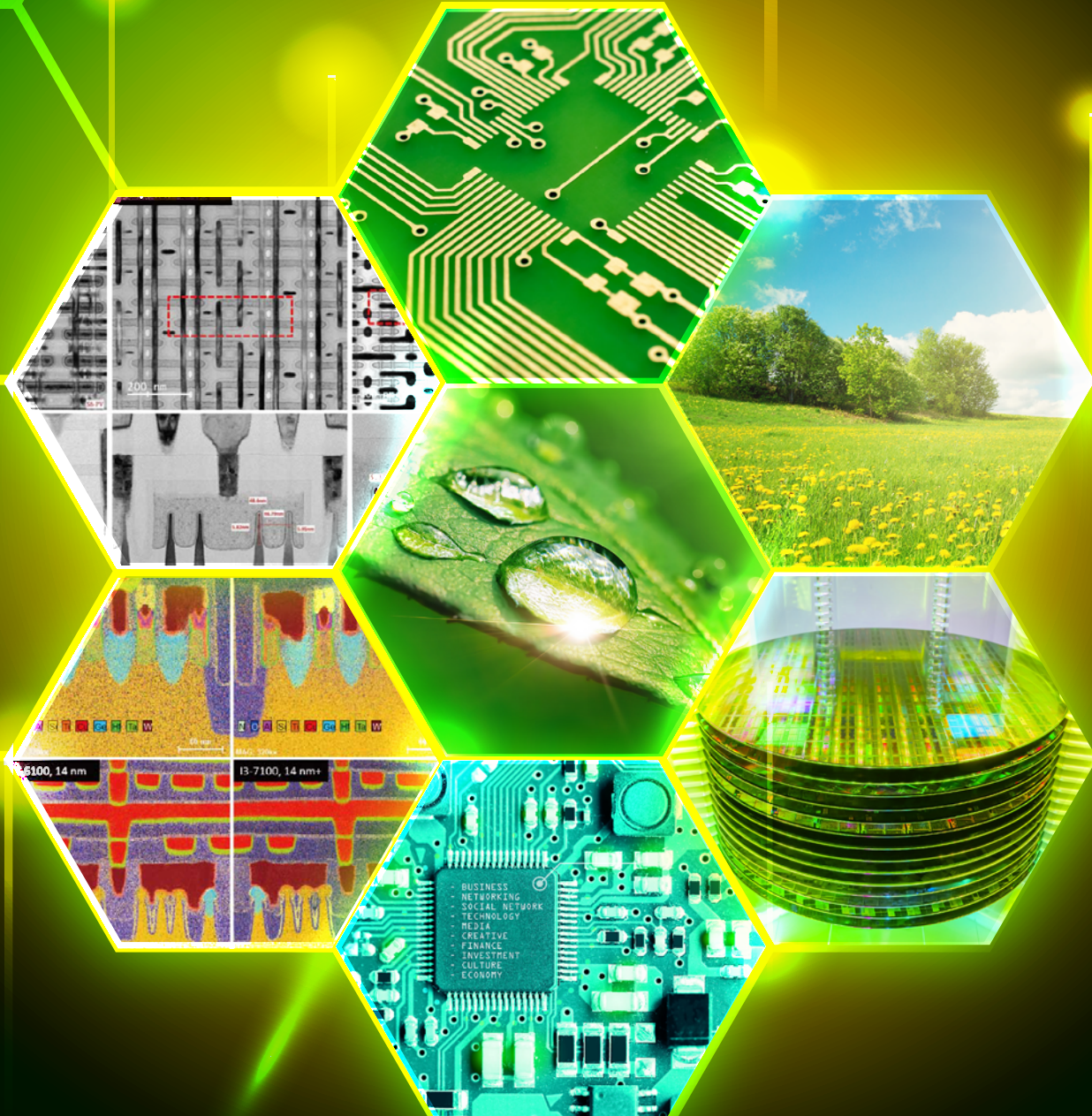




MSSCORPS

2022 SUSTAINABILITY REPORT



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About the Report

The Report is the sustainability report that MSScorps Co., Ltd. published the second year to demonstrate the Company's goals and actions towards sustainable development and hope all sectors can understand MSScorps's behaviors related to sustainability in depth. In the future, we will regularly publish a sustainability report every year. The Report discloses MSScorps' performance and accomplishment on ESG in 2022 (January 1, 2022, to December 31, 2022), and it is the same period as the duration of annual financial statements. To provide readers more comprehensive performance data, part of content covers the information in the past years and in 2023.

Accordance and Scope of the Preparation

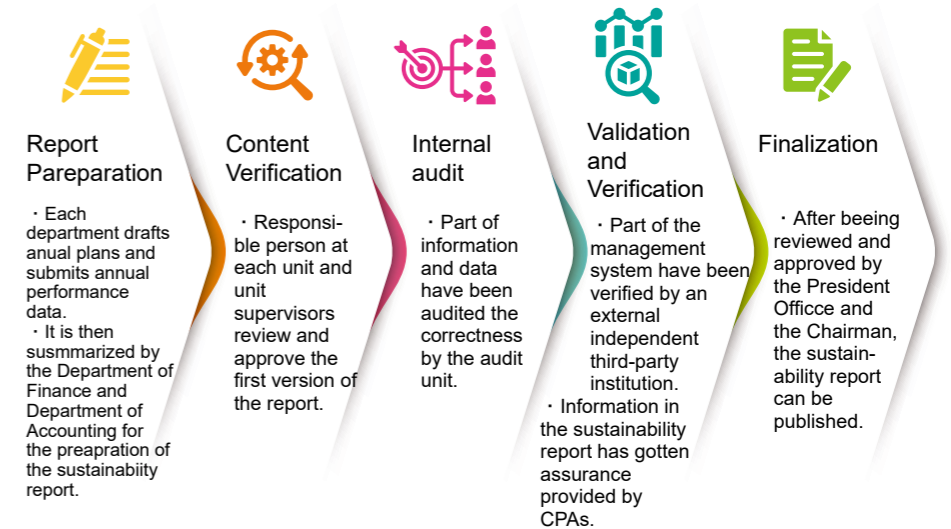
The Report follows the Universal standards, Sector standards, and Topics standards published by Global Reporting Initiative (GRI) (hereinafter collectively referred to GRI Standards) as well as "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" published by Taiwan Stock Exchange Corporation for report preparation. Besides, it is supplemented by SASB Standards- Professional & Commercial Services published by Sustainability Accounting Standards Board (SASB). MSScorps' business spreads all over the world, and the scope of disclosure in the Report is based on its important operating site, Taiwan HQ, excluding operating sites in Shanghai and Nanjing that are covered in the Company's parent company only financial statements. The financial figures cited are from the annual financial statements audited by certified public accountants, using NTD as the unit.

Report Cycle

MSScorps Sustainability Report will be published regularly every year.
 The publication date of the report this year (2022) is in September 2023.
 The scheduled publication date of the report next year (2023) is September 2024.

Report Preparation Process

Responsible person at each department and office carry out data statistics and analysis for the Report to implement performance disclosure of ESG plans. After departmental managers and unit supervisors confirm the correctness of the content, it is then included into the Report before summarizing and drafting by the Department of Finance and Department of Accounting. After being reviewed and approved by Chief Financial Officer, the finalized version will be reported to the Chairman. The information in the sustainability report has been approved by senior managers and commissioned to a CPAs firm for assurance.



Contact Details

MSScorps Co., Ltd.
 Contact person: Chief Financial Officer Ching-Chi Su
 Tel: +886-3-6663298 ext : 8668
 Address: 1F., No. 27, Puding Road, Hsinchu City
 Email : ir@msscrops.com
 Website : <http://www.msscrops.com>

Message from the Chairman

Strong Determination and Execution Established a Professional Foundation and Market Position for MSScorps

MSScorps Co., Ltd. (hereinafter referred to as MSScorps or the Company) has an eye for the development of the semiconductor industry since the establishment and focuses on services of material analysis to work closely with advance manufacturing process for semiconductor. We devote to provide the most professional analysis services to the semiconductor technology service industry. With the determination of becoming the leader of semiconductor industry analysis, MSScorps established a R&D team in the initial stage of founding to focus on trend analysis, patent development, and technical engineering establishment. It sets a competition threshold among businesses in the same trade. We strive to maintain excellent service quality with professional execution. Under the premise of protecting customer samples undamaged and undeformed, the analytical results maintain the consistency and reproducibility when facing fast-changing technology nodes to provide customers the most professional and the most reliable services. In addition, except adapting to the development demands of the semiconductor industry, MSScorps also takes the initiative in analyzing the trend of R&D in the industry and makes judgements on market movement in advance to prepare technology and technical methodology for customer demands. In 2022, the business performance in MSScorps continued growing, and its market share in domestic material analysis services was over 50%. With professional and excellent service quality, we are fully trusted by customers and are an important R&D partner for key semiconductor manufacturers.

Valuing MSS Sustainability to Create Corporate Sustainable Driving Force

In recent years, MSScorps started formal fundraising externally and became a public listing company in August 2022. Other than expanding business territory through the funds invested by shareholders, we also commit to corporate social responsibilities and promise to our stakeholders for the implementation of corporate sustainability as well as continue working hard in each dimension of ESG sustainability. MSScorps carries integrity as the highest governance principle and communicates with directors closely. We assigned an Corporate Governance Officer to plan the schedule of corporate sustainability as well as actively implement information security protection and protect customers' business secret. In terms of environment, we support the policy of green energy utilization and continue discussing business with many green energy providers for the implementation of green energy. Besides, we exert our impacts on the society actively. Other than continuing caring for vulnerable groups and making charitable donations every year, MSScorps also values labor and human rights. We treat talents as an important core factor for the Company's corporate sustainable development and actively invest in talent cultivation and training to develop empowerment. We also provide employees a transparent and fair salary system, promise a visible return on the devotion from employees as well as introduce Human Rights Due Diligence to evaluate, track, and improve risks of human rights to offer employees a more comprehensive guarantee, anticipate growing and moving forwards with our employees, and share business prosperity of MSScorps.

Chairman Liu, Chi-Lun



Sustainability Performance

Environment

- There was no violation against environmental laws or regulations in 2022.
- The statistical scope of greenhouse gas, water consumption, and waste over all the operating sites in Taiwan (100%).
- In 2022, we replaced 120 lamps for LED lamps
- We assessed 229 suppliers in 2022, and the average score of the assessment was 94.45. The procurement rate from the suppliers passed the assessment was 100%.
- There was no critical quality and security abnormal incidents in our suppliers in 2022.



Society

- The accumulated spending on public welfare activities was NT\$1,029,977.
- There was no occupational injury this year.
- We created a happy working environment with employee turnover rate (including those who worked less than three months) of only 7%.



Governance, Economy, and Innovative Services

- Operating income achieved NT\$1.726 billion and the growth rate achieved 17.45%.
- The average training hours of ESG education for directors were 11.33 hours, and the completion rate of education training for ethical management was 100%.
- Assigning one Corporate Governance Officer and one Chief Security Officer
- There was no critical violation in 2022.
- We published 4 articles of industry-academia cooperation performance literature and held 5 internal innovative seminars in 2022.
- We submitted 5 patent applications in 2022.
- There was no critical deficiency found through the internal audit in 2022.



Awards and Achievements



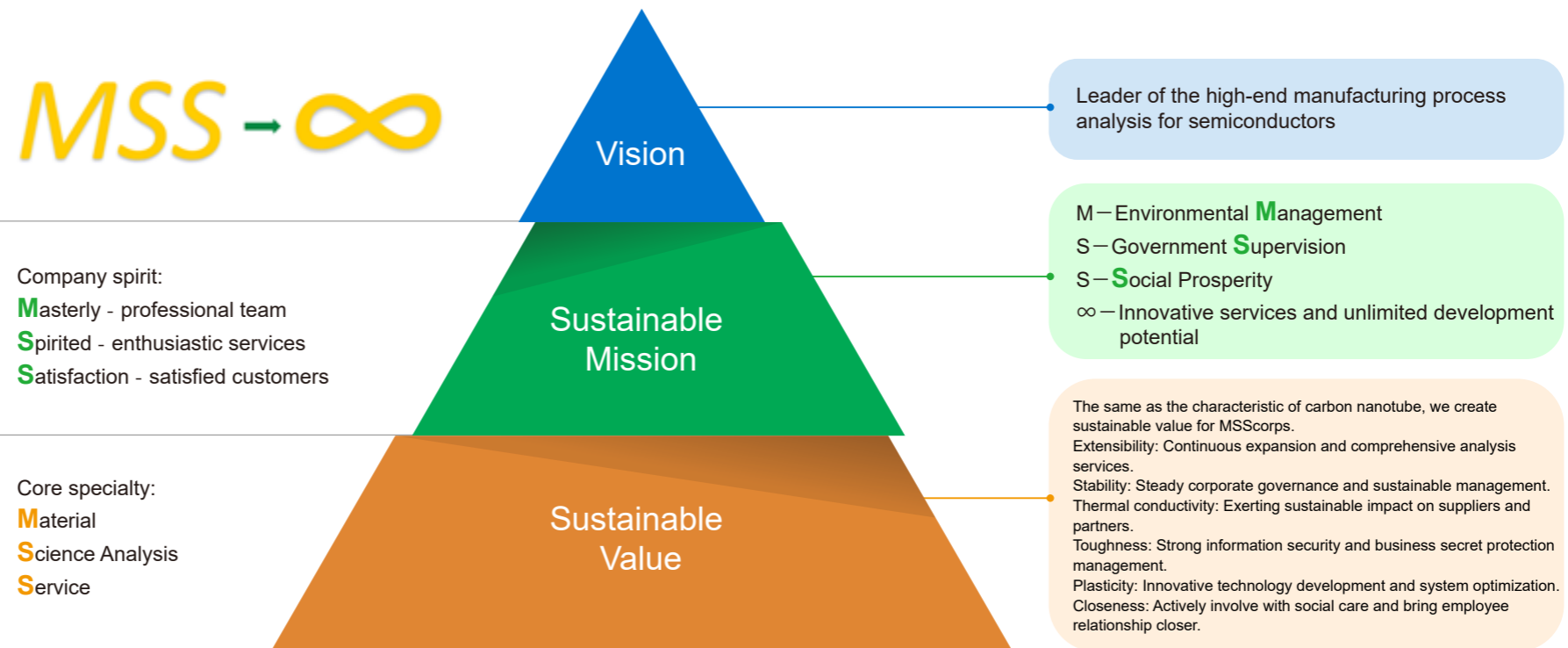
Sustainable Strategy Management

The company spirit of MSScorps Co., Ltd. is MSS. Our professional masterly (M) team provide spirited (S) services to bring up satisfied (S) customers. Besides, the Company's LOGO is designed by the characters of MSS integrating with the structure of carbon nanotube. MSScorps expects our employees working closely with each other like the carbon atoms in the carbon nanotube and are as tough and flexible as them to continue strengthening professional and passionate characteristics and become a good partner of customers for R&D analysis.

Sustainable Development Strategies

Vision of Sustainable Development

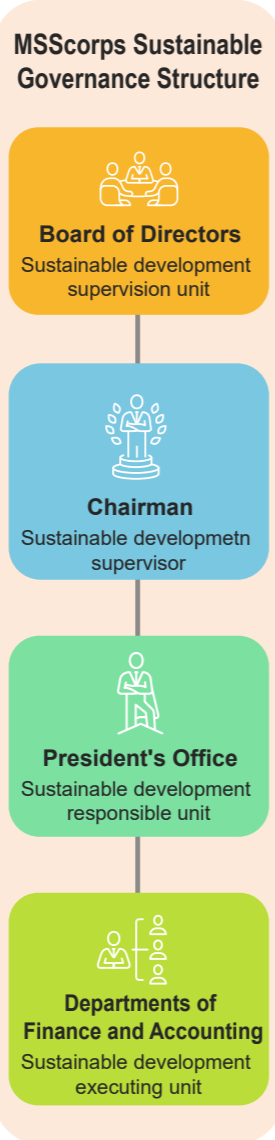
The company spirit of MSScorps is MSS, and it also represents infinity. We expect the Company has infinite possibilities on the path of sustainable development. While the business grows rapidly, our ESG impacts enhance as well. We want to achieve co-prosperity in the cooperation of sustainable management with all the stakeholders of MSScorps.



Sustainable Governance and Goals

MSScorps established "[Sustainable Development Practice Principles](#)" in 2022 to move towards the vision of sustainable management. While expanding the business performance, we consider positive impacts on governance, environment, and society to develop strategies of corporate sustainability.

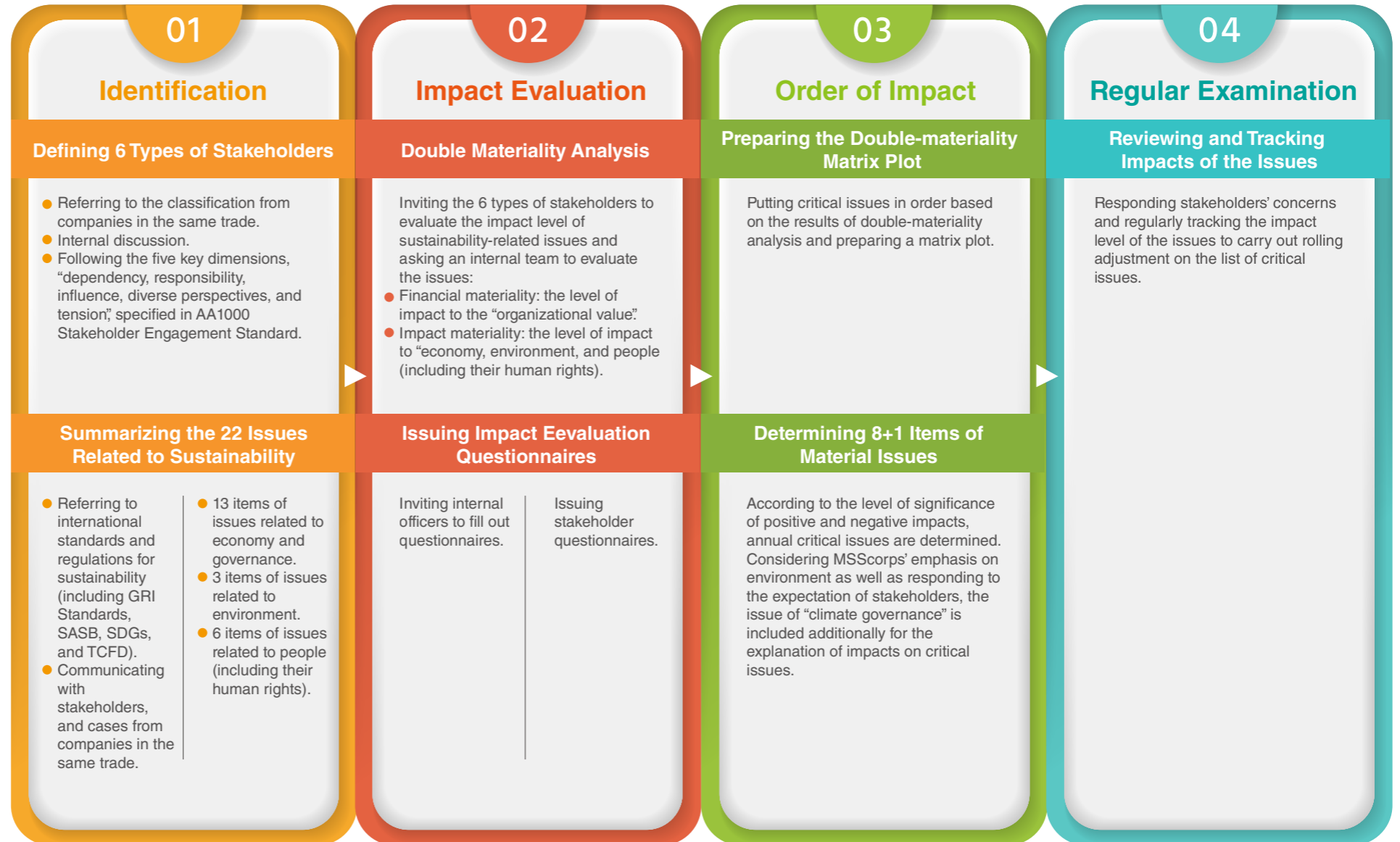
In 2022, the Board of Directors took the responsibility of supervising the sustainable development in MSScorps. The responsible department for sustainable development decision is the President's Office, and Department of Finance and Department of Accounting are in charge of the implementation of ESG plans and the preparation of the ve Board of Directors. Before the publication of the annual report, it will be submitted to the Board of Directors for approval.



Short-term, medium, and long-term goals for sustainable development			
Core	Short-term goals (1 year)	Medium and long-term goals (2-10 years)	Corresponding material issues
Corporate governance	<ul style="list-style-type: none"> The attendance rate of the Board of Directors and functional committees achieves 90% or above. Assisting directors to participating in functional training courses; at least 6 hours every year. Completion rate of integrity and ethics education training at the governance unit achieves 90% or above. Completion rate of new employee integrity and ethics education training achieves 90% or above. Signing rate of supplier code of conduct and ethical regulation commitment letter achieves 85% or above. Zero critical deficiency found in the internal audit. Establishing "Risk Management Practice Principles". Completion rate of information security training among managers and employees in the Company achieves 90% or above. Executing at least three information security drills in a year. The number of being successfully hacked in a year is lower than 1 time. The number of information security reporting of level 3 or above in a year is lower than 1 time. 	<ul style="list-style-type: none"> The attendance rate of the Board of Directors and functional committees achieves 95% or above. Assisting directors to participating in functional training courses; at least 6 hours every year. Among that, it includes courses related to sustainability at least 2 hours. Completion rate of integrity and ethics education training at the governance unit achieves 95% or above. Completion rate of new employee integrity and ethics education training achieves 95% or above. Signing rate of supplier code of conduct and ethical regulation commitment letter achieves 90% or above. Zero critical deficiency found in the internal audit. Enhancing risk identification management performance. Completion rate of information security training among managers and employees in the Company achieves 90% or above. Executing at least three information security drills in a year. The number of being successfully hacked in a year is lower than 1 time. The number of information security reporting of level 3 or above in a year is lower than 1 time. 	Customer privacy, information security, ethical management
Environmental management	<ul style="list-style-type: none"> From 2023, we aim to purchase green energy at a premium every year for the annual growth of 3% power consumption. Executing the supplier assessment every half a year and maintaining a pass rate of 100%. All the procurement shall be from the suppliers who passed the assessment. Maintaining no violation against environment-related laws. Providing full-time employees a subsidy of NT\$8,000 for electric scooters. 	<ul style="list-style-type: none"> Planning to complete greenhouse gas inventory in MSScorps by 2026 and complete a third-party verification by 2028. Before 2030, the purchase of renewable energy shall achieve 700,000 kWh. Establishing a 1.5°C net-zero pathway and continuing paying attention to Climate Change Response Act and issues of carbon fee. Participating in ESG-related rating, such as TWSE Corporate Governance Evaluation, and CDP (Carbon Disclosure Program) Climate Change Questionnaire. 	Climate governance
Co-prosperity with the society	<ul style="list-style-type: none"> Maintaining the appropriation of 1% annual profits every year for the purpose of public welfare. 	<ul style="list-style-type: none"> Maintaining the appropriation of 1% annual profits every year for the purpose of public welfare. Continuing promoting industry-academia cooperation plans. 	Talent recruitment and welfare system
Innovative service and unlimited development potential	<ul style="list-style-type: none"> Customer satisfaction scores 95 or above. Customer complaint response rate achieves 100%. Delivery rate within 24 hours achieves 85%. Expanding the quantity of machine. Investing around 5% of the operating income to R%D. Continuing increasing the number of labs passing the prevention certification of ESD S20.20 Electrostatic Discharge. 	<ul style="list-style-type: none"> Customer satisfaction scores 95 or above. Customer complaint response rate achieves 100%. Delivery rate within 24 hours achieves 90%. Maintaining consistent machine and equipment specification. Continuing obtaining ISO 9001 Quality Management System and ISO / IEC 17025 Lab Quality Management System Certification. 	Innovative technology and development, quality management, customer relationship and development, intellectual property protection

Stakeholder Engagement

Stakeholder and Material Issue Identification Process



After internal discussion and the reference to the methods of stakeholder identification and engagement adopted by companies in the same trade, MSScorps identified 6 types of stakeholder groups according to AA 1000 SES Stakeholder Engagement Principles. They are customers, employees, shareholders/ potential investors, suppliers, banks/ creditors, and universities and colleges. Based on stakeholder groups of different nature, the Company adopts diverse channels for opinion exchange to ensure the effectiveness of the engagement. The result of stakeholder engagement will be reported to the Board of Directors along with the sustainability report as an important reference of the implementation of stakeholder engagement in the Company.

6 types of MSScorps' Stakeholders



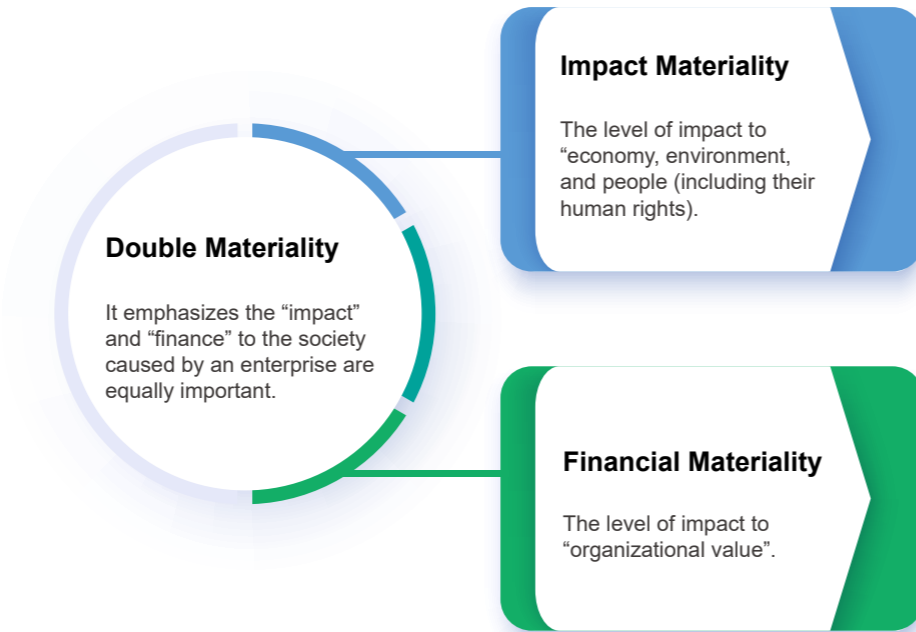
Results of Stakeholder Identification

Stakeholder	Importance	Communication channel and frequency	Top 5 issues found in the impact evaluation	Corresponding chapters
Customers	The Company carries the spirit of "satisfied customers" to continuously enhance trust from customers.	Outsourced service quality survey (irregular) Call center and email (routine) Satisfaction questionnaire survey (regular)	<ul style="list-style-type: none"> Customer privacy Customer relationship and development Quality management Information security Intellectual property protection 	3.5 Information Security and Privacy Protection 4.1 Quality Management 4.3 Intellectual Property Right Management 4.4 Customer Relationship Maintenance and Development
Employees	The Company has always emphasized talent cultivation since its establishment and also spares no effort to offer on-the-job training to employees.	Labor-management meeting (regular) President's mailbox (routine) Employee email, president platform, employee seminar (routine)	<ul style="list-style-type: none"> Quality management Information security Customer privacy Intellectual property protection Customer relationship and development 	3.5 Information Security and Privacy Protection 4.1 Quality Management 4.3 Intellectual Property Right Management 4.4 Customer Relationship Maintenance and Development
Shareholders/ potential investors	The company has been fully supported by shareholders in a long term to achieve the current business scale and market competition position.	General Shareholders' Meeting (regular) Investor zone in the official website (routine)	<ul style="list-style-type: none"> Ethical management Customer privacy Intellectual property protection Talent recruitment and welfare system Innovative technology and development 	2.1 Talent Recruitment and Welfare System 3.2 Ethical Management 3.5 Information Security and Privacy Protection 4.2 R&D and Innovative Technology 4.3 Intellectual Property Right Management
Suppliers	Our contracted suppliers are the important partners for the Company's sustainable management and growth.	Supplier quality assessment (regular) Supplier commitment letter signing (irregular)	<ul style="list-style-type: none"> Customer privacy Labor-management relations Employee cultivation and career development Regulatory compliance Sustainable supply chain 	1.3 Supplier Management 2.1 Talent Recruitment and Welfare System 2.2 Employee Cultivation and Career Development 3.3 Regulatory Compliance 3.5 Information Security and Privacy Protection
Banks/ creditors	Banks provide the Company stable funds to ensure no business interruption.	Telephone and email communication (irregular)	<ul style="list-style-type: none"> Ethical management Customer privacy Information security Innovative technology and development Intellectual property protection 	3.2 Ethical Management 3.5 Information Security and Privacy Protection 4.2 R&D and Innovative Technology 4.3 Intellectual Property Right Management
Universities and colleges	Universities and colleges are important places to cultivate talents. The Company continues working with universities and colleges to recruit excellent talents.	Industry-academia cooperation (irregular) Campus recruitment (irregular)	<ul style="list-style-type: none"> Talent recruitment and welfare system Customer relationship and development Intellectual property protection Economic performance Innovative technology and development Occupational health and safety 	Business Performance 2.1 Talent Recruitment and Welfare System 2.4 Occupational Health and Safety 4.2 R&D and Innovative Technology 4.3 Intellectual Property Right Management 4.4 Customer Relationship Maintenance and Development

Materiality Analysis

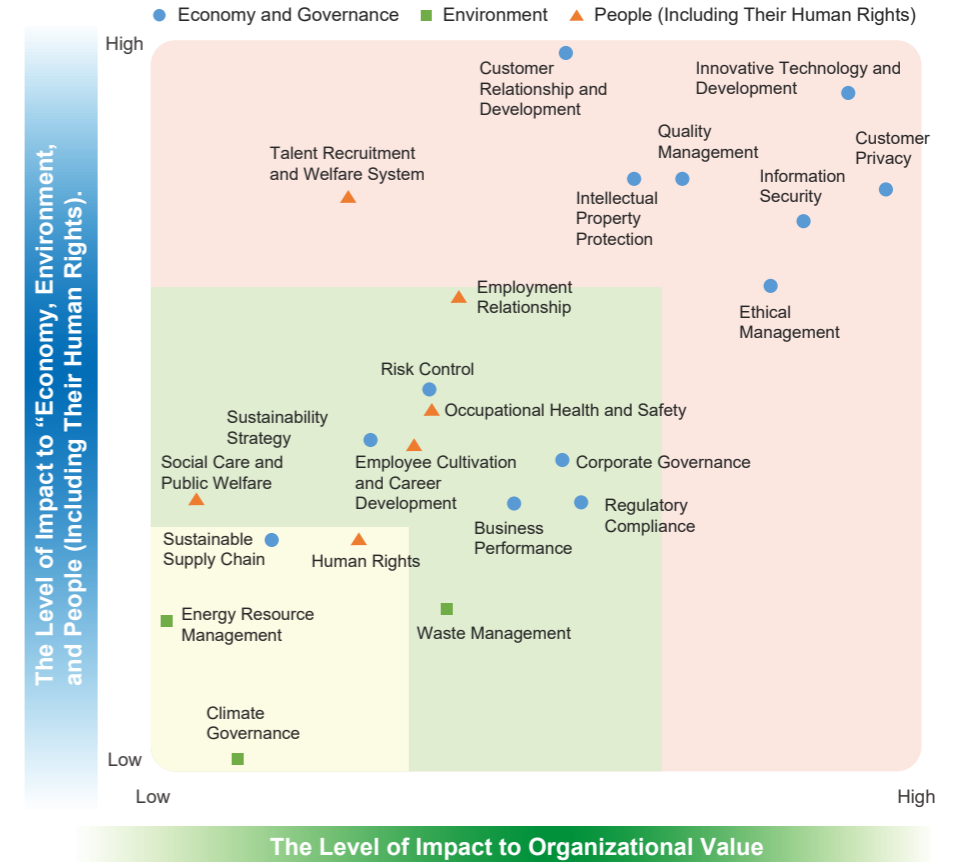
Identification of Material Issues

To evaluate the impacts on issues related to sustainability, the Company follows the guidance for determining material topics specified in GRI 3: Material Topics 2021 to conduct materiality analysis on issues of sustainability. In 2022, we adopted the principle of "Double Materiality" for the first time and invited stakeholders to evaluate the level of impact to economy, environment, and people (including their human rights) caused by sustainability issues via a questionnaire survey. Internally, we also invited supervisors and managers at each unit to evaluate the actual and potential positive and negative impacts on sustainability issues. An internal team then discussed the level of impact caused by each sustainability issue. If the issue has either "impact materiality" or "financial materiality", it will be identified as a material issue of the year. After the identification by the internal team, a matrix diagram of materiality issues will be prepared according to the evaluation results and be responded in the Report.



Double Materiality Matrix Diagram

For the potential impacts of sustainability issues, the Company invited internal higher managerial officers to evaluate and fill out the questionnaire. The identification of material issues was completed based on the results of impacts to sustainability issues evaluated by stakeholders. In 2022, there were nine materiality issues identified (including the eight materiality issues in the matrix diagram of "innovative technology and development", "customer privacy", "information security", "quality management", "ethical management", "customer relationship and development", "intellectual property protection", and "talent recruitment and welfare system" in order as well as additional material issue in "climate governance" to respond to climate change action plans). Compared to 2021, two material issues, "climate governance" and "talent recruitment and welfare system", were added this year. "Regulatory compliance", "business performance", "risk control", "employment relationship", "sustainability strategy", and "occupational health and safety" were not included to the scope of material issues this year.














Positive and Negative Impact Issue Sequencing



Description of Material Issue Impact

ESG dimension	Material issue	Corresponded topic and framework of international standard	Description of positive and negative impacts	Activities involving with negative impacts (Note: ◎ refer to causing, contributing to or being directly linked to the impact)		
				Upstream (such as suppliers)	The organization (such as MSScorps and its subsidiaries)	Downstream (such as the semiconductor industry and industrial customers of IC design)
Economy and governance	Innovative technology and development	Customized topic	Along with the advance of the technology market, the precision of nanostructure is enhanced. The Company continues developing new technology and looking for small difference in different batches and products as well as abnormal points to reduce the impact to products and performance caused by the difference.		◎	◎
	Customer privacy	GRI 418: Customer privacy SASB SV-PS: Information security	Failure of protecting customer information properly might decrease customers' confidence and lower revenue. It might even involve legal risks and cause relevant financial impacts. The Company has solid confidentiality protection measures and signs non-disclosure agreement (NDA) with customers to protect important information.		◎	◎
	Information security	SASB SV-PS: Information security	To avoid material impact to the operation of MSScorps caused by the risks of information equipment failure or confidentiality leakage, the Company continues strengthening information security protection to ensure information security.		◎	◎
	Quality management	Customized topic	Quality stability and product quality directly affect the overall business of the Company. We established quality management procedures to implement monitoring on analysis services.		◎	
	Ethical management	GRI 205: Anti-corruption GRI 206: Anti-competitive behavior SASB SV-PS: Professional Integrity	Company's business ethics and creditability are closely related to the public perception and will further affect customers' trust to MSScorps. The Company requests directors, managerial officers, and employees to comply with relevant regulations of ethical management and avoid unethical conducts.		◎	
	Customer relationship and development	Customized topic	Domestic and overseas key semiconductor manufacturers, LED manufacturers, IC design companies, and semiconductor material and equipment providers are customers that the Company serves for a long time. We established dedicated units with the customers for customer communication and satisfaction survey to meet customer demands and develop solutions and become the best partner of customers.		◎	◎
	Intellectual property protection	Customized topic	To respond to the fast-changing market dynamics in the semiconductor industry, we must keep an eye on the industrial environment all the time and enhance MSScorps' competency of technology with our patented technology. Besides, the patent of technology can reduce risks and protect the intellectual property right of the technology developed.		◎	◎
Environment	Climate governance	Task Force on Climate-Related Financial Disclosures (TCFD)	Climate change and extended emerging legal regulations might cause impacts to the operation of MSScorps. Therefore, the Company continues identifying risks and opportunities caused by climate change to strengthen operational climate resilience and find out new business opportunities.		◎	
People (including their human rights)	Talent recruitment and welfare system	GRI 401: Employment GRI 405 : Diversity and equal opportunity SASB SV-PS: Workforce Diversity & Engagement	Talent gap is a challenge for the semiconductor industry. Therefore, the Company's recruitment, retention, and welfare will become the key to attract talents.		◎	

Material Issues Management

ESG dimension	Material issue	Corresponded SDGs	Policy and commitment	Annual action and performance	Chapter of action response
Economy and governance	Innovative technology and development		<ul style="list-style-type: none"> Established three key aspects for innovative programs and implementing innovation testing and analysis process. Signing industry-academic cooperation R&D contracts. Hosting production output competition for the four groups every year to encourage the enhancement of service output efficiency. Holding internal innovation forum every year. 	<ul style="list-style-type: none"> R&D expenses accounted for around 5% of revenue. In 2022, we published 4 articles of industry-academic cooperation performance literature. In 2022, we held 5 sessions of internal innovation forum. 	4.2 Developing Innovative Technology
	Customer privacy		<ul style="list-style-type: none"> Signing non-disclosure agreement (NDA) with customers. Installing metal detecting door and anti-tailing gate. Setting automatic identification on email to protect customers' business secret. Implementing employee educational training on customer privacy protection. 	<ul style="list-style-type: none"> In 2022, there was no event of violation on personal information or loss of customer information. 	3.5 Information Security and Privacy Protection
	Information security		<ul style="list-style-type: none"> Established Chief Information Security Officer. Established "Information Security Handbook", "Information Security Organization and Responsibility Procedures", and "Information Security Incident Management Procedures". Information security educational training. Implementing vulnerability scan, penetration test, phishing test, and disaster backup drills. 	<ul style="list-style-type: none"> Passed ISO 27001 information security certification. In 2022, course completion rate and passing rate among all managerial officers and employees were 100%. In 2022, we implemented 8 times of information security drills. In 2022, the number of being hacked successfully was 0. 	3.5 Information Security and Privacy Protection
	Quality management		<ul style="list-style-type: none"> Setting "Quality Target Schedule Control" as well as target KPI and action plans. Continuing passing quality management certification, like ISO 9001 and ISO/IEC 17025, and expanding operating sites for certification. 	<ul style="list-style-type: none"> Completion rate of quality performance indicators in "Quality Target Schedule Control" was 100%. Passed ISO 9001 quality management system certification. Passed ISO / IEC 17025 lab quality management system certification. Passed ESD S20.20 electrostatic discharge prevention certification. 	4.1 Quality Management
	Ethical management		<ul style="list-style-type: none"> Established "Code of Ethics and Conduct", "Ethical Management Principle", and "Procedures for Ethical Management and Guidelines for Conduct". Established "Supplier Code of Conduct and Ethics Commitment". Providing governance units and new employees educational training on ethical management every year. 	<ul style="list-style-type: none"> Completion rate of ethical management education training on governance units and new employees was 100%. Signing rate of supplier code of conduct and ethics commitment was over 95%. No critical deficiency found in the internal audit. 	3.2 Ethical Management
	Customer relationship and development		<ul style="list-style-type: none"> Using a smart electronic system to systemize case scheduling. Established "Customer Feedback Procedure". Implementing customer satisfaction survey. 	<ul style="list-style-type: none"> In 2022, customer complaint response rate was 100%. In 2022, customer satisfaction scored 93.8. 	4.4 Customer Relationship Maintenance and Development
	Intellectual property protection		<ul style="list-style-type: none"> Applying patents to protect intellectual property rights. Hosting educational training on business secret protection every year. 	<ul style="list-style-type: none"> In 2022, we submitted 5 cases for patent application. 	4.3 Intellectual Property Right Management
Environment	Climate governance	 	<ul style="list-style-type: none"> Disclosing climate risks and opportunities according to TCFD framework. Referring to ISO 14064-1 classification to carry out greenhouse gas emission statistics. Adopting high-efficiency and energy-saving products in priority when purchasing equipment. Introducing measures of electronic forms, paperless, and paper recycling. 	<ul style="list-style-type: none"> Gathered departmental managers to host climate change workshop and identified 3 material climate risks and 2 material climate opportunities, and established management strategies. Offered a subsidy of NT\$8,000 to full-time employees for purchasing e-scooter. Greenhouse gas and waste statistics covered 100% of the operating sites in Taiwan. In 2022, we replaced 120 lamps for LED lamps. 	1.1 Climate Change Response
People (including their human rights)	Talent recruitment and welfare system	 	<ul style="list-style-type: none"> Rooting in colleges and universities and strengthening campus recruitment. Established "Organization Regulations on Employee Welfare Committee". For salary and welfare, we promise "no limitation and ceiling on salary". 	<ul style="list-style-type: none"> In 2022, the retention rate of parental leave was 100%. Established breastfeeding room and offered service of day care through special arrangement with the center. 	2.1 Talent Recruitment and Welfare System

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About MSScorps

Since establishment, MSScorps has rooted in the material analysis technology for the advanced manufacturing process of semiconductor. We provide consistent quality to global semiconductor customers as well as analysis reports with correct data. Besides, we provide customers the best report and delivery date through automatic scheduling smart electronic system developed independently to help them shorten R&D schedule. In recent years, the Company initiates public fundraising. Other than seeking a proper venue for continuous expansion of analysis capacity, we also invest in more R&D energy to deploy even advanced manufacturing process material analysis technology in the future. It can comprehensively enhance stickiness of commissioned customers to ensure steady growth in profiting ability and create more shareholder value. Besides, MSScorps carries the concept of giving back to the society of taking from the society, giving back to the society. We have persisted in engaging with social welfare for many years to take care of vulnerable groups in all age profiles. In terms of talent attraction and recruitment, we work with education circles for diverse industry-academia R&D collaboration, full-time intern project, and industrial expert instruction. By rooting in campus, we want to cultivate more excellent young seeds to join MSScorps team.

Company Profile

With professional and excellent service quality, MSScorps is fully trusted by customers and possesses a market share for advanced manufacturing process analysis below 5nm. In 2022, our market share in the domestic material analysis service was more than 50%. The high-focus on R&D in the beginning of the establishment certainly contributed a lot. In addition, MSScorps will continue expanding items of analysis service to satisfy customers' demands in comprehensive analysis services.

Name of the company	MSScorps Co., Ltd.
Location of HQ	Taiwan (1F., No. 27, Puding Road, Hsinchu City)
Date of the establishment	July 27, 2005
Main types of products and services	Listed other electronics industry; main technology analysis services
Legal nature and form of company ownership	Formally listed in Taiwan Stock Exchange on August 31, 2022; common stock symbol: 6830
Number of employees in HQ	Up to December 31, 2022, total number of employees was 416 persons.
Paid-in capital	NT\$467,811,750

MSScorps Milestones

Time	Key Event
2005.07	• Approval for establishment
2018.04	• Branch in Hsinchu Science Park was established
2018.08	• Established Nanjing MSS Electronic Technology Co.,
2018.10	• Branch in Tainan Science Park was established
2020.11	• Zhubei branch was established
2021.03	• Conduct the public offering of shares
2021.07	• Established Audit Committee • Established Remuneration Committee • Shares registered on the Emerging Stock Market
2022.08	• TWSE- listing

Business Performance

MSScorps achieved an operating income of NT\$1.726 billion in 2022. It hit a historical high with an annual growth rate of 17.45%. To help investors fully understand the business operation in MSScorps, the Company publishes information related to operating income and financial statements regularly according to legal regulations. Detailed financial statements can be seen in Market Observation Post System or the Company's official website.

Government Subsidy

Financial subsidy from government received in 2022		
Unit: NT\$ thousand		
Subsidized by	Item of subsidy	Amount
National Development Council	Rooted in Taiwan Enterprise Investment	2,064
National Development Council	Intelligent Machine Industry Promotion	9,585
Bureau of Industry, Ministry of Economic Affairs (MOEA)	R&D Investment offset	6,615
Total		18,264

Qualification of Public Association and Society

MSScorps actively participates in various public associations and societies. During the process of participation and discussion, we understand and cooperate with industrial trends, look for various collaboration and development opportunities, and enhance two-way communication with industries.

Name of the public association or society	Qualification
Taiwan Printed Circuit Association (TPCA)	Membership
Semiconductor Equipment and Materials International (SEMI)	Membership
The Allied Association for Science Park Industries	Membership
National Association of Small & Medium Enterprises, R.O.C. (NASME)	Membership





According to "2022 Global Risks Report" published by World Economic Forum (WEF), risks related to environment have been listed as top global risks for years. The top two risks are "climate mitigation failure" and "climate adaptation failure", and it shows issues of climate change demand immediate actions globally. As a global citizen, MSScorps understands the impacts of climate change caused by global warming. We pay attention to the progress of international conventions on climate change and government's laws in responding climate change all the time to perform the corporate social responsibility and make our environmental management mechanism perfect. In the future, we also plan to purchase green power in response to the future trend of development and expect to prepare our sustainability capacity in advance to move towards the target of 50% energy saving by 2025. MSScorps did not involve with violation against environmental laws or regulations in 2022.

1 Environmental management

1.1 Climate Change Response

1.2 Natural Resources and Waste Management

1.3 Supplier Management

Corresponded UN SDGs



Corresponded GRI material topics	GRI 302 : Energy GRI 303 : Water and Effluents GRI 305 : Emissions GRI 306 : Waste
Stakeholders recommended to read the information	Customers, Suppliers, and Employees
Corresponded material issues	Climate Change Response

1.1 Climate Change Response

1.1.1 Climate Action

Along with the more and more severe situation on global climate change, our government is speeding up carbon reduction behaviors step by step to strengthen mitigation and adaptation to climate change. Besides, "Climate Change Response Act" has been formally approved in January 2023 to establish the target of greenhouse gas emissions net zero by 2050. Continuous attention on impacts caused by climate factors reduces business risks while regular disclosure information on enterprise promotion helps to increase the trust among investors. In facing impacts caused by climate change, MSScorps identifies risks and opportunities of climate change based on the framework of Task Force on Climate-related Financial Disclosures (TCFD), discloses the possible financial impacts in the future and coping strategies, and construct a perfect system for climate change response. In reducing negative financial impacts caused by climate change, we look for opportunities during the process of transition and response to develop new business opportunities. TCFD establishes the structure according to the four core elements, "governance", "strategy", "risk management", and "metrics and targets" to effectively manage risks and opportunities of climate change. The Company promote TCFD climate risks management system based on the following nine steps.

Climate Risk and Opportunity Identification and Risk Management Process

- Step1.** Call departments together for division of responsibilities based on the nature of business.
- Step2.** Define the relevance of risks and opportunities to the business of the Company.
- Step3.** Evaluate possible impacts of climate risks and opportunities to each business unit.
- Step4.** Evaluate the level of impact and frequency of climate risks and opportunities through stakeholders.
- Step5.** Determine material climate risks and opportunities and prepare a matrix diagram.
- Step6.** Analyze possible financial impacts and evaluate feasible coping strategies.
- Step7.** Adopt corresponding promotional strategies based on climate risks and opportunities and establish qualitative or quantitative KPIs.
- Step8.** Regularly review strategic targets and implementation results to adjust implementation strategies on a rolling basis.
- Step9.** Rapidly activate the coping strategy upon risks and opportunities to reduce the loss caused by climate risks.

Four Core Elements



Based on the top five steps of the above management process, the results of TCFD risks and opportunities identified by MSScorps are shown in the matrix diagram below. MSScorps gathered managers at relevant departments together to participate in climate change educational training and invited them to fill out the questionnaire for climate risks and opportunities. The statistical analysis shows 8 climate risks and 10 climate opportunities. Climate risks include physical risks and transition risks. Items of physical risks can be classified to chronic risks and acute risks while transition risks include four types, and they are policy and legal risks, technology risks, market risks, and reputation risks. Climate-related opportunities contain five categories, including resource efficiency, source of energy, products and services, markets, and resilience. MSScorps first identified factors of risks and opportunities before analyzing financial impacts to the Company based on the types of risk and opportunity impacts. It will then be summarized according the timeline of risks and opportunities in a short-term, medium-term, and long-term scale. The short term refer to the occurrence in 1 to 3 years, medium term is 3 to 5 years, and long term is 5 years or above.

Table of Climate Risk Category and Impacts

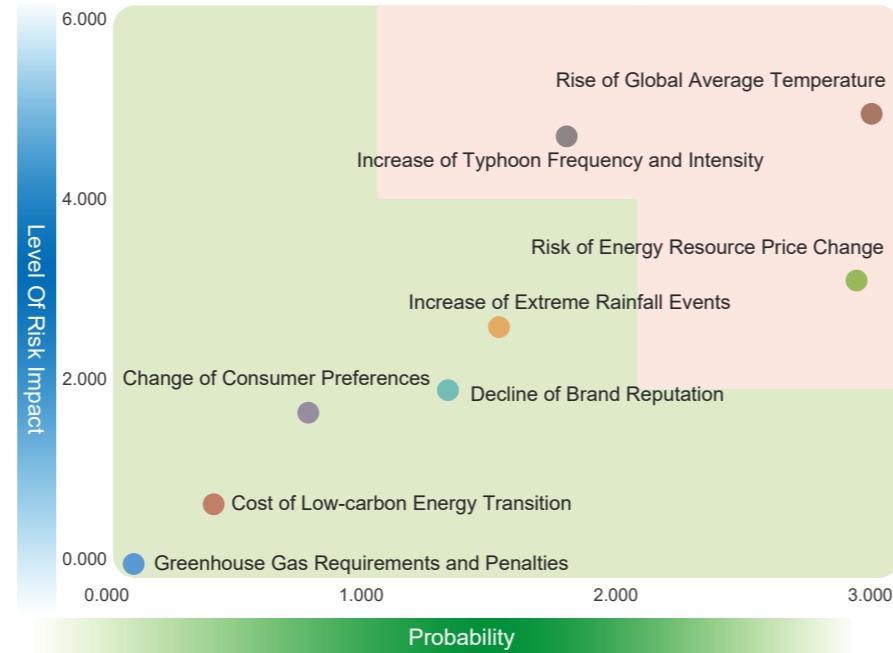
Category	Item	Factor	Description	Impacts	Time scale
Physical risk	Acute	Increase of typhoon frequency and intensity	The frequency of severe typhoons is increased. It causes operation interruption or suspension and might endanger employee safety when it is even more severe.	Increased operating costs Decreased sales turnover	Short term
		Increase of extreme rainfall events	Climate change might cause extreme weather events, like torrential downpours and flooding. It delays the delivery to customers and causes financial impacts.	Increased operating costs Decreased sales turnover	Short term
	Chronic	Rise of global average temperature	Climate change might cause an increase in global average temperature and persistent high temperature. It affects the power consumption (like the increased use of air conditioning) in the Company and increases electricity costs.	Increased operating costs Decreased sales turnover	Long term
Transition risk	Policy and legal	Greenhouse gas requirements and penalties	Policies related to climate change continue developing. Government requests to implement the disclosure of greenhouse gas emissions, and failure of compliance might result in penalties.	Increased operating costs	Medium term
	Technology	Cost of low-carbon energy transition	The requirements on low-carbon solutions by government and customers result in the low-carbon transition launched by the Company. It is an additional R&D cost to reduce the carbon emission generated for operation during the process of developing low-carbon and energy-saving technology.	Increased operating costs	Long term
	Market	Change of consumer preferences	Customers are paying increased attention on climate issues. If the Company fails to establish carbon reduction targets, we might be eliminated from the market because of not meeting customer demands and international trends.	Decreased sales turnover	Long term
		Risk of energy resource price change	According to the data provided by Taiwan Power Company, electricity fee in the future might increase in Taiwan if replacing nuclear power with renewable energy and replacing coal combustion with gas.	Increased operating costs	Medium term
	Reputation	Decline of brand reputation	According to international trends, the Company includes climate risks into the consideration of operation. The improper risk management on climate implemented by the Company might reduce the trust from stakeholders (like suppliers and customers) and cause negative impacts to brand reputation. The decline of trust to the brand will lead to decreased business turnover and the loss of business reputation.	Decreased sales turnover	Long term

Table of Climate Opportunity Category and Impacts

Category	Factor	Description	Impacts	Time scale
Markets	Expansion to green product value chain	We provide advanced manufacturing process analysis to low-carbon IC product manufacturers and actively strive for business opportunities with members of the Semiconductor Climate Consortium (SCC) to work with green value chain partners for the implementation of net zero carbon emissions. Meanwhile, we enhance the Company's reputation and strengthen relationship to stakeholders.	Increased business turnover	Medium term
	Pay attention on net zero trends and regulations promoted by the domestic and overseas semiconductor industries to expand business all over the world	Under the confrontations of the Fourth Industrial Revolution and geopolitics, the semiconductor industry is facing the issue of de-Taiwanization. The Company's potential customers turn to semiconductor industries in different countries. Enterprises in different countries have different requirements on working partners in terms of climate issues. If the Company can achieve the goals of sustainability transition as soon as possible, we will be able to grasp early opportunities in global markets.	Increased business turnover	Medium term
Source of energy	Purchase of renewable energy	Using renewable energy can reduce the emission of greenhouse gas, like CO ₂ , generated by fossil fuels. It helps to reduce collection of carbon fee.	Reduced operating costs	Short term
Products and services	Develop low-carbo services to satisfy customer and market demand	Establishing partnership with upstream and downstream suppliers or with industry, government, and academia to develop innovation solutions responding to the challenges of climate change and to promote circular economy.	Increased business turnover	Long term
	Low carbonization in the service process	Establishing the optimal new service site in different countries to ensure the lowest carbon footprint during the transportation of samples and during the period of service provided by our employees.	Reduced operating costs	Short term
Resource efficiency	Resource recycling and reutilization as well as increase the use of eco-friendly products	Reducing the carton consumption, plastic usage, and waste generation during the transportation; lab waste liquid recycling; focusing on green purchase for office supplies.	Reduced operating costs	Short term
	Enhance energy utilization efficiency	Finding out hot spots of energy consumption through scope 1 and scope 2 greenhouse gas verification to improve energy utilization efficiency at the hot spots and reduce the expense of carbon fee in the future.	Reduced operating costs	Short term
	Enhance water resource utilization efficiency	Enhancing water resource utilization efficiency can reduce water shortage and lower the cost of water fee.	Reduced operating costs	Medium term
Resilience	Regular disclosure of climate-related information and strive for public sector incentive policy and funds from investors	Responding to transition risks of climate change, such as policy and legal risks; regular disclosure of risks and opportunities related to climate will attract more investors and obtain source of new capital.	Increased business turnover	Short term
	Enhance smart system application to respond to physical risk adaptative ability	Frequency of extreme weather events is increased. Monitoring sample delivery and receiving process through smart E system can reduce probability of business interruption and loss, enhance efficiency, and respond to resilience of climate physical risks.	Reduced operating costs	Long term

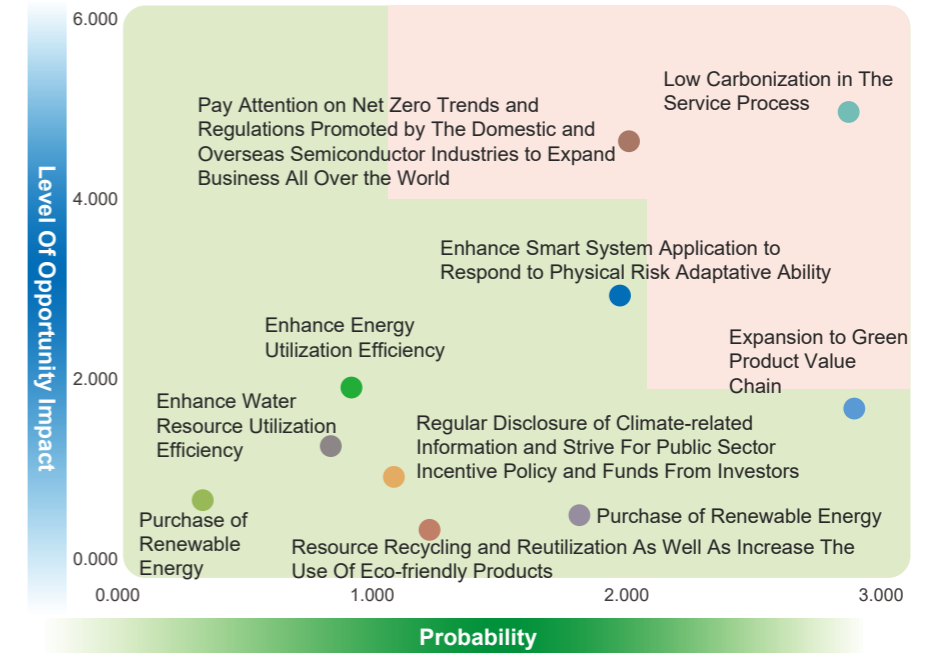
The sequencing of the eight climate risks based on the level of risks is the rise of global average temperature, the risk of energy resource price change, the increase of typhoon frequency and intensity, the increase of extreme rainfall events, the decline of brand reputation, the change of consumer preferences, the cost of low-carbon energy transition, and greenhouse gas requirements and penalties, respectively. The sequencing of the ten climate opportunities based on the level of relevance is low carbonization in the service process, paying attention on net zero trends and regulations promoted by the domestic and overseas semiconductor industries to expand business all over the world, enhancing smart E system application to respond to physical risk adaptative ability, expansion to green product value chain, enhancing energy utilization efficiency, regular disclosure of climate-related information and strive for public sector incentive policy and funds from investors, developing low-carbon services to satisfy customer and market demand, enhancing water resource utilization efficiency, resource recycling and reutilization as well as increasing the use of eco-friendly products, and the purchase of renewable energy, respectively.

Climate Risk Matrix Diagram



- Greenhouse Gas Requirements and Penalties
- Cost of Low-carbon Energy Transition
- Risk of Energy Resource Price Change
- Change of Consumer Preferences
- Decline of Brand Reputation
- Increase of Extreme Rainfall Events
- Increase of Typhoon Frequency And Intensity
- Rise of Global Average Temperature

Climate Opportunity Matrix Diagram



- Expansion to Green Product Value Chain
- Pay Attention on Net Zero Trends and Regulations Promoted by The Domestic and Overseas Semiconductor Industries To Expand Business All Over The World
- Purchase of Renewable Energy
- Develop Low-carbo Services to Satisfy Customer and Market Demand
- Low Carbonization in The Service Process
- Regular Disclosure of Climate-related Information and Strive For Public Sector Incentive Policy and Funds From Investors
- Enhance Smart System Application to Respond to Physical Risk Adaptative Ability
- Resource Recycling and Reutilization As Well As Increase The Use of Eco-friendly Products
- Enhance Energy Utilization Efficiency
- Enhance Water Resource Utilization Efficiency

In the risk matrix diagram, the three climate-related risks (the rise of global average temperature, the risk of energy resource price change, and the increase of typhoon frequency and intensity) in the red box are the material climate risks identified by MSScorps. It helps decision makers to rapidly set strategic policies to reduce climate risks according to the results of identification as well as communicate with stakeholders and promote relevant coping measures. In the opportunity matrix diagram, the material climate opportunities (low carbonization in the service process and paying attention on net zero trends and regulations promoted by the domestic and overseas semiconductor industries to expand business all over the world) identified by the Company are in the red box. It reveals product types and service policies that can be developed when facing impacts of climate change in the future. Next, based on the step 6 to the step 9 of the risk management process, the Company listed the main responding departments, existing strategies, indicators and KPI, future solutions that can be used, and expected KPI for the material topics of climate risks and opportunities. Please refer to the description below:

Table of Material Climate Risk Responding Strategies And Corresponding Indicators and Targets

Risk category	Risk factor	Existing strategies, indicators, and KPI	Future solutions to be used	Expected KPI
Chronic physical risks	Rise of global average temperature	<ol style="list-style-type: none"> 1. Planning greenhouse gas verification. 2. Actively developing low-carbon operational methods, such as paperless office, using low-energy consumption equipment/ high-efficiency equipment. 	<ol style="list-style-type: none"> 1. To implement greenhouse gas verification 2. To review the status of power consumption regularly, find out the hot spots, and establish power-saving policies. 3. To introduce ISO 50001 for energy management. 	<ol style="list-style-type: none"> 1. Establishing annual targets of electricity conservation.
Transition risks: Market	Risk of energy resource price change	<ol style="list-style-type: none"> 1. Actively developing low-carbon operational methods, such as using smart E-system and low-energy consumption equipment/ high-efficiency equipment. 	<ol style="list-style-type: none"> 1. To optimize the smart E-system and enhance cross-department efficiency. 2. To actively enhance energy efficiency and optimize resource management process to increase energy stability. 3. To introduce ISO 50001 for energy management. 	<ol style="list-style-type: none"> 1. Establishing smart E-system maintenance and update frequency. 2. Establishing carbon reduction targets.
Acute physical risks	Increase of typhoon frequency and intensity	<ol style="list-style-type: none"> 1. Paying attention to the information released by Central Weather Bureau. 2. Systematic records of receiving and sending samples. 3. Adjusting personnel allocation/ shift arrangement for working days at typhoon days appropriately to ensure sufficient manpower to support operation. 	<ol style="list-style-type: none"> 1. To strengthen emergency measures to prevent natural disasters and establish a response organization. 2. To establish a smart disaster prevention and rescue platform (disaster reporting system) 	<ol style="list-style-type: none"> 1. Establishing the target of the annual total number of emergency response drills.

Table of Material Climate Opportunity Responding Strategies and Corresponding Indicators and Targets

Opportunity category	Opportunity factor	Existing strategies, indicators, and KPI	Future solutions to be used	Expected KPI
Products and services	Low carbonization in the service process	<ol style="list-style-type: none"> 1. Using the smart E-system to help cross-department communication. 2. According to the sample delivery route analyzed, make an optimal choice and plan for the new operating site and office location in different country to reduce carbon emissions during transportation. 	<ol style="list-style-type: none"> 1. To optimize the smart E-system and enhance cross-department efficiency. 2. To find out hot spots of carbon emission through calculating carbon footprint during the process of services and establish carbon reduction policies. 	<ol style="list-style-type: none"> 1. Establishing smart E-system maintenance and update frequency. 2. List of service carbon footprint verification.
Markets	Pay attention on net zero trends and regulations promoted by the domestic and overseas semiconductor industries to expand business all over the world	<ol style="list-style-type: none"> 1. The President Office is in charge of discussing strategies and implementation direction and reports to the Chairman regularly. 2. Establishing climate risk management structure. 	<ol style="list-style-type: none"> 1. Sustainability Committee tracks and revises policies related to climate established by the Company for domestic and overseas operating sites. 2. To establish a climate risk management process. 	<ol style="list-style-type: none"> 1. Climate policy and regulatory compliance evaluation. 2. Implementation rate of climate risk management process.

1.1.2 Greenhouse Gas Emissions and Management

MSSCorps follows the classification of ISO 14064-1 : 2018 to conduct initial statistics on the greenhouse gas emissions in 2022 and adopts the approach of operational right of Control for organizational verification border. The coverage scope includes Hsinchu Operation HQ, Hsinchu Material Analysis Division, Zhubei Branch, and Tainan Science Park Branch to conduct emission statistics on Scope 1 direct greenhouse gas emissions (category 1) and Scope 2 indirect greenhouse gas emissions (category 2). In 2022, MSSCorps' greenhouse gas emissions was 3,093.60 tons CO₂e/ year in total; of which, the ratio of lab power consumption was the highest. The Company plans to complete greenhouse gas emissions verification in the whole company by 2026 and complete the third-party verification by 2028.

	Category 1 (tons CO ₂ e/ year)	Category 2 (tons CO ₂ e/ year)	Total emissions (tons CO ₂ e/ year)
Total emissions in 2021	112.33	1,954.35	2,066.68
Ratio in the category in 2021	5.4%	94.6%	100%
Total emissions in 2022	104.69	2,988.91	3,093.60
Ratio in the category in 2022	3.4%	96.6%	100%

Note 1: MSSCorps added new services in 2022 and increased the verification number of operating sites. It caused the rise of power consumption.

Note 2: The source of the emission factor refers to the 6.0.4 version of the Greenhouse Gas Emission Factor Management Table of the Environmental Protection Administration and the 2022 electricity carbon emission factor 0.495 kgCO₂e/ kWh announced by the Energy Bureau of the Ministry of Economic Affairs.

Note 3: The source of emission identified for the category 1 was gasoline for the 12 company cars.

1.2 Natural Resources and Waste Management

1.2.1 Energy Policy and Management

As a part of global technology supply chain, MSSCorps chooses to take the lead instead of doing nothing by actively planning conservation plans for resources, energy-saving and carbon reduction measures, and measures related corporate sustainability. Currently, we are working hard to improve the energy management mechanism, review and calculate internal energy consumption, and track energy utilization to fully implement energy reduction measures and optimize energy efficiency. In 2022, the scope of energy consumption verified by the Company includes Hsinchu Operation HQ, Hsinchu Material Analysis Division, Zhubei Branch, and Taiwan Science Park Branch. The Company plans to purchase renewable green energy (its market price is around NT\$7 per kWh) at an annual electricity premium of additional 3% every year from 2023, and the target is to achieve the purchase of green electricity generated by renewable energy in 700,000 kWh before 2030 to show our support to renewable energy policies. In addition, to support green energy, the Company provides a subsidy to employees who purchase electric scooters. With the proof of purchase, a subsidy of NT\$8,000 will be granted. It can also achieve the reduction of Scope 3 greenhouse gas emissions generated by the commuting of employees.

Statistics of energy utilization and energy consumption

Energy category (original unit)	Total consumption in 2021	Total consumption in 2022	Total energy consumption in 2021 (GJ)	Total energy consumption in 2022 (GJ)
Purchased electricity (kWh)	3,839,581	6,038,203	13,822.5	21,737.5
Gasoline (L)	37,318	44,411	1,218.5	1,450.1
Total energy utilization (GJ)			15,041.0	23,187.6
Energy intensity (GJ/ NT\$ million)			10.2	13.4

Note 1: MSSCorps added new RA and SA services in 2022 and increased the verification number of operating sites. Therefore, the power consumption increased.

Note 2: Energy intensity is calculated by total energy consumption divided by operating income (unit: GJ / NT\$ million).

State of energy utilization at each operating site in 2022	Purchased electricity (kWh)	Gasoline (L)	Energy consumption (GJ)	Energy consumption percentage of purchased electricity (%)
Hsinchu Operation HQ	1,266,368	5,400	4,735.2	96.3%
Hsinchu Material Analysis Division	2,211,287	30,223	8,947.4	89.0%
Zhubei Branch	2,057,562	6,530	7,620.4	97.2%
Tainan Science Park Branch	502,986	2,258	1,884.5	96.1%
Total consumption	6,038,203	44,411	23,187.6	93.7%

Note 1: MSScorps did not use renewable energy in Taiwan in 2022.

Note 2: The heating value for the purchased electricity is 3,600 GJ/ million kWh, and the heating value for vehicle gasoline is 7,800 kcal/L. Each kcal=4,186J.

Note 3: Energy consumption is gasoline used by company cars and electricity for machine and equipment. Administrative Management Department is in charge of the calculation of electricity bills and fuel bills every month.

1.2.2 Energy-saving Measures

MSScorps adopts high-efficiency and energy-saving products in priority when purchasing equipment. Currently, most equipment has an energy label or energy efficiency labelling. The electricity consumption of machine changes according to the utilization frequency and production capacity. Relevant operating personnel will examine equipment operation and energy consumption to replace old or high energy consumption machine to reduce energy burden. In 2022, no machine was replaced because of high energy consumption. In terms of energy saving, we are moving towards the targets established. To save electricity, MSScorps uses LED lamps in all the new plants and is currently replacing lamps in other plant areas. In 2022, 120 LED lamps were replaced in total. We also conduct regular washing and maintenance on air conditioners and air-conditioning equipment to ensure normal operation of machine and reduce energy consumption rate.

Water cooled chiller of central air conditioning in Zhubei

Using energy-saving products approved by Bureau of Energy, Ministry of Economic Affairs. The central air conditioning water cooled chiller used in the Company has obtained Grade 3 Energy Efficiency Mark and meets cooling energy coefficient of performance (COP). The new water cooled chiller has energy efficiency in the 3rd grade, and it is a product with higher energy saving performance.



RA water cooled chiller

Using energy-saving products approved by Bureau of Energy, Ministry of Economic Affairs. The Company's RA water cooled chiller has obtained Grade 3 Energy Efficiency Mark and meets new RA water cooled chiller cooling energy coefficient of performance (COP).



¹ Energy efficiency label represents energy performance grade, including grade 1 to 5. The greater figure represents higher energy consumption while lower figures mean less energy consumption and save more energy and electricity, release less CO₂, and have less damage to the earth.

1.2.3 Water Resource Policy and Management

The source of water intake in MSScorps is Taiwan Water Corporation and is for domestic use. Therefore, the discharged water is general domestic wastewater. There is no additional wastewater generated during the manufacturing process, and the wastewater is discharged through the pipelines in the building. The Company checked the water consumption between 2020 and 2022, including Hsinchu Operation HQ, Hsinchu Material Analysis Division, Zhubei Branch, and Tainan Science Park Branch. We also promote and encourage employees to implement water conservation.

Third-party tap water intake (million liters)

Location	2020	2021	2022
Hsinchu Operation HQ	1.8	2.0	2.5
Hsinchu Material Analysis Division	3.0	3.1	3.5
Zhubei Branch	-	1.0	2.0
Tainan Science Park Branch	1.0	1.0	1.0
Total water consumption	5.8	7.1	9.0

Note 1: Tap water consumption is based on the record of meter specified in the water bill.

Note 2: The source of water is 100% from a third-party tap water, excluding surface water and groundwater.

Note 3: An analysis on the Company's source of water intake based on "Aqueduct Water Risk Atlas" published by the World Resources Institute (WRI) reveals it is from low-risk areas of water resource pressure.

Note 4: Zhubei Branch was established by the end of 2020; therefore, there was no water consumption statistics.

1.2.4 Waste Policy and Management

MSScorps responds to UN sustainable development goals, SDG12 "Responsible Consumption and Production", and devotes to fulfill the subgoal 12.2 "Sustainable Management And Use Of Natural Resources". Through effective waste management, we achieve the goal of protecting environment and resources. The Company's waste management policy is based on national regulations and environmental protection requirements. At the same time, we reduce the generation of waste through prevention, reduction, and recycling for reutilization; for example, MSScorps is currently implementing measures of electronic forms, paperless, and paper recycling. We also review the expense of the copying machine every month to check whether there is any abnormal increase in order to ensure effective utilization of resources and reduce impacts to the environment. Based on the demand of industrial service analysis, the experimental waste liquid and waste generated by the lab in the Company are commissioned to the relevant qualified waste disposal providers for proper treatment. Hazardous waste will be handled in methods that meet requirements of environmental protection to ensure no hazard to the environment and human health.

Waste	By 2022 (tons)
General household waste	5
C-0202 waste liquid pH value < (=) 2.0	0.355
C-0301 waste liquid flash point < 60°C (excluding alcohol waste with alcohol by volume < 24%)	0.23
C-0399 Other inflammable industrial waste mixtures	0.06
Total	5.645

Note 1: Acid chemicals generated in the lab are commissioned a qualified disposal provider to recycle regularly. The waste does not require declaration.
 Note 2: Hazardous waste, including chemical waste liquid, acid liquid, and empty glass bottles, is commissioned to qualified waste disposal providers for recycling.
 Note 3: Waste generated by the lab currently is not able to be recycled and reused.
 Note 4: Because plants and offices are all rented, general household waste is handled by the building administrator, and it started to be included into statistical data in 2022.

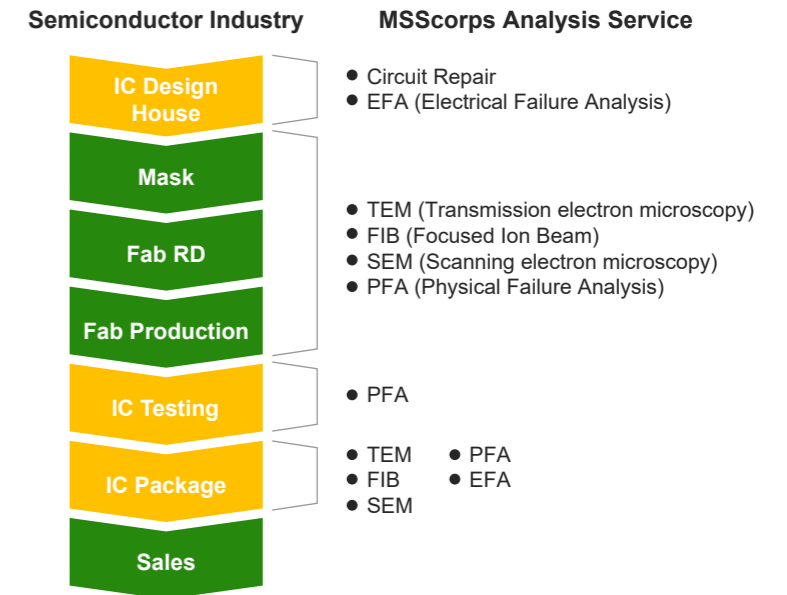
On the other hand, other than the internal waste management inside MSScorps, we also focus on the waste reduction in the external living environment. The Company hopes to perform positive impacts and work with the public for promoting environmental protection and enhance employees' awareness in environmental protection. Besides, to respond to SDG12.8 "Promote Universal Understanding Of Sustainable Lifestyles", the Chairman participated in the activity of beach clearance in person.

1.3 Supplier Management

1.3.1 Supplier Management

In the whole semiconductor industrial chain, MSScorps plays the role of best R&D analysis partner from IC design companies at the upstream to the assembly and testing industry at the downstream. In the upstream of the industry, we provide circuit repairing services to IC design companies to significantly speed up IC design industry circuit verification and save high cost of mask caused by wrong production. We provide IC design companies electrical failure analysis to find out error for rapid debugging. In terms of R&D and production at the midstream wafer manufacturing plants, the Company assists customers find out product design flaws and reasons of failure through high-end electron microscopes, including TEM, FIB, and SEM as well as analytical methods developed independently. We have become an essential important R&D partner for global semiconductor manufactures. Moreover, the assembly at the downstream of the semiconductor industry also push forward along with Moore's Law, 3 nanometers, 2 nanometers..., etc. Advanced assembly has also become the key technology to extend Moore's Law, especially transistors are getting closer to the limitation of physical volume of atoms. The limitation of electronics and physics also make the continuous scaling of advanced manufacturing process and difficulty of upgrading higher and higher. It highlights the increasing importance of future development in heterogeneous Integration. Therefore, the whole semiconductor industry has increasing demands on analysis services no matter it is a upstream, midstream, or downstream manufacturer.

MSScorps in the Semiconductor Industrial Chain



MSScorps established "Supplier Code of Conduct" based on the international requirements of RBA Code of Conduct, "Declaration of Fundamental Principles and Rights at Work" published by International Labor Organization, and UN Universal Declaration of Human Rights. The content covers elements of labors, health and safety, environment, ethical regulations, and management system. From 2020, MSScorps requested all the suppliers to sign on Supplier Code of Conduct and Ethics Commitment to define standards to be followed for the cooperation between suppliers and MSScorps.

Supplier Communication	2021	2022
Number of suppliers who signed the "Supplier Code of Conduct"	146	229
Percentage of suppliers who signed the "Supplier Code of Conduct"	100%	96.1%

To ensure customer service quality and implement guideline for management, MSScorps established "Supplier Purchase and Inspection Acceptance Management Procedures". All the suppliers for consumables and instruments are included in the scope of management to ensure the business of purchase supplies materials required for production at appropriate time, in appropriate prices, and with appropriate quality to achieve the goal of compliance with inspection testing and fulfill the Company vision of "establishing a transparent and excellent supply chain environment". The procurement unit shall use quality, price, and delivery as the basic accordance to screen excellent suppliers based on the actual demand of the Company in order to stabilize service quality of supply chain. Besides, external suppliers must obtain the third-party certification by Taiwan Accreditation Foundation (TAF) to ensure lab quality and lower risks. All suppliers will be conducted a supplier assessment every half a year, and the passing score is seventy (70). Suppliers who passed the assessment will be listed in the "list of qualified suppliers". Suppliers who failed for two consecutive assessments must provide subsequent corrective measures and be re-assessed before waiting for the relevant competent authority to determine for cooperation. In 2022, there were 229 suppliers assessed. The average score of the supplier assessment was 94.45, and no supplier fails for two consecutive assessments. There was no critical quality and safety abnormality in 2022 and all the suppliers passed the assessment. The purchase rate of MSScorps purchasing from the qualified suppliers was 100%.

Item	2021	2022
Total number of suppliers	146	229
Total number of suppliers receiving written assessment	146	229
Assessment ratio	100%	100%
Passing rate	100%	100%

Note 1: The main upstream and downstream suppliers are the semiconductor industry. The business items include integrated circuit and components and parts for semiconductor.

Note 2: In 2022, there was no significant change in the organization and its supply chain.

2022 Supplier Purchase Amount and Ratio

Category	Purchase amount in 2021 (NT\$)	Purchase ratio in 2021	Purchase amount in 2022 (NT\$)	Purchase ratio in 2022
Suppliers in Taiwan	182,438,507	63%	319,323,303	17%
Overseas suppliers	107,532,562	37%	1,579,582,284	83%
Total	289,971,069	100%	1,898,905,587	100%

Note 1: Except lab equipment, MSScorps mostly purchases from local suppliers.

Note 2: MSScorps purchases lab instruments for new services in 2022 and actively expanded overseas markets. Therefore, the purchase amount from overseas suppliers increased compared to that in the previous year.



2 Social Prosperity

2.1 Talent Recruitment and Welfare System

2.2 Employee Cultivation and Career Development

2.3 Human Rights

2.4 Occupational Health and Safety

2.5 Social Public Welfare and Care

Corresponded UN SDGs



MSScorps values talent cultivation and development. We have devoted to the cultivation of excellent talents for a long time as well as continue working with colleges and universities to recruit excellent students. In addition, to support global human rights issues, MSScorps established human rights policies, enhances awareness on human rights among employees through the human rights due diligence and occupational safety management, and reduce risks in the operating environment. In terms of social welfare, MSScorps is active in charitable donation for many years and plans to appropriate 1% of annual profiting for the purpose of social welfare every year to fulfill the concept of corporate contributing to the society.

Corresponded GRI material topics	GRI 401: Employment GRI 405: Diversity and Equal Opportunity
Stakeholders recommended to read the information	Employees, Colleges and Universities, Shareholders/Potential Investors
Corresponded material issues	Talent Recruitment and Welfare System

2.1 Talent Recruitment and Welfare System

2.1.1 Talent Recruitment

"Personnel" are the foundation of development of an enterprise. The Company's Human Resource Department will establish the manpower planning for next year according to business objectives, management plans, and demands of each department every year. In recent years, MSScorps actively puts in resources to recruit excellent and potential talents. Along with the ebbing of the epidemic, the Company expands the scale of talent recruitment. In 2022, talent cultivation programs were the focus of development to extend the key point of talent recruitment, "rooted in colleges and universities to strengthen campus recruitment", in the previous year.

Over the past years, MSScorps continues implementing industry-academic cooperation with colleges and universities and serving as a business mentor. We recruit enrolled student interns and provide them an employment environment that is close to actual workplace and training courses to assist interns accumulate practical experience. We hope students are able to learn necessary industrial knowledge and skills in advance before employment through enterprise internship programs, and the relevant universities for industry-academic cooperation include Department of Materials Science and Engineering, National Tsing Hua University, and Department of Electrical and Electronics Engineering, Ming Chi University of Technology. In the internship program, interns have to write an internship weekly report every week and demonstrate summary of the internship result to relevant department and office in the school. MSScorps will conduct interviews with colleges and universities of cooperation to enhance the effect of industry-academic cooperation through effective two-way communication. In 2022, we provided students scholarship to help their stable studying and participate in internship programs in MSScorps. We hope students link with their career in advance and directly transfer as full-time employees in the Company after graduation.

Talent recruitment channels	Description
Network recruitment platforms, employment service stations	Release job vacancy and recruitment publicly through network platforms and work with local employment service stations to expand talent recruitment channels.
Scholarships, internship programs	In 2022, MSScorps worked with Tamkang University to establish scholarship programs. At the same time, we also provided cooperative education with colleges and universities (such as Minghsin University of Science and Technology and National Formosa University), offering interns a salary that is close to the salary for full-time employees. We hope to assist enrolled students linking with practical skills and achieve the goal of graduation meaning employment by transferring to formal employees of the Company.
Campus recruitment orientations	Through corporate recruitment orientations, enrolled students learnt trends related to high-end manufacturing process in the semiconductor industry. We also provided a platform for students to communicate with MSScorps. In 2022, MSScorps participated in campus recruitment orientations hosted by colleges and universities (such as Minghsin University of Science and Technology and National Formosa University).
Keynote speeches, seminars	MSScorps hosted several seminars and workshops to attract relevant technical talents and enhance brand image and reputation.
Corporate visits	Students will be able to understand corporate culture, working environment, current situation, and industrial trend and development of MSScorps through corporate visits. It also enhances opportunities of interaction between students and the Company.



2.1.2 Composition of Manpower

MSScorps is active in recruiting and headhunting talents as well as provides diverse recruitment channels and types of employment. In recent years, we adopt an open policy at the educational background in terms of talent recruitment and hope to pursue the maximum employee diversity. Besides, the Company values human rights and equality very much. There will be no different treatment due to identity or background in recruitment. By the end of 2022, the total number of employees in MSScorps was 416 persons. It increases around 23.44% compared to that (337 persons) in 2021 because of rapid business expansion.

Employee Composition by The End of 2022

		Employment contract				Employment type			
		Permanent		Fixed-term		Full-time		Part-time	
		Number of people (persons)	Ratio	Number of people (persons)	Ratio	Number of people (persons)	Ratio	Number of people (persons)	Ratio
Female	<30 years old	39	9.37%	0	0%	39	9.37%	0	0%
	30-50 years old	124	29.81%	0	0%	124	29.81%	0	0%
	>50 years old	5	1.20%	0	0%	5	1.20%	0	0%
Total number of female employees		168	40.38%	0	0%	168	40.38%	0	0%
male	<30 years old	39	9.37%	0	0%	39	9.37%	0	0%
	30-50 years old	194	46.64%	0	0%	194	46.64%	0	0%
	>50 years old	15	3.61%	0	0%	15	3.61%	0	0%
Total number of males employees		248	59.62%	0	0%	248	59.62%	0	0%
Total		416	100%	0	0%	416	100%	0	0%

Note 1: Up to the end of 2022, we did not hire vulnerable groups, like the disabled.

Note 2: Up to the end of 2022, the Company did not hire employees who have no guaranteed hours of work. In terms of non-employee workers, we recruited 5 interns. It has no significant change compared to that in the previous year.

Diversified Employee Composition by The End of 2022

Nationality	Identity	Level	Gender	<30 years old	30-50 years old	>50 year old	Total		
Domestic employees	Indigenous	Managerial	Female	0	0	0	0		
			Male	0	0	0	0		
		Non-managerial	Female	0	0	0	0		
			Male	1	1	0	2		
	Non-indigenous	Managerial	Female	0	12	3	15		
			Male	0	27	8	35		
		Non-managerial	Female	39	112	2	153		
			Male	38	169	3	210		
			Foreign employees	Managerial	Female	0	0	0	0
				Male	0	0	0	0	
Non-managerial	Female	0	0	0	0				
	Male	0	1	0	1				
Total				78	322	16	416		

Note: The definition of management level refers to employees with positions of manager or above in the human resource system, including managerial officers and executive managers.

MSScorps takes different factors into consideration when preparing manpower planning. Other than planning human resource as a whole for the Company, we also combine that with employees' competence and interests to help them understand their future career development better. Relevant competent authorities in the Company will fully communicate with new employees to help them understand the corporate culture and relevant content of work. Besides, the Company conducts employee turnover statistics every year. In 2022, the number of employee turnover was 66 persons. The members of our R&D team are mostly with a master or PhD degree, and the turnover rate of R&D team is very low. There was no resignation in that team in 2022. For employee turnover, we carry out an interview with individual employee to understand the real reasons for future improvement and discussion. We also established responding solutions to retain talents in advance.

New full-time Employee Hires and Full-time Employee Turnover in 2022

Statistics of new employee hires and employee turnover	by age						by gender			
	<30 years old		30-50 years old		>50 years old		Female		Male	
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
New employee hires	56	13.46%	92	22.12%	1	0.24%	52	12.50%	97	23.32%
Departed Employee turnover	21	5.05%	45	10.82%	0	0%	27	6.49%	39	9.38%

Note 1: The number of new employee hires and employee turnover only included formal employees in Taiwan.

Note 2: Ratios of new employee hires and employee turnover are the ratio of the number of employees in that category to number of total employees in that year.

Note 3: The total number of new employee hires in 2022 was 149. The number of employee turnover was 66, and they all resigned voluntarily. The voluntary turnover rate was 15.87%.

2.1.3 Remuneration and Performance Assessment

MSScorps has "Employee Handbook" in place and improves organizational systems according to the Articles of Incorporation, Labor Standards Act, and relevant governmental laws. It includes the scopes of employee appointment, salary, reward and punishment, assessment, promotion, welfare, turnover, retirement, and educational training. The Company attributes the success of the enterprise to the efforts of employees and gives a promise of "no upper limit and no ceiling for salary". In terms of salary, we offer salary and welfare that are better than other companies in the same trade. The statistics in 2022 excluding managerial officers with the title of Director or above revealed more than 53.9% of the employees had an annual salary over NT\$ 1 million, 24.6% of the employees received an annual salary of NT\$1.5 million, and 9.2% of the employees had an annual salary above NT\$2 million. Among them, there were several engineers receiving an annual salary over NT\$3 million.

In terms of employee salary, the Company established annual salary calculation criteria with transparent and clear salary disclosure. We pay employees wages for all the working hours (including overtime hours), and percentage of employee working hours and paid working hours is 100%. Salary for each employee is based on the job title and job grade as well as refers to education background, work experience, and required salary for evaluation. There is no unfairness caused by gender. Employees are able to estimate their salary income according to their performance of the year. We expect our employees to grow and develop

with MSScorps in an environment of high annual salary and high sense of achievement and witness unlimited possibility in the future. In 2022, the amount of average salary of full-time non-managerial employees is NT\$ 1,342 thousands, and the amount of medium of salary of full-time non-managerial employees is NT\$ 1,066 thousands.

Performance Assessment

MSScorps established a performance assessment system based on "Employee Handbook", including performance assessment for probation period of new employees and the annual performance assessment to all employees once every year. New employees who are still in the 3-month probation will be excluded from assessment. Managers of departments submit the assessment results to President for approval. The competent authority for each department in MSScorps is in charge of establishing plans for employee promotion, and the list of employees to be promoted shall be proposed in the annual performance assessment for President or Chief Technology Officer to approve. In 2022, the ratio of employees qualified for assessment of the year to the number of employees actual carrying out performance assessment was 100%.

2.1.4 Employee Welfare

Employee Welfare

MSScorps established an employee welfare committee and "Organization Regulations for Employee Welfare Committee" as the accordance of organizing and hosting employee welfare activities. Other than dealing with various insurances according to laws, such as labor insurance, national health insurance, employment insurance, and group comprehensive insurance, we also provide employee welfare better than legal regulations and policies, grant subsidy for wedding and funeral, company trip, gifts for traditional festivals, gift voucher, and club activities subsidies, as well as employee accommodation allowance, personal travel allowance, and pension scheme. We have "Methods for Employee Share Purchase" in place as the reward mechanism.

Item	Content
Life insurance	Purchasing employee group insurance.
Medical insurance	Purchasing group health insurance with medical benefits: accidental injury medical insurance/ cancer medical insurance (ward fee, miscellaneous expenses, surgery fee).
Disability insurance	Purchasing employee group insurance: accidental injury insurance (insurance amount: NT\$2 million).
Parenting-related leave	Compliance with legal regulations, including pregnancy checkup/ paternity leave, tocolysis leave, maternity leave, parental leave.
Maternal health protection	Setting up a nursery room and working with an appointed day care center.
Employee shareholding	10~15% of the profits of the year will be opened for employee stock purchase.
Other welfare	<p>Holidays: Other than the annual leave according to Labor Standards Act, we have flexible paid time off system. New employees are entitled to have annual leave and flexible paid time off in the year that they start to work.</p> <p>Allowance: Travel subsidy, gift/ gift voucher for three traditional festivals, birthday cash gift, employee meal subsidy, allowance for wedding and funeral, baby bonus, Welfare Committee/ club subsidy.</p> <p>Activities: End-of-year party/ irregular meal gathering, domestic travel, employee clubs.</p> <p>Health: Regular employee health examination, special-contracted medical and nursing personnel regular at-site service.</p>

Status of Parental Leave in 2022

Item	Male	Female	Total
Total number of employees entitled to parental leave in 2022	209	145	354
Total number of employees took parental leave in 2022	0	6	6
Number of employees due to return to work after taking parental leave in 2022 (A)	0	5	5
Number of employees that did return to work after parental leave in 2022 (B)	0	4	4
Number of employees returning from parental leave in 2021 (C)	0	1	1
Number of employees retained 12 months after returning to work following a period of parental leave in 2021 (D)	0	1	1
Return to work rate %= B/A	N/A	80%	80%
Retention rate %= D/C	N/A	100%	100%

Note: Employees in the Company are entitled to the parental leave after they work with us for 6 months.

New Employee Forum



Club Activities



Departmental Meal Gathering



2.2 Employee Cultivation and career Development

2.2.1 Employee Cultivation and Training

MSScorps values talent development and provide employees diverse learning channels. We established a series of internal systematic trainings to develop excellent technical personnel, screen training courses based on the work demands at each department planned by the Company as a whole, and design different educational handbooks and educational training courses for each department. The Company expects to strengthen employees' professional skills and expand the depth and width of their knowledge through solid educational training and promotion. There are two types of educational training in MSScorps, and they are new employee educational training and on-the-job educational training. In 2022, the basic content of new employee educational training included 7 courses, and the total training hours were 12 hours, such company rules and regulations, welfare, safety and health, information security, quality management, chemicals management, and process control. We also specifically promote "Principles and Operating Procedures of Ethical Management", and all the relevant regulations are published in the internal shared folders. In addition, to assist employees to learn solid analytical skills, we arrange additional new employee skill training, which lasts for 6 months, for Department of Engineering in 2022. On-the-job employee training courses include information security, PIP control, and static electricity protection. The courses will be screened and updated every year according to the demands of each department. Educational training for all employees is centrally managed by the internal administrative system in the Company, including the records of attendance and online testing and rating.

Employee Training Statistics in 2022

Category of employees	Total training hours	Total number of the employees at the category	Average training hours
Female managerial officers	15	15	1.00
Male managerial officers	35	35	1.00
Total managerial officers	50	50	1.00
Non-managerial officers of females	1,230	153	8.04
Non-managerial officers of males	1,860	213	8.73
Total non-managerial officers	3,090	366	8.44
Total	3,140	416	7.55

Note 1: In 2022, the average training hours for male employees were 7.64 hours/ person, and the average training hours for female employees were 7.41 hours/ person.

Note 2: Managerial officers refer to those who have the job title of manager or above in the human resource system, including managers and executive managers.

Note 3: The employee training statistics only covered the full-time employees in Taiwan in 2022 and excluded training hours for 6-month new employee skills.

Annual information security educational training	
Total training hours	441
Total number of participants	441
Course hour	1



ESD protection principles and protective systems	
Total training hours	468
Total number of participants	156
Course hour	3



PIP process control basic educational training	
Total training hours	1,074
Total number of participants	537
Course hour	2



New employee basis training	
Total training hours	1,788
Total number of participants	149
Course hour	12





2.3 Human Rights

MSScorps considers human rights as the most important issue. Based on the Company's employment policy, legal regulations, and international human rights convention, we established "MSScorps Co., Ltd. Human Rights Policy" with no differential treatment due to any personal traits. It was approved by the manager of the administrative management department and the Chairman to ensure the compliance with labor-related regulations in order to protect employees legal rights and interests and fulfil gender equality at work and human dignity. In 2022, there was no discrimination caused by race, skin color, gender, religion, politics, nationality, or social status.

2.3.1 Human Rights Management

MSScorps devotes to perform corporate social responsibility and ensure the basic human rights of employees and other stakeholders are protected. To achieve the purpose, the Company insists complying with human rights criteria recognized internationally, including the international human rights frameworks of Universal Declaration of Human Rights (UDHR), UN Global Compact (UNGC), and International Labor Organization (ILO). The Company commits to respect and maintain employees' basic human rights, including but not limited to labor rights, equality, and respect. Besides, we have corresponding policies in place to fulfill the principles mentioned above. We believe the emphasis and management to human rights will contribute to the Company's success and sustainable development and create a more impartial and equal society.





Human Rights Policy	QR Code
It is applicable to employees in MSScorps and its subsidiaries. We protect their human rights through four dimensions, including "providing a fair working environment and inclusion to diversity", "respecting human rights at the workplace", "offering a safe working environment", and "implementing information security".	
Supplier Code of Conduct	QR Code
It is established according to RBA Code of Conduct and international human rights regulations. The content covers labor, health and safety, environment, ethical regulations, and management systems to be used as the criteria for suppliers to follow. Besides, we request all suppliers to sign the supplier code of conduct and ethical regulation commitment.	

2.3.2 Human Rights Due Diligence

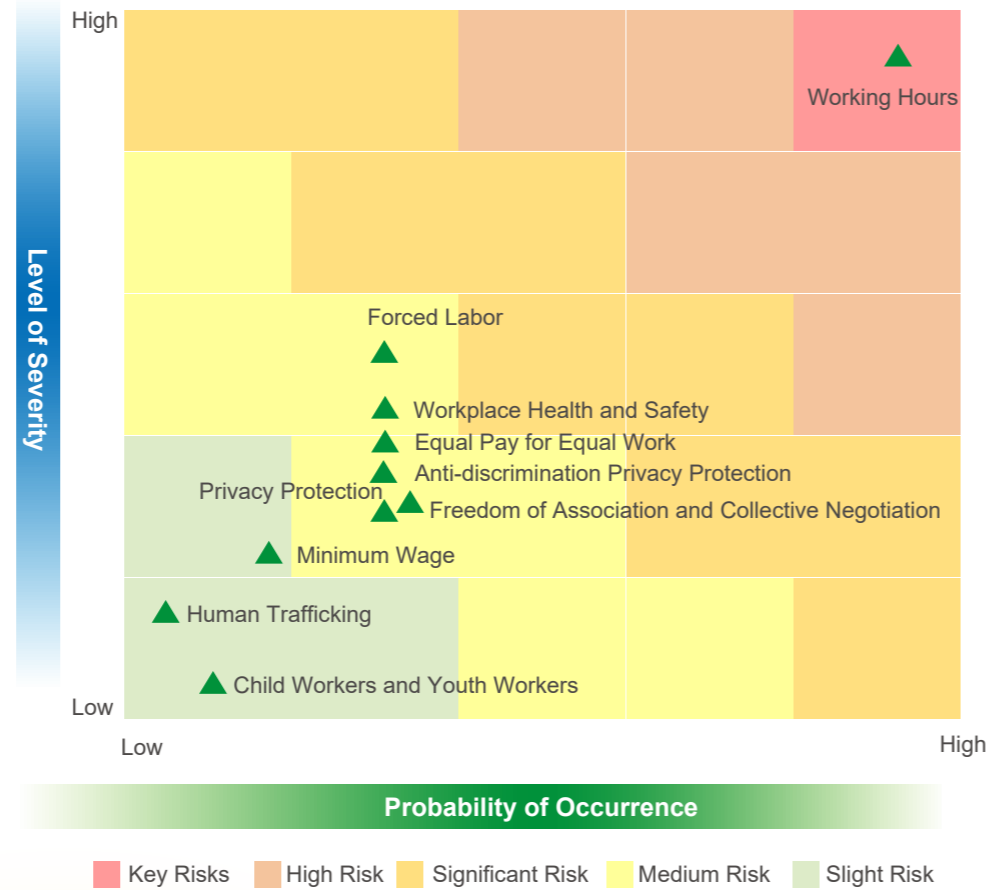
To implement human rights management, the Company includes human rights issues and sexual harassment prevention measure promotion in the new employee training and internal promotion, including prevention of physical, verbal, and psychological violence and sexual harassment as well as providing a complete complaint processing mechanism to protect employees from unlawful physical or mental infringement in the performance of duties. This year, MSScorps run the first human rights due diligence on the full-time employees in Taiwan. The scope of human rights issue collection includes forced labor, child worker and youth worker, freedom of association and collective negotiation, equal pay for equal work, anti-discrimination, working hours, and occupational health and safety.

To understand human rights risks during the operation, MSScorps conducted human rights due diligence along with each unit in 2022. The results of the investigation revealed each issue of human rights fell in low risks in the scope of the operation. The Company then further standardized the results of investigation questionnaires to examine the level of relative risks of each issue to screen out "working hours", "forced labor", and "workplace safety" for management.

Process of Human Rights Due Diligence

- 
1 Screening Human Rights Issues
 Collecting international human rights frameworks and information of domestic competitors to summarize issues related to human rights before selecting 10 issues for the design of MSScorps Human Right Due Diligence Questionnaire.
- 
2 Human Rights Risk Identification
 Inviting each unit to fill out the human rights due diligence questionnaire and identify the potential hotspots of human rights risks in the operation.
- 
3 Establishing Management and Remedy Measures
 Preparing a human rights risk matrix diagram based on the results of survey to identify human right risks that have high "probability of occurrence" and high "level of severity".
- 
4 Improvement Follow-up and Disclosure
 Checking the identified risks and establishing relevant management measures. It should be disclosed in the sustainability report every year.

Human Rights Risk Matrix Diagram



Dedicated unit to handle complaints: The Audit Office
E-mail: report@msscorps.com

Human Rights Risk Response

Human rights risk	Management measures
Working hours	<ul style="list-style-type: none"> Providing additional flexible holidays, and new employees are entitled to annual leave and flexible holidays in the first year reporting to work. Implementing flexible working hours for employees to allocate their life and work. Offering overtime fees or compensatory time according to laws. Strengthening promotion to supervisors and employees daily. Finding out the overtime work at each department regularly and caring and managing employee attendance.
Forced labor	<ul style="list-style-type: none"> Specifying in the human rights policy to prevent forced labor in any form. Complying with relevant labor regulations to protect employees' legal rights and interests. Providing employees information to help them understand labor laws and the rights and interests they entitle to in the local country of the operation. Hosting a labor-management meeting regularly according to laws to communicate labor conditions and environment with employees and provide timely response and adjustment.
Workplace health and safety	<ul style="list-style-type: none"> Evaluating and identifying risks and hazards in the working environment and assessing hazards for control and management by different levels, and implementing improvement plans accordingly. Offering health examination to all employees every two years, and commissioning medical personnel to carry out health instruction and subsequent follow-up management at the site. Planning and executing the four major protection programs according to laws, including Ergonomic Hazards Prevention Program, Prevention and Management of Unlawful Infringement in the Performance of Duties, Prevention Measures of Abnormal Workload-triggered Disorders, and Workplace Maternal Health Protection Program. Conducting firefighting safety and first-aid drills regularly. Promoting occupational safety and health at the new employee orientation and conducting occupational safety and health educational training for all the employees every three years to continue strengthening relevant recognition and awareness.

On the other hand, there was no discrimination or harassment incident caused by race, skin color, gender, religion, politics, nationality, or social status in 2022. MSScorps has employee opinion mailbox and e-mail in place and encourages employees to provide their suggestions and report unfair treatment. They can also report behaviors that violate ethics through telephone or post. All the cases will be handled by a dedicated person confidentially to protect employees' rights, interests, and safety.

2.3.3 Employee Communication

MSScorps has employee opinion mailbox and email in place and encourages employees to provide suggestions and report unfair treatment. They can also report behaviors that violate ethics through telephone or post. All the cases will be handled by a dedicated person confidentially to protect employees' rights, interests, and safety.

Interaction at the Chairman Live Streaming Platform

MSScorps values the two-way communication with employees. The Chairman regularly broadcasts live through the Company's FB platform to share relevant industrial knowledge and skills. He also replies questions online to solve employees' questions and concerns. Due to flattening the curve in 2022, we hosts physical forums to new employees to deliver the Company's concepts and values patiently.



2.4 Occupational Health and Safety

2.4.1 Occupational Safety and Health Management

To protect employee safety and health at work, MSScorps established "Occupational Safety and Health Management Plans" and "Safety and Health Code of Conduct". They are applicable to all the employees and non-employee workers at all the operating sites. The Administrative Management Department is in charge of the matters related to occupational health and safety in the Company, and we have dedicated occupational safety and health personnel to supervise and conduct occupational safety and health management plans. In addition, according to the industrial characteristic, MSScorps is not a hazardous workplace as specified in "Hazardous Workplace Review and Inspection Rules".

According to relevant articles of the Occupational Safety and Health Act, the Company classifies and defines the occupational injury incidents and has established a reporting process to ensure timely response and reporting when it happens and protect labor safety. If it is a critical occupational incident, it should be reported to the labor inspection competent authority. Without permission, the site must not be moved or destroyed. If there is any occupational incident happened in the workplace, the information of personnel involved with the casualty should be immediately reported to the Administrative Management Department or occupational safety management personnel as well as fill out "Occupational Incident Analysis Report" and "Occupational Incident Record". After the Administrative Management Department receives the information, relevant units must be informed right away and the emergency response team shall be activated. When occupational safety and health personnel receive the information, they shall visit the site immediately and implement occupational incident investigation and subsequent emergency treatment.

MSScorps has additional "Contractor Code of Conduct for Environment, Safety, and Health" and "Contractor Safety and Health Management Methods" in place for all the contractors, including "Environment, Safety, and Health Notice at General Workplaces", "Code of Conduct for Electric Works", and "Safety Code for Fire Works". We also request all the contractors to sign "Contractor Safe and Healthy Work Commitment" during the construction to ensure the compliance of safety and health related regulations established by MSScorps.

Occupational Incident Reporting Process



2.4.2 Occupational Safety and Health Hazard Identification

In terms of the risks at the workplace and the hazard evaluation and identification process, MSScorps has included them into the four major programs of occupational safety according to laws. It covers the operating personnel in all plants. The competent authority of each unit is in charge of filling out the risk evaluation form, and the plant occupational safety personnel and doctors are responsible for the evaluation at the workplace to conduct hazard evaluation and classification control. Besides, improvement plans are established and implemented according to the results. The improvement solutions adopted will be evaluated again every year to track and understand the effects. If the improvement results are not as good as expectation or are deteriorated, other improvement methods and measures should be re-selected. MSScorps has established "Ergonomic Hazards Prevention Program" to regularly evaluate and analyze via "Nordic Musculoskeletal Questionnaire" and "MSDs Ergonomic Checklists (work safety analysis)". Moreover, we conduct hazard classification based on the musculoskeletal survey and prepare "Summary Table for Musculoskeletal Survey and Control" for subsequent follow-up.

Implementation Status of the four Major Occupational Safety Programs

Program	Risk evaluation methods	Risk evaluation results
Workplace Maternal Health Protection	<ul style="list-style-type: none"> Fill out "maternal health protection workplace and operation hazard assessment form" when pregnant. After childbirth, fill out "self-assessment form for workers' health status less than one year after pregnancy and childbirth". 	No case of high risks; all belong to the first-level management.
Prevention Measures of Abnormal Workload-triggered Disorders	<ul style="list-style-type: none"> Fill out paper questionnaires and provide statistical data during the health examination in the hospital, including "overload assessment questionnaire" and "overwork survey". 	According to the statistical result in 2021, 1 employee required an interview with the doctor (medium high risk). In addition, there were 22 employees who were suggested to interview with the doctor. They were all arranged the interview in 2022.
Ergonomic Hazards Prevention	<ul style="list-style-type: none"> Fill out "musculoskeletal symptom questionnaire" during employee health examination. Manager of each department fills out "MSDs Ergonomic Checklists (work safety analysis)". 	No case of high risks. There were 8 employees in total with a result of 3 points or more. After diagnosis, it is nothing directly related to work.
Prevention and Management of Unlawful Infringement in the Performance of Duties	<ul style="list-style-type: none"> Manager at each department assesses "hazard identification of workplace infringement prevention and risk evaluation form". 	No case of high risks. We continue providing psychological consultation services and information of latest seminars hosted in Hsinchu City Family Education Center.

MSScorps has obtained ISO / IEC 17025 General requirements for the competence of testing and calibration laboratories every half a year according to the Occupational Safety and Health Act. Besides, we prepare environmental monitoring and testing reports to supervise the actual working environment of labors and evaluate the risks that labors are exposed to. Subsequent treatment will be carried out based on the monitoring and testing results to protect employees' safety at the workplace. Certified by a third-party institution, we test specific chemicals and organic solvents, including hydrofluoric acid, acetone, isopropanol, and tetrahydrofuran, as well as CO₂. It covers lab noise and hazards in the working environment. The results showed no occupational injury hazardous factors identified. MSScorps does not use substances that might cause hazards to operating personnel during the manufacturing process.

Moreover, MSScorps supports employees to get away from the situation that might cause injury or disease and frees them from punishment. In terms of safety and health educational training, new employees will be training during the orientation while current employees will be given an educational training every three years to strengthen their awareness towards occupational health and safety as well as eliminate occupational hazards to lower risks.

Environmental Monitoring and Testing Report



2.4.3 Occupational Injury and Occupational Diseases

To protect safety and health of the employees and workers who are not employees, MSScorps devotes to lower risks in the working environment and expect to achieve the goals of zero occupational incident and zero injury. In 2022, there was no occupational injury or disease on the Company's employees and workers who are not employees. The number of deaths caused by occupational injury and disease was 0.

Statistics of occupational injury and disease in 2022

Item	Male employee	Female employee
Recordable incident of occupational injury	0	0
Number of severe occupational injury	0	0
Number of deaths caused by occupational injury	0	0
Number of cases of occupational disease	0	0
Statistics of total working hours (hours)	454,496	315,328
Recordable ratio of occupational injury	0	0
Ratio of severe occupational injury	0	0
Ratio of death caused by occupational injury	0	0
Occupational disease rate (ODR)	0	0
Hours of absence	1,111	1,916
Absence rate	0.24%	0.61%

Note 1: Recordable rate of occupational injury = (Number of recordable occupational injury / total working hours) * 200,000.
 Note 2: Severe occupational injury follows domestic laws or GRI criteria. It refers to the injury that causes interruption of work and is difficult to recover to the health status before injury within 6 months.
 Note 3: Absence rate = ((Occupational sickness leave+ general sick leave+ personal leave) / total working hours) x100%.
 In 2022, the overall absence rate was 0.39%.
 Note 4: In 2022, the number of total working hours of workers who are not employees was 4,240.

2.4.4 Health Promotion Measures

Health Examination and Consultation with Doctors or Nurses

MSScorps conducts health examination on all the employees every two years. If it is found abnormality on the overwork survey or overload assessment, the medical and nursing personnel at the site will provide the related employee health instruction and subsequent follow-up management. In addition, we also work with appointed clinics to provide employees several medical services, such as the first-aid station, occupational disease clinics, labor health checkup, and general outpatient services. We also invite the professional appointed medical and nursing personnel to provide consultation services at the site of MSScorps regularly. In 2022, there was no employee health examination. In terms of doctor and nurse consultation, it was suspended due to COVID-19 before July 2022. The number of services at the site of the plant has been made up from August to December of the same year.

Statistics of Number of People Using Medical Consultation Service in 2022

Item	Number of people
Maternity protection	1
Health checkup and consultation	46
New employee health examination	12
Psychological case	0
Personal consultation	1
Total	60



Maternity Health Protection

Occupational health and safety in MSScorps is currently managed by professional personnel who have occupational safety certificates at the Administrative Management Department. We have labor protection plans in place and implement the four major prevention programs for occupational safety and health according to laws. For female employees, we have "workplace maternity health protection program" for evaluation in two stages, during pregnancy and after childbirth. In addition, the Company also has a nursery room and offer a specially-appointed day care center so that the female employees in the Company can have a working environment that makes them feel at ease.

Nursery Room



Implementation of Fire Drills

MSScorps established "Safety and Health Code of Response" and "Emergency Response Procedures" as well as regularly inspect fire-fighting safety equipment, such as fire extinguishing equipment, alarm equipment, and shelter and evacuation equipment. In addition, MSScorps HQ is a rental building. According to the fire-fighting regulations of the building, a fire drill and fire-fighting equipment inspection will be conducted regularly every year. Through actual simulation practice of the accident, we ensure relevant personnel are able to make correct and timely response based on the emergency response procedures when there is a fire to achieve the target of lowering the impact of the incident to the least.



Instruction of Using a Fire Extinguisher and Actual Practice



Emergency Shelter and Evacuation Drill



Face-to-face Instruction of Using Fire Hydrants

2.5 Social Public Welfare and Care

2.5.1 Social Care

MSScorps have actively devoted to social public welfare for many years and adopt a care policy of "from child to elderly". The President Office focuses on different life stages in young generation, mid-aged adults, and elderly to plan different events. Since 2013, we have provided care and donation to St. Francis Xavier Home for Children and Juvenile, Home for Children and Youth, and Home for Girls. In 2017, we also participated in "Kaohsiung College of Dreams" to provide learning and subsidy of computer equipment to children in the vulnerable families as well as offer free after-school lessons. We expect to implement our corporate social responsibility, integrate resources, and assist children in the low income households for their studying to achieve equality of education. As for the care to elderly, we appropriate NT\$200,000 every year for the donation to elderly care in Kaohsiung. Besides, we also emphasize environment-related issues very much and respond to "CSR@CommonWealth" #action initiative of doing one thing for Tamsui River to reduce the serious pollution to water resources and make an effort to water resource reservation. We also support Lanyu Environmental Protection Plan. MSScorps encourages employees to engage with various public welfare activities and begin with us. Currently, we plan to appropriate less than 1% of the annual profits every year for the purpose of social public welfare and anticipate bring out our social impact from top to down and fulfill the concept of giving back to the society.

Dimension	Society- "from children to elderly"			Environment
Area	Children and juvenile	University students and mid-aged adults	Elderly groups	Water and ecological conservation
Corresponded SDGs				
Action explanation	<p>St. Francis Xavier Home for Children and Juvenile and Home for Girls. We donated NT\$229,977 in total from 2019 to 2021.</p> <p>In 2020 to 2021, we donated NT\$200,000 to Kaohsiung Great-Love Psychological Counseling Association- College of Dreams to help students in the vulnerable families for the resource of free after-school lessons.</p>	<p>In 2019, we donated NT\$100,000 in total to support Tsing Hua University Sunrise Scholarship.</p> <p>In 2022, we worked with Tamkang University for the scholarship programs.</p>	<p>We supported the community care action launched by Kaohsiung Fuguo Community Development Association. From 2019 to 2021, we donated NT\$500,000 for the purpose of elderly care in Kaohsiung.</p> <p>In response to Elderly Care Program, we donated to Kaohsiung Fuguo Community to carry out an Integrated Prevention/Delay Disability Health Care Service for Older Patients plan.</p>	<p>We responded to the action initiative launched by "CSR@CommonWealth" #doing one thing for Tamsui River to support the river improvement action.</p> <p>Lanyu Environmental Protection Plan</p>



3 Corporate Governance

- 3.1 Responsible Governance
- 3.2 Ethical Management
- 3.3 Regulatory Compliance
- 3.4 Risk Management
- 3.5 Information Security and Privacy Protection

Corresponded UN SDGs



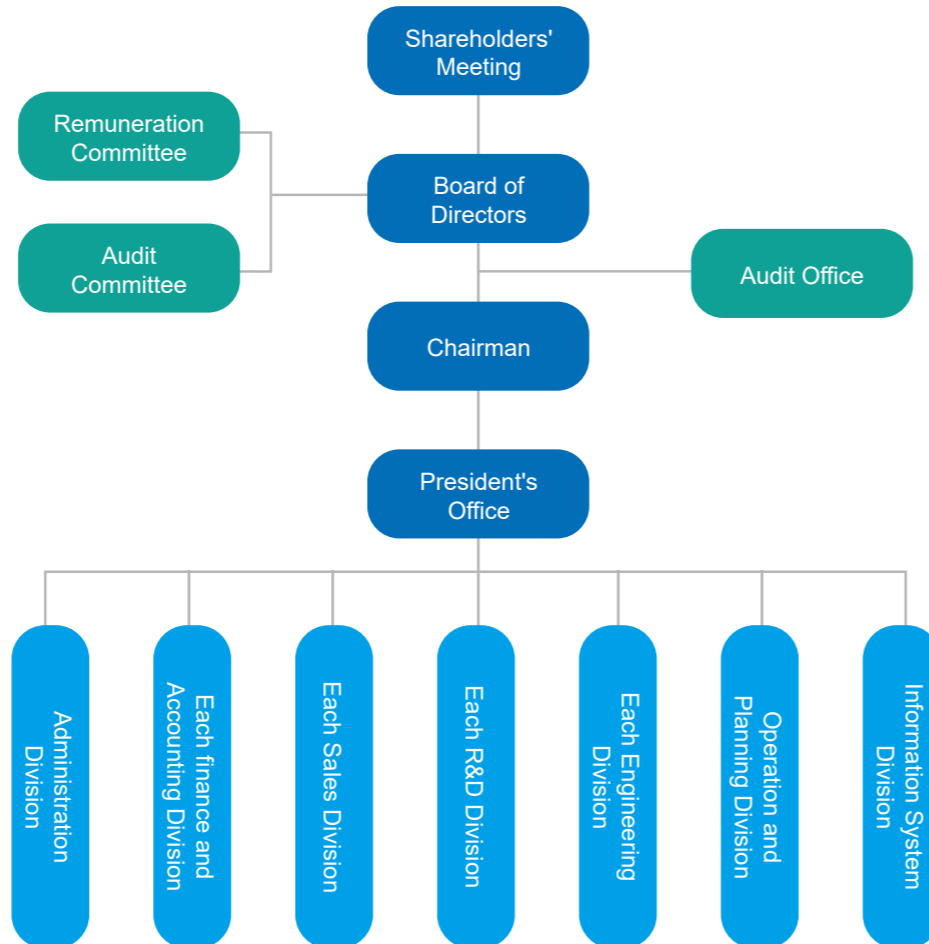
As an important R&D partner in the semiconductor high-end manufacturing process, MSScorps adopts ethical and responsible governance as the highest principle to establish a good foundation of mutual trust with customers. Through strict management mechanisms, we continue strengthening and improving management effects to provide the most secured protection to customers.

Corresponded GRI material topics	GRI 205 GRI 206 GRI 418
Stakeholders recommended to read the information	Shareholders/ Potential Investors, Customers, Banks/ Creditors
Corresponded material issues	Ethical Management Information Security Management

3.1 Responsible Governance

MSScorps cares sound operation as a whole. To protect shareholders' interests, we established Audit Committee and Remuneration Committee in 2021 as well as set up relevant organizational regulations and operation management methods. Relevant functional committees regularly report to the Board of Directors to assist the Board performing its duties and its role of supervision.

3.1.1 Organizational Structure in MSScorps



Corporate Governance Officer

To fulfill corporate sustainable management, MSScorps established "Corporate Governance Principles". From 2022, the manager of Department of Accounting has assigned the post of Corporate Governance Officer of the Company to assist directors hosting the Board of Directors and the Shareholders' Meeting according to laws and complying with legal rules and regulations as well as consolidate and plan issues related to sustainability and report important ESG implementation results to the Board of Directors for directors to supervise, manage, and adjust ESG strategies.



Corporate Governance Officer

Business of Each Major Department

Major Department	Main Function
President's Office	<ul style="list-style-type: none"> Implement each resolution of the board of directors Formulate the Company's overall operating strategies and supervise each unit to achieve annual operating goals Review business performance, manage and control risks, to achieve sustainable development and sustainable management goals Implement corporate governance and corporate social responsibility (CSR) Maintain the Company's investor relations Plan and execute various projects Legal and shareholder service affairs; management of intellectual properties
Audit Office	<ul style="list-style-type: none"> Evaluate and audit the reasonableness and effectiveness of the Company's internal operating system The formulation, implementation and tracking of the Company's annual audit plan Review the audits of subsidiaries
Administration Division	<ul style="list-style-type: none"> Recruitment, education and training, insurance, attendance and appraisal, and employee benefits Management of fixed assets Procurement, engineering outsourcing and supplier management Material procurement and inventory management Reconciliation and settlement of customer-commissioned analyses Management and maintenance of labor, environment, safety, and plant affairs.

Major Department	Main Function
Each finance and accounting division	<ul style="list-style-type: none"> Budgeting, variance analysis and cost control Accounting, tax processing, auditing, and preparation of financial statements Overall planning of short-, medium- and long-term capital utilization and deployment
Each R&D Division	<ul style="list-style-type: none"> Provide complete solutions specific to customers' special analysis needs Formulation of new item development Develop new analysis methods Apply for various R&D patent portfolio
Each Sales Division	<ul style="list-style-type: none"> Formulation of the Company's business promotion strategies Industry information collection and market research Development of new customer and maintenance of customer relationship Building of customer basic information and application of credit limit
Each Engineering Division	<ul style="list-style-type: none"> Provide customers with various material analysis service solutions Provide customers with various failure analysis service solutions Provide customers with various surface analysis service solutions Maintenance and services to existing equipment
Operation and Planning Division	<ul style="list-style-type: none"> Schedule customer-commissioned project production Plan the matches of the existing equipment capacities
Information System Division	<ul style="list-style-type: none"> System program development, maintenance and system security management Management and maintenance of the Company's customer service system Responsible for customer audit information security and maintenance of information confidentiality Responsible for applying for review of various international certification institutions Management of the data center and server maintenance Maintenance of software and hardware in the Company's information equipment Execute the backup mechanism and various operational safeguard projects

3.1.2 Operations of the Board of Directors and Functional Committees

Election and Appointment of the Board of Directors

MSScorps upholds ethical and responsible governance to establish "Methods of Director Election" and "Rules of Procedure for the Board of Directors". We select and appoint members of the Board of Director according to "Articles of Incorporation". The election of directors adopts a candidate nomination system, and it is implemented through a shareholder's meeting. Candidates' qualification, education background, and experience will be considered. It will use a single name cumulative voting system for election. We also established "Ethical Corporate Management Best Practice Principles " to request directors, managerial officers, and other stakeholders presented/ attended the Board of Directors follow the regulations of avoidance during discussion and voting and must not exercise the voting rights for other directors to avoid interest conflicts. In addition, to strengthen corporate governance, the Company started to purchase liability insurance for all the directors from 2021 to protect them from lawsuit or claims.

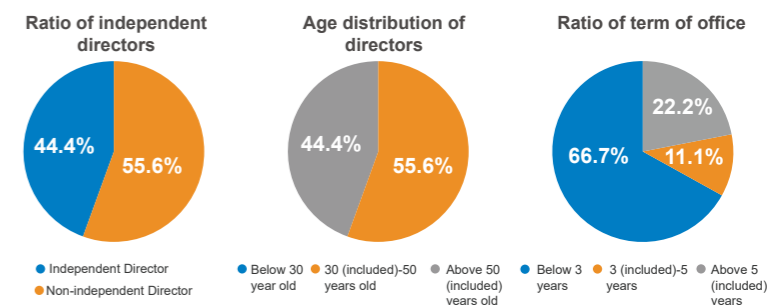
Composition of the Board of Directors

To strengthen the governance structure of the Board of Directors, MSScorps selected and appointed 9 directors through a candidate nomination system according to the "Articles of Incorporation" in 2021, including 4 independent directors. The term of office is three years. It also meets the regulation of half of the members are non-executive directors to fulfill the goal of corporate sustainable governance. In 2022, 6 meetings of the Board of Directors were held and approved many important proposals.

Title	Nationality	Name	Gender	Executive/ non-executive director	Age	Accumulated terms (years)	Industrial experience (Note 1)	Attendance rate to the Board of Directors in 2022
Chairman President	Republic of China	Chi-Lun Liu	Male	Executive director	>50	9	Industrial and information technologies	100 %
Director Chief Technology Officer(CTO)	Republic of China	Jung-Chin Chen	Male	Executive director	>50	1	Industrial and information technologies	100 %
Director Chief Operating Officer(COO)	Republic of China	Yung-Shun Liao	Male	Executive director	>50	1	Industrial and information technologies	100 %
Director	Republic of China	Yung-Ta Wang	Male	Non-executive director	30-50	3	Industrial and information technologies	100 %
Director	Republic of China	Hsin-Tsai Lin	Male	Non-executive director	>50	6	Industrial and information technologies	100 %

Title	Nationality	Name	Gender	Executive/ non-executive director	Age	Accumulated terms (years)	Industrial experience (Note 1)	Attendance rate to the Board of Directors in 2022
Independent Director	Republic of China	Hung-Chang Yuan	Male	Non-executive director	30-50	1	Industry	100 %
Independent Director	Republic of China	Ting-Hsun Chan	Male	Non-executive director	30-50	1	Industry	100 %
Independent Director	Republic of China	Chien-Min Wang	Male	Non-executive director	30-50	1	Industry	100 %
Independent Director	Republic of China	Chang-Feng Tsui	Male	Non-executive director	30-50	1	Information technology	100 %

Note 1: It adopts Tier 1 classification of Global Industry Classification Standard (GICS).
 Note 2: Please refer to 2022 Annual Report and 2022 Financial Statements for the information on the term of office of directors and other important positions/ commitment, status of concurrent posts, shareholders with controlling power, representatives of stakeholders, and status of cross shareholding.
 Note 3: There were 36 material events that MSScorps communicated in 2022. Please refer to Market Observation Post System- Material Information for more information.



Functional Committee

MSScorps established the Board of Directors and set up a Remuneration Committee and an Audit Committee under the management of the Board in 2021 to replace the original supervisor system in order to enhance external supervision and countervailing power of the Board of Directors. In 2022, 6 meetings were held by the Audit Committee and 4 meetings of the Remuneration Committee. Both had attendance rate of independent directors in 100%.

Committee	Duties	Member	Title	Attendance rate	Method
Audit Committee	<ul style="list-style-type: none"> Fair presentation of the Company's financial statements. Selection (dismissal) and appointment of certified public accountants and their independence and performance. Appointment and dismissal of financial, accounting, or internal audit manager. Effective implementation of Company's internal control. The Company's compliance with relevant laws and regulations. 	Hung-Chang Yuan	Convenor Independent Director	100%	 Organizational Regulations for Audit Committee
		Ting-Hsun Chan	Independent Director	100%	
		Chien-Min Wang	Independent Director	100%	
		Chang-Feng Tsui	Independent Director	100%	
Remuneration Committee	<ul style="list-style-type: none"> Assisting the Board of Directors to establish and regularly review performance evaluation of directors and managerial officers as well as the policy, system, standards, and structure of remuneration and compensation. Regularly evaluating and establishing remuneration and compensation to directors and managerial officer. 	Hung-Chang Yuan	Convenor Independent Director	100%	 Organizational Regulations for Remuneration Committee
		Ting-Hsun Chan	Independent Director	100%	
		Chien-Min Wang	Independent Director	100%	
		Chang-Feng Tsui	Independent Director	100%	

Educational Training for Directors

MSScorps arranges training for members of the Board of Directors every year and provides directors the latest legal regulations and policies. Courses include finance, anti-corruption, risk management, ESG strategies, accounting, and law. In 2022, all directors in MSScorps completed at least 6-hour education training. 3 hours of that were the educational training for ESG, and the average training hours were 11.33 hours.

Title	Name	Training hours	Average training hours
Chairman	Chi-Lun Liu	12	11.33
Director	Jung-Chin Chen	12	
Director	Yung-Shun Liao	12	
Director	Yung-Ta Wang	12	
Director	Hsin-Tsai Lin	12	
Independent Director	Hung-Chang Yuan	12	
Independent Director	Ting-Hsun Chan	6	
Independent Director	Chien-Min Wang	12	
Independent Director	Chang-Feng Tsui	12	

3.1.3 Board of Directors Performance Evaluation

To fulfill corporate governance, enhance the functions of the Board of Directors, and establish performance targets to strengthen the operational efficiency of the Board of Directors, MSScorps approved "Methods for Performance Evaluation of Directors and Managerial Officers" in 2021. Other than internal evaluation on the operations of the Board of Directors and functional committees as well as the performance of members of the Board, It will be evaluated by external independent institutions or external experts every three years, and the results of the performance evaluation will be submitted to the Board of Directors for discussion and improvement. The results of the Board of Directors performance evaluation will be used as the accordance for director election and nomination while the result of performance evaluation of individual director will be used as the reference to establish their salary and remuneration.

Measures for the Board of Directors Performance Evaluation

- Recycling: Once every year
- Scope: Board of Directors, individual member of the Board of Directors, functional committees
- Method: Internal self-assessment, self-assessment by each director, peer evaluation, external professional institution and expert evaluation.



Items of Performance Evaluation

Item	Board of Directors performance evaluation	Member performance evaluation (self/ peer assessment)	Functional committee performance evaluation
Result	Average 4.65(out of 5)	4.68 (out of 5)	Audit Committee: Average 4.63 (out of 5) Remuneration Committee: 4.63 (out of 5分)
Dimension	<ol style="list-style-type: none"> 1. Level of participation to the Company's operation. 2. Enhancement of decision quality by the Board of Directors. 3. Composition and structure of the Board of Directors. 4. Selection, appointment, and continuous studying of directors. 5. Internal control. 	<ol style="list-style-type: none"> 1. Monitoring of the Company's goals and tasks. 2. Awareness of the duties of a director. 3. Level of participation to the Company's operation. 4. Management of internal relationship and communication. 5. Directors' professionalism and continuous studying. 6. Internal control. 	<ol style="list-style-type: none"> 1. Level of participation to the Company's operation. 2. Awareness of the duties of the functional committee. 3. Enhancement of decision quality by the functional committee. 4. Composition of the functional committee and member selection and appointment. 5. Internal control.

Remuneration to Directors

MSScorps established Remuneration Committee and "Organizational Regulations for Remuneration Committee" to regularly evaluate the achievement status of performance targets for each director and managerial officer. Personal performance assessment result, the time devoted, duties, achievement status of targets, professionalism, and training (including ESG sustainability awareness) will be considered to establish their personal salary. The Company's directors, relevant departmental managers, internal audit personnel, CPAs, and legal advisers are invited to attend the meetings to provide necessary information. Please refer to the annual report for the information related to directors' remuneration in 2022.

3.2 Ethical Management

Policy of Ethical Management

MSScorps values ethical management. To establish a corporate culture of ethical management and fulfill the policy of ethical management, we established "[Code of Ethics Conduct](#)", "[Ethical Corporate Management Best Practice Principles](#)", and "[Procedures for Ethical Management and Guidelines for Conduct](#)" from 2021. Except regulating the policy of preventing interest conflicts with directors and supervisors, we also request all the Company's directors, management level, and employees follow the regulations of ethical management behaviors to avoid any dishonest events and interest conflicts. Besides, education training and promotion are scheduled according to relevant policies. It is supervised and implemented by the audit unit. For that, MSScorps arranges an ethical management educational training for new employees and announces and publishes "Ethical Corporate Management Best Practice Principles" to all the employees of the Company to ensure everyone understands and follows the regulations of ethical management. In 2022, there was no behavior related to corruption and discrimination in MSScorps and no violation against anti-competition, anti-trust, and monopoly.

Ethical Management Educational Training Provided to Directors and Supervisors

	China		Taiwan	
Anti-corruption Courses	Number of directors taking anti-corruption courses	Training completion rate	Number of directors taking anti-corruption courses	Training completion rate
Directors	4	100%	9	100%

3.2.1 Ethical Management Reporting Mechanism

To fulfill the policy of ethical management, MSScorps established "Management Procedures for Preventing Insider Trading" and "Management Methods for Reporting System" to set reporting channels and investigation procedures and maintain the rights and interests of whistleblowers. Whistleblowers will be granted rewards based on the seriousness of the case to fulfill the spirit of ethical management. In 2022, MSScorps did not receive any case of internal reporting.

Reporting Procedures



Reporting Channel

Reporting email: report@msscrops.com

Accepted by: Audit Office



3.3 Regulatory Compliance

3.3.1 Regulatory Compliance System

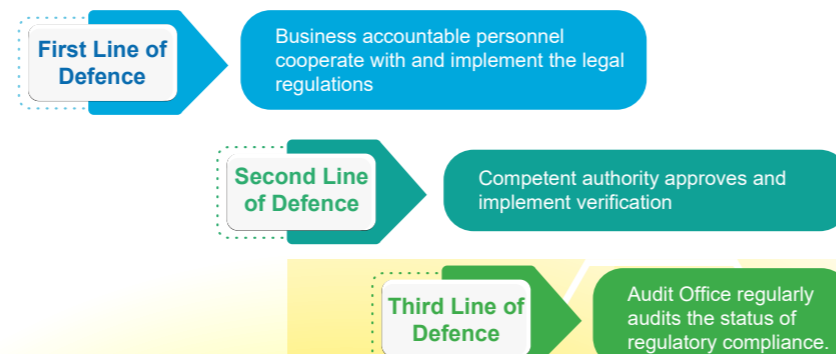
Regulatory Compliance Policy

To fulfill corporate governance, MSScorps established various internal policies and regulations as well as pays attention to the implementation and updates of domestic and local regulations of where subsidiaries are located. Department of Administrative Management regularly arranges employee educational training to ensure all the employees are familiar with legal regulations. Besides, each unit shall conduct promotion to make sure employees comply with the regulations. In addition, we entrust Stock Affairs Agency at Taishin Bank and Taiwan Corporate Governance Association to assist legal requirements and notices of listed companies and training courses. The Audit Office is in charge of reviewing the implementation status on regulatory compliance at each department and office every year. MSScorps did not involve with material violation and punishment in the past two years.

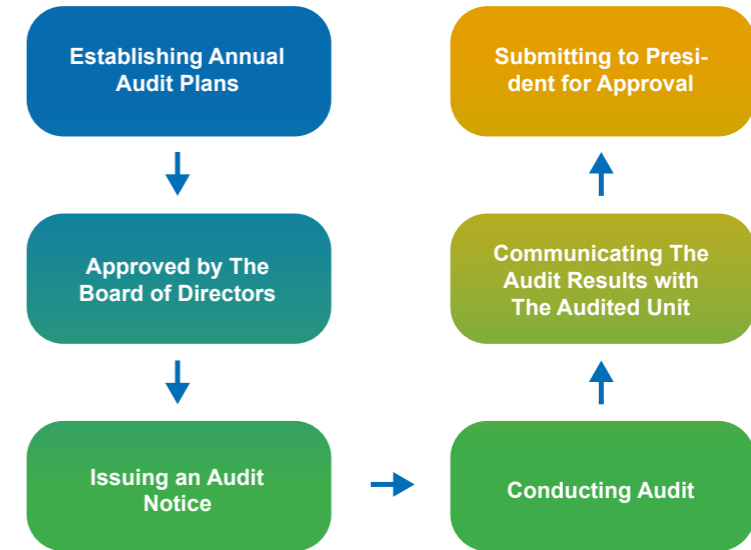
Internal Control and Audit Policy

MSScorps established an internal control system in 2020, including internal audit implementation rules. Chairman of the Company is the competent authority for the daily administrative management of the audit unit. The Audit Office formulates annual audit plans every year for the Board of Directors to approve. The implementation of the audit should be submitted to the Board of Directors regularly. Subsidiaries in Nanjing and in Shanghai also follow the internal control system and relevant laws, and MSScorps HQ shall conduct audit to the subsidiaries regularly. In 2022, the Company conducted internal control evaluation according to "Regulations Governing Establishment of Internal Control Systems by Public Companies". The evaluation results showed no material weakness.

Audit Management Procedures



Audit Process



Audit Duties and Professionalism

The appointment of the manager of audit in MSScorps was approved by the Board of Directors in 2020. The performance assessment and remuneration of the audit personnel are submitted to the Board of Directors for approval by the Audit Manager.

Certificates Possessed by the Audit Personnel in 2022

	Audit Office	Number of people possessing CIA certificate	Ratio of people possessing CIA certificate
Number of people	2	1	50%

3.4 Risk Management

3.4.1 Risk Management Mechanism

As the leader of advanced manufacturing process R&D, MSScorps conducts organizational panorama evaluation and review at least once every year according to ISO 9001 standards in order to grasp early market opportunities and respond to potential risks in the market. We then formulate proper coping strategies to the high-risk items identified accept the risks to fulfill decentralization of responsibility. President Office is responsible for consolidating and regularly reporting as well as implementing responding measures.

Risk Response in 2022

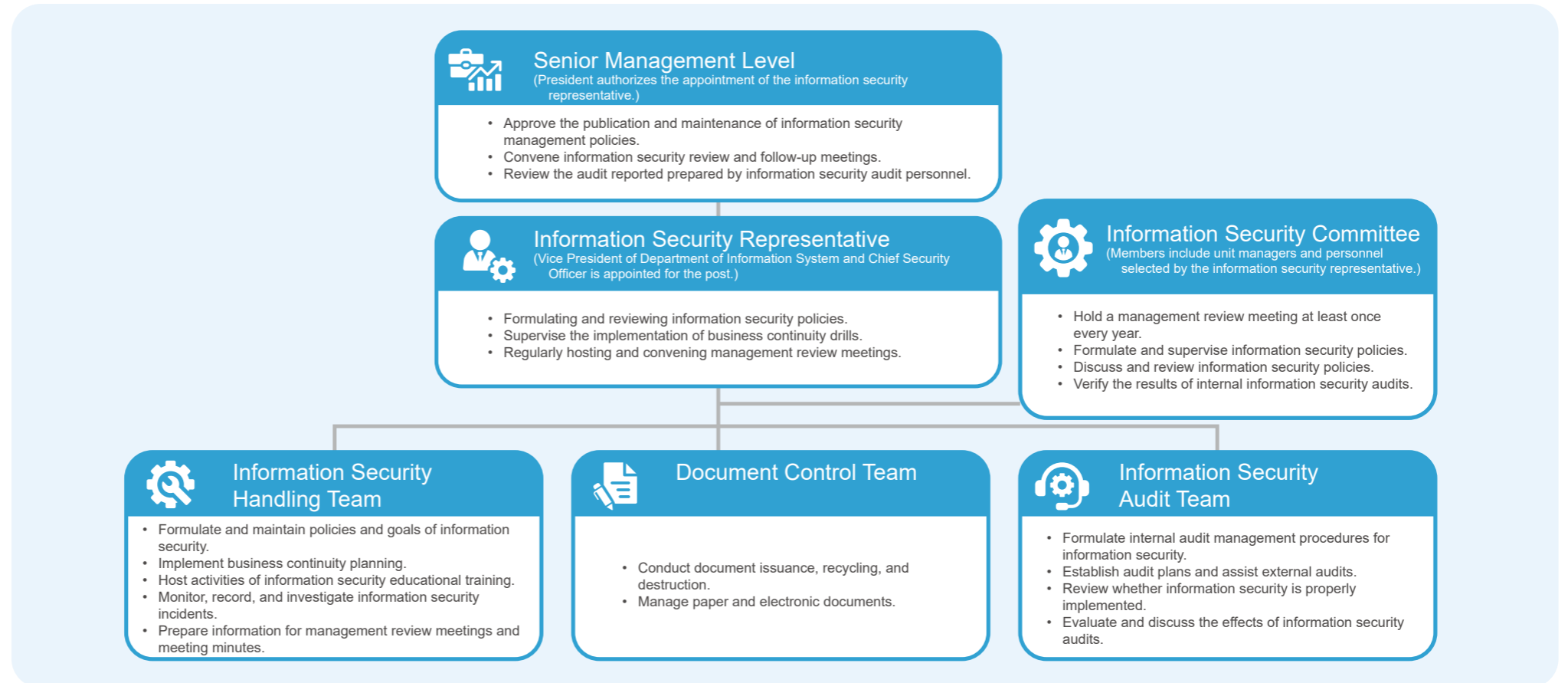
Dimension	Identification	Duration of impact	Coping strategies
People and their human rights	Risks of talent shortage and flow	1-3 years: Short-term impact	<ul style="list-style-type: none"> • Providing campus internship and scholarships to develop and recruit excellent campus talents. • Accepting diverse talents and providing them professional and complete educational training. • Offering regular employee forums for two-way communication with employees to help them understand the Company development and career planning. • Transparent and public salary development system and providing employees performance bonus incentives. • Conducting human rights due diligence to evaluate and plan measures that reduce human rights risks.
Industrial technology	Risks of quality management and reputation	Normative impact	<ul style="list-style-type: none"> • Planning patent layout to protect the Company's intellectual property rights. • Establishing good smart E system for case management and designing differential professional services based on individual demands of customers as well as making sure smooth process and delivery time.
	Risks of price competition	Normative impact	<ul style="list-style-type: none"> • Assigning a dedicated R&D team to prepare professional technical skills and providing employees technical guidance to ensure customers obtain high-quality analysis services. • Establishing technical threshold to differentiate markets with companies in the same trade and avoid the risk of low-price competition.
Governance and economy	Risks of information security and business secret protection	Normative impact	<ul style="list-style-type: none"> • Introducing and obtaining ISO 27001 certification and regularly conducting information security protection drills to ensure information security. • Signing non-disclosure agreement (NDA) with customers to protect confidential information, including sample storage and case analysis results. • Installing metal detection door and anti-tailing gate outside the lab to strictly control information disclosure. • Requesting all new employees receiving confidentiality training.
	Market risks	1-3 years: Short-term impact	<ul style="list-style-type: none"> • Applying rooted in Taiwan programs and government subsidy to respond to the impact of rising interest rates. • Operating sites of overseas subsidiaries (China) must be negotiated rent with landlords to respond to the impact of rising rent caused by inflation.
Environment	Climate change risks	3-5 years (or above): Medium- to long-term impact	<ul style="list-style-type: none"> • President Office and Corporate Governance Officer plan the schedule of sustainability and regularly report to directors for supervision and management. • Arranging the timetable for greenhouse gas verification and submit it to the Board of Directors. • Actively discussing and planning the purchase of green energy with suppliers to reduce corporate carbon emissions.

3.5 Information Security and Privacy Protection

To enhance information security and protect business secret, MSScorps established an operation security division to be in charge of maintaining internal information security, implementing information security audit, and managing information security equipment. Internally, we also "Information Security Handbook" and "Information Security Organization and Responsibility Management Procedures" in place. We manage, integrate, and strengthen information security management system according to the circulation process of P.D.C.A. (Plan-Do-Check-Act) to create a steady and sound information security system in order to fulfill information security and business continuity management.

3.5.1 Information security management structure

MSScorps values information security. To facilitate effective promotion and implementation of information security management system, the Company established Information Security Management Committee to clearly define personnel authority and responsibility of information security management operation, coordinate affairs, and promote matters related to information security management. From 2022, the Company assigned a chief security officer to promote and supervise matters related to information security. The information security handling team is in charge of dealing with various businesses, formulating and maintaining information security policies, and planning and holding information security educational training to ensure effective and continuous implementation of management regulations and achieve policies and goals of information security.



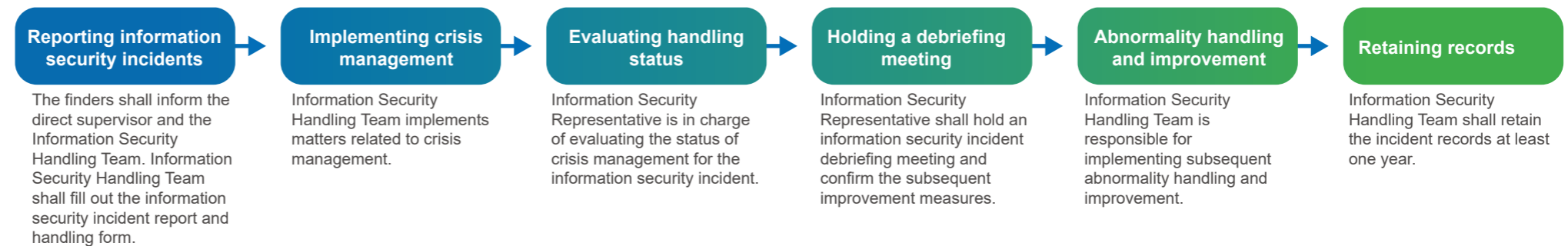
3.5.2 Information Security Management Measures

To protect the Company's information security and business secret, MSScorps identifies information security risks and designs management measures to strengthen information security protection.

Information security management measures	Content of information security protection
Information security promotion	<ul style="list-style-type: none"> Information Security Handling Team promotes and implements the information security system. Information Security Representative shall promote recent internal and external information security material topics through email every month and maintain good operation on the Company's information system.
Information property management	<ul style="list-style-type: none"> Checking and establishing a list of information properties and record them in the information property list and risk evaluation form. All the properties will be classified in categories and labelled the level of confidentiality. If there is any personnel change or turnover, they must hand out the information properties under their custody.
Access control setup	<ul style="list-style-type: none"> Designing authority to system administrators and to general users for strict access control on personnel with different authorities. The password for each information system must comply with the passcode management mechanism. Passwords in low strength or no password setup will not be allowed.
Field control	<ul style="list-style-type: none"> Physical environment area is divided into a general area and a controlled area. There is a physical partition between the two areas as well as independent entrance and exit and access control to avoid any unauthorized personnel entering. Without permission, no recording, video recording or information equipment with photo functions shall be used. Lens of employees' phone camera are put on seals or stickers for control. Each area in the Company is with CCTV, and the record will be retained for at least three months.
Network security prevention testing	<ul style="list-style-type: none"> External network is installed with firewall while internal network uses protective measures like network segmentation and antivirus control panel. Regular patch, renewal, and vulnerability scanning are implemented to reduce the weakness of information security.
Email protection mechanism	<ul style="list-style-type: none"> Email adopts a mechanism of blacklisting and whitelisting. An anti-spam system is installed in the front end of the email to provide spam filtering, malicious email blocking, and virus protection to strengthen security when using emails.

Information Security Incident Reporting

To prevent and properly handle information security incidents, MSScorps established "Information Security Incident Management Procedure" to regulate that the finder must inform the direct supervisor and the information security handling team when any information security happens, and the information security handling team must conduct the investigation of the area impacted, loss evaluation, support request, and responding measures to be taken. All the details shall be recorded in "Information Security Incident Report and Handling Form". Incidents involving severe risk levels must be implemented abnormality, corrective, and preventive measures immediately to avoid reoccurrence. Record and retain the details in "Abnormality, Corrective, and Preventive Measures Handling Form".



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Appendix

Major Incident of System Abnormality

We received reporting of 18 information security incidents in 2022. 14 of them were seal off and 4 were system abnormality notification. Two of the four system abnormality incidents were critical and required debriefing meetings. After emergency response and corrective measures, the results showed normal and o information disclosure.

Date of the incident	Description	Handling	Improvement measures
2022/2/24	Phishing letters received into the company are not blocked by mail SPAM.	At present, the network cable has been unplugged first, and the information department will recycle the computer and refill it later.	Import the ATD dynamic sandbox system. After the mail passes through SPAM, it will be transferred to the ATD system for dynamic sandbox simulation. After there is no problem, it will be released to the mail host. The system has been successfully imported.
2022/9/15	The line of CHT in the headquarters is blocked, and related systems such as mail are affected.	CHT engineers arrived at the scene and found that CHT had updated the equipment in the computer room. Correspondingly, some user-side modems also needed to be replaced, but Fanquan was not notified and the replacement equipment caused the line to be disconnected. The engineer returned to normal operation after the equipment replacement.	CHT has been asked to investigate which part of the internal process is problematic, and provided a review report to our company. The main description of the report is: The main cause of the obstacle is the defect of the reconnection process, which does not follow the standard operating procedure In the follow-up, we will strongly promote and supervise the relevant circuit reconnection units to ensure that the engineers follow the standard operating procedures in construction, and if there are violations, penalties will be set for punishment.

Disaster Backup Exercise

From the end of 2021 to 2022, we implement 1 ERP system recovery exercise and 5 subsystem backup drills. All the results were normal.

Time	Location	Content
2022/3/22	Hsinchu HQ Lab	VIP customer host used in the measurement and analysis lab was malfunctioned, and services were suspended. Backup files were transferred to the backup host to maintain business continuity operation.
2022/9/18	Hsinchu HQ Lab	The power outage in the measurement and analysis lab. The uninterruptible power supply system has been used to continuously supply power. The system host continues to operate without stopping to maintain business continuity.
2022/4/19	Nanjing Lab	NJ- NAS used in the measurement and analysis lab was malfunctioned and caused shutdown. HA mechanism was activated, and the backup host took over the operation to maintain business continuity operation.
2022/4/19	Tainan Science Park Lab	TN-AD01 used in the measurement and analysis lab was malfunctioned and caused shutdown. It was confirmed TN-AD02 took over the operation to maintain business continuity operation.
2022/4/21	Zhubei Lab	ZB-AD01 used in the measurement and analysis lab was malfunctioned and caused shutdown. It was confirmed ZB-AD02 took over the operation to maintain business continuity operation.
2021/12/28	Hsinchu Science Park Lab	The ERP mainframe used in the measurement and analysis lab was malfunctioned and caused shutdown. The backup file is transferred to the backup mainframe to maintain the continuous operation of the business.
2021/12/29	Hsinchu HQ Lab	The host of the smart E system was malfunctioned and the services were suspended. The backup setup files and database were transfer to the backup host to maintain business continuity operation.



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Appendix

ISO 27001 Certification

MSSCorps passed ISO 27001 certification in 2016 and continued expanding certification in the operating sites to strengthen the Company's information security protection in order to protect information security and privacy requirements from customers. In 2022, the operating sites passed ISO 27001 certification include Hsinchu Operation HQ, Hsinchu Material Analysis (MA) HQ, Tainan Science Park Branch, Zhubei Branch Failure Analysis (FA) Department, and Zhubei Branch Reliability Analysis (RA) Department.



Information Security Protection Examination

To enhance information security protection, MSSCorps conducts information security control by implementing vulnerability scan on various servers, phishing email testing, and penetration test of external information equipment at least once every year. Besides, we cooperate with the internal and external audits of ISO 27001 every year for office security examination, personal computer examination, and legal software inspection. In 2022, there was no abnormality in each examination.

Information Security Vulnerability Scan

Time	Location	Content
4/25	Hsinchu HQ Lab Hsinchu Science Park Lab Zhubei Lab	Completion of vulnerability scan and correction on major information equipment.
4/15	Tainan Science Park Lab	
4/21	Nanjing Lab	

Information Equipment Penetration Test

Period	Content
10/31-11/4	Implementation of remote penetration initial test on the 2 URL hosts and identified risks as well as conducting improvement afterwards.

Information Security Educational Training

MSSCorps arranges information security educational training for all employees every year. In 2022, online instruction was adopted, and we also included remote video security training. All employees received complete educational training and passed the online test.

Name of the course	Object	Training hours	Number of people receiving the course	Passing rate
2022 Information Security Awareness Educational Training	All managers and employees in the Company.	40 minutes	446	100%

Short-, Medium-, and Long-term Targets

Target description	Current situation	Short term (2023)	Medium term (2024-2028)	Long term (2028)
Information security educational training	All managers and employees in the Company; course passing rate: 100%.	All managers and employees in the Company; course completion rate: above 90%.	All managers and employees in the Company; course completion rate: above 90%.	All managers and employees in the Company; course completion rate: above 100%.
Information security exercise	Implementation of 2+1+5 times of information security exercise (social engineering, penetration test + ERP system recovery exercise + five subsystem backup drills).	Implementation of at least three times of information security exercise.	Implementation of at least three times of information security exercise.	Implementation of at least three times of information security exercise.

Target description	Current situation	Short term (2023)	Medium term (2024-2028)	Long term (2028)
Information security invasion protection	Number of being successfully hacked in the whole year: 0.	Number of being successfully hacked in the whole year: lower than one time.	Number of being successfully hacked in the whole year: lower than one time.	Number of being successfully hacked in the whole year: lower than one time.
Information security disclosure incident	Number of information security incident reporting in the level of 3 was one time, and corrective measures were adopted.	Number of information security incident reporting in the level of 3 is lower than one time.	Number of information security incident reporting in the level of 3 is lower than one time.	Number of information security incident reporting in the level of 3 is lower than one time.
System host maintenance	Maintaining the availability of major hosting system and equipment in 99.5%.	Maintaining the availability of major hosting system and equipment in 99.5%.	Maintaining the availability of major hosting system and equipment in 99.5%.	Maintaining the availability of major hosting system and equipment in 99.5%.

3.5.3 Customer Privacy Protection

Privacy Protection Strategies

As a professional service provider for testing and analysis, MSScorps treats the case information entrusted by customers with the most rigorous attitude to ensure no disclosure of confidential information and is highly recognized by customers for a long time. For customer privacy protection, Department of Information System is in charge of information confidentiality maintenance and customer information security audits. In terms of the maintenance of customer personal information, each unit established its database. Access control authority is established between units, and individual database is specifically encrypted for protection. Besides, we have Information Security Handling Team in place to monitor and investigate information security incidents and implement subsequent reporting and treatment. Relevant incident handling is also reviewed at the information security management meeting every year to look for opportunities of continuous improvement. In 2022, there was no violation of personal information protection or incidents of losing customer information.

Management measures for customer privacy protection

- Signing non-disclosure agreement (NDA) with customers to protect confidential data of customers' analysis samples and product analysis results.
- Installing the metal detecting door and anti-trailing gate outside the lab to strictly control personnel accessing the lab.

- Sealing all the equipment delivered to the factory and assigning personnel for inspection at any time to block out communication equipment like memory stick or recorder.
- When sending the analysis report, email will automatically identify and block out images of non-target customer contained in the email to avoid sending the product analysis results to non-target customers by mistake.
- When the result of the sample analysis is sent out, the Company file will be automatically deleted without retaining any of customers' professional and confidential information.
- All employees must receive confidentiality educational training regularly to be familiar with and avoid incidents of information disclosure.

Customer Audits

MSScorps accepts irregular audits from customers, including checking whether established and implemented procedures, checking access control, and information control of account and password setup. After customer audits and random check, discussion reports will be proposed for further review on the improvement measures required in order to enhance privacy protection and ensure no disclosure. In 2022, we conduct four customer audits and found no abnormality.

Procedures of Customer Audits



Educational Training for Confidential Information Protection

MSScorps values customers' confidential information. For this, we arrange relevant personnel who are exposed to the information to attend educational training of proprietary information protection (PIP) every year. In 2022, all the relevant employees received complete educational training and passed the online test.

Name of the course	Object	Training hours	Number of people receiving the course	Passing rate
PIP Process Control Key Point Educational Training	Personnel who are exposed to PIP information	40 minutes	375	100%

4 Innovation Services and Unlimited Development potentials

4.1 Quality Management

4.2 Development of Innovative Technology

4.3 Intellectual Property Right Management

4.4 Customer Relationship Maintenance and Development

Corresponded UN SDGs



As the leader of the semiconductor high-end manufacturing process analysis, MSScorps strives to provide customers the best and most precise analysis services. Besides continuing expanding business and providing customers comprehensive analysis services, MSScorps also continues optimizing system, enhancing service efficiency, monitoring case schedule, and closely interact with customers to develop new technology that meets customer demands and provide customized services in order to become a good partner that is trusted by customers.

Stakeholders recommended to read the information	Customers, Employees, Shareholders/ Potential Investors
Corresponded material issues	Quality Management, Innovative Technology and Development, Intellectual Property Protection, Customer Relationship and Development

4.1 Quality Management

4.1.1 Product Quality Management

The purpose of quality management for semiconductor industry materials analysis and failure analysis services is to ensure the services provided meet customer demands as well as ensure service reliability and precision and continuous service quality improvement to enhance customer satisfaction. It requires overall management and control on testing methods, equipment, technical level of personnel, and resource management in order to ensure the stability and reliability of the service quality. MSScorps established 12 quality performance indicators for the measurement and analysis lab containing the vertical quality management from contract reviewing for the case received to quality control of service report output as well as the horizontal quality inspection of corporate governance process management review through multi-task inspection in diverse departments, including departments of business, administration, engineering, document control center, and management representative. With fixed-frequency performance and objective evaluation, we implement indicator action plans and comprehensively maintain the quality management of the Company's products and services.

Measurement / Analysis Lab- Quality Target Progress Control Table

No.	Process	Department	Performance indicator	Frequency	Target value	Action plan
1	Contract review	Business	Customer satisfaction	Half a year	Average score above 95	1. Sales representatives must visit important customers regularly at least once a week. 2. Set a chat group through a communication software to enhance timely conversation with customers.
2	Procurement	Administration	Supplier assessment	Half a year	Average score above 90	1. The procurement unit selects qualified supplier according to regulations to meet the requirements of the Company. 2. Check and track materials delivery from suppliers.
3	Testing	Engineering	Number of losing samples to be tested	Quarterly	≤ 2 pcs	1. Regularly check and confirm the quantity of samples to be tested. 2. Assign a dedicated department and venue to manage samples to be tested and use Barcode for management.
4	Report issuance/sample return	Engineering	Number of MO (Miss-operation) (including fairness of the analysis report)	Monthly	Below 3 times	1. Confirm customer demands and keep a record in the engineering description sheet or the scheduling system. 2. Personnel must follow SOP for instrument operation.
					Analysis report MO: 0	After completing the analysis report, it shall be signed by the testing engineer for confirmation before submitting it to the manager in the lab with a position of assistant manager to ensure fairness.
5	Instrument and equipment management	Engineering	Relative percentage difference for the quality control of dimension measurement instrument no greater than 3%	Monthly	Pass rate: 100%	1. Implement instrument inspection and keep a record on the instrument and equipment maintenance form. 2. Conduct annual maintenance by the manufacturer at least once every year.
6	Human resource management	Administration	Employee turnover rate	Half a year	≤ 10%	1. Evaluate human resource flow inside the enterprise. 2. Understand the reasons of employee attraction and satisfaction to the enterprise.
7	Environmental monitoring and control	Engineering	Temperature and humidity pass rate	Monthly	Pass rate: 100%	Implement monitoring temperature and humidity in the lab and keep a record on the temperature and humidity record form.
8	Document management	Document control center	Effectiveness of document timely insurance	Monthly	≤ 3 days	1. Mail notification by the document management system to confirm the documents is issued timely. 2. When a document is sent to the document control center, it must be reviewed and issued within the time validity.
9	Internal audit	Management representative	Achievement rate of the internal audit plan	Yearly	Achievement rate: 100%	1. Implement the internal audit according to the annual internal audit plans. 2. Conduct an internal audit at least once every year.
10	Management review	Management representative	Regular review of business performance	Monthly	Achievement rate: 100%	Regularly review business operation and disclose the financial statement on Market Observation Post System.
11	Static electricity prevention management	Engineering	Number of case failure caused by ESD damaging samples	Quarterly	≤ 2 pcs	Implement ESD-related operations and record details accordingly.
12	M4 non-conformity and continuous improvement management	Each department	Achievement rate of timely customer complaint response	Monthly	Achievement rate: 100%	1. A risk level of 3 points (and below) evaluated shall submit a customer complaint improvement report according to the regulations of non-conformity and corrective procedures. It must be replied within three working days. 2. For customer requirements or assessed risk level of 4 points (and above), an 8D report must be submitted and be replied withing seven working days.



汎銓科技

About the Report

Message from the Chairman

Sustainable Strategy Management

About MSScorps

Ch1 Environmental Management

Ch2 Social Prosperity

Ch3 Corporate Governance

Ch4 Innovation Services and Unlimited Development Potentials

Appendix

MSScorps has obtained ISO 9001 Quality Management System Certification, ISO / IEC 17025 Lab Quality Management System Certification, and ESD S20.20 Electrostatic Discharge Prevention Certification. In the future, we will continue increasing international standard certification ratio in our domestic and overseas labs to demonstrate the Company's determination in actively establishing reliability test and calibration system that link with international standards and further enhance service quality and reliability.

ISO 17025 General Requirements for the Competence of Testing and Calibration Laboratories

HQ Materials Analysis

Zhubei Failure Analysis

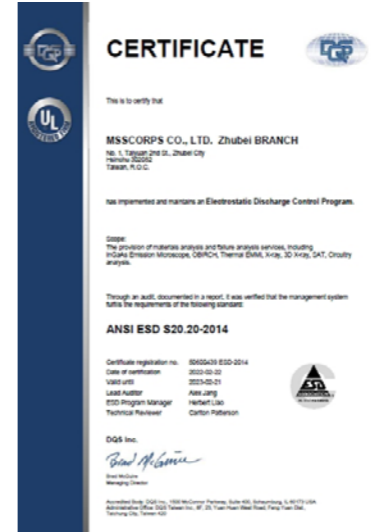
Hsinchu Science Park Structured Analysis

Zhubei Reliability Analysis

Tainan Science Park Material Analysis



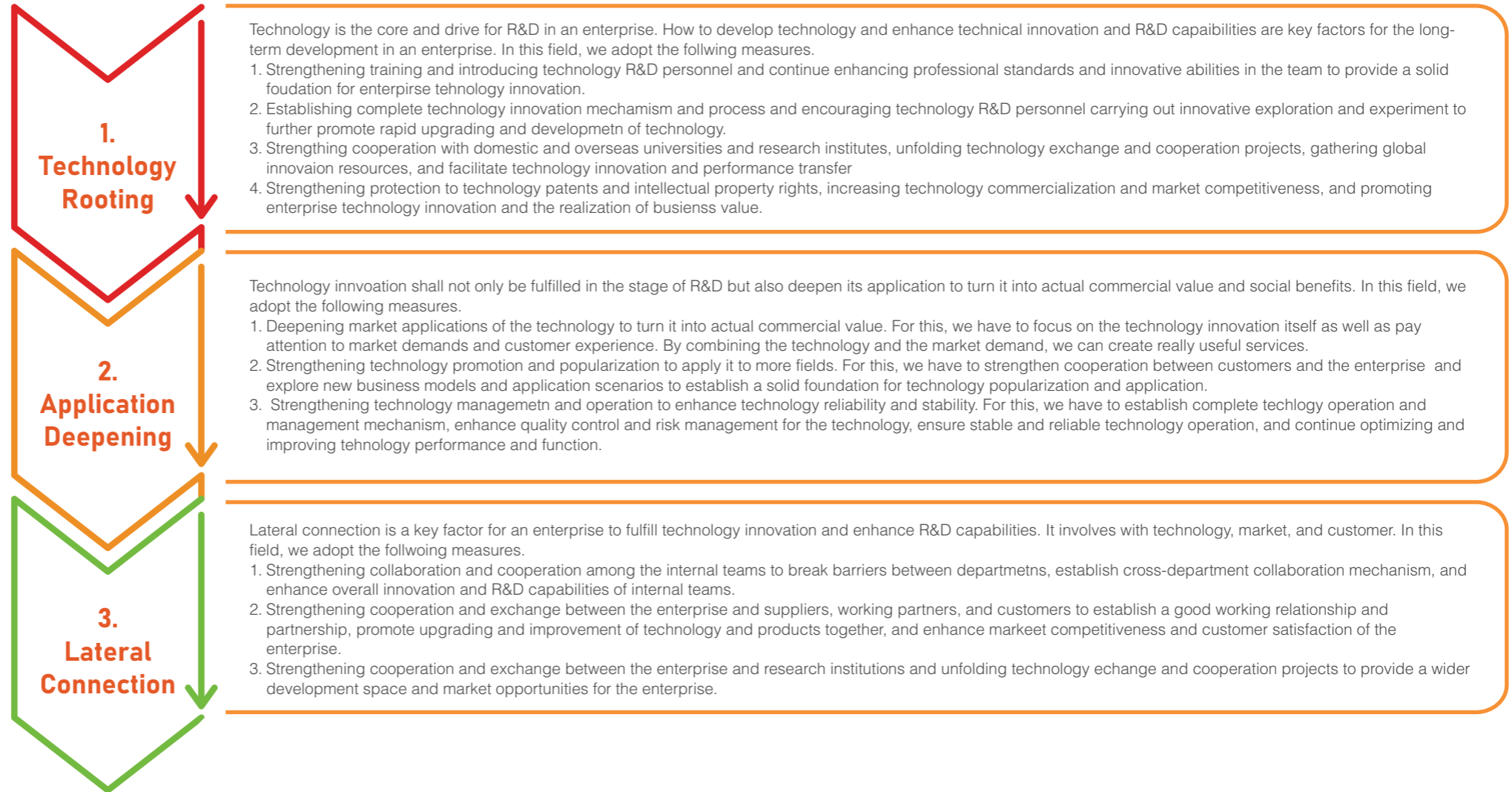
ISO 9001 Quality Management System Certificate		ESD S20.20 Electrostatic Discharge Prevention Certificate	
Operating Sites in Taiwan	Nanjing Branch	Zhubei Lab	Hsinchu Science Park Lab



4.2 Development of Innovative Technology

4.2.1 Breakthrough Innovation and R&D

MSScorps achieves its innovative plans in three dimensions, including technology rooting, application deepening, and lateral connection. They are the key factors for an enterprise fulfilling technical innovation and enhancing R&D capabilities. Through strengthening team building, innovative mechanism building, partnership building, and knowledge management, we continue enhance technical innovation and R&D capabilities of the enterprise and establish a solid foundation for long-term development.



The main business items of MSScorps is Materials Analysis and Failure Analysis. Along with the progress of the technology market, the precision of nanostructure enhances. A tiny error during the manufacturing process will cause a greater impact. For this, as "a R&D leader of the semiconductor industry high-end manufacturing process", MSScorps aims to provide high-precision and low-damage analysis services. In terms of Materials Analysis, MSScorps conducts destructive analysis through self-developed low-temperature ALD (atomic layer deposition) protection technology, ultra-think TEM sample preparation technology, and photo-resistance protection analysis. In terms of Failure Analysis, to respond to the enhanced complexity of semiconductor structure, MSScorps uses image digitization to look for tiny difference and abnormal points between different batches and products. There are key dimensions of testing and analysis processes innovated by the Company.

1. Putting in R&D Resources

MSScorps is active in expanding the market of semiconductor detection analysis over the recent years. Except enhancing equipment efficiency and employee professionalism, we also carry out two-way communication with customers to fit in customer demands. MSScorps values R&D technology very much and continues increasing its investment in R&D plans every year. Besides, we work with diverse technical teams actively to develop innovative technology and optimize testing process. We also encourage employees to stimulate product capacity by providing internal competition bonus in order to enhance the competitiveness of MSScorps.



2. Optimizing Process

MSScorps emphasizes customer demands more than developing innovative services. During the process of service development and case analysis, we never forget to listen to our customers and ensure they are satisfied with the services we provided.

Service Development Process

The testing and analysis process provided by MSScorps includes Top-Down method and Bottom-Up method. It is to ensure the services provided meet customer demands closely. When customers encounter problems, they will choose MSScorps in priority.

Top-Down process: It is from top to bottom. R&D engineers develop the technology before passing it to service engineers for them to demonstrate to customers as well as pass valid cases to the production line for analysis services.

Bottom-Up process: When service engineers receive customer demands, they forward the demands to R&D engineer for develop to solve short-term customer services

Introducing Self-research to the Development Plan (Top-down)



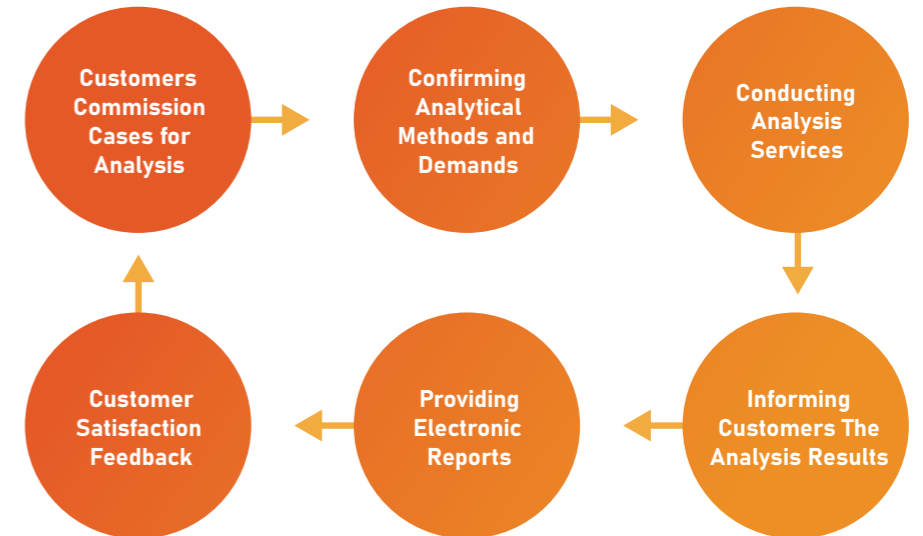
Through Top-down development process, MSScorps is able to propose solutions before customers making the request to win the working opportunity with customers and grasp early market opportunities.

Introducing Customer Demands to the Development Plan (Bottom-up)



Through Bottom-up development process, it ensures MSScorps R&D meet customer demands closely and keep up with the market trend.

Commissioned Case Analysis Service Process



3. Providing Incentive Policies to Employees

MSScorps encourages employees to work hard. Other than a transparent salary system, we also provide diverse rewards and welfare measures. We hope our employees to grow and develop with us and create a win-win situation as well as a new industrial dimension.

[Special Column] Four groups' Output Competition

Other than valuing product quality, MSScorps also strives for the enhancement of service output efficiency. Internally, we allocate manpower into four groups and arrange an output competition in Hsinchu Science Park, Tainan Science Park, and Nanjing Plants every year. We rate and compare the output reports of the four groups from the cases commissioned by customers to the services delivery. Award money will be allocated according to the total output volume to praise the efforts made by MSScorps employees.



4.2.2 R&D Performance

From 2020, MSScorps started industry-academia collaboration research with National Yang Ming Chiao Tung University, National Cheng Kung University, National Taipei University of Technology, and National Applied Research Laboratories one after another. We also signed a research cooperation contract with National Synchrotron Radiation Research Center. We aim to work closely with domestic and overseas technical teams to develop innovative technology together. In 2022, we actively published the literature of collaboration results in several technical journals and obtained excellent performance. One of the core technologies was published in an international journal, "Nature Communications". Besides, we held analysis technology forum to share technical research results achieved by MSScorps with the industry.

Unit	Partner of the collaboration	Research/ development technology collaborated
Center for Semiconductor Technology Research, National Yang Ming Chiao Tung University	Team of Fellow Chen-Ming Hu (former Chief Technology Officer in TSMC)	HZO ultra-thin TEM sample preparation and observation Van der Waals epitaxy of 2D h-AIN on TMDs by atomic layer deposition at 250C
Department of Electrophysics, National Yang Ming Chiao Tung University	Professor Chih-Wei Luo	Snapshots of Ambient Aging in 2D-Layered GaSe
Department of Materials Science and Engineering, National Cheng Kung University	Professor Chan-Chi Yang	Twisted oxide lateral homostructures with conjunction tunability
Department of Electro-Optical Engineering, National Taipei University of Technology	Associate Professor Mei-Hsin Chen	Reliable Bil3-based resistive random-access memory devices with a high on/off ratio
National Synchrotron Radiation Research Center	Industry Promotion Group	X-ray analysis of n semiconductor materials
Material and Chemical Research Laboratories, Industrial Technology Research Institute	Department of Electron Microscopy Development and Application	EELS analysis of novel semiconductor materials

Advanced Analysis Technology Forum



Internal Innovation Forums in 2022

Date	Name of the topic
3/17	Key technology and application of cryo-electron microscopy
4/21	4D scanning transmission electron microscope analysis
6/22	Atomic Layer Deposition (ALD) in advanced semiconductor analysis technology application
9/8	Advanced X-ray analysis technology forum
10/27	Novel material properties enable more than moore technologe

National Award of Outstanding SMEs, Ministry of Economic Affairs

MSScorps accumulates its competitive advantages through innovative R&D technologies and high-efficiency service quality along with its R&D team, smart E system structure, production line scheduling, and human-based management. In 2018, we received the 27th "National Award of Outstanding SMEs" to lead our employees to another level. Meanwhile, we continue expanding the scope of services to play a role of solid support for the semiconductor industry in Taiwan.



4.3 Intellectual Property Rights Management

4.3.1 Intellectual Property Rights Management

To respond to the fast-changing market dynamics of the semiconductor industry, MSScorps pays attention to the industrial environment at any time and grasps the market trend and information of other companies in the same trade to maintain the competitiveness of the Company. MSScorps will lay out more analysis patents in the future and provide customers the most advanced analysis methods to shorten customers' R&D schedule and become an essential and important R&D partner for each advanced manufacturing process node developed by customers. The R&D in the semiconductor industry requires huge investment, and intellectual property rights are the protection of technology and product exclusivity for enterprises. It protects enterprises to get reasonable return on their innovation investment. To protect precious research results and confidential information, MSScorps places considerable emphasis on the management and protection of intellectual property rights. For a more systematic protection on the results of R&D innovation, MSScorps takes the initiative to establish cross-department intellectual property management task force to practically plan the protection and control procedures of intellectual properties as well as optimize the following management measures:

Dimension	Summary of the content
Management organization	Intellectual Property Management Task Force is in charge of implementing management review regularly and establishing relevant management review procedures and relevant rights and responsibilities.
System and documentation	Optimize current management procedures for intellectual properties and confidential information as well as integrate with current ISO systems to strengthen intellectual property protection, implement confidentiality control, and enhance the effectiveness of intellectual properties for the enterprise.
Educational training	Establish educational training mechanism for intellectual property, strengthen employees' awareness towards intellectual property, and emphasize the importance of business secrets and patents.
Employee management	Optimize the dimension of intellectual property management in the current employee system.
Audit of implementation	Establish regular audit mechanism for the intellectual property management system, adjust relevant content on a rolling basis, and continue optimizing to achieve the purpose of sustainable management.

4.3.2 Patent Management

Optimize and specify the current patent management system. After the Intellectual Property Management Task Force identifies stakeholders and internal & external issues related to intellectual property and evaluates risks and opportunities, intellectual property management policy and goals that are integrated with the management objectives of the company is established. Relevant R&D strategies shall be discussed by the managers at the President's Office for the development trend and establishment of future director for technology development before forwarding to relevant personnel to carry out research. In addition, MSScorps carries the concept of "quality over quantity" to protect the innovative technology developed with solid invention patents to enhance our competitiveness.

Patents Obtained

Year	Quantity of patents applied	Accumulated quantity of patents obtained
2019	1	1
2020	11	2
2021	16	4
2022	5	13

information through the optimization of the intellectual property management system. Meanwhile, we evaluate suitable technology to apply for patent in order to disclose our technology capacity, establish more complete protection to intellectual properties, and consolidate the advantage of leading technology. Besides, through enhancing the company's effectiveness in intellectual property management, we create continuous profiting capabilities, enhance the trust from customers, and achieve the strategy of sustainable management.



4.3.3 Business Secret Management

Patent protection is not the only way to protect intellectual property. During the process of innovative technology output, our R&D team will select a better approach to protect intellectual property. As a pioneer in analytical technology, MSScorps focuses on material analysis (MA) and failure analysis (FA) that requires high technical threshold since the company was established. The protection to our business secret is essential to us. No matter it is the confidential information provided by customers or the business secret generated by MSScorps for the response to the analytical technology, they are all targets of control. Based on it, strengthening and implementing confidentiality grading and control system; we protect emails through encryption to avoid risks of the leakage of important information. When external personnel entering the site, MSScorps also establishes a security gate to check the electronic products like mobile phones and laptops in order to avoid data breach. In addition, we also carry out controls required by customers. Moreover, we include information related to business secret protection into the educational training courses for intellectual property to enhance employees' recognition and awareness towards business secret and reduce the risks of business secret leakage caused by human factors.

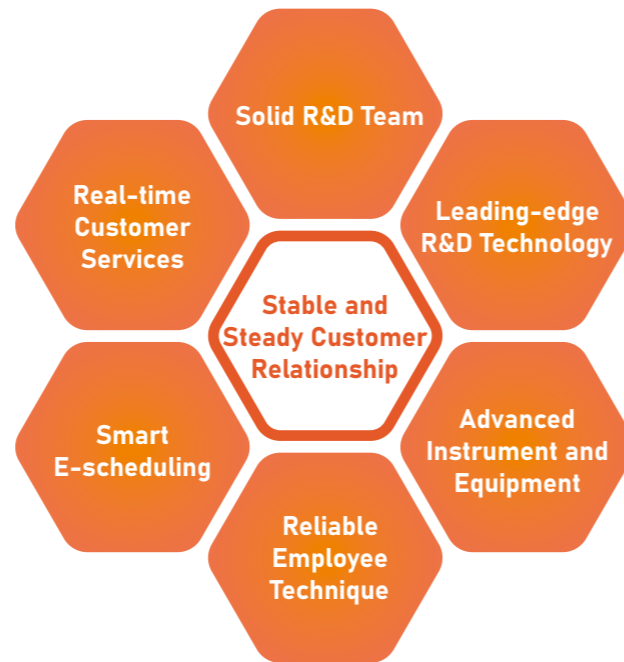
MSScorps positions us as the pioneer in the semiconductor industrial chain. We respond to the uniqueness of the industry and enhance the control mechanism for confidential



4.4 Customer Relationship Maintenance and Development

4.4.1 Customer Service Management

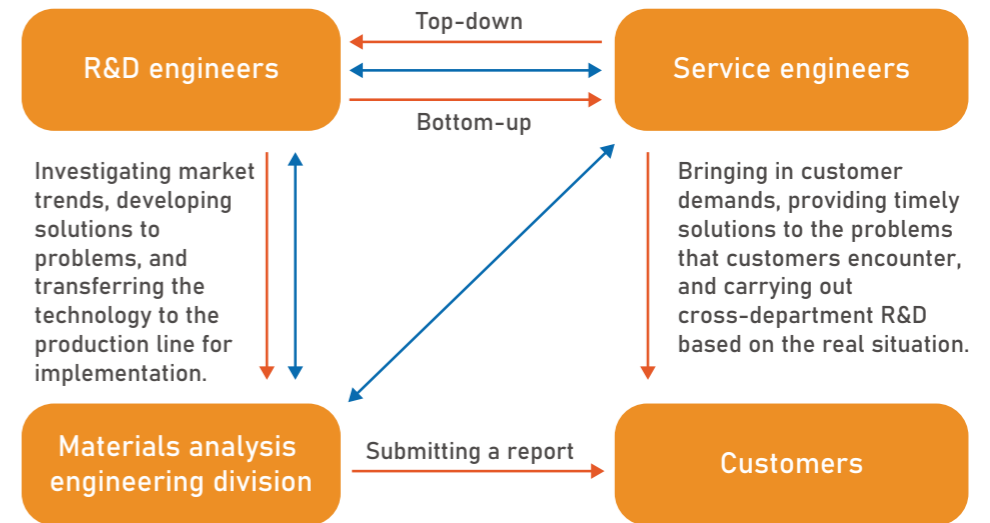
The main service provided by MSScorps is Materials Analysis, and the key customer groups are the semiconductor industry and the IC design industry. To establish good communication channels with customers, we assign Department of Business for business development and plan a satisfaction survey to develop solutions based on customer demands. Besides, we continue introducing advanced technologies to become the best partner of our customers.



MSScorps cares demands from all customers. For long-term customers, MSScorps reserves sufficient production capacity to provide them rapid services. In addition, we have a quality service guarantee policy in place to establish stable service quality and maintain customer rights and interests. In terms of potential and non-long-term customers, MSScorps provides a special offer of free sampling for both materials and failure analyses so that customers can experience and understand the quality and lead time from MSScorps in order to earn the trust from customers. Besides, we hold a discussion meeting every week to understand the maintenance progress for customers. In addition, for business development, we market through social media and exhibitions to demonstrate our skills and service quality in order to attract potential customer groups.

R&D and Customer Communication

To achieve providing required services to customers as soon as possible, MSScorps connects equipment with technology as well as implement production line cooperation. R&D engineers keep close communication with service engineers, and the service engineering division is under the Department of R&D. It enables MSScorps' service engineers communicate directly with customers during the stage of R&D and provide customers the most effective services in a short time. Moreover, the R&D team in MSScorps grasps the market dynamics and starts R&D before customers propose their demands. We continue budgeting huge amount of R&D costs, offering the R&D team sufficient resources, and providing customers 24-hour non-stop services with the devotion of being the best analysis partner for customers.



Real-time Customer Service

MSScorps provides customers real-time services. Other than receiving and delivering cases 24 hours a day, customers can also find out analysis schedule and progress through diverse channels like LINE. We provide customers the most assured real-time services.

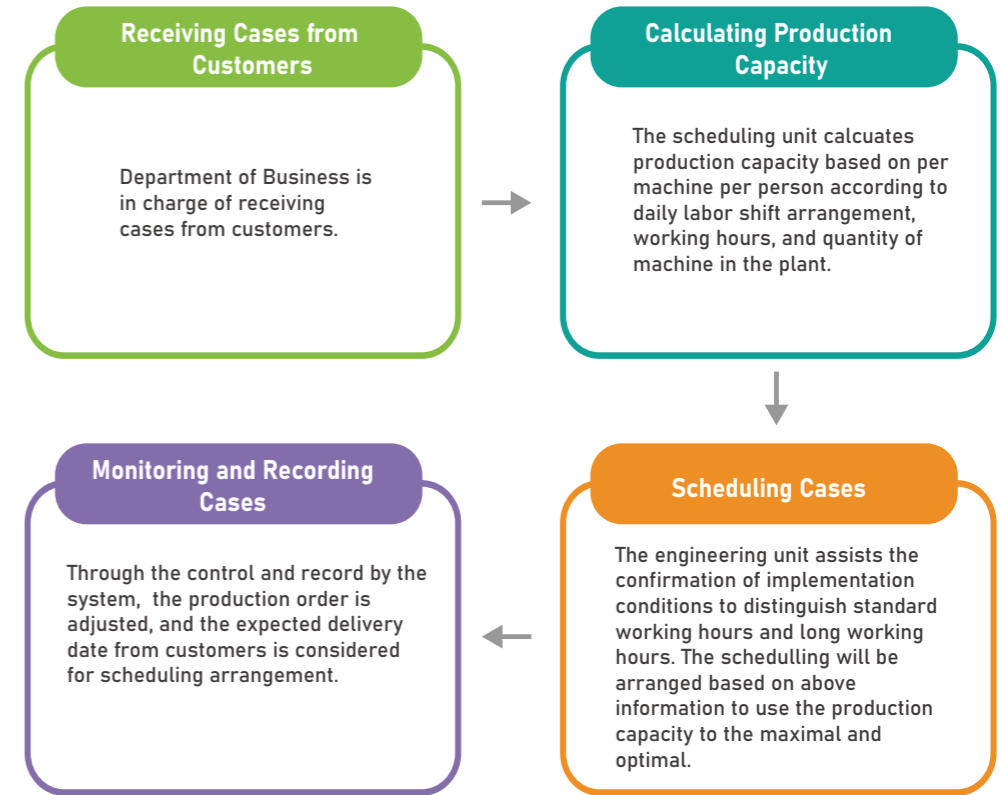


MSScorps' LINE Official Account

4.4.2 Customer Commissioned Case Scheduling System Optimization

MSScorps introduced a smart E-system in 2018 to record the process of cases and optimize the overall production system process. Through the "Smart E-System", reminders for time nodes of each station from receiving the case to the completion of the case can be set up and clearly display the handling time and process arrangement at each responsible unit. It makes the progress and process of cases absolutely clear and significantly enhances the efficiency of equipment operation. Besides, the "Smart E-System" can also link with different operating sites. When receiving an inquiry from a customer, responsible personnel at Hsinchu and Tainan Science Park operating sites link the analysis service with operating sites through email. The lead time is evaluated by the system to arrange the best operating site in order to shorten the processing time. With the smart E-system, MSScorps is capable of handling cases in huge amount and with high difficulty to further enhance the Company's competitiveness and effectively shorten the delivery time of the case to help customers obtain high-quality services.

The Department of Business Planning in the Company inspects whether there is any space for the adjustment of production output speed and various details through daily production meeting. The purpose is to provide customers fast and precise quality. In terms of delivery date, we make a forecast according to the production capacity planning. For key customers, we also provide quarterly production capacity configuration so that they can allocate the quantity of commissioned cases accordingly.



4.4.3 Customer Complaint Handling and Customer Satisfaction

MSScorps wishes to maintain long-term and stable partnerships with customers. Therefore, the Department of Business visits important customers and business partners regularly to discuss services and products as well as exchange market information to timely report customers' feedback to the Company. To respond to the continuous overseas market expansion, such as customers in Europe, America, Japan, and Korea, we gradually increase the customer visit frequency after the epidemic slows down as well as communicate closely with overseas institutions.

Customer Communication Channels

Method	Description
Routine visits	<ul style="list-style-type: none"> Sales representatives will visit customers in person or through telephone conversation to establish a bridge for customer communication. They also regularly check the progress of project items for the end customers and discuss the difficulties that customers encountered recently in order to provide appropriate analysis tools. Besides, they will have visit customer regularly every year to check the demands of annual commissioned cases.
Technical seminars	<ul style="list-style-type: none"> Inviting customers to participate in the new product presentation. Holding technical seminars for key customers.
Customer audits	<ul style="list-style-type: none"> Key customers will regularly audit every year or every quarter for random check on the process of case receiving, implementation, and returned goods management.
International semiconductor exhibition	<ul style="list-style-type: none"> Attending international semiconductor manufacturer exhibition, such as SEMICON China.

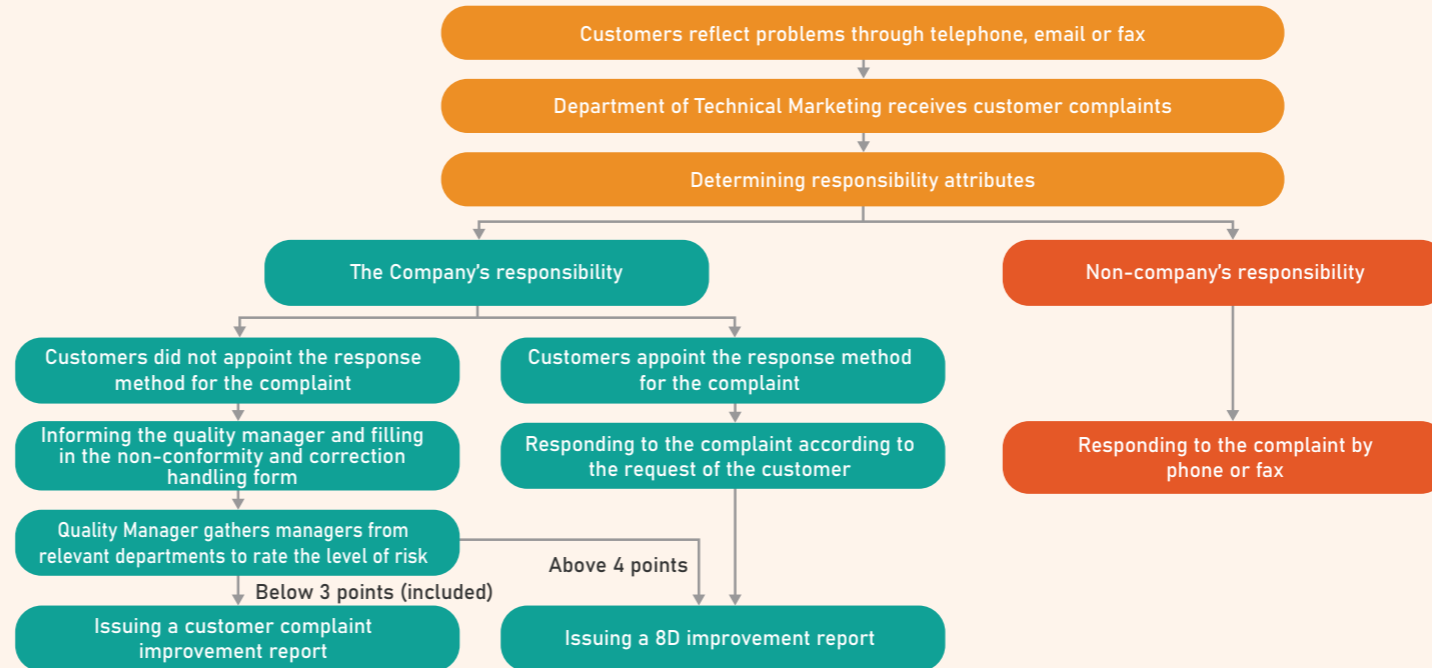
Customer Complaint Handling

Listening the voice of customers is the responsibility of MSScorps. To protect rights and interests of customers, MSScorps established diverse channels for customers to address their complaints. We also have "Customer Feedback Procedures" in place to regulate the responsible unit for customer complaints and handling SOP in order to make timely response and formulate improvement measures to enhance service quality and maintain customer relationships. In 2022, the customer complaint response rate was 100%. The main suggestion was the enhancement of production capacity. The Company has planned to purchase several new machine. In December 2022, we invested NT\$2.5 billion to expand the capacity scale of materials analysis in Taiwan. In the future, we will continue maintain the target of a response rate in 100% whenever there is a customer complaint.

Customer complaint hotline: +886-3-6663298

E-mail: serive@msscscorps.com

MSScorps Customer Feedback Procedures



Customer Satisfaction Survey

Based on the requirements of ISO 9001, MSScorps conducts customer satisfaction survey twice every year. The criteria of the survey include analysis service quality, delivery, and services provided by sales personnel to find out customer satisfaction. Business units summarize customer opinions every half a year and take initiative in finding out reasons from the customers with lower rating (below 95 points) for discussing and formulating improvement measures for each department to implement accordingly. We improve our service quality according to customer demands.

The questionnaire survey carried out in the first half and second half of 2022 revealed the overall satisfaction from customers on services MSScorps provided was extraordinarily satisfied. During the survey, some customers had suggestions in case collection and delivery time in other counties and cities and mobile supervision of cases. For these suggestions, the Company has planned the responding measures and will increase the number of personnel for fieldwork based on the business situation. In the future, the cases will be followed up by service engineers. To continue maintaining high customer satisfaction and listening to the voice of customers, MSScorps will work hard to conduct customer satisfaction survey regularly twice every year and maintain the target of customer satisfaction over 95 points.

Year	Quantity of customer satisfaction survey	Quantity of satisfaction over 95 points (included)	Quantity of satisfaction less than 95 points	Average score of satisfaction survey
2020	30	27	3	98.6
2021	30	23	7	96.9
2022	30	19	11	93.8

Appendix: GRI Content Index

Statement of use	MSScorps Co., Ltd. has reported in accordance with the GRI Standards for 2022 (January 1, 2022, to December 31, 2022).
GRI 1 used	GRI 1 : Foundation 2021
Applicable GRI Sector Standard(s)	There is no applicable GRI Sector Standards published during the period of the report.

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2-2	Entities included in the organization's sustainability reporting	About the Report	3	
2-3	Reporting period, frequency and contact point	About the Report	3	
2-4	Restatements of information	-	-	No restatement of information this year.
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2-16	Communication of critical concerns	3.1.2 State of Operation of the Board of Directors and Functional Committees	41-42	
2-17	Collective knowledge of the highest governance body	3.1.2 State of Operation of the Board of Directors and Functional Committees	43	
2-18	Evaluation of the performance of the highest governance body	3.1.3 Board of Director performance Assessment	43	
2-19	Remuneration policies	-	-	The remuneration policy for MSScorps Board of Directors and senior managers follows "Methods for Remuneration to Directors and Managerial Officers". It includes fixed salary and floating salary, severance pay, retirement pension, various bonuses, and transportation allowance. No recovery mechanism is established yet. Please refer to 2022 Annual Report for the remuneration to the Board of Directors and senior managers.
2-20	Process to determine remuneration	3.1.3 Board of Director performance Assessment	43	
2-21	Annual total compensation ratio	-	-	Annual total compensation ratio is confidential information of MSScorps, so we provide 'confidentiality constraints' as the reason for omission in this case.
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	Disclosure	Corresponded chapter	Page	Note
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5. Stakeholder Engagement				
2-29	Approach to stakeholder engagement	Stakeholder Engagement	8-9	
2-30	Collective bargaining agreements	-	-	The Company does not establish an employee union and does not enter collective bargaining agreement.
GRI 3 : Material Topics 2021				
3-1	Process to determine material topics	Materiality Analysis Stakeholder Engagement	8-12	
3-2	List of material topics	Materiality Analysis	10-12	
3-3	Management of material topics	Sustainable Development Strategy Materiality Analysis	-	
GRI 204 : Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	1.3.1 Supplier Management	23	
GRI 205 : Anti-corruption 2016				
205-3	Confirmed incidents of corruption and actions taken	3.2 Ethical Management	44	
GRI 206 : Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.2 Ethical Management	44	
GRI 302 : Energy 2016				
302-1	Energy consumption within the organization	1.2.1 Energy Policy and Management	21-22	
GRI 303 : Water and Effluents 2018				
303-3	Water withdrawal	1.2.3 Water Resource Policy and Management	22	
GRI 305 : Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	1.1.2 Greenhouse Gas Emissions and Management	21	
305-2	Energy indirect (Scope 2) GHG emissions	1.1.2 Greenhouse Gas Emissions and Management	21	

Disclosure		Corresponded chapter	Page	Note
GRI 306 : Waste 2020				
306-3	Waste generated	1.2.4 Waste Policy and Management	23	
GRI 401 : Employment 2016				
401-1	New employee hires and employee turnover	2.1.2 Manpower composition	29	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2.1.4 Employee Welfare System	30	
401-3	Parental leave	2.1.4 Employee Welfare System	30	
GRI 403 : Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	2.4.1 Occupational Safety and Health Management	34	
403-2	Hazard identification, risk assessment, and incident investigation	2.4.2 Occupational Safety and Health Hazard Identification	35	
403-3	Occupational health services	2.4.4 Health Promotion Measures	37	
403-4	Worker participation, consultation, and communication on occupational health and safety	2.4.4 Health Promotion Measures	37	
403-5	Worker training on occupational health and safety	2.4.2 Occupational Safety and Health Hazard Identification	35	
403-6	Promotion of worker health	2.4.4 Health Promotion Measures	37	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2.4.1 Occupational Safety and Health Management	34-35	
403-9	Work-related injuries	2.4.3 Occupational Injury and Occupational Disease	36	
GRI 404 : Training and Education 2016				
404-1	Average hours of training per year per employee	2.2.1 Employee Cultivation and Training	31	
404-3	Percentage of employees receiving regular performance and career development reviews	2.1.3 Remuneration and Performance Assessment	29	

Disclosure	Corresponded chapter	Page	Note
GRI 405 : Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	2.1.2 Manpower composition 3.1.2 State of operation of the Board of Directors and Functional Committees	27-28
GRI 406 : Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	-	- There is no incident of discrimination in the Company.
GRI 418 : Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.5.3 Customer Privacy Protection	- No involvement of the matter this year.

Appendix: Sustainability Accounting Standards Board (SASB) Metrics Comparison Table

Topic	Code	Category	Metric	Chapter	Page
Data Security	SV-PS-230a.1	Qualitative	Description of approach to identifying and addressing data security risks	3.5.2 Information Security Management Measures	48-51
	SV-PS-230a.2	Qualitative	Description of policies and practices relating to collection, usage, and retention of customer information	3.5.3 Customer Privacy Protection	51
	SV-PS-230a.3	Quantitative	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	3.5.2 Information Security Management Measures 3.5.3 Customer Privacy Protection	48-51
Workforce Diversity & Engagement	SV-PS-330a.1	Quantitative	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	2.1.2 Manpower Composition	27-28
	SV-PS-330a.2	Quantitative	(1) Voluntary and (2) involuntary turnover rate for employees	2.1.2 Manpower Composition	29
	SV-PS-330a.3	Quantitative	Employee engagement as a percentage	Employee engagement survey has not been conducted yet this year. In the future, it will be planned for implementation step by step.	-
Professional Integrity	SV-PS-510a.1	Qualitative	Description of approach to ensuring professional integrity	3.2 Ethical Management	44
	SV-PS-510a.2	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	3.2 Ethical Management 3.3.1 Regulatory Compliance System	44-45
Activity metric	SV-PS-000.A	Quantitative	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	2.1.2 Manpower Composition	27
	SV-PS-000.B	Quantitative	Employee hours worked and percentage billable	2.1.3 Remuneration and Performance Assessment	29

Appendix: Rules Governing the Preparation and Filing of Sustainability Report by TWSE Listed Companies

Table 1-14 Other Electronics Industries Metrics Comparison Table


No	Metric	Category	State of annual disclosure	Unit of measure	Chapter
1	Total energy consumption, ratio of purchased electricity, and renewable energy utilization rate	Quantitative	In 2022, the total energy consumption was 23,187.6 GJ. The ratio of the purchased electricity to the total energy consumption was 93.7%. MSScorps did not use renewable energy in Taiwan.	GJ; %	1.2.1 Energy Policy and Management
2	Total water withdrawal and total water consumption	Quantitative	The source of water in MSScorps is Taiwan Water Corporation. In 2022, the total water withdrawal was around 9 million liters (thousand m ³). Because the Company does not install water consumption meters, we are not able to calculate the volume of water consumption.	Thousand m ³	1.2.3 Water Resource Policy and Management
3	Weight and recycling ratio of the hazardous waste generated	Quantitative	Please refer to 1.2.4 Waste Policy and Management for the weight statistics of hazardous waste. The hazardous waste generated by MSScorps labs includes chemical waste liquid, acid liquid, and empty glass bottles. They are all commissioned to qualified waste disposal provider for regular recycling.	Ton(s) ; %	1.2.4 Waste Policy and Management
4	Description of category, number of people, and ratio of occupational incidents	Quantitative	In 2022, there was no incident of occupational injury and disease on the Company's employees and contractors. Number of death caused by occupational injury and diseases was 0 person.	%; quantity	2.4.3 Occupational Injury and Occupational Disease
5	Disclosure of product lifecycle management, including the weight of scrapped products and electronic waste and the recycling ratio (Note 1)	Quantitative	Not applicable; the Company mainly provides analysis services.	Ton(s) ; %	
6	Description of risk management related to the key materials used	Qualitative description	Not applicable; The company mainly provides analysis services. The purchase unit in MSScorps selects excellent suppliers based on quality, price, and delivery according to the actual demands of the Company to stabilize the service quality of supply chain. In addition, external calibration suppliers must obtain the third-party certification by Taiwan Accreditation Foundation (TAF) to ensure lab quality and reduce risks.	N/L	1.3.1 Supplier Management
7	Total money loss caused by lawsuits related to the regulations of anti-competitive behavior	Quantitative	In 2022, there was no behavior related to corruption and discrimination as well as the violation of anti-competition, anti-trust, and monopoly.	Reporting currency	3.2 Ethical Management
8	Production capacity of main products based on the product category	Quantitative	MSScorps mainly provides analysis services. Since the service is not all priced by quantity, it is impossible to reasonably calculate its production capacity and quantity. In 2022, Production amount is 1,031,500 case volumen/NT\$ Thousand.	Vary according to the type of the product	

Appendix: Rules Governing the Preparation and Filing of Sustainability Report by TWSE Listed Companies

Table 2- Listed Companies Climate-related Information Index Table

Item	Summary of implementation status and corresponded chapter
1. Describe the oversight and governance on climate-related risks and opportunities implemented by the Board of Directors and management level	Please refer to 1.1.1 Climate Actions.
2. Describe how the climate risks and opportunities identified impact the company's business, strategies, and finance (in short term, medium term, and long term)	Please refer to 1.1.1 Climate Actions- "climate risk category and impact description table" and "climate opportunity category and impact description table".
3. Describe impacts of extreme weather events and transitional actions on finance	Please refer to 1.1.1 Climate Actions- "climate risk category and impact description table" and "climate opportunity category and impact description table".
4. Describe how to integrate the identification, assessment, and management process of climate risks in the overall risk management system	Please refer to 1.1.1 Climate Actions.
5. Describe the scenarios, parameters, assumptions, analysis factors and major financial impacts if scenario analysis is employed to assess the resilience against climate change risks	The Company does not use scenario analysis to evaluate resilience in facing climate change risks.
6. Describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks if there is any transition plan to respond or manage climate-related risks	Please refer to 1.1.1 Climate Actions- "significant climate opportunity responding strategy and corresponding index and goal table" and "significant climate risk responding strategy and corresponded index and goal table".
7. Describe the basis for price setting if internal carbon pricing is employed as a tool for planning	The Company does not use internal carbon pricing as the planning tool.
8. Describe the activities covered, scope of greenhouse gas emissions, planning time horizons, annual progress, and other information if climate-related goals are set; describe the sources and quantity of carbon credits offset or the number of renewable energy certificates (RECs) if carbon offsets or RECs are used to achieve relevant targets	Please refer to 1.1.2 Greenhouse Gas Emissions and Management and 1.2.1 Energy Policy and Management.
9. GHG inventory and assurance	The Company plans to complete greenhouse gas verification in the whole company by 2026 and complete the third-party verification or validation by 2028.

Limited Assurance Report from CPAs



勤業眾信
勤業眾信聯合會計師事務所
11073 台北市信義區松仁路100號25樓

Deloitte & Touche
25F, Taipei Han-Shuen Plaza
No. 100, Songren Rd.,
Xinyi Dist., Taipei 11073, Taiwan

Tel: +886 (2) 2725-9888
Fax: +886 (2) 451-6888
www.deloitte.com.tw

會計師有限確信報告

汎銓科技股份有限公司 公鑒：

汎銓科技股份有限公司民國 111 年度永續報告書，業經本會計師針對所選定之標的資訊執行確信程序竣事，並出具有限確信報告。本次執行確信程序之標的資訊詳附件一「確信項目彙總表」。

管理階層對永續報告書之責任

管理階層之責任係依據全球永續性報告協會 (Global Reporting Initiative, GRI) 發布之通用準則、行業準則及重大主題準則編製永續報告書，且維持與編製永續報告書有關之必要控制，以確保永續報告書所列標的資訊未存有重大不實表達。

會計師對永續報告書執行確信程序之責任

本會計師係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信工作，對上開永續報告書所選定之標的資訊(詳附件一)在所有重大方面是否未存有重大不實表達取得確信，並出具有限確信報告。相較於合理確信，有限確信案件所執行程序之性質及時間與適用合理確信案件不同，其範圍亦較小，因是取得之確信程度明顯低於合理確信。

本會計師係基於專業判斷規劃及執行確信程序，以獲取相關標的資訊之有限確信證據，且任何內部控制均受有先天限制，因此未必能查出所有業已存在之重大不實表達。本會計師執行確信程序包括：

- 取得及閱讀永續報告書；
- 訪談管理階層及相關人員，以瞭解公司編製永續報告書有關政策及程序；
- 訪談相關人員了解所選定標的資訊產生之流程、內部控制及資訊系統；
- 分析及以抽查方式測試標的資訊相關文件及紀錄。

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先天限制

由於諸多確信項目係屬非財務資訊，相較於財務資訊之確信受有更多先天限制，故該等資訊之相關性、重大性及正確性之解釋可能涉及更多管理階層之重大判斷、假設與解釋，不同利害關係人對該等資訊亦可能有不同之解釋。

獨立性及品質管理遵循聲明

本會計師及所隸屬會計師事務所遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。此外，本會計師所隸屬會計師事務所遵循品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及適用之法令規範相關之政策或程序。

確信結論


依據所執行之程序及所獲取之證據，本會計師並未發現汎銓科技股份有限公司民國 111 年度永續報告書中所選定之標的資訊在所有重大方面未有未遵循其衡量基準暨全球永續性報告協會 (Global Reporting Initiative, GRI) 發布之通用準則、行業準則及重大主題準則編製而須作修正之情事。

其他事項

本確信報告出具後，貴公司對任何確信標的或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

勤業眾信聯合會計師事務所

會計師 方 涵 妮



方涵妮

中華民國 112 年 8 月 28 日

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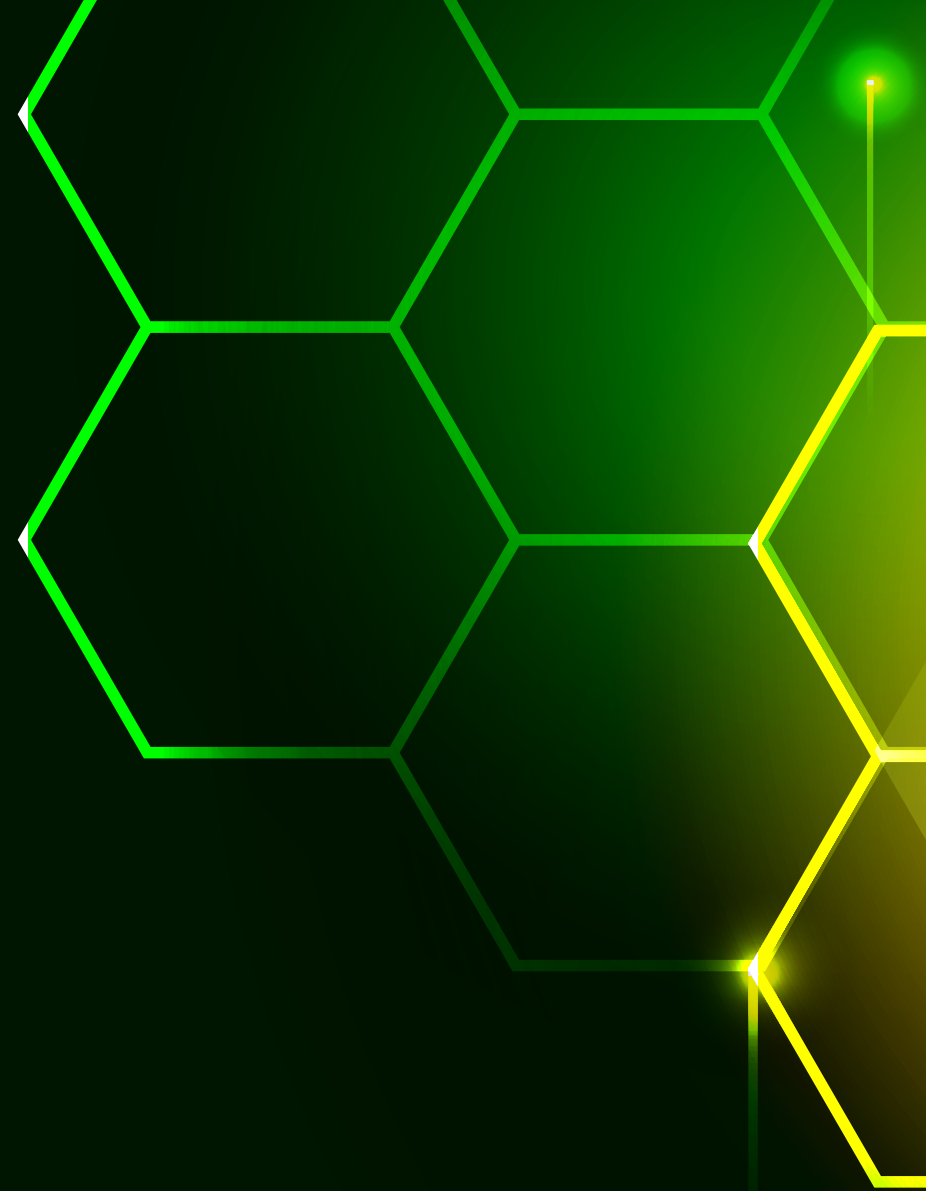
附件一

確信項目彙總表

確信項目編號	(GRI 指標編號 / SASB 指標編號 / 自行指標編號)	指標敘述	對應章節	衡量基準
1	GRI 401-3; 2016	薪資假	2.14	員工福利制度按性別劃分、享有及使用實質性員工總數、休完年假後應獲職、實際退職和留任員工總數及百分比。
2	SASB SV-PS-230a.3	(1)資料外洩件數、(2)涉資安管理措施及客戶的機密商業資訊 (CBI) 或個人身份資訊 (PII) 之百分比、(3)受影響之客戶數。	3.5.2 資安管理措施及客戶隱私保護	資料外洩件數、涉及客戶的機密商業資訊或個人身份資訊之百分比、受影響之客戶數。
3	上市公司編製與申報永續報告書作業辦法 附表一之十四 編號一	消耗能源總量、外購電力百分比及再生能源使用率	1.2.1 能源政策與管理 附表一之十四 其他電子業指標對照表	汎銓新竹營運總部、新竹材料分廠、竹北營運據點及南科分公司之能源消耗量(外購電力、汽油、外購電力百分比及再生能源使用率)。
4	上市公司編製與申報永續報告書作業辦法 附表一之十四 編號七	因與反競爭行為條例相關的法律訴訟而造成之金錢損失總額	3.2 誠信經營 附表一之十四 其他電子業指標對照表	因與反競爭行為條例相關的法律訴訟而造成之金錢損失總額。
5	自行指標 1	專利申請與核准數量	4.3.1 智慧財產權管理	提出之專利申請數量及累計取得之專利數量。

* 係指永續會計準則委員會 (Sustainability Accounting Standards Board) 制定之 SASB 準則 (SASB standards)

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MSSCORPS CO., LTD.

Service address: 8F, No.178, Section 2, Gongdao 5th Rd., Hsin-chu 30070, Taiwan, R.O.C.

TEL: +886-3-6663298

www.msscorps.com