2023
Sunplus Technology Sustainability Report

Make difference

SUNPLUS

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Readers are advised that the original version is in Chinese. If there is any conflict between the English version and the Chinese one or any difference in the interpretation of the two versions, the Chinese-language report shall prevail.

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CHAIRMAN'S MESSAGE

Sunplus Technology actively implements corporate social responsibility and sustainable development . Because we believe that the value of sustainable management will create greater shared benefits for the company, shareholders and society . Through this sustainability report , Sunplus Technology discloses specific actions in various economic, environmental and social categories to respond to the needs of stakeholders.

Sunplus Technology attaches great importance to action and results orientation. High-efficiency energy-saving performance and industry-leading top products are the key forces that drive us to surpass ourselves . Through our years of hard work, the power consumption of chip products has been reduced year by year ; compared with the first-generation chips, our chips have achieved energy-saving benefits of more than 25.28 times, demonstrating our commitment to creating low-power green products to meet the needs of low-power consumers. The advent of the carbon economy era . In 2023 , Sunplus Technology's new generation chip will add a full 3D Around View Monitor integrated into the smart cockpit platform. In addition to improving consumer safety and convenience , it also saves an electronic control unit (ECU) compared with traditional systems. , saving raw materials such as PCB , wires, and casings, while also reducing the weight of the vehicle and playing an energy-saving role .

Sunplus Technology is committed to reducing greenhouse gases. We participated in the "Semiconductor Industry Net-Zero Takeoff Announcement and Carbon Reduction Technology Seminar" organized by the Taiwan Semiconductor Industry Association (TSIA) on September 27, 2023 , and jointly declared that "; Based on greenhouse gas emissions in 2020, the absolute reduction will be 10% in 2030 (BAU reduction will be 40%); reaching the net-zero emission target in 2050. " We simultaneously attach importance to the sustainable development of environmental considerations. Faced with the high standards of product quality and green manufacturing processes of the world's top customers, we strive to improve our company's service processes and external suppliers to comply with global environmental standards and requirements , and serve Taiwan create a sustainable industry growth curve for integrated circuit and module design and manufacturing. In addition , Sunplus Technology still invests a lot of resources in our employees, encouraging employees to continue to improve and improve their functions.

CHAIRMAN ’ S MESSAGE

Sunplus Technology actively participates in social welfare action plans. We regularly donate to the non-profit organization Taiwan Fund for Children and Families, hoping to improve the family environment of disadvantaged children through stable financial assistance and even encourage them to become self-sufficient . In addition to social care charity groups, we also support public welfare undertakings in industrial technology. We do what we should and do what we want . Sunplus Technology hopes to do its part and cross-border charity, so that love and care can extend infinitely. .

Looking forward to the future, we will continue to adopt the most responsible management policies and guidelines to achieve the mission of sustainable operation. At the same time, we sincerely welcome all stakeholders to continue to give us feedback, which will be included in the next year's ESG report. , we will present even more outstanding performance .

Chairman 黃洲杰

ABOUT US

Leader in Single-Chip Design for Automotive and Audio Systems

Sunplus Technology Co., Ltd., referred to as Sunplus Technology, was founded in 1990 and is a leading manufacturer of automotive and audio system single - chip and silicon intellectual property design and system solutions . The paid-in capital in 2023 is 5.9 billion, and the number of formal employees is 336 . The company type is a listed company, with stock code 2401 on the Taiwan Stock Exchange .

Main Products and Services

Sunplus Technology focuses on audio and video platform chip design and system integration, providing automotive digital audio and video and intelligent acoustic chips, and actively expanding the development of automotive driving assistance applications and immersive acoustic technology, striving to create smart system chips for safe driving and ultimate audio-visual enjoyment plan .

Since its establishment in 1990 , Sunplus Technology has expanded from consumer products to multimedia and intelligent computing, and has accumulated profound R& D capabilities and silicon intellectual property. Currently, it also provides silicon intellectual property authorized services such as high-speed interface IP , high-performance data conversion IP and analog IP . The best solution for high-quality and shortened development time for system-on-chip design .

In recent years, the C+P Plus1 retail computing power business model has been launched , providing " C" (general computing unit) small chips using advanced technology. Partners only need to develop " P" (peripheral unit) small chips using mature technology, reducing partner costs. threshold for innovation and entrepreneurship, and establish a shared economic model for chip design. As a leading manufacturer of multimedia chip solutions, Sunplus Technology will continue to innovate in research and development, and from a customer-first perspective, assist customers in providing a complete system design platform and support services, thereby providing consumers with pleasant and relaxing digital home entertainment .

For more detailed product introduction, please go to the Sunplus Technology website - Products.

ABOUT US

Main Operating Locations and Affiliated Companies

Sunplus Technology is located at No. 19 , Chuangxin 1st Road, Hsinchu Science Park .

Sunplus Technology has operating bases in Shanghai, Shenzhen, Chengdu, Beijing and other places to provide customers with complete system support and technical services. Affiliated company information is disclosed as shown in the list on the right:

Serial Number	Company
1	Generalplus Technology Inc.
2	Sunplus Innovation Technology Inc.
3	Jumplux Technology Co., Ltd.
4	Sunplus mMedia Inc.
5	Generalplus Technology (Hong Kong) Co., Ltd
6	Shanghai Sunplus Co., Ltd.
7	Generalplus Technology (Shenzhen) Co., Ltd.
8	Sunplus Prof-tek (Shenzhen) Co., Ltd.
9	Sunmedia Technology Co., Ltd.
10	Beijing Sunplus-ehue Tech Co.,Ltd.
11	Chongqing CQPlus1 Technology Co., Ltd.
12	Worldplus Technology (Shen Zhen)Co.,Ltd
13	The remaining subsidiaries are engaged in investment business

ABOUT THE REPORT

Basic Information of The Report

The 8th time that Sunplus Technology has issued an ESG Report/ Sustainability Report (formerly known as the CSR Report/ Corporate Social Responsibility Report) . In the future, we will continue to issue this report every year and regularly disclose operating results other than non-financial performance to the outside world. , and take actions to implement the corporate vision of sustainable management.

Information Disclosure Period

The information disclosure period of the 2023 ESG Report is from January 1 , 2023 to December 31 , 2023 .
The information disclosure period of the previous annual report (2022 ESG Report) is from January 1 , 2022 to December 31 , 2022 .

Reporting Cycle

The report release cycle is once a year .

ABOUT THE REPORT

Report Scope and Consideration Boundaries

The data source for the economic category of this report is the consolidated financial statements published in the 2023 corporate annual report. The consolidated revenue data covers the overall operating income information of Sunplus Technology Co., Ltd., including the operating headquarters and subsidiaries.

In addition to the economic category, this information disclosure in the environmental and social category only discloses information about the operating headquarters, which is located in Hsinchu Science Park (Hsinchu County, Taiwan) . There were no significant changes in the organization's size, ownership or supply chain during the reporting period.

Compilation Guide

This report is compiled based on the 2021 new version of GRI Universal Standards 2021 of the Global Reporting Initiative (GRI Universal Standards 2021) . and attached GRI Guidelines content index for indexing the content of each chapter.

Extensive Collection of Various International Sustainability Indicators

In addition to GRI Universal Standards 2021 , we also plan to adopt more international sustainability indicators as a reference for report compilation and corporate social responsibility strategy development, including:

- The United Nations' 17 Sustainable Development Goals (SDGs)
- The 28th Conference of the Parties to the United Nations Framework Convention on Climate Change (Conference of the Parties, COP 28)
- The Fifth Assessment Report (AR6)
- International Carbon Disclosure Project (CDP)
- Bloomberg ESG Survey (Environmental, Social, Governance, Bloomberg ESG Survey)
- ISO 22301 Business Continuity Management System
- Accounting Standards Board (SASB)
- The United Nations International Financial Stability Board (FSB) Task Force on Climate-related Financial Disclosures (TCFD)

Working Team Corresponding Department		Economy	Environment	Society			
				Working Conditions and Dignified labor	Human Rights	Society	Product Liability
Chairman Office		V			V	V	
Finance and Accounting Department		V				V	
Administrative Management Office	HR			V	V	V	
	Administrative Management	V	V	V	V	V	
EHS			V	V	V	V	
QS		V	V		V		V
QC		V	V			V	V
PM/RD		V	V			V	V
Sales		V				V	V

ESG Organizational Structure

We organize a cross-departmental organization for the sustainable development of Sunplus Technology and set up three working groups : Economic, Environmental and Social. The Board of Directors designated the director of the administrative department as the convener , responsible for formulating sustainable development trends and understanding the needs of stakeholders. To propose the company's risks and opportunities on related issues, and work with each working group to plan application strategies and implementation plans. We review issues such as corporate governance, green processes and products, and employee care through regular meetings, and each business department conducts cross-departmental integration, feedback, and promotion of relevant issues. Regarding the strategic planning and implementation results of sustainable development , we follow Article 7 of the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" of the Stock Exchange and regularly report to the Board of Directors on the implementation results of economic, environmental and social issues arising from operating activities.

External Assurance Measures Accompanying Reports

The financial data disclosed in this report is sourced from the consolidated financial statements audited by Deloitte & Touche Tohmatsu Limited, in accordance with International Financial Reporting Standards (IFRS).

In addition, ISO 9001 Quality Management Systems , IECQ HSPM 080000:2017 Hazardous Substance Process Management System 080000:2017 Requirements , ISO 14001: 2015 Environmental Management Systems) , ISO45001:2018 Occupational Health and Safety Management Systems and TOSHMS Taiwan Occupational Safety and Health Management System (CNS45001:2018) and ISO26262:2018 automotive electronics functional safety process certification , etc. are verified by an independent third-party verification agency.

▼ Certification Information for Each Management System

Management System	International Standard Codes and Versions	Initial Certification Date	Issue Date	Valid from	Valid until
Quality management	ISO9001:2015	2010/01/04	2021/12/07	2022/01/04	2025/01/03
Automotive Electronics Functional Safety Process Certification	ISO26262:2018	2023/06/07	-	2023/06/07	-
Hazardous material process management	IECQ QC080000:2017	2009/04/06	2024/04/04	-	2027/04/05
environmental management	ISO14001:2015	2011/02/10	2023/01/21	2023/02/15	2026/02/09
Occupational safety and health management	ISO45001:2018	2019/02/25	2022/02/14	2022/02/25	2025/02/24
	TOSHMS (CNS45001:2018)	2019/12/26	2022/02/14	2022/02/25	2025/02/24

Contact Information

If you have any suggestions about the " Sunplus Technology 2023 Sustainability Report " , you are welcome to contact us through the following methods. We also published this report on our official website simultaneously.

Address: No. 19 , Innovation 1st Road, Hsinchu Science Park
Official website: http://www.sunplus.com
Contact person: Joseph Chuang
Phone: + 886-3-5786005
Email: ir@sunplus.com

Identify Major Considerations and Boundaries

We identify major considerations through four major steps: identification , prioritization , validation , and review . First in step 1 , we identify relevant issues. After the company's internal meetings, a list of topics worthy of inclusion in this report was compiled, also called relevant topics . We select relevant topics from GRI Standards major topics (Topics) and standard disclosures (Standard Disclosures) , and compile a list of topics worthy of inclusion in this report, also known as relevant topics (Relevant Topics) .

Next, step 2 is performed to sort, and the relevant topics are also sorted according to the GRI Standards 3 principles for defining report content . Include stakeholder inclusiveness to identify stakeholders and describe how to respond to their reasonable expectations and interests in this report. There is also materiality , which reaffirms whether the issues selected in this report are enough to cause a significant impact on the economy, environment and society. The last is sustainability context , which reveals how the company has improved or reduced damage to local or global economic, environmental and social development trends. In particular, the significant impacts mentioned in this report generally refer to positive and negative, long-term and short-term impacts, as well as direct and indirect impacts.

At the same time, we also follow GRI Standards . The relevant topics identified in step 1 are called aspects from this stage . We also used diversified communication methods to collect issues of concern to stakeholders, and convened heads of departments to raise issues of concern to all stakeholders at internal meetings. Based on statistics, we obtained the following ranking of the importance of the issues: result. In the verification process of step 3 , we evaluate the identified significant considerations based on the GRI Completeness Principle . The principle of integrity includes scope , aspect boundaries , defining impact boundaries for each major aspect , and the integrity of information in 2022 . More importantly, the ranked list of major considerations in this report has been approved by senior decision-makers. In the final stage of identifying major considerations and boundaries, which is the step 4 review, after the release of this report, feedback information from stakeholders will be collected to prepare for the next reporting cycle. This is because the results of the survey on the opinions of all stakeholders will contribute to the identification steps of the next reporting cycle.

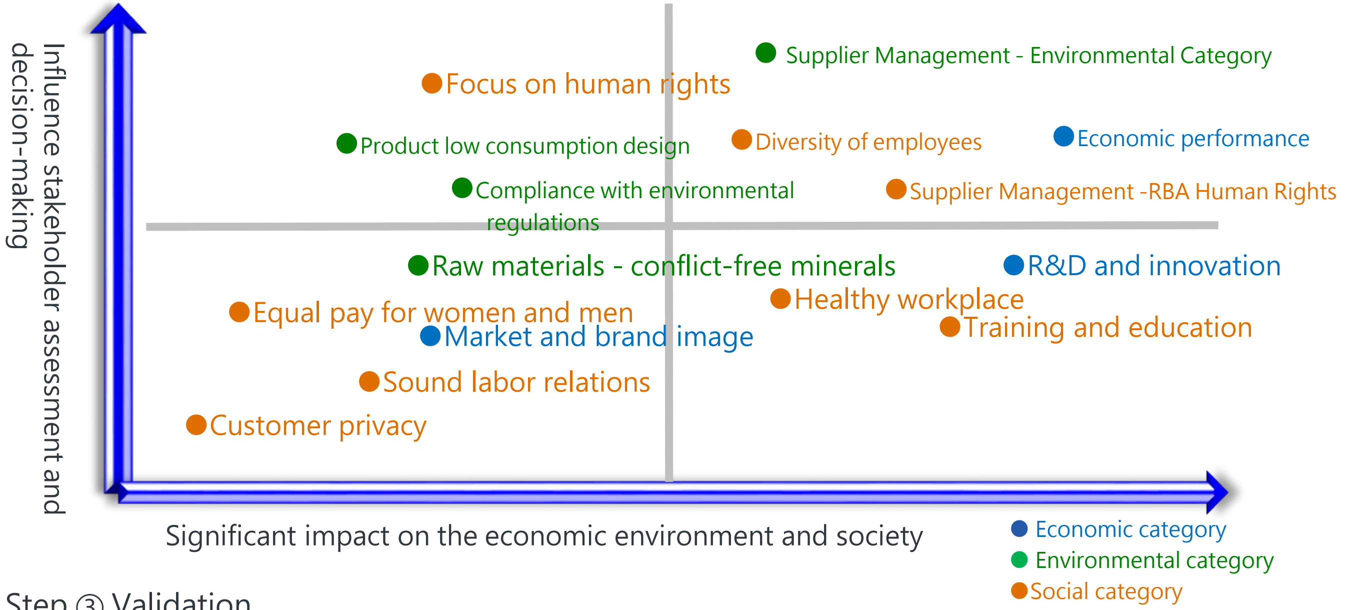
Ranking of Major Issues

Step ① Identification

Through inter-departmental internal meetings for sustainable development and various management system risk assessment meetings, the company is used as the boundary of risk assessment, GRI Standard considers aspects (Aspects) and selects relevant topics (Relevant Topics) . We have identified 15 GRI Standard major consideration areas for sustainability reports in the next three years, including 3 economic aspects , 4 environmental aspects, and 8 social aspects .

Step ② Prioritization

The major considerations in the economic category are economic performance, market and brand image, R&D and innovation, and the major considerations in the environmental category are conflict-free mineral raw materials, compliance with environmental regulations, low energy consumption design of products, and supplier management - environmental category. We also clearly define the boundaries of constant impact within and outside the organization.



Step ③ Validation

We evaluate the identified major considerations based on the GRI Standard completeness principle . The principle of completeness includes Scope , which refers to all aspects covered in this report, such as economic performance, raw materials, occupational health and safety, and employee training and education; Aspect Boundaries , which defines the impact boundary for each major aspect. , and the completeness of the information during the reporting period.

Economic Category :

- Economic Performance
- Market and Brand Image
- R&D and Innovation

Environment Category:

- Raw Materials - Conflict-Free Minerals
- Environmental Compliance
- Product Low Energy Consumption Design
- Supplier Management – Environmental Category

Social Category :

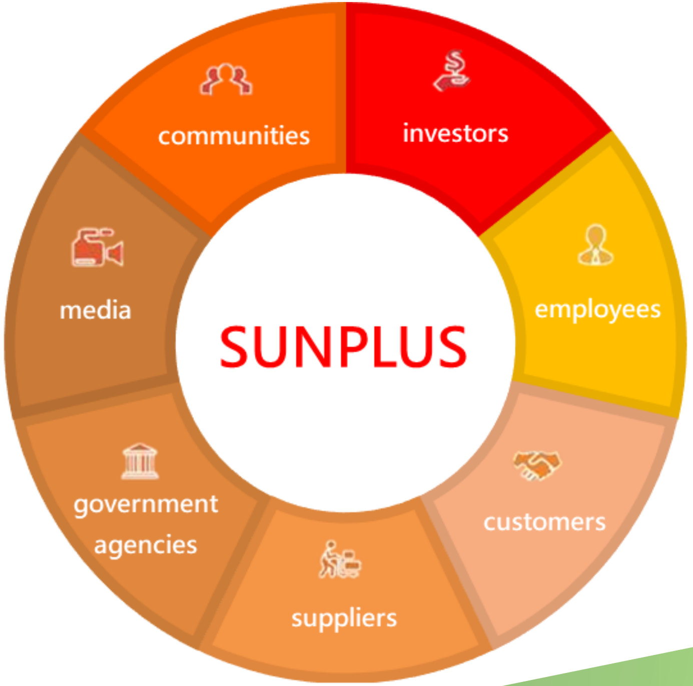
- Customer Privacy
- Pay Attention to Human Rights
- Improve Labor-Management Relations
- Healthy Workplace
- Training and Education
- Diversity of Employees
- Equal pay
- Supplier Management – RBA Human Rights Category

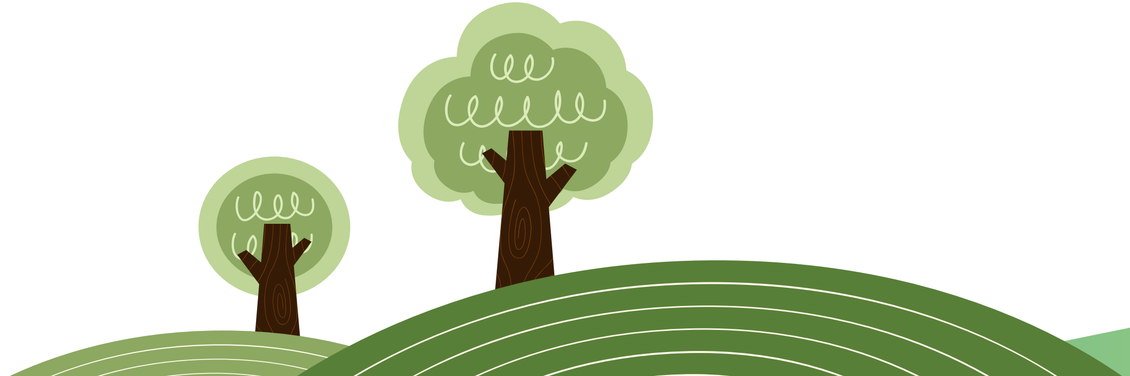
Stakeholder Communication

In order to pursue sustainable development, we have established transparent and effective multi-directional communication channels with all stakeholders to actively understand their needs and expectations of us. This also serves as an important reference for formulating corporate social responsibility policies and related plans. Identify the types of stakeholders through internal meetings.

Stakeholders related to us include (1) employees, (2) government agencies, (3) investors, (4) customers, (5) suppliers, (6) communities, and (7) media. We hope that the information quality of this report will enable all stakeholders to make a reasonable assessment of the results of our efforts. We will also continue to solicit valuable opinions to formulate and take appropriate sustainable plans and actions.

We will also conduct internal and external stakeholder engagement from time to time and actively respond to issues and matters of concern to them. Please see the following instructions for the method and frequency of stakeholder discussions .





Regularly Publish Financial Performance Reports to Disclose Operating Performance to Investors

- Annual financial report: published before March 31 of each year. In accordance with Article 36 of the Securities Exchange Act , within 3 months after the end of each fiscal year , financial reports that have been verified and certified by accountants shall be announced and submitted. The publication media is the official website and the TWSE Market Observation Post System. Shareholders and stakeholders can obtain transparent financial information conveniently and quickly.
- Quarterly financial reports: The first quarter financial report is released before May 15th each year , the second quarter financial report is released before August 14th each year , and the third quarter financial report is released before November 14th each year . In accordance with Article 36 of the Securities Exchange Act , within 45 days after the end of the first , second and third quarter of each fiscal year , financial reports that have been reviewed by accountants and submitted to the Board of Directors are announced and submitted. The publication media is the official website and the Market Observation Post System.
- Monthly revenue report : released once a month , and consolidated revenue financial reports are released within the time limit specified in the Securities Exchange Act . The publication media is the official website and the Market Observation Post System. Shareholders and stakeholders can easily obtain transparent financial information.

Regularly Publish Non-Financial Performance Reports to Disclose Sustainability Policies to All Stakeholders

" ESG Report" is released before June 30 every year to disclose to stakeholders business performance other than finance, including corporate governance, green processes and environmentally friendly management measures, employee occupational safety software and hardware equipment updates, employee education and training, Welfare policies and social welfare implementation results demonstrate the corporate vision and mission of sustainable management. The publication media is the official website and the Market Observation Post System. Shareholders and stakeholders can conveniently and quickly obtain transparent non-financial performance information.

▼ Stakeholders’ Concerns, Communication Methods and Implementation Status in 2023

Boundary	Interested Parties	Matters of Concern	Communication Channels	Communication Frequency	Contact Window	Implementation Status in 2023
External	Client	Customer complaints	Analysis of customer complaints about defective products	Cases filed by customers	Quality and Reliability Engineering Department LIN,WEN-BIN QA@sunplus.com	53 customer complaints in 2023 , 18 of which were attributable to Sunplus Technology (4 were Test Coverage , 1 was due to production MO causing duplicate Mac address , 13 were early fail , mainly DRAM and SRAM fail.) , and all cases were successfully concluded.
		Customer satisfaction	customer satisfaction survey	2 times a year	Quality System Department ZHANG,XIN-TI QS@sunplus.com	Two surveys were conducted at the beginning of the year and in the middle of the year. Customer satisfaction was rated at 8.91/9.222 points out of 10 in terms of quality and 9.43/9.53 points in terms of hazardous substances (HSF) . All relevant issues were resolved and closed.
		Product quality and hazardous substance requirements	mail	irregularly	Quality System Department SUN,YI-JUN QS@sunplus.com	Quality and hazardous substance requirements, a total of 49 external document specifications (48 customer regulations and 1 new customer specification) , all properly handled
	Agent	Quarterly inventory of defective products	Quarterly inventory of defective products	1 time per quarter	Quality System Department ZHANG,XIN-TI QS@sunplus.com	All completed by 2023
	Outsourcing Factory	Green product requirements	GPM system	Reporting deadline updates, new product releases, new regulatory requirements	Quality System Department SUN,YI-JUN QS@sunplus.com	A total of 246 report updates for 2023
		Supplier Management Measures	Outsourcing factory quality/ environmental safety and health assessment	Once per factory per year	Quality Assurance Department HE,GUI-QI QC@sunplus.com	Conduct quality/environmental safety and hygiene assessments of existing outsourcing factories , totaling 12 factory times
	Tenant	Relevant environmental protection and safety regulations	Meetings, E- mail ; LINE notifications	irregularly	Environmental Protection Chang Kuo-Shih shamir.chang@sunplus.com	Establish a project coordination LINE group to contact and notify relevant matters

▼ Stakeholders’ Concerns, Communication Methods and Implementation Status in 2023

Boundary	Interested Parties	Matters of Concern	Communication Channels	Communication Frequency	Contact Window	Implementation Status in 2023
External	Government Agencies	Compliance with Laws	Official documents, meetings, E-mail	Irregularly	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	1.Participate in seminars and symposiums held by competent authorities 2.Cooperate with the competent authorities in supervision and inspection 3.Establish a liaison window to maintain good interaction with the competent authorities
	Shareholders and Investors	Operational Performance , Risk Management , Corporate Governance , Shareholder Participation	Company Annual Report	Once a Year	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	1.2022 annual report to the Public Information Observatory on May 24 , 2023 2.Financial reports will be uploaded quarterly in 2023
			Financial Report	Once Per Quarter		
			Corporate Briefing Session	More Than Twice a Year	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	Legal person briefings will be held on August 16 and December 5 , 2023
			Regular Shareholders Meeting	Once a Year		A regular meeting of shareholders was held on June 13 , 2023
			The Official Website has Established a Special Area for Corporate Social Responsibility and Stakeholders	At Any Time	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	A corporate social responsibility and stakeholder area has been set up on the official website
			Set up a Contact Window for Stock Affairs and Investor Relations for Two-Way Communication	At Any Time	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	The stock affairs and investor relations liaison window provides channels for external communication.

▼Stakeholders’ Concerns, Communication Methods and Implementation Status in 2023

Boundary	Profit Harmful Relevant Person	Matters of Concern	Communication Channels	Communication Frequency	Contact Window	Implementation Status in 2023
Internal	Staff	Salary, Benefits, Education and Training, Occupational Health and Safety , Quality System, HSF Management	Staff Communication Meeting	Once Every Six Months	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	Convened 2 meetings and announced questions and replies from colleagues
			Employee Welfare Committee	Irregularly	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	Announce more than 50 relevant messages on the Welfare Committee Forum in the internal life communication channel
			Workers' Retirement Reserve Oversight Board	1 Time Per Quarter	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	5 meetings were held and meeting minutes are available for inquiry
			Internal Propaganda	Irregularly	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	Irregular publicity via email, posters, announcements, etc.
			Employee Performance Interview	2 Times a Year	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	An employee performance interview is conducted in the middle and at the end of the year, and a performance and future development analysis table is prepared for reference. The achievement rate is over 90%.
			Labor-Management Meeting	1 Time Per Quarter	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	4 meetings were held and meeting minutes are available for inquiry
			Occupational Safety and Health Committee	1 Time Per Quarter	Occupational Safety Office Chang Kuo-Shih shamir.chang@sunplus.com	5 meetings were held and meeting minutes are available for inquiry

▼Stakeholders' Concerns, Communication Methods and Implementation Status in 2023

Boundary	Profit Harmful Relevant Person	Matters of Concern	Communication Channels	Communication Frequency	Contact Window	Implementation Status in 2023
Internal	Board of Directors	Sustainable Development Promotion Situation	Sustainable development implementation report	Once a year	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	2022 Executive Status were reported at the Board of Meeting on August 11, 2023.
			Greenhouse Gas inventory and verification schedule planning report	1 time per quarter	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	1. The greenhouse gas inventory and verification schedule was reported to the Board of Directors on May 13. 2. The progress of greenhouse gas inventory and verification schedule operations were reported to the Board of Directors in February, May, August and November.
		Communicate with Various Stakeholders	Report on the company' s communication with various stakeholders	At least once a year	Spokesman Director ZHUANG,JI-AN IR@sunplus.com	The Company's communication with various stakeholders was reported to the Board of Directorson on December 27 , 2023

01

ECONOMIC CATEGORY

- ✓ Operating Results
- ✓ Sunplus Technology Provides Mobile Phone and Car-Machine Interconnection Solutions
- ✓ Plus1 : Shared Intelligent Computing Chiplet Architecture
- ✓ Smart Chips, Unlimited Possibilities for Low-Carbon Economy

Operating Results

In 2023 , consolidated net revenue was NT$ 5.535 billion , operating gross profit was NT$ 2.524 billion, research and development expenses was NT$ 2.04 billion, administrative expenses was NT$ 512 million, and sales expenses was NT$ 218 million. Net operating loss in 2023 was NT $ 247 million. After adding in non-operating net income of NT$ 161 million, the pre-tax net loss reached NT $ 86 million. After deducting income tax expenses of NT$ 135 million, the company's net loss after tax in 2023 was NT$ 221 million, attributable to Sunplus Technology, the company's owner's net loss was NT $ 493 million, and the after-tax loss per share in 2023 was NT $ 0.84 .

Consolidated revenue in 2023 decreased by 17.45% compared with 2022 , and the gross profit margin was 46%, which is a decrease from 49% in the previous year . The net operating loss in 2023 was 247 million yuan, compared with the operating net profit of 288 million yuan in 2022 , a loss increase of 185.92% .

Non-industry income decreased from NT$ 594 million in 2022 to NT$ 161 million in 2023 , mainly due to the disposal of equity method company interests in 2023 , which decreased by NT$ 449 million compared with 2022 .

The IFRS consolidated statements disclose other comprehensive gains and losses in 2023 , including exchange differences on the translation of financial statements of foreign operating institutions, unrealized gains and losses on equity instrument investments measured at fair value through other comprehensive gains and losses, remeasurements of defined benefit plans, and the use of the equity method, the recognized share of other comprehensive profits and losses of related enterprises, etc., totals the net amount of other comprehensive profits and losses in 2023 to NT $ 88 million. The total comprehensive loss in 2023 was NT$ 134 million; the total comprehensive profit and loss attributable to the company's owners was NT $ 404 million.

01 Economic Category

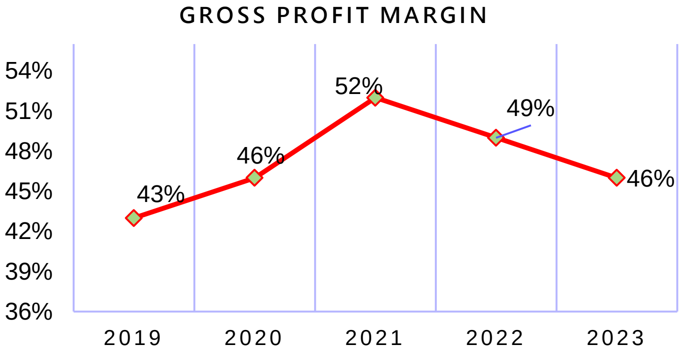
▼ Economic Category Key Performance Indicators Unit: NT$ thousand

	2019	2020	2021	2022	2023
Capital amount	5,919,949	5,919,949	5,919,949	5,919,949	5,919,949
Consolidated revenue	5,486,660	6,414,140	7,960,831	6,705,708	5,535,421
Gross profit	2,348,905	2,925,096	4,161,606	3,300,767	2,524,245
Income tax	69,468	165,911	302,085	211,893	135,103
Consolidated earnings after tax	174,752	618,827	1,756,242	670,457	(221,273)
Earnings per share after tax	0.03	0.55	2.01	0.37	(0.84)
Net value per share (unit : NT Dollar)	13.82	14.21	17.09	15.65	14.42
Employee salaries and welfare expenses (Note 2)	1,572,520	1,753,059	2,180,086	2,091,500	1,825,903
Payment to investors: Shareholder dividends are paid in cash	369,357	316,061	593,194	1,734,868	812,703

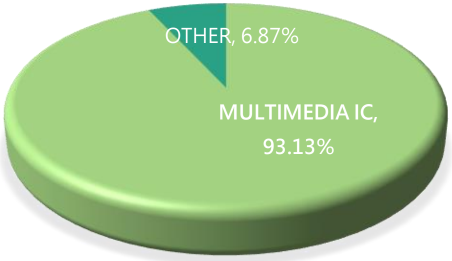
Note 1 : Since 2013 , the financial report preparation has been changed to International Financial Reporting Standards (IFRS) .
Note 2 : The information source is International Accounting Standard 19 Employee Benefits , referred to as IAS 19 .

01 Economic Category

Year	2019	2020	2021	2022	2023
Gross profit margin	43%	46%	52%	49%	46%



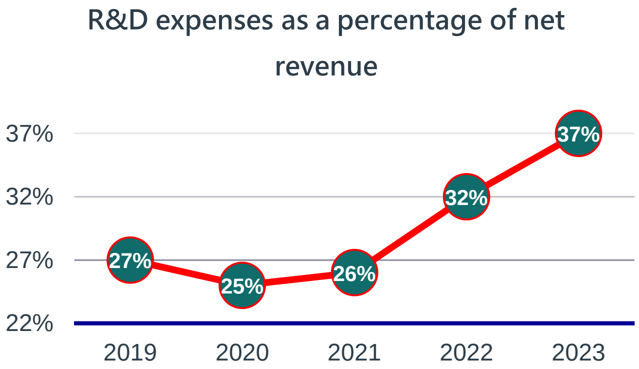
▲ Gross profit margin has remained above



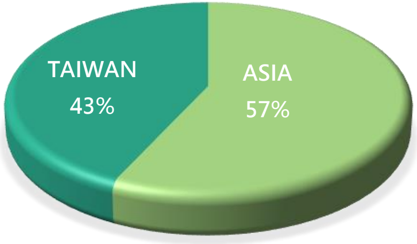
▲ Revenue distribution statistics

Project \ Year	2019	2020	2021	2022	2023
R&D expenses	1,481,269	1,623,728	2,088,699	2,153,458	2,040,283
Net operating income	5,486,660	6,414,140	7,960,831	6,705,708	5,535,421
R&D expenses as a percentage of net revenue	27%	25%	26%	32%	37%

▲ R&D expenses as a share of net revenue statistics



▲ R&D expenses account for more than 25% of net revenue .



▲ Market area map of services provided

▼ Participating Companies / Associations and Positions Held in 2023

Industry Association Name	Senior Executive Title and Name	In public / Association Hold a Position	Remark
Taiwan Semiconductor Industry Association	Chairman Chou-Chye Huang	Director	
Taiwan IC Industry & Academia Research Alliance	Deputy General Manage/Consultant Wayne Shen	Director	Note 1
SINOCON Industrial Standards Foundation	Chairman Chou-Chye Huang	Director	
Association for Victims Support Taiwan Hsinchu Branch	Chairman Chou-Chye Huang	Member	
Policefriend of the second Special Police Corps, National Police Agency,Ministry of the Interior	Chairman Chou-Chye Huang	Member	
Taiwan ITRI New Venture Association	Deputy General Manage/Consultant Wayne Shen	Director	Note 1
Chu-Ming Foundation	Chairman Chou-Chye Huang	Director	

Note 1 : On April 18 , 2023, he was transferred from deputy general manager to consultant.

SUNPLUS
CarPlay
IM
BT Phone
iOS Mirror
USB
CarLife
HiCar
Setup

Sunplus Technology Provides Mobile Phone and Car-Machine Interconnection Solutions

It Has Taiwan's First ITU-T Laboratory That Complies With CarPlay Specifications and Builds a Smart Cockpit SoC Platform Based on This Technology.

According to Apple WWDC figures published in 2022 show that the penetration rate of CarPlay in new cars in North America has reached 98% , and nearly 80% of consumers are only willing to buy new cars equipped with CarPlay functions , showing that CarPlay has been widely accepted by car manufacturers and consumers since it was first announced in 2014 . Apple car system CarPlay Bring the maps, phone calls, messages, music, podcasting and many third-party software on the iPhone into the car, and use the car's entertainment and communication functions through the control screen of the car system and Siri ; the new generation of CarPlay can also bring Applications and information , such as navigation and currently playing music, are displayed on the instrument screen , allowing drivers to use the CarPlay function more conveniently and safely .

In addition to Apple's iOS system , Google 's Android system also has highly similar functions , such as Google's own Android Auto or CarLife and Hi-Car developed by Baidu and Huawei respectively .

In order to allow users to switch between different cars or in-vehicle hosts (In-Vehicle Infotainment) have the same excellent experience , both Apple and Google require CarPlay or Android Hosts with Auto functions must pass its required test standards , which include strict regulations on the connection speed and transmission bit rate between mobile phones and car machines, call quality, voice recognition accuracy, etc.

SUNPLUS
CarPlay

Sunplus Technology provides Apple CarPlay , Google Android Auto , Baidu CarLife , Weblink , Huawei Hi-Car and other mobile phone and car interconnection solutions, and has Taiwan's first ITU-T laboratory that meets CarPlay requirements , plus Sunplus Technology's independently developed DSP technology, has currently assisted more than 60 models of domestic and foreign manufacturers to pass CarPlay certification , and has also significantly shortened the time to market for customers' products . There is no need to repeatedly rectify hardware or software, saving customers a lot of human and material resource investment. From the perspective of the development and verification process, it is an environmentally friendly comprehensive solution .

In 2019 , Sunplus Technology upgraded the original method of using USB cables to connect mobile phones and car machines to wireless methods (WiFi) , saving wires, optimizing user experience and improving safety.

The promotion of mobile phone interconnection in the motorcycle industry has also been completed in 2020, and motorcycle instruments were officially mass-produced with mobile phone interconnect functions in 2021 , successfully assisting motorcycle owners to obtain safer navigation prompts. Whether it is the wireless Car Play or Android Auto functions, it provides safer and more stable navigation functions for motorcycle riders delivering food and traveling on motorcycles, and also expands the original functions of motorcycle instruments.

The sixth-generation product has built-in DDR , achieving the industry's most streamlined PCBA product, effectively reducing the number of peripheral components and PCB layers, achieving the goals of environmental protection and cost savings for customers. The seventh-generation product in 2021 has expanded the DDR Size and resolution, but has not increased the package size, allowing car manufacturers to achieve richer functions with a consistently streamlined volume.

01 Economic Category

In 2022 , based on the success of the mobile phone interconnection system, Sunplus Technology launched a smart cockpit platform with a higher degree of integration, realizing a multi-function and multi-screen system in one machine, popularizing functions that were originally only available in high-end cars to national cars , allowing most consumers can use more convenient and safer functions, which not only enhances the fun of travel, but also protects the safety of life and property . In the future, Sunplus Technology will continue to invest resources in this direction and do its best to upgrade the industry and create public welfare .

In 2023 , Sunplus Technology also added a full 3D around view monitor to the smart cockpit platform, which can improve safety when driving at low speeds. After being integrated into the smart cockpit platform, in addition to improving consumer convenience, For car manufacturers or first-tier suppliers, it also saves an electronic control unit (ECU) compared with traditional systems , saving raw materials such as PCBs , wires, and casings. It also reduces the weight of the vehicle and plays an energy-saving role.

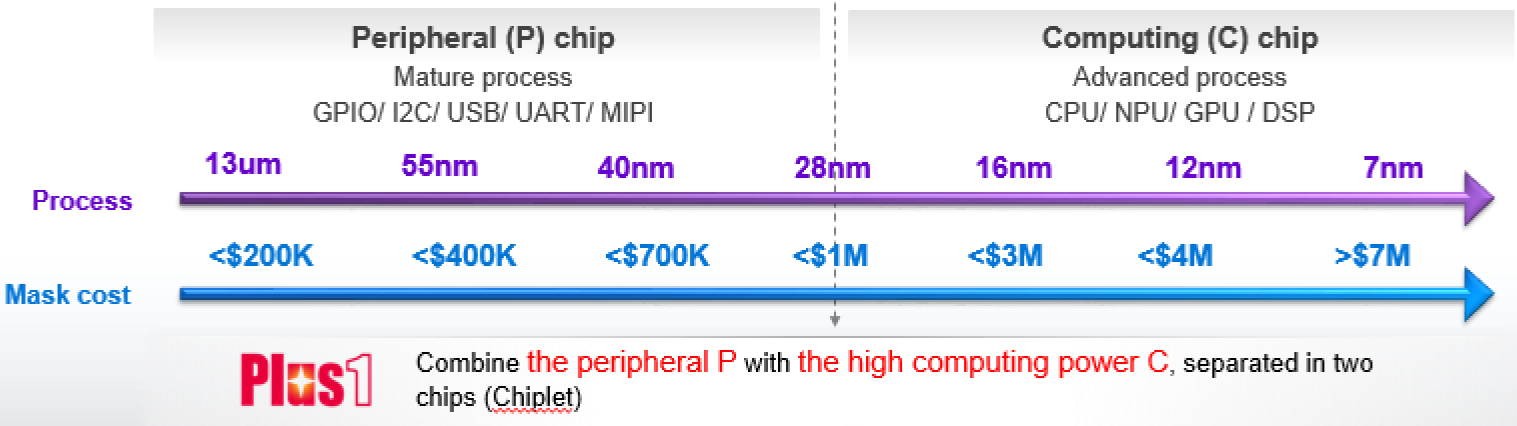
New function is planned for 2024 : the Driver Monitor System , which can be integrated into the smart cockpit platform. This system uses AI algorithms to monitor the driver's status in real time and can issue a warning if it determines that the driver is tired or distracted. Drivers are reminded to protect drivers and passengers. Sunplus Technology will also continue to develop new ICs in 2024 , using more advanced processes to improve computing power and reduce power consumption based on the seventh-generation products, making them more environmentally friendly products .

Self-Driving

Plus1 : Shared Intelligent Computing Chiplet Architecture

AI on Chip solution that combines general-purpose efficient computing power with dedicated peripherals

The intelligent computing chip Plus1 significantly lowers the research and development threshold for edge computing applications. A 12- nanometer chip with AI functions has been developed . It will be the best solution for a small number of diverse AIoT new applications, and Many innovative applications will be commercialized to benefit people.

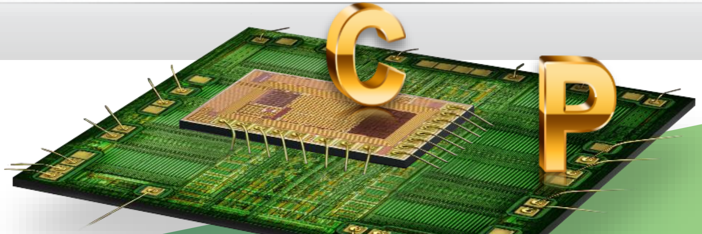


Peripheral (P) chip
Mature process
GPIO/ I2C/ USB/ UART/ MIPI

Computing (C) chip
Advanced process
CPU/ NPU/ GPU / DSP

Process	13um	55nm	40nm	28nm	16nm	12nm	7nm
Mask cost	<$200K	<$400K	<$700K	<$1M	<$3M	<$4M	>$7M

Plus1 Combine the peripheral P with the high computing power C, separated in two chips (Chiplet)



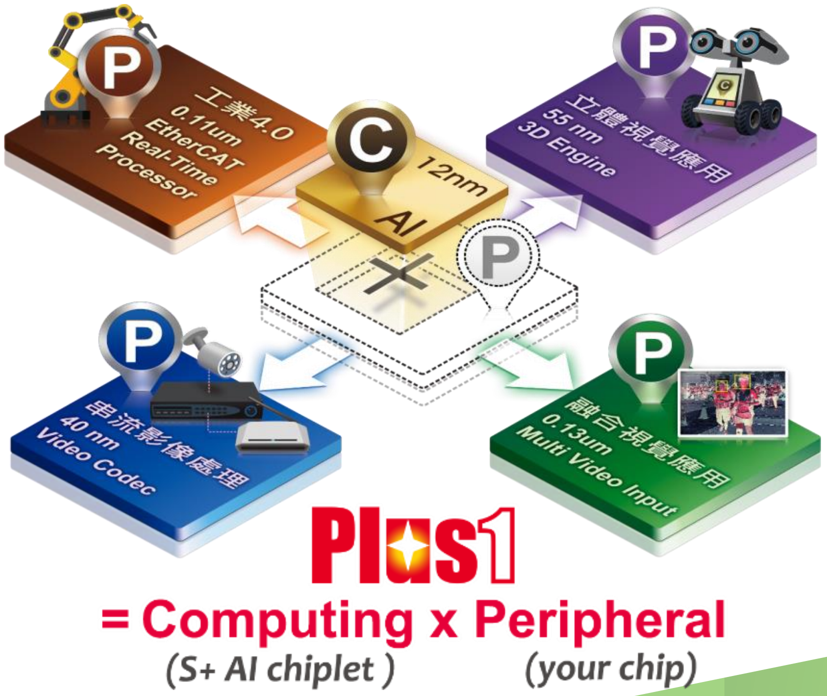
01 Economic Category

Sunplus Technology uses its superior acoustic algorithm technology and integrates Dloby Atmos and DTS V:X to develop a 3D immersive high-resolution audio SoC. By 2023, most of the world's well-known audio and video brands have introduced mass production. In 2024, it will integrate the latest Bluetooth technology to achieve a spatial wireless surround sound experience. At the same time, it will develop AI artificial intelligence voice processing audio chips and promote them to various consumer or information audio products, hoping to become the world's most professional audio chip supplier.

Sunplus Technology also provides high-speed interface, data converter and analog IP licensing.

In addition, the visual AI chip developed by Sunplus Technology is a system-on-chip with an image input interface and a complete Linux and AI development environment. It uses vision-based artificial intelligence technology, capable of complex image processing and analysis, and supports the development of various AI algorithms .

This chip not only has high-performance computing capabilities, but also has the advantages of low power consumption and small size. It can be used in a variety of situations, such as intelligent monitoring, autonomous mobile robots and other fields. It is a technological innovation of extremely high value.


P
工業4.0
0.11um
EtherCAT
Real-Time
Processor
C
12nm
AI
P
立體視覺應用
55 nm
3D Engine
P
P
串流影像處理
40 nm
Video Codec
P
融合視覺應用
0.13um
Multi Video Input
Plus1
= Computing x Peripheral
(S+ AI chiplet)
(your chip)

Sample text sample
text sample text sample text
sample text sample text
sample text sample text.
18.5
快处快赔点
南沙出口
2km
受检车道
货车请驶

SUNPLUS Product Application 1. Driving Fun , Safe and Comfortable

Sunplus Automotive Infotainment and Driving Assistance System Chip

Sunplus Technology's automotive infotainment and driving assistance system chip combines image coding and decoding technology with rich multimedia additional functions to provide a variety of smart driving assistance functions, allowing drivers and passengers to enjoy a safer and more comfortable journey.

天籟
airlyra

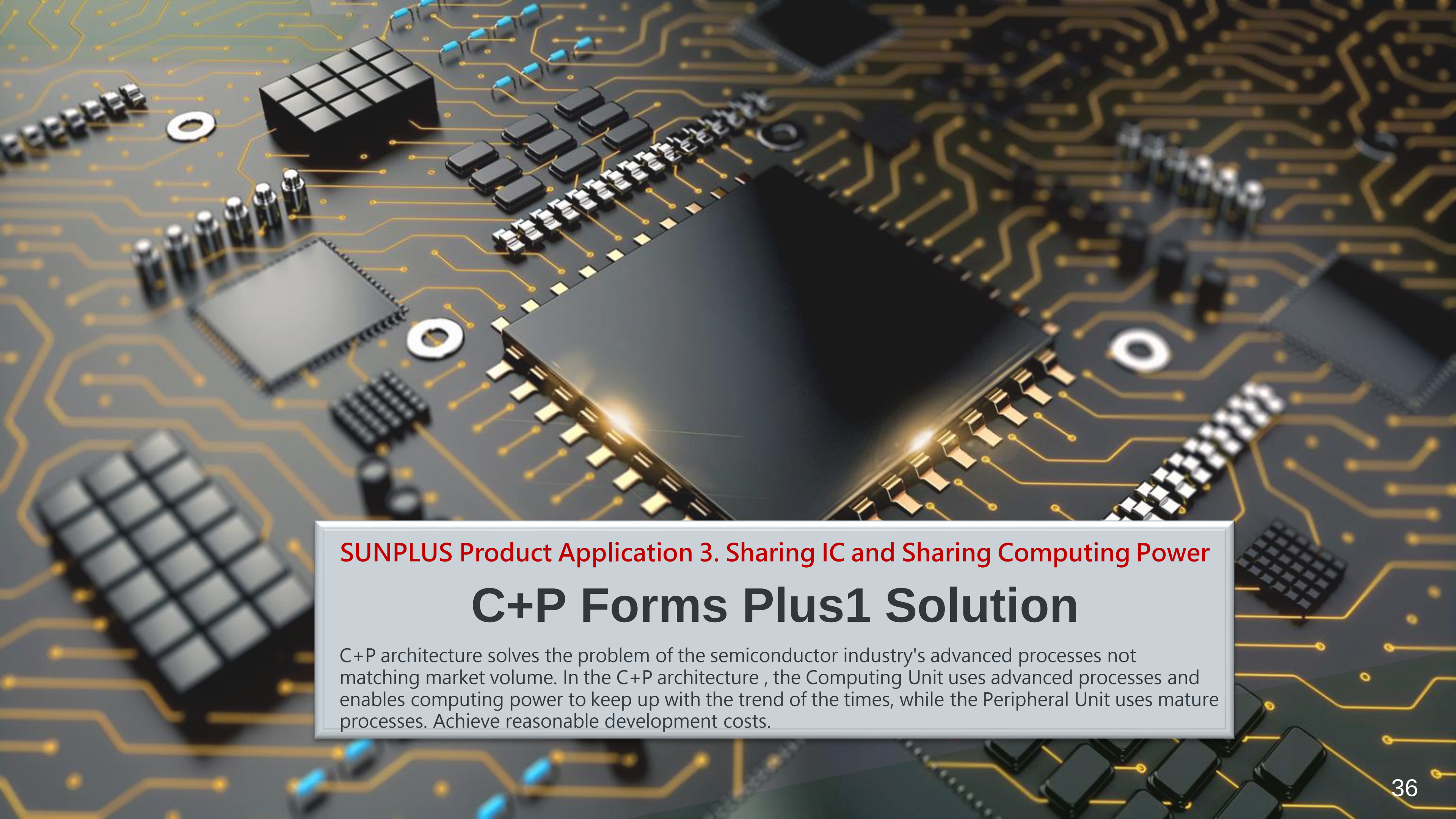
Sunplus inside

Constellation

SUNPLUS Product Aapplication 2 , Sound of Nature, Immersive Experience

Smart Acoustic Solutions

Through the latest multi-core DSP high-efficiency computing technology and innovative artificial intelligence acoustic algorithms built into the chip , it can simultaneously process various audio source codecs, more fully support various audio interfaces, and can develop various multi-channel surround sound effects and special scenes. Effectively, visualize sound technology to achieve the best experience of Sound plus Technology .



SUNPLUS Product Application 3. Sharing IC and Sharing Computing Power

C+P Forms Plus1 Solution

C+P architecture solves the problem of the semiconductor industry's advanced processes not matching market volume. In the C+P architecture , the Computing Unit uses advanced processes and enables computing power to keep up with the trend of the times, while the Peripheral Unit uses mature processes. Achieve reasonable development costs.

SUNPLUS Products 4. Enjoy High-Definition Audio-Visual Entertainment

Sunplus Digital Audio and Video Player Single Chip Solution

Equipped with sophisticated audio and video technology and high additional functions, Sunplus Technology's single-chip solution for digital audio and video players helps customers create low-cost, high-quality digital audio and video products, allowing consumers to experience a new level of digital audio-visual entertainment.

Early Warning Policies and Climate Risk Response

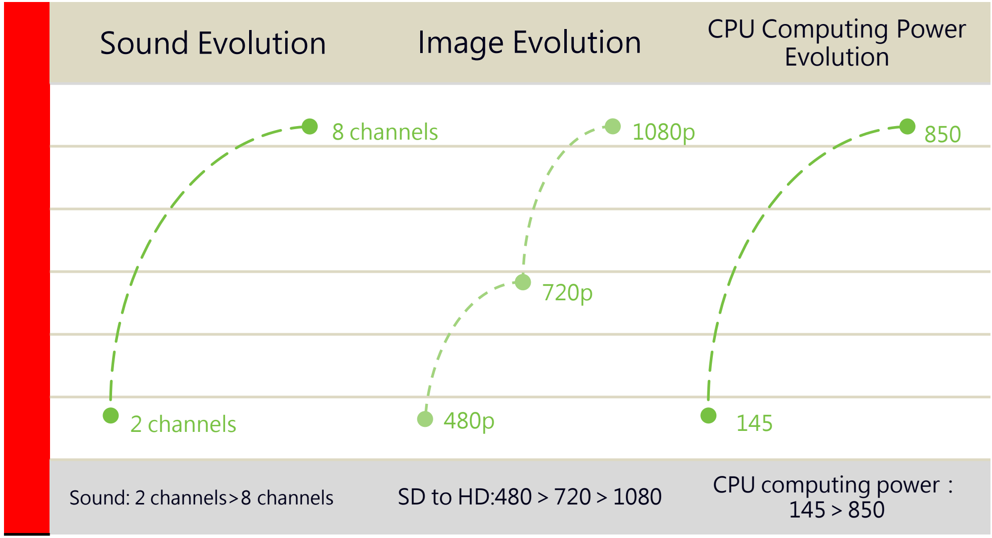
Smart Chips, Unlimited Possibilities for Low-Carbon Economy

The financial impact and other risks and opportunities of climate change on organizational activities have become a sustainable operation issue that the world must face squarely in recent years.

The 29th Conference of the Parties (COP) was held in Dubai from November 30 to December 12 , 2023 . The conference made a historic move to include fossil fuels in its conclusion. After a day and night of overtime negotiations, the "UAE Consensus" was reached . Countries agreed to "break away" from fossil fuels in a "just, orderly and equitable" way, and to achieve net-zero carbon emissions in 2050 in a scientific way.

2023 will be the warmest year on record , with temperatures rising 1.4 degrees Celsius compared to pre-industrial times . Against the background of multiple attacks and today's difficult climate, the goal of this meeting is not only to strive to control global temperature rise within 1.5 degrees Celsius through consultations among countries, but also to carry out the first Global Stocktake of the Paris Agreement and to cooperate with Fossil energy issues that are closely related to host countries .

▼ **Comparison of first-generation chips and latest-generation chips**



Sound: 2 channels>8 channels

SD to HD:480 > 720 > 1080

CPU computing power : 145 > 850

01 Economic Category

With each generation of semiconductor process technology advancing, the line width of integrated circuits continues to shrink, making the die area smaller and smaller. Naturally, less energy and raw materials are consumed to manufacture a unit wafer, which also makes The power consumed per unit product is even lower.

Sunplus Technology's 8th generation products in 2023 have expanded the DDR Size and resolution. Compared with the 7th generation products, the volume has only increased slightly, but the energy saving benefits have increased significantly by 67.57% . Compared with the first-generation 8202T series, the energy-saving benefits are more than 25.28 times; the number of transistors per unit area is increased by 33.94 times compared with the first-generation 8202T series .

Sunplus Technology is located in the upstream of the semiconductor industry. It leverages its excellent R&D technology to continue to promote high-end semiconductor process technology and implement Moore 's Law to save chip energy consumption, thereby driving the power energy use of downstream consumer electronics end products , effectively Help realize the infinite possibilities of low-carbon economy .

	1st generation product	2nd generation product	3rd generation product	4th generation product	4th generation product	5th generation product	6th generation product	7th generation product
Product code	8202T	8020G	8288A/T	8202H	8700/6700	8388	8388-U	8368-XU
Release time	2007	2011	2013	2014	2015	2016	2019	2021
Volume(unit:mm^3)	14x14x1.4	14x14x1.4	14x14x1.4 24x24x1.4	14x14x1.4	25x25x1.5 19x19x1.5	19x19x1.5	14x14x1.4	14x20x1.4
The number of transistors per unit area of the wafe(cell/um^2)	0.10021	0.19638	0.19638	0.69444	1.39237	1.39237	1.39237	1.39237
Power consumption(uW/cell)	0.55782	0.45366	0.23197 0.22592	0.09964	0.07193 0.04154	0.0654	0.05755	0.06546
Application level	DVDplayer	DVDplayer	DA SOC	DA SOC	ADAS	Carplay DA SOC	Carplay DA SOC	Carplay DA SOC

▲ Sunplus Technology’s advanced process chips have evolved, becoming lighter, thinner and smaller, with fewer parts and lower power consumption.

02

CORPORATE GOVERNANCE

- ✓ Improvement of Board of Directors Functions
- ✓ All Operational Activities Strictly Comply with Domestic and Foreign Laws and Regulations
- ✓ Customer Satisfaction Survey

Improvement of Board of Directors Functions

In this reporting year, there were 7 directors, including 4 independent directors, accounting for 57% of the seats , in order to strengthen the independence and diversity of the Board of Directors and exert its strategic guidance function . Board meetings are held at least once every quarter . In 2023 , a total of 8 board meetings were held , with an average attendance rate of 98.21% .

The chairman of the board is Chou-Chye Huang, who is responsible for improving corporate governance and presiding over the operations of the board of directors. In accordance with the " Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" , Sunplus Technology clearly stipulates that the selection of directors should consider the overall configuration of the board of directors. The overall consideration of the board composition of Sunplus Technology includes: operations judgment and management skills, accounting and financial analysis skills, crisis management skills, industry knowledge, international market outlook, leadership skills, decision-making skills, etc.

At the same time , the Board of Directors also follows the " Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies" and conducts training courses for directors every year . Topics for director training in 2023 include: (1). Senior executives of listed companies' understanding of supervision by competent authorities, (2). Introduction to the newly released China's Corporate Governance Blueprint 3.0 , (3). Internet technology development trends and new trends for internal audit personnel Thinking, (4). Opportunities and challenges of circular economy, (5). A brief discussion of emerging financial technology crimes and prevention of money laundering from a company's perspective, (6). Challenges of talent sustainability after the epidemic, (7). Chat robot ChatGPT Technology development and application business opportunities ... etc.

Improvement of Board of Directors Functions

The Board of Directors implements corporate governance principles, reviews corporate operating performance and discusses important strategic issues, including economic, environmental and social impacts, risks and opportunities. Important resolutions of the Board of Directors are also announced on the Market Observation Post System of Taiwan Stock Exchange. At the same time, we also publicly provide information such as the company's articles of association, board of directors' rules of procedure, directors' remuneration, operating conditions, and the implementation of avoidance of interest-related proposals, so that domestic and foreign investors can inquire in real time . The Board of Directors of Sunplus Technology has an Audit Committee and a Compensation Committee, which are composed of independent directors.

Item	Job Title	Name	Gender	Age over 50 years old
1	Chairman	Chou-Chye Huang	Male	V
2	Director	Wen-Hsiung Jan	Male	V
3	Director	Global View Co., Ltd.,	Not Applicable	Not Applicable
4	Independent Director	Che-Ho Wei	Male	V
5	Independent Director	Tse-Jen Huang	Male	V
6	Independent Director	Rui-Qi Chen	Male	X
7	Independent Director	Cong-Ling Guo	Male	V

▲ Members of the Board of Directors

Proportion of independent directors

57 %

Set Up an Audit Committee to Strictly Monitor Legal Compliance Matters

Sunplus Technology established an Audit Committee in accordance with Article 14-4 of the Securities Exchange Act on June 12 , 2015. It is composed of all independent directors, with a total of 4 people, one of whom is the convener, and one of whom has accounting or financial qualifications Expertise. The Audit Committee met 8 times in 2023 , and the attendance rate of all members was 96.875% .

The Audit Committee is responsible for supervising the presentation of the company's financial statements, the appointment and dismissal of accountants and independence assessment, the effective implementation of the company's internal controls, the company's compliance with relevant laws and regulations, and the management and control of the company's existing or potential risks.

Set Up a Compensation Committee to Assist in Evaluating Salary Levels

The company established a Compensation Committee on December 21 , 2011 in accordance with Article 14-6 of the Securities Exchange Act , consisting of four independent directors. A total of 2 meetings were held in 2023 , and the attendance rate of all members of The Compensation Committee was 100% .

The Compensation Committee assists the Board of Directors in evaluating the connection between the company's director and manager remuneration levels and the company's operating performance, determines the dividend and provision ratio, makes recommendations on manager remuneration and the company's remuneration policy, and based on the industry competitive environment, company operating performance and benchmark market Market trends and construct company-level strategies.

In addition, the company regularly participates in salary surveys conducted by the industry or consulting firms, regularly reviews the connection between salary and welfare measures and the market, and designs an incentive system. Each year employee remuneration must be approved by the Board of Directors and reported at the Shareholders' Meeting, and disclosed in the company's annual report.

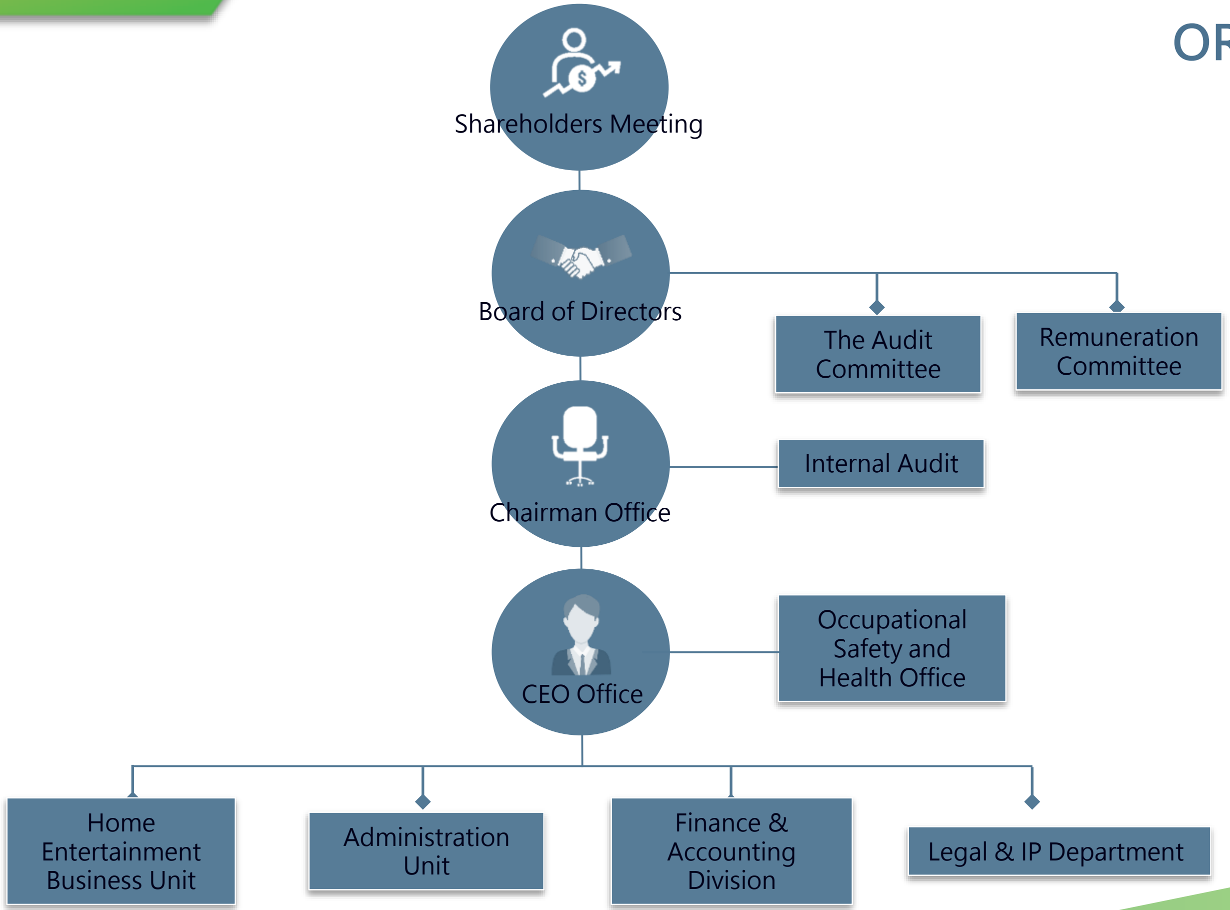
Implement Honest Management and Protect Shareholders' Rights and Interests

We follow the " Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and the " Corporate Governance Evaluation Indicators " of the Taiwan Stock Exchange's Corporate Governance Center , and formulate (1). Code of Practice for Corporate Governance, (2). Integrity Business Operation Procedures and Behavior Guidelines, (3). Internal standards such as management procedures for disclosing major internal information and preventing insider trading.

The Board of Directors and management actively implement the commitment to the integrity management policy, and also implement the integrity management policy in internal management and business activities .

In 2023 , there were no complaints or reports due to company operations or employees violating ethics and integrity or engaging in illegal activities.

ORGANIZATION



Shareholders Meeting
Board of Directors
The Audit Committee
Remuneration Committee
Chairman Office
Internal Audit
CEO Office
Occupational Safety and Health Office
Home Entertainment Business Unit
Administration Unit
Finance & Accounting Division
Legal & IP Department

All Operational Activities Strictly Comply with Domestic and Foreign Laws and Regulations

Each of our operational activities complies with domestic and foreign laws and regulations and serves as the basis for sustainable operating capabilities. We follow the “Trade Secrets Act" of the Intellectual Property Office of Ministry of Econmomic Affairs and the "Personal Data Protection Act" and formulate internal management procedures and methods such as " Document and Information Control Procedures " , " System Security Management Measures" , " Personal Data Protection Management Measures " . In addition, we also review the implementation results one by one in accordance with the regulatory compliance indicators required to be disclosed by GRI Standards . There was no violations of laws and regulations in 2023 .

- In 2023 , there were no huge fines imposed for violations of environmental laws and regulations, and the number of sanctions other than fines received was zero.
- Regarding social issues such as financial reporting, workplace discrimination or corruption , there were no large fines imposed for violations of regulations in 2023 , and the number of sanctions other than fines imposed was zero.
- Regarding the product sales process , no huge fines were imposed in 2023 due to violations of laws and regulations in the provision and use of products and services .
- In 2023 , no corruption incidents occurred.
- In 2023 , there were no complaints related to infringement of customer privacy rights or loss of customer information.
- In 2023 , there were no violations of regulations and voluntary codes related to marketing promotion, including advertising, promotion and sponsorship.
- In 2023 , there will be no sales of controversial products.
- In 2023 , there were no violations of laws and voluntary norms on product and service information labeling.
- In 2023 , there were no violations of regulations and voluntary guidelines regarding the health and safety impact of products and services during their life cycle.

Customer Satisfaction Survey

We regularly conduct customer satisfaction questionnaires every year, promptly propose countermeasures in response to customer feedback, and close the case after replying to the customer.

The average results of the two customer satisfaction surveys in 2023 reached 8.91/9.22 points. Among them, customers were satisfied with the five scoring items of sales service, HSF management and service, product quality, product research and development and engineering services, and agent services.

For more detailed survey methods and results, please see Customer Satisfaction Survey Statistics .

- Investigation period: 2023/01 and 2023/06
- Survey targets:
  - ✓2023/01 : The business selected key customers or potential customers for investigation, including 4 Sunplus product line agents and 17 customers . The business provided a survey list of 23 people in total.
  - ✓2023/06 : The business selected key customers or potential customers for investigation, including 4 Sunplus product line agents and 16 customers . The business provided a survey list of 23 people in total.
- The survey contents include, sales service, HSF management and service, product quality, product R&D and engineering services, and agent services.

- Findings:
  - ✓2023/01 response rate : There are a total of 19 valid questionnaires in this survey , the response rate is 82.6% (19/23) , and the overall average score : 8.91
  - ✓2023/06 response rate : There are a total of 17 valid questionnaires in this survey , the response rate is 73.9% (17/23) , the overall average score : 9.22 , the average scores of the five major categories and the scores of each item are as follows:

1. Sales service: 9.06/9.17 points
2.HSF management and service: 9.43/9.53 points
3. Product quality: 8.86/8.98 points
4. Product R &D and engineering services: 8.96/9.33 points
5.Agent service : 8.88/ 9.16 points

03

ENVIRONMENTAL CATEGORY

- ✓ Quantitative Statistics on Environmental Resource Investment
- ✓ Quantitative Statistics on Environmental Information Output
- ✓ Committed to Greenhouse Gas Reduction
- ✓ Climate Risks and Opportunities
- ✓ Extreme Heat and Drought Risk
- ✓ Task Force on Climate-Related Financial Disclosures(TCFD)

Quantitative Statistics on Environmental Resource Investment

Through the quantitative statistical disclosure of environmental information investment, we can record the use of our purchased power energy, renewable energy, water resources and various raw materials.

Long-term information recording and disclosure will help us review whether our earth-friendly environmental measures have gradually achieved our set goals year by year. For relevant information, please see the 2023 Environmental Resource Investment Statistics.

For information on how we respond to climate change and our action plans to effectively reduce the consumption of natural resources, please read the chapters " Smart Chips, Realizing the Unlimited Possibilities of a Low-Carbon Economy " and " Committed to Greenhouse Gas Reduction " .

▼ Environmental resource investment statistics in 2023

Attributes	Category	Project		Unit	2019	2020	2021	2022	2023	Remark *
Invest	Energy	Gasoline		Liter	792	583.13	492	688.19	613.45	Emission coefficient 2.3798/ liter
		Diesel fuel		Liter	420	900	1000	300	500	Emission coefficient 2.6110/ liter
		Purchased electricity	Non-renewable energy power generation equipment	Thousands of degrees	8,398	7,969	7,883	7,135	6,983	Emission coefficient 0.495/ degree
		Investing in energy and outsourcing electricity	Renewable energy power generation equipment production (green power)	None	None	None	None	None	None	
	Water Resources	Tap water		Thousand tons	30.75	32.85	30.32	29.24	28.26	

* The emission coefficient is calculated based on the data listed in the Ministry of Environment's [Greenhouse Gas Emission Coefficient Management Table (Version 6.0.4)] . The amount of purchased electricity has been deducted from the apportioned amount of the on-site tenants .

Quantitative Statistics on Environmental Resource Investment

Through the quantitative statistical disclosure of environmental information output, we can record our greenhouse gas, wastewater and waste usage data.

Through long-term information recording and disclosure, it will help us review whether our earth-friendly environmental measures have gradually achieved our set goals year by year. For relevant information, please see the 2023 Environmental Information Output Quantitative Statistics Table.

For information on how we respond to climate change and our action plans to effectively reduce greenhouse gases, wastewater and waste production, please read the chapters " Smart Chips, Realizing the Unlimited Possibilities of a Low-Carbon Economy " and " Committed to Greenhouse Gas Reduction " .

Quantitative Statistics on Environmental Resource Output

Attributes	Category	Identification of	Project	Unit	2019	2020	2021	2022	2023
Output	Greenhouse gases	ISO14064-1	(a) Direct greenhouse gas emissions and removals .	ton CO$_2$e	2.89	3.672	3.857	2.4139	2.7660
			(b) Indirect greenhouse gas emissions from input energy	ton CO$_2$e	4471.337	4056.327	3957.090	3631.815	3381.764
			(c) Indirect greenhouse gas emissions from transportation	ton CO$_2$e	No disclosure	No disclosure	No disclosure	No disclosure	No disclosure
			(d) Indirect greenhouse gas emissions from product use	ton CO$_2$e	No disclosure	No disclosure	No disclosure	No disclosure	No disclosure
			(e) Indirect greenhouse gas emissions associated with product use	ton CO$_2$e	No disclosure	No disclosure	No disclosure	No disclosure	No disclosure
			(f) Indirect greenhouse gas emissions from other sources	ton CO$_2$e	No disclosure	No disclosure	No disclosure	No disclosure	No disclosure
	Wastewater	Water pollution Prevention and Control Law	Process wastewater	Metric tons/year	None	None	None	None	None
	Waste	Waste Cleanup Act	Business waste - general	ton	10.4	8.99*	7.57*	8.419*	8.63*
			Business waste - hazardous	ton	0.69	0.20	0.23	0.60	0.49
			Resource recovery waste: paper and food paper containers	ton	2.760	3.270	4.725	4.717	8.480
			Resource recovery waste :	ton	0.624	0.750	0.712	1.771	0.738
			Resource recycling waste: plastics, including plastic bottles	ton	0.290	0.402	1.003	2.012	1.629
	Recycle	Wastewater recycling		km^3	None	None	None	None	None

*The monthly average volume includes three categories: general waste from business activities (D-1801) , waste plastic mixture (D-0299) , and waste fiber mixture (D-0899) , and category D-1801 accounts for 79.43%

Quantitative statistics on environmental resource output

Greenhouse Gas Emission Intensity in The Past Two Years

Greenhouse gas emissions in 2023 will be approximately 3,384.530 tons of CO2e , which is approximately 249.699 tons of CO2e less than the 3,634.229 tons of CO2e in 2022 , and a reduction of 6.87% in greenhouse gas emissions . However, due to the impact of the overall prosperity and net turnover loss, in 2023 The greenhouse gas emission intensity increased slightly by 0.06949 (metric tons CO$_2$e/ million yuan) .

According to the "Sustainable Development Roadmap of Listed Companies" of the Taiwan Stock Exchange , the company should complete the inventory in 2025 and complete the assurance in 2027 ; the consolidated reporting subsidiaries should complete the inventory in 2026 and complete the assurance in 2028 ; no assurance is required at present.

Since 2012 , the company has conducted independent inventory and disclosed the greenhouse gas inventory results on the company's external website, annual report and ESG Report . The verification operation is under evaluation.

	Total Emissions (metric tons CO2e)		Density (metric tons CO2e/ million yuan)		Believe the situation statement
Year	2022	2023	2022	2023	No need to be convinced yet
Category 1	2.4139	2.7660	0.00036	0.00050	
Category 2	3,631.8150	3,3 81.7640	0.54158	0.6 1093	
Total	3,634.229	3,384.530	0.54194	0.61143	
Difference	-249.699		+0.06949		

Committed to Greenhouse Gas Reduction

The risks we identify arising from climate change include rising electricity energy costs , emerging regulatory requirements to strengthen the disclosure of carbon emissions , and carbon fees . Continue to carry out energy management and energy efficiency improvement measures at major operating locations.

Our company belongs to the IC design industry, and more than 99.9% of greenhouse gas emissions are indirect emissions , mainly from purchased electricity for air conditioning and office lighting needs. Therefore , we have set the goal of reducing indirect greenhouse gas emissions by 2% per year starting from electricity saving in the office . We have used the factory monitoring system to make air-conditioning equipment operate more efficiently, and at the same time, we have promoted energy-saving concepts and actions to colleagues. Reduce unnecessary waste and effectively reduce our impact on the environment . Greenhouse gas emissions in 2023 are approximately 3,384.530 tons CO_2e , which is approximately 249.699 tons less CO_2e than 3,634.229 tons CO_2e in 2022 , reducing greenhouse gas emissions by 6.79% , achieving the reduction target; and the standards have been met from the base year (2011) to 2023.

Committed to Greenhouse Gas Reduction

The impact of climate change is not only urgent and far-reaching, but climate issues are of greater global importance. Not only are governments enacting legislation to promote the net-zero transformation, but companies have also responded by making net-zero commitments by reducing greenhouse gas emissions, promoting green energy industries, and developing energy conservation. Carbon reduction technologies and work together to achieve the goals of the Paris Agreement .

Sunplus Technology participated in the " Semiconductor Industry Net-Zero Takeoff Announcement and Carbon Reduction Technology Seminar" organized by the Taiwan Semiconductor Industry Association (TSIA) on September 27, 2023 , and jointly declared that "based on 2020 greenhouse gas emissions as the benchmark, absolute reduction in 2030 will 10% of the volume (BAU reduction of 40%); reach the net-zero emission target in 2050 " , creating the first public carbon reduction plan for climate change mitigation by members of the World Semiconductor Council.

半導體產業淨零起飛宣示暨減碳技術研討會
TSIA淨零排放自主減量共同目標
以2020年溫室氣體排放量為基準，
2030年絕對減量10%(BAU減量40%)；
TSIA 淨零排放自主減量共同目標
以2020年溫室氣體排放量為基準，2030年絕對減量10%(BAU減量40%)；2050年淨零排放

▲ Sunplus Technology signed the TSIA net- zero emission independent reduction common goal

We have long been paying attention to climate change trends and closely monitor and manage climate change risks. In response to the global demand for environmental protection and energy conservation, we have been working hard to explore various ways to achieve the goal of reducing electricity energy consumption. Starting from the fourth quarter of 2022, nearly 4 million yuan will be spent to completely replace the traditional lamps in the factory with energy-saving LED lamps. It is expected to save at least 280KWH of electricity and reduce greenhouse gas emissions by at least 143.5 tons of CO_{2e} every year , actively strive for energy conservation and carbon reduction .

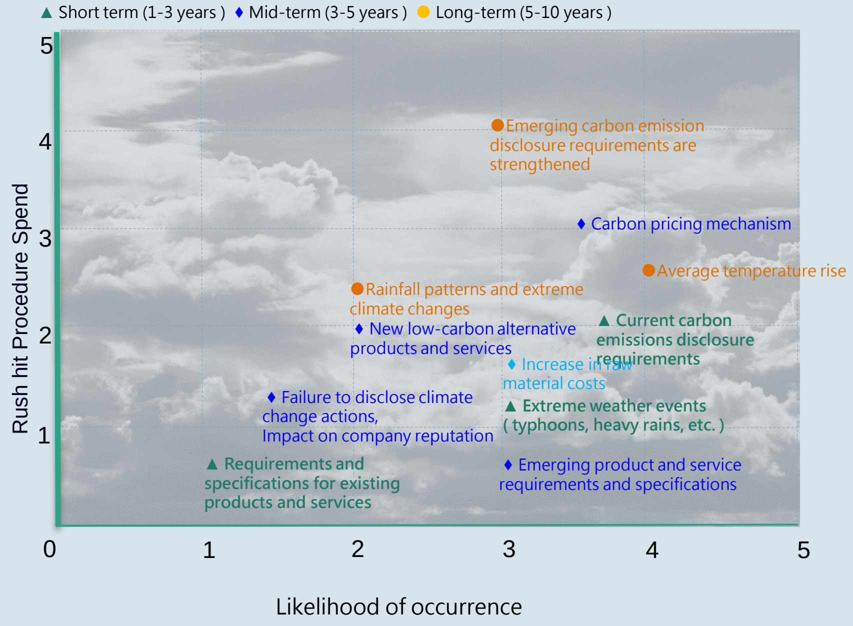
The greenhouse gas reduction solutions implemented over the years and during the reporting period are as follows.

Item	Execution time	Content	Quantified or non-quantified benefits	Expenses (unit: yuan)
1	Continuous improvement since 2008/10	Subject to performance permitting, the UPS battery replacement cycle has been extended from 3 years to 5 years.	Reduce the output of waste batteries by 800 pieces /5 years and save about 977,520 yuan / year.	0
2	Continuous improvement since 2010/08	The basement parking lot adopts inductive switches.	The electricity saving is about 16,363.6 kilowatt-hours per year. With the current electricity cost of 2.2 yuan per kilowatt- hour, the saving is at least 360,000 yuan per year.	1,880,000
3	Continuous improvement since 2011/11	Waste mask cleaning mode has been changed from direct scrapping in the past to scrapping / removal of waste masks after layout wiring is removed, thereby continuing the reuse value and increasing recycling costs.	Reduce the number of directly discarded photo masks by more than 1,357.pcs , reducing the chance of environmental pollution; increasing recycling costs by NT$ 105,178 .	0
4	From 2017/11	Integrate UPS systems to increase operating efficiency and reduce the number of UPSs to increase effective operating capacity	UPS was reduced by 8 units, the batteries were reduced by 160 , the load was reduced by 127.5KVA , and the maintenance cost was reduced by 746,000 .	685,855
5	2020/06/15	Idle office equipment is removed and reposted on the online second-hand market for free, so that idle facilities can continue to be used and reduce waste generation.	480,000 yuan in cleanup costs and reduced general industrial waste by more than 5 tons.	0
6	From 2022/Q4	Comprehensive replacement of energy-saving LED lamps in the factory	It can save more than 280KWH of electricity consumption throughout the year, reduce greenhouse gas emissions by at least 143.5 tons of CO_2 e , and reduce greenhouse gas emissions by up to 3.6% .	3,740,000

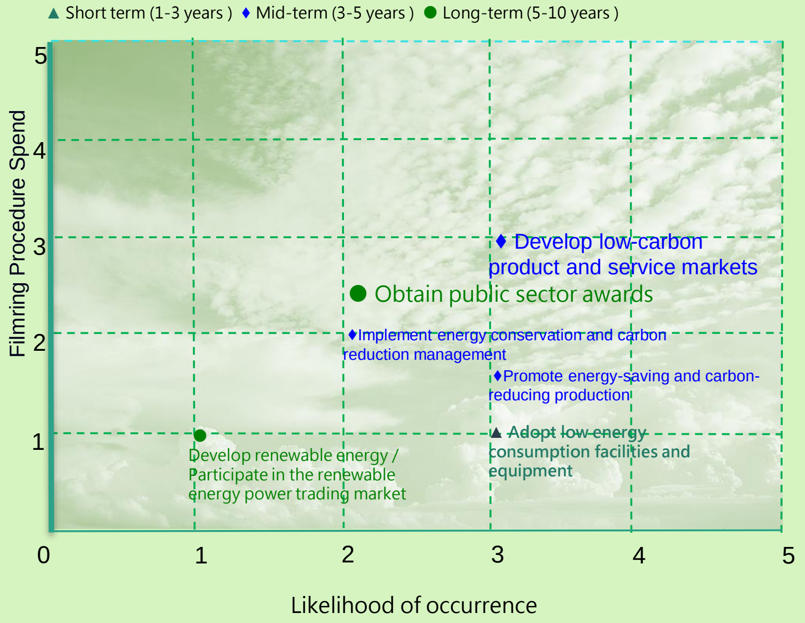
▲ Statistics on Greenhouse Gas Reduction Solutions

Climate Risks and Opportunities

Climate Risk Matrix



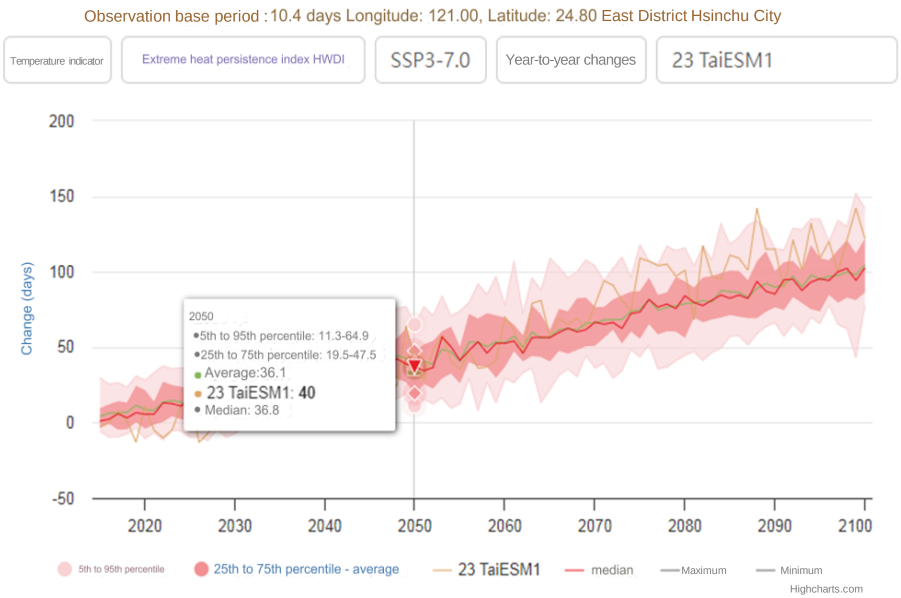
Climate Opportunity Matrix

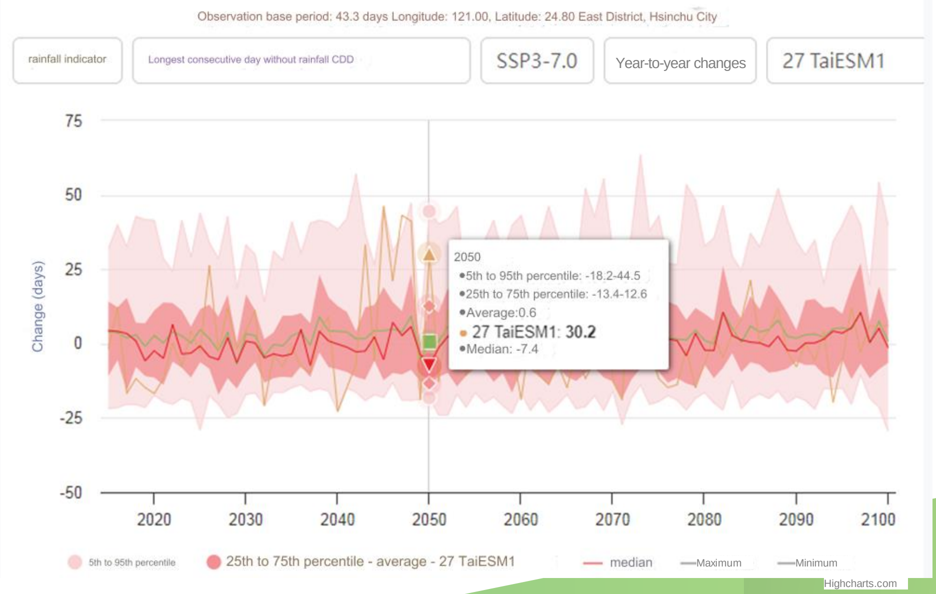


Extreme heat and drought risk

The Sixth Assessment Report (AR6) released by the IPCC in 2021 , the "Shared Socioeconomic Pathway" (SSP) was proposed by combining the results of multiple research communities in the international climate change research community in setting climate change scenarios, by adding elements of social and economic development to enrich the Representative Concentration Pathway (RCP) scenario that only considered changes in greenhouse gases in the past .

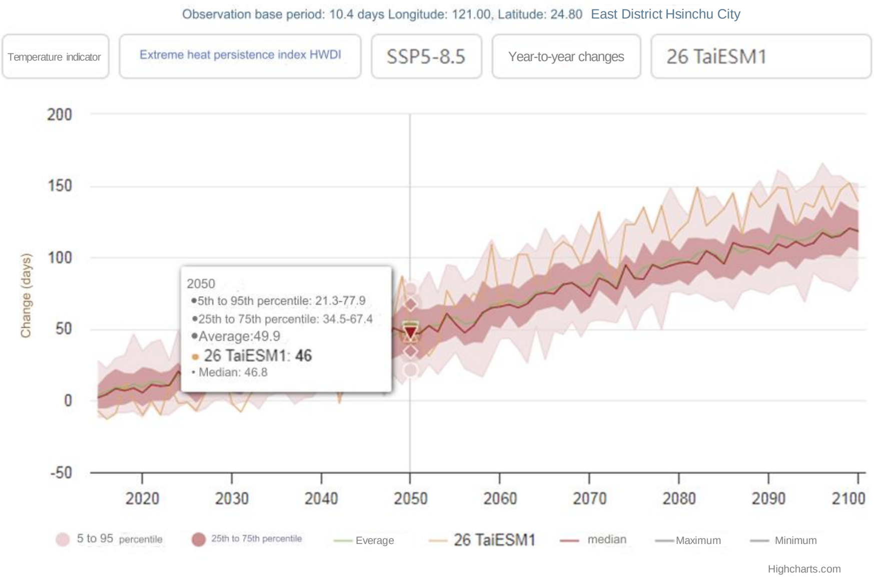
Using two scenarios, SSP3-7.0 and SSP5-8.5 , the risks of extreme heat and drought are estimated:

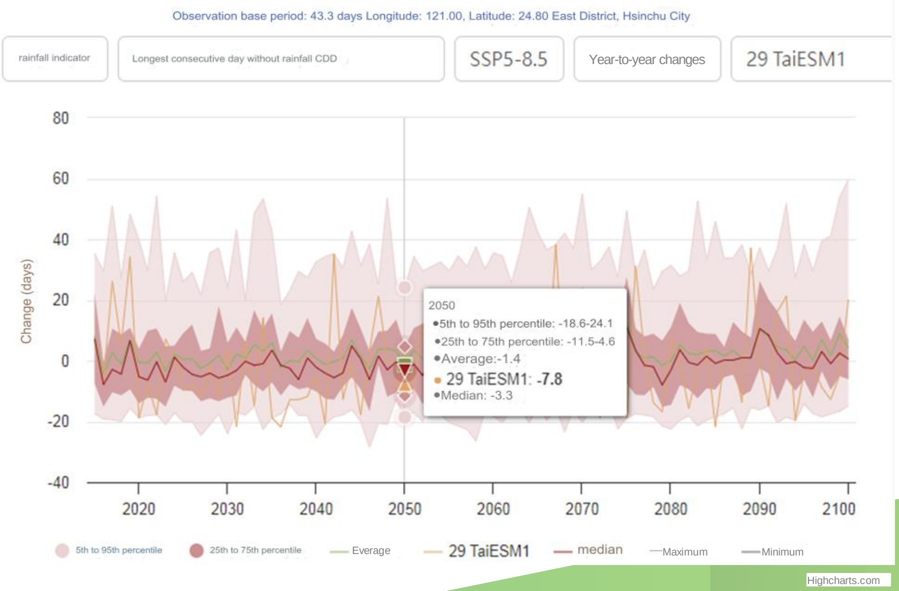




SSP3-7.0 is a medium-to-high forcing path. SSP3 combines relatively high social vulnerability and radiative forcing. Past analysis of the no climate policy intervention scenario of AR5 relied heavily on the RCP8.5 scenario. The addition of SSP3-7.0 provides medium-to-high Another option for emission pathways, SSP3-7.0 , unlike SSP5-8.5 , has strong land use change and high NTCF emissions .

- According to data from the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) " (AR6 statistical downscaled version) , extreme high temperatures may cause temporary power shortages, but our company has a complete uninterruptible power supply system and emergency generator system and data Backup measures will prevent operational risks.
- Sunplus Technology's main business is IC design and is not involved in IC production activities. The risk of production line shutdown due to prolonged drought has not been included in the major risk considerations.





SSP5-8.5 is a high forcing path. The reason for choosing this socioeconomic scenario is that SSP5 is the only SSP scenario with emissions high enough to produce a radiative forcing of 8.5W/m2 in 2100 .

Task Force on Climate-related Financial Disclosures(TCFD)

Governance

Expose your organization’ s climate-related risks and opportunities

Guiding Principles	Specific practices
Board oversight of climate-related risks and opportunities	Inter-departmental organization for sustainable development regularly reports the identification and management of risks and opportunities related to climate change to the Board of Directors every year, and the Board of Directors supervises the management process.
Management is assessing and managing climate-related risks and opportunities	The "Environment" working group under the cross -department organization for sustainable development is responsible for coordinating / assessing the risks and opportunities of climate change across the company (including goals and promotion plans), and disclosing them in the annual sustainability report.

Task Force on Climate-related Financial Disclosures(TCFD)

Strategy

Immediate and potential climate-related risks and opportunities that impact an organization’ s business, strategy and financial planning

Guiding Principles	Specific practices
Climate-related risks and opportunities identified in the short, medium and long term	• Manage the schedule based on existing internal goals, define short-term (1-3 years) , medium-term (3-5 years) and long-term (5-10 years) climate-related risk and opportunity projects, and evaluate the impact of climate risk factors on the company's strategy , potential impacts on operations and financial planning. • The IS014064-1:2018 greenhouse gas inventory standard has been introduced for independent inventory. In the future, we will continue to promote carbon reduction plans and other practices, hoping to achieve the goal of carbon neutrality by 2050
Climate risks and opportunities that have a significant impact on an organization's business, strategy and financial planning	After the climate-related risk identification process, the major risks and opportunities identified are as follows: There are two major risks • The "Sustainable Development Roadmap for Listed Overseas Companies" released by the Financial Supervisory Commission in March 2011 , Sunplus is a listed company with a capital of 5 to 10 billion yuan and should complete the inspection in 2014. , the verification was completed in 116 years. Sunplus expects to complete internal verification in the second quarter of 2014 and external verification in the • Carbon pricing mechanism: Taiwan is expected to trial carbon fee collection in 2024. Although it will mainly target large emitters with annual carbon emissions of 25,000 tons, it cannot be ruled out that it will continue to increase at an annual rate of 10% in the future . Sunplus will continue to pay attention policy development. There is a big opportunity • Develop the low-carbon product and service market: We will be committed to developing key components with low energy consumption and high efficiency, provide the best solutions, and fulfill our responsibilities of green environmental protection, energy conservation and carbon reduction.

Task Force on Climate-related Financial Disclosures(TCFD)

Strategy

Immediate and potential climate-related risks and opportunities that impact an organization’ s business, strategy and financial planning

Guiding Principles	Specific practices
The potential impact of different scenarios on the organization’ s business, strategy and financial planning	• Sunplus Technology conducts simulations based on the 1.5℃ Scenario (2DS) developed by the Nationally Determined Contributions (NDCs) and the International Energy Agency (IEA) , with 2011 as the baseline. Year, estimate the carbon reduction ratio of Sunplus Technology. • In order to achieve the greenhouse gas reduction target of NDCs in 2050 , power saving management is carried out for category 2, which accounts for a large proportion of greenhouse gas output. • According to data from the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) " (AR6 statistical downscaled version) , extreme high temperatures may cause temporary power shortages, but our company has a complete uninterruptible power supply system and emergency generator system and data Backup measures will prevent operational risks. • The company's main business is IC design and is not involved in IC production activities. The risk of production line shutdown due to prolonged drought has not been included in the major risk considerations.

Risk Management

Processes used by organizations to identify, assess and manage climate-related risks

Guiding Principles	Specific practices
Organize processes for identifying and assessing climate-related risks	The "Environment" working group under the cross -department organization for sustainable development follows the framework disclosed by TCFD to identify climate-related risks, mainly through the following four steps: (1) Identification of risk issues, (2) Decision of major Risk issues, (3) identify major opportunity issues, (4) develop mitigation or adaptation plans.
The organization' s processes for managing climate-related risks	• In accordance with ISO 14001 , management is carried out through the PDCA management cycle to ensure the consistency of the company's environmental protection goals and execution strategies. Adaptation and mitigation actions are reviewed at the management review meeting every year to ensure that the goals are achieved. • In conjunction with the ISO 9001 existing supplier sustainability management mechanism, as well as the ISO 14001 environmental management system and ISO45001/TOSHMS occupational safety and health management system, we conduct supplier screening through ESG and conduct annual on-site or written audits of important suppliers .
How the process of identifying, assessing and managing climate-related risks is integrated into overall risk management	The "Environment" working group under the cross -department organization for sustainable development conducts internal communication or meeting discussions based on the TCFD structure, and combines the company's existing ISO 14001 risk assessment operations to identify important issues and include climate change issues as part of risk management. environment, and formulate management and control strategies and action plans accordingly.

Metrics and Goals

Reveal key metrics and targets for organizations to assess and manage climate-related risks and opportunities

Guiding Principles	Specific practices
Disclose the metrics used by the organization to assess climate-related risks and opportunities in its strategy and risk management processes	The relevant risk indicators used by Sunplus Technology to assess climate include electricity usage and greenhouse gas emissions.
Disclose greenhouse gas emissions and related risks in Scope	Since 2012 , independent inventory of greenhouse gas categories 1 and 2 has been conducted every year in accordance with the ISO 14064-1 standard. Category 3 is not applicable and has not been disclosed. The inventory items mainly focus on the use of purchased electricity. The verification results of previous years are disclosed in the sustainability report. Chapter "Quantitative Statistics of Environmental Information Output".
Describe the organization’ s goals and level of achievement in managing climate-related risks and opportunities	• Starting from 2012 , the target is to reduce the total electricity consumption by 1% every year , and the target will be reached from 2011 (the base year) to 2023 . • Set the target of indirect greenhouse gas emissions to decrease by 2% every year ; the indirect greenhouse gas emissions target set in 2023 should be 72.6363 tons of CO2 equivalent, and the actual reduction is 250.0510 tons of $_{CO2}$ equivalent , which has reached the standard.

04

CLOSE COOPERATION WITH SUPPLIERS

- ✓ Policies and Guidelines
- ✓ Wafer Product Supply Chain
- ✓ Supplier Categories and Local Procurement
- ✓ Supplier ESG Survey
- ✓ Establish a Supplier Integrity Reporting Hotline

Policies and Guidelines

Sunplus Technology has long been aware of the environmental and social responsibilities of the supply chain, and its requirements for suppliers are not limited to performance and quality. Our colleagues in relevant departments liaise with suppliers regularly to ensure they maintain the standards they deserve. If a supplier does not meet the requirements, they are required to improve and meet the standards within a specified time. If they cannot improve, we will find other suppliers who can meet our ethical and environmental standards expectations.

At the level of internal regulations, we follow the general principles of supplier management: Quality, Cost, Delivery and Service(QCDS) and Environmental, Health and Safety (EHS) Management. In addition, in compliance with relevant domestic and foreign initiatives and regulations, supplier management procedures are formulated and implemented.

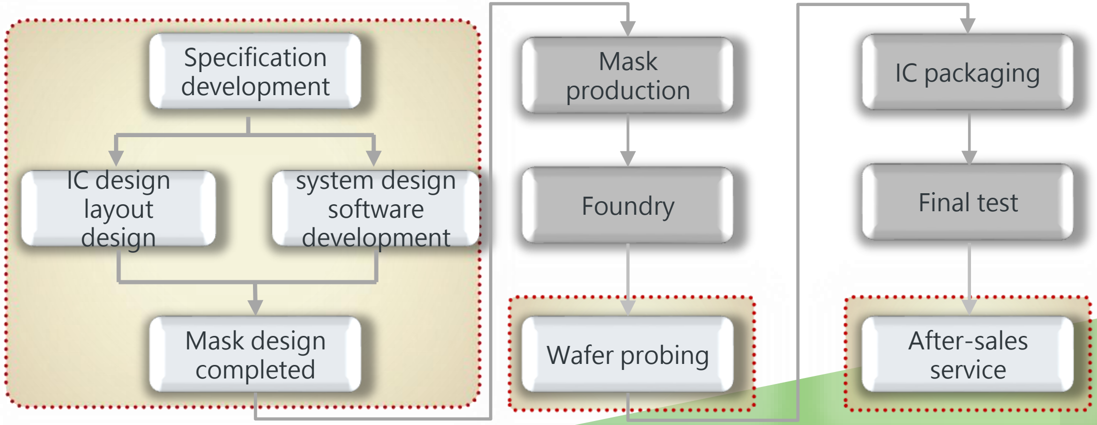
Wafer Product Supply Chain

In the chip industry chain, Sunplus Technology focuses on the most front-end design and development and end-end quality control. The intermediate processes including wafer manufacturing, packaging and testing are entrusted to professional manufacturers, and use small and diverse excellent production capabilities .

In the wafer testing process, we use fully automated testing equipment, coupled with self-planned and designed software and hardware, to maintain high productivity and high-quality products .

During the manufacturing process, we are only responsible for upstream chip specification formulation, IC design and system design, mask design and after-sales service processes. Mask production, wafer manufacturing, IC packaging and final testing are entrusted to professional manufacturers.

▼ Chip process supply chain


Specification development
IC design layout design
system design software development
Mask design completed
Mask production
Foundry
Wafer probing
IC packaging
Final test
After-sales service

* Mask production , wafer foundry , IC packaging and final testing are outsourced

Supplier Categories and Local Procurement

We identified 4 major supplier categories, including 7 raw material suppliers , 13 process outsourcers , 3 waste removal and disposal companies , and 7 service outsourcers . If divided by region, except for raw material suppliers whose local procurement ratio is 85% and process outsourcers ' local procurement ratio of 92% , the remaining local procurement ratios such as waste removal and service outsourcers are 100% .

Supplier ESG Survey

Since 2014 , we have conducted surveys and statistics on Environmental, Social Responsibility and Corporate Governance (ESG). The survey methods are conducted through on-site assessment and document review. Among them, Document Review (DR) , including contract review, supplier self-disclosure of information and questionnaire survey.

For process outsourcers, we assign manpower to perform a Second Party Audit and conduct on-site interviews with suppliers to ensure that the documents they provide are consistent with their work content.

Regarding supplier audits, we will continue to conduct them and revise the investigation objects and audit methods year by year so that the supplier ESG survey results will continue to improve.

- In 2023 , the adoption of environmental standards and the use of labor practice standards for screening of process outsourcers and waste removal processors will reach 100% .
- that by 2025 , the proportion of service outsourcing manufacturers adopting environmental standards and using labor practice standards to screen will reach 100% .

Establish a Supplier Integrity Reporting Hotline

Suppliers and their employees should faithfully perform various sales and transactions, including but not limited to material procurement, project contracting, entrusted processing, equipment transfer, waste disposal, transportation customs declaration, labor dispatch and outsourcing agency transactions, etc. In transactions, cash, securities, non-group gifts, entertainment or travel entertainment, or any other transfer of private interests shall not be provided or given to any individual employee of the company, his relatives, friends, or other interested parties. You are not allowed to engage in any form of lending, leasing, investment, or any other activities that are not directly related to your work with any employee of the company or his relatives or friends. It is not allowed to provide any individual employee of the company or his or her relatives or friends with work arrangements that are based on remuneration. Any behavior that damages the company's interests and business image is prohibited .

Our company requires suppliers who meet the transaction qualifications to fill in the "Declaration of Integrity Behavior". If our employees actively or passively violate procurement disciplines, suppliers should notify them by letter or e-mail without delay , using their real names and Attach contact information and must include specific content or evidence clues to report to the following handling units of the company. Reporting and complaint email: whistleblower@sunplus.com .

▼ Supplier Environmental, Social And Governance (ESG) Survey Statistics

Supplier type			Raw material supplier	Process outsourcer	Waste removal	service outsource
Definition			Provide product manufacturing Manufacturer of raw materials	Commissioned manufacturing Product manufacturer	Consignment of waste Processing manufacturer	that provide on-site services , Such as group meals, cleaning and security
A	Procurement Locally	Proportion of local suppliers	85 %	92%	100%	100%
B	Quality Management	Percentage of reviews / audits performed	100%	100%	-	-
C	Environmental Management	Percentage	100%	100%	100%	71.4 %
		Number of suppliers found to have violated major environmental laws and regulations	0	0	0	0
D	Occupational Safety Management	Percentage of reviews	100%	100 %	100%	71.4 %
		Found to have violated major occupational safety regulations	0	0	0	0
E	Human Rights Management	Percentage of reviews	100%	100%	100%	71.4 %
		Suppliers that have been found to violate human rights issues , such as illegal use of child labor, forced labor, etc.	0	0	0	0

05

SOCIAL CATEGORY - INTERNAL EMPLOYEE CARE

- ✓ Human Resources Structure
- ✓ Talent Recruitment and Retention
- ✓ Complete Education, Training and Development System
- ✓ Performance Development System
- ✓ Human Rights Supremacy Policy
- ✓ Occupational Safety and Health Management
- ✓ Salary and Benefits

Human Resources Structure

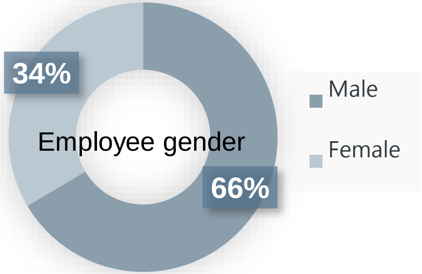
We are committed to creating an equal and inclusive working environment, including diversity in gender, race and age . Female colleagues account for 34% . We also provide all colleagues with promotion opportunities with consistent standards and implement the concept of equal rights and justice. The talents we employ not only enable IC design products to maintain a leading position in the industry, but also lead the continuous innovation of the domestic industry . As of the end of 2023 , Sunplus Technology has a total of 340 employees , including 336 regular employees , accounting for 98.8 %; and 4 informal employees , accounting for 1.2 % . This human resources data is equivalent to the " Occupational Accident Statistics Table for December 2023 " reported by the company to the Occupational Safety and Health Administration of the Ministry of Labor . We have 1 operating base in Taiwan . For the total workforce classified by gender at each base, please see the "Statistical Table of Total Employee Classification by Employment Contract, Gender, and Region". For more detailed information, please see the "Statistical Table of New and Retired Employees by Age Group, Gender and Region" , " Statistics of Regular Employees by Gender and Supervisor Position " and " Salary and Benefits Information Table "

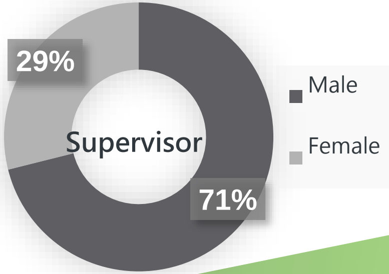
female employment

2023 Sunplus Technology Female Colleagues Occupy

34%

29% of all supervisory positions , which represents that Sunplus Technology is committed to providing a gender-equal workplace environment and looks forward to giving female workers more ample development opportunities.





▼ Statistical Table of Total Number of Employees Classified According to Employment Contract, Gender, and Region (Unit: 1 person)

Operation base	Category	Male		Female		Total
		Quantity	Proportion	Quantity	Proportion	
No. 19 , Chuangxin 1st Road, Hsinchu Science Park, Taiwan	Full-time employees	224	67%	112	33%	336
	Informal employees	2	50%	2	50%	4
	Total	226	66%	114	34%	340

▼ Regular employees are divided according to gender and job category (Unit: 1 person)

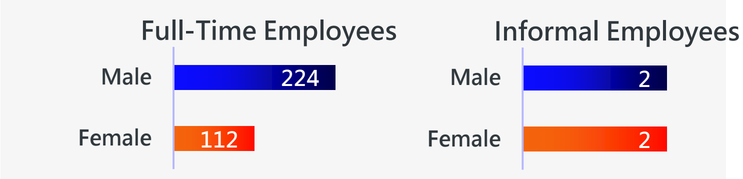
Job Category	Male		Female		Subtotal
Production	13	4%	20	6 %	33
R&D	185	55%	56	17 %	241
Business	3	1%	3	0.9 %	6
Manage	23	7%	33	10 %	56
Total	224	67 %	112	33 %	336

Note: According to GRI guidelines, the calculation is based on the total number of formal employees of 336 at the end of the reporting period. The following statistics are the same .

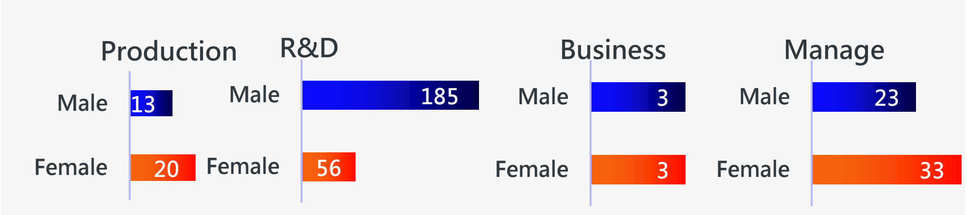
▼ Regular employees are divided according to gender and supervisory position (Unit: 1 person)

Job Category	Male		Female		Subtotal
Supervisor	59	18%	24	7%	83
Non-Supervisory Position	165	49%	88	26%	253
Total	224	67%	112	33%	336

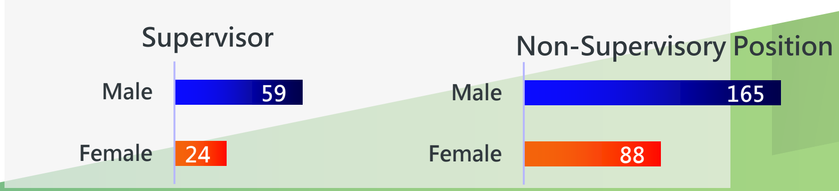
Hire the Difference



Job Category

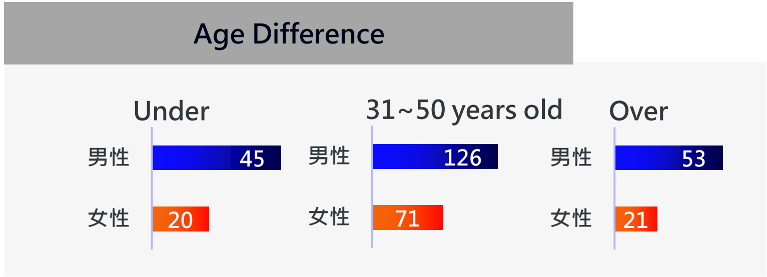


Differences in Supervisory Duties

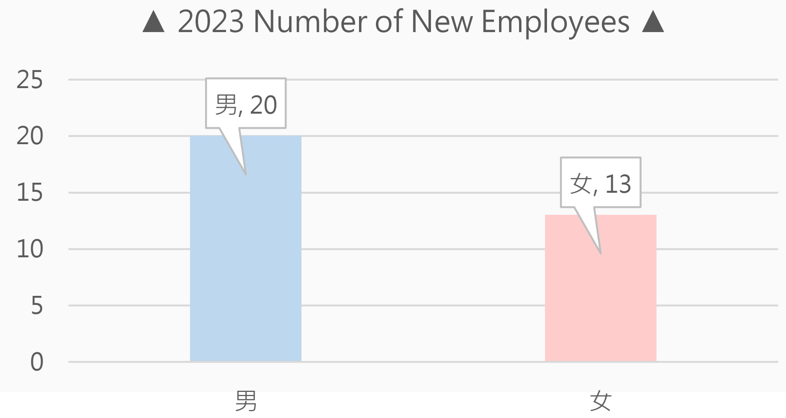


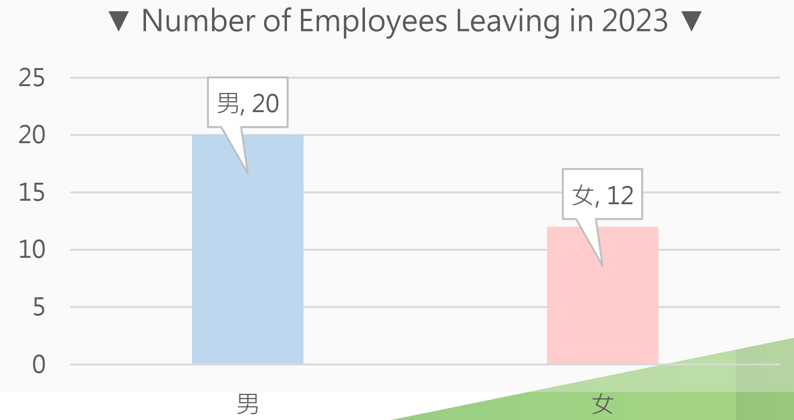
▼ Regular Employees Are Divided According to Age (Unit: 1 person)

	Male		Female		Total
	Number of people	Proportion	Number of people	Proportion	Number of people reporting at the end of the period
Under 30 years old	45	13%	20	6%	6 5
31~50 years old	126	38 %	71	21%	197
Over 51 years old	53	16 %	21	6%	74
Subtotal	224	67 %	112	33 %	336


Age Difference

▼ The number of regular employees , new employees and retired employees by gender (Unit: 1 person)


▲ 2023 Number of New Employees ▲


▼ Number of Employees Leaving in 2023 ▼

Note: According to GRI standards, the calculation is based on the total number of regular employees of 336 at the end of the reporting period , excluding retirees .

Talent Recruitment and Retention

Diversified Recruitment Channels to Attract Outstanding Talents From All Parties

recruitment website	By cooperating with recruitment platforms to recruit outstanding talents in various professions, Sunplus Technology received a total of 5,921 active applications in 2023 and successfully matched 384 interviews.
Campus recruitment	In 2023 , Sunplus Technology participates in spring and autumn campus recruitment activities such as National Tsing Hua University, National Yang Ming Chiao Tung University, and National Central University, including two different forms of recruitment methods, namely expositions and briefing sessions, to effectively interact with classmates, and Sunplus Technology's image and brand have been deeply cultivated in various universities and colleges.
Industry-university cooperation	Long-term cooperation with the Department of Power Machinery of National Tsing Hua University allows students in the department to become familiar with product development through participation in projects. After graduation, they joined Sunplus to continue to contribute what they have learned. In addition, in recent years , it has also participated in the semiconductor industry-university-research joint talent training program, working with research units to cultivate students in related professional fields, allowing students to smoothly transition into the workplace.
Develop alternatives	Since 2007 , we have successively applied for R&D replacement positions in the Ministry of the Interior. We have hired more than a thousand R&D replacement professionals to serve in Sunplus Technology and completed multiple patent applications. At this stage, Sunplus Technology is also continuing to recruit R&D substitutes. In 2023 , Sunplus will recruit a total of 11 R&D substitutes for product research and development.

Talent Recruitment and Retention

Newcomer Care System to Help Talents Quickly Integrate Into the Team

In order to help new colleagues adapt to the new workplace life, Sunplus Technology has established a newcomer care system. At the work level, the heads of each department will arrange for senior colleagues to assist in coaching and conduct training in accordance with each department's new employee development plan. As for the living environment, everything from the reception on the day of joining, the care given to newcomers during the first week after their arrival, the newcomer education and training courses, the dinner with senior managers, interviews at the end of the probation period, etc., are all provided to help newcomers adapt to Sunplus. Provide new members with multiple communication channels to give them a greater sense of belonging.

DAY1	DAY7	Handled quarterly	DAY90
Arrival reception	One-week care for new employees upon arrival	Newbie education and training courses	Interview after trial period
•Newcomer registration procedures • Introduce the work environment	Conduct in-depth interviews with newcomers to understand their work adaptation and also pay attention to their living conditions of food, clothing, housing and transportation	Provide legal promotion, company introduction and other courses, and also arrange for newcomers to have meals with senior managers	Newcomers share their feelings and job satisfaction during the trial period

2023	92%	39 bit	58.5 hours
Execution Results	Interview Completion Rate	Number of New Interviewees	Interview Hours

Abide by the Labor Standards Act and Maintain Seamless Communication with Employees

56 of the Labor Standards Act . The Labor Retirement Reserve Supervisory Committee also holds quarterly meetings and discussions, and can convene ad hoc meetings when necessary. The content focuses on the review of the amount of provision, fund storage, expenditure review and The amount of labor pension benefits.

If the company undergoes major operational changes, it will inevitably affect employees' employment rights and changes in various labor conditions. In this regard, we 100% comply with Article 16 of the Labor Standards Act and exercise the minimum notice period for terminating the labor contract in accordance with the law.

83 of the Labor Standards Act , we can convene temporary meetings when necessary to promote labor-management cooperation, labor-management relations coordination, and labor Condition improvement and labor welfare planning issues were discussed by both parties.

Comply With the Gender Equality in Employment Act and Implement the Suspension Policy for Childcare

We do comply with the Gender Equality in Employment Act and implement equal leave rights and childcare leave systems for women and men.

As mentioned above, the company is committed to creating an equal and inclusive working environment, so it actively implements maternity leave, paternity leave and other due leave rights. It also implements a childcare leave without pay system, which both male and female employees can apply for in accordance with the law. .

The number of people taking parental leave in 2023 is 1 , including 0 males and 1 female . For details on the reinstatement rate and retention rate, please see the "Statistical Table on the Ratio of Reinstatement and Retention After Parental Leave by Gender".

The protection of these laws is the rights and benefits that employees should have, and it is also the company's responsibility. Perfect implementation will not only improve employee morale and productivity, but also make it easier for us to recruit and retain excellent employees.

▼ Salary and Welfare Information (Unit: thousand yuan / person)

Salary and benefits information categories	2022	2023	YOY (%)
Average employee benefits	1,770	1,636	(7.6)%
Average employee salary	1,539	1,414	(8.1)%
Average salary of full-time employees not holding supervisory positions	1,592	1,421	(10.7)%
Median salary of full-time employees not holding supervisory positions	1,358	1,246	(8.2)%

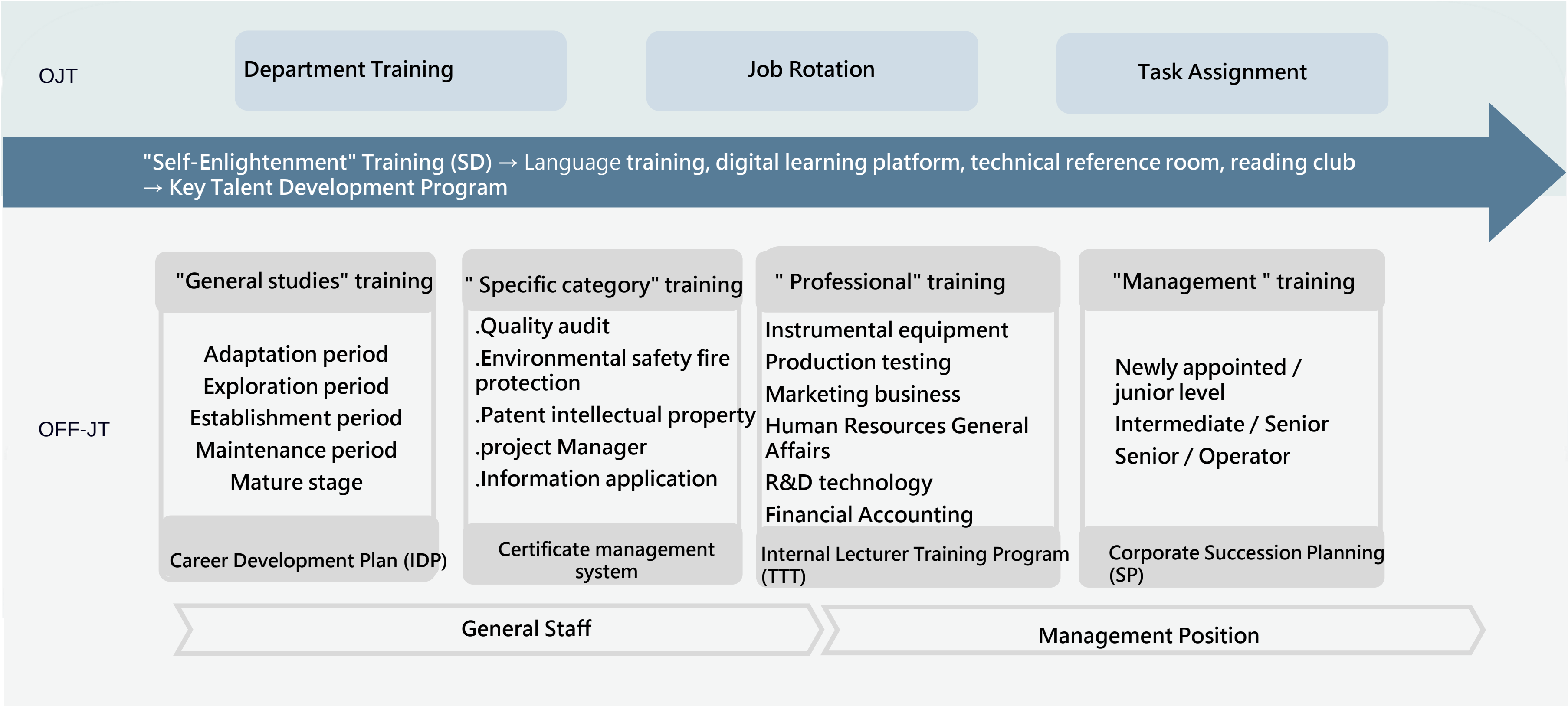
▼ Statistics on the Proportion of Reinstatement and Retention After Parental Leave by Gender (Unit: 1 person)

	Formula code	Male		female		Subtotal
		Quantity	Proportion	Quantity	Proportion	
Number of people taking parental leave in 2023	Code B	0	0 %	1	100 %	1
The total number of people who took parental leave and returned to work in 2023	Code C	0	0 %	0	0%	0
The total number of people who have taken parental leave and should be reinstated in 2023	Code D	0	0%	1	100%	1
The total number of people who took parental leave and returned to 2022	Code E	0	0 %	1	0 %	1
Among the total number of employees who used parental leave to return to work in 2022, the total number of employees who are still employed after 12 months	Code F	0	0 %	0	0 %	0
Reinstatement rate	C/D	-		0%		-
Retention rate	F/E	-		0%		-

Note: In accordance with the " Gender Equality at Work Act ", the childcare leave and leave system with pay is implemented, and both male and female employees can apply in accordance with the law. The application rules include: (1) The employee has worked in the company for six months (2) Before the child reaches 3 years old (3) The stay period can be from 30 days to two years.

Internal Training Plus External Learning

Complete Education, Training and Development System



OJT

Department Training

Job Rotation

Task Assignment

"Self-Enlightenment" Training (SD) → Language training, digital learning platform, technical reference room, reading club
→ Key Talent Development Program

OFF-JT

"General studies" training

Adaptation period
Exploration period
Establishment period
Maintenance period
Mature stage

Career Development Plan (IDP)

" Specific category" training

.Quality audit
.Environmental safety fire protection
.Patent intellectual property
.project Manager
.Information application

Certificate management system

" Professional" training

Instrumental equipment
Production testing
Marketing business
Human Resources General Affairs
R&D technology
Financial Accounting

Internal Lecturer Training Program (TTT)

"Management " training

Newly appointed / junior level
Intermediate / Senior
Senior / Operator

Corporate Succession Planning (SP)

General Staff

Management Position

Internal Training Plus External Learning

Complete Education, Training and Development System

"Continuous Learning and Talent Cultivation"

Sunplus Technology provides diversified learning opportunities for colleagues through a variety of internal courses, fully subsidized external training and language test incentives , and creates a learning culture that promotes knowledge sharing and skill improvement . We understand that continuous learning is the key to employee growth and organizational competitiveness .

Internally , in addition to promoting teamwork and knowledge exchange through department training, job rotation and task assignment , the training unit also conducts an annual education and training needs survey based on the company's development goals and plans a variety of training courses. These courses cover professional, management, life , Chinese and legal needs, and provide an online learning platform so that colleagues can participate in learning anytime and anywhere .

We firmly believe that through continuous training , everyone can become the professional and management talent needed in the future . We also promise to continue to provide the highest quality learning environment and growth opportunities for our colleagues in the future, so as to jointly achieve personal and organizational development goals .

2023 Implementation Results

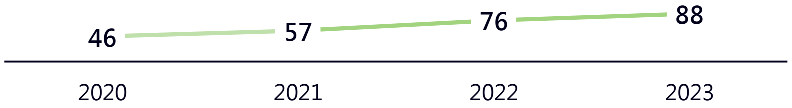
Internal Train

We conduct training planning based on legal regulations and the needs of students , and arrange various courses every month, covering technical majors, financial planning , health lectures, etc., in addition to helping colleagues improve their work skills, it also strengthens work-life balance and promotes colleagues' Comprehensive development. With the launch of diversified courses, this not only stimulates colleagues' curiosity and attention to the monthly training course information, but also improves colleagues' willingness to participate and learning motivation, further improving the discussion and learning atmosphere within the company.

External Train

In addition to internal training, colleagues can also propose training goals and sign up for external courses on their own. Sunplus Technology will pay for external training classes to encourage colleagues to expand their professional capabilities.

■ The number of applications for external training has increased over the years:



Language Skills Further Education

Sunplus Technology strongly supports colleagues to improve their foreign language skills and integrate with international standards.

In addition to internal language-related training, colleagues can also sign up for language tests, and those who meet the standards will be fully subsidized with registration fees and bonuses .

2023 Implementation Results

Manager Train

Every year, gaps in management functions are taken into account, and supervisor training arrangements are made based on the company's operational goals. In 2023 , performance and financial knowledge are the themes of supervisor training. In addition to assisting supervisors to continuously improve their leadership skills, it also enriches their operational and management capabilities, broadens their horizons and expands their management structure.

New staff train

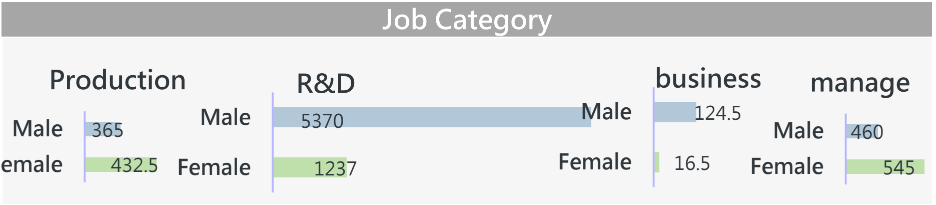
In order to familiarize new employees with the company culture, Sunplus Technology has designed a series of diversified courses based on ESG themes, covering essential courses such as occupational safety and disaster prevention, information security prevention, integrity management, and patent introduction. It allows new employees to understand the company's overall picture and acquire necessary working knowledge in a short period of time, while also cultivating awareness of corporate social responsibility and sustainable development.

In addition to focusing on the planning of course content, Sunplus Technology also attaches great importance to the feelings of new recruits. After the epidemic ended, we added a warm lunch party on the day of physical new employee training, so that new employees and supervisors have sufficient time to communicate with each other, and also for new colleagues to feel the unique warmth and care of the Sunplus Technology team.

2023 Implementation Results

▼ The Number of Employee Training Hours Is Divided According to Gender and Job Category (Unit : hours)

Job Category	Male		Female		Subtotal
Production	365	4%	432.5	5%	797.5
R&D	5370	63%	1237	14.4%	6607
Business	124.5	2%	16.5	0.2%	141
Manage	460	5%	545	6.4%	1005
Total	6319.5	74%	2231	26%	8550.5



▼ Each Year_The Average Number of Hours of Employee Training Based on Gender and Job Category (Unit : An hours per person)

Job Category	Male			Female		
Years	This year		Last year	This year		Last year
Production	28.07	>	23.54	21.62	>	18.20
R&D	29.02	>	17.97	22.08	>	19.11
Business	41.5	>	23.67	5.5	>	0
Manage	20	<	28.84	16.51	<	22.7

Note: Based on GRI guidelines, the calculation is based on the total number of regular employees of 336 at the end of the reporting period .

In Conclusion

In 2023 , the total number of training hours for all employees is reach more than 8,000 hours, with an average of 25.15 hours per employee.

The increase in training hours also reflects Sunplus Technology’ s emphasis on employees’ professional growth and personal development.

We will continue to provide a diversified learning environment and resources that are accessible to every colleague regardless of job category or gender , with the greatest aim of safeguarding the rights and interests of all colleagues .

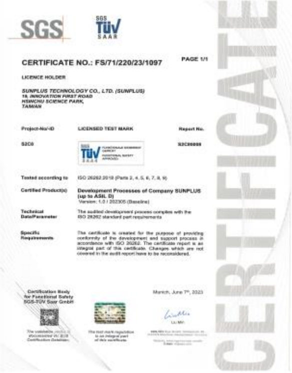
Focus Case - Passing ISO Certification Improves Corporate Quality, Builds Trust, and Expands The Market .

Sunplus Technology Received The ISO 26262 Process Certificate Issued by SGS-TÜV

After an audit by the world-renowned verification agency SGS-TÜV , Sunplus Technology passed the ISO 26262 : 2018 ASIL-D process verification in 2023 and successfully obtained the certificate.

This is an important milestone that marks our excellence and commitment to automotive electronics. This certification also demonstrates the high safety and reliability of Sunplus Technology's automotive electronic products and reflects our primary concern for customer safety. It is also proof of our continuous efforts to improve product quality and safety. We will also continue to be committed to providing excellent products and services to ensure we maintain a leading position in the field of functional safety .

凌陽科技
SUNPLUS
SGS
Functional Safety Certification
TÜV SAAR
Development Process Compliance


SGS | TÜV SAAR

CERTIFICATE NO.: FS/71/220/23/1097 PAGE 1/1

LICENCE HOLDER

SUNPLUS TECHNOLOGY CO., LTD. (SUNPLUS)
19, INNOVATION FIRST ROAD
HSINCHU SCIENCE PARK,
TAIWAN

Project-No/-ID: S2C0
LICENSED TEST MARK
Report No.: S2C00000
Tested according to: ISO 26262:2018 (Parts 2, 4, 5, 6, 7, 8, 9)
Certified Product(s): Development Processes of Company SUNPLUS (up to ASIL D)
Version: 1.0 / 202305 (Baseline)
Technical Data/Parameter: The audited development process complies with the ISO 26262 standard part requirements
Specific Requirements: The certificate is created for the purpose of providing conformity of the development and support process in accordance with ISO 26262. The certificate report is an integral part of this certificate. Changes which are not covered in the audit report have to be reconsidered.

Certification Body for Functional Safety SGS-TÜV Saar GmbH

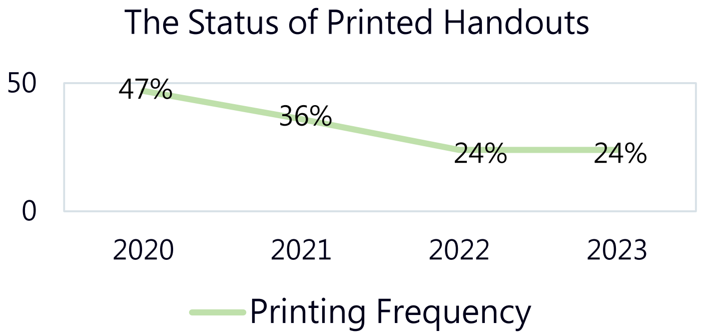
Munich, June 7th, 2023

▲ **Photograph of the Certification & Ling Yang** ISO 26262 : 2018 Certificate

Focus Case - E -Ization Reduces The Waste of Paper Resources

As attention to global warming and climate change issues gradually increases, companies have also launched various carbon reduction actions to implement ESG sustainable operations. During the epidemic, contact between people has been reduced, systematic and paperless Information technology has gradually replaced the traditional paper-based work mode, and using digital tools to achieve paperlessness has become a phased goal for modern enterprises.

In order to fulfill corporate citizenship responsibilities and implement a sustainable environment , E -ization and reducing the waste of paper resources have become an important practice for Sunplus Tecnology's Education and Training to implement ESG environmental sustainable development. After continuous promotion year by year, colleagues have gradually accepted the replacement of paper handouts with digital files. , jointly create a low-carbon and smart sustainable and friendly environment.



Performance Development System

Sunplus Technology regularly holds performance appraisals twice a year in the middle of the year and at the end of the year. The appraisal system is linked to the company's strategic goals and then develops the department's annual goals and plans, which are promoted to colleagues for implementation. The performance appraisal results will also be used as promotions, salary increases, bonuses, etc. Important reference for dividends .

Exam topic	Object	Exam time	How to proceed	Performance Development
Mid-year performance review	All indirect colleagues	Every June	The supervisor and colleagues jointly set work goals. In the process of implementing the goals, the supervisor assists colleagues in developing directions, reviews the achievement of goals, understands the development and learning status of colleagues through performance interviews, and jointly sets new work goals.	Improve colleagues' career development
Year-end performance appraisal		Every December		

Position	Male			Female			Subtotal		
	End of term Number of people	Number of employees who receive regular performance appraisals	Proportion	Number of people end	Number of employees who receive regular performance appraisals	Proportion	End of term Number of people	Total number of employees receiving regular performance appraisals	Proportion
R&D	220	182	83%	97	10	54%	317	234	74%
Business		3	1%		48	3%		6	2%
Production		13	6%		3	10%		23	7%
Manage		22	10%		36	33%		54	17%
Total		220	100%		97	100%		317	100%

▲ Percentage of employees who receive regular performance appraisals by gender and employee position (unit: 1 person)

Note 1 : Performance appraisal is not implemented for the following regular employees : (1) Those who are still on the job without pay when handling the appraisal , (2) Those who are on the job without pay for more than three months during the assessment period , (3) Those who are on probation and traineeship.

Note 2 : The source of statistical data is the performance appraisal roster for the second half of 2023 .

Human Rights Supremacy Policy

Human rights have long been a topic of great concern in contemporary society, especially the pursuit of fairness and justice, which is also an indispensable part of corporate social responsibility. In this regard, we continue to create smooth employee communication channels and set up an employee complaint mailbox wecare@sunplus.com to establish a closely connected communication network for all employees and demonstrate the company's emphasis on human rights issues.

Relevant human rights policies include: non-discrimination, gender equality, freedom of association, labor-management meetings, prohibition of child labor, prohibition of forced labor, protection of indigenous rights, etc.

We refer to, support and respect various international human rights guidelines, standards and programs as a guideline for continuous improvement of the company's human rights policies and standards. Including V6.1.0 (January 2020) , V6.1.1 (August 2020) , and V6.1.2 (October 2020) released by the Responsible Business Alliance (RBA , formerly the EICC Electronics Industry Citizenship Alliance) , and the latest version V7.0.0 (January 2021) The Universal Declaration of Human Rights and the International Labor Organization(ILO) The eight-point "Declaration of Fundamental Principles and Rights at Work" adopted in 1998 .

The following is our human rights performance during the reporting period:

1. If there are domestic and overseas expansion investment plans in the future, it is expected that the proportion of important investment agreements and contracts that contain human rights clauses or have undergone human rights screening will be 100% .
2. The total number of hours employees receive training on the operational human rights policy is 1 hour, and the proportion of regular employees receiving human rights training is 100% . The method of execution is through the signing of an employment contract, which is 100% compliant with local labor regulations.
3. No incidents of discrimination occurred during the reporting period .
4. 1 operating base has undergone human rights inspection or impact assessment , accounting for 100% . The method of execution is through the signing of an employment contract, which is 100% compliant with local labor regulations .
5. No operating locations or suppliers were identified that may violate or seriously endanger freedom of association and labor-management meetings .

Human Rights Supremacy Policy

6. No operating locations or suppliers with serious risks of child labor were found. The specific implementation method is that the company carefully selects high-quality suppliers to implement human rights protection .
7. Operational sites and suppliers that are not at risk of serious forced or compulsory labor incidents. The specific implementation strategy is the same as point 6 .
8. Security personnel receiving training on the organization’ s human rights policies related to operations is 100% . The company does not have a manufacturing plant, and security personnel comply with local labor regulations and perform routine duties at the operations headquarters .
9. No incidents involving violations of indigenous rights. The company's operating base is located in the legal business area and does not violate the " Slopeland Conservation and Utilization Act " and the "Regulations on Development and Management of the Lands Reserved for Indigenous People".
   In addition, the company's employees will not be treated unequally due to racial differences, and the labor-employer relationship will be implemented in 100% compliance with local labor regulations .
10. The company uses human rights standards to screen 100% of new suppliers in 2023 . The specific implementation strategy is the same as point 6 .
11. No supply chain has significant actual or potential negative impact on human rights. The specific implementation strategy is the same as point 6 .
12. The reporting period, no human rights complaints were filed, handled and resolved through the formal complaint mechanism .

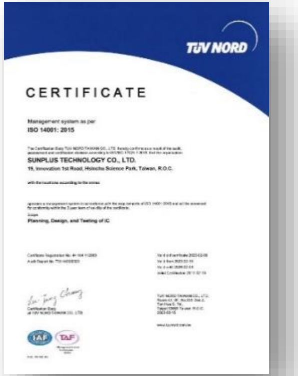
Occupational Safety and Health Management

Article 23 of the Occupational Safety and Health Act , we have established an occupational safety and health management organization and an occupational safety and health committee to review and implement relevant occupational safety issues. In the occupational safety and health committee, we assist in supervising and recommending occupational health and safety-related plans. The labor representation ratio is 47 %. Moreover , the factory environment and work content are relatively simple, and employees are not engaged in positions with high risks or high incidence of specific diseases.

As a leading company in IC design, caring for and caring for the company's workers is our primary responsibility. Based on the concept of environmental sustainability and the company's policies as well as demonstrating care and responsibility for society, Sunplus Technology has passed ISO 14001:2004 environmental management system certification since September 2004 , and passed ISO 14001:2015 in November 2016 . New version of certification; and has promoted the establishment of occupational safety and health management systems (ISO45001:2018 and TOSHMS) since April 2018, and completed verification in 2019 to obtain dual certifications of international and Taiwanese occupational safety and health management systems (ISO45001 and TOSHMS) .

Occupational Safety and Health Management

In response to the revision of TOSHMS (CNS15506:2011) to CNS45001:2018 , Sunplus Technology took the lead in the IC design industry and converted to the new version in advance in December 2019 , obtaining the new version of TOSHMS (CNS45001:2018) certificate .



TÜV NORD

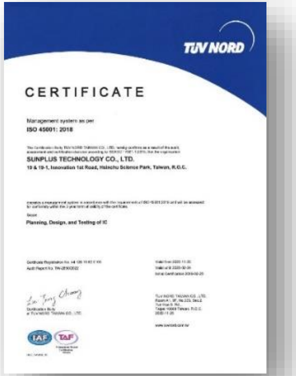
CERTIFICATE

Management system as per
ISO 14001: 2015

SUNPLUS TECHNOLOGY CO., LTD.
19, Innovation 1st Road, Hsinchu Science Park, Taiwan, R.O.C.

Planning, Design, and Testing of IC

▲ ISO 14001:2015



TÜV NORD

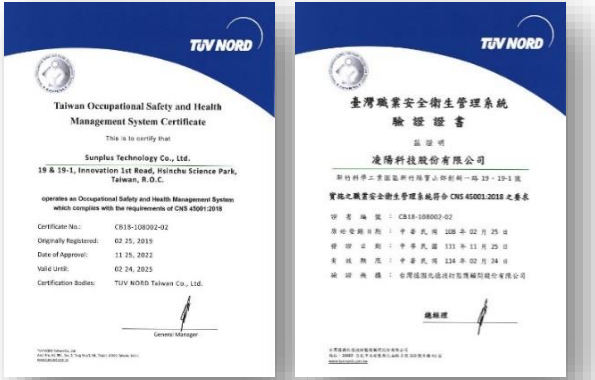
CERTIFICATE

Management system as per
ISO 45001: 2018

SUNPLUS TECHNOLOGY CO., LTD.
19 & 19-1, Innovation 1st Road, Hsinchu Science Park, Taiwan, R.O.C.

Planning, Design, and Testing of IC

▲ ISO 45001:2018



TÜV NORD

Taiwan Occupational Safety and Health Management System Certificate

This is to certify that

Sunplus Technology Co., Ltd.
19 & 19-1, Innovation 1st Road, Hsinchu Science Park, Taiwan, R.O.C.

operates an Occupational Safety and Health Management System which complies with the requirements of CNS 45001:2018

Certificate No.: CB18-108002-02
Originally Registered: 02 25, 2019
Date of Approval: 11 25, 2022
Valid Until: 02 24, 2025
Certification Bodies: TUV NORD Taiwan Co., Ltd.

General Manager

TÜV NORD

臺灣職業安全衛生管理系統
驗 證 證 書

茲 證 明

凌陽科技股份有限公司
新竹科學工業園區新竹縣寶山鄉創新一路 19、19-1 號

實施之職業安全衛生管理系統符合 CNS 45001:2018 之要求

證 書 編 號 ： CB18-108002-02
原始登錄日期 ： 中 華 民 國 108 年 02 月 25 日
發 證 日 期 ： 中 華 民 國 111 年 11 月 25 日
有 效 期 限 ： 中 華 民 國 114 年 02 月 24 日
驗 證 機 構 ： 台灣德國北德技術監護顧問股份有限公司

總經理

▲ TOSHMS(CNS 45001:2018)

We formulate labor health examination-related matters in accordance with Article 20 of the Occupational Safety and Health Act and the Labor Health Protection Rules, and provide employees with comprehensive health examinations to ensure that every employee can understand their own health status.

General health examination items include adult health examinations such as blood pressure, blood sugar, total cholesterol, liver function, kidney function and urine protein examination, abdominal ultrasound, four cancer screenings, etc., and the physical/health examination reports and nursing records are recorded internally. [Employee Health Examination Report Inquiry System] provides employees with a reference, allowing employees to self-examine disease and injury risk analysis to ensure that potential causes can be discovered in advance, and then formulate their own health promotion strategies; for colleagues who have health risks after physical examinations, arrange doctor consultation and follow-up to ensure the health of colleagues.

▼ Statistics on occupational disaster categories, frequency, proportion of lost days and absenteeism rate

	Occupational injuries		Occupational diseases	
	Male	Female	Male	Female
Number of people	0	0	0	0
Lost hours	0	0	0	0
Lost days	0	0	0	0
Absence rate AR	0.000%	0.000%	0.000%	0.000%
Absence rate AR	0.000%			
Incapacitating Damage Frequency FR	Male: 0.00 Female : 0.00			
Disabling injury severity rate SR	Male: 0.00 Female : 0.00			
Total damage index FSI	Male: 0.00 Female : 0.00			

Note:
- Absence rate (AR) = Total number of absence days during the reporting period (0.000) / Total number of working days during the reporting period (8 2 , 688.)
- Frequency of incapacitating injuries (FR) = (Number of incapacitating injuries × 10^6) (1)/ Total working hours experienced (6 61,344.)
- Disabling injury severity rate (SR) = (number of days lost due to disabling injury × 10^6) / total working hours experienced
- Total damage index (FSI) = (FR×SR)/ 1,000
- Commuting occupational accidents are not included in the calculation

Salary and Benefits

Sunplus Technology's salary and benefit strategy aims to exceed the average salary level in the industry and provide competitive salaries to attract, cultivate and retain outstanding talents. New employees are based on their academic qualifications, professional years and job responsibilities as the basis for salary evaluation . Gender equality will be implemented without distinction based on race, class, language, religion, political affiliation, marital status, nationality, place of birth, gender, sexual orientation , age or group membership .

In order to strengthen talent retention and recruitment competitiveness, Sunplus Technolgy has formulated an incentive bonus system, which is implemented in the form of year-end bonuses, employee dividends, retention bonuses, etc. In addition, we participate in market salary surveys every year, refer to industry salary trends, evaluate economic indicators and employee personal performance performance , and make appropriate salary adjustments for colleagues.

Sunplus Technology hopes to retain outstanding talents through a competitive overall reward system , and to express recognition to colleagues for the company's continued efforts and contributions, thereby achieving a sustainable business philosophy of profit sharing with employees.

Retirement life security

In order to take care of the post-retirement life of our colleagues, Sunplus Technology complies with relevant regulations such as the Labor Standards Act and the Labor Pension Ordinance and transfers 6% of their monthly salary to the individual pension account of the Labor Insurance Bureau.

For colleagues who are subject to the old retirement system, the company established the "Labor Retirement Reserve Supervision Committee" in accordance with the law, and in compliance with the relevant provisions of the law, fixed allocation of labor retirement reserve funds is deposited into a statutory special account . The labor retirement reserve account has been fully allocated.

An Insurance Plan That Comprehensively Takes Care of Your Colleagues

In addition to providing labor insurance and health insurance in accordance with the law , Sunplus Technology also plans comprehensive group insurance for each colleague, with the premium borne by the company . In addition to taking care of colleagues , it also cares about the health security and life of their families, and can purchase group insurance for spouses, children and parents. Insurance allows dependents to also enjoy the protection provided by the company .

- The employee group insurance includes life insurance, accidental medical injury insurance, major disease insurance, hospitalization medical insurance, cancer medical insurance, etc. The insurance costs are 100% borne by the company.
- For colleagues traveling overseas, we proactively assist in purchasing travel safety insurance to provide colleagues with more adequate protection.

Vacation System That Is Better Than the Law

In order to enable colleagues to achieve a balance between work and life, focus on work, and maintain and develop in the long term, Sunplus Technology not only complies with the leave rights stipulated by all laws , but also provides a leave system that is better than the laws to help colleagues better manage work and development. Life. In addition , Sunplus Technology attaches great importance to the physical and mental health of its colleagues, so it provides paid sick leave so that colleagues can receive sufficient support and a sense of security when facing unexpected physical conditions . We are committed to providing employees with comprehensive support and benefits to help colleagues achieve work-life balance and promote their personal and professional development .

- 7 days of flexible vacation throughout the year
- Better than legal special holiday days
- 10 days of paid sick leave throughout the year

High-Quality and Diverse Welfare Activities

Award Ceremony for Long-Term Employee

Award certificates and prizes to commend and thank long-term employees for their long-term contributions and efforts to the company .

Annual Family Day event allows employees to enjoy relaxation and entertainment time with their families . It is also a moment for the company to express care and attention to employees and their families . Through such activities, employees can enhance their sense of belonging to the company and at the same time let them understand that the company values work-life balance. In addition, we also donate Family Day event gifts to the Family Support Foundation, taking into account social welfare and showing our contribution and concern for society .

The company plans a massage relief room and hires professional blind masseurs to serve colleagues to relieve work and life fatigue while also taking into account public welfare. In 2023 , employees used a total of 941 massage services .

The company's leisure center has set up a gym to provide convenient fitness facilities so that employees can maintain their exercise habits. A reading room has been set up to provide a variety of books and periodicals, allowing colleagues to easily acquire new knowledge, relax physically and mentally, stay away from work pressure, and gain spiritual comfort.

Diverse Communication Channels

Communication Channel	Frequency
Staff communication meeting	Once every six months
Newcomer on-the-job interview	New employee arrives
Welfare committee meeting	Regular and ad hoc meetings
Labor-management meeting	Once a season
EAP solution	Subsidies to employees 6 times / year
Senior executive mailbox	If you cannot get a satisfactory reply from the existing organization, you can express your opinions through this mailbox.

2023	237 bits	6 times	9 people
Implementation results	Attend communication meeting	Welfare committee meeting	Use EAP solution

Health First, Professional Doctors On-Site Consultation and Health Promotion Activities

In order to protect the physical and mental health of every colleague, the company implements health examinations for general employees and senior managers every year that exceed legal requirements. It also has a medical room where professional doctors are stationed every month to provide employee health consultation services and from time to time. Arrange health promotion activities.

In 2023 , the employee regular health check-up rate was 99% . For middle-aged and elderly people aged 45 to 65 , we provide suitable job selection and work adjustment suggestions (including changing the workplace, work content or positions, reducing working hours or workload) . We also promote health promotion measures, such as using exercise courses to improve workers' physical flexibility, muscle endurance and cardiorespiratory physical function, and regularly implement healthy physical fitness tests.

We encourage our colleagues to develop the good habit of regular exercise and implement it into their daily lives . We hold online health lectures, provide employees with correct walking methods, and teach correct fitness exercises to avoid sports injuries . What's more worth mentioning is that we provide working women with a good breastfeeding room, equipped with a refrigerator and electric milk collection equipment. , and passed the certification of Hsinchu County Workplace Goodwill Nursing Center in 2015 , so that every mother in need can work with peace of mind. In 2020 , we passed the Workplace Health Promotion Label of the Occupational Safety and Health Administration of the Ministry of Labor , and in 2023 we passed the Occupational Health Promotion Label of the Occupational Safety and Health Administration of the Ministry of Labor. We also participated in the 2023 CHR Healthy Corporate Citizenship Commitment of Health Magazine to protect the physical and mental health of every colleague .

Provide a Friendly, Equal, Diverse and Fair Workplace Environment

Sunplus Technology establishes a friendly, egalitarian, diverse and fair workplace environment . With the formal implementation of the Gender Equality Work Law and the Sexual Harassment Prevention Law , Sunplus Technology adheres to a zero-tolerance attitude towards illegal infringement and sexual harassment in the workplace and builds a "trustworthy" workplace illegal environment internally . Infringement and sexual harassment prevention and control system , and issued the company's prohibition of illegal harassment in the workplace statement to all colleagues , and also conducted education and training for supervisors and employees to build awareness of gender equality for every employee, and simultaneously provided a complaint mailbox wecare@sunplus.com to provide confidentiality and A safe grievance channel to establish a safe and friendly work environment .

Free Parking, Convenient Commuting Benefits

In order to save colleagues from having to spend extra effort to find a parking space and start a beautiful and smooth day, the company has indoor and outdoor parking lots for automobiles and motorcycles, providing employees with free parking spaces for automobiles and motorcycles, and special parking spaces for pregnant women and colleagues with disabilities. Convenient commuting life for all colleagues.

◂Sunplus Innovation Park Parking Lot

Catering Services, Good Quality, Low Price, and Diverse Choices

The company has a staff restaurant that provides diversified catering services . The restaurant has a variety of food courses, providing buffets, pasta, vegetarian meals, healthy meals, etc .; each meal only charges 35 yuan for a meal, and you can enjoy a satiating meal .

In order to ensure that colleagues eat nutritiously, safely, and hygienically, the company regularly conducts hygiene audits of the kitchens of group dining plants, surveys colleagues' dining satisfaction every six months and implements improvements to related issues, so that colleagues can eat with confidence and health .

Special Stores, Discounts and Benefits Extend Across Taiwan

Sunplus Technology extends employee benefits from within the company to outside the company. There are many special stores open for employees and their dependents to enjoy exclusive benefits with their identification cards . A special store app is provided , which is updated regularly, allowing employees to check the latest offers of stores in their locations anytime and anywhere .

▼ **Employee Welfare Activity Participation Statistics During**

Item	Content	Total number of Internal and External Participants (Person)
1	Gift vouchers issued during three festivals	343 people
2	Movie coupon issuance	344 people
3	Travel subsidy	The reporting rate is 89%
4	Family Day : Happy little gathering to paint, artists come to paint	Internal + external 598 people

▼ Diverse Welfare Projects

Project	Content	Illustrate
Caring for physical and mental health	Healthy Lifestyle	Sunshine Leisure Center, Stress Relief Massage, Doctor on-site, Health Checkup, Breastfeeding Room
	Intellectual Life	Reading room , books and newspapers area
Friendly working environment	Social Activity	There are more than 10 clubs including yoga club, badminton club, KTV singing club, board game club, baking club, handmade knitting club, etc.
	Attentive Service	Gift certificate ordering, special stores, psychological consultation , free parking spaces , KGI Life Insurance on-site service , Far East Commercial Bank on-site service, manufacturers on-site exhibition and sales, breakfast shop , OK convenience store
Multiple bonus subsidies	Reward Gift Certificates	Three Festival gift certificates , birthday gift certificates , and last-minute lucky draws
	Cost Subsidy	Personal travel subsidy, meal subsidy, convenience store gift certificate subsidy, wedding and funeral hospitalization subsidy

Activity Silhouette

消防及緊急應變組織(ERT)

新竹捐血中心
Hsinchu Blood Center, TBSF
國際扶輪3500地區

免費
機車定期檢驗
新竹縣政府環境保護局

Activity Silhouette

幸福藝
HAPPINESS GET TOGETHER
小聚繪

06

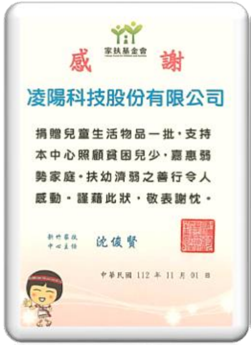
SOCIAL CATEGOR-EXTERNAL PUBLIC WELFARE CARE

- ✓ Donate Materials, Scholarships and Bursaries , Do What You Should, and Extend Love and Care Infinitely
- ✓ Actively Participate in External Activities for Cross-Border Public Welfare

Donate Materials and Scholarships and Bursaries; Do What You Should and Extend Love and Care Infinitely

In 2023 , our colleagues still raise funds and donate nearly NT$800,000 to the Taiwan Fund for Children and Families to provide tuition assistance to 44 elementary and junior high school children in Wufeng Township and Jianshi Township, as well as those whose family conditions qualify for subsidies, to eliminate their causes. Economic disadvantage affects the willingness to study and the involuntary dropout behavior, helping students complete compulsory education; at the same time, it is hoped that through stable financial assistance, they can improve their family environment and even become self-sufficient. In addition, we continue to donate more materials, including stationery, camp uniforms, etc., to support the Hsinchu Family Support Center with actions.

In addition to social care public welfare groups, we also support public welfare undertakings in industrial technology , such as the SINOCON Industrial Standards Foundation, the Taiwan Semiconductor Industry Association, the Corporate Operation and Sustainable Development Association, etc. Doing what you should and doing what you want , Sunplus Technology hopes to do its part and do cross-border public welfare, so that love and care can extend infinitely.



家扶基金會

感　謝

凌陽科技股份有限公司

捐贈兒童生活物品一批，支持
本中心照顧貧困兒少，嘉惠弱
勢家庭，扶幼濟弱之善行令人
感動，謹藉此狀，敬表謝忱。

新竹家扶中心主任 沈俊賢

中華民國 112 年 11 月 01 日

Donate Materials and Scholarships and Bursaries; Do What You Should and Extend Love and Care Infinitely

▼ Statistics on Charity Donation Units and Amounts During the Reporting Period

Item	Payee Unit	Donation Content	Amount
1	Hsinchu Family Support Center (Note 1)	Taoshan Elementary School Encouragement Project	798,100.
2	Huaju Industrial Common Standards Promotion Foundation	Foundation affairs promotion	200,000 .
3	Taiwan Semiconductor Industry Association of the Republic of China	TSIA Semiconductor Award and Industry-Academic Fund	200,000 .
4	Corporate Management and Sustainable Development Association of the Republic of China	Promotion of association affairs	20,000 .
5	Policemen of the Second Security Police Corps of the Friends of the Police Association of the Republic of China	Conference affairs promotion	121,510 .
6	National Yang Ming Chiao Tung University	Wenwen Cup Sensing IoT Competition Project	100,000 .
Subtotal			1,439,610.

Note 1 : Colleagues raise funds for adoption

Actively Participate In External Activities For Cross-Border Public Welfare

Sunplus Technology assists the Taiwan Fund for Children and Families in holding charity sales at garden parties every year, donating small gifts to children in the hometown, and conducting fundraising activities to adopt Taoshan Elementary School to continue to extend charity care .

At the entrance of the OK convenience store in the factory , public welfare groups such as Miaoli County Hsinmiao Development Center, Eden Social Welfare Foundation, World Peace Society and Huashan Social Welfare Foundation are provided with invoice donation boxes. One invoice, one hope, so that colleagues can easily do charity.

▼ Statistics on Participation in External Social Activities During the Reporting Period

Serial Number	Projects and Content	Internal Peer Engagement Data	
		The Number of Participants	Participation Rate
1	Taiwan Fund for Children and Families Garden Party: Fundraising and sponsorship amounted to NT$ 69,700	45	13%

Actively Participate In External Activities For Cross-Border Public Welfare

We cooperate with the Hsinchu Blood Center to regularly send blood donation vehicles to the factory to facilitate our colleagues to donate blood. During the blood shortage in the country, we provide immediate donations.. In addition, colleagues voluntarily cooperate with OK convenience stores to donate necessities or charity materials during the holidays or irregularly, so that disadvantaged families can feel the warmth and care of society .

In the future, Sunplus Technology will continue to organize various social care activities, go deep into every corner that needs help, and help make society a better and better place, giving full play to the spirit of social responsibility of "When others are hungry, one feels hungry; when others are drowning, one feels as if they are drowning."

THANK YOU!
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股份有限公司

THANK YOU!
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07

APPENDIX

- ✓ GRI Guidelines Content Index
- ✓ Sustainability Accounting Standards Board (SASB) Comparison Table Contents Index

GRI Guidelines Content Index

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
GRI 2: General Disclosure 2021						
Organization and Reporting Practices	2-1	Organization details	About Us		3	
	2-2	Entities included in organizational sustainability reporting	About the report		4	
	2-3	Reporting period, frequency and contact person	About the report		4,7	
	2-4	Information rearrangement	About the report		4	
	2-5	External assurance / assurance	About the report	The company should complete the inventory of greenhouse gas emissions in 2025 and complete the assurance in 2027 ; the consolidated subsidiaries should complete the inventory in 2026 and complete the assurance in 2028 ; no assurance is required at present.	6,36	
Activities and Workers	2-6	Activities, value chains and other business relationships	About Us Economic category Wafer product supply chain		3 13-24 45	8 9 12 17
	2-7	Staff	Human resources structure		48-53	3 5 8
	2-8	Non-employee workers	Human resources structure		46	3 5 8

GRI Guidelines Content Index

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
GRI 2: General Disclosure 2021						
Governance	2-9	Governance structure and composition	Corporate Governance		27-30	5 12 16
	2-10	Nomination and selection of the highest governance unit	Corporate Governance		27-30	16
	2-11	Chairman of the highest governance unit	Corporate Governance		28-29	16
	2-12	The role of the highest governance unit in monitoring impact management	Corporate Governance		28-29	3 8 16
	2-13	Head of Impact Management	Corporate Governance		28	16
	2-14	The role of the highest governance unit in sustainable reporting	ESG organizational structure		5	3 11 16
	2-15	Conflict of interest		Disclosed in company annual report		12 16
	2-16	Communicate key events	Communication with stakeholders		9-13	8 11 12
	2-17	Crowd intelligence in the highest governance unit	Improvement of Board of Directors functions		27	8 12 16

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
GRI 2: General Disclosure 2021						
Governance	2-18	Performance evaluation of the highest governance unit	Set up an audit committee to strictly monitor legal compliance matters		28	16
	2-19	Remuneration policy	Establish a salary and remuneration committee to assist in evaluating salary levels		28	1 8 10 16
	2-20	Salary Decision Process	Establish a salary and remuneration committee to assist in evaluating salary levels		28	1 8 10 16
	2-21	Annual total remuneration ratio		Maximum annual total compensation is organizational confidential information		1 8 10 16
Strategy, Policy and Practice	2-22	Statement on sustainable development strategy	Chairman's message		2	11
	2-23	Policy commitments	Chairman's message		2	11 16
Strategy, Policy and Practice	2-24	Incorporate policy commitments	About the report		10	11 16
	2-25	Procedures for remediating negative shocks	Set up a reporting hotline		45	16
	2-26	Mechanisms for seeking advice and raising concerns	Contact information customer satisfaction survey		6 32	11 12 16

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
GRI 2: General Disclosure 2021						
Strategy, Policy and Practice	2-27	Compliance	Set up an audit committee to strictly control all operating activities on legal compliance matters and strictly abide by domestic and foreign laws and regulations.		29 31	16
	2-28	Membership of public associations	Participating companies / associations and positions held in		16	17
Stakeholder Discussion	2-29	Stakeholder discussion policy	Communication with stakeholders		9-12	12 16
	2-30	Group agreement	Comply with the collective bargaining agreement in accordance with the laws of each country, and there is no group agreement signed Regular labor-management meetings and multiple communication channels have been held		61,67	12 16

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
GRI 3: Key Themes 2021						
Major Themes	3-1	Process for deciding major topics	Identify major considerations and boundaries		7	12
	3-2	List of major topics	Ranking of major issues		7-8	12
economic aspect						
GRI 3: Key Themes 2021	3-3	Major topic management	Ranking of major issues		8	12
Economic Performance						
GRI 201: Economic Performance 2016	201-1	The direct economic value generated and distributed by the organization	Operating results		14-15	8 9 12
	201-2	Financial impacts and other risks and opportunities arising from climate change	Smart chips, unlimited possibilities for low-carbon economy Climate risks and opportunities Climate Change Related Financial Disclosures (TCFD)		25-26 38-40 41-42	9 11 12
	201-3	Defining Benefit Plan Obligations and Other Retirement Plans	Social Category - Internal Employee Care		53-54,64-69	3 8
	201-4	Financial subsidies from the government	Our company participates in the AI on CHIP project of the Technology Division of the Ministry of Economic Affairs			9

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
GRI 3: Key Themes 2021						
Market Status						
GRI 202: Market Position 2016	202-1	Ratio of standard salary to local minimum wage for entry-level staff of different genders	Human resources structure		49	5 8 10
	202-2	Proportion of local residents employed as senior managers	Senior management are all local residents			8 10
Indirect Economic Impact						
GRI 203 : Indirect Economic Shocks 2016	203-1	Development and impact of infrastructure investment and support services	In addition to operating facilities, restaurants, leisure centers and medical rooms are set up to protect and enhance the physical and mental health and safety of colleagues.		68-69	3 9
	203-2	Significant indirect economic impact	Identified significant indirect economic impact		10,26	8 9
Procurement Practice						
GRI 204: Procurement Practices 2016	204-1	Proportion of procurement spend from local suppliers	Supplier Categories and Local Procurement		46-47	12 17

Theme	Expose Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Anti- corruption						
GRI 205: Fighting Corruption 2016	205-1	Operational locations that have undergone corruption risk assessments	Establish a supplier integrity reporting hotline		46	12 16 17
	205-2	Communication and training on anti-corruption policies and procedures	Establish a supplier integrity reporting hotline		46	12 16 17
	205-3	Confirmed corruption incidents and actions taken	All operational activities strictly abide by domestic and foreign laws and regulations and set up a supplier integrity reporting hotline.		31 46	12 16 17
Anti- competitive behavior						
GRI 206 : Anti-competitive conduct 2016	206-1	Legal actions involving anti-competitive conduct, antitrust and monopoly conduct	All operational activities strictly comply with domestic and foreign laws and regulations		31	12 16
Tax						
GRI 207 : Taxation 2019	207-1	Tax policy	According to the requirements of the local government of each operating base		3	12 16

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Environmental aspect						
GRI 3: Key Themes 2021	3-3	Major topic management	Identify major considerations and boundaries		8	12
Materials						
GRI 301 : Materials 2016	301-1	Weight or volume of materials used		The current technology is not feasible and cannot be traced		
	301-2	Renewable materials used		301-1 cannot be calculated , so the ratio cannot be calculated		
	301-3	Recycled products and packaging materials	If there are any defective products, they will be sent back to the company for cleaning.		45	12 13
Energy						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Quantitative statistics on environmental resource investment		34	7 13
	302-2	Energy consumption outside the organization	Quantitative statistics on environmental resource investment		34	7 13
	302-3	Energy intensity	1.2615 (Thousands of degrees / hundred million yuan)	Over 99.9% of electricity purchased from outside		7
	302-4	Reduce energy consumption	Committed to greenhouse gas reduction		37-38	7 13
	302-5	Reduce the energy requirements of products and services	Committed to greenhouse gas reduction		37-38	7 13

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Environmental aspect						
Water and Flowing Water						
GRI 303 : Water and Wastewater Management Guidelines	303-1	Interactions among shared water resources	Sunplus is a general office building, and water intake and drainage are in compliance with local government regulations.			13 氣候行動 15 陸域生態
	303-2	Management of drainage-related impacts	Sunplus is a general office building, and water intake and drainage are in compliance with local government regulations.			14 海洋生態 15 陸域生態
GRI 303: Water and Release Water 2018	303-3	Water intake	Quantitative statistics on environmental resource investment		34	13 氣候行動 15 陸域生態
	303-4	Displacement	Sunplus is a general office building, and all wastewater is piped and discharged into the sewer system designated by the government, so it is impossible to calculate drainage and water consumption.			14 海洋生態 15 陸域生態

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Water and Flowing Water						
GRI 303: Water and Release Water 2018	303-5	Water Consumption	Sunplus is a general office building, and all wastewater is piped and discharged into the sewer system designated by the government, so it is impossible to calculate drainage and water consumption.			14 15
Biodiversity						
GRI 304: Biodiversity 2016	304-1	The operating sites or adjacent areas owned, leased or managed by the organization are located in environmental protection areas or other areas of high biodiversity value	Each operating base of Sunplus is located in industrial zones designated by the local government, and is not located in environmental protection areas or other areas with high biodiversity value.			11 12 14 15
	304-2	Activities, products and services that have a significant impact on biodiversity	Relevant activities, products and services have no significant impact on biodiversity.			12 13 14 15
	304-3	Protected or restored habitat	Each of Sunplus Technology'ss operating sites are located in industrial zones designated by the local government and are not located in protected or restored habitats.			12 13 14 15
	304-4	Among the habitats affected by the operation, species that have been included in the IUCN Red List and national protected lists	Each of Sunplus Technology'ss operating sites are located in industrial zones designated by the local government and are not located in protected or restored habitats.			12 13 14 15

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Emission						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Quantitative statistics on environmental resource output		34-36	12 責任消費與生產 13 氣候行動
	305-2	Energy indirect (scope 2) greenhouse gas emissions	Quantitative statistics on environmental resource output		34-36	12 責任消費與生產 13 氣候行動
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Quantitative statistics on environmental resource output		35	12 責任消費與生產 13 氣候行動
	305-4	Greenhouse gas emission intensity	0.61143 (metric tons CO2e/ hundred million yuan)			12 責任消費與生產 13 氣候行動
	305-5	Greenhouse gas emission reduction	Committed to greenhouse gas reduction		37-38	12 責任消費與生產 13 氣候行動
	305-6	Emissions of substances that damage the ozone layer		No relevant facilities and equipment		
	305-7	Nitrogen oxides (NOx) , sulfur oxides (SOx) , and other major gas emissions		No relevant facilities and equipment		

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Waste						
GRI 306 : Waste 2020 Management Guideline	306-1	Waste generation and significant waste-related impacts	Quantitative statistics on environmental resource output		35	12
	306-2	Managing significant waste-related impacts	Quantitative statistics on environmental resource output		35	12
GRI 306: Waste 2020	306-3	Waste generation	Quantitative statistics on environmental resource output		35	12
	306-4	Waste disposal and transfer	Quantitative statistics on environmental resource output		35	12
	306-5	Direct disposal of waste	Quantitative statistics on environmental resource output		35	12
Supplier Environmental Assessment						
GRI 308 : Supplier Environmental Assessment 2016	308-1	Use environmental criteria to screen new suppliers	Supplier ESG Survey		46-47	12 17
	308-2	Negative environmental impacts of supply chains and actions taken	Supplier ESG Survey		46-47	12 17

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Social Aspect						
GRI 3: Key Themes 2021	3-3	Major topic management	Identify major considerations and boundaries		8	12
Labor-Employer Relationship						
GRI 401: Employment Relations 2016	401-1	New and retired employees	Human resources structure		51	8
	401-2	Benefits	Social Category - Internal Employee Care		63-68	3 5 8
	401-3	Parental leave	Comply with the Gender Equality Act and implement the suspension policy for childcare		53-54	3 5 8
Labour Relations						
GRI 402 : Labor / Management Communication 2016	402-1	Minimum notice period for operational changes	Abide by the Labor Standards Act and maintain seamless communication with employees		53	3 8 12

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit reasons / Necessary Explanations	Page Number	SDGs
Social Aspect						
Occupational Safety and Health						
GRI 403 : Occupational Safety and Health 2018 Management Guidelines	403-1	Occupational safety and health management system	Occupational Safety and Health Management		62	3 8 12
	403-2	Hazard identification, risk assessment, and accident investigation	Occupational Safety and Health Management		62	8 9 12
	403-3	Occupational health services	Occupational Safety and Health Management		63	3
	403-4	Worker participation, consultation and Communication on occupational safety and health	Occupational Safety and Health Management		62	3 8
	403-5	Worker training on occupational safety and health	Sunplus Education Training Development System Occupational Safety and Health Management		55 62	3 8 12
	403-6	Worker health promotion	Occupational Safety and Health Management		64,68	3
	403-7	Prevent and mitigate the impact of occupational safety and health directly related to business relationships	Occupational Safety and Health Management		62-63	3 8 12
GRI 403 : Occupational Safety and Health 2018	403-8	Workers covered by the occupational safety and health management system	Occupational Safety and Health Management		62	3 8
	403-9	Occupational injuries	Occupational Safety and Health Management		63	3
	403-10	Occupational diseases	Occupational Safety and Health Management		63	3

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit Reasons / Necessary Explanations	Page Number	SDGs
Training and Education						
GRI 404 : Training and Education 2016	404-1	Average hours of training per employee per year	Complete education, training and development system		56-57	3 4
	404-2	Enhancement of employee functions and transition assistance programs	Complete education, training and development system		56-57	3 4
	404-3	Percentage of employees who receive regular performance and career development reviews	Performance development system		60	4 10
Employee Diversity and Equal Opportunities						
GRI 405 : Employee Diversity and Equal Opportunities 2016	405-1	Diversity of governance units and employees	Human resources structure		49	8 10
	405-2	Female to male base salary plus salary ratio	Salary and benefits		64	5 8
Non-Discrimination						
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and actions taken by the organization to improve	Human rights supremacy policy		61	3 8
Freedom of Association and Group Consultation						
GRI 407: Freedom of Association and Group Negotiation 2016	407-1	Operational sites or suppliers that may be at risk for freedom of association and group negotiation	Human rights supremacy policy		61	8 17
child labor						
GRI 408: Child Labor 2016	408-1	Significant risks of child labor at our operations and suppliers	Human rights supremacy policy Supplier ESG Survey		61 47	3 8 17
Forced or Compulsory Labor						
GRI 409: Forced or Compulsory Labor 2016	409-1	Operational sites and suppliers with significant risks of forced and compulsory labor incidents	Human rights supremacy policy Supplier ESG Survey		61 47	8 17
Preservation Practice						
GRI 410: Preservation Practice 2016	410-1	Security personnel receive training on human rights policies or procedures	Human rights supremacy policy		61	4 8

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit Reasons / Necessary Explanations	Page Number	SDGs
Aboriginal Nights						
GRI 411: Aboriginal Rights 2016	411-1	Incidents involving violations of indigenous rights	Human rights supremacy policy		61	8 10
Local Community						
GRI 413: Local Communities 2016	413-1	Operational activities through local community communication, impact assessment and development planning	Each operating base of Sunplus is located in an industrial zone designated by the local government. Office operations are pollution-free, and communication with local communities is through government agencies, without major impact.			11 12
	413-2	Operational activities that have significant actual or potential negative impacts on local communities	Each operating base of Sunplus is located in an industrial zone designated by the local government. It is an operation with no pollution from office operations and no significant actual or potential negative impact on the local community.			11 12
Supplier Social Assessment						
GRI 414 : Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	Supplier ESG Survey		47	12 17
	414-2	Negative social impacts in supply chains and actions taken	Supplier ESG Survey		47	12 17
Public Policy						
GRI 415 : Public Policy 2016	415-1	Political contributions	No political contributions			16
Customer Health and Safety						
GRI 416: Customer Health and Safety 2016	416-1	Assess the impact of product and service categories on health and safety	Through research and development technology, user experience and security are improved		18-19	9 12
	416-2	Breach of health and safety regulations regarding products and services	No violations of laws and regulations		15,30	9 12

Theme	Reveal Project	Project Instruction	Chapter or Description	Omit Reasons / Necessary Explanations	Page Number	SDGs
Marketing and Labeling						
GRI 417 : Marketing and Labeling 2016	417-1	Product and service information and labeling requirements	Implemented		15,31	9 12
	417-2	Incidents of failure to comply with regulations on information and labeling of products and services	In accordance with the requirements of various international regulations and standards, voluntary codes of conduct and environmental protection labels		15,31	9 12
	417-3	Incidents of failure to comply with laws and regulations regarding marketing communications	No violations of laws and regulations		15,31	9 12
Customer Privacy						
GRI 418: Customer Privacy 2016	418-1	Complaints of substantiated breach of customer privacy or loss of customer information	There are no complaints of infringement of customer privacy or loss of customer information.		31-32	12 16

Sustainability Accounting Standards Board (SASB) Comparison Table Contents Index

Reveal Theme / Indicator Code	Reveal Indicators	Nature	Abstract	Reference Section	Page Number
Emission of Greenhouse Gases TC-SC-110a.1	1.Scope 1 greenhouse gas emissions 2.Total emissions from fluorinated compounds	Quantify	1. The annual greenhouse gas emissions in 2023 belong to [a. Direct greenhouse gas emissions and removal] (That is, [Category 1] is only 2.7660 tons -CO_2e , which is only about 0.08% of the total emissions. 2. No fluoride emissions	Quantitative statistics on environmental resource output	34-36
Emission of Greenhouse Gases TC-SC-110a.2	For scope 1 greenhouse gas management, explain the long-term and short-term strategic planning, reduction targets, and reduction promotion process	Qualitative	The fuel consumption of official vehicles and generator oil is only about 0.08% of the total emissions , and the reduction is limited.	Quantitative statistics on environmental resource output	34-36
Energy Management TC-SC-130a.1	1.Total energy consumption 2.Energy use of purchased electricity as a percentage of total electricity consumption 3.Proportion of renewable energy used	Quantify	1. 2023 is 6,983.000 kWh 2. All energy sources are purchased electricity, accounting for 100% of the total electricity consumption. 3. The proportion of renewable energy used is 0%	Quantitative statistics on environmental resource investment	34
Water Management TC-SC-140a.1	1.Total water intake 2.Total water consumption, percentage of water withdrawn from areas with high water stress and very high water stress	Quantify	1. The total water consumption in 2023 will be 28.26 thousand tons 2. All water is taken from the Taiwan Water Supply Company, and the proportion of water taken from areas with high water pressure and extremely high pressure is 0%	Quantitative statistics on environmental resource investment	34
Waste Management TC-SC-150a.1	Total amount of hazardous waste generated by the manufacturing process and recycling ratio	Quantify	All production is outsourced, and hazardous waste is only returned defective products that cannot be reused; the output in 2023 will be 0.49 tons, and the proportion of recyclable copper after treatment is approximately 23.1%	Quantitative statistics on environmental resource output	35

Reveal Theme / Indicator Code	Reveal Indicators	Nature	Abstract	Reference Section	Page Number
Employee Health and Safety TC-SC-320a.1	Describe the steps the company takes to assess, monitor, and reduce employee exposure to human health hazards	Qualitative	ISO45001/TOSHMS occupational safety and health management system has been implemented and has been verified. It evaluates the workplace through regular risk assessments, health inspections, working environment measurements, etc., and cooperates with health promotion activities, education and training, etc., and reports regularly to the Occupational Safety and Health Committee. Continuous improvement.	Occupational Safety and Health Management	62-63
Employee Health and Safety TC-SC-320a.2	Total financial losses related to breaches of employee health and safety regulations	Quantify	No occupational diseases or fines in	Occupational Safety and Health Management	31 62-63
Recruitment and Management Worldwide TC-SC-330a.1	Proportion of employees in the following categories (1) Foreigners (2) Working overseas	Quantify	(1). 0% (no foreign employees) (2). 0% (no overseas workers)	Human resources structure	49
Product Life Cycle Management TC-SC-410a.1	Containing IEC 62474 material declaration list substances	Quantify	Using IEC 62474 material declaration list substances is 0% .		
Product Life Cycle Management TC-SC-410a.2	Energy efficiency at the overall system level of the processor, According to (1) server, (2) desktop computer, (3) notebook computer	Quantify	The products sold by Sunplus are key components, not end products, and are not applicable.	NA	
Raw Material Procurement TC-SC-440a.1	Disclose relevant risk management policies for the use of key raw materials	Qualitative	Sunplus fills in responsible mineral surveys from time to time to reveal the current situation and conducts related risk management.	Supplier ESG Survey	46-47
Intellectual Property Rights Protection and Competitive Behavior TC-SC-520a.1	Total financial losses related to breaches of anti-competitive conduct regulations	Quantify	No anti-competitive behavior violations occurred in	All operational activities strictly comply with domestic and foreign laws and regulations	31

Reveal Theme / Indicator Code	Reveal Indicators	Nature	Abstract	Reference Section	Page Number
Activity Indicators TC-SC-000.A	Total output	Quantify	The consolidated net revenue in 2023 will be NT$ 5.535 billion; production involves costs and will not be disclosed.		
Activity Indicators TC-SC-001.B	Percentage of production from own plants	Quantify	0% , Sunplus all outsources production	Wafer product supply chain	45

SUNPLUS
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