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About this Report

This report is the first ESG Report of MSSCORPS CO., LTD. (“MSScorps” or “the Company” hereinafter), and represents the Company’s sustainable development goals and actions. Through this report, we hope to bring the world an understanding of our sustainability endeavors. This report discloses MSScorps’s sustainability performance in 2021 (January 1, 2021 to December 31, 2021), and will be updated annually (i.e., the latest version of ESG report will be published every year.)

Preparation basis and scope

This report makes disclosures based on the core options of the GRI Standards published by the Global Reporting Initiative (GRI), with the SASB Standards - Professional & Commercial Services being the supplementary disclosure basis. MSScorps operates worldwide and has a service location in Taiwan, Shanghai, and Nanjing. The disclosure scope of this report mainly covers our significant operation: Taiwan Headquarter.

Reporting cycle

In principle, MSScorps’s ESG Report will be published at a set time every year.

The ESG Report of 2021 will be published in August 2022.

The ESG Report of the following year (2022) will be published in September 2023.

Report preparation standards

Each task undertaker of the project team at each department summarizes and analyzes data, which is used to disclose the performance of our ESG Plan based on the GRI Standards, and on SASB Standards - Professional & Commercial Services in a supplementary way. Data is included into the report only after its accuracy has been confirmed through a discussion between the task undertaker of each department and the responsible supervisor, and then is compiled by the project team.

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Message from the Chairman

Couple expertise with discipline; dangle the properties of Carbon Nanotube towards MSS's infinite potentials

Under a macro economic environment raged by the pandemic and China-US trade war, global consumer markets are dragged behind by insufficient capacity of semiconductor wafers and highly dependence on advanced semiconductor process, causing the demand to outpace supply in the terminal products market. Fortunately, by focusing on providing analysis of materials used in advanced semiconductor process, we have become a critical partner of brand semiconductor manufacturers. As such, our sales boomed against the tide, making us the benefited group in the semiconductor industry.

MSScorps has a high market share for the verification and analysis services provided for advanced semiconductor processes at 5nm or below. Since our major customers are likely to maintain the capital expenditure on advanced processes, we are expected to benefit. Looking into the market in the future, we will see orders increased as a result of benefiting from the rising demands for advanced processes, advanced packaging, and the third generation semiconductors. In December 2021, our monthly revenue hit NT\$164 million, a record high; our operating revenue for 2021 hit NT\$1.47 billion, up 32.04% YOY. In addition, major customers are expected to double their capital expenditure, of which 70% to 80% will be on advanced processes, creating a potential economic performance in the future.

Looking into 2022, as the advanced semiconductor process advances constantly, including to the 2nm technology node and the Gate-all-around (GAA) transistor structure, the demands for materials analysis will boom. Coupled with our expanding the failure analysis (FA) services to win orders from IC designer customers, the operating revenue in Taiwan will continuously grow this year.

Forward-looking investment in the analysis technology to achieve continuous technological breakthrough

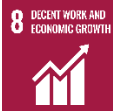






In 2020, the Company obtained the official approval letter from the MOEA titled “Stay-with-Taiwan Enterprise Investment Acceleration Action Plan”, according to which we will invest NT\$1.26 billion in purchase of equipment in phases within three years, starting from 2020, in tandem with customers’ demands, so as to optimize our analysis technology strength. We have started executing the action plan, achieving a good budget execution effect which reflected in our sales growth in 2020. In terms of talent recruitment, since employees are the most valuable assets of the Company, we offer them a good work environment and a good salary and welfare system for them to grow with us with peace of mind.

We direct our research focus to the development of analysis services for various applications that would enable us to offer customers a wide range of solutions. To ensure that we maintain a leading difference in analysis technology, we have been developing special technologies for analysis purpose since incorporation, ensuring that we deliver the best quality analysis report within the shortest lead time, thus making us competitive.

In addition, in line with our overall planning in the future, starting from 2021, we will gradually move to the capital market to increase our visibility and attract more excellent talents. In terms of expansion of operating locations, to closely serve customers in Tai Yuen Hi-Tech Industrial Park in Zhubei, we newly established our Zhubei office, which officially started operations in 2021, hoping to offer customers analysis services with the shortest lead time that would meet their needs in the course of process development and thus win us long-term projects commissioned by customers. In the future, we will uphold a

robust management principle to achieve our ultimate goals of caring for employees and maintaining steady sales growth and profits, so as to give back to stakeholders who have supported us long-term, thus maintaining good operational performance.

2021 Sustainability Performance

Aspect	Corresponding UN's Sustainable Development Goals (SDGs)	Performance in 2021
Governance and Economic	 	<ul style="list-style-type: none"> ● Operating revenue reaching NT\$1.47 billion in 2021 ● Completion of self-assessment of the Board of Directors ● Establishment of Reliable Analysis (RA) Engineering Division ● Completion rate for directors' education and training reaching 100%
Environmental	 	<ul style="list-style-type: none"> ● Phase in electronic forms, paperless measures, and paper recycling measures ● Installation of an RA Chilled Water System ● Installation of a Chilled Water System of the Central Air Conditioning System in Zhubei
Social	  	<ul style="list-style-type: none"> ● Charitable events expenditures reaching NT\$1,029,977 ● There was no incident of work-related injury this year. ● Creation of a happy enterprise environment where employee turnover rate (including those serving the Company for less than three months) is only 7%

Sustainable development management

MSScorps's corporate spirit is MSS (Material Science Service), which is also our Logo text fused into a carbon nanotube structure. Walking through 17 years, we expect our employees to be like the carbon atoms of a carbon nanotube that is closely bound, resilient, and ductile, so that they can enhance expertise and enthusiasm to become a good R&D and analysis partner of customers.

MSScorps Sustainable Development Management Strategy



MSS also represents infinity

M
S
S
S
∞

Sustainability themes

MSScorps's services
Government Supervision
Sustainable Environmental Management
Social Prosperity

Corresponding to Chapter 1
Corresponding to Chapter 2
Corresponding to Chapter 4
Corresponding to Chapter 5
Corresponding to Chapter 3



Corporate spirit

M
S
S

Masterly
Spirited
Satisfaction






Core Expertise

M
S
S

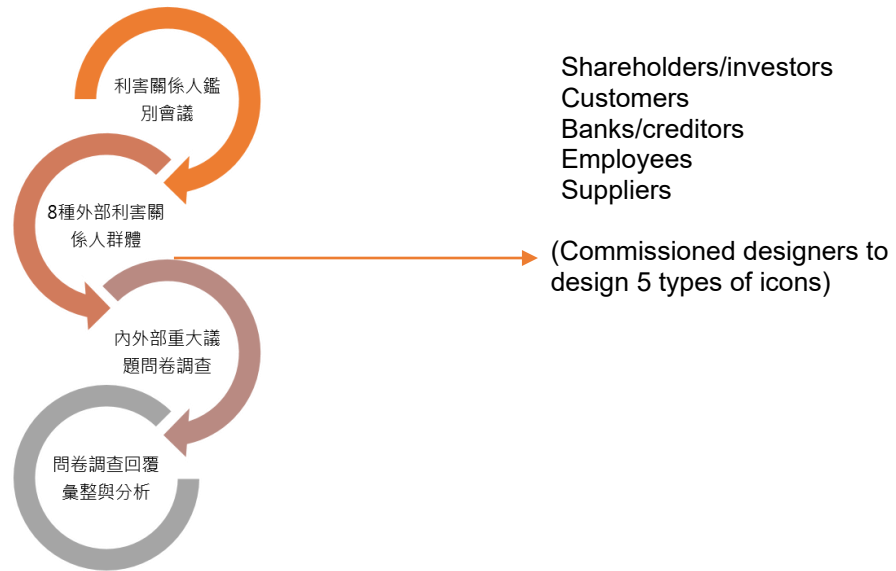
Material
Science Analysis
Service

Stakeholders and Material Topics Management

Identification procedures

Identification	Identification of stakeholders	<ul style="list-style-type: none"> ● By reference to industry standard ● By internal discussion ● Identification performed against the AA1000 Stakeholder Engagement Standard 	5 types of stakeholders
	Confirmation of material topics	<ul style="list-style-type: none"> ● ESG Report material topics questionnaire survey ● In accordance with international sustainability standards and regulations (including GRI Standards and SASB standards) 	Summary of 23 sustainability material topics of MSScorps
			
Ranking	Analysis of material topics	<ul style="list-style-type: none"> ● Extent of concern of the 5 types of stakeholders about sustainability topics ● Extent of impact on economic/environmental/social aspect as assessed by senior managers 	(118 questionnaires returned) Valid questionnaires reaching 100%
	Illustrate Material Topics Matrix	<ul style="list-style-type: none"> ● Ranking of material topics based on the results of sustainability topics analysis 	
			
Confirmation	Material topics	<ul style="list-style-type: none"> ● Identification of material topics for the year based on the ranking results; description of material topics 	13 material topics Corresponding to 10 GRI themes
			
Inspection	Sustainability Management	<ul style="list-style-type: none"> ● Management of material topics and follow-up assessment performed to grasp stakeholders' needs 	

Through internal discussion and by reference to peers' method of identifying and engaging stakeholders, MSScorps identified 5 stakeholders, namely shareholders/potential investors, customers, banks/creditors, employees and suppliers.



利害關係人鑑別會議

Stakeholders identification meeting

5種外部利害關係人群體

5 types of external stakeholders

內外部致重大議題問卷調查

Internal and external material topics questionnaire survey

問卷調查回覆彙整與分析

Summary and analysis of questionnaire survey response

Stakeholders identification results

Stakeholders	Importance	Communication channels and frequency of communication	Topics of concern
Shareholders/investors	The attainment of the Company's current business scale and competitive marketplace depend on shareholders' long-term support.	<ul style="list-style-type: none"> ● Hold the annual shareholders' meeting annually. ● Disclose the company's status irregularly. 	Innovative technology and development; sustainability strategy; information security
Customers	The Company upholds the corporate ideal of "satisfied customers" to continuously improve customers' confidence.	<ul style="list-style-type: none"> ● Irregular service quality survey conducted by a commissioned party ● Hotline and e-mail ● Satisfaction survey 	Customer relationship and development; information security; customer privacy
Banks/creditors	Banks offer the Company stable funds to prevent our operational disruption.	<ul style="list-style-type: none"> ● Irregular interaction through phone or Email 	Ethical corporate management; compliance, business performance, occupational safety and health, and employment
Employees	The Company always values talent cultivation since incorporation, and do our best to provide employees with in-service education and training	<ul style="list-style-type: none"> ● Employer-employee meetings periodically and establishment of the President's Mailbox ● Employee suggestion box, Chairman's platform, employee symposium 	Customer privacy, ethical corporate management, information security
Suppliers	All contract suppliers are the Company's critical partner in the course of growth and sustainability management.	<ul style="list-style-type: none"> ● Specifically communicate and announce the requirements 	Corporate governance, risk control, compliance, information security, business performance, quality management, intellectual property protection, customer relationship and development.

Identification of material topics

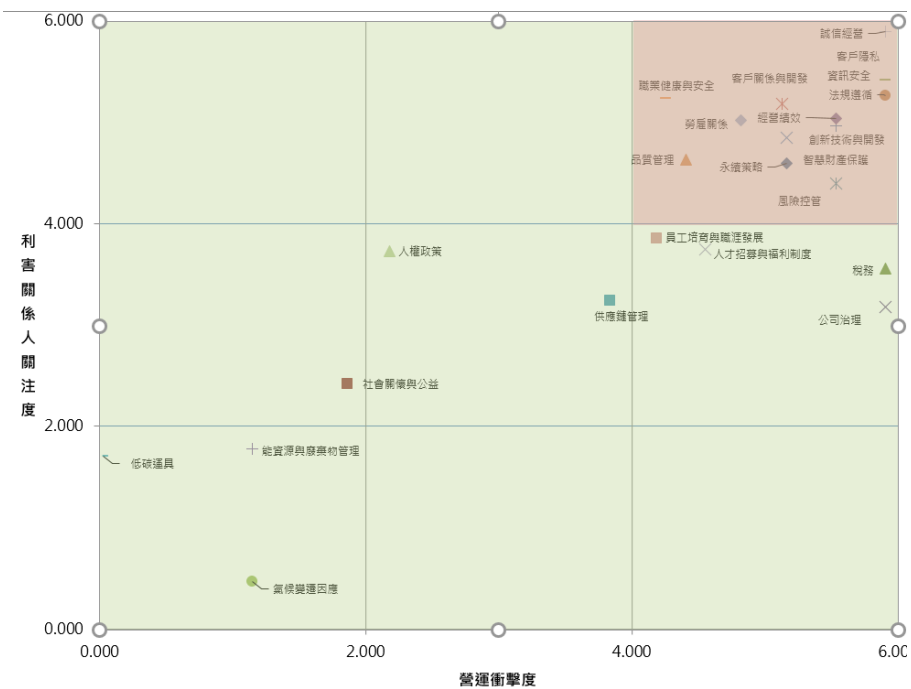
MSSCorps summarizes our sustainability topics by referencing the four GRI principles, namely sustainability context, materiality, completeness, and stakeholder inclusiveness; by consulting the international integrated reporting framework and international sustainable development trend; and by reviewing the material topics of exceptional peers at home and abroad. We also identify material topics by analyzing the sustainability topics.



重大性 Materiality		永續性脈絡及完整性 Sustainability context and completeness
	GRI 準則 GRI Standards	
利害關係人包容性 Stakeholder inclusiveness		國際整合性報導架構 The International Integrated Reporting Framework

The Company invites senior management to answer a questionnaire and assess the impact of sustainability issues. We then take on such assessment results along with the results of the survey on stakeholders' concern to identify our material topics. Material topics identified in 2021 include 13 items; when ranked in order, they are "ethical corporate management"; "information security"; "customer privacy"; "compliance"; "business performance"; "innovative technology and development"; "customer relationship and development"; "intellectual property protection"; "risk control"; "employment"; "sustainability strategy"; "occupational safety and health"; and "quality management".

Material Topics Matrix



<p>利害關係人關注度 Extent of concern of stakeholders</p>			<p>職業健康與安全 Occupational safety and health 品質管理 Quality management 勞雇關係 Employment 客戶關係與開發 Customer relationship and development 經營績效</p>
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		Business performance 永續策略 Sustainability strategies 誠信經營 Ethical corporate management 客戶隱私 Customer privacy 資訊安全 Information security 法規遵循 Compliance 創新技術與開發 Innovative technology and development 智慧財產保護 Intellectual property protection
	人權政策 Human rights policy 社會關懷與公益 Social care and social welfare 供應鏈管理 Supply chain management	員工培育與職涯發展 Employee cultivation and career development 人才招募與福利制度 Talent recruitment and welfare system 稅務 Tax affairs 公司治理 Corporate governance
	低碳運具 Low-carbon vehicles 能資源與廢棄物管理	

	Energy, resources, and waste management 氣候變遷因應		
	Climate change response 營運衝擊度		
	Impact on business operations		

Description of material topics

Material topics	Corresponding GRI material topic	Meaning to MSScorps	Boundaries of impact				
			Shareholders/investors	Customers	Banks/creditors	Employees	Suppliers
Ethical corporate management	102 General Disclosures (Ethics and Integrity); 205 Anti-corruption; 206 Anti-competitive behaviors	The Company has formulated the Ethical Corporate Management Best Practice Principles to fulfill our responsibility as an enterprise.	●	●	●	○	●
Information security	Identified topic: information security management	The Company passed ISO27001, attesting to our meticulous attitude towards information security.	○	●	○	●	●
Customer privacy	418 Customer Privacy	The Company has a sound confidentiality system, in that we have signed NDA with customers to ensure the safety of important information.	○	●	○	○	○
Compliance	307 Environmental Compliance; 419 Socioeconomic Compliance	The Company abides by law and regulations of our own accord; we also disseminate laws and directives periodically, and fully disclose material violations.	●	○	○	●	○

Material topics	Corresponding GRI material topic	Meaning to MSScorps	Shareholders/investors	Boundaries of impact			
				Customers	Banks/creditors	Employees	Suppliers
Business performance	201 Economic Performance	The Company's business performance is ever growing and conforms to the expectation of shareholders and stakeholders.	●	○	●	●	○
Innovative technology and development	Identified topic: Innovative R&D	Technological innovation is what the Company aims to constantly break through.	○	●	○	●	○
Customer relationship and development	Identified topic: Customer satisfaction	Our long-term customers include domestic and foreign semiconductor giants, LED manufacturers, IC design companies, and semiconductor materials and equipment manufacturers.	○	●	○	○	○
Intellectual property protection	Identified topic: Intellectual property management	The Company installed a metal detection door and an anti-tailgating door at our labs, capable of blocking any memory storage and videotaping and telecommunication equipment and strictly controlling personnel access.	○	○	○	●	○
Risk control	102 General Disclosures (Strategy); 102 General Disclosure (Governance)	The Company's Audit Office performs risk control and implements an annual audit plan.	●	○	●	○	○

Material topics	Corresponding GRI material topic	Meaning to MSScorps	Boundaries of impact				
			Shareholders/investors	Customers	Banks/creditors	Employees	Suppliers
Employment	401 Employment; 405 Employee Diversity and Equal Opportunity; 406 Non-discrimination	Talents are the oxygen for the Company's continuous operations. We fully aim to invest in training and education.	○	○	○	●	○
Sustainability strategies	102 General Disclosures (Strategy); 102 General Disclosure (Governance)	The Company volunteers to compile the ESG Report, which stipulates our sustainability themes, attesting to our determination for sustainable development.	●	●	●	○	○
Occupational safety and health	403 Occupational Safety and Health	The Company ensures employees' physical and mental health as required by law.	○	○	○	●	●
Quality management	Identified topic: Quality management	Quality control ensures customers' interests and thus is our valued topic.	○	●	○	○	○

Note: ●Direct Impact; ○Indirect Impact

Material topics	Material Topics Management Approach		Corresponding Chapter
	Policy and Commitment	Actions and Performance Assessment in 2021	
Anti-corruption	<ul style="list-style-type: none"> ● Formulate the "Board of Directors Performance Assessment Procedures" and implement self-assessment by individual directors. ● Strictly implement corporate governance and the Ethical Corporate Management Best Practice Principles. ● Establish a whistleblower system 	There was no incident of corruption this year.	2.2 Ethical Corporate Management

Material topics	Material Topics Management Approach		Corresponding Chapter
	Policy and Commitment	Actions and Performance Assessment in 2021	
Anti-competitive behavior	<ul style="list-style-type: none"> ● Formulate the Ethical Corporate Management Best Practice Principles. 	There was no incident of complete behavior this year.	2.2 Ethical Corporate Management
Customer privacy	<ul style="list-style-type: none"> ● Take the initiative to build a customer data base and encrypt the same. 	There was no incident of leak of customer information or infringement of customer privacy this year.	3.2 Maintenance and Development of Customer Relationship
Environmental compliance	<ul style="list-style-type: none"> ● Abide by environmental laws and regulations. ● Track the change in environmental laws and regulations and assess the impact thereof. ● Implement the training and education, and dissemination of compliance. ● Abide by human rights protection laws and regulations. 	There was no non-compliance with environmental laws and regulations this year.	2.3. Risk Management
Socioeconomic compliance	<ul style="list-style-type: none"> ● Track the change in human rights protection laws and regulations and assess the impact thereof. ● Implement the training and education, and dissemination of compliance. 	There was no non-compliance with socioeconomic laws and regulations this year.	2.3. Risk Management
Economic performance	<ul style="list-style-type: none"> ● Aim to continuously grow ● Perform internal audit and risk management 	Operating revenue reaching NT\$1.47 billion in 2021	1.1 About MSScorps
Employment	<ul style="list-style-type: none"> ● Offer employees remuneration and welfare outperforming the industry standard. ● Enhance the employer-employee communication channels. ● Ensure employees are not discriminated against on the grounds of age, sex, ethnics, religion, nationality, political affiliation, place of birth, sex orientation, marriage or appearance, or physical impairment. 	There were 56 new hires and 32 resignations this year.	5.1 Talent Recruitment and Nurture
Diversity and equal opportunity	<ul style="list-style-type: none"> ● Ensure employees are not discriminated against on the grounds of age, sex, ethnics, religion, nationality, political affiliation, place of birth, sex orientation, marriage or appearance, or physical impairment. 	There was no complaint about human rights violations this year.	5.1 Talent Recruitment and Nurture

Material Topics Management Approach

Material topics	Policy and Commitment	Actions and Performance Assessment in 2021	Corresponding Chapter
Non-discrimination	<ul style="list-style-type: none"> ● Prohibit any type of workplace discrimination and sexual harassment. 	There was no incident of discrimination or sexual harassment this year.	5.1 Talent Recruitment and Nurture
Occupational Safety and Health	<ul style="list-style-type: none"> ● Abide by the four major occupational safety and health plans 	There was no incident of work-related injury this year.	5.2 Employee Remuneration and Welfare Promotion
Identified topic: information security management	<ul style="list-style-type: none"> ● Formulate the Information Security Handbook 	Pass the ISO 27001 Information security management systems.	2.4 Information Security Management
Identified topic: Innovative R&D	<ul style="list-style-type: none"> ● Self-developed unique service development procedures ● Host education and training for sales specialists. 	We applied for 16 patents this year.	3.1 Development of Innovative Technology
Customer satisfaction	<ul style="list-style-type: none"> ● Develop a wide range of service channels. ● Conduct a customer satisfaction survey. 	Total customer satisfaction score was 96.9 points this year.	3.2 Maintenance and Development of Customer Relationship
Intellectual property management	<ul style="list-style-type: none"> ● Plan patent strategy 	We obtained 4 patents this year.	3.3 Intellectual Property Management
Quality management	<ul style="list-style-type: none"> ● Strictly abide by the quality management policy. ● Implement the education and training on quality management. 	Pass ISO 9001 Quality Control System certification	3.2 Maintenance and Development of Customer Relationship

Chapter 1 About MSScorps

In 2005, Chairman Liu Chi-lun, Chief Technology Officer Dr. Chen Jung-chin, and Chief Operating Officer Liao Yung-shun met at a fast food restaurant in the Hsinchu Science Industrial Park. It is unimaginable that this fast-food restaurant was the incubator for MSScorps. They each has different expertise in the semiconductor industry. Based on their common ideal of “creating a professional semiconductor engineering technology service company”, they incorporated MSScorps, targeting customers in the semiconductor industry and the IC design industry.

1.1 About MSScorps

From its establishment in 2005, MSScorps had less than 10 employees. Now we have 350 employees, with operating revenue growing dozens of times. Such an immense change reflects the thriving development of Taiwan's semiconductor industry.

MSScorps weights substantially in the market for the verification and analysis services provided for advanced semiconductor processes at 5nm or below. Since our major customers are likely to maintain the capital expenditure on advanced processes, we are expected to benefit. Looking into the market in the future, we will see orders increase as a result of benefiting from the rising demands for advanced processes, advanced packaging, and the third generation semiconductors. In December 2021, our monthly revenue hit NT\$164 million, a record high; our operating revenue for 2021 hit NT\$1.47 billion, up 32.04% YOY. In addition, major customers are expected to double their capital expenditure, of which 70% to 80% will be on advanced processes, creating a potential economic performance in the future.

MSScorps Milestones

Year	Important Event
July 2006	Authorized to be incorporated, with the authorized capital being NT\$25,000 thousand
June 2015	Successfully developed the ultra-thin specimen at 5nm that was used to analyze the dimensions of advanced process
February 2016	Successfully developed the high-resolution composition analysis technology
July 2017	Successfully developed a photoresist protection method during electron microscope observation
April 2018	Established the branch company in Hsinchu Science Industrial Park
October 2018	<ul style="list-style-type: none">Established the branch company in Tainan Science ParkAwarded the 27th National Award of Outstanding Small and Medium Enterprises, Ministry of Economic Affairs
June 2019	Established MSS (Nanjing) CO., LTD
November 2020	Established the branch company in Zhubei

To offer investors a thorough understanding of our operating status, MSScorps discloses operating revenue and financial statement-related information periodically as required by law. The Condensed Consolidated Statement of Comprehensive Income for the past two years is shown in the following table. Detailed financial information is available on our website and the Market Observation Post System.

Unit: NT\$1,000

	2021	2020
Operating revenue	1,469,881	1,113,184
Operating cost	914,775	702,861
Operating expenses	259,329	216,469
Net income after tax	252,493	159,106
Total Assets	2,896,848	2,331,208
Total Liabilities	1,017,122	758,223
Total Equity	1,879,726	1,572,985

Membership of Associations

Name	Qualification
Taiwan Printed Circuit Association (TPCA)	Member
SEMI	Member
The Allied Association for Science Park Industries	Member
The National Association of Small and Medium Enterprises, R.O.C.	Member

1.2 Products and Services

MSSCorps is in the semiconductor technology service industry. By using analysis equipment or device such as our high-end electron microscope, supplemented by our self-developed special analysis technology, we focus on providing the professional analysis report of the highest quality for customers during the course of their developing advanced processes. The scope of analysis report includes materials analysis and failure analysis of electronic components used by the semiconductor industry, the optoelectronics industry, and the network communication industry, thus making us the integrally critical R&D partner of global semiconductor giants.

Service item	Materials Analysis (MA)	Failure Analysis (FA)	Structured Analysis (SA)	Reliability Analysis (RA)
Description of service	This service comprises surface analysis and microstructure magnification and measurement	This is the IC failure analysis that helps customers find out the failure causes. Means of analysis includes non-	This service includes the surface analysis and topography analysis. Surface analysis is used to analyze chemical elements by using	This service is performed by international standards, limiting the specifications of a machine and then testing the scope of

Service item	Materials Analysis (MA) performed by using the Transmission electron microscope (TEM), Focused Ion Beam (FIB) electron microscope, and Scanning Electron Microscope (SEM).	Failure Analysis (FA) destructive methods (e.g.: Ultra-sound; x-ray) and destructive methods (e.g., through chemical treatment). After an abnormality is found, the case will be handed over for an MA. The other service of FA is circuit repair, which modifies the detailed circuit and ensures its functioning.	Structured Analysis (SA) secondary ion mass spectrometer (SIMS) and XPS mass spectrometer to help customer understand the elements distribution during the process. Topography analysis is performed using the AFM atomic wall microscope, gathering topographic imaging of the surface with a mechanical probe, this helps customers know the topography of the material surface.	Reliability Analysis (RA) conditions and applications. Customers in this field are mainly in the semiconductor industry (e.g., foundries, IC design companies) Relevant international standards include JEDEC, JDC, US MilSpecs, AMSI and other standards.
Service equipment	High-resolution transmission electron microscope; dual beam focused ion beam microscope; dual beam plasma focused ion beam microscope; scanning electron microscope; secondary ion mass spectrometer,	optical beam induced resistance change; InGaAs; phase heat radiation detection system; and 3D ultra-high-resolution X-ray imaging	Secondary ion mass spectrometer (SIMS) and XPS mass spectrometer	MK.2TE, MCC LC2 series, ESPEC Test Chambers, Smartech SD8140 with D-PHY
Industry user	Semiconductor wafer manufacturers, LED optoelectronic industry, IC design house, products or components of traditional industries,	Electrical failure analysis for instrument, IC circuit repair for advanced equipment, both can be provided to the IC design industry.	-	-
2021 Focus points for implementation	The Company enhanced the controllability of all analysis procedures; so far, an e-System is available. We manage each service item and each stage point through the e-System to improve the lead time	The e-System makes each stage point of the FA more controllable. This lowers the rate of error typically occurring when two cases intersect, and thus improve the quality of case. The e-System also gives a clear illustration of the service	We optimize the analysis conditions of the mass spectrometer to improve data precision, aiming to improve quality, shorten the lead time, and enhance two-way communication with customers. In addition, we also set up back-up machines to	We provided a full range of services that are available in our industry. That's why the RA Engineering Division was established in 2021. Related labs for performing reliability analysis are gradually set up. We also introduced ISO/IEC

Service item	Materials Analysis (MA) management and go paperless.	Failure Analysis (FA) procedures and thus improves the communication efficiency with customers.	Structured Analysis (SA) avert the scenario where there is gap of time in the course of providing services to customers.	Reliability Analysis (RA) 17025 certification and estimated and planned the revenue trend for 2022.
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Chapter 2 Corporate Governance

MSScorps fulfills corporate governance. In 2021, we launched an initial public offering and enrolled in the emerging stock market. We abode by the laws and regulations for TWSE- and TPEX-listed companies to formulate our “Corporate Governance Best-Practice Principles” and “Corporate Social Responsibility Best Practice Principles”. We also persisted in improving the functions of the Board of Directors and set up several functional committee directly under the Board. By establishing a sound system and organizational structure, we hope to enhance the efficacy of corporate governance and monitor the conduct of the management in order to ensure that the Board and the management act in a way that maximizes the benefits for the Company and all shareholders, thereby achieving operational goals and improving overall competitiveness.

2.1 Corporate Governance

MSScorps values sound operations. To ensure shareholder interests, in 2021, we established the Audit Committee, the Remuneration Committee, and corresponding organizational charters and regulations. The committees periodically report to the Board of Directors and in doing so to assist the Board of Directors to fulfill its supervision duties.

To realize corporate sustainability management, MSScorps assigned the accounting and financial units to take charge of planning matters involving sustainability issues, and to report the planning progress to the Chairman periodically, each operational units are responsible for implementing the plan.

2.1.1 MSScorps Organizational Structure



	Remuneration Committee							
			董事會 Board of Directors		稽核室 Audit Office			
	審計委員會 Audit Committee		董事長 Chairman					
			總經理室 President's Office					
Administration Division Administration Division	財會各處 The several Financial Divisions and Accounting Divisions	業務各處 The several Sales Divisions	研發各處 The several R&D Divisions	工程各處 The several Engineering Divisions	營業企劃處 Operations Planning Division	系統發展處 Systems Development Division	營運保全處 Operations Security Division	南科分公司 Branch office in Tainan Science Park 竹科分公司 Branch office in Hsinchu Science Industrial Park 竹北分公司 Branch office in Zhubei

Responsibilities and Functions of Departments

Department

Major Responsibilities and Functions

President's Office

- Execute the Board's various resolutions.
- Formulate overall business strategy, supervise the various units achieving annual business goals.
- Review business performance and control risks to achieve sustainable development and sustainability management goals.
- Implement corporate governance and corporate social responsibility.
- Maintain the relationship with investor.
- Plan and execute projects.
- Legal affairs and stock affairs.

- Approve quality policy and annual quality goals.
- Attend management review meetings.
- Assess and audit the reasonableness and effectiveness of the internal control system.
- Formulate, execute, and track the Company's annual audit plan.
- Recruitment, education training, employee insurance purchase, attendance management, and employee welfare.
- Manage fixed assets
- Procurement affairs, construction projects outsourcing, and supplier management.
- Materials procurement and inventory management.
- Customer's commissioned projects analysis
- Environmental, Safety, and Health matters, factory management and maintenance
- Budget development, variance analysis, and cost control
- Accounting affairs, tax affairs handling, review, and prepare financial statements
- Overall financial planning, e.g., short-, medium-, and long-term capital utilization plan and capital allocation plan.
- Provide total solutions to customers customized analysis needs
- Formulate new items development
- Develop new analysis technology
- Apply for patents for invention
- Formulate strategy to promote the Company's various businesses
- Collect industry information and survey the market
- Develop new customers and maintain customer relationship
- Build customers' basic information and apply for a credit limit for customers
- Provide customers with various materials analysis service solutions
- Provide customers with various failure analysis service solutions
- Provide customers with various surface analysis service solutions
- Provide customers with various reliability analysis service solutions
- Maintain existing equipment
- Formulate the production schedule for projects commissioned by customers
- Implement capacity planning based on existing equipment
- Develop and maintain systems programs, manage systems safety
- Manage and maintain the Company's customer service system
- Maintain the safety of customer audit information and the confidentiality of information
- Apply for review by various international certification bodies
- Manage the server room and maintain servers of Company
- Maintain the Company's information equipment, software, and hardware

- Execute the Company's backup mechanism and several operational security projects
- The several branch offices
- The operations of each operating location are subject to the leader of the operating location, who shall report to the President's Office.

2.1.2 Board of Directors and Functional Committees Operating Status

Functional committees

MSSCorps established the Board of Directors. We also established the Remuneration Committee and the Audit Committee to substitute for the original supervisor system in 2021, thereby enhancing the strength of external supervision and checks on the Board of Directors.

Base date: December 31, 2021

Committee	Roles and Responsibilities	Regulations
Remuneration Committee	<ul style="list-style-type: none"> ● Assist the Board of Directors to establish and periodically review the performance evaluation and policies, system, standards, and structure of the remunerations for Directors and managers ● Periodically evaluate and establish remunerations and benefits for Directors and managers 	<u>Remuneration Committee Charter</u>
Audit Committee	<ul style="list-style-type: none"> ● Fair presentation of the Company's financial statements ● Matters related to the selection, dismissal, independence, and performance of attesting CPAs ● The appointment or discharge of financial, accounting, or internal audit officers ● Effective implementation of the Company's internal control system ● The compliance of the Company with laws, regulations, and rules 	<u>Audit Committee Charter</u>

The Board of Directors

To strengthen the governance structure of the Board of Directors, MSSCorps had multiple independent directors elected at the annual shareholders' meeting. In 2021, we set up 9 seats of directors, 4 of them being independent directors. In addition, a majority of the directors did not concurrently serve as an employee or manager of the Company. In doing so, we fulfill our sustainable governance goals. We held 8 Board of Directors meetings and passed numerous important resolutions. In 2021, MSSCorps has not yet established the ESG Committee, which is responsible for decision-making on economic, environmental, and social topics.

Base date: December 31, 2021

Title	Nationality	Name	Gender	Education and experience	First date elected	Attendance rate of board meetings of 2021
Chairman	Republic of China	Liu Chi-lun	Male	<ul style="list-style-type: none"> ● Bachelor of Applied Physics, Tamkang University ● Engineer, Product Department, United Microelectronics Corporation ● Deputy Manager, Production Department, United 	94.07.27	100 % (8/8)

							Base date: December 31, 2021	
Title	Nationality	Name	Gender	Education and experience	First date elected	Attendance rate of board meetings of 2021		
Director	Republic of China	Chen Rong-Chin	Male	<ul style="list-style-type: none"> ● Microelectronics Corporation ● Deputy Manager, Production Planning Department, United Microelectronics Corporation ● Manager, Materials Department, Novatek Microelectronics Corp. ● PhD in Materials Science and Engineering, National Tsing Hua University ● Deputy Manager, Product Department, TSMC ● Project Manager, Nano-Architect Research Corporation ● Head of Technology Division, Materials Analysis Technology Inc. 	102.04.30	100 % (8/8)		
Director	Republic of China	Liao Yung-shun	Male	<ul style="list-style-type: none"> ● Master of Materials Science and Engineering, National Tsing Hua University ● Chief Engineer, TSMC ● Department Manager, Integrated Service Technology Inc. ● Deputy Head of Division, VisEra Technologies Company Ltd. 	108.06.12	100 % (8/8)		
Director	Republic of China	Wang Yung-ta	Male	<ul style="list-style-type: none"> ● Master, Institute of Biomedical Engineering and Environmental Sciences, National Tsing Hua University ● Master, Graduate Institute of Technology Innovation & Intellectual Property Management (TIIPM), National Chengchi University ● Optical Design R&D Engineer, Projector Division, BenQ Corporation ● ● Manager, CDIB Capital Group 	108.06.12	100 % (8/8)		
Director	Republic of China	Lin Hsin-tsai	Male	<ul style="list-style-type: none"> ● Oriental Institute of Technology ● Deputy Manager, United Microelectronics 	99.08.03	100% (8/8)		

Base date: December 31, 2021

Title	Nationality	Name	Gender	Education and experience	First date elected	Attendance rate of board meetings of 2021
Independent Director	Republic of China	Tsui Chang-feng	Male	<ul style="list-style-type: none"> ● Corporation ● Vice President, King Yuan Electronics Co., Ltd. ● Director, King Yuan Electronics Co., Ltd. ● Master of Information Engineering, Chung Hwa University ● Director, Jing Young Biotech Business Co., Ltd. ● Director, Wei Hung Tool Co., Ltd. ● Chairman and President, Internet Times Information Media Co., Ltd. 	110.07.01	100% (4/4)
Independent Director	Republic of China	Yuan Hung-chang	Male	<ul style="list-style-type: none"> ● Master, Institute of Finance, National Chiao Tung University ● CFO, TaiwanJ Pharmaceuticals Co. Ltd. ● Financial Officer, K Laser Technology Inc. 	110.07.01	100% (4/4)
Independent Director	Republic of China	Chan Ting-hsun	Male	<ul style="list-style-type: none"> ● Department of Accounting, Tunghai University ● Deloitte Taiwan ● Independent Director, AMIA Co, Ltd. ● Independent Director, UBI Pharma Inc. ● Independent Director, Wha Yu Industrial Co., Ltd. 	110.07.01	100% (4/4)
Independent Director	Republic of China	Wang Chien-min	Male	<ul style="list-style-type: none"> ● Supervisor, Process Advance Technology Ltd. ● Department of Finance and Law, Chung Yuan Christian University ● Head of Lawyer Litigation Team, J.S. International Attorneys at Law ● Apprentice Lawyer, Wu & Associates, Attorneys-at-Law ● Specialist, Securities and Futures Investors Protection Center ● Court clerk, Taoyuan Branch, Administrative Enforcement Agency, Ministry of Justice. 	110.07.01	100% (4/4)

Composition Profiles of the Board Members

Classification of the Board Members Percentage		Age of the Board Members				
		Under 30 years old	30-50 years old	Above 50 years old	Total Number	Percentage
Taiwan	Females	0	0	0	0	0%
	Males	0	5	4	9	100%
	Total Number	0	5	4	9	
	Percentage	0%	55.6%	44.4%		

Education and Training of the Directors

Every year MSSCorps arranges for all Board members to take training courses on finance, risk management, sales, commerce, accounting, law, and corporate social responsibility. In 2021, every director completed the 6-hour education and training.

Title	Name	Course Name	Training hours	Base date: December 31, 2021	
				Course completion rate	
Chairman	Liu Chi-lun	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage	3	100%	
		Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3		
Director	Chen Jung-chin	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage	3	100%	
		Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3		
Director	Liao Yung-shun	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage	3	100%	
		Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3		
Director	Wang Yung-	Liability of Directors and Supervisors under the Securities and Exchange Act;	3	100%	

	ta	Analysis of Directors' and Officers' Liability Insurance Coverage Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3	
Director	Lin Hsin-tsai	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3	100%
Independent Director	Tsui Chang-feng	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3	100%
Independent Director	Yuan Hung-chang	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3	100%
Independent Director	Chan Ting-hsun	A New Chapter in Virtual Currency and Money Laundering Prevention Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3	100%
Independent Director	Wang Chien-min	Liability of Directors and Supervisors under the Securities and Exchange Act; Analysis of Directors' and Officers' Liability Insurance Coverage Obligations, Liabilities, and Operational Management of Directors and Supervisors under Corporate Governance and the Securities and Exchange Act	3	100%

Audit and Performance Assessment of the Board of Directors

To implement corporate governance, improve Board's functions, and establish performance goals to enhance the operating efficiency of the Board, MSScorps passed the "Regulations for Performance Evaluation of Directors and Managers" in 2021. Every year, we internally evaluate each Board member's performance and the operating status of the Board and the functional committees. In addition, we commission an external independent third party to perform evaluation once every three years. The evaluation results are submitted to the Board for review and improvement. The Board performance evaluation results are used as a reference for selection of and nomination for a director; the performance evaluation results of individual Board members are used as a reference for determining their individual remuneration.

- Evaluation frequency: Annually
- Evaluation scope: Board of Directors, individual Board members, and functional committees
- Evaluation methods: Internal evaluation by the Board of Directors, self-evaluation by individual Board members, peer evaluation, commissioned evaluation by external institutions or experts

Performance Evaluation Items		
Board of Directors Performance Evaluation: (Five Aspects)	Individual Board Member Performance Evaluation (Self-evaluation /Peer evaluation): (Six Aspects)	Functional Committee Performance Evaluation: (Five Aspects)
1. Participation in the Company's Operations 2. Raising the Quality of the Board of Directors' Decisions 3. Board Structure and Composition 4. Director Election and Continuing Education 5. Internal Control	1. Understanding of the Company's Objectives and Tasks 2. Awareness of Directors' Responsibilities 3 Participation in the Company's Operations 4. Management and Communication of Internal Relations 5. Directors' Expertise and Continuing Education 6 Internal Control	1 Participation in the Company's Operations 2. Awareness of the Functional Committee's Responsibilities 3. Raising the Quality of the Functional Committees' Decisions 4. Composition and Membership of the Functional Committee 5 Internal Control

Audit plan and Internal controls

MSScorps has formulated the “Implementation Rules of Internal Audit and Internal Control System”. According to it, the Chairman shall be the responsible supervisor for the daily operations of the audit units, and the Audit Office shall formulate an annual audit plan, have it passed by the Board of Directors, and periodically report the progress of the audit work to the Board of Directors. Our subsidiaries in Nanjing and Shanghai also abide by the internal control system and related laws and regulations, and are subject to periodic audits performed by the head office of MSScorps. In 2021, all the audit results indicated no significant non-conformity.

2.2 Ethical Corporate Management

Ethical Corporate Management Policy

MSScorps values ethical corporate management. To establish a corporate culture that values ethical corporate management and implement ethical corporate management policy, we formulated the “Ethical Corporate Management Best Practice Principles” and the “Ethical Corporate Management Procedures, and Code of Conduct” in 2021. According to them, the Company’s Directors, management officers, and employees shall abide by relevant regulations on ethical corporate management and avoid non-ethical conduct. We also arrange for new employees to take an orientation course on ethical corporate management, and disseminate and announce the “Ethical Corporate Management Best Practice Principles” to all employees. In addition, we perform regular internal education and training of advocacy, so that all employees understand and abide by the regulations on ethical corporate management. In 2021 there was no incidence of corruption or discrimination in MSScorps.

Training in Ethical Corporate Management for Directors and Supervisors

	China		Taiwan	
	Number of trainees taking the anti-corruption courses	Training completion rate	Number of trainees taking the anti-corruption courses	Training completion rate
Directors and Supervisors	4	100%	9	100%

Incidence of violation in 2021

In 2021, there was no incidence of anti-competitive, anti-trust, or monopoly behaviors in MSScorps.

Lawsuits in 2021

In 2021, we received two lawsuits filed by peer industries alleging misappropriation of trade secrets. Both were given a ruling not to prosecute, and the ruling of dismissal was not appealable. Details have been disclosed and described in the [prospectus](#) (link to P.4).

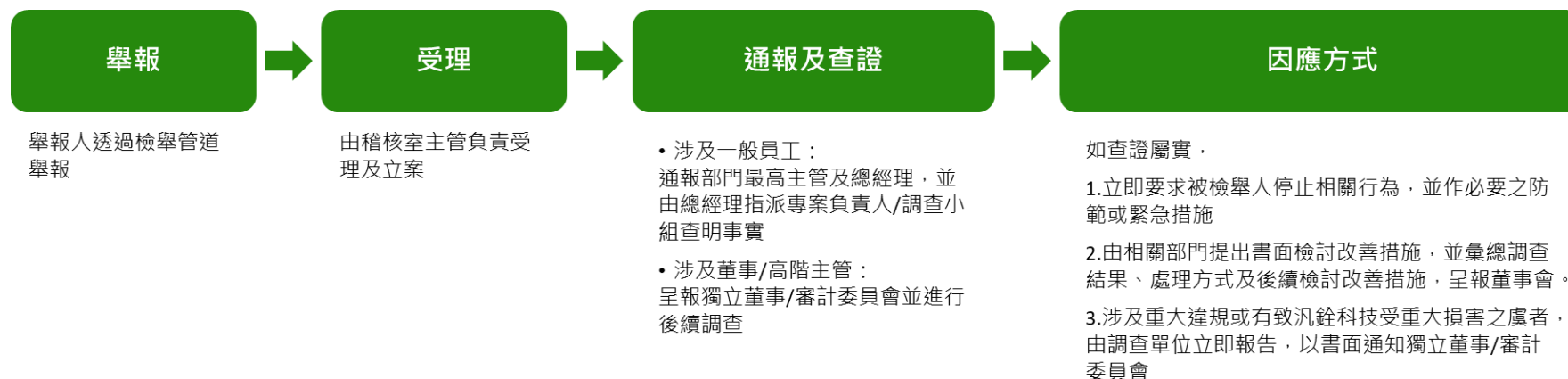
Ethical Corporate Management Policy on Suppliers

By referencing the “Code of Conduct- Responsible Business Alliance, RBA” and the declarations of the International Labour Organization, MSScorps has formulated the “Undertaking of Supplier Code of Ethic and Conduct”. Starting from 2020, we have demanded that all suppliers declare their compliance level with this code of conduct; we also include their compliance level in the considerations for our procurement decision-making.

2.2.1 Ethical Corporate Management and Whistleblower Mechanism

To implement ethical corporate management policy, MSScorps established the “Procedures for Preventing Insider Trading” and the “Regulations for the management of the Whistle-blower System”, which specify whistleblower channels and investigation procedures to uphold the interests of the whistleblower, and stipulate a cash bonus for the whistleblower depending on the severity of matters being reported in 2021, so as to fulfill the spirit of ethical corporate management. In 2021, there was no incidence reported by a whistleblower.

Whistleblower procedures



舉報 Report	受理 Accept	通報及查證 Notify and verify	因應方式 Response method
舉報人透過檢舉管道舉報 A case is reported by a whistleblower through the whistleblower reporting channel	由稽核室主管負責受理及立案 The head of the Audit Office accepts and documents the case	<ul style="list-style-type: none"> 涉及一般員工： 通報部門最高主管及總經理，並由總經理指派專案負責人 / 調查小組查明事實 A notification will be given to the head of the department concerned, and to the President, the President will designate a person dedicated to this investigation project. The case will be verified by the investigation team. 涉及董事 / 高階主管： When the case involves a 	如查證屬實， If a case is confirmed, <ol style="list-style-type: none"> 立即要求被檢舉人停止相關行為，並作必要之防範或緊急措施 the respondent will be demanded to cease the misconduct, and necessary preventive or emergency measures will be taken. 由相關部門提出書面檢討改善措施，並彙總調查結果、處理方式及後續檢討改善措施，呈報董事會 Departments concerned will

		<p>director or high-level manager: 呈報獨立董事 / 審計委員會並進行後續調查</p> <p>The case will be reported to the Independent Directors and the Audit Committee for subsequent investigation.</p>	<p>present improvement measures in writing, and will summarize the investigation results, handling methods, and subsequent review, and improvement procedures and submit the summary to the Board of Directors.</p> <p>3. 涉及重大違規或有致汎銓科技受重大損害之虞者，由調查單位立即報告，以書面通知獨立董事 / 審計委員</p> <p>If the case involves any material violation or might incur material loss to MSScorps, the investigation unit shall immediately report in writing to the Independent Directors/Audit Committee members.</p>
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MSScorps whistleblower reporting mailbox:report@msscorgs.com

2.3. Risk Management

2.3.1 Risk Management Mechanism

As a leader of advanced process development, MSScorps adopted the ISO 9001 standard to review, and perform a comprehensive evaluation of our organization at least once a year in order to seize the opportunities and cope with the risks on the market. For high risk items identified thereby, we either formulate appropriate countermeasures or accept the risks. **We also practice the principle of delegation of authority, in that we delegate the President's Office to coordinate and report risk-related matters, and to implement countermeasures.** The risk that MSScorps identified for 2021 is the price competition from products of peer companies. As so, we target our major market and customer base at the analysis of high-end products, so as to distinguish ourselves from low- and medium-price products and services, thereby reducing risks.

In addition, MSScorps prepares well early for the pandemic, in that we have employees work in different spaces and at different time, having them work

two shifts in four groups, so that they are separated. The countermeasures for COVID-19 that were formulated by the President's Office are as follows: Infection should be made and body temperature be taken at a set time. The guidance and requirements for visitors should be controlled, so as to maintain continuous operations during the pandemic period.

風險辨識	因應策略
人才流動風險	注重人才的養成，以維持分析技術工法的一致及服務的品質
設備故障風險	由設備工程處專責單位維持設備運作管理，以降低設備營運風險
品質管理與聲譽風險	設計良好的E化排程系統加以控管，保障客戶得到交期最短且品質一致的分析報告，以維護品質以及汎銓科技的聲譽
價格競爭風險	區分市場為高端產品分析，避免同業低價競爭風險
傳染病風險	值班進行分倉分流，採四班二輪制，使員工在四班之間區隔，降低接觸所產生傳染病風險
職場災害風險	定期做環境監測，辨識職業傷害危險因子

風險辨識 Risk identification	因應策略 Response strategies
人才流動風險 Talent turnover risk	注重人才的養成，以維持分析技術工法的一致及服務的品質 Attention should be given to talent cultivation, so as to maintain the consistency of analysis technologies and thus the service quality
設備故障風險 Equipment failure risk	由設備工程處專責單位維持設備運作管理，以降低設備營運風險 The responsible unit under the Equipment Engineering Division should maintain the operation and management of equipment, so as to lower the operational risks arising from equipment failure
品質管理與聲譽風險 Quality control and reputation risk	設計良好的 E 化排程系統加以控管，保障客戶得到交期最短且品質一致的分析報告，以維護品質以及汎銓科技的聲譽 A good digitalized scheduling system should be designed to control quality,

	and to ensure that customers obtain their analysis report at a consistent quality within the shortest lead time, thereby maintaining the quality and MSScorps's reputation.
價格競爭風險 Price competition risk	區分市場為高端產品分析·避免同業低價競爭風險 The main market should be targeted at high-end product analysis to avert the cut-throat competition from peers
傳染病風險 Infectious disease risk	值班進行分倉分流·採四班二輪制·使員工在四班之間區隔·降低接觸所產生傳染病風險 Employees should work at different spaces and in different time, i.e., they work two shifts in 4 groups, so that they are segmented, thereby lowering the risk of contracting a disease.
職業災害風險 Occupational accident risk	定期做環境監測·辨識職業傷害危險因子 Work environment monitoring should be performed periodically to identify the risk factors of occupational injuries.

(Special column) - COVID-19-related announcements

Starting from May 2021, MSScorps issued the Pandemic Control Best Practice Principles, which specify the following requirements:

- Visitors, external guests, and suppliers with non-essential needs are suspended from entering the factory for the time being. They are allowed to enter the factory only if they are approved by the head of the unit on the ground of a special condition, and have presented documents proving that they have not been in close contact with infected people, which documents shall include quarantine survey, health declaration, and a screenshot of the “Taiwan Social Distancing App” that clearly shows the window pane of “After data verification, you are not in close contact with the confirmed cases”. In addition, they shall complete the contact tracing, wear a face mask all the way through, and take a body temperature, which shall not be greater than 37.5 degrees Celsius, before they enter the factory at that given day.
- Employee are prohibited from going to other companies or institutions for any business purpose, unless they are attending the external trainings required by law, or they are approved by the head of their unit on the ground of a special condition.
- MSScorps has segmented our factories and offices (headquarters, materials analysis department, Zhubei operational location, Tainan Science Park operational location, Nanjing operational location, and Shanghai sales location) to diversify the operational risks; personnel belonging to different factories are prohibited from any physical interaction for the time being.
- The system to diversify engineer flow, i.e., working two shifts in four groups, shall be implemented in major MA factories. The principle that “personnel working different shift in different ground should not meet each other or gather after work should be abode by”. Important matters should be handed over by the leader of each group.
- The system to diversify engineer flow, i.e., working 3 shifts, shall be implemented in major FA factories. The principle that “personnel working different shift should not meet each other or gather after work should be abode by”.

- Non-essential face-to-face physical meetings should be reduced. To reduce inter-factory personnel movement, a remote meeting should be preferentially taken; for essential meetings, participants should be no greater than 5 people and the seats in the meeting room shall be in a chessboard seating arrangement, with the distance of two seats being no less than 1.5 meters.
- Employees are advised to suspend all plans that require them to go abroad, unless a special circumstance requires and they have been approved by both the head of the unit and the President.



2.3.2 Legal Compliance and Audit Policy

Regulatory Compliance Policy

To implement corporate governance, MSScorp has formulated the various internal regulations and policies, always attends to the implementation of the regulations at the local place where our domestic or foreign subsidiaries operate and, wherever required, updates our regulations accordingly. The Administration Division periodically arranges for employees to take education trainings so that they familiarized themselves with laws and regulations. Each unit internally advocates the laws and regulations, with which employees can comply. In addition, MSScorp became officially listed on the emerging stock market in July 2021. As such, we commissioned the stock agent department of Taishin Bank and the Taiwan Corporate Governance Association to compile the must-know respecting laws and regulations and arrange related training courses. The Audit Office audits each department to verify their legal compliance every year. In 2021, there was no breach of law or penalties arising therefrom in MSScorp.

Internal control and audit policy

MSScorps formulated own internal control system in 2020, including related implementation rules, both were approved by the Board of Directors. In addition, we formulate and implement an annual audit plan every year. **In 2021, MSScorps assessed its internal control system in accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies”, and found no significant non-conformity.**

第一道防線	第二道防線	第三道防線
業務權責人員 配合及執行法令	權責主管 核准及執行覆核	稽核室 定期查核法令遵循
第一道防線 First line of defense	第二道防線 Second line of defense	第三道防線 Third line of defense
業務權責人員 配合及執行法令 Responsible personnel in a business unit Implement laws and regulations as instructed	權責主管 核准及執行覆核 Responsible supervisor Approve and review	稽核室 定期查核法令遵循 Audit Office Inspect legal compliance periodically

Audit Process

訂定 年度稽核計畫	董事會通過	發布稽核通知	進行查核	與受查單位 溝通查核結果	呈報總經理 核准
訂定年度稽核計畫 Formulate annual audit plan	董事會通過 Passed by the Board of Directors	發布稽核通知 Issue audit notice	進行查核 Go inspect	與受查單位溝通查核結果 Communicate the inspection results to the unit being inspected	呈報總經理核准 Submitted to and approved by the President

Audit personnel license

The appointment and dismissal of the head of the Audit Office of MSScorps were passed by the Board of Directors in 2020. The evaluation and remuneration of auditors shall be proposed by the head of the Audit Office and approved by the Board of Directors.

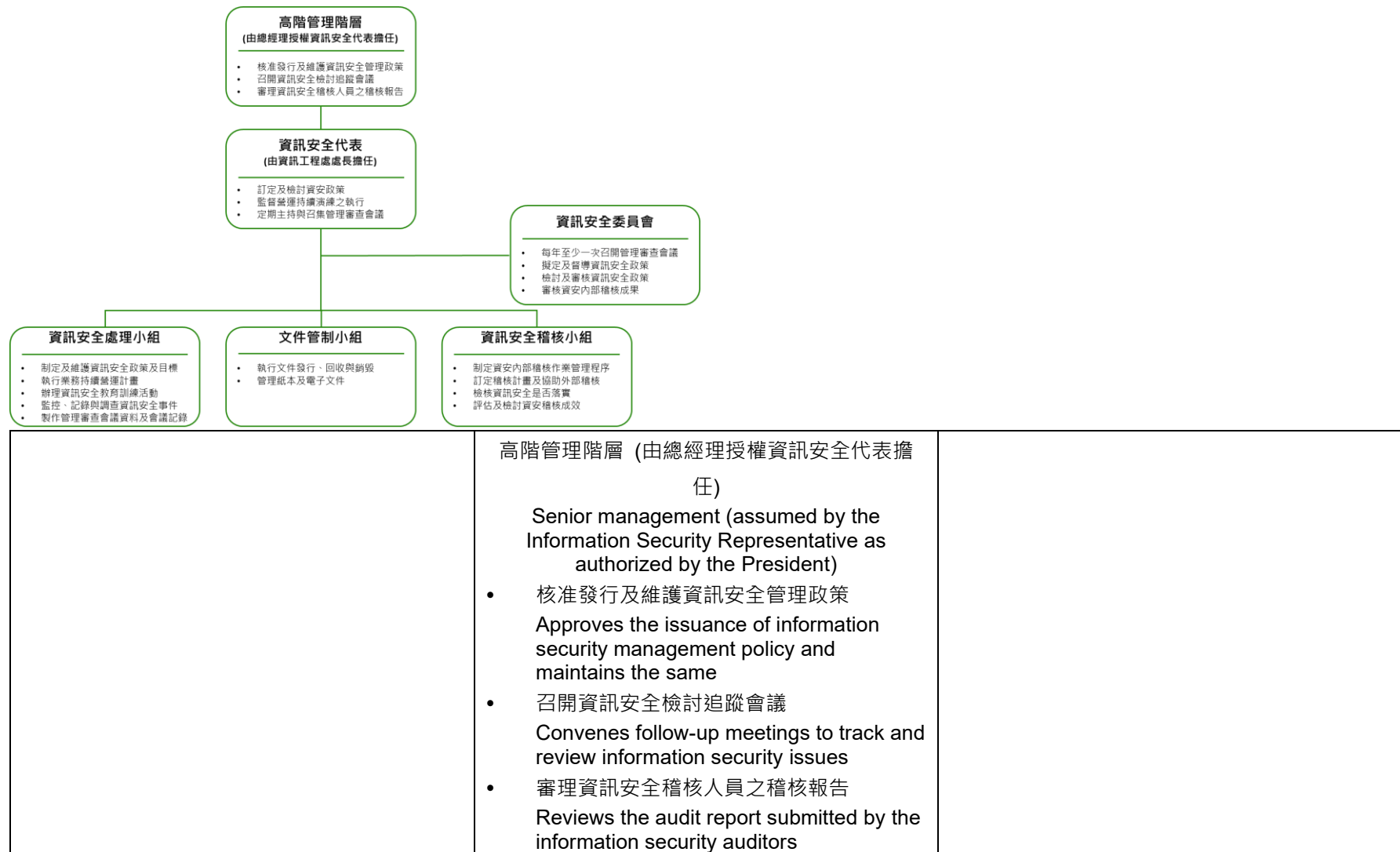
	Audit Office	Holders of a CIA license	Percentage of holders of a CIA license number
Number of People	2	1	50%

2.4 Information Security Management

To improve information security and protect trade secrets, MSScorps established the Operations Security Division, which is responsible for maintaining internal information security, performing information security audit, and managing information security equipment. Internally, we have formulated the “Information Security Handbook” and the “Procedures for Management of Information Security Organization and Roles and Responsibilities”, and implemented them in conjunction with the P.D.C.A. circular method. In doing so, we consolidate and strengthen the information security management system and establish a sound information security system. Internally, this enables implementation of information security management and business continuity; externally, this assures our stakeholders.

2.4.1 Information Security Management Structure

MSScorps values information security. To effectively promote and implement a information security management system, we established the Information Safety Management Committee, setting out the roles and responsibilities for those engaging in information security management, coordination affairs, and matters related to promotion of information security management. We also established the Information Security Management Task Force, which is responsible for executing the various tasks, setting and maintaining the information security policy, and formulating and executing education and training in information security.



	<p>資訊安全代表 (由資訊工程處處長擔任) Information Security Representative (assumed by the Head of Information Engineering Division)</p> <ul style="list-style-type: none"> 訂定及檢討資安政策 Formulates and reviews information security policy 監督營運持續演練之執行 Supervise the execution of the drill on operational continuity 定期主持與召集管理審查會議 Presides over and convenes the management review meeting periodically 	
		<p>資訊安全委員會 Information Security Committee</p> <ul style="list-style-type: none"> 每年至少一次召開管理審查會議 Convenes a Risk Management Committee meeting at least annually 擬定及督導資訊安全政策 Formulates information security policy and supervises its implementation 檢討及審核資訊安全政策 Reviews and audits the information security policy 審核資安內部稽核成果 Reviews the results of internal information security audit
<p>資訊安全處理小組 Information Security Management Team</p> <ul style="list-style-type: none"> 制定及維護資訊安全政策及目標 	<p>文件管制小組 Document Control Team</p> <ul style="list-style-type: none"> 執行文件發行、回收與銷毀 	<p>資訊安全稽核小組 Information Security Audit Team</p> <ul style="list-style-type: none"> 制定資安內部稽核作業管理程序

<p>Formulates and maintains information security policy and goals</p> <ul style="list-style-type: none"> • 執行業務持續營運計畫 <p>Executes the business continuity plan</p> <ul style="list-style-type: none"> • 辦理資訊安全教育訓練活動 <p>Organizes information security education training</p> <ul style="list-style-type: none"> • 監控、紀錄與調查資訊安全事件 <p>Monitors, records, and investigates information security incidents</p> <ul style="list-style-type: none"> • 製作管理審查會議資料及會議記錄 <p>Compiles the meeting materials for, the meeting minutes of, and the management review meeting</p>	<p>Issues, recycles, and destroys documents</p> <ul style="list-style-type: none"> • 管理紙本及電子文件 <p>Manages hardcopy and electronic documents</p>	<p>Formulates operating procedures for internal audit work</p> <ul style="list-style-type: none"> • 訂定稽核計畫及協助外部稽核 <p>Formulates the annual audit plan and assists in external audit</p> <ul style="list-style-type: none"> • 檢核資訊安全是否落實 <p>Checks whether information security measures are implemented</p> <ul style="list-style-type: none"> • 評估及檢討資安稽核成效 <p>Assesses and reviews the effectiveness of the information security audit</p>
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2.4.2 Information Security Management Measures

Disaster Recovery Drills

Total 2 drills on information security scenarios were held in 2021 and indicated no abnormality.

Drill schedule	Drill location	Drill content
2021/4/10	Lab at the Tainan Science Park	We measured and analyzed the scenario where the broken-down of the Lab's TSMC NAS due to failure activates the HA mechanism, and enables the backup host to perform the operation and so achieves business continuity. The drill results indicated no abnormality, and the drill was completed within the set duration.
2021/4/26	Lab at the Hsinchu Science Industrial Park	We measured and analyzed the scenario where the broken-down of the Lab's NAS host due to failure activates the backup NAS host to perform the operation and so achieves business continuity. The drill results indicated no abnormality, and the drill was completed within the set duration.

ISO 27001 certification

MSScorps passed the ISO 27001 certification in 2016. We continue to have more operating locations certified, so as to enhance the Company's information security protection, thereby ensuring information security and customers privacy requirements.

Information security vulnerability scanning

As for MSScorps's control of information security we scan, verify, and fix vulnerabilities at least once a year. To improve information security protection, we have purchased vulnerability screening software, and will increase the frequency of screening to enhance information security control. Also, to prepare for ISO 27001 audit, every year we inspect the safety operation in office, the operation of personal computers, and the use of licensed software.

Information Security Education and Training

MSScorps organizes a company-wide information security education and training every year, which was shifted online in 2021 due to the pandemic. The content of training also includes topics on videoconferencing safety, just to suit the situation. All employees must receive complete education and training and pass an online test.

Information security incidents in 2021

Date of Incident	Incident description	Incident handling	Improvement measures
2021/4/26	The mail service seemed abnormal, given that mails cannot be sent or received. After inspection, we found the mail host overloaded and mails were jammed in the queue waiting to be processed.	After the response unit implemented corrective measures by updating the mail hosting server to the latest version at noon on that day, the overload due to synchronization of data base was addressed.	In the future, before updating the mail host firmware, the personnel conducting the update shall consult manufacturers on whether the update will cause any problem. Only after confirming that the update won't cause any problem are the personnel allowed to conduct the update. The performance of the host after update shall be closely observed.
2021/4/27	A suitable vulnerability scanning software was not purchased for the vulnerability screening for critical information security equipment.	The non-conformity was identified during an internal audit, corrective measures followed suit.	Purchase of vulnerability screening software was planned to frequently increase the vulnerability screening for internal and external servers, thereby enhancing information security and lowering the chance of vulnerabilities.

Note: There is no information security breaches in 2021

Short-, Medium-, and Long-Term Goals

Short-Term Goals

1. Maintain the availability of systems and equipment to avoid occurrence of information security incident
2. Have existing operating locations certified against the ISO 27001 certification
3. Continue to control the electrostatic discharge protection, plan to obtain the ESD 20.20 Electrostatic Discharge Protection Management System certificate in 2022¹

Medium- and Long-Term Goals

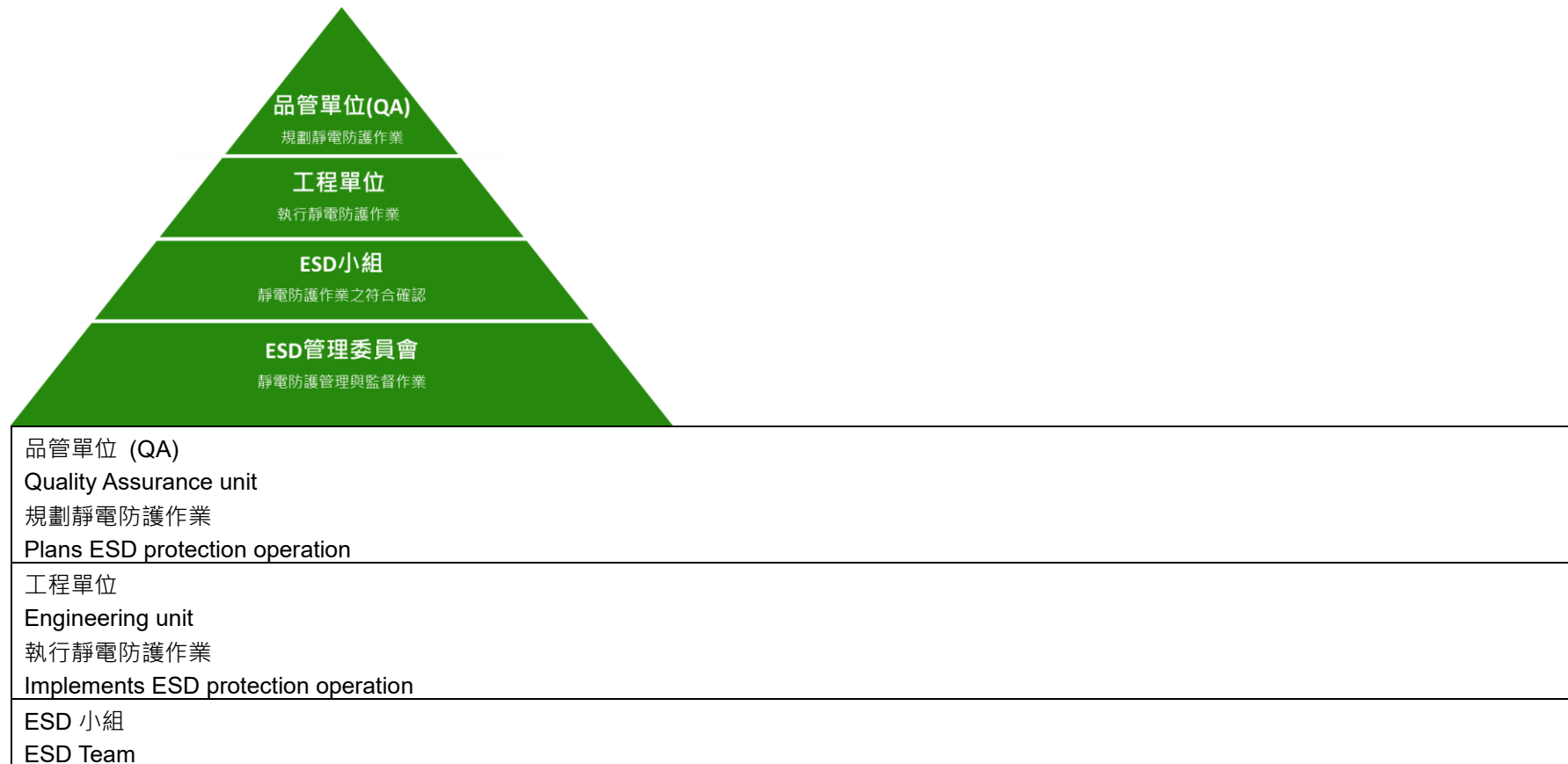
1. Expand the scope of ISO 27001 certification in line with addition of operating locations
2. Enhance MIS information security management; frequent vulnerability screening, make improvements as required by customers

¹Already obtained the ESD 20.20 Electrostatic Discharge Protection Management System certificate in 2022

2.4.3 Electrical Static Discharge (ESD) Sensitive Area Management Policy

ESD Protection

As a leader in the process analysis industry, to ensure the ESD protection operation in the lab where analysis takes place, MSScorps set up the ESD Management Committee and the ESD Protection Team. Aside from periodically managing and supervising ESD protection, we also formulated the “Lab ESD Protection and Control Procedures” in order to obtain ESD protection certification and improve our ESD protection and control standard, thereby improving customer satisfaction.



靜電防護作業之符合確認

Verifies the compliance of ESD protection operation

ESD 管理委員會

ESD Management Committee

靜電防護管理與監督作業

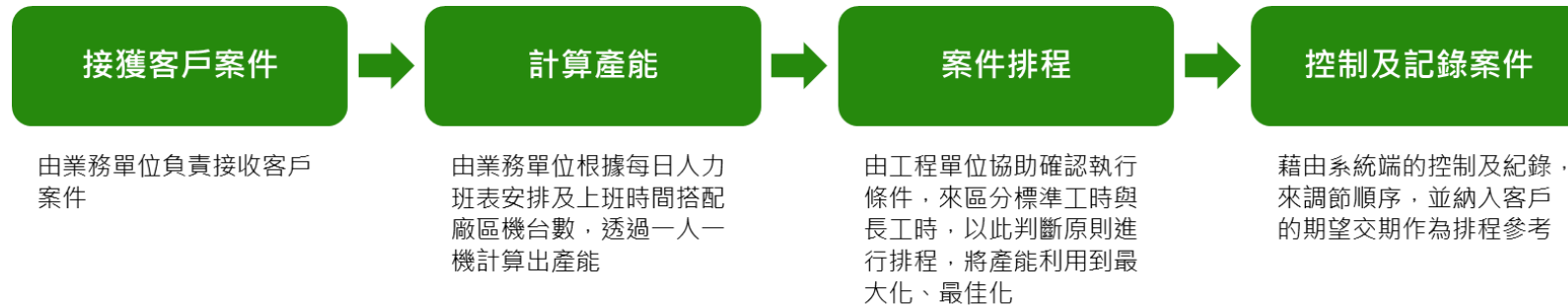
Manages and supervises ESD protection operation

Chapter 3. Innovative Services and Unlimited Development Potential

As a leader of semi-conductor high-end process analysis, MSScorps vows to provide customers with the best and most accurate analysis. Aside from continuously expanding business to provide customers with comprehensive analysis services, we also improve our service efficiency and control case schedule through continuously optimizing our systems. We also closely interact with customers to develop new technology tailored to their needs (i.e, customized services), and in doing so to become their good and trustworthy partners.

Case Scheduling System Optimization

Since introducing the “Smart e-System” to record case procedures in 2018, MSScorps has optimized the production system as a whole. The “Smart e-System” gives a notice at each stage and each time point from creation of a case to the completion of a case, specifying the time point and duration and the procedures arrangement that each responsible unit should abide by when dealing with a case. This makes the progress of a case clear enough, boosting the operating efficiency of equipment. In addition, the “Smart e-System” connects operating locations. When receiving an order placed by customers, the leaders of the Hsinchu operating location and Tainan operating location connect analysis services among operating locations via a request made through E-mail, they register with the “Smart e-System” to assess the lead time, and to assign the most ideal operating location to handle the case in order to shorten the case processing time. The “Smart e-System” enables MSScorps to undertake enormous and highly challenging cases, thereby improving our competitiveness, effectively shortening the lead time, and giving customers high quality services.



接獲客戶案件 Receive a case from customers	計算產能 Calculate capacity	案件排程 Schedule the case	控制及記錄案件 Control and record the case
由業務單位負責接收客戶案件 Have the sales unit accept the case commissioned by customers	由業務單位根據每日人力班表安排及上班時間搭配廠區機台數，透過一人一機計算出產能	由工程單位協助確認執行條件，來區分標準工時與長工時，以此判斷原則進行排程，將產能利用到最大	藉由系統端的控制及記錄，來調節順序，並納入客戶的期望交期作為排程參考

	The sales unit calculates capacity by applying the daily manpower allocation, business hours, number of machines available at factories, and based on the assumption that each person operates one machine.	化、最佳化 The engineering unit helps confirm the execution criteria to distinguish between standard working hours and long working hours, and schedules the case based on such a principle, so as to maximize and optimize capacity utilization.	Production sequence may be adjusted through the control and record on the systems end, customers' desired lead time should also be incorporated as a reference for scheduling.
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3.1 Development of Innovative Technology

MSScorps mainly engages in Materials Analysis and Failure Analysis. With the technology market advancing, the precision of nanostructure improves, the minimalist error might cause larger impact. As such, as a “leader of advanced process development for the semiconductor industry”, MSScorps vows to offer high-precision and low-damage analysis service. In terms of materials analysis, MSScorps performs destructive analysis by leveraging self-developed low-temperature Atomic Layer Deposition (ALD) technology, ultra-thin TEM specimen preparation technology, and photoresist protection technology. In terms of failure analysis, to cope with the increasingly complex semiconductor structure, MSScorps looks for minor deviation and outliers among products and batches by digitizing graphics.

3.1.1 Innovative Testing and Analysis Procedures

I. Input R&D Resources

In recent years, MSScorps has been expanding the market for our semi-conductor testing and analysis services. Aside from improving equipment performance and employees' expertise, we also tailor to customers' needs by having two-way communication with them. MSScorps highly values R&D technology. We increase the amount of investment in R&D plan, and actively collaborate with the various technology teams on developing new technologies and optimizing testing procedures. Moreover, by holding internal competition events with rewards, we encourage employees to stimulate production capacity, thereby sharpening our competitive edges.



II. Optimize Procedures

When developing innovative services, we particularly value customers' needs. In the course on developing new services and performing analysis of commissioned projects, we always listen to customers to ensure that they are satisfied with our services.

Service Development Procedures

There are two ways of MSScorp's testing and analysis procedures, Top-Down and Bottom-Up, making our services highly tailored to customers' needs. As such, when encountering problems, customers will preferentially opt for us.

Top-Down Procedures: The R&D engineers develop technology and then hand it over to the customer service engineers, who then describe the technology to customers and pass the effective case to the production lines for analysis services.

Bottom-Up Procedures: The customer service engineers receive the demands from customers and hand the demands over to the R&D engineers for R&D. This helps solve imminent customer service problems.

Development plans launched through own research (Top-down)



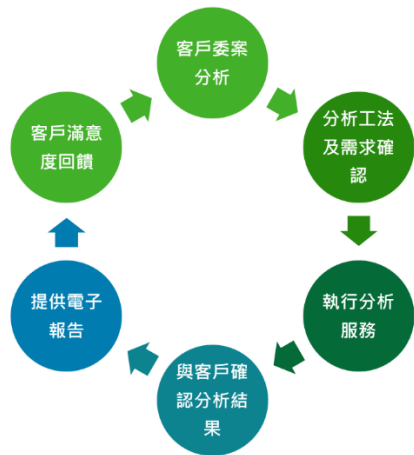
The top-down development procedures enable MSScorps to propose solutions before customers request them, thereby winning customers and seizing market opportunities ahead of others.

Development plan launched upon customers' demands (Bottom-up)



The bottom-up development procedures ensure that MSScorps's technology development highly tailors to customers' needs and links to the market.

Commissioned projects analysis service procedures



客戶委案分析

Customer's commissioned projects analysis

分析工法及需求確認

Analysis technology and demands verification

執行分析服務

Execution of analysis services

與客戶確認分析結果

Confirmation of analysis results with customers

提供電子報告

Providing epaper

客戶滿意度回饋

Customer satisfaction feedback

III. Employee Stimulus Policy

MSScorps encourages employees to give full play to their potentials. We have a transparent salary system, which is available for any one's calculation. We also provide various incentive and welfare measures, hoping that employees grow with us to achieve a win-win situation, and to change the market.

(Special Column) Output Competition among four groups

MSScorps values product quality and strives to improve the service output efficiency. We divide employees into four groups and arrange an output competition among the four groups in our **factories in Hsinchu Science Industrial Park(HSIP), Tainan Science Park, and Nanjing branch company**. We grade and compare the output statements of the four groups, based on which we distribute bonuses to them according to their output, so as to stimulate their efforts.



3.1.2 R&D Skills and Outcome

In 2020, we entered into an industry-academia research contract with National Applied Research Laboratories(NARLabs) and National Chung Hsing University. We also work closely with domestic and foreign technology teams to develop innovative technologies. In addition, we actively publish technological articles hold a forum of analysis technology to share our technology and technological research outcome.

Collaborative research unit

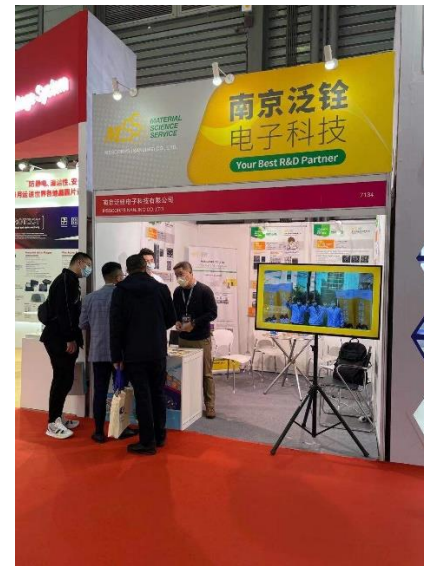
Unit	Collaborator	Jointly developed technology
Center for Semiconductor Technology Research, National Yang Ming Chiao Tung University(NYCU)	Teacher Hu Cheng-ming (former TSMC Chief Technology Officer) Team	HZO Ultra-thin TEM Specimen Preparation and Observation
Material &Chemical Research Laboratories, ITRI	EMDA-ITRI	EELS Analysis of Novel Semiconductor Materials
National Synchrotron Radiation Research Center (NSRRC)	Industry Promotion Team	X-ray Analysis of Novel Semiconductor Materials

Advanced Analytical Technology Forum



SEMICON exhibition
2021 SEMICON TAIWAN exhibition (2021/12/28-30)

2021 SEMICON CHINA exhibition (2021/03/17-19)



Ministry of Economic Affairs,R.O.C. - National Award of Outstanding Small and Medium Enterprises

Through innovative R&D technology and high performance service quality, coupled with our competitive edges derived from our R&D team, digitalized structure, production line scheduling, and humanized management, MSScorp was rewarded the 27th National Award of Outstanding SMEs in 2018, advancing with our employees. We also continuously expand our service scope, playing the role as a strong backing for Taiwan's semiconductor industry.



3.2 Maintenance and Development of Customer Relationship

MSScorps's services are mainly Materials Analysis services, our customer bases are set to be the semiconductor industry and the IC design industry. To build a good communication channel with customers, we have established the Sales Division, which is responsible for developing business and planning satisfaction survey, so that our solutions tailor to customers' needs. We also continuously make investment to advance our technology and in doing so to become the best partner of our customers.



穩健的客戶關係

Robust Customer Relationship

堅強的研發團隊

Strong R&D Team

領先的研發技術

Leading R&D Technology

先進的儀器設備

Advanced Instrument and Equipment

穩定的員工技術

Stable Technology from Employees

智慧的 E 化排程

Smart and Digitalized Scheduling

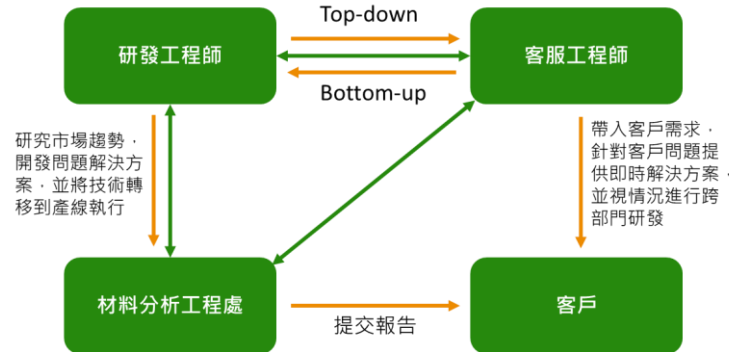
即時的客戶服務

Real Time Customer Service

R&D and Customer Communication

To provide the services required by customers in the first place, MSScorps matches equipment to technology and one production line to the other. The R&D engineers communicate closely with the customer service engineers. In addition, because the Customer Service Division is under R&D Department, the

customer service engineers can communicate directly with customers as early as at the R&D stage, enabling us to provide customers with the most effective services within a short period of time.



研發工程師 R&D Engineers		客服工程師 Customer Service Engineers
研究市場趨勢，開發問題解決方案，並將研究轉移到產線執行 Research market trends, develop solutions, realize the research outcomes in the production line		帶入客戶需求，針對客戶問題提供即時解決方案，並視情況進行跨部門研發 Incorporate customers needs, provide real time solutions to address customers' problems, and conduct inter-department R&D whenever required
材料分析工程處 Materials Analysis Engineering Division	提交報告 Submit a report	客戶 Customers

3.2.1 Comprehensive Customer Services

MSSCorps values the needs of all customers. For customers dealing with us for long, we prepare enough capacity, so as to swiftly provide them with our services. We also establish the “Guaranteed Quality Service Policy” to establish stable service quality and ensure customer interests. For potential customers and customers not having a long-term business relationship with us, we offer preferential trial packages respecting Materials Analysis and Failure Analysis, so that they can experience and know our quality and lead time, thereby building customer confidence. We hold a meeting every week to discuss and grasp the progress of customer maintenance. In addition, in terms of sales development, we disseminate our services through social media, we also actively participate in exhibition to showcase our technology and service quality, so as to win potential customers.

Real-time Customer Service

MSScorps offers customers real time services. Aside from entitling to the 24/7 collection and delivery service, customers may also grasp the analysis progress through multiple channels. In doing so, we offer them the most trustworthy service in real time.



(Special Column) Nighthawks Force - 24/7 R&D

MSScorps's Nighthawk Force gets a good grasp of the market trend and launches R&D upon customers' proposing a need. We continuously input immense R&D expenditure and give the Nighthawks sufficient resources. We also offer customers 24/7 services, committing to becoming their analysis partner.

打造夜鷹部隊 研發365天24小時無休

顧紀倫表示，汎鎔在材料分析的投资無上限，研發無邊界，從28奈米以上到5奈米以下，均掌握成熟的技術。半導體大廠積極投入高階製程研發，製程微縮快速推進，5奈米製程去年已進入量產，並朝3及2奈米製程推進，法人分析，台積電未來朝1奈米以上製程技術推進也不無可能。汎鎔參與客戶初始的研發，為3、2奈米先進製程的先鋒，分析能耐的進度甚至超前設備商的需求。

「因為站在客戶前面，所以贏得合作的機會」。汎鎔因應趨勢，備妥多樣化的創新材料分析技術，可以解決各種高難度元件。除了TEM穿透式電子顯微鏡、FIB聚焦離子束設備、SEM掃描式電子顯微鏡及SIMS先進二次離子質譜儀等先進設備，並以強大的研發及製備技術，滿足客戶對於高貴材料分析(MA)、故障分析(FA)及表面分析(SA)的需求。

逾近400家，其中200家長期密切合作，單月協助客戶的研發案件就達數千件。汎鎔持續發展半導體先進MA技術，拉大領先對手的距離，為係調降專的隱形冠軍，在MA專業領域為先進製程研發領航角色。

每到黃昏時刻，是汎鎔最忙碌的時刻，即使到了半夜，汎鎔實驗室仍亮燈火通明。顧紀倫笑稱，汎鎔365天24小時無休，是客戶真正的「夜鷹部隊」。



技術長陳榮欽博士(左圖左三)與工程團隊。

3.2.2 Quality Management System and Certification

MSScorps values customer service. To maintain stable and good service quality and lay a solid foundation for our quality management, we have formulated internal procedures for quality management to check our analysis service. We also obtained ISO 9001 Quality Management System Certification and ISO/IEC 17025 General requirements for the competence of testing and calibration laboratories.

ISO 9001 certification	ISO/IEC 17025 certification	
	(Materials Analysis Head Office)	(Headquarters)

登錄證書

此證書授予

汎矽科技股份有限公司

新竹中環路11號
新竹中環路11號

其領域如下

電子產品材料之故障分析服務

之品質管理系統符合以下標準

ISO 9001:2015

驗證機構 IEC 30001

登錄號碼: ICS-Q-38471

登錄日期: 2015年08月18日

續證日期: 2019年08月18日

續證日期: 2022年08月17日

驗證機構地址: 2015年08月18日

註 意:

環球國際檢證股份有限公司

Management System Certification Taiwan

1. 本證書係根據國際標準ISO 9001:2015, ISO 9001:2015及ISO 9001:2015:2009頒布。

2. 本證書之有效日期, 係指本證書之有效日期, 而非指本證書之頒布日期。

3. 本證書之有效日期, 係指本證書之有效日期, 而非指本證書之頒布日期。

IEC QUALITY ASSESSMENT SYSTEM (IECQ)
Issuing Electronic Components, Assemblies, Related Materials and Processes
For use in safety-critical applications

IECQ Certificate of Approval
Independent Testing Laboratory

IECQ Certificate No.: IECD.LA.17W.19.0001
Issue Date: 2015/09/08
Expire Date: 2022/09/07

MSCORPS CO., LTD.
No. 21, Yuan-Hsun Road,
Feng-Yuan Dist., Tainan City,
Taiwan

The organization, facilities and procedures have been assessed and found to comply with the applicable requirements for Independent Testing Laboratory operation approved in support of the IECQ system, which is in accordance with the Rules Book, IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02.

Scope:
The provision of materials analysis and failure analysis services, including SEM, TEM, EDS, Dual Beam FIB.
See attached schedule.

Approved by Certification Body (CB): DQS Group - DQS Taiwan Inc.
No. 11, 23, Yuan-Hsun Road,
Feng-Yuan Dist., Tainan City,
Taiwan

Authorized person:
Mark Cheng

IEC QUALITY ASSESSMENT SYSTEM (IECQ)
Issuing Electronic Components, Assemblies, Related Materials and Processes
For use in safety-critical applications

Schedule of Scope to Certificate of Conformity
Independent Testing Laboratory

IECQ Certificate No.: IECD.LA.17W.19.0001
Schedule Number: IECD.LA.17W.19.0001-8
Rev No.: 2
Revision Date: 2015/09/11
Page: 1 of 1

Appendix-1 (50600249 ITL)
Schedule of Scope to Certificate of Approval

Test Items	Standard/Method
SEM	IEC SOP 13.0401
TEM	IEC SOP 13.0402
EDS	IEC SOP 13.0403/0203
Dual Beam FIB	IEC SOP 13.0404

Technical Reviewer of DQS: [Signature] Date: 15/09/2015

IEC QUALITY ASSESSMENT SYSTEM (IECQ)
Issuing Electronic Components, Assemblies, Related Materials and Processes
For use in safety-critical applications

IECQ Certificate of Approval
Independent Testing Laboratory

IECQ Certificate No.: IECD.LA.17W.20.0001
Issue Date: 2015/09/11
Expire Date: 2022/09/10

MSCORPS CO., LTD. Hsinchu BRANCH
No. 10, 23, Yuan-Hsun Road,
Hsinchu City,
Taiwan

The organization, facilities and procedures have been assessed and found to comply with the applicable requirements for Independent Testing Laboratory operation approved in support of the IECQ system, which is in accordance with the Rules Book, IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02.

Scope:
The provision of materials analysis and failure analysis services, including SEM, X-ray, ICP-AES, OES/EDS, AFM, CMM, Nano Printer, 3D Optical Microscope, 3D Laser scanning confocal Microscope, SEM, EDS, XRF and FIB.
See attached schedule.

Approved by Certification Body (CB): DQS Group - DQS Taiwan Inc.
No. 11, 23, Yuan-Hsun Road,
Feng-Yuan Dist., Tainan City,
Taiwan

Authorized person:
Mark Cheng

IEC QUALITY ASSESSMENT SYSTEM (IECQ)
Issuing Electronic Components, Assemblies, Related Materials and Processes
For use in safety-critical applications

Schedule of Scope to Certificate of Conformity
Independent Testing Laboratory

IECQ Certificate No.: IECD.LA.17W.20.0001
Schedule Number: IECD.LA.17W.20.0001-8
Rev No.: 2
Revision Date: 2015/09/10
Page: 1 of 1

Appendix-1 (50600343 ITL)
Schedule of Scope to Certificate of Approval

Test Items	Standard/Method
SEM	IEC SOP 13.0401
X-Ray	IEC SOP 13.0402
TEM	IEC SOP 13.0403
EDS	IEC SOP 13.0404
ICP-AES	IEC SOP 13.0405
OES	IEC SOP 13.0406
CMM	IEC SOP 13.0407
Nano Printer	IEC SOP 13.0408
3D Optical Microscope	IEC SOP 13.0409
3D Laser scanning confocal Microscope	IEC SOP 13.0410
SEM	IEC SOP 13.0411
EDS	IEC SOP 13.0412
XRF	IEC SOP 13.0413
FIB	IEC SOP 13.0414

Technical Reviewer of DQS: [Signature] Date: 2015/09/10

(Tainan Science Park)

(Nanjing branch company)

IEC QUALITY ASSESSMENT SYSTEM (IECQ)
Issuing Electronic Components, Assemblies, Related Materials and Processes
For use in safety-critical applications

IECQ Certificate of Approval
Independent Testing Laboratory

IECQ Certificate No.: IECD.LA.17W.19.0001
Issue Date: 2015/09/08
Expire Date: 2022/09/07

MSCORPS CO., LTD. STEP BRANCH
No. 21, Yuan-Hsun Road,
Feng-Yuan Dist., Tainan City,
Taiwan

The organization, facilities and procedures have been assessed and found to comply with the applicable requirements for Independent Testing Laboratory operation approved in support of the IECQ system, which is in accordance with the Rules Book, IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02.

Scope:
The provision of materials analysis and failure analysis services, including TEM, Dual Beam FIB, SEM, 3D Laser scanning confocal Microscope, DQS
See attached schedule.

Approved by Certification Body (CB): DQS Group - DQS Taiwan Inc.
No. 11, 23, Yuan-Hsun Road,
Feng-Yuan Dist., Tainan City,
Taiwan

Authorized person:
Mark Cheng

IEC QUALITY ASSESSMENT SYSTEM (IECQ)
Issuing Electronic Components, Assemblies, Related Materials and Processes
For use in safety-critical applications

IECQ Certificate of Approval
Independent Testing Laboratory

IECQ Certificate No.: IECD.LA.17W.19.0001
Issue Date: 2015/09/08
Expire Date: 2022/09/07

MSCORPS NANJING CO., LTD.
No. 11, 23, Yuan-Hsun Road,
Nanjing City,
China

The organization, facilities and procedures have been assessed and found to comply with the applicable requirements for Independent Testing Laboratory operation approved in support of the IECQ system, which is in accordance with the Rules Book, IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02. The organization is authorized to issue IECQ 01 and Rules of Procedure, IECQ 02.

Scope:
The provision of materials analysis and failure analysis services, including TEM, Dual Beam FIB, SEM, 3D Laser scanning confocal Microscope, DQS
See attached schedule.

Approved by Certification Body (CB): DQS Group - DQS Taiwan Inc.
No. 11, 23, Yuan-Hsun Road,
Feng-Yuan Dist., Tainan City,
Taiwan

Authorized person:
Mark Cheng

3.2.3 Customer Satisfaction Survey

MSScorps abides by ISO 9001 to survey customers for their satisfaction twice a year. The criteria for satisfaction include analyze the service quality, lead time, and the service of sales personnel. The sales unit summarizes customers' opinions every half year. For customers giving a lower satisfaction score, the sales unit takes the initiative to visit them for it to understand the causes, review the case, and formulate improvement measures which shall be implemented by each department concerned in order to improve service quality in a way that aligns with customers' needs.

2021 customer satisfaction survey statistics

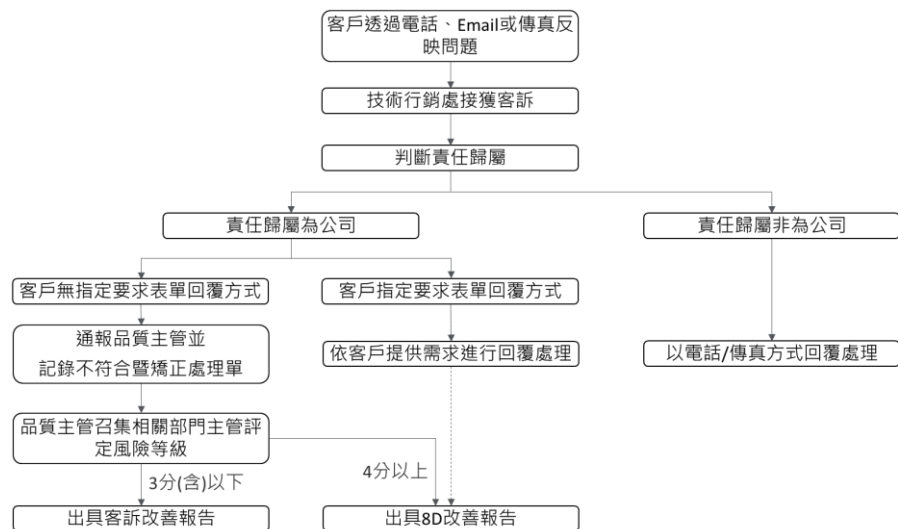
Year	Number of survey questionnaires	Average satisfaction score
2019	30 pieces	97.45
2020	30 pieces	98.6
2021	30 pieces	96.9

Customer complaints

Listening to customers is MSScorps's responsibility. To ensure customer rights, we have set up a number of channels for customers to file their complaints. We have also formulated the "Procedures for Dealing with Customer Feedback", which specifies the operating procedures and the units responsible for addressing SOP of customer complaints. Doing so allows us to respond immediately and formulate improvement measures accordingly to improve service quality and maintain customer relationship.

Customer complaints hotline:(03) 666-3298

E-mail suggestion box:serive@msscorps.com



客戶透過電話、Email 或傳真反映問題 Customers reflecting an issue via phone, Email, or fax			
技術行銷處理接獲客訴 The Technology Marketing Division receives customer complaints			
判斷責任歸屬 Determine the party to which responsibility is attributable			
責任歸屬為公司 Responsibility attributable to the Company		責任歸屬非為公司 Responsibility attributable to a party rather than the Company	
客戶無指定要求表單回覆方式 Customers did not specify the format of response forms	客戶指定要求表單回覆方式 Customers specified the format of response forms		
通報品質主管並記錄不符合暨矯正處理單 Report to the quality head and	依客戶提供需求進行回覆處理 Respond in the manner that satisfied customers' needs	以電話 / 傳真方式回覆處理 Respond by phone/fax	

document the non-conformity and correction form			
品質主管召集相關部門主管評定風險等級 The quality head calls the heads of departments concerned to assess the risk level			
3 分 (含) 以下 3 points and under	4 分以下 Less than 4 points		
出具客訴改善報告 Issue an improvement report to address customer complaints	出具 8D 改善報告 Issue a 8D improvement report to address customer complaints		

3.2.4 Customer Privacy Protection

Having engaged in the industry providing professional testing and analysis services, MSScorps has been prudent not to leak customers' confidential information. As so, we have been highly regarded by our customers. In terms of customer privacy protection, the Operational Security Department takes charge of maintaining the information confidentiality and auditing information security in relation to customers. As for customer personal information, each unit summarize it into their respective data base, assess to another unit's data base requires additional authority. Individual data base is also encrypted. We have also set up the Information Security Management Team to take charge of monitoring and investigating information security incidents, reporting the follow-up progress, and responding to the incidents. Related incidents are reviewed at the Information Security Management Review meeting every year in order to be continuously improved. In 2021, there was no incident or misappropriating personal information or leaking customer information.

Customer audit

MSScorps receives irregular audit made by customers. Items to be inspected include information security control measures such as assess control and accounts and passwords configuration, and whether procedures are formulated and executed. After the customers' inspection or sampling inspection, we propose a review report and hold a meeting to discuss the formulation of improvement measures sufficient enough to improve privacy protection and ensure that no information leaks.



3.3 Intellectual Property Management

3.3.1 Patent and Technology Achievements

To cope with the highly volatile semiconductor market, MSScorps always attends to the industrial environment and grasps market trends, so as to maintain our competitiveness. To protect our precious R&D results, MSScorps adopts a top-down patent strategy. The President's Office first discusses the R&D trend and sets future technology direction and then hands them over to related personnel for research. Our strategy upholds the idea of "Quality over Quantity", seeking to improve competitiveness and reduce risks through patented technologies, and to protect the intellectual property of our developed technology.

Patent achievement

Year	Number of patents in progress	Number of patents obtained	The cumulative number of patents obtained so far
2019	1	1	1
2020	11	1	2
2021	16	2	4

3.3.2 Trade Secrets Protection

As a leader of the analysis technology, MSScorps applies for patents for self-developed technologies to protect R&D achievements. In addition, we also hold education training on corporate governance. By incorporating related information of trade secrets protection into the training courses, we improve employees' awareness and alert of trade secrets, averting trade secrets leak due to human errors. In terms of information security, MSScorps also encrypts emails to avoid the risk of leak of material information. External personnel coming in and going out of our places are subject to an inspection of their phones,

computers, and other electronic devices at our inspection door; in doing so to prevent data leak.



Chapter 4. Environmental Management

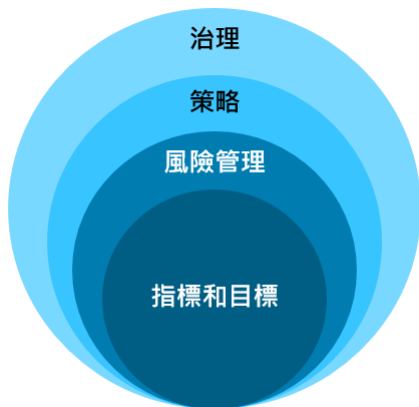
According to the “Global Risk Report 2021” published by the World Economic Forum (WEF), environment-related risks have been listed as one of top 10 global risks consecutively for years. Environment-related risks include extreme weather, failure of climate actions, natural disasters, and decline in biodiversity. As a subject of the Earth, MSScorps is deeply aware of the impact of climate change that come along with global warming, and always attends to the progress of international climate convention and governments’ laws corresponding thereto. In addition to fulfilling corporate social responsibility and bettering our environmental management mechanism, we also plan to purchase green electricity in the future in support of future trend, hoping to reserve enough sustainability strength to achieve the goal of reducing our energy consumption by 50% by 2025. There was no violation of environmental laws or regulations in MSScorps in 2021.

4.1 Climate Change Response

As the sign of climate change becomes more conspicuous, our government is accelerating the pace of carbon reduction gradually, enhancing climate change adaptation, and proposing the draft of “Greenhouse Gas Reduction and Management Act”, which later was intended to be renamed “Climate Change Response Act”. The Act sets the long-term greenhouse gas (GHG) emission reduction goal at achieving net zero GHG emissions by 2050, hoping to reduce GHG emissions. Facing the impact of climate change, MSScorps identifies the risks and opportunities of climate change based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, disclosing the potential financial impacts on us as well as our response measures. In doing so, we manage to build a sound system to cope with climate change, enabling us to lower the adverse financial impacts of climate change while looking for business opportunities in the course of transition and response.

4.1.1 TCFD Framework

The Financial Stability Board (FSB) created the Task Force on Climate-related Financial Disclosures (Task Force) in December 2015 and officially published the Task Force on Climate-related Financial Disclosures (TCFD) framework in June 2017, demanding therein that risks and opportunities accompanying climate change be managed by enterprises based on the four core elements, namely Governance, Strategy, Risk Management, and Metrics and Targets.



Four core elements

Description

Governance	A description of how an organization manage the risks and opportunities associated with climate change.
Strategy	A description of existing and potential climate-related risks and their potential impact on the financial wellbeing of an organization.
Risk Management	A description of an organization's procedures for identifying, assessing, and managing climate-related risks.
Metrics and Targets	A description of the metrics and targets used for evaluating and managing climate-related risks.

4.1.2 Climate Change Risks and Opportunities and Response Strategy

Facing an ever severe global warming, MSSCorps actively responds to the operational impact of climate change. By referencing “the Task Force on Climate-related Financial Disclosures (TCFD) framework”, we took the initiative to formulate the “Recommendations of the Task Force on Climate-related Financial Disclosures”, based on which we analyzed the current situation and identified climate risks to help investors and decision makers understand the material risks facing an organization. In doing so, we have successfully identified our climate-related risks and opportunities in a systematic manner. We categorized climate-related risks into the “transition risks” arising from transitioning to low carbon and the “physical risks” due to extreme climate events by considering industry characteristics, by analyzing industry category and related research, and by consulting external advisers on the risks scenarios and impacts that might face us. We also enumerated the climate-related opportunities, finally arriving at 4 climate risks and 2 extended opportunities, based on which we planned practical response measures.



Risk Pattern	Risk Factor	Possible Financial Impact on Our Operations	Response Measures
Transition Risks	Policy and Legal Risks	To cope with global climate change, governments increasingly tighten their laws and regulations. With the amendment or promulgation of the various regulations, e.g., Greenhouse Gas Reduction and Management Act, Renewable Energy Development Act, and carbon tariffs at borders, enterprises are required by law to improve the performance of equipment in a server/machine room, to improve the energy efficiency in operating locations, and to establish renewable energy-related equipment and devices, pushing up their cost of equipment, operations, and management. Furthermore, with the law and regulations being constantly updated and amended, climate-related litigation risk may also increase.	To respond to policy and legal risks, MSSCorps constantly optimizes our energy management measures and procedures to improve energy efficiency and stability and advance GHG emissions management. In addition, by always attending to the revision of law and the update of regulations, we implement our policy on energy conservation and carbon reduction and promote action plans in this regard.
	Reputation Risks	Since stakeholders are increasingly concerned with climate change, if an enterprise fails to effectively reduce carbon emissions and in doing so impacts the environment, the confidence of governments, investors, and customers for the enterprise may be adversely impacted, impairing corporate image, damaging goodwill, and causing potential financial loss.	To maintain investors' willingness of making long-term investment, MSSCorps communicates concrete implementation results to stakeholders through company website, annual report, and sustainability report, so as to improve the transparency of climate-related information, win stakeholders' trust, and improve corporate image.
Physical Risks	Acute Risks	Acute risks refer to the risk of disruption of operations and services due to electricity outage in a region or the power supply system that is caused by the increasingly frequent and severe extreme climate events such as typhoons and	To lower the operational impact of acute risks, MSSCorps gradually strengthens our operational resilience. We timely attend to the climate information published by the Central Weather Bureau to launch emergency disaster safeguard

Chronic Risks	<p>torrential rains as a result of climate change. In addition, torrential rains might damage inventory in the warehouse or equipment, causing loss of assets and pushing up maintenance cost.</p> <p>Chronic risks refer to the chronic change in climate pattern, e.g., rise in average temperature, rise in sea level, and change in rainfall pattern. As the duration of persistently high temperature caused by climate change increases, it might be hard to maintain the temperature balance in an operating location or in a server/machine room and so will require frequent use of air conditioners, incurring more electricity charges. In addition, a rise in sea level might submerge the operating location and cause a loss of equipment and assets, or a financial loss. A change in rainfall pattern might lengthen the drought season and cause chronic water shortage, which might directly impact the stability of water supply to an enterprise and incur a risk of operational disruption.</p>	<p>measures, including timely adjustment of manpower allocation to prevent personnel injury or causality or establishment of power generation equipment to prevent incident of temporary power outage, thereby lowering the operational risks.</p> <p>To prevent the operational impact of chronic risks, MSScorps preferentially adopts energy-efficient products and phases out old equipment. In doing so, we aim to lower the energy consumption in the course of operations and improve energy use efficiency.</p>
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Opportunity Pattern	Derived Opportunities for Business Operations	Action Plan
Resource Efficiency	<p>Improving energy efficiency and resources efficiency can lower an enterprise's operating costs, in addition to achieving energy conservation and carbon reduction, thereby creating a win-win situation.</p>	<p>MSScorps tends to purchase energy-efficient equipment and regularly replaces energy-consuming old equipment. We also substitute energy-efficient LED lighting fixtures and adopt electronic documents to reduce paper consumption.</p>
Resilience	<p>The cultivation of the ability to adapt to climate change will improve the operational resilience of an organization, enhance corporate reputation, and boost the confidence of investors and stakeholders for the organization, thereby securing a source of funding for investment or long-term financing required for business development in the future. An enterprise with better ability to adapt to climate change will seize opportunities, create new opportunities, products, and services, tap into a new market, and raise the demands of the supply chain.</p>	<p>MSScorps is gradually building up our ability to adapt to climate change. We also better our management environment gradually, enhance sustainability procurement to use more energy-efficient equipment, and bring the supply chain closer to exert our sustainability influence, so as to realized sustainability and common prosperity.</p>

4.1.3 Energy Conservation Measures

MSScorps preferentially purchases energy-efficient equipment. Currently, most equipment has an “Energy Conservation Mark” or an energy efficiency label. The electricity consumption of a machine depends on use frequency and production capacity change. Operators regularly check the utilized capacity and electricity consumption of equipment to phase out obsolete or energy-consuming equipment to reduce our energy burden. In 2021, there was no machine phased out due to intense energy consumption. In terms of energy and water conservation, MSScorps is implementing our policy to head towards our targets. In terms of electricity conservation, our new factories all adopt LED lighting fixtures while our other factories are phasing out old lighting fixtures. Air conditioners are periodically washed and maintained to ensure the functioning and reduce energy consumption intensity. In terms of water conservation, since the building of our headquarters is for rental purpose, we did not install any special water-saving facilities.

Chilled Water System of the Central Air Conditioning System in Zhubei	RA Chilled Water System
<p>The chilled water system of the central air conditioning system is an energy-efficient product certified by the Bureau of Energy, MOEA with a level 3 Energy Label, and complies with the required Coefficient of Performance (COP). We newly installed a chilled water system, which has a level 3 Energy Label and is relatively energy-efficient. An energy label indicates the energy efficiency and is on a scale of 1 to 5, with 1 being the most energy-efficient and 5 being the most energy-consuming. A smaller number indicates higher energy efficiency, fewer CO2 emissions, and thus smaller harm to the Earth.</p>	<p>The RA chilled water system of the central air conditioning system is an energy-efficient product certified by the Bureau of Energy, MOEA with a level 3 Energy Label, and complies with the required Coefficient of Performance (COP). We newly installed an RA chilled water system.</p>
	

MSScorps is currently introducing electronic forms, paperless measures, and paper recycling measures. We also review the monthly copying fee every month to see if there is an extraordinary increase, so as to ensure resources efficiency and lower environmental impact.

4.2 Energy, Resources, and Waste Management

As a member of the global supply chain, MSSCorps chooses not to surrender to destiny but takes preemptive strikes. We have set up conservation plans for the various resources, energy-conservation and carbon-reduction measures, and other measures respecting corporate sustainability. Currently, we are actively bettering our energy management mechanism, reviewing and calculating internal energy consumption, and tracking energy usage, so as to implement energy-conservation measures and optimize energy efficiency.

4.2.1 Energy Management

Energy use statistics and energy consumption of the Company in 2021		
Type of energy (original unit)	Total consumption	Total energy consumption (GJ)
Purchased electricity (kWh)	3,839,581	13,822.5
Gasoline (L)	37,318	1,218.7
Total energy consumption (GJ)		15,041.2

Note 1: The Company did not use any renewable energy in Taiwan.

Note 2: When converted using the calorific value set out on the Emission Factor Table (version 6.0.4) announced on the website of the Bureau of Energy, our purchased electricity has a calorific value at 3,600 GJ/million kWh; vehicle diesel at 8,400 kcal/L; and vehicle gasoline at 7,800 kcal/L.

Note 3: The energy consumption is mainly gasoline for company cars and electricity for equipment. The Administration Division runs statistics on the electric bill and fuel bill every month.

4.2.2 Water Resource Management

Item		2019	2020	2021
Water Withdrawal (million liters)	City water withdrawal	7	8	8.6
	Groundwater withdrawal	0	0	0
	Third-party water withdrawal (water wagons)	0	0	0
	Total water withdrawal	7	8	8.6

Note 1: The water source is the city water, which is freshwater for no other special purpose other than for domestic use.

Note 2: City water consumption is calculated based on the sum of water consumption in cubic meters indicated on the water bill.

Note 3: The water discharged is all domestic waste water, our process does not generate additional waste water, all waste water is discharged through the pipeline of the building.

4.2.3 Waste Management

Information on Waste Generated in 2021

Item	Waste (Tons)
Waste liquid pH is less or equal to 2.0 (C-0202)	0.355
Waste liquid with a flash point less than 60°C (C-0301) (excluding alcohol waste with a ethanol concentration by volume less than 24%)	0.23
Other flammable industrial waste mixture (C-0399)	0.06
Total	0.645

Note 1: The acid liquor chemicals generated by the lab is recycled periodically by licensed waste disposal vendors. As so, we are not required to file a report of the waste with the competent authority.

Note 2: Hazardous waste, which comprises chemical waste liquors, acid liquors, and empty glass bottles, is recycled by licensed waste disposal vendors.

Note 3: Currently the waste generated by the lab cannot be recycled and reused.

Note 4: General domestic waste: Since our factory and offices are rented from others, domestic waste is disposed of by the building administrator, we do not run statistics on this and so are unable to provide the data.

Note 5: The data in the table above are based on the statistics of outsourced recycling manufacturers.

4.3 Supplier Management

By referencing international standards such as the RBA Code of Conduct, the “Declaration of Fundamental Principles and Rights at Work” of the International Labour Organization, and the “UN Universal Declaration of Human Rights”, MSSCorps has formulated our “Supplier Code of Conduct”, covering elements respecting labors, health and safety, environment, ethics code, and management systems. In addition, we required that all suppliers, starting from 2020, sign the “Undertaking of Supplier Code of Ethic and Conduct”, which specifies the standards binding on suppliers when they do business with us.

4.3.1 Suppliers Assessment

To ensure our customer service quality and implement business policy, MSSCorps has established the “Supplier Management Procedures”, the management scope of which covers suppliers of consumables and instruments, from among them the procurement unit selects outstanding suppliers based on our business needs and the criteria respecting quality, price, and lead time in order to maintain the service quality of the supply chain. In addition, we

require that suppliers providing instrument calibration services be certified by “Taiwan Accreditation Foundation” (TAF) in order to ensure the lab’s quality and to lower risks. We assess all suppliers semiannually, with 70 points being the passing score. Suppliers passing the assessment will be included in the “Approved Supplier List”. Suppliers failing the assessment two consecutive times shall submit corrective measures, be re-assessed, and be subject to a decision made by the competent authority as to whether to continue to do business with them. 146 suppliers were assessed in 2021, with an average assessment score of 93.50 points. Suppliers did not have any material quality issue or safety abnormality in 2021, and they all passed the assessment. 100% of MSScorps procurement was supplied by suppliers passing the assessment.

Item	Document assessment
Number of suppliers	146
Number of suppliers being assessed	146
Assessment rate	100%
Assessment passing rate	100%

Note 1: Upstream suppliers and downstream suppliers are mainly in the semiconductor industry who mainly engage in the business of ICs and parts and components of semiconductors.

Note 2: There was no material change in the organization or suppliers in 2021.

4.3.2 Procurements from Suppliers

Amount of Procurements from Suppliers in 2021

Type	Procurement amount (NT\$)	Procurement ratio
Suppliers registered in Taiwan	182,438,507	63%
Suppliers registered in foreign countries	107,532,562	37%
Total	289,971,069	100%

Note 1: Except lab equipment, most of MSScorps's procurement was made from local suppliers.

Chapter 5. Social Participation

5.1 Talent Recruitment and Nurture

“People” are the cornerstone of business development. MSScorps values talent cultivation and development and has been committing to cultivating outstanding talents. Through solid education and training and sound talent flow management, we have improved our talent employment efficiency, in that our demands for talents grew only by 10% while our annual sales boosted by 20-30%. Our annual human resource planning for the following year takes into account our business goals, business plans, and demands of the various units. We offer a wide range of training resources and work environment, passing industrial knowledge on while building up our own talent pool, in the hope to cultivate related professional talents and meet future demands for talents. In terms of career planning for employees, in addition to considering our overall human resources planning and demands, we also take into account an employee’s preference, ability, and future planning, providing them with education and training to cultivate their professional skills and soft power. Through such diverse talent development projects, we strengthen our capability as an organization while creating a win-win situation.

5.1.1 Talent Recruitment & Industry-Academia Collaboration

In recent years, MSScorps has been actively investing resources to recruit excellent and potential talents. Our talent recruitment plan has two highlights in 2021, namely “Deeply Engage Universities and Colleges by Enhancing On-campus Recruitment Orientation” and “Industry-Academia Collaboration”, hoping to disseminate our value and core philosophy to the students. Concrete actions in this regard include posting recruitment information on university websites, posting recruitment posters, hosting recruitment orientation, and giving keynote speeches.

On-campus recruitment orientation

Through to the on-campus recruitment orientation, we make students understand the trend of semiconductor high-end process and offer them a platform to closely interact with us.

強力招募

MSS MATERIAL SCIENCE SERVICE 汎銓科技

▼ TEM 案件工程師/助理工程師 可挑戰 年薪200萬以上!

▼ 工程師/助理工程師 可挑戰 年薪100萬以上!

▼ 技術專員 可挑戰 年薪80萬以上!

目前 在職人員 近55% 年薪 超過百萬元

優於業界薪資福利

薪資福利

- 依職年薪14個月(含年終獎金)
- 年終獎金、員工分紅配股
- 績效獎金(月、季獎金)
- 住家津貼(正式員工每月可領)
- 輪班、外派津貼
- 旅遊、員工禮券
- 三節禮品
- 結婚、生育、喪禮補助
- 每年高階管理補助、高品質員工旅遊
- 宿舍會社圖書室
- 親子/戶定園藝、下午茶(每週兩次)
- 定期員工運動
- 保險、保險制度完善
- 員工休息室、健身中心等設施

優才條件

TEM 案件工程師/助理工程師 電子、電機、材料、化工、物理等相關科系或有自修工作經驗

工程師/助理工程師 電子、電機、材料、化工、物理等相關科系或有自修工作經驗

技術專員 高中職以上畢業,不限科系

應徵方式

詳閱簡章說明書
請前往QR Code連結104軟體履歷
或上HR人力銀行搜尋「汎銓科技」
將主頁簡章說明書、簡章人員簡章說明書



Pictures of keynote speeches and seminars

MSScorps hosted a series of keynote speeches and seminars to attract relevant technological talents, and improve our brand image and awareness.



汎銓科技受邀演講
Thermo Fisher 半導體用戶研討會

陳榮欽博士 汎銓科技技術長

12月13日

南京威斯汀大酒店
The Westin Nanjing
九樓 宴会厅C

- 台湾国立清华大学材料系博士
- 曾任汎銓科技副總經理以及台積電工程師/副理

In recent years, MSScorps has been collaborating with universities and colleges on “industry-academia” programs. We also act as a corporate lecturer by calling on student interns, offering them an approximate workplace and training courses. In doing so, we help them accumulate practical operating experience, hoping that such internship will give them the knowledge and skills required by the industry early on. Participants of such industry-academia program include the Department of Materials Science and Engineering of Tsing Hua University and the Department of Electrical Engineering of Ming Chi University of Technology. During the industrial-academic collaboration, interns write a weekly internship report and submit it to their university or the various departments of their university for report and summary purposes. We also have an interview with such universities and colleges, hoping to achieve an effective industry-academia collaboration through a two-way communication.

Enterprise visit



5.1.2 Talent Retention

MSScorps believes that the key to retaining talents is to satisfy them with salary, welfare, and sense of achievement in work. In terms of salary and welfare, our offer is usually better than the industry standard. As for the sense of achievement, our offer can be witnessed as early as at the recruitment stage. At the recruitment stage, we prepare the personnel allocation plan based on a range of considerations, including our overall human resources planning and employees' capability and preference, to facilitate their understanding of future career development. The head of the units concerned then fully communicates with them so that they can fully understand the corporate culture and job content.

Human Resource Structure

Percentage of employees by type	Employees' age				Total	Percentage	
	< 30 years old	31-40 years old	41-50 years old	>= 51 years old			
Taiwan	Female	40	85	19	2	146	43.32%
	Male	43	98	39	11	191	56.68%
	Total	83	183	58	13	337	
	Percentage	24.63%	54.30%	17.21%	3.86%	100%	

Employee structure - Total number of employees by gender and by employment contract (full-time employees and temporary employees)

Type of Contract		Total Number of Employees of MSSCorps in Taiwan in 2021			Percentage
		Male	Female	Total	
Employment contract	Permanent employees (non-fixed term contracts)	191	146	337	100%
	Temporary employees (fixed term contracts)	0	0	0	0%
	Interns	0	0	0	0%
Type of Employment	Full-time Employees	191	146	337	100%
	Part-time Employees	0	0	0	0%

Note 1: We employed physically challenged employees in 2014. In recent years, since there was an absence of underprivileged personnel, such as the physically challenged personnel, personnel of foreign nationality, and new immigrants, who met our talent requirements, we did not hire any of them in 2021 for the time being.

Note 2: As required by law, MSSCorps reports to the competent authority concerned every month. Currently we are understaffed in terms of underprivileged employees such as the physically challenged personnel.

MSSCorps runs a turnover statistics every year. In 2021, we have 337 active employees and 25 separated employees. The average turnover rate at each given year is about 7%. In addition, since our R&D team members mostly have a master degree or a Ph.D. degree, their separation from us is rarely seen. For employee resignation matters, we interview separated employees individually to grasp the causes of separation for follow-up improvement and review, we then set up a response plan accordingly to prepare for talent retention in the future.

Total number of employees 337
(As at December 31, 2021)

New Hires and Separations Statistics for 2021

MSSCorps (Taiwan Region)

	Aged under 30		Aged 30 - 50		Aged above 50		Female		Male	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
New hires statistics (with the denominator)	30	9%	26	8%	0	0	24	7%	32	9%

Separations statistics (with the denominator being total number of employees)	16	5%	16	5%	0	0	12	4%	20	6%
Number of employees by type	63		259		15		146		191	
New hires statistics (with the denominator being total number of employees of that type)	30	48%	26	10%	0	0	24	16%	32	17%
Separations statistics (with the denominator being total number of employees of that type)	16	25%	16	6%	0	0	12	8%	20	10%

Note 1: The number of new hires and separation covers only permanent employees in Taiwan.

5.1.3 Performance Assessment and Promotion

Based on our “Employee Handbook”, MSScorps formulated the performance assessment system, including the probation assessment for new hires and an annual performance assessment for all employees, excluding new hires who are still in the 3-month probation period. The assessment results are then submitted by the head of each department to the President for approval. In terms of MSScorps internal promotion, the head of each department (1) drafts a promotion plan; (2) assesses employees at the annual assessment; (3) proposes the list of employees to be promoted; and (4) submits the list to the

President or the Chief Technology Officer for approval.

5.1.4 Employee Education and Training

MSScorps values talent development and offers employees diverse learning channels. We cultivate excellent technicians through a series of systematic training. We also screen the courses to make sure that they suit our overall planning the job requirements of each department. We further design education handbook and training courses that tailor to each department. We hope to strengthen employees' professional skills and expand their knowledge through such solid education and training and dissemination. MSScorps's education and training includes two categories: new hires education and training and in-service employees education and training. Training for new hires includes 7 types of courses, for a total of 12 hours, on subjects such as company regulations, welfare, safety and health, information security, quality management, chemicals management, and ESD protection, in addition to dissemination of the "Ethical Corporate Management Best Practice Principles and Operating Procedures", related regulations are all announced through the internal utility file folder. Courses for in-service employees include information security, PIP control, and ESD and are screened and updated every year based on the requirements of each department. All employee trainings are managed on our administration system, records such as check-in and online test scores are all registered on the system.

Name of Course 1: Annual Information Security Awareness Education and Training		Name of Course 2: ESD Protection Principle and Protection System	
Item	Employee training status	Item	Employee training status
Total training hours	334	Total training hours	330
Total number of trainees	334	Total number of trainees	110
Average training hours per person	1	Average training hours per person	3
Total training expense (NT\$)	0	Total training expense (NT\$)	0
Average training expense per person (NT\$)	0	Average training expense per person (NT\$)	0
Name of Course 3: PIP Procedures Control Highlights Education and Training		Name of Course 4: New Hires Training	
Item	Employee training status	Item	Employee training status
Total training hours	143	Total training hours	660
Total number of trainees	143	Total number of trainees	55
Average training hours per person	1	Average training hours per person	12

Total training expense (NT\$)	0	Total training expense (NT\$)	0
Average training expense per person (NT\$)	0	Average training expense per person (NT\$)	0

5.2 Employee Remuneration and Welfare Promotion

To better our organizational system, based on the Articles of Incorporation, Labor Standards Act, and relevant government laws and directives, MSSCorps has formulated our “Employee Handbook”, specifying employee employment, salary, rewards and discipline, assessment, promotion, welfare, separation, retirement, and education training.

5.2.1 Competitive Salary

Attributing success to employees’ efforts, MSSCorps pledges “no cap on pay; no ceiling on salary”. As so, our offer of salary usually outperforms peers’. According to our statistics, when excluding managers at or above the level of division head, up to 53.9% of employees has an annual salary exceeding NT\$1 million; 24.6% has an annual salary exceeding NT\$1.5 million; 9.2% has an annual salary exceeding NT\$2 million; several engineers even have an annual salary exceeding NT\$3 million. MSSCorps has established a standard for calculation of salary, making our disclosure of salary transparent and specific. Employees can infer their salary from their performance. By offering high salary and high level of sense of achievement, we hope employees can grow with us and jointly embrace a future that has infinite possibilities.

2021	Employee Type	Average Remuneration (Base Salary + Bonuses, etc.)	Ratio of Remuneration of Women to Men (with the Men Being the Denominator at 1)
	Women in managerial position	2,269,637	0.73
	Men in managerial position	3,124,132	1
Taiwan Region	Women not in managerial position	910,359	0.86
	Men not in managerial position	1,055,187	1
	Women	1,018,381	0.76
	Men	1,340,559	1

Note 1: Definition of “Women/Men in managerial position”: They mean those whose title on our HR system is at the manager level or higher, including managers and senior managers.

Note 2: The salary of employees at each level is approved based on their title, job rank, academic degree, experience, and request, there is no salary

inequality on the ground of sex.

5.2.2 Welfare Policy and Employee Care

MSSCorps is a happy enterprise. We have established the Employee Welfare Committee and the Employee Welfare Committee Charter, based on which the various employee welfare activities are conducted. Aside from offering employees the various insurances, e.g., labor insurance, health insurance, employment insurance, and group insurance, we also provide them with other welfare measures that outperform those required by law, such as marriage subsidy, funeral subsidy, company tour, festival gifts, vouchers, allowance for employee association activities, housing allowance, personal tour subsidies, and retirement systems. We further set up the “Employee Share Subscription Regulations” as an incentive mechanism.

MSSCorps Employee Benefits

No.	Benefit Item	Benefit Contents
1	Life insurance	Purchase of group life insurance covering NT\$500,000 per employee
2	Health insurance	Purchase of group health insurance against medical expenses, e.g., accidental injury insurance and cancer insurance (covering the ward fees, various hospitalization fees, and surgery fees)
3	Disability and invalidity coverage	Purchase of group accidental injury insurance covering NT\$2 million per employee.
4	Parental leave	As required by law.
5	Retirement provision	As required by law.
6	Stock ownership	Allocation of 10 ~ 15% of annual earnings in the form of shares for employees' subscription
7	Others	Leave: Aside from the annual paid leaves required by the Labor Standard Act, we also offer a flexible paid leave system. New employees are entitled to the annual paid leaves and flexible paid leaves as soon as at the year they start work. Allowance: travel subsidy; gifts/cash gifts for the three festivals; employee meal subsidy; childbirth allowance; Welfare Committee/Employee club subsidy. Event: Year-end party/ dinner party at irregular intervals; domestic tour Health: Employee health examination at regular intervals; onsite medical services provided by contract medical staff at irregular intervals.

2021 Parental leaves use status

Item	Male	Female	Total
No. of employees eligible for parental leave in 2021	179	138	317

No. of employees applied for parental leave in 2021	0	1	1
No. of employees on unpaid parental leaves who are expected to return to work in 2021 (A)	0	1	1
No. of employees on unpaid parental leaves who actually return to work in 2021 (B)	0	1	1
No. of employees on unpaid parental leaves who actually return to work in 2020 (C)	0	4	4
Number of employees returned from unpaid parental leave in 2020, and remained on the job for more than one year (D)	0	4	4
Reinstatement rate (%) = B/A	N/A	100%	
Retention rate= D/C	N/A	100%	

Interaction with the Chairman through the live stream platform

MSScorps values two-way communication with employees. The Chairman starts a live stream on FB periodically to lecture on industrial knowledge and skills and have a Q&A session to address employees' problems and doubts. The Chairman also holds a New Employee Forum with new employees to convey our philosophy and value.



MSS 董事長 直播平台

每個月 第一週週三 09:00 ~ 10:00
 是我與大家 現場直播 互動聊天 時段。
 我不會事先準備議題
 完全開放讓大家自由 " 問 問題 " " 設定議題 "
 我會依 問題的順序 一題一題 詳細聊 …… 即問即
 答，大家利用 直播時段 盡量問吧！！

MSS MATERIAL SCIENCE SERVICE

MSS 董事長 直播平台

直播時間預告

2021年02月08日(星期一)

早上09:00~10:00

● 暖場議題

(1) Defect Localization & Defect Characterization

(2) 故障分析對半導體產業的重要性

New Employee Forum



Participation in associational activities



Department dinner party



5.2.3 Human Rights Protection

MSSCorps values human rights issues. We act in accordance with our employment policy and do not discriminate against employees based on their personal characteristics. We have also formulated related management policy in accordance with laws and the International Bills of Human Rights. By abiding by labor laws and regulations, we ensure employees' legal rights, implement gender equality, respect dignity, and do not discriminate against employees on the grounds of their personal characteristics. In 2021, there was no discrimination incident based on race, color, sex, religion, political affiliation, nationality, or social class. In addition, MSSCorps has set up an employee suggestion box and E-mail, encouraging them to submit suggestions and report unequal treatment, they may also report violations of ethical conduct via phone or mail. All cases are dealt with by a specialist in a confidential manner in order to maintain employees' rights and safety.

5.3 Occupational Safety and Health

To protect the safety and health of employees and contractors, MSSCorps strives to lower the risk in a work environment, hoping to achieve zero occupational incident and zero injury. In 2021, there was no occupational injury incident, death due to an occupational accident was 0. MSSCorps has not yet introduced the occupational safety and health management system, but we have set up the four major occupational safety plans by law, which include the procedures for assessing and identifying risks and hazards in a workplace, the procedures cover all operators in all factories. Each responsible unit is required to fill out a risk assessment form, the factory occupational safety personnel and doctors perform an on-site assessment to assess hazards for the purpose of hierarchical control. We implement improvement plans based on the analytical results. We also reassess the opted improvement plan every year to track and understand the effectiveness. If no improvement has been made or the situation becomes worse, we will opt for another improvement plan and implement it accordingly. MSSCorps has formulated the "Human-factor Hazard Prevention Plan", based on which we do an assessment and analysis using the "Nordic Musculoskeletal Questionnaire" and the "Musculoskeletal Disorders, MSDs (job safety analysis form)". By surveying musculoskeletal injuries, we rank the hazards and fill out the "Nordic Musculoskeletal Questionnaire and Control and Tracking List" for follow-up purpose.

For contractors, we have set up the "ESH Best Practice Principles for the Operation by Contractors" and "Contractor Safety and Health Management Procedures", which include the "General Workplace ESH Precautions", "Safety Rules for Electrical Work", and "Safety Rules for Hot Work". We also demand that all contractors sign the "Undertaking of Compliance with Safety and Health Operation by Contractors" during their operation period to ensure that they abide by our safety and health regulations.

MSSCorps has obtained the certificate of ISO/IEC 17025 General requirements for the competence of testing and calibration laboratories. In addition, we perform workplace monitoring every year as required by the Occupational Safety and Health Act, and write a report thereon to grasp the actual operation conditions and assess laborers' risk exposure. Follow-up measures are then taken based on the monitoring results to ensure employees' safety at a workplace. We have been accredited by a third-party institution. We also monitor carbon dioxide and specific chemical and organic solvents such as the hydrofluoric acid, acetone, isopropanol, and tetrahydrofuran. The monitoring scope covers lab noise and work environment hazards. The monitoring results indicate no occupational hazard risk factors. MSSCorps did not use any substance that jeopardize operators' physical health in the production process. In addition, MSSCorps approves of employees' autonomously staying away from the situation where harm or injury is likely, and exempts them from any disciplinary

actions. This is disseminated in the occupational safety and health training, including the orientation training for new hires and the once-in-3-year training for in-service employees. In doing so, we enhance employees' awareness of occupational safety and health, as well as eliminate occupational hazards to reduce risks.

ISO/IEC 17025 General requirements for the competence of testing and calibration laboratories
 (Materials Analysis Home Department) (Headquarters)

(Tainan Science Park)

(Nanjing branch company)



Environment monitoring report

汎鑫科技股份有限公司
110 年度作業環境監測報告

監測日期：110 年 5 月 13 日

台灣全瑞有限公司
勞動部認可作業環境監測機構編號 TOSHA-MA11



Item	Number of Employees	Item	Number of Employees
Number of fatalities as a result of work-related injury in 2020	0	Number of fatalities as a result of work-related injury in 2021	0
Number of high-consequence work-related injuries in 2020	0	Number of high-consequence work-related injuries in 2021	0
Total working hours of employees in 2020 (computed based on the filed working hours)	681,607	Total working hours of employees in 2021 (computed based on the filed working hours)	756,575
Rate of fatalities as a result of work-related injury	0	Rate of fatalities as a result of work-related injury	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	Rate of high-consequence work-related injuries (excluding fatalities)	0
Rate of recordable work-related injuries	0	Rate of recordable work-related injuries	0

Note 1: Rate of recordable work-related injuries = (Number of recordable work-related injury/total working hours) * 200,000

Note 2: The term high-consequence work-related injury is defined by domestic laws and regulations or by the GRI Standards as a 'work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

Note 3: According to Article 18 of the Occupational Safety and Health Act, if an employee or a contractor faces an imminent hazard, he/she may of their accord stay away from the policy or procedures that might cause harm or disease without being disciplined.

Note 4: The actual working hours of employees are estimated by the number of hours they should be on duty plus the number of overtime hours.

Note 5: Information on workers who are not employees (such as contractors) has not been collected in 2021, so the data on occupational injuries of non-employees has not been disclosed.

Health examination

MSScorps offers all employees a health examination every two years. If an employee's Overwork Survey indicates an overloaded work-related fatigue, health guidance and follow-up management will be given by the medical staff on site. We also work with contract clinics to provide employees a series of medical services, such as medical service station, occupational disease outpatient clinic, labor health checkup, and general outpatient clinic. Meanwhile, we commission contract medical staff to come to our company providing medical consultation periodically.



Four major occupational safety plans

MSScorps's occupational health and safety system is planned by staff from the Administration Division who have obtained an occupational health and safety license, and so comprises four plans, namely "Human-factor Hazards Prevention Plan", "Work-related Unlawful Infringement Prevention Plan", "Overloaded Work-related Fatigue Prevention Plan", and "Workplace Maternal Health Protection Plan". By means of a health examination, health lecture, counseling service, and questionnaire survey, we assess employees' health condition and rank them by severity. For employees having a medium or high health risk, we give them advices and track them to maintain their mental and physical health.

Innovative firefighting training and implementation

MSScorps has formulated the "Safety and Health Response Best Practice Principles" and "Emergency Response Procedures". We also regularly check the fire safety equipment, e.g., fire extinguishers, fire alarms, and evacuation equipment. In addition, since our headquarters building is rented from others, we abide by the fire safety regulations for buildings, and host a firefighting drill, and check fire safety equipment periodically every year. The firefighting drill in 2021 was suspended due to the pandemic.



5.4 Social Welfare and Social Care

MSScorps has been engaging in charitable events for years. Our care policy is centered on the vision of "For the New Born through the Elderly". The President's Office directs our care mainly to the those in the three life stages, namely the elderly, the middle-aged, and the youth. As such, starting from 2013, we have been sponsoring St. Francis Xavier Home, Adolescents' Home, and Girls Home. Also, we participated in Kaohsiung's "Dream Building Project" in 2017, providing underprivileged children with computer equipment and subsidies and launching an after-school tutoring class for free, in the hope to fulfill our

corporate social responsibility. We also consolidate the various resource to help children from low-income families catch up with others at school, thereby realizing equal education. As for care for the elderly, we appropriate NT\$200,000 as donation every year for elderly care in Kaohsiung. In addition, we also value environmental issues and support the action initiative, namely “CSR@CommonWealth Magazine” #Do one thing for Tamsui River, helping reduce heavy pollution of water resources and doing our share to restore water resources. MSScorps encourages employees to participate in charitable events and starts with ourselves. Currently we plan to appropriate no greater than 1% of our annual earnings as the fund for charitable use, hoping to exert social influence from top down and fulfill the philosophy of enterprises’ giving back to society.

River restoration activity

【給全體同仁的一封信 # 為淡水河做一件事】



Statistics on expenses for charitable events

Year	Charitable event name	Expenses for charitable events	Note
2019	Promote Community Development	100,000	Cash - Fuguo Community Development Association
	Student Assistance	100,000	Cash - Xu-Ri Scholarship of National Tsing Hua University
	Children and Youth Protection	100,000	Cash - St. Francis Xavier Home

	Children and Youth Protection	26,195	Materials - St. Francis Xavier Home, St. Francis Xavier Girls' Home
	Promote Community Development	200,000	Cash - Fuguo Community Development Association
2020	Children and Youth Protection	38,759	Materials - St. Francis Xavier Home, St. Francis Xavier Girls' Home
	Student Assistance	100,000	Kaohsiung Bo-ai Counseling Association - Dream Building Academy
	Promote Community Development	200,000	Cash - Fuguo Community Development Association
2021	Children and Youth Protection	65,023	Materials - St. Francis Xavier Home, St. Francis Xavier Girls' Home
	Student Assistance	100,000	Kaohsiung Bo-ai Counseling Association - Dream Building Academy
Total		1,029,977	

Materials donation record

MATERIAL SCIENCE SERVICE 汎銓科技

2020你我不孤單 CSR愛心不停歇

聖方濟兒少中心

聖方濟少女之家

聖方濟育幼院

感謝狀

汎銓科技(股)公司
愛心捐贈物資一批, 致力關心本院學生, 熱心公益, 德隆泰。特此感謝。

董事長 李克勉
中華民國 109 年 10 月 27 日

感謝狀

「汎銓科技股份有限公司」提供本院生保護外套 15 件, 關懷扶弱助貧, 令人敬佩, 特撰此狀, 敬表謝忱, 並祈志願滿溢!

董事長 李克勉
中華民國 109 年 10 月 27 日

感謝狀

汎銓科技(股)公司
熱心公益, 德隆泰。特此感謝。

董事長 李克勉
中華民國 109 年 10 月 27 日

MATERIAL SCIENCE SERVICE 汎銓科技

2021物資捐贈 圓滿成功

希望與愛
一直都在

聖方濟兒少中心

聖方濟少女之家

聖方濟育幼院

感謝狀

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董事長 李克勉
中華民國 109 年 10 月 27 日

CPA Limited Assurance Report

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Appendix GRI Standards Index

Disclosure Item		Corresponding Chapters/Sections	Page	Note
GRI 102: General Disclosures 2016				
Organizational profile				
102-1	Name of organization	About this Report	3	
102-2	Activities, brands, products, and services	1.2 Products and Services	14	The Company does not have any products of which the sale is forbidden.
102-3	Location of headquarters	About this Report	3	
102-4	Location of operations	About this Report	3	
102-5	Ownership and legal form	About this Report	3	
102-6	Markets served	1.2 Products and Services	14	
102-7	Scale of the organization	About this Report 1.1 About MSScorps 1.2 Products and Services 5.1 Talent Recruitment and Nurture	3 14 45	
102-8	Information on employees and other workers	5.1 Talent Recruitment and Nurture	45	
102-9	Supply chain	4.3 Supplier Management	41	
102-10	Significant changes to the organization and its supply chain	-	-	There were no significant changes in the organization and our supply chain during this year.
102-11	Precautionary Principle or approach	2.2 Ethical Corporate Management 2.3. Risk Management	20 21	
102-12	External initiatives	-	-	The Company did not sign any initiatives.

Disclosure Item		Corresponding Chapters/Sections	Page	Note
102-13	Membership of associations	1.1 About MSScorps	14	
Strategy				
102-14	Statement from senior decision-maker	Message from the Chairman	4	
Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	2.1 Corporate Governance 2.2 Ethical Corporate Management	16 20	
Governance				
102-18	Governance structure	2.1 Corporate Governance	16	
Stakeholder engagement				
102-40	List of stakeholder groups	Sustainable development management	7	
102-41	Collective bargaining agreements		-	The Company has yet to establish an union; as such, there were no available collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Sustainable development management	8	
102-43	Approach to stakeholder engagement	Sustainable development management	8	
102-44	Key topics and concerns raised	Sustainable development management	8	
Reporting practice				
102-45	Entities included in the consolidated financial statements	About this Report 1.1 About MSScorps	3 13	

Disclosure Item		Corresponding Chapters/Sections	Page	Note
102-46	Defining report content and topic Boundaries	About this Report Sustainable development management	3 9	
102-47	List of material topics	Sustainable development management	10	
102-48	Restatements of information		-	Not applicable because this report is the initial publication.
102-49	Changes in reporting		-	Not applicable because this report is the initial publication.
102-50	Reporting period	About this Report	3	
102-51	Date of most recent report		-	Not applicable because this report is the initial publication.
102-52	Reporting cycle	About this Report	3	
102-53	Contact point for questions regarding the report	About this Report	3	
102-54	Claims of reporting in accordance with the GRI Standards	About this Report	3	
102-55	GRI content index	Appendix GRI Standards Index	53	
102-56	External assurance	CPA Limited Assurance Report	52	
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its Boundary	Sustainable development management	10	
103-2	The management approach and its components	Sustainable development management	11	
103-3	Evaluation of the management approach	Sustainable development management	11	
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	1.1 About MSScorps	13	For details, refer to the Company's consolidated financial statements for 2021.
GRI 205: Anti-corruption 2016				

Disclosure Item		Corresponding Chapters/Sections	Page	Note
205-3	Confirmed incidents of corruption and actions taken	2.2 Ethical Corporate Management	20	There was no such an incident this year.
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.2 Ethical Corporate Management	20	There was no such an incident this year.
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	4.2 Energy, Resources, and Waste Management	40	
GRI 303: Water and Effluents 2018				
303-3	Water withdrawal	4.2 Energy, Resources, and Waste Management	40	
GRI 306: Waste 2020				
306-3	Waste generated	4.2 Energy, Resources, and Waste Management	40	
GRI 307: Environmental Compliance 2016				
307-1	Non-compliance with environmental laws and regulations	2.3. Risk Management	22	There was no such an incident this year.
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	5.1 Talent Recruitment and Nurture	45	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Employee Remuneration and Welfare Promotion	47	
401-3	Parental Leave	5.2 Employee Remuneration and Welfare Promotion	48	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	5.3 Occupational Safety and Health	49	

Disclosure Item		Corresponding Chapters/Sections	Page	Note
403-2	Hazard identification, risk assessment, and incident investigation	5.3 Occupational Safety and Health	49	
403-3	Occupational health services	5.3 Occupational Safety and Health	49	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.3 Occupational Safety and Health	50	No Safety and Health Committee yet in 2021.
403-5	Worker training on occupational health and safety	5.3 Occupational Safety and Health	49	
403-6	Promotion of worker health	5.3 Occupational Safety and Health	50	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3 Occupational Safety and Health	49	No significant negative impact on occupational safety and health identified in 2021.
403-9	Work-related injuries	5.3 Occupational Safety and Health	49	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	2.1 Corporate Governance 5.1 Talent Recruitment and Nurture	18 45	
405-2	Ratio of basic salary and remuneration of women to men	5.2 Employee Remuneration and Welfare Promotion	47	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	-	-	There was no such an incident this year.
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	There was no such an incident this year.

Disclosure Item		Corresponding Chapters/Sections	Page	Note
GRI 419: Socioeconomic Compliance 2016				
419-1	Non-compliance with laws and regulations in the social and economic area	2.3 Risk Management	22	There was no such an incident this year.

Appendix - Sustainability Accounting Standards Board (SASB) Index

Topic	Metric(s) Code	Type	Accounting Metrics	Corresponding Chapters/Sections	Corresponding Page
Data Security	SV-PS230a.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	2.4 Information Security Management 3.2 Maintenance and Development of Customer Relationship	24 35
Professional Integrity	SV-PS510a.1	Qualitative	Description of approach to ensuring professional integrity	2.2 Ethical Corporate Management	20
	SV-PS510a.2	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	2.2 Ethical Corporate Management	20
Activity metric	SV-PS-000.A	Quantitative	Number of employees by: (1) full-time and part-time, and (2) temporary, and (3) contract	5.1 Talent Recruitment and Nurture	45