Principles	Practice and Instructions
Customers first	Establish responsive customer service and exception handling mechanisms, emphasize problem tracing and root cause analysis to strengthen trust and satisfaction.
Customized manufacturing process	Gain deep understanding of customer product requirements, offer diversified solutions, and improve process stability and delivery efficiency.
One-stop service	Integrate manufacturing, logistics, and supply chain resources to provide seamless one-stop support, enhancing convenience in collaboration.
Flexible production	Enhance small- and medium-volume flexible manufacturing capabilities to address diverse customer needs while improving resilience and delivery competitiveness.
Value chain integration	Promote digital transformation by implementing process management systems such as BPR, LMS, MES, and WMS to improve transparency and operational efficiency.

4.2.3 Customer privacy and confidentiality

To ensure sustainable operations, OSE regards the protection of customer information and privacy as a fundamental corporate responsibility. Only through long-term trust and cooperation can business stability and sustainable growth be achieved. °

Management	Practice and Instructions
Confidentiality Agreement Signed	All customers sign Non-Disclosure Agreements (NDAs) to safeguard transaction information and business confidentiality.
Permission Control	Information access is authorized strictly according to job responsibilities and managed through internal information system operation procedures.
Institutionalized management	Document control procedures and confidential information management policies are established to ensure robust information protection.
Architecture Setup	A comprehensive information security framework is in place to protect company and customer systems, data, and equipment assets.
Performance indicators	In 2024, OSE reported zero incidents related to customer privacy infringement.



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4.3 Product quality and safety

4.3.1 Product layout

OSE specializes in semiconductor and electronic manufacturing services, continually expanding its portfolio of high value-added products and application markets, while strengthening its global presence and operational resilience.

- Semiconductor Centers (IC Center): Focus on flash memory, CSP, BGA, and Flip Chip packaging technologies; expanding into 5G, AI, Internet of Things (IoT), and electric vehicle applications; investing in the development of third-generation semiconductor processes.
- Electronic Manufacturing Service Center (EMS Center): Operates a dual-track production model, providing flexible and integrated services to enhance customer cost-effectiveness and competitiveness.
- Cross-Departmental Integration: Engages server application customers, bridges semiconductor and EMS services, and broadens both product depth and market reach.
- Digital Transformation: Drives automation and smart manufacturing initiatives to continuously optimize product structure and production efficiency, adapting to global industrial shifts.

Important uses and production processes of major products

Group	Semiconductor group	Electronics manufacturing services group
Major applications	Mainly provides IC packaging for various commercial products, such as as computers, communications, the internet, consumer electronics, electronics for vehicles, telecommunications, industrial use controllers, and digital cameras.	Mainly provides IC packaging for various commercial products, such as computers, communications, the internet, consumer electronics, electronics for vehicles, telecommunications, industrial use controllers, and digital cameras.
Product manufacturing process	Electronics manufacturing process: Parts Processing → SMT Assembly → Component Insertion → Automated Soldering → Automated Cleaning and Drying → Testing → Casing Assembly → Testing → Packing → Shipping	Electronics manufacturing process: Parts Processing → SMT Assembly → Component Insertion → Automated Soldering → Automated Cleaning and Drying → Testing → Casing Assembly → Testing → Packing → Shipping

Note: Nearly 100% of OSE products were produced in own factories .

Production value table for the last two years

Unit: Thousand pieces / NT\$1,000

Major Products	2022		2023		2024	
	Capacity	Yield	output value	Capacity	Yield	output value
Integrated Circuit	1,001,552	7,315,914	938,488	7,292,490	807,971	6,325,087
EMS	120,156	5,320,245	93,885	5,195,376	64,209	6,583,090
other	561,133	684,444	492,242	706,929	455,933	743,313
total	1,682,841	13,320,603	1,524,615	13,194,795	1,328,113	13,651,490

Annual output value trend chart

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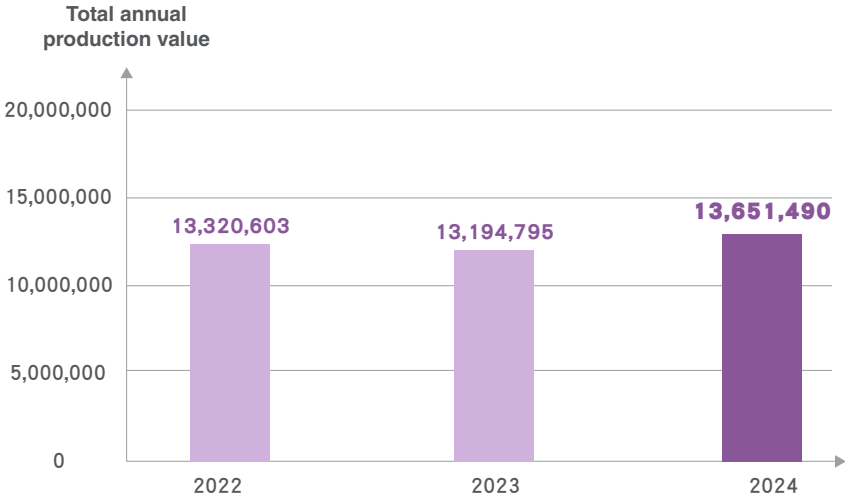
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Annual output value trend chart



The production value in 2024 reached NT\$13,651,490,000, marking three consecutive years of strong high-end performance and demonstrating both operational resilience and sustained market demand.

Successfully developed technologies or products

Semiconductor Centers (IC centers)	Electronic Manufacturing Service Center (EMS center)
<ol style="list-style-type: none"> 1. Ultra-thin wearable memory devices have been validated and introduced into mass production. 2. Development and verification of high heat dissipation packages have been completed. 3. eUFS 4.X products have passed verification and entered mass production. 4. Verification of recovered gold wire has been successfully completed. 5. DDR5 for Flip Chip verification has been finalized. 	<ol style="list-style-type: none"> 1. Complied with government policies and successfully completed the satellite launch mission. 2. Process technologies meeting manufacturing standards beyond IPC Class 3 have entered mass production and are applied in industries such as oil exploration and aerospace satellites. 3. Developed and implemented automation on the SSD production line, and introduced OEM production for the full range of DDR products.

4.3.2 Product quality management GRI 416-1、416-2 | TC-SC-410a.1

Quality management system establishment

Stable product quality is fundamental to the company's long-term operation and customer trust. OSE fully implements internationally recognized quality management standards to build a robust quality system foundation, including:

- ISO 9001 (Quality Management)
- ISO 13485 (Medical Devices Quality)
- IATF 16949 (Automotive Industry Quality)
- AS 9100 (Aerospace Quality)

Based on these standards, a comprehensive quality manual is maintained, with regular internal and external audits and management reviews conducted to continually enhance quality policies and performance outcomes.

Process control and continuous improvement

Focusing on timely delivery and product quality, OSE employs multiple quality control tests and automated equipment across the production process to ensure:

- Multi-stage quality assurance testing and process audits to prevent defects from progressing to subsequent stages.
- Use of automation to reduce manual dependency, enhancing consistency and efficiency.
- Encouragement of R&D and manufacturing innovation to improve yield and increase customer satisfaction.



Additionally, collaboration with Total Quality Management (TQM) initiatives and ongoing employee training fosters a strong quality culture and solidifies the quality management foundation.



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Hazardous substances free (HSF)Management

To comply with international environmental regulations and meet customer safety requirements, OSE has initiated the following in 2024:

- Adoption of IECQ QC 080000:2017 Hazardous Substance Process Management System, with third-party verification expected within the year.
- Completion of 82 hours of related education and training.
- Establishment of management procedures for hazardous and environmentally relevant substances.
- Implementation of material control based on the IEC 62474 controlled substances list, adhering to RoHS, REACH, and other directives.
- Close collaboration with suppliers for source management throughout procurement, production, and inspection stages.

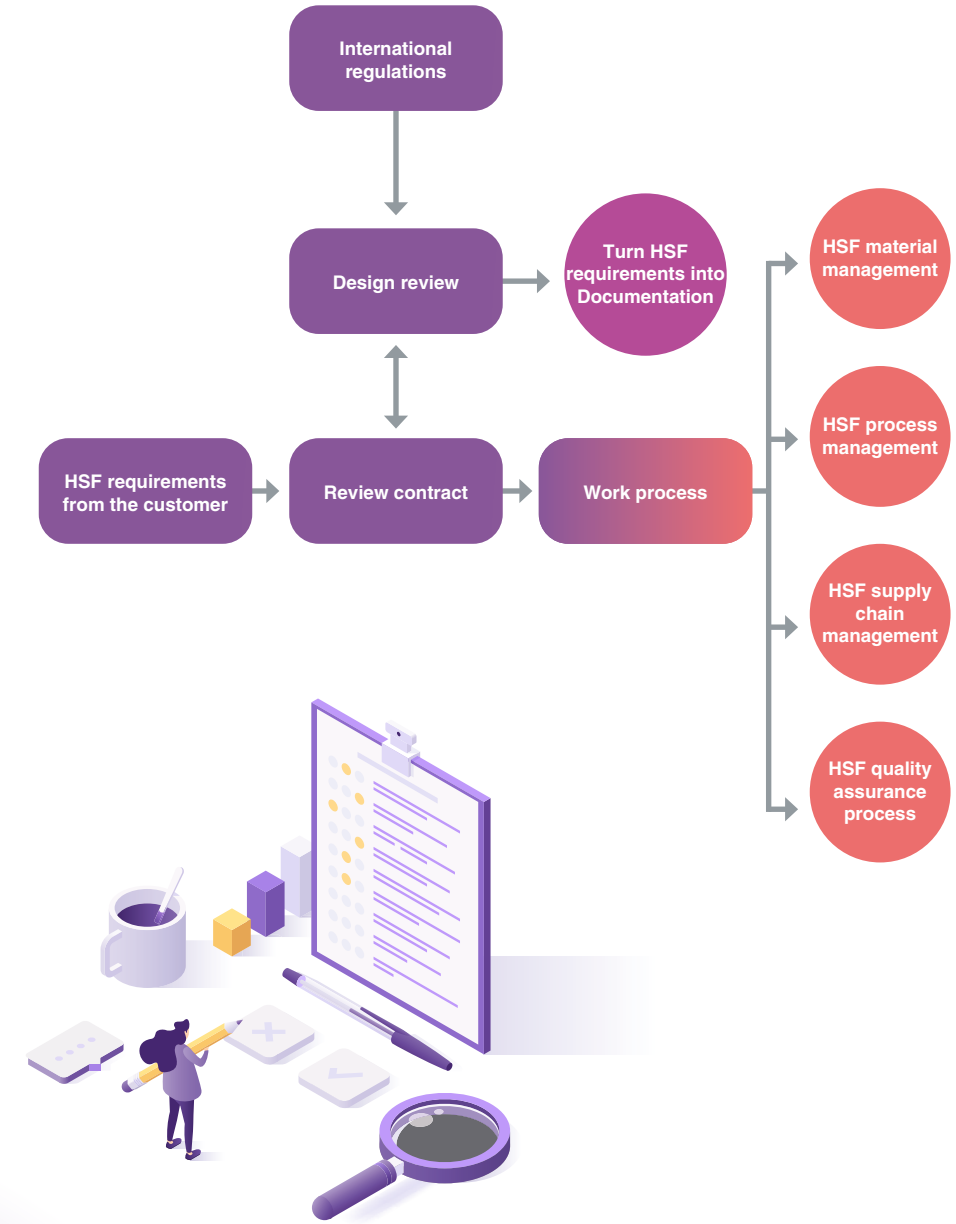
✓ 2024 Results

- No violations of product health and safety regulations.
- No sales of products containing substances restricted by international hazardous substance regulations.

HSF accreditation and compliance with HSF standards at OSE

Quality management	ISO 9001: 2015 Quality Management System
	I ATF 16949: 2016 Global Automotive Industry Quality Management System Verification
	ISO 13485: 2016 Medical device quality management system standard
	AS 9100: 2016 Aerospace Quality Management System
Toxic Free Specification Checklist	RoHS, REACH, Halogen, WEEE, Ozone Depleting Substances, TSCA, Volatile Organic Compounds (VOCs), I EC 62474

Figure. Hazardous Substance Management Process





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4.4 Innovative Research and Development GRI 2-23 、 2-24 、 2-25 、 3-3

OSE actively adapts to market changes and evolving customer demands for low-carbon products. By focusing on energy conservation, carbon reduction, and green product design, the company not only lowers R&D costs but also strengthens its competitive edge and enhances brand value.

Amid short-term fluctuations in raw material prices and uncertainties in customer demand, OSE adopts green design and innovative R&D as core strategies to drive sustainable product development, ensuring long-term resilience and market leadership.

Major Theme Management Policy

For		illustrate		
Impact	front	In response to climate change and growing customer demand for low-carbon products, OSE acknowledges that R&D investment and development costs may increase in the short term. However, by advancing energy-saving and carbon-reduction technologies alongside green product development, the company can effectively adapt to market changes, create new business opportunities, and strengthen customer loyalty—thereby driving order growth.		
	Negative	Failure to timely grasp industry trends and market transformation directions may result in inability to meet increasingly stringent product and sustainability requirements, causing a decline in competitiveness.		
Management mechanism	policy	Promote energy conservation, carbon reduction, and procurement of low-carbon equipment. Comply with relevant government regulations to enhance energy efficiency and pollution prevention.		
	promise	1. Strictly comply with environmental and energy regulations and standards. 2. Improve water and energy efficiency. 3. Promote renewable energy adoption and waste reduction. 4. Public commitment link		
	responsibility	R&D Department		
	Resource	OSE integrates internal human capital and external technical expertise to accelerate R&D processes. By combining this with market trend research, product designs are aligned with future applications. In 2024, R&D investment reached NT\$405.99 million, focusing on green innovation and advanced process development.		
	R&D operations and management processes	Cross-Departmental Collaboration	R&D teams collaborate across departments and regularly review KPIs.	
		Suggestion and Feedback Mechanism	Innovative improvement proposals are tracked and analyzed.	
		NPI Project Meetings	Project goals and resources are confirmed before product launches.	
		Quality Review Meetings	Weekly reviews of quality performance and improvement plans with the QA department.	
Marketing Meetings		Regular sessions with sales and procurement to monitor customer needs and material trends.		



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Major Theme Management Policy

Management mechanism	Actual actions	Goals and Target	Implementation results
		SMT Low-Temperature Solder Paste Application for microSD Verification	The low-temperature solder paste with a melting point of 140° C was tested. Due to the high temperatures involved in the MD encapsulation process, which can cause component misalignment, this solder paste is deemed unsuitable for that process.
		Copper Recycling from Scrapped Substrates and microSD Packaging Verification	Focused on evaluating and verifying copper recycling from scrapped substrates. Although there is a plan to expand this practice to all products gradually, current limitations exist due to suppliers facing challenges in bath liquid contamination and reliability validation.
		Use of Recycled Metal in Wire Materials for Product Packaging and Reliability	The evaluation and packaging verification for products using recycled metal in wire materials have been completed, confirming the feasibility and reliability of this approach.
	Specific action	<ul style="list-style-type: none">• Development Orientation:R&D efforts focus on energy-saving, green energy, and low-carbon technologies. This includes the integration of low-carbon materials to meet carbon reduction targets in both products and manufacturing processes.• Patent Management Strategy:Regular evaluations of patents are conducted to assess their benefits and market value. Weak patents are phased out while strong ones are retained to ensure continued technological leadership and effective commercialization of innovations.	
Effectiveness Evaluate		In 2024, OSE filed 5 global patent applications and received approval for 2 patents, demonstrating ongoing innovation and commitment to advancing sustainable technologies.	

4.4.1 Technology and R&D investment GRI 2-23、2-24、2-25、3-3

OSE continues to drive product value through technological innovation. Tailoring R&D investments to the unique characteristics of each business sector, the company focuses on developing next-generation processes and high-reliability applications. It actively incorporates low-carbon materials and green designs that comply with international environmental standards, strengthening its leadership in technology and sustainable value creation.

Semiconductor Centers (IC centers)

- In response to global advancements in packaging technology and diversified application demands, OSE emphasizes the following technical initiatives at the Semiconductor Centers:
- Ongoing promotion and mass production of 3D NAND Flash process verification
 - Completion and mass production of flip chip process-related products
 - Introduction of advanced technologies, including:
 - High-end Flip Chip
 - Fan-out Packaging
 - Third-generation semiconductor technology, supporting high-current applications such as electric vehicles
- Development of high-power thermal packaging solutions to meet market demands for thermal management
 - Active adoption of environmentally friendly and low-carbon materials, with continuous monitoring of international regulatory trends such as RoHS and REACH to ensure compliance and customer satisfaction



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ELECTRONIC MANUFACTURING SERVICE CENTER (EMS CENTER)

To meet high-precision application needs, the EMS Center showcases its high-end manufacturing capabilities in niche markets:

- Production complies with the IPC-A-610 Class 3 international quality standard, serving high-reliability sectors such as aerospace, satellite, and oil exploration
- Since 2020, collaboration with government space policies has led to successful participation in multiple satellite launch missions, expanding technological capabilities on the international stage
- Continued acquisition of key industry licenses and international certifications to support global customers' requirements for high-reliability electronic products

R&D resources and performance

Unit: Number of people/NT\$1,000

year	Manpower	Expenses	proportion of current year's turnover
2022	57	340,002	2.19%
2023	56	386,747	2.32%
2024	54	405,990	2.49%

In 2024, OSE's R&D expenses reached a three-year high, accounting for 2.49% of total revenue. This reflects the company's strong commitment to continuous innovation and technological advancement, laying a solid foundation for the future development of sustainable products and high-end processes.

4.4.2 Innovative Research and Development results GRI 2-23、2-24、2-25、3-3

Based on the distinct market positioning and customer needs of its two major business units—semiconductors and electronic manufacturing—OSE has developed targeted short- and long-term R&D strategies to deepen product differentiation and value creation. The company actively invests in technology integration and application development, thereby expanding momentum for future revenue growth.

Semiconductor Centers (IC centers)

The Semiconductor Centers focus on strengthening customer collaborations and strategic alliances in the short term, while consolidating core competitive advantages through optimized production capacity allocation, cost control, and niche market entry. Key R&D product areas include:

- Lead frame products (QFN)
- Chip Scale Package (CSP)
- Flash Memory Application Products
- LPDDR (Low Power Memory) Application Products

Continuous investments are made in process improvements and material verification to enhance yield, heat dissipation, and product reliability—meeting the demands of markets such as automotive, storage, and high-efficiency computing.

Long-term strategic direction

Looking ahead, OSE aims to integrate semiconductor packaging and testing with electronic assembly technologies, focusing R&D on niche applications such as:

- Electric vehicle electronic module
- New generation of wireless communication products
- Server and high-frequency data transmission applications

The company will deepen strategic customer partnerships to build a high value-added product portfolio and establish a sustainable profit model.

ELECTRONIC MANUFACTURING SERVICE CENTER (EMS CENTER)

The EMS Division focuses on precision manufacturing and specialized applications, with R&D efforts concentrated in three main areas:

- SSD card manufacturing: improving storage product stability and module design flexibility
- Special electronic products: compliant with IPC-A-610 Class 3 manufacturing standards, serving high-reliability sectors such as medical, aerospace, and military
- Small and diverse niche applications: including AIoT, network communication equipment, and e-sports modules—high-growth product lines

By leveraging highly customized manufacturing processes and cross-department collaboration, OSE continues to deliver differentiated electronic manufacturing solutions with technological barriers.



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Research and Development results (2021–2024)

year	Key R&D Achievements
2021	OSE continues to improve its packaging process technology and has successfully introduced 0.6 mil gold wire for use in its products, effectively reducing the amount of gold wire used by more than 10%, demonstrating the dual achievements of process innovation and material utilization efficiency.
	OSE cooperates with major customers to develop high-speed memory (eUFS) that meets international standards through internal technology integration (including surface mount technology SMT, flip chip and wire bump technology).
2022	OSE has developed high-speed peripheral component interconnect devices (PCIe Gen 4, SSD BGA) through its highly integrated R&D capabilities and in collaboration with major Taiwanese control chip manufacturers, which will be used in server products in the future.
	OSE has developed high-speed microSD and SD (providing PCIe high-speed peripheral component interactive connection device interface) through R&D and technology development capabilities in cooperation with major international control manufacturers and major customers.
	OSE leverages its SMT technology capabilities to collaborate with major customers to introduce DDR5 modules to meet future computer market demand.
	OSE relies on its R&D, design and process capabilities to cooperate with the world's two major control suppliers to introduce TSMC 12nm chips for SSD control chips, allowing future SSDs to advance from PCIe Gen 3 to PCIe Gen 4.
2023	OSE has successfully verified the low-temperature solder balls through cooperation with suppliers. When used in major products in the future, it will reduce CO ₂ e emissions by 500 tons per month.
	OSE has successfully developed a high-growth product line for SiC (silicon carbide) chips through collaboration with peers, which can effectively improve the thermal dissipation of products and reduce power loss.
	OSE has developed Exposed Die Flip Chip CSP (used in high-heat and high-speed computing products) by leveraging its R&D and technology development capabilities in cooperation with major international control manufacturers and major customers.
2024	OSE has developed advanced packaging technologies such as Exposed Die, Heat Sink, Flip Chip, and CSP, which are applied in high-temperature and high-speed SSD products. These developments leverage OSE's strong R&D and technological capabilities, in close collaboration with leading international controller manufacturers and key customers.
	In addition, OSE partners with global module manufacturers to apply Flip Chip packaging technology for DDR5 DRAM particle packaging. This innovation is designed to meet future market demands in areas including AIPC, mobile devices, robotics, and other smart technologies.

Create a Culture of Innovation

Measure	illustrate	2024 performance
Simplification of Drawing Review Process	Enhance operational efficiency and accuracy by developing a standardized structural database and streamlining the review process.	<ul style="list-style-type: none">Completion rate of the standardized structural database reached 97%.Expected full completion in the first half of 2025.Operational efficiency estimated to increase by 37%.
Development of Electrical Anomaly Handling Program	Establish exception classification and response standards to improve anomaly prevention and maintain product consistency.	Database development 80% complete; expected completion in the first half of 2025. Operating efficiency expected to increase by 30%.
Innovative Improvement Proposal System	Encourage employees to propose creative solutions via daily information reporting and on-site improvement suggestions.	<ul style="list-style-type: none">Received 297 proposals in 2024, with an 81% completion rate.Daily information reporting integrated into a responsive tracking system.All proposals archived in a database, with a recognition and reward system to boost participation and continuous improvement

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Chapter 5 Sustainable Talent Management

Sustainable Performance and Corresponding SDGs

In alignment with the United Nations Sustainable Development Goals (SDGs), OSE upholds corporate social responsibility and the spirit of shared employee well-being by promoting initiatives in talent development, health and safety, gender equality, and education empowerment. The key 2024 achievements are summarized as follows:

SDGs	SDG specific goals		2024 years sustainable performance
SDG 3	3.3	Fighting infectious diseases	<ul style="list-style-type: none">The employee health check-up participation rate reached 99.8%, with 5 cancer screenings conducted for 649 employees.Special care was provided to 49 high-risk employees, with 14 successfully returning to work.100% of OSE factories obtained the Healthy Workplace Label, and received the Sports Enterprise Certification and the Tainan City Health Promotion Award.
	3.4	Promoting mental health and preventing non-communicable diseases	
	3.A	Tobacco control	
SDG 4	4.4	Improve work-related skills	<ul style="list-style-type: none">The retention rate of high-potential talent reached 99%.A total of NT\$4,654,682 was invested in training, delivering 152,851.65 hours of learning opportunities.
	4.7	Promote sustainability and civic education	
SDG 5	5.1	Eliminate gender discrimination	<ul style="list-style-type: none">A diverse and inclusive culture was fostered, with a reinstatement rate of 84.91% and overall retention rate of 84%.The Labor Policy and Gender Equality Mechanism was in place, with no major gender discrimination incidents reported.Female managers account for 42.2% of total managers, and 23.8% of senior managers.
	5.2	Prevent workplace violence	
	5.5	Increase women's leadership and participation	
	5.B	Promote women's empowerment through technology	
SDG 8	8.3	Promote employment	<ul style="list-style-type: none">Received a total of NT\$1,372,628 in government subsidies, including:<ul style="list-style-type: none">NT\$642,028 for the "Charging and Taking Off" programNT\$12,600 for Middle-aged and Senior Employment TrainingNT\$718,000 for the Talent ProgramDonated NT\$150,000, the prize from the Golden Exhibition Award, to the Eden Foundation..56 employees with disabilities continued stable employment, fostering workplace inclusion.Youth under age 30 made up 24% of the workforce. A resume health check-up activity was conducted, benefiting 18 students.Achieved zero major occupational fatalities, with 12 occupational injuries and no non-employee injuries.Maintained zero litigation losses related to health and safety, demonstrating effective risk prevention efforts.
	8.6	Promote youth employment	
	8.7	Eliminate unfair labor practices	
	8.8	Ensure occupational safety and protection	



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5.1 Talent Sustainability

OSE upholds the spirit of integrity and sustainability as part of its core entrepreneurial values and business philosophy. The company has long embedded the Code of Business and Ethics Conduct and OSE's core values into its operations. Over the years, OSE has remained true to its founding principles—steadily advancing in customer service, employee care, operational excellence, shareholder responsibility, and corporate citizenship.

We firmly believe that employees are the most valuable asset of an enterprise and the cornerstone of sustainable development. OSE is dedicated to cultivating a diverse, equitable, and inclusive workplace culture, promoting humane management, fostering positive labor relations, and building a vibrant, engaging, and inclusive work environment.

Looking ahead, OSE will continue to collaborate with employees to pursue a workplace vision grounded in diversity, inclusion, innovation, and sustainability. Through ongoing talent development, organizational support, and system improvement, we aim to realize a shared blueprint for growth and prosperity—for both the company and its people.

Major Theme Management Policy

Impact	Positive	Developing structured talent development plans helps cultivate employees' diverse skill sets and professional competencies. By offering competitive compensation aligned with industry benchmarks and the company's business performance, OSE strengthens employee engagement and loyalty, which in turn enhances the company's overall competitiveness..
	Negative	Demographic challenges such as population aging and declining birth rates are gradually reducing the labor supply. Without proper planning to retain middle-aged and senior employees or enhance overall employee welfare, the company risks facing labor shortages and talent attrition—which could undermine employee rights and interests, and adversely affect business operations.
Management mechanism	policy	OSE leverages multiple recruitment channels to attract and retain top talent. We have established a comprehensive compensation and performance evaluation system, continuously enhance employee benefits, and actively promote training and development programs to strengthen employees' competitiveness and organizational commitment.
	promise	OSE adheres to the belief of people-oriented leadership, values and cares for every employee, and is committed to building a friendly workplace with gender equality, diversity and inclusion, providing competitive compensation and welfare, constructing career comprehensive development plan and continuous learning environment , to attract talents and enhance their retention .
	responsibility	Human Resources Department 1. The goal of OSE human resources department is to plan and implement various HR tasks such as human resources development goals, strategies, plans, systems, and processes. 2. Establish an "Education and Training Committee": The committee members include OSE senior managers. The committee's main operation is to make education policies, understand annual training needs and review annual training plans in response to annual business strategies. The committee conducts effective performance reviews regularly and make improvements.
	resource	Provide employees with competitive salary, benefits, incentives, and education funds
	Grievance mechanism	1. Physical employee suggestion box 2. Staff hotline: 886-7-3613131 ext.68885 3. Employee opinion mailbox: 580@ose.com.tw 4. CEO mailbox 5. Industrial union E-mail: union_h_ose@ose.com.tw



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Major Theme Management Policy

Management mechanism	goals and objectives	Measures	2024 Target	2024 Implement	2025 Target
		Retention of key high-performing talents	≥98.00%	99.45%	≥98.00%
		Indirect - Employee Attrition Rate	<1.16%	1.43%	≤16.67% ^{Note1}
		Direct - Local Employee Attrition Rate	<3.00%	2.59%	≤30.20% ^{Note1}
		Direct - Foreign Employee Attrition Rate	<1.20%	0.81%	≤9.36% ^{Note1}
		Rate of Salary Growth	≥2.50%	4.11%	≥ 5.00%
		The percentage of job vacancies filled by internal employees throughout the year	30.00%	29.68%	≥30.00%
		Average learning hours per year (employees)	>24H	26.42H	>27.2H
		Average learning hours per year (management)	>35H	46.5H	>47.9H
		Percentage of employees with internal lecturer certifications	>10.00%	9.00%	>11.00%
		Percentage of new female recruits from engineering majors	24.50%	22.75%	24.50%
		Percentage of promotions for underprivileged employees	10.00%	12.10%	10.00%
		Percentage of non-migrant-worker foreign employees	5.00%	5.82%	N/A ^{Note2}
		Goal implementation of working hour management at RBA-certified factory reaches	100%	100%	100%
		Major incidents of labor violations (fines over NTD\$ 500,000 per violation)	0	0	0
		Completion rate of human rights training	100%	100%	100%



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Major Theme Management Policy

Management mechanism	Specific actions	Frontal shock management	<ul style="list-style-type: none">• OSE is committed to strengthening talent recruitment and development.• We continue to expand diverse recruitment channels, run key talent programs, and integrate resources from industry, government, and academia. Both online and offline activities are promoted to connect with future talent.• Current academic collaborations include:<ul style="list-style-type: none">• Co-promoting the "Semiconductor and Key Technology Innovation Project" with National Sun Yat-sen University• Partnering with National Taiwan University of Science and Technology on the "Big Data and Information Security Industry Master Program"• Supporting National Kaohsiung University's program to train athletes for careers in the semiconductor sector• We also work with Kaohsiung-area universities to offer industry-academia training at the master's and doctoral levels, inviting corporate lecturers to share real-world experience and bridge the gap between learning and practice.• In line with Taiwan's New Southbound Policy, we are also expanding talent development cooperation in Southeast Asia to build a broader international talent network.
		negative impact management	<ul style="list-style-type: none">• Implement corporate human rights policies and, through institutionalization and education and training, enable employees to clearly understand their rights and interests and the company's commitment to human rights protection, create an equal, respectful and inclusive working environment, reduce turnover risks and establish a sustainable labor-employment relationship.
	Effectiveness Assessment	<p>The Corporate Governance and Sustainability Management Committee is responsible for setting talent sustainability policies and goals. It ensures effective implementation by coordinating resources across five key task forces: Environmental, Social, Corporate Governance, Information Security, and Supply Chain Collaboration.</p> <p>Progress is regularly reviewed through internal departmental meetings to strengthen alignment and ensure that talent strategies are effectively integrated with the company's sustainability goals.</p> <p>In 2024, the company identified room for improvement in working hour reporting and overtime management processes. Following administrative guidance from the competent authority, system adjustments and operational optimizations were promptly completed. Efforts to enhance legal compliance awareness and strengthen internal control quality are ongoing.</p> <p>For more information, please refer to [2.4.3 Legal Compliance].</p>	

Note 1: To improve accuracy and usability in managing workforce stability, the turnover rate metric has been changed from "monthly average" to "annual total turnover rate". A 3% improvement target has been set based on 2024 results.

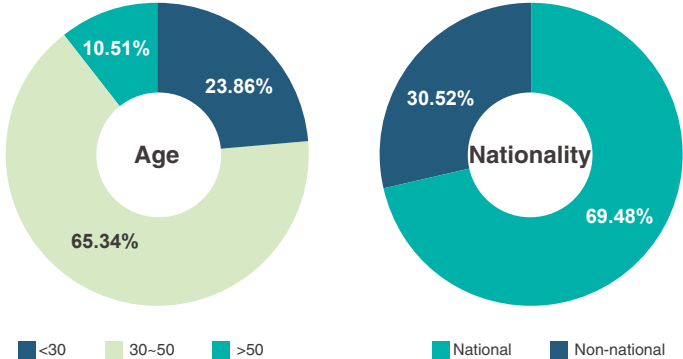
Note 2: Some indicators were removed from key annual tracking due to shifts in policy direction and management priorities. Deletions have been noted accordingly.

5.1.1 Diverse Talent structure (GRI 2-7、2-8、405-1、TC-SC-330a.1)

As of the end of 2024, OSE employed a total of 5,145 regular employees, of whom 36.37% were male and 63.63% were female. The workforce is primarily composed of young and middle-aged employees, with those aged 30 to 50 accounting for 65.34%, reflecting a stable and dynamic labor structure.

In terms of multiculturalism and international talent deployment, OSE employed 1,570 foreign workers in 2024, representing 30.52% of the total workforce. These employees came from countries such as the Philippines, Vietnam, Indonesia, and Malaysia, underscoring the company's commitment to cross-cultural collaboration and global talent integration.

In support of government initiatives promoting friendly workplaces and employment for people with disabilities, OSE employed 56 persons with disabilities in 2024. Through inclusive job design and supportive resources, the company continues to offer stable



employment and a welcoming environment, fulfilling its responsibility to diversity, equity, and inclusion.



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Overview of an Age- and Nationality-Diverse Inclusive Workplace

Item	Detail	Male		Female		Total ^{Note1}	
		People	Percentage	People	Percentage	People	Percentage
Age Range	<30	453	8.8%	744	14.46%	1,197	23.27%
	30~50	1,167	22.68%	2,195	42.66%	3,362	65.34%
	>50	251	4.88%	335	6.51%	586	11.39%
	Total	1,871	36.37%	3,274	63.63%	5,145	100.00%
Nationality	Taiwan	1,796	34.91%	1,779	34.58%	3,575	69.48%
	Non-Taiwan ^{Note2}	75	1.46%	1,495	29.06%	1,570	30.52%
	Total	1,871	36.37%	3,274	63.63%	5,145	100.00%

Note 1 : The base date for data calculation was based on the active manpower on December 31, 2024.
Note 2: Non-national employees were recruited from non-permanent white-collar workers holding work visas, foreign

Nationality	Managerial Employee		Non - managerial Employee	
	People	Percentage of All Employees	People	Percentage of All Employees
Taiwan	2,883	61.91%	487	99.80%
Philippines	1,511	32.45%	0	0.00%
Vietnam	171	3.67%	0	0.00%
Indonesia	61	1.31%	0	0.00%
Thailand	14	0.30%	0	0.00%

Nationality	Managerial Employee		Non - managerial Employee	
	People	Percentage of All Employees	People	Percentage of All Employees
Malaysia	11	0.24%	0	0.00%
China	3	0.06%	0	0.00%
Myanmar	3	0.06%	0	0.00%
US	0	0.00%	1	0.20%
Total	4,657	100%	488	100%

As of 2024, OSE's workforce reflects diversity across gender, age, and nationality. Women represent over 60% of the total employees, and 30.52% are non-local employees, supporting the company's commitment to cross-cultural collaboration and inclusive growth.



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Friendly Measures for Foreign Employees

In line with international ESG trends and its commitment to corporate social responsibility, OSE has established a Foreign Worker Recruitment Policy, which is regularly reviewed and adjusted in accordance with the Responsible Business Alliance (RBA) standards and international human rights principles.

OSE strictly complies with government regulations to mitigate recruitment risks and ensure that foreign employees' compensation and benefits fully meet legal requirements.

Upholding the RBA Code of Conduct, OSE has formulated internal policies on human rights and labor protection, fostering an equal and respectful working environment. We actively support the development of diverse talent and continuously enhance our workplace practices in response to societal changes and legal requirements.

In support of government initiatives, OSE promotes on-the-job training programs for mid-level technical migrant workers, aiming to extend their employment tenure in Taiwan and enhance their professional competencies. This creates opportunities for foreign employees to transition into skilled positions in the future.

OSE remains committed to protecting the rights of minorities and enabling foreign employees to thrive in a fair, safe, and fulfilling work environment.

Gender-Based Employee Distribution by Contract Type, Employment Category, and Job Function

Item	Detail	Male		Female		Total	
		People	Percentage	People	Percentage	People	Percentage
Type of Hiring	Permanent	1,689	32.83%	1,707	33.18%	3,396	66.01%
	Temporarily ^{Note1}	182	3.54%	1,567	30.46%	1,749	33.99%
	Total	1,871	36.37%	3,274	63.63%	5,145	100%
Type of Contract	Full-Time ^{Note2}	1,871	36.37%	3,274	63.63%	5,145	100%
	Contract	0	0.00%	0	0.00%	0	0.00%
	Total	1,871	36.37%	3,274	63.63%	5,145	100%
Type of Job	Technical	522	10.15%	2,506	48.71%	3,028	58.85%
	Professional	1,067	20.74%	562	10.92%	1,629	31.66%
	Managerial	282	5.48%	206	4.00%	488	9.48%
	Total	1,871	36.37%	3,274	63.63%	5,145	100%

Note1 : Temporary employees were defined as fixed-term contract personnel, mainly foreign employees, and industry-university cooperation students.

Note 2: The definition of regular employees = permanent employees + temporary employees.

As of the end of 2024, all OSE employees were formally employed, with women making up 63.63% of the workforce. The distribution of technical and professional roles remains stable, reflecting the organization's ongoing commitment to fostering a diverse talent structure and promoting gender equality.



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5.1.2 Talent recruitment and retention GRI 401-1

In the highly competitive semiconductor talent market, OSE actively monitors employment trends and youth career dynamics, adopting diverse and innovative recruitment strategies to attract outstanding professionals.

Diverse Recruitment Strategies

OSE integrates both online and offline resources to build an attractive employer brand and broaden its talent outreach through a variety of social and digital channels, including:

- Social Media Platforms: Facebook, LinkedIn, LINE@, Instagram
- Digital Promotion Strategies: Mobile recruitment vans, interactive campaigns, festive promotions, prize draws, and employee career storytelling
- On-site Engagement: Campus recruitment events, seminar collaborations, job fairs, and corporate visits
- Campus Partnership Programs: Internships and industry-academia cooperation projects to help students transition into the workplace early
- By the end of 2024, 35% of new hires continued to come from national universities in southern Yunlin and Chiayi, while outreach also expanded to institutions in the northern regions—showcasing the sustained effectiveness of OSE's youth recruitment initiatives.

Looking ahead, OSE plans to extend recruitment efforts to high schools and vocational institutions, ensure a fair and inclusive hiring process, and further align with SDG 4.4 (skills for youth and adults), 4.5 (eliminating education inequality), and SDG 17 (partnerships for the goals).

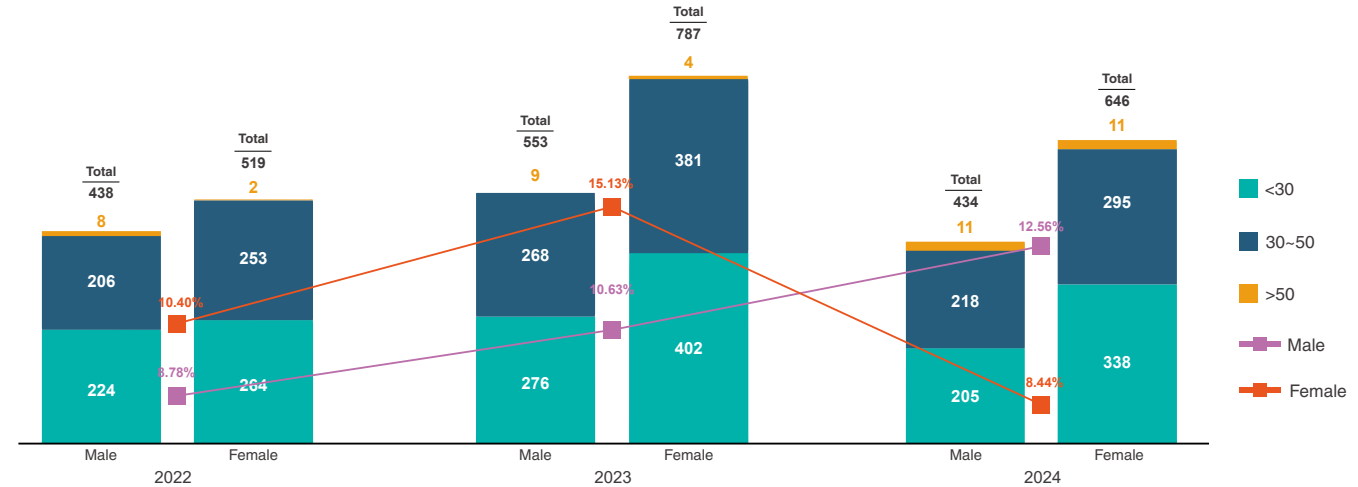
2024 Recruitment Results

- Total new hires: 1,078
- Proportion of employees under age 30: ~50%
- Key achievements: Reinforced organizational vitality and innovation, attracted young talents with growth potential, and supported corporate transformation and international expansion

2024 New Employee Statistics and Ratio

Age \ Year	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<30	224	264	488	276	402	678	205	338	543
30~50	206	253	459	268	381	649	218	295	513
>50	8	2	10	9	4	13	11	11	22
Total	438	519	957	553	787	1,340	434	644	1,078
Percentage <small>note</small>	8.78%	10.40%	19.18%	10.63%	15.13%	25.76%	8.44%	12.51%	20.95%

Note: Ratio of new employees = (number of new employees in the reporting year) / (total number of employees at the end of the year)



In 2024, employee resignations were mainly among those aged 30 and above, with slightly more females leaving than males. The overall turnover pattern reflects organizational stability and an age-concentrated characteristic.



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Employee Mobility Management

Upholding the philosophy of "respecting employee aspirations and supporting career planning," OSE has implemented a comprehensive resignation and re-employment management system, including:

- Exit Interviews: Conducted jointly by direct supervisors and HR to analyze reasons for resignation and identify areas for improvement
- Flexible Adjustment Mechanisms: Includes workload redesign, internal transfers, and flexible work location arrangements
- Return of High-Performers Program: Tracks high-potential leavers through exit interviews, maintains service continuity, and encourages rejoining the company

2024 Mobility Overview

In response to macroeconomic and industry-wide shifts, OSE experienced a slight increase in resignations and turnover rate in 2024. The company responded with the following measures to stabilize the workforce:

- Enhanced employee care programs and internal communication channels
- Strengthened reward mechanisms and career development support
- Promoted work-life balance initiatives to improve overall employee satisfaction

Changes in the number and proportion of people leaving their jobs by age group from 2022 to 2024

Age \ Year	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<30	195	137	332	136	113	249	161	138	299
30~50	171	390	561	125	304	429	158	321	479
>50	22	45	67	27	61	88	25	53	78
Total	388	572	960	288	478	766	344	512	856
Percentage <small>note</small>	6.21%	9.15%	15.36%	4.55%	7.55%	12.10%	5.48%	8.15%	13.63%

Note : Ratio of employees who resigned = (number of employees who resigned in the reporting year) / (number of employees at the beginning of the year + number of new employees in the year)

In 2024, OSE recorded an overall turnover rate of 13.63%, reflecting a slight increase influenced by broader economic conditions and industry adjustments. To address this, the company continued to reinforce workforce stability through enhanced employee care initiatives and flexible management mechanisms.

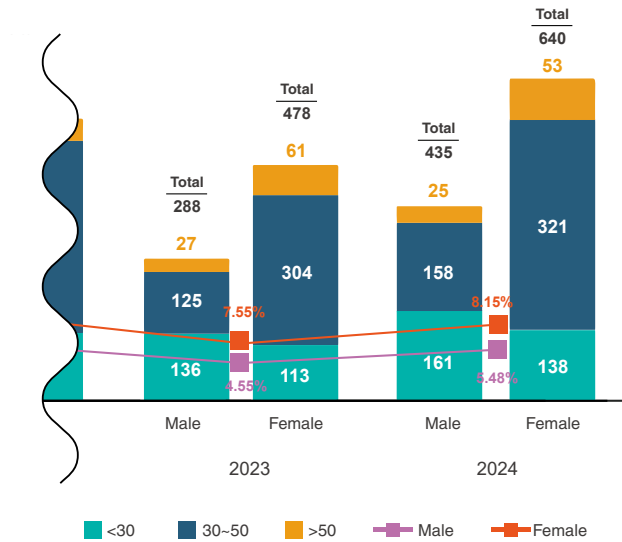
Vision and Commitment

Moving forward, OSE is committed to:

- Creating competitive and attractive work conditions
- Expanding the re-employment program and building a long-term talent database
- Improving collaboration between supervisors and HR to proactively manage workforce changes

Through these actions, OSE aims to foster shared growth with its employees and strengthen the organization's long-term sustainability and competitive edge.

Employee Turnover Overview, 2023–2024



Employees who left OSE in 2024 were primarily over the age of 30, with a relatively balanced gender ratio, reflecting a stable and gender-equitable workforce structure.



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5.1.3 Human Rights Management Practices GRI : 2-30 、 406-1 、 408-1 、 409-1

OSE is committed to safeguarding fundamental employee rights in alignment with its Human Rights Policy and the Responsible Business Alliance (RBA) Code of Conduct. These protections include freedom of employment, reasonable working hours, non-discrimination, and freedom of association, all of which are embedded in our management systems and employee training.

- 2024 Human Rights Training: 7,755 participants | 8,511 training hours
- Significant Incidents: No cases of discrimination, child labor, or forced labor reported
- Freedom of Association and Collective Bargaining
- Union participation rate: 97.4% (5,011 employees)
- Labor-management meetings: Held quarterly to address working hours, benefits, and occupational safety
- Equal rights: Non-union employees are entitled to the same protections and benefits as union members

Management measures related to human rights protection

Focus on issues	management as
Evaluate Human Right	Use d the Self-Assessment Questionnaire (SAQ) of RBA to conduct self-assessment of risks in labor, occupational health and safety, environment, and ethics every year.
Prohibit Child Labor	<ul style="list-style-type: none">• Explicate policy prohibiting hiring employees under 15 years old .• Implement a document verification mechanism by human resources department in employee registration procedure.• Implement entry control measures and document verification mechanism in contractors entry procedure.• Develop child labor remedial measures to prevent recruitment risks .
Guarantee Labor Condition	Labor conditions for employees are clearly stipulated in work rules and personnel regulations. In addition, through the attendance management system, employees' attendance time and overtime status are accurately recorded. If overtime, employees, and their direct supervisors would be reminded of status and legal requirements, so that supervisors can adjust employees' workload in a timely manner, to improve work efficiency and reduce risk of overtime.
Prohibit Forced Labor	<ul style="list-style-type: none">• Develop procedures and policies ; communicate with employees and stakeholders.• Explicitly prohibit the employment of any form of forced labor, slavery , human trafficking, and unreasonable restrictions on employees' entry and exit from the workplace or restrictions on employees' freedom of movement within the workplace .• Conduct regular training for practitioners to implement free choice of career .

Focus on issues	management as
Prevent Discrimination and Sexual Harassment	<ul style="list-style-type: none">• OSE value our employees and regard providing employees with an equal and safe workplace environment as our responsibility. Sexual harassment in the workplace is strictly prohibited. To this end, internal procedures are established to manage issues such as prohibition of discrimination, prevention of unlawful infringement in the performance of duties, and sexual harassment prevention, complaint, and punishment.• Occasionally organize publicity courses on the prohibition of discrimination and prevention of sexual harassment, and provide channels such as a complaint hotline, e-mail, and employee suggestion box to let all employees understand OSE's strict attitude on handling such incidents.
Promote Gender Equality	<ul style="list-style-type: none">• Complying with the provisions of the "Labor Standards Act" and the " Gender Equality in Employment Act", we implement multiple measures to guarantee gender equality. Employees can apply for menstrual leave, maternity check-up leave, tocolysis leave, maternity leave, miscarriage leave and paternity leave according to individual needs. Pregnant employees of night shift will be shifted to prevent work at night in the pregnancy and postpartum period.• Employees who need childcare after childbirth can apply for childcare leave and suspension before the child reaches 3 years old, and a procedure of leave and suspension has been established. Breastfeeding rooms has been set up in OSE to provide a better breastfeeding environment for female employees in needs.
Promote Healthy Workplace	Healthy employees are the cornerstone of a company 's success. To maintain the health of employees and prevent the occurrence of occupational diseases, OSE has formulated a health service program in accordance with the "Occupational Safety and Health Act". We continue to work hard to create a safe workplace, protect the physical and mental health of employees, and promote the concept of healthy workplace, hoping to achieve the goal of improving business performance.
Protect Youth Labor	<ul style="list-style-type: none">• Develop procedures and policies to protect the labor rights and interests of young workers .• Clearly prohibit young workers to engage in work that endangers health and safety, and signs are posted in the work area to control access.• Not allowed underage workers to work during night hours (10 pm to 6 am).• The labor contracts signed by underage worker s must be agreed with their legal representative before they take effect .
Disability and expat - friendly measures	<ul style="list-style-type: none">• Establish a special recruitment platform for the disabled and disadvantaged groups, and provide employment information to organizations, groups and related units.• Assist employees to improve their jobs competences through job redesign .• Provide living care for foreigners and organize activities every quarter to reduce the burden of foreign workers .

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5.2 Friendly workplace GRI 201-3 、 401-2 、 401-3 、 405-2

OSE is committed to creating an open, equal and inclusive workplace culture, valuing the health and well-being of employees and work-life balance. The company has set up multiple communication channels, including:

type	Communication
Written Communication	• Employee Suggestion Mailbox
Digital Feedback	• Internal hotline and email feedback • Chairman mailbox
Face-to-face communication	• Regular coffee sessions for senior executives
Institutional feedback	• Employee Experience Survey (every two years)

Employee Experience Survey: The First Step Toward a Compassionate Workplace

To foster an inclusive, employee-centered culture, OSE launched its first Employee Experience Survey in 2024, led by the HR Department. The survey will be conducted every two years to guide continuous improvement of the workplace and enhance labor-management relations.



Survey Overview

- Survey period: January 1 to December 31, 2024
- Participants: 5,145 employees (full staff)
- Response rate: 61%

The results provide a critical foundation for optimizing organizational strategies and enhancing workplace inclusivity and responsiveness.

Response rate = (Number of respondents ÷ Total participants) × 100

Follow-up Actions and Commitments

Based on survey results, OSE will implement the following improvements:

- Optimize workspaces and office facilities
- Enhance employee living spaces (e.g., rest, breastfeeding, dining areas)
- Strengthen belonging, security, and health support to boost retention

All actions and progress will be disclosed in the next annual sustainability report to ensure transparency and accountability.

Listening to Diverse Needs

Beyond surveys, OSE maintains ongoing dialogue to address the evolving needs of all employee groups, focusing on:

- Support systems for women and working mothers
- Cultural adaptation assistance for foreign employees
- Equal rights protections for disadvantaged and minority groups

OSE upholds a culture of diversity, equity, inclusion, and non-discrimination through both policy and action.

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Promoting Employee Health and Well-being

To support work-life balance and holistic well-being, OSE organizes:

- Health education sessions and consultations
- Subsidies for employee clubs
- Family days, holiday events, and sports gatherings

These initiatives foster stress relief, personal development, and team cohesion.



5.2.1 Strengthening the Employee Welfare System

(GRI : 401-2 、 2-30 、 201-3)

OSE offers a comprehensive and legally superior welfare system that covers healthcare, financial security, leisure, and personal care. The company is committed to building a workplace culture rooted in well-being, warmth, and mutual trust, fostering long-term employee engagement and satisfaction.

Statutory and value-added protection

category	content
Basic protection	<ul style="list-style-type: none"> • Labor insurance and health insurance are handled in accordance with government regulations • According to Labor Pension Fund (The New Fund) 》 Retirement fund
Group Insurance	<ul style="list-style-type: none"> • Additional life insurance, disability insurance, cancer insurance, and accidental medical insurance • Assist employees in facing unexpected risks and provide immediate compensation and support

Operation of the Employee Welfare Committee

OSE complies with the Employee Welfare Fund Act 》 Establish a welfare committee, whose members are elected by representatives of both labor and management. They hold meetings every two months to coordinate welfare resources. The main items are as follows:

- Staff travel and family day activities
- Distribution of welfare items and consolation money for various festivals
- Wedding, funeral, and emergency relief system
- Arts and leisure subsidies and community activities support

OSE hopes to improve employee satisfaction through a complete and humane welfare design, and strengthen employees' sense of belonging and identification with the company, and jointly create a vibrant and warm working environment.



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Various welfare contents in 2024

Item	Content	Detail	Object
Fixed Benefit	Group insurance	life insurance, cancer insurance, accident insurance, and disability insurance	All employees
	Holiday bonus	Chinese New Year, Dragon Boat Festival, and Mid-Autumn Festival	All employees
	Quarterly bonus, remuneration	In accordance with personal contribution and OSE's business performance	All employees
	Employee compensation	Wedding, funeral, injury, and illness compensation	All employees and their families
	Birthday cash gift	Celebrate employee's birthday	All employees
	Foreign worker	Pay in full the ARC renewal fee, physical examination fee, passport renewal fee, domestic agency fee, new worker recruitment fee, and refund of the working fee in Taiwan	All employees
Flexible Benefit	Scholarship	Reward employees and their children who had outstanding academic performances	All employees and their families
	Activity	OSE Carnival	All employees and their families
		Departmental gatherings, year-end party, clubs (softball, basketball, table tennis, badminton, movie appreciation...), Arbor Day, arts and cultural activities, movie appreciation, CIP (Continuous Improvement Progress) event s , SEMICON Taiwan Visiting , Taiwan's usability events Visiting	All employees

Item	Content	Detail	Object
Flexible Benefit	Activity	Model staff recognition events	Model staff
		Senior staff recognition events	Senior staff
		Talent Show	New staff
		Spring party, Internship Program	Interns
		Foreign-friendly activities: VR movies, spring outings at Shoushan Zoo, barbecues, film festival specials, Christmas celebrations	Foreign employees
	Health Care	Occupational health consultation, regular health check-ups, and irregular health activities	All employees
	Leave	Special leave, marriage leave including participating wedding, maternity check-up leaves, and natural disaster leave	All employees
	Transportation Subsidy	Heavy rain shuttle bus, regular shuttle bus	All employees
		Industrial cooperation program student shuttle bus	Interns
		Free scooter parking space: HQ: 1,128, AT: 1,213, EMS 1 : 272, EMS 3/5 : 832	All employees
		Parking space for electric scooter: 24	All employees
		Parent and child parking bay: twenty three	All employees
		Disabled parking bay: Space for scooter: 11 , space for car: 11	All employees

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Various welfare contents in 2024 (continued)

Item	Content	Detail	Object
Flexible Benefit	Subsidy	Contract shops, 3 convenient stores set in OSE, staff lounge	All employees
		Accommodation allowance	Interns
		Tutors, subsidies for electricity, water, accommodation, shuttle bus	Interns
Allowance	Education	Food expense subsidy, and incentive for in-service training	Foreign employees
	Gift voucher	Labor Day, Dragon Boat Festival, Mid-Autumn Festival	All employees
	Gift and Trophy	Senior employees for every 5 years, and model employees pf the year	Model staff New staff
	Travel	E-vouchers were issued to accommodate a wide range of individual preferences for employees	All employees



2024OSE Tour Hong Kong, Wandering in the Stack II Library



The 7th OSE Cup Slow Pitch Softball Championship



Qili Cup Competition

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Photography Club & Mountain Climbing Club |
Chaishan Alang Hiking Tour



Special Lecture - "Different Communication Skills
for Different People"



Model and senior staff and Golden Teacher
Award recognition activities



Kaohsiung Film House Cooperation | Foreign VR
Experience



Foreigner Friendly Event | Christmas Party



Talent Show



Staff rest are



Employment Benefits GRI 201-3

OSE offers two retirement schemes based on employee choice, ensuring legal compliance and future financial security:

Labor Retirement Reserve Fund (Old Fund)

Applicable to employees who retain the old system.

The company contributes 10% of monthly salary to a dedicated reserve account (held at Bank of Taiwan).

Pension is calculated based on service years and average salary over the last six months before retirement.

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Labor Pension Fund (New Fund)

Applicable to employees who joined after July 1, 2005, or those who switched from the old to the new system.

The company contributes 6% of monthly salary to individual pension accounts managed by the government.

OSE remains committed to protecting employee retirement rights, regularly reviewing its plans in line with regulatory updates, and supporting colleagues in planning for a secure post-retirement life.

Overview of New Labor Pension Contributions and Net Defined Benefit Liabilities

Unit: NT\$ thousand

	2024.12.31	2023.12.31	2022.12.31
Present value of a defined benefit obligation	168,562	958,189	956,158
Plan assets measured by fair value	137,848	(780,143)	(770,500)
Net defined benefit liabilities	306,410	178,046	185,658

OSE makes pension contributions in accordance with the Labor Pension Act. As of the end of 2024, the accumulated net defined benefit liabilities under the new system amounted to approximately NT\$3.06 billion, ensuring sound and reliable retirement protection for employees.



5.2.2 Parent-Friendly Workplace GRI 401-3

OSE is committed to fostering a family-friendly work environment that supports gender equality and work-life balance. In line with labor laws and maternal protection regulations, the company provides diverse and comprehensive parenting support to ensure employee well-being at different life stages.

Key Measures

- Comprehensive Leave System:
Includes menstrual leave, prenatal check-up leave, maternity leave, paternity leave, miscarriage leave, and parental leave.
- Night Shift Adjustment:
Conducts health risk assessments for pregnant employees and arranges shift changes to avoid night shifts or high-risk tasks when necessary.
- Parental Leave:
Employees can apply for parental leave until their children reach age three, following the internal Parental Leave Management Policy.
- Mother-Friendly Facilities:
Equipped with dedicated breastfeeding rooms and priority parking spaces for pregnant employees, providing a safe and supportive workplace.

2024 Status of childcare leave and suspension

project	Numeric
Number of applicants for childcare leave	113
Reinstatement rate	84.91%
Retention Rate	84.00%

In 2024, a total of 113 employees applied for parental leave, with a reinstatement rate of 84.91%. This reflects OSE's ongoing commitment to providing structured and practical support that helps employees balance family responsibilities and career growth, while strengthening trust and a sense of belonging.

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Annual parental leave

In 2024, a total of 113 employees took parental leave, with a reinstatement rate of 84.91%. This demonstrates the company's ongoing commitment to supporting employees in balancing parenting and career through effective policies.

project	2024			2023		
	Male	Female	Total	Male	Female	Total
Employees qualified for taking childcare leave and suspension ^{Note 1}	127	150	277	127	135	262
Employees applied for childcare leave and suspension	19	94	113	13	78	91
Employees should have reinstated after taking childcare leave	10	43	53	8	43	51
Employees reinstated in reporting period after taking childcare leave	8	37	45	5	28	33
Employees reinstated in reporting period after taking childcare leave in previous year	2	23	25	6	15	21
Employees reinstated in reporting period after taking childcare leave in previous year and still being employed for more than 12 months	2	19	21	3	15	18
The rate of applying for childcare leave and suspension ^{Note 2}	14.96%	62.67%	40.79%	10.24%	57.78%	34.73%
The rate of reinstatement ^{Note 3}	80.00%	86.05%	84.91%	62.50%	65.12%	64.71%
The rate of retention ^{Note 4}	100.00%	82.61%	84.00%	50.00%	100.00%	85.71%

Note 1: Employees who were qualified for taking childcare leave and suspension = Employees who had applied for paternity leave and maternity leave
Note 2: The rate of applying for childcare leave and suspension = Employees who applied for childcare leave and suspension / Employees who were qualified for taking childcare leave and suspension
Note 3: The rate of reinstatement = Employees who reinstated in reporting period after taking childcare leave / Employees who should have reinstated after taking childcare leave
Note 4: The rate of retention = Employees who reinstated in reporting period after taking childcare leave in p previous year and still being employed for more than 12 months / Employees who reinstated in reporting period after taking childcare leave in p previous year

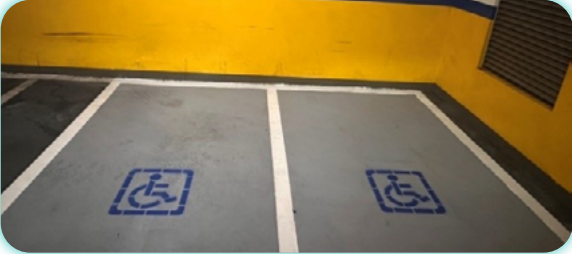
OSE is dedicated to fostering a friendly and inclusive workplace. By providing facilities such as breastfeeding rooms, mother-and-child care areas, and accessible parking for employees with disabilities, we address diverse physical and mental needs, embodying our commitment to diversity, respect, and workplace equality.



Lactation Room



Mother-and-Child Parking Spaces



Disabled parking spaces



Green Energy Motorcycle Parking Space



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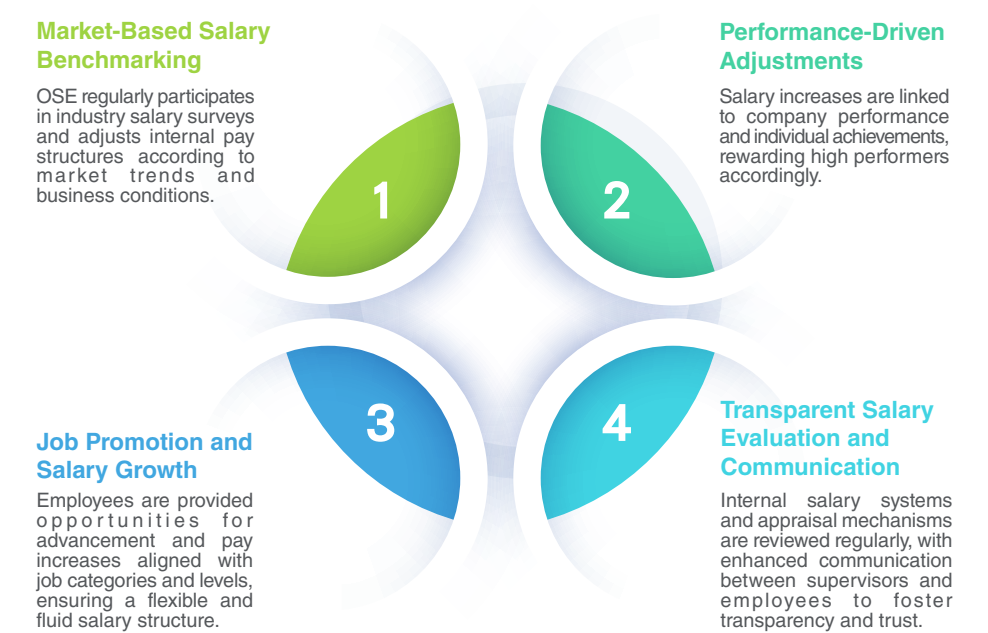
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5.2.3 Fair Salary Management System GRI 405-2

OSE upholds the principles of fairness, transparency, and non-discrimination in salary management by establishing a competitive compensation system. After covering accumulated deficits, any annual surplus is allocated as employee compensation to motivate performance and maintain market competitiveness.

The company clearly defines salary determination and adjustment criteria, ensuring that factors such as gender, race, religion, political beliefs, marital status, or union membership do not influence pay. Reasonable salary levels are set based on job responsibilities, complexity, professional skills, job level, and promotion eligibility, with benefits exceeding legal requirements guaranteed.

Core Principles of the Compensation System



In compliance with stock exchange regulations, OSE discloses details such as annual salary and benefits expenses, the number of full-time supervisors, average and median salaries, and year-over-year changes via the Market Observation Post System (MOPS). This disclosure includes data for both supervisory and non-supervisory full-time employees.



MOPS
(Market Observation Post System)

2024 Annual Salary Adjustment Results

project	illustrate
Average salary increase	1.7 % ~4.5%
Salary adjustment basis	Results of the company's overall business performance and individual performance evaluations
Gender Pay Equality Policy	No gender pay differential

OSE continuously optimizes its remuneration system by upholding principles of fairness, transparency, and market competitiveness. The company ensures that employee compensation aligns with value creation and implements a sustainable remuneration management framework designed to attract, motivate, and retain talent.

Annual Gender Pay Ratio Table

In 2024, OSE maintained a reasonable gender pay ratio across all job categories, demonstrating the effective implementation of gender equality principles within its compensation system.

	2024		2023	
	Male	Female	Male	Female
Operation	1.07	1	1.06	1
Professional	1.16	1	1.14	1
Management	1.44	1	1.49	1

In 2024, the standard monthly salary for OSE frontline employees was set at 1.31 times the statutory minimum wage, reflecting a compensation commitment that exceeds legal requirements.

Unit: NT\$

	2024	2023
he ratio of standard monthly salary of OSE ' s entry-level employees to Taiwan's legal basics	1.31	1.32

Note: The standard monthly salary for OSE's entry-level employees (including professional and operational roles) is calculated based on fixed salary components. The ratio between standard and base salary for these entry-level positions is also derived from the fixed salary structure.

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5.3 Talent development and education

5.3.1 Talent training and cultivation GRI 404-1 、 404-2

OSE prioritizes employee skill development and career growth by establishing a systematic training framework. This approach enhances core competencies, boosts organizational performance, and fosters a win-win scenario that benefits both employees and the company.

Education and Training Guidelines and Principles

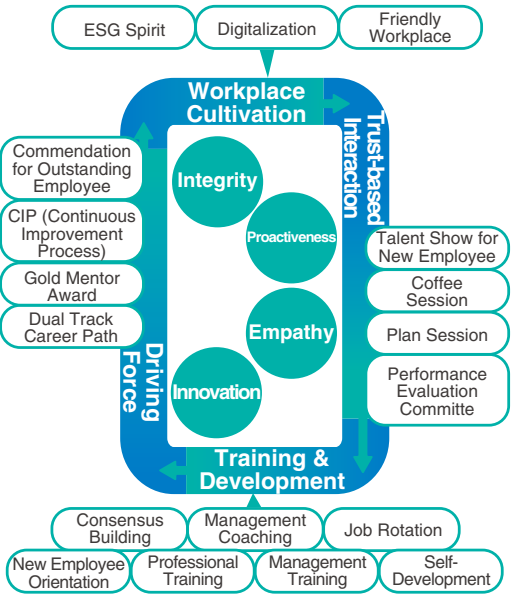
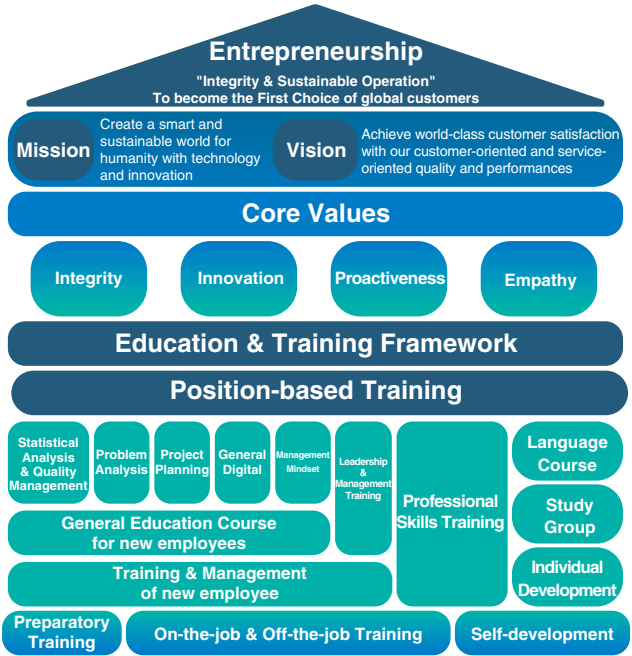
Project	Description
Training Core	Driven primarily by functional orientation, aligned with annual strategy, departmental KPIs, customer requirements, and regulatory standards.
Annual Planning	Training needs are reviewed annually to develop a comprehensive training blueprint, which is then approved by the Education and Training Committee before implementation.
Three Principles	System: Training modules are designed based on job levels. Architecture: Align training with career paths and organizational needs. Effectiveness: Conduct post-training evaluations and follow-ups to ensure practical application of learned skills.
Quality Management	An internal audit mechanism is established to regularly assess course quality and training outcomes, ensuring continuous improvement in training effectiveness.

Promoting organizational structure and responsibility

Mechanism	Description
Education and Training Committee	Comprised of first-level supervisors responsible for policy formulation, plan review, and results evaluation. They also encourage supervisors' involvement in curriculum design and training effectiveness assessments.
Department Head Responsibilities	Identify training needs, contribute to course design, and oversee the application and effectiveness of training post-completion.

Talent development structure and goals

Key Directions	Description
Comprehensive Training System	Integrate business philosophy, departmental objectives, and individual development needs to design diverse training resources that enhance professional skills and potential.
Long-term Career Development	Foster a sustainable learning culture that supports employees in steadily advancing toward their personal career goals.





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Dual-Track Career System

To uphold the principles of "right talent for the right job" and fair promotion, OSE implements a dual-track career system, offering employees two distinct development pathways based on their skills and aspirations:

- Management Career Path: Focuses on leadership skills and team management capabilities.
- Professional Career Path: Emphasizes technical expertise and professional contributions.

System Features and Objectives

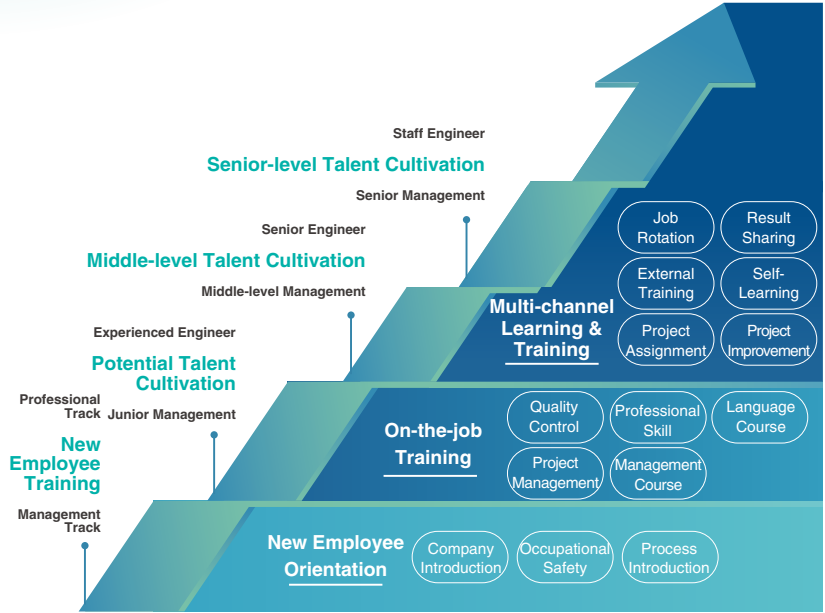
Target Direction	Description
Fair Promotion	Promotion and salary increase opportunities are available regardless of whether an employee holds a management position.
Flexible Conversion	Encourages cross-functional skill development and supports flexible career transitions.
Talent Promotion	Establishes mechanisms to nurture potential talents and enhance organizational resilience.
Attract and Retain Talent	Provides clear career planning and competitive compensation to boost employee recognition and retention.

Competency Models and Learning Maps

The competency model is structured around three key frameworks that guide education, training, and functional development:

- Core Competencies
- Professional Competencies
- Management Competencies

Building on this model, a comprehensive learning map has been developed to address the diverse learning needs of employees across different job levels and career stages.



Education and Training Planning Process

Link	Description
Strategy Docking	Course planning is aligned with annual strategic goals, customer requirements, and regulatory standards.
Function Inventory	Training modules are designed for each job level and stage based on functional inventory and gap analysis.
Committee Review	All training courses undergo review and approval by the Education and Training Committee before implementation.

Practice-oriented learning design

Target	Practice
Training and Application in One	Training content is closely aligned with workplace practices to enhance practical effectiveness.
Dual-Track Career Development	Promotes organizational capability improvements alongside the simultaneous development of employee functions.



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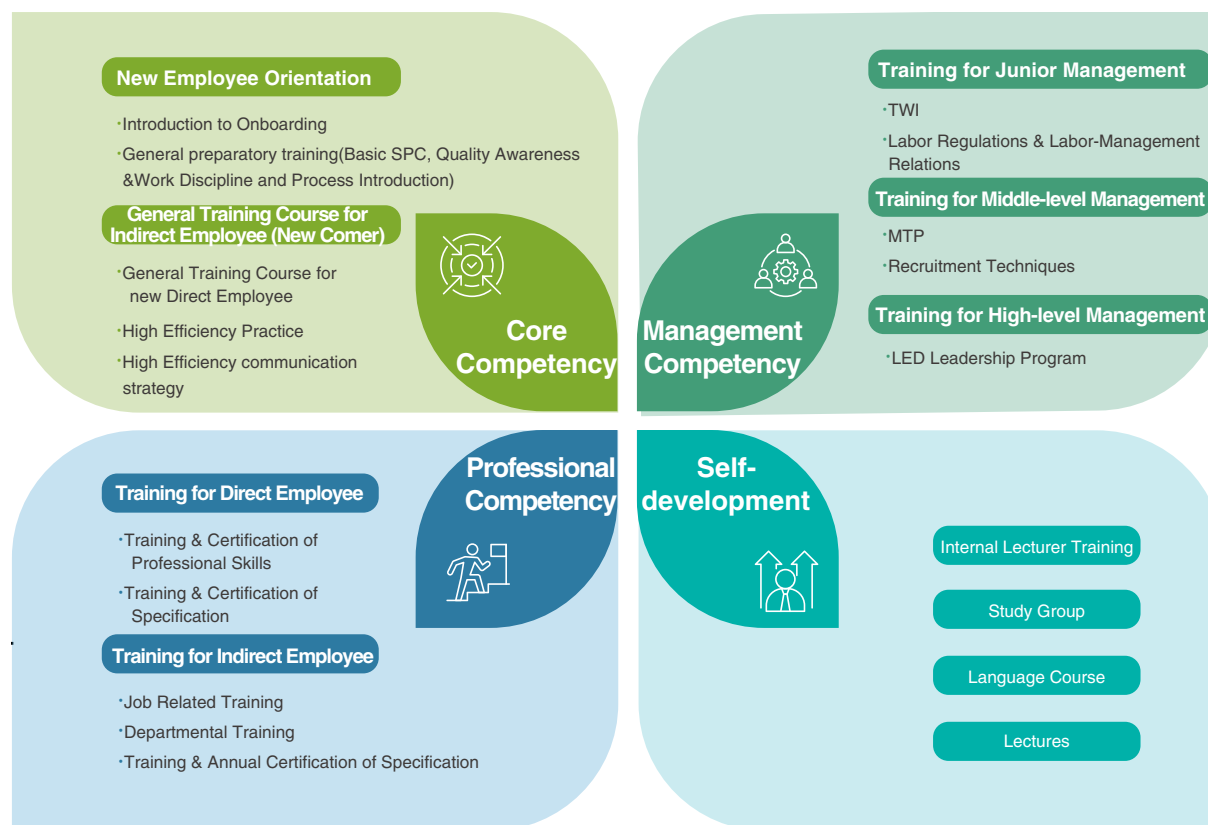
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New Employee Training and Guidance System

- Implement a standardized orientation process, including pre-job training, skill development, and ongoing support.
- Promote mentorship programs such as the "Counselor System" and "Production-side Trainer System," where experienced employees guide new hires, supported by a reward mechanism.
- Successfully trained 1,178 new employees by 2024, along with 83 local counselors and 29 foreign counselors.
- Develop digital skills courses (e.g., O365, Microsoft Office) to enhance workplace efficiency.
- Continue hosting "Talent Show" briefing sessions to foster cross-departmental interaction and optimize learning outcomes.

Professional and management skills training

Project	Results by 2024
Management Development	Developed the "Supervisory Management Manual" to enhance hierarchical leadership and communication training.
Professional Training	Each unit conducted skills training and created teaching materials, completing a total of 461 ESOP materials.
Reserve Talents	Launched the "Special Team for Reserve Engineers," achieving a 77% establishment rate for the "Talent Team Plan."
Internal Lecture System	Trained 58 lecturers, of whom 78.45% were supervisors; 46 lecturers received commendations throughout the year.
Cultural Reading	All employees participated in the An Undisputed Advantage reading program to foster cultural awareness and innovative thinking.

Digital and Cultural Learning Platform

- Established an E-learning digital platform offering modular courses and a flexible learning environment.
- Continuously optimize course content, allowing learners to select electives aligned with their roles and interests, thereby broadening learning opportunities and engagement.

Continuous Improvement Culture (CIP)

- Each department actively promotes CIP initiatives to boost operational efficiency and product quality.
- Employees are encouraged to apply their learning in practice, fostering a culture of continuous improvement and teamwork.

Dual-Axis Transformation Learning

- Advance a dual-axis learning strategy focused on digital transformation × sustainable transformation.
- Integrate ESG principles to develop employees' skills in carbon management, process optimization, and sustainability mindset.

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Professional Competency and Management Competency Training Courses in 2024

Description			Number of Attendees	Total Training Hours
General management	Internal Lecturer	Responsible for internal talent training to meet employee needs, improve skills, service quality, morale, and training effectiveness, while reducing turnover. Lecturers also accumulate corporate knowledge for continuity and knowledge transfer.	63	10
				
	Presentation Tips	Enhance understanding of presentation skills by focusing on purpose-driven content creation and engaging delivery techniques to improve audience comprehension and participation.	646	3
	Counselor Training	1. Equip counselors with appropriate mindset and concepts 2. Improve their ability to teach new employees and communication skills 3. Foster effective emotional guidance and interpersonal interaction	112	7
General management	TWI Grassroots Supervisor Training	Strengthen core functions of grassroots supervisors in coaching, job improvement, and employee relations to promote skill growth and process enhancement.	57	36

Description			Number of Attendees	Total Training Hours
Quality management	QC Story	Improve understanding of problem root causes, learn QC tools to solve problems, and cultivate correct problem-solving mindset through real case analysis.	201	52
	DOE Design of Experiment (Basic)	Through practical cases, enable engineers to understand DOE methods, timelines, and functions. Use examples to verify result interpretation and analytical skills.	34	59
	DOE Experimental Design (Advanced)	Introduce current OSE station problems, define real issues, optimize product parameters through experimental design, reduce costs and variation, and improve yield and quality.	20	51
	IATF 16949 Five Core Series Courses	Provide foundational training on product design, process design, and production, using case studies to guide application in practice.	440	10
problem solved	8D Problem Analysis and Solving (Basic)	Understand the 8D problem-solving method and apply proper thinking and procedures to resolve issues effectively.	170	3





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Information Security Education and Training

To strengthen information security management and embed security awareness into the corporate culture, OSE continuously promotes information security education and training for all employees. This ensures that colleagues possess the fundamental knowledge and practical skills to manage information security risks effectively. The company designs tiered and role-specific courses addressing information protection policies, internal operating procedures, and relevant legal requirements.

Training Promotion Measures

- Conduct cybersecurity law and internal regulation training annually for board members, managers, and all employees.
- Integrate fundamental cybersecurity concepts into onboarding training for new hires.
- Regularly update training content and conduct practical exercises for employees.
- Organize cybersecurity awareness activities periodically, such as Cybersecurity Month, anti-fraud campaigns, and phishing simulation tests, to enhance vigilance and operational skills.

Training Results 2024

project	data
Number of participants	5,156 people
Cumulative training hours	15,468 hours

Description			Number of Attendees	Total Training Hours/Times
Information Security General Education	Information Security and Trade Secrets Annual Education and Training	Implement company business secret management policies and establish fundamental information security awareness for all employees.	5,156	15,468 hours
	Social Engineering Drill	Enhance employees' ability to recognize phishing emails through targeted drills.	14,143	6 times

Course Title		Number of Students	Total Hours
Certification Courses	CSA SOC Monitoring Certification Course	2	48
	CISSP Information Security System Expert Certification Course	1	40
	CEH Hacker Technology Expert Certification Course	1	40
	CPENT Penetration Testing Expert Certification Course	2	80

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Cultivating Digital Talents and Driving Dual-Axis Transformation

In response to the dual trends of smart manufacturing and sustainable governance, OSE centers its transformation on the integration of digitalization and sustainability, recognizing digital talents as the key foundation. Through systematic training and hands-on application, OSE cultivates employees' digital literacy and sustainability awareness, breaking through traditional limitations to create new value.

Overview of the dual-axis transformation actions for 2024

Promote	Core Practice	2024 Results
Inventory of Employee Quality	Conduct digital and ESG maturity self-assessment	Completed initial inventory and summarized analysis results to guide future course design and resource allocation
General Training	Introduced dual-axis basic courses and established a common organizational language	7,893 participants
Newcomer Training	Digital Literacy Compulsory Course: "Digital Evolution"	Completion rate: 78.39%
Practical Application of Tools	Power BI, flowchart, and RPA practical training	427 people trained, 48 projects completed
Internal Forum	Held IT Solution Day	113 participants
External Technical Exchanges	Co-organized AI Application Forum	87 employees participated
Senior Leadership Camp	7 manager groups introduced dual-axis transformation blueprint planning to strengthen strategy	Completed preliminary blueprint as a key reference for medium and long-term promotion direction

2024 Digital Talent Training Courses

Description			Number of Attendees	Total Training Hours
Digital Talent Training	Digital Mindset Transformation	Sharing digital applications and AI smart manufacturing cases to build consensus on using automation and AI for work efficiency improvement.	92	58
	Application of Digital Tools	Connecting digital tools with practical work to establish automated workflows, improve efficiency, and reduce human errors.	492	50
	Excel Applications (Advanced)	Learn to write macros, shorten working time, and improve work efficiency.	25	6
	Excel Applications (Basic)	Enhance digital transformation awareness and popularize digital skills among all employees.	3,306	4



AI Master Lecture



2024 OSE IT Solution Day



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Cultivating Future Talent • Aligned with SDG 4.4: Enhancing youth technical and vocational skills and employment opportunities

Facing the challenges posed by Taiwan's declining birthrate and aging population on the labor market, OSE deeply acknowledges the critical role of developing future talent for the sustainable growth of the industry. This is especially vital given the ongoing tight labor supply in the semiconductor sector, making early investment in youth talent development an essential responsibility for enterprises.

In support of SDG 4.4—"Enhance youth skills in employment, market engagement, entrepreneurship, and technical education"—OSE actively integrates resources from industry, government, and academia. The company continuously promotes diverse campus collaboration and career integration initiatives designed to help young people grasp industry trends early, build employability skills, and achieve a seamless transition from school to the workplace.

2024Intern Training Camp Course

Course Title			Number of Attendees	Total Training Hours
Training Camp Course	Intern Tips for Work-Life Balance Management	Lectures by supervisors sharing their personal insights on balancing life and work.	10	3
	Resume Writing & Interview Skills	Improve communication and presentation skills through case analysis and practical exercises.	27	3
	Production Line Tour	Internship supervisors explain company organization and operational processes.	8	3
	Daily Life in Production	Engineers share differences between academic and workplace environments, providing interns with practical insights into work responsibilities and expectations.	8	3
	Personal Presentation by Interns	Senior interns share their learning experiences, encouraging current interns to adjust their learning attitude and actively seek advice from supervisors.	25	3
	Self-Understanding and Career Exploration	Senior interns share experiences to help interns adapt to the work environment and maintain learning motivation.	25	3

The total training hours in 2024 increased by nearly 60% compared to 2023, demonstrating the company's continued commitment to enhancing internal learning resources and training investments. This growth reflects expanded coverage, increased training frequency, and deeper course content. Moving forward, the "Precise Function × Digital Empowerment" strategy will continue to cultivate a talent team with international competitiveness and drive organizational and employee advancement.

Annual training hours

OSE systematically develops an education and training blueprint aligned with the organization's annual strategy and short-, medium-, and long-term talent development goals. The program integrates professional skills, management capabilities, compliance training, and digital transformation needs to enhance employees' overall competencies. Beyond the key training initiatives highlighted in this report, OSE also offers various professional skills courses and regular certification programs, underscoring the company's strong commitment to sustainable operations and talent development.

Training investment results (2024 vs. 2023)

project	2024	2023
Training funding	NT\$ 4,654,682	NT\$ 4,692,536
Total training hours	152,851.65 hours	95,999.5 hours
Average training hours growth	+59%	-



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Employee Training Hours in 2024

In 2024, OSE provided a total of 152,851.65 training hours, representing an increase of over 50% compared to 2023. This demonstrates the company's strong commitment and proactive efforts to continuously enhance talent development and increase investment in learning.

Employee type	Gender	2024			2023		
		Numbers of people	training hours <small>Note1</small>	average training hours <small>Note1</small>	Number of people	training hours	average training hours
Production	male	522	14,176.54	27.2	581	9,075.30	15.6
	female	2,506	63,143.95	25.2	2,491	26,433.59	10.6
Professional	male	1,067	34,034.02	31.9	1,078	28,110.61	26.1
	female	562	19,030.25	33.9	577	16,450.82	28.5
Management	male	282	14,041.14	49.8	268	8,976.72	33.5
	female	206	8,425.75	40.9	207	6,952.46	33.6
	total	5,145	152,851.65	29.7	5,202	95,999.50	18.5

Note 1: The data source has been re-examined and recalculated as shown below.

5.3.2 Fair performance appraisal GRI 404-3

OSE conducts annual performance appraisals aligned with the organization's yearly targets and strategic goals. The appraisal process is impartial and free from bias related to gender, race, religion, political affiliation, marital status, or union membership, focusing solely on individual employee performance. Compensation adjustments, including salaries and bonuses, are made based on appraisal outcomes and the company's operational efficiency to ensure fairness and equity.

Performance Appraisal

Subject		All employees	
Target		Review and give feedback on employee performance through regular appraisals, which can also serve as a basis to motivate employees, improve performances, and map out future career plans. We also use performance appraisals to develop and motivate outstanding talents.	
Implementation	Indirect employees	Implementation	Class level, foreman, professional position
		Indirect employees	<ul style="list-style-type: none">• Positions assessed: Course levels, foremen, and professional positions every 6 months.• Process: Employees conduct self-evaluations, followed by preliminary evaluations, re-evaluations, and supervisor reviews. Final evaluations are completed by supervisors at or above the department level and the Committee before performance interviews.
	Direct Employees		<ul style="list-style-type: none">• Assessed monthly.• Supervisors evaluate monthly behavioral factors (attitude, discipline) and performance metrics (quality, efficiency).• Final evaluations are completed by supervisors at the ministerial level or above

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Employee performance appraisal implementation results

In 2024, OSE conducted regular performance evaluations for 4,963 employees, representing 96.46% of all regular employees eligible for appraisal. This marks an increase in overall evaluation coverage compared to 2023, driven primarily by:

- Information System Optimization:
Implementation of a more comprehensive performance management system to enhance automation, timely assessment notifications, self-evaluation, and feedback processes.
- Deepened System Promotion:
Retraining of department heads to strengthen their understanding and accountability in executing the performance management system.

OSE remains committed to continuously reviewing and improving the performance appraisal system, fostering two-way communication between supervisors and employees, enhancing the appraisal's role as both an incentive and development tool, and reinforcing the alignment between organizational performance culture and talent development.

Performance Appraisal Results

In 2024, the employee performance appraisal completion rate reached 96.46%, reflecting an improvement over 2023 and demonstrating increased system coverage and implementation stability.

	2024				2023			
	male	female	total	Total proportion	male	female	total	Total proportion
Production	479	2,426	2,905	95.94%	548	2,423	2,971	96.71%
Professional	1,033	548	1,581	97.05%	1,011	549	1,560	94.26%
Management	270	207	477	97.75%	253	204	457	96.21%
Total	1,782	3,181	4,963	96.46%	1,812	3,176	4,988	95.89%
Proportion	95.24%	97.16%	96.46%	-	94.03%	96.98%	95.89%	-



Note 1: The performance measurement period is from January 1 to December 31 of each year.

Note 2: Employees in their trial periods (three months) are subject to a separate assessment for new employees and are not required to undergo the regular performance appraisal.

Note 3: The chairman, president, employees on unpaid leave, departed employees, and employees who did not meet the minimum attendance requirement of 50% during the appraisal period, are exempt from the regular performance appraisal.

Note 4: The total number of employees at the end of the period does not include temporary workers and contractors reporting.



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5.4 Occupational Health and Safety GRI 2-23、2-24、2-25、3-3、403-1~403-10、TC-SC-320.a.1.~2.

OSE has long adhered to a people-centered safety culture. Through the implementation of the ISO 45001 management system and related standards, employees are required to comply and actively participate in continuous improvements focusing on three key areas: people, environment, and behavior. With ongoing education and training, every employee contributes to building a safe and supportive workplace, enabling OSE to advance steadily toward sustainable development.

Major Theme Management Policy

Impact	Positive	Actively engage in activities aimed at reducing occupational hazards, creating a safe working environment, and enhancing colleagues' work efficiency to meet stakeholder expectations.			
	Negative	Failure to effectively reduce occupational accidents and provide a safe work environment may lead to increased downtime and business interruptions, heightened employee occupational risks, and damage to the company's reputation.			
Management	Policies	<ul style="list-style-type: none">Our company complies with the Occupational Safety and Health Act and continuously promotes safety and health initiatives, tracking progress through the Safety Performance Index (SPI).All factories maintain certification and operation under ISO 45001 and CNS 45001 standards.We have established a comprehensive occupational safety and health management system in accordance with the Occupational Safety and Health Management Regulations, implementing this system across local business units and headquarters. Additionally, an Occupational Safety and Health Committee has been formed in compliance with legal requirements.			
	Commitment	OSE has long upheld a people-centered safety culture. By implementing the ISO 45001 management system and related standards, employees are required to comply with and actively apply safety measures. Continuous improvements are made focusing on three key areas: people, environment, and behavior. Through ongoing education and training, every employee contributes to creating a safe and welcoming workplace, enabling the company to steadily advance			
	Responsibility	Human Resource Division & Occupational Safety Department			
	Resources	safety and health implementation status and planning needs are reported to the "Occupational Safety and Health Committee" every quarter.			
	Complaint Mechanism	We have established internal communication channels such as an employee suggestion box, a hotline, and an email address as well as external communication channels including a hotline and an email address. Internal Reporting Hotline: 07-3613131 ext.68885 Internal Reporting Mailbox: 580@ose.com.tw External Reporting Hotline: 07-3613131 # 68558 External Reporting Mailbox: csr@ose.com.tw			
Achievements	goals and objectives	Measures	2024 Target	2024 Implement	2025 Target
		Disabling frequency rate (FR)	<0.55	1.2	<0.55



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Major Theme Management Policy

Achievements	goals and objectives	Measures		2024 Target	2024 Implement	2025 Target
		Disabling injury severity rate (SR)		<27	40.7	<24
		Major occupational accidents (with losses exceeding NT\$ 1 million)		0件	0件	0件
		Minor occupational accidents (losses do not exceed NT\$ 1 million)		0件	0件	0件
		Frequency-Severity Indicator (FSI) compared to the industry average ^(Note 1)		<22%	-	-
		Major occupational disasters		1件	0件	0件
		Completion of abnormality grading management for health checks		100%	100%	100%
		Health promotion events		15	17	15
		Participation in health promotion events		30.00%	37.60%	30.00%
		Incidents of occupational illnesses		0件	0件	0件
	Specific Measure	Positive impact management	<ul style="list-style-type: none">• OSE has established clear responsibilities through the Occupational Safety and Health Committee and the Risk Management Department to oversee occupational safety and health management.• Regular management meetings are held to define and set the company's annual business strategy and vision, as well as to review and assess evolving business strategies and internal and external environmental, safety, and health challenges.• OSE actively participates in the Safety and Health Committees of Nanzi Technology Industrial Park.• The company collaborates with insurance providers to implement loss control measures through education and training, on-site inspections, and enhancement of preventive actions.			
Negative shock management		<ul style="list-style-type: none">• OSE conducts annual hazard identification and risk assessments across operational environments, equipment, machinery, and services at each factory. Risks are evaluated based on severity, frequency, and incidence rates, leading to the development of appropriate management strategies.• In response to the increased frequency of industrial safety incidents in 2024, OSE has strengthened its chemical management and emergency response mechanisms. The company also ensures factory safety by proactively addressing irregular inspections conducted by regulatory authorities.				
effectiveness assessment	<ul style="list-style-type: none">• In 2024, there was 0 case of work-related deaths among employees and workers that are not employees.• In 2024, there were 12 cases of work-related injuries among employees and zero cases of work-related injuries among workers that are not employees at OSE.• In 2023, there were no financial losses from violations and litigations relating to employee health and safety ' s regulations .					

Note 1: Since the comprehensive injury index (FSI)—composed of FR and SR—is rarely used among industry peers (who tend to manage FR and SR separately), this indicator has been removed.



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5.4.1 Creating a Safe Workplace (GRI 403-1、403-2、403-3、403-4、403-5、403-7、403-8)

Occupational Safety and Health Management Policies and Systems (GRI 403-1、403-8)

Providing a safe, healthy, and secure working environment is a fundamental commitment and corporate responsibility at OSE. The company has fully implemented the ISO 45001 Occupational Safety and Health Management System and the CNS 45001 Taiwan Occupational Safety and Health Management System, adhering to the PDCA (Plan-Do-Check-Act) cycle to establish a prevention-oriented management system and enforce practical occupational safety and health management.

In 2024, external audits for ISO 45001 and CNS 45001 covered 100% of employees at the Taiwan plant. Internal and third-party verification audits are conducted annually to strengthen system operations and ensure compliance.

Legal Compliance and Committee Governance Mechanism (GRI 403-4、403-7)

In compliance with the Occupational Safety and Health Act and related regulations, OSE has legally established the Occupational Safety and Health Committee as the highest decision-making and communication platform for occupational safety and health management. The committee oversees system integration and risk management at both the business unit and headquarters levels.

- Chairman: Chairman of the Board
- Vice Chairman: General Manager
- Labor Representatives: 7 trade union directors and supervisors, comprising one-third of the 21 committee members
- Members: Department heads, occupational safety personnel, environmental protection staff, equipment units, etc.

OSE has also instituted the Environmental Safety, Health, Energy, and Water Communication, Participation, and Consultation Management Procedure to promote cross-unit engagement, elevate risk awareness, and enrich the workplace safety culture.



ISO 45001: 2018 Certificate



TOSHMS Certificate



The Occupational Safety and Health Committee convenes regular meetings every three months, gathering all members to review and discuss key safety and health management issues. These include the implementation status of occupational safety and health management plans, internal and external audits of environmental health and safety systems, the development of management procedures and corrective and preventive measures, as well as employee feedback and communication. The committee's goal is to effectively prevent all types of accidents and implement measures to reduce occupational injuries, thereby striving to achieve the management objective of "zero accidents."



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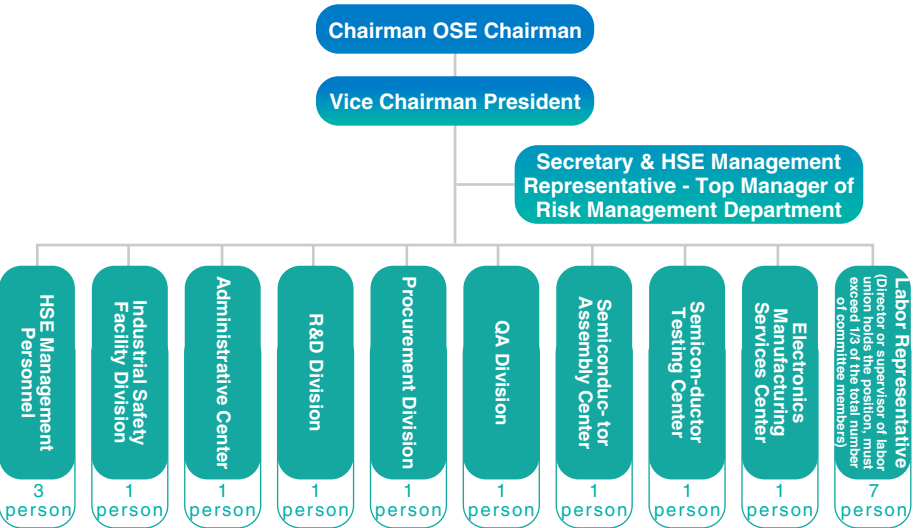
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Occupational Safety and Health Committee Structure



Name	Number of management representatives	Number of labor representatives	Percentage of labor representatives	Frequency of meetings
Occupational Safety and Health Committee	14	7	1/3	Quarterly

Hazard Identification, Risk Assessment, and Accident Investigation

GRI 403-2

To enhance workplace safety risk control, OSE has established a systematic hazard identification and risk assessment system based on the Hazard Identification and Risk Assessment Control Management Procedure. Through regular and ad hoc assessments, the company aims to prevent occupational hazards, ensure workplace safety, and continuously reduce risks while improving management practices.

Education and Institutional Development

- Each department appoints "seed trainees" who receive specialized training and conduct risk identification within their respective departments.
- Seed trainees undergo a minimum of 1.5 hours of professional training annually.
- Operational Process Considerations : Identification of workplace hazard factors → Review of current control measures → Conduct risk assessment → Develop and implement management plans

Evaluation Mechanism

- Regular Assessments: Comprehensive risk assessments are performed annually.
- Irregular Assessments: Triggered by operational changes, equipment updates, emergencies, or major occupational incidents.
- Assessment Scope: Covers the working environment, machinery and equipment, personnel activities, and factory services.
- Assessment Method: Risk levels are determined based on hazard severity, frequency of occurrence, and likelihood of accidents, followed by appropriate management measures.
- High-risk areas such as ionizing radiation zones, noisy environments, hazardous chemical handling, and dust-prone workplaces are specifically identified. Personnel operating in these areas are required to:
 - Participate in exclusive occupational safety education and training
 - Use assigned personal protective equipment under supervision
 - Undergo regular specialized health examinations and health status monitoring

Implementation results by 2024

Project	Data and Description
Total number of assessment units	75 departments
Major or high-risk projects	0 items
Potential risk types (highest proportion)	Being pinched, rolled, crushed, cut, stabbed, hit, etc.
Unacceptable risk projects	1 item
Improvement Project Description	Central 3rd Factory (HQ), Jing 3rd Factory (AT), and E. 3rd Factory had a public hazardous materials storage room without reporting legal use, violating Article 15 of the Fire Protection Act
Improvement Measures	Apply for a legal use permit from the competent authority and implement subsequent hardware engineering adjustments
Total Improvement Expenses	NT\$ 21,320,000

This improvement action serves as a preventive measure against potential non-compliance risks to avoid future legal violations due to audits and to ensure legal compliance. It also addresses the expectations of external stakeholders regarding operational risk control.



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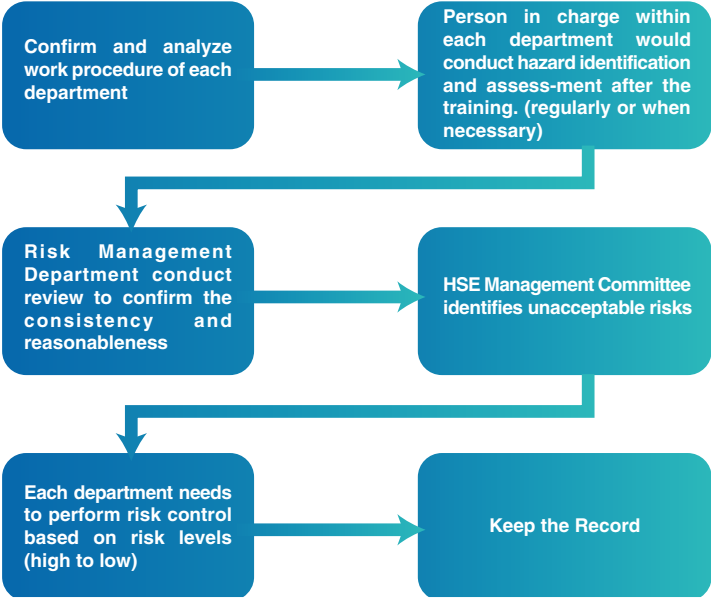
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OSE Hazard Identification and Risk and Opportunity Assessment Management Process



Hazard Identification and Management Plans

Items	Factory	2024	2023
Hazards	All OSE	75	73
Unacceptable risks	All OSE	1	1
Management plans formulated	All OSE	3	1
Management plans created	All OSE	0	1
Completion rate	All OSE	0 %	100%

Note: In 2024, OSE completed 75 official hazard identifications but has yet to finalize and implement corresponding management plans. This demonstrates the company’ s strong commitment to comprehensive occupational safety and risk control.

Occupational Safety Investigation and Accident Management

GRI 403-2

OSE is committed to achieving "zero accidents" as its highest goal. The company has established a comprehensive accident reporting, investigation, and improvement mechanism to enhance on-site response and preventive management capabilities, thereby effectively reducing operational risks.

Response and Investigation Process

When a workplace safety incident occurs, OSE immediately implements the following actions according to the Emergency Response Procedures:

1. On-site Response: Personnel are evacuated and retreated to ensure safety at the scene.
2. Preliminary Investigation: The accident unit or construction unit conducts an initial investigation in accordance with the Accident Investigation Procedure.
3. Occupational Safety and Health Review: Performed after receiving the investigation summary report, this includes:
 - a. Root cause analysis (including direct and potential causes)
 - b. Review and tracking of corrective and preventive measures implementation
 - c. When necessary, personnel are assigned to conduct on-site inspections to verify the effectiveness of improvements.

All corrective actions are integrated into the company's continuous improvement plan to prevent recurrence of similar incidents.

Post-event prevention and continuous improvement measures

Project	Description
Major Accident Reassessment	Re-examine operational processes, equipment usage, and staffing
Strengthening of High-Risk Areas	Improve working environment, enhance training, and reinforce personal protection
Safety Culture Promotion	Increase risk awareness and employee participation; promote accident prevention education

- Conduct reassessments after each incident, including hazard re-evaluation, operational process review, and staffing/equipment adjustments.
- Strengthen high-risk areas through workplace safety improvements, enhanced training, and protective measures.
- Promote company-wide participation in safety awareness and accident prevention education, fostering a strong safety culture.

OSE continues to implement an evidence-based accident management process, shifting from post-incident handling to prevention, aiming to achieve a safe workplace with "zero accidents and zero injuries."

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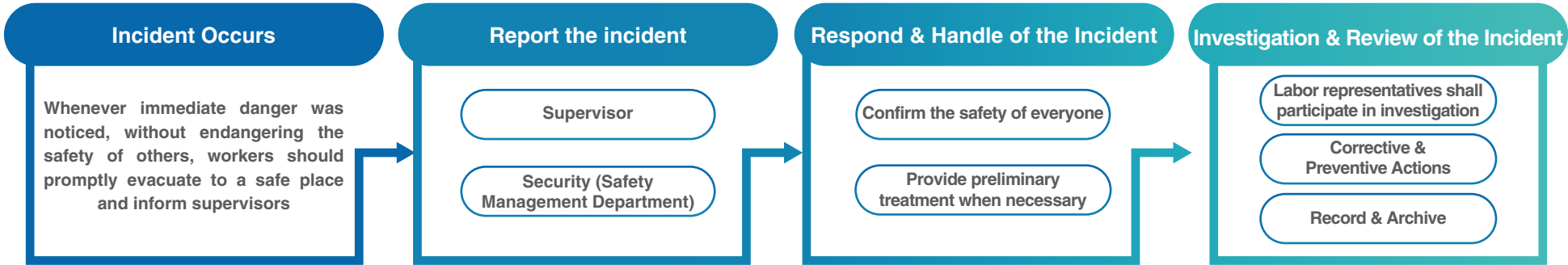
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OSE Accident Investigation Procedure



Enforce Work Safety Management and Prevention GRI 403-7

Reporting of False Alarms

OSE has established a clear reporting process for false alarms. Employees are encouraged to promptly report any unfamiliar persons, abnormal events, or suspicious objects to their supervisors or the security office at each factory. Reports must include five key elements: people, event, time, location, and object to ensure precise response and risk minimization.

- ey points of the report:Five elements: people, event, time, location, and object
- Purpose:Quickly activate the response mechanism \ Enable early intervention \ Prevent escalation of incidents

This mechanism exemplifies a shift from reactive "after-the-fact remediation" to proactive "pre-event warning," significantly enhancing the foresight and effectiveness of industrial safety management.

Safety management of contract work

Based on the "Contractor/Internal Construction Management Procedures" and "Procurement Environmental Safety, Hygiene, Energy and Water Management Procedures" along with related documents, OSE implements risk control measures throughout the entire contracting process:

Stage	Management Measures
Pre-control	<ul style="list-style-type: none">• he construction unit must apply three days before the operation and complete the "Environmental Safety and Health Consent Form".• The responsible person must participate in the hazard notification and agreement organization meeting.
Supervision during the process	<ul style="list-style-type: none">• Conduct construction defect audits and statistical analyses every quarter.• Provide feedback to procurement units on defects and include them in the annual evaluation.

Through institutionalization and cross-departmental collaboration, OSE strengthens contract quality and on-site safety, fostering a preventive safety culture.

Work safety management operation and instruction sheet

Occupational Safety Practice	Description
Management Protocols on Hazard Identification and Risk and Opportunity Assessments	Enforce hazard identification and risk and opportunity assessments using an operational checklist to effectively identify and control risks.
Change/Procurement/ Contractor Management	<ul style="list-style-type: none">• Strengthen source control through change and procurement management.• Manage contractors (hazard notification, education and training, document submission, inspection, audit, and violation statistics) to reduce risks.
Chemical Management	<ul style="list-style-type: none">• New chemicals:<ul style="list-style-type: none">1. SDS safety data sheet review2. Establish material numbering and purchase source control• Existing chemicals:<ul style="list-style-type: none">1. Inventory, storage tank, usage, waste, and emergency response; establish SOP2. Reduce toxicity substitution to lower inventory risk.
Management of Electrical Hazard Prevention	Developed Lockout/Tagout (LOTO) procedures to prevent electrical hazards and effectively control risks.

OSE is committed to building a "prevention first" workplace safety management framework to enhance risk identification and the immediate response capabilities of all employees, creating a safe workplace with zero accidents.



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Management of Occupational Accident GRI 403-9 、 403-10

OSE continues to uphold "zero accidents" as its core objective. Through proactive risk prevention, on-site controls, diverse education and training programs, and an instant reporting system, the company fosters a safety culture that gradually reduces operational risks and the likelihood of injuries.

Statistics of occupational accidents and near-misses in 2024

Disaster Type	Number of pieces	Remark
Serious occupational accident	0	No accidents resulting in permanent disability or hospitalization
Death due to work	0	none
General occupational hazards	12 items	6 falls, 1 fall, 1 falling object, 2 burns, 2 cuts
False alarm	20 items	No further damage, immediately reported and eliminated
Legal proceedings and fines	0	No fines or losses due to health and safety violations

All occupational hazards are reported, investigated, corrected, and prevented according to the "Accident Investigation and Handling Procedures." High-risk work areas are regularly re-evaluated and improved.

Statistical table of occupational hazards indicators 2022–2024

Item/Year	2024	2023	2022
Disabling frequency rate (FR) (same as incidence rate and recordable occupational injury rate)	1.2	0.86	0.65
Disabling injury severity rate (SR)	40.7	27.6	46
Frequency-Severity Indicator (FSI)	0.2	0.15	0.17
Average days lost from disabling injuries	401	290	502
Days away from work rate (days lost/number of injuries and fatalities)	33.42	32	71.71
Number of disabling injuries	12	9	7
Number of serious occupational injuries	0	0	1
Rate of serious occupational injuries	0	0	0.08
Number of individuals with serious occupational injuries	0	0	1

2024 Indicator Description: Some indicators, such as FR and SR, have increased slightly compared to 2023 but remain within a controllable range. OSE continues to enhance prevention mechanisms and employee safety training to ensure risks are effectively managed.

Improvement Actions and Responses to Occupational Injuries in 2024

In response to common occupational injury incidents in 2024, OSE implemented the following improvement measures to strengthen source control and foster a culture of occupational safety: :

1	Conducted investigations and improvements across all areas
2	Enhanced awareness through discussion forums, e-bulletin boards, and warning slogans
3	Implemented engineering improvements, such as floor replacements and route replanning
4	Provided personnel education and training
5	Installed additional machine protection devices
6	Developed standardized operating procedures (SOPs)

OSE continues to adopt data-driven occupational safety management models, using empirical feedback and high-risk scenario simulations to progress toward the goals of "zero accidents" and cultivating "safety awareness among all employees."





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Occupational Safety Education GRI 403-5

OSE designs and delivers safety and health education programs based on annual risk assessments and regulatory requirements. A variety of training courses are planned covering compliance knowledge, risk identification, protective operations, and emergency drills to enhance employees' risk management capabilities and self-protection skills.

Training Content and Implementation Methods

- Course topics include: basic occupational safety and health knowledge, fire prevention and self-inspection, hazard awareness, first aid response, and proper use of personal protective equipment.
- Post-training assessments consist of written tests and on-site exercises to strengthen practical application.
- Advanced training is regularly provided for employees working in high-risk areas.

Promote Key and Regional Joint Defense Participation in 2024

In response to major industrial safety and fire incidents domestically and internationally, OSE has strengthened internal hazardous chemical management and response training. The company also led regional joint defense cooperation as a role model by:

Promotion Area	Details
Joint Defense Association Chairman Unit	Served as chairman of the Nanzi Science and Technology Industrial Park Regional Joint Defense Association, integrating disaster prevention resources from surrounding enterprises.
Regional Joint Defense Drill	Regularly conducted cross-factory joint defense drills, providing support with emergency supplies and rescue equipment.
Cross-unit Coordination	Enhanced disaster response coordination and support mechanisms across different industries.
Integrate Education into All Staff	Included outsourced personnel and new employees in disaster prevention education to maintain consistent awareness.

OSE will continue to review training content and frequency on a rolling basis according to industry trends and disaster types, fostering a safety learning culture centered on "prevention as the core and everyone as a teacher."

Occupational Safety Training (2023–2024)

Training categories	Training content	Training subjects	2024		2023	
			Count of people	training hours	Count of people	training hours
Regulatory ESH Training	General safety and health training	Employees at all plants	All employees	3	All employees	3
	Hazardous chemical substances training	Employees at all plants	All employees	3	All employees	3
	Professional certification training for personnel working with organic solvents, specific chemicals, dust, fire safety management, and radiation operation	All personnel involved with specialized operations	91	18	61	18
	In-service recertification training for certified personnel working with occupational safety and health, organic solvents, specific chemicals, dust, forklifts, fire safety, and radiation operations	All personnel involved with specialized operations	273	3-6	257	3-6
Other Professional Training	Other required training (eg, traffic safety, hazard identification and risk assessment/control, respiratory protection, fire safety equipment installation standards for various locations, business continuity planning, process change management, earthquake risk assessment, and education and training on the revision of ISO 45001-related procedures)	All personnel exposed to occupational safety and health risks	330	2	320	2
Emergency Response Training	Emergency response training and drills (eg, evacuation drills, fire safety, chemical leaks, recovery from computer system disruptions, water truck transportation for water shortages, supplier disruption, and workplace security breaches)	All personnel exposed to occupational safety and health risks (all employees working in plants are required to participate in evacuation drills)	The whole plant	2-4	The whole plant	2-4
Hazard Communication Before Entering OSE Locations & Consultative Organizations	Before contractors enter OSE locations for work, OSE communicates any hazards in the workplace and holds meetings with consultative organizations.	Contractor	400	0.5	444	0.5
Education and Training	Contractors are required to undergo education and training to obtain work permits.	Contractor	246	3	303	3

In 2024, OSE will continue to advance a wide range of occupational safety and health training programs, including statutory training, emergency response, and contractor education, to comprehensively strengthen operational safety and risk mitigation capabilities.



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OSE external participation in 2024

1. Served as chairman of the Nanzi Science Park Joint Defense Association, regularly attending promotion and regional meetings.

2. Participated in the following disaster prevention and regional joint defense drills:

- April 8: South America
 - June 7: Nanzi Electric
- July 23: ASE
 - October 24: NXP
- December 20: Yihua Electronics

3. August 9: Took part in the 113th Science Park Disaster Prevention Visit organized by the Central Disaster Prevention and Relief Council.

OSE adopts a dual-track approach combining practical exercises and knowledge education to foster a disaster prevention culture, empowering all employees to identify and respond effectively to risks.

5.4.2Healthy Workplace GRI 403-3 、 403-6

OSE recognizes that healthy employees are the foundation of sustainable corporate operations. To prevent occupational diseases, raise health awareness, and promote physical and mental well-being, OSE has established a dedicated professional team and, in compliance with the Occupational Safety and Health Act, developed a comprehensive health service system to foster a "healthy workplace" culture, aiming to fundamentally enhance employee well-being and organizational effectiveness.

Employee Health Management and Promotion Plan

Key health initiatives in 2024 include :

- Enhanced Health Check-ups: Provide medical examinations beyond legal requirements, with follow-up, referral, and re-examination services based on results.
- Women's Health Program: Offer specialized screenings such as cervical smears and mammograms.
- Thematic Health Activities:
 - Colorectal cancer screening and fitness testing
 - Employee weight loss competitions and stair-climbing challenges
 - Health lectures and chronic disease prevention courses
 - Blood donation drives and promotion of health self-management tools

The health management coverage rate is targeted to reach 100% in 2024, reflecting OSE's comprehensive commitment to employee well-being.

OSE remains committed to advancing a healthy workplace vision of "physical and mental balance × safe environment," integrating preventive medicine, health initiatives, and psychological care to support employees in building a long-term, fulfilling career journey.



Evacuation drill



Education and Training in Association



Zone Defense

Personal Information Protection and Health Data Security

To safeguard employee privacy, OSE enforces strict controls on health data management:

- Physical documents are sealed in locked bags and stored or destroyed according to legal retention periods.
- Health systems are operated exclusively by dedicated nursing staff with secure record tracking.
- Employees can access their historical health data using personal account passwords.
- Information for resigned employees is transferred to a custody department and securely stored in locked areas.

Epidemic and Infectious Disease Prevention Management

Despite the easing of the COVID-19 pandemic, OSE continues to promote public health awareness in partnership with Kaohsiung Medical University Occupational Injury Diagnosis and Treatment Center. Measures include:

- Regular dissemination of epidemic prevention announcements and health guidelines
- Prompt adjustment of factory epidemic prevention protocols
- Provision of employee health consultation and support resources



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2024 employee health management plan and activities

OSE promotes diverse health promotion and preventive measures, including cancer screenings, chronic disease management, and tracking of high-risk employees, effectively enhancing employees' health capabilities and vitality at work.

Project	Effectiveness	Description
Cancer Screening	Inspections: 8 Number of people tested: 674	The employee health checkup program includes screenings for high-risk cancers for both male and female employees, including liver, prostate, colorectal, breast, ovarian, cervical, oral, and colorectal cancers. Breast cancer photography and cervical smears are also performed regularly. Family members can also participate. Abnormal results are tracked, cared for, and referred for medical treatment.
Injury Management	Number of people tracked and cared for: 250 Number of people returning to work early: 17	For colleagues suffering from work-related injuries or illnesses, occupational health care provides immediate care and collaborates with occupational doctors, supervisors, safety personnel, and HR to conduct follow-ups including interviews, return-to-work meetings, rehabilitation, and work reinforcement until the employee can resume normal duties.
Thyroid Test	Number of people screened: 2,173	Thyroid blood draws and ultrasound exams are included in employee health checkups to diagnose various thyroid conditions.
Chinese/ Western/ Nutrition/Stress Relief Health Lectures	Number of participants: 409	Professional doctors and lecturers are invited to explain health topics based on employee needs to increase health awareness.
Technology Fitness	Number of participants: 210	Through technological fitness testing, employees can understand their physical fitness levels, identify areas for improvement, and receive guidance on safe, effective exercises to strengthen weak points.
Climbing Stairs / Self-Discipline Activity	Number of participants: 262	Participating in stair-climbing exercises and health monitoring organized by the Health Management Center helps employees better understand their activity levels and track changes in blood pressure, weight, and body fat.

Project	Effectiveness	Description
Health Promotion Activities	Number of participants: 375	To promote healthy diet, regular exercise, and self-management, a 6-month "I-Sharing Slim Challenge" was held, resulting in a total weight loss of 637.1 kg among participants.
Funduscopy	Number of participants: 112	Fundus examinations detect eye diseases and reveal systemic diseases by examining the rich vascular tissue in the eye, regarded as a microcosm of the body.
Providing Regular/Special Health Check-ups	Number of people tested: 2,044 Completion rate: 100%	Employee health examinations and special check-ups are conducted annually in compliance with laws and regulations. The schedule is every 5 years for those over 30, every 3 years for those aged 30-45, every 2 years for ages 45-65, and annually for those over 65.
Health Examination Report Hierarchical Management and Tracking	Number of people with red/yellow light levels: 482 Completion rate: 100%	Abnormal health exam results are tracked by red and yellow light levels, with 100% of employees flagged with red lights receiving follow-up checks and monitoring.
Abnormal Workload Promotes Disease Prevention	High risk: 29 people Moderate risk: 259 people	High and medium risk employees receive one-on-one interviews and health education from occupational nurses and doctors. Those at medium risk are given consultation, re-evaluation, or referral to reduce occupational disease risk.
Human Factors Engineering Job Assessment	Completion rate: 100%	After industrial safety investigations, occupational doctors conduct on-site visits, analyze key indicators, and recommend improvements. Education and training are provided, with follow-up evaluations after three months.



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Project	Effectiveness	Description
Maternity Protection Program	Number of participants: 72 Completion rate: 100%	Pregnant and breastfeeding women receive occupational doctor interviews based on work risk assessments and necessary improvement measures. Follow-up care continues after returning to work.
Awards	1. Certified Healthy and Sport-Friendly Workplace 2. Includes Sports Enterprise Certification (MOE), Workplace Health Certifications and Outstanding Healthy Workplace Awards from the Ministry of Health and Welfare, as well as recognitions from Kaohsiung City Health Bureau for workplace health promotion and smoking cessation programs.	1. Obtained sports enterprise certification. Certified in workplace wellness. Received Health Management Award and top award. Received Outstanding Workplace Award for Smoking Cessation Service Program. Recognized by Kaohsiung City Health Bureau and National Health Administration for workplace health achievements and smoking cessation efforts.

Occupational Safety Communication

GRI 403-4

OSE is committed to establishing a two-way, transparent, and feedback-driven communication channel for occupational safety and health. This enables employees and external partners to fully understand safety regulations, actively participate in relevant decision-making and improvement processes, and internalize a culture of occupational safety and health into everyday organizational life.

Employee communication and participation mechanism

Category	Description
Daily Feedback Channel	Suggestion boxes, hotlines, emails, and regular education and training enable employees to promptly share safety and health feedback.
Committee Mechanism	The Occupational Safety and Health Committee convenes quarterly, chaired by the chairman, with a union representative serving as the labor representative, to review and make recommendations on major safety issues.
Key Topics	1. Policy and system suggestions: recommendations for revising occupational safety and health policies, self-management, and audit systems. 2. Risk protection: workplace environment, mechanical hazards, and occupational disease prevention and control.
Execution and Feedback	Review outcomes are integrated into internal system revisions to ensure ongoing improvement in governance transparency and risk management.

Communication Mechanisms for Non-Employee Workers (e.g., Contractors)

Project	Description
System Promotion and Risk Notification	All personnel entering the site must participate in the "Contractor Construction Management Specifications" and "Environmental Safety and Health Precautions" instructions, conduct construction risk notification and agreements before starting work, and implement hazard prevention measures.
Construction Management and Audit Mechanism	On-site inspections and risk monitoring are conducted during construction. Missing statistical data are compiled for procurement units to include in manufacturer evaluations, enhancing work quality and safety standards.
Education, Training, and Improvement	Regular "Occupational Safety and Health Education and Training for Contractors" sessions are organized annually. Courses cover the latest laws and regulations, risk cases, and improvement practices to boost occupational safety and health knowledge and adaptability.

OSE continues to foster a sustainable occupational safety culture based on "full participation × risk transparency × active feedback" to enhance risk awareness and responsibility among all construction partners through institutionalized communication and practical training.

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Chapter 6 Inclusive Community

In 2024, OSE will continue to promote equal education opportunities, support underprivileged groups and local engagement, and implement SDG 4, 5, and 17 to foster social inclusion and build sustainable partnerships.

Sustainable Performance and Corresponding SDGs

SGDs Target	SDG specific goals		2024 years sustainable performance
SDG 4	4.4	Number of people with relevant skills for financial success	<ul style="list-style-type: none">• In 2024, we will continue the "Industry-Academic Cooperation Program – Overseas Students Class," training a total of 106 students.• We will also continue the general "Industry-Academic Cooperation Program," targeting a total of 124 students.• Resume health checks will be conducted for job-seeking students, benefiting approximately 50 students.• The "College Employment Program" will be extended to support 30 students in 2024.• The National Sun Yat-sen University Institute of Semiconductor and Key Technology will continue training 10 students annually, with the program entering its eighth year.
	4.5	Eliminate all discrimination in education	<ul style="list-style-type: none">• In 2024, we will continue sponsoring Eishan Elementary School (Chenggong Elementary School in Qieding District), offering courses in children's film and aesthetic education. Two sessions were conducted, serving 89 students.
SDG 17	17.17	Encouraging effective partnerships	<ul style="list-style-type: none">• Collaborated with Taiwan Environmental Protection Union to promote natural environment conservation knowledge in the community• Donated company event receipts to Taiwan Reforestation Association to support forest restoration projects• Supported the Social Affairs Bureau of Kaohsiung City Government's physical goods bank by donating rice• Partnered company cafeteria with local farmers and nonprofit groups to host stalls promoting community consumption• Company employees volunteered as career coaches and lecturers at campus events and recruitment sessions, offering resume reviews, career talks, and industry introductions

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6.1 Local Care | Deepening Connections and Advancing the Common Good

GRI 413-1、413-2

OSE has long upheld a "people-oriented" philosophy, actively promoting local care, diversity, and inclusion initiatives. The company focuses on supporting the disadvantaged, giving back to local communities, and fostering youth development. In 2024, there were no recorded incidents of negative community impact, highlighting OSE's commitment to continuously implementing responsible operations and maintaining positive relationships with local communities. The company also seeks to strengthen mutual trust and collaboration, contributing to the shared prosperity of both enterprises and communities.

6.1.1 Caring for the disadvantaged | Addressing Social Needs and Expanding Educational Opportunities

Education is the key to shaping the future. In 2024, OSE will collaborate with the Kaohsiung Film Archive to launch the "Remote Film Elective Course," aiming to bring audiovisual education into remote schools and help students express themselves, observe society, and explore cultural perspectives.

In addition, OSE will partner with local educational institutions and resource networks to create a sustainable and scalable co-learning platform—one that promotes educational equity and enhances community well-being.

Planting the Seeds of Film Education in Rural Areas: Remote Film Elective Course Project

OSE will join forces with Kaohsiung Film Archive to promote the elective course "Bring It to Remote Schools," using film as a medium to help children broaden their horizons and connect with the world.

In 2024, the course was introduced at Chenggong Elementary School in Qieding, with 89 students participating. Through the course, students learned the language of the camera, sharpened their critical thinking and artistic literacy, and experienced a more vibrant and visionary form of education.



Extending Support Through Food, Clothing, and Safety Equipment

In 2024, OSE donated 96 kilograms of rice to the Happiness Sharing Center of the Kaohsiung City Social Affairs Bureau, helping disadvantaged families meet their basic food needs. In the same year, the company also donated 100 high-visibility reflective vests to the Fourth Brigade of the Kaohsiung City Fire Department to enhance the visibility and safety of firefighters during operations. These actions reflect OSE's commitment to social responsibility and community well-being.



Circular Economy Meets Social Care: Supporting Small Businesses through a Second-Hand Charity Market

OSE encouraged employees to participate in a second-hand market organized by the Eden Social Welfare Foundation, collecting both gently used and new items. All proceeds from the event—NT\$8,530—were donated to the foundation to support disability service programs. This initiative demonstrated our commitment to circular economy principles and the creation of shared value.





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Spreading Love Through Donations: Supporting Sustainable Employment for People with Disabilities

Beyond the charity market, OSE also made direct donations to the Eden Foundation to fund vocational training and daily life care for individuals with disabilities. These contributions help promote stable employment and greater social inclusion, exemplifying the long-term commitment of businesses to empowering disadvantaged groups.

A Sustainable Mid-Autumn Festival: Charity Purchase with Beyond Peak Care Association

For the 2024 Mid-Autumn Festival, OSE collaborated with the Kaohsiung City Social Affairs Bureau and the Beyond Peak Care Association to purchase festive gift boxes made by people with disabilities. This initiative not only delivered holiday blessings but also created employment opportunities for the underprivileged, advancing social value chain inclusion.

6.1.2 Giving Back to Society |

Partnering with the community to create a cycle of good.

Sustainable business operations are inseparable from the support and well-being of local communities. OSE firmly believes that a company's influence extends beyond its factory walls. By working closely with local governments and social welfare organizations, we aim to transform corporate resources into meaningful social impact.

In 2024, we promoted local inclusion through a series of concrete actions, including material donations, holiday charity purchases, support for disadvantaged groups, and employee volunteerism. These efforts reflect OSE's sense of corporate citizenship and demonstrate SDG 17 in action—building sustainable development partnerships that help grassroots goodwill take root and grow, becoming a lasting force for social progress.

Circular Living in Action: OSE x Small Appliance Repair Clinic

In 2024, OSE teamed up with the Repairs in Southern Taiwan to host a "Repair Instead of Buy" event at the Cuiping Village Community Activity Center. By inviting professional repair technicians to share home appliance maintenance tips and repair 19 devices on-site, the event successfully reduced 47 kilograms of waste. Through resource reuse and community engagement, OSE continues to deepen its commitment to the circular economy and strengthen bonds with the local community.



6.1.3 Environmental Protection |

Spreading Green Actions from the Enterprise

In the face of climate change, OSE is committed not only to protecting its production lines, but also to safeguarding the planet.

In 2024, we launched the "OSE Magic Tree Master" campaign and the "Car-Free Month" initiative, encouraging employees to embrace green commuting and tree planting. From workplace to community, these initiatives align with SDG 11: Sustainable Cities and Communities and SDG 13: Climate Action, making environmental protection a part of daily life.

Arbor Day: "OSE Magic Tree Master" – Green Living Begins with the Heart

Planting a tree is a step toward making sustainability part of everyday life.

OSE continues to promote in-house tree-planting initiatives, engaging employees, communities, and supply chain partners through the adoption of native tree saplings. To date, 350 native species have been distributed.

The 2024 campaign was upgraded to include a visit to Yuanzhonggang Wetland, a mangrove ecosystem tour, and a sustainable DIY cloth bag workshop. Participants exchanged receipts for saplings, restoring forests one tree at a time. Another 350 native saplings were given away, extending greenery from the company into our daily lives.



Car-Free Month: Promoting Low-Carbon Mobility — OSE x iPass

To celebrate World Car-Free Day, OSE partnered with iPass to launch the "Car-Free Month" campaign. A total of 320 employees joined by commuting via TPASS, buses, MRT, and Smile Bikes.

This initiative not only helped reduce carbon emissions, but also cultivated a corporate culture of sustainable transportation and eco-friendly living.



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6.2 Youth Development | Nurturing Talent, Creating a Better Future

In the face of workforce challenges driven by declining birth rates and climate change, OSE remains committed to investing in youth development.

Through industry-academia collaboration, government programs, and the integration of corporate resources, we help young people bridge the gap between school and the workforce, improving their practical skills and employability.

OSE also actively participates in high-tech talent development programs, aiming to cultivate future professionals who are both skilled and sustainability-minded—driving long-term societal and industrial growth through inclusive prosperity.

Career Coaching Program: Campus Mentors Empower Youth Integration

In 2024, OSE continued its partnership with National Cheng Kung University to promote the "Career Coaching Program", offering 8 courses totaling 20 hours led by corporate mentors. These sessions aim to deepen students' understanding of the semiconductor industry and support career exploration.

OSE also delivered 22 on-campus career talks at institutions such as National University of Kaohsiung, National Kaohsiung University of Science and Technology and National Formosa University of Science and Technology, and Cheng Shiu University of Science and Technology.

These lectures focused on industry trends and practical insights, helping students better prepare for the job market. Through ongoing university engagement, OSE strives to bridge the learning-to-employment gap and support Taiwanese youth in building global perspectives and career competitiveness.



Campus Lectures



Co-organized the 'Career Coaching Program' with National Cheng Kung University.



YS Iron Man Workplace Experience Program helps young people take their first step in their career

OSE has participated in the YS Iron Man Workplace Experience Program for seven consecutive years ", to help young people aged 18 to 29 to understand the workplace early and fulfill their corporate social responsibilities.

In 2024, 17 young people signed up (annual growth rate of 143%), and finally 2 of them entered the OSE Recruitment Department and Sustainability Office to start a one-week internship experience, from project initiation to results presentation, accumulating practical experience and taking the first confident step towards their career .



104 TOP Special Lecture × Resume Checkup × Career Outpost Launch

OSE cooperated with 104 Career College to hold 4 industry lectures at National Sun Yat-sen University and National Kaohsiung University in 2024, attracting 106 students to participate. The lecture content covers IC design to packaging and testing processes, with practical job tours to help young people understand the operation of semiconductors and manufacturing industries.

The course includes a final project presentation to train students' planning, presentation and on-site expression skills. In addition, the course also provides real-time feedback from corporate lecturers to strengthen students' logic and teamwork skills, thus warming up for their careers in advance .





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Diverse Career Experience Program: From Classroom to Workplace, We're With You Every Step of the Way

OSE has partnered with National Sun Yat-sen University to promote a decade-long industry-academia collaboration, aiming to cultivate 10 young semiconductor talents each year—a total of 80 participants to date.



This program helps students transition smoothly into the workplace by enhancing their practical skills, industry readiness, and career adaptability, empowering them to thrive in the ever-evolving semiconductor field.

Industry-Academia Cooperation Project: Connecting Diverse Youth with Employment Opportunities

OSE collaborates with universities, colleges, and technical and vocational schools to build a hands-on learning platform that enables a seamless transition from education to employment.



As of 2024, the program has trained over 470 young individuals, with the following key achievements:

- Local University Student Program: Supported 64 students, with 58% of graduates choosing to stay and work with the company.
- Collaboration with Overseas Chinese High School Students: A total of 107 participants, including 53 currently in training; graduates have achieved stable employment.
- University Training for International Students: Covering countries such as Vietnam and Indonesia, 301 students have received training with a 90% retention rate.
- Industry-Academia Cooperation 2.0: Set to launch in 2025, this next phase aims to train an additional 195 young talents by 2027, continuing to foster a sustainable ecosystem of shared learning, shared growth, and shared prosperity.



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Ethical operations			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	-
	205-2	Communication and training about anti-corruption policies and procedures	40~42
	205-3	Confirmed incidents of corruption and actions taken	40~42
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	43
Economic Performance			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	44~45
	201-4	Financial assistance received from government	
Supply Chain Sustainability			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	78
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	76
	308-2	Negative environmental impacts in the supply chain and actions taken	76

Topic	Disclosure	Page	Corresponding Chapter
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	79
	414-2	Negative social impacts in the supply chain and actions taken	76
Energy Management			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	65
	302-2	Energy consumption outside of the organization	65
	302-3	Energy intensity	65
	302-4	Reduction of energy consumption	66
Waste Management			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	72
	306-2	Management of significant waste-related impacts	72
	306-3	Waste generated	72
	306-4	Waste diverted from disposal	72
	306-5	Waste directed to disposal	72
Product quality and safety			



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Appendix I GRI Standard Index(continued.)

Topic	Disclosure		Page	Corresponding Chapter
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	86	4.3 Product quality and safety
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	87~88	4.3.2 Product quality management
Talent development and education				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	118	5.3 Talent development and education
	404-2	Programs for upgrading employee skills and transition assistance programs	111	5.3 Talent development and education
	404-3	Percentage of employees receiving regular performance and career development reviews	118	5.3.2 Fair performance appraisal
Human rights management				
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	102	5.1.3 Management practices to ensure human rights
GRI 408: Child Labor 2016	408-1	Child labor	102	5.1.3 Management practices to ensure human rights
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	102	5.1.3 Management practices to ensure human rights
Community engagement and philanthropic efforts				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	133~134	6.1 local care
	413-2	Operations with significant actual and potential negative impacts on local communities	133~134	6.1 local care



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Appendix II SASB Index

SASB	Code	Accounting Metric	Corresponding Chapter	Page
Greenhouse Gas Emissions	TC-SC-110a.1	Gross global Scope 1 emissions Amount of total emissions from perfluorinated compounds	3.2Climate Change and GHGs Management	64
	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	3.1Environmental Responsibility and Commitment	56
Energy management in manufacturing	TC-SC-130a.1	Total energy consumed Percentage grid electricity Percentage renewable	3.2Climate Change and GHGs Management	65
Water Resources Management	TC-SC-140a.1	Total water withdrawn Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	3.3 Water Resources Management	68
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	3.4 Waste Management	72
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	5.4 Occupational Health and Safety	120
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	5.4 Occupational Health and Safety	120
Recruiting & managing a global & skilled workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	5.1.1 Diverse talent structure	97



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Appendix II SASB Index

SASB	Code	Accounting Metric	Corresponding Chapter	Page
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	4.3.2 Product quality management	87
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops, and (3) laptops	Not applicable	-
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	4.1 Sustainable supply chain	76
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	2.2.3 Reporting and Complaint Channels and Mechanisms	43

Activity Metric			
Code	Accounting Metric	Corresponding Chapter	Page
TC-SC-000.A	Total production	OSE's product output in 2024 was 807,971 thousand pieces of plastic integrated circuits, 64,209 thousand pieces of EMS product and others respectively. Detail information was disclosed in chapter 4.3.1.	86
TC-SC-000.B	Percentage of production from owned facilities	Nearly 100% of OSE products were produced in own factories.	86



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Appendix III TWSE Industrial Sustainability Disclosure Index- Semiconductor

Code	Disclosure	Category	Corresponding Chapter	Page
I	Total energy consumed, percentage purchased, and percentage renewable	Qualitative	Total energy consumed : 587,803.45GJ Percentage of externally purchased power: 99.37% Renewable energy usage rate: 0.9%	65
II	Total water withdrawn and total water consumed	Qualitative	Total water withdrawal: 1,289,560 m³ Total water consumption: 338,090 m³	70
III	Weight of hazardous waste generated and percentage recycled	Qualitative	Weight of all hazardous wastes generated: 143.2 tons Recycling percentage of all hazardous wastes generated : 9.6%	73
IV	Category of work-related disasters, number of people, and rate	Qualitative	Severe occupational accident: 0 Disabling frequency rate (FR): 1.2 Disabling injury severity rate (SR): 40.7	126
V	Disclosure of product life cycle management: Weight of products scrapped and electronic waste and percentage recycled	Qualitative	Not applicable because OSE didn't sell products to end customer directly.	-
VI	Description of the management of risk associated with the use of critical materials	Quantitative	Refer to 4.1 Sustainable Supply Chain	76
VII	Total amount of monetary losses as a result of litigations associated with anticompetitive behavior regulations	Qualitative	NT\$ 0	52
VIII	Production volume of primary products by product type	Qualitative	Plastic IC : 807,971 (thousand pcs) EMS : 64,209 (thousand pcs) Other : 45,933 (thousand pcs)	86



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Appendix IV Taiwan Climate Information Disclosure Index for Listed Companies

Item	Disclosures	Page	Corresponding Chapter
1	Describe the supervision and governance of climate-related risks and opportunities by the Board of Directors and management.	60	3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD)
2	Describe the impacts of the identified climate risk and opportunity on the company' s business, strategy, and finance (short-, mid-, and long-term).	60~63	3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD)
3	Describe the impact to finance by extreme climate events and transition actions.	61~63	3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD)
4	Describe the integration of the climate identification, assessment, and management procedures with the overall risk management system.	60	3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD)
5	If scenario analysis is used to assess the resilience for climate change risk, explain the scenario, parameters, assumptions, and factor analysis used and the major financial impacts.	60~63	3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD)
6	If there is a transition plan devised in response to managing climate-related risks, explain the contents of the plan, and the indicators and targets used for the identification and management of physical and transition risks.	60	3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD)
7	If internal carbon pricing is used as a planning tool, an explanation shall be provided on the basis for the price establishment.	-	OSE hasn' t planned for internal carbon pricing yet.
8	If there are climate-related targets established, an explanation shall be provided on the covered activities, greenhouse gas (GHG) emission scope, planning period, and annual progress. If carbon offsets and renewable energy certificates (REC) are used to achieve related targets, an explanation shall be provided on the source and quantity of the carbon credit for carbon offset or the amount of RECs.	58,60,64	3.2 Major Theme Management Policy] 3.2.1 Task Force on Climate-Related Financial Disclosures (TCFD) 3.2.2 Greenhouse Gas Management
9	Greenhouse gas (GHG) inventory and assurance status	64	3.2.2 Greenhouse Gas Management



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Appendix V Summary of Selected Subject Matter Assurance Information

No.	Subject Matter Assurance Information	Page	Applicable Criteria
1	New employee hiring rate in 2024: 20.95%	100	The 2024 new employee hiring rate is defined as the number of new hires (excluding rehires) between January 1 and December 31, 2024, divided by the number of employees as of December 31, 2024. Note: Temporary and contractor personnel are excluded.
2	Key position retention rate in 2024: 99.45%	96	The 2024 retention rate of high-performing key talents ^{Note 1} is calculated as the average of the monthly retention rates ^{Note 2} . Note 1: High-performing key talents in 2024 refer to employees who received an A rating or above in the 2023 performance evaluation. Note 2: Monthly retention rate = (Number of high-performing key talents at the beginning of the month - Number of high-performing key talents who left during the month) ÷ Number of high-performing key talents at the beginning of the month.
3	Total amount of hazardous waste disposed in 2024: 143.2 tonnes	73	2The total amount of hazardous waste treated in 2024 according to company statistics ^{Note} . Note: The hazardous waste data is based on Huatai Electronics’ 2024 report submitted to the Environmental Protection Administration’ s Business Waste Reporting and Management Information System.
4	2024 green product revenue from key business units: 18.87%; Green Product Center revenue: 57.55%	78	The 2024 local procurement ratio is calculated by dividing the purchase amount of raw materials sourced locally by the Semiconductor Business Center and Electronic Manufacturing Service Center by the total purchase amount of raw materials ^{Note} . Note: The total purchase amount of raw materials is based on the procurement amounts collected from the company’ s procurement system.
5	Number of major safety incidents in 2024: 0	47	Major safety incidents are defined per the “IS-2007 Occupational Safety and Health Management Procedure.” Note: A major incident refers to any incident categorized as a “Level A” event by the Safety Committee.

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Appendix VI Independent Limited Assurance Report for Chinese Report



會計師有限確信報告

華泰電子股份有限公司 公鑒：
貴會綜字第 25002624 號

本會計師受華泰電子股份有限公司（以下簡稱「貴公司」）之委任，對 貴公司選定西元 2024 年度永續報告書所報導之關鍵績效指標（以下簡稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係 貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於 貴公司西元 2024 年度永續報告書之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書之「報告邊界與範疇」段落述明。

上開適用基準係為臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」與相關問答集及有關法令之規定、全球永續性報告協會（Global Reporting Initiatives, GRI）發布之最新版 GRI 準則（GRI Standards）與行業補充指南，以及 貴公司依行業特性與其所選定之關鍵績效指標參採或自行設計其他基準。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

本業務多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

會計師之獨立性及品質管理

本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan
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會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述 貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估 貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述 貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標選取樣本進行包括查詢、觀察、檢查等測試，以取得有限確信之證據。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對 貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對西元 2024 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信，另外，西元 2024 年度永續報告書中屬西元 2023 年 12 月 31 日及更早期間之資訊未經本會計師確信。



有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師 張瑞婷

西元 2025 年 7 月 30 日



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