

# 2025 ChipMOS Human Rights Due Diligence Report

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2025

# About this Report

## Purpose of Publication

This report is the inaugural Human Rights Due Diligence Report published by ChipMOS TECHNOLOGIES INC. ("ChipMOS"). Through the phased publication and dynamic updates of this report, we aim to achieve the following core objectives:

### Practicing Transparent Governance and Stakeholder Communication

To address stakeholder priorities for customers and investors, and to publicly disclose our human rights protection progress through objective, quantitative data.

### Verifying the Implementation Effectiveness of Human Rights Commitments

To serve as an internal review tool, this report tracks improvement trajectories across both our internal dual-track assessments and external RBA audits through regular compilation.

### Driving Continuous Improvement Across the Value Chain

Through core issue disclosure, we integrate human rights risk management into daily operational and supply chain decision-making. We collaborate with value chain partners to foster a respectful, safe, and inclusive sustainable workplace.

## Scope of Disclosure and Reporting Cycle

This report covers ChipMOS's human rights governance performance from January 1 to December 31, 2025, across all Taiwan operational sites. The guiding ChipMOS Human Rights Policy applies to all stakeholders—including employees, customers, suppliers, and contractors—ensuring comprehensive human rights protection throughout the value chain.

## Reporting Cycle

Published biennially. (This is the inaugural report; the next edition is scheduled for August 2028, covering performance for 2026–2027)

## Preface

ChipMOS formulates its human rights policy and management procedures in accordance with the UN Global Compact (UNGC), Universal Declaration of Human Rights, ILO core labor standards, and OECD Guidelines for Multinational Enterprises. We strictly comply with regulations and embed explicit human rights commitments across corporate documents—safeguarding freely chosen employment, humane treatment, non-discrimination, and anti-harassment, while offering robust feedback channels. Beyond an inclusive internal workplace, we extend our sustainable impact across the value chain, collaborating with suppliers to protect all supply chain personnel.

Through internal assessments and external evaluations, we comprehensively enhance human rights protection and risk management. Internally, we adopt a dual-track approach combining Human Rights Due Diligence and Internal Human Rights Risk Assessments to dynamically monitor risks and implement mitigation measures for all workers. Externally, we leverage international third-party standards by regularly completing the RBA Self-Assessment Questionnaire and participating in RBA Validated Audit Program audits. These combined efforts proactively mitigate labor and ethical risks, driving corporate sustainability.

ChipMOS reports in accordance with Global Reporting Initiative (GRI) Standards, regularly disclosing human rights governance performance. Focusing on concrete implementation results, this report details core issues identified in our 2025 human rights due diligence, facility-wide risk assessment data, RBA audit performance, and corrective action plans. Through open and transparent disclosure, we demonstrate our commitment to continuously advancing human rights governance.

# About ChipMOS

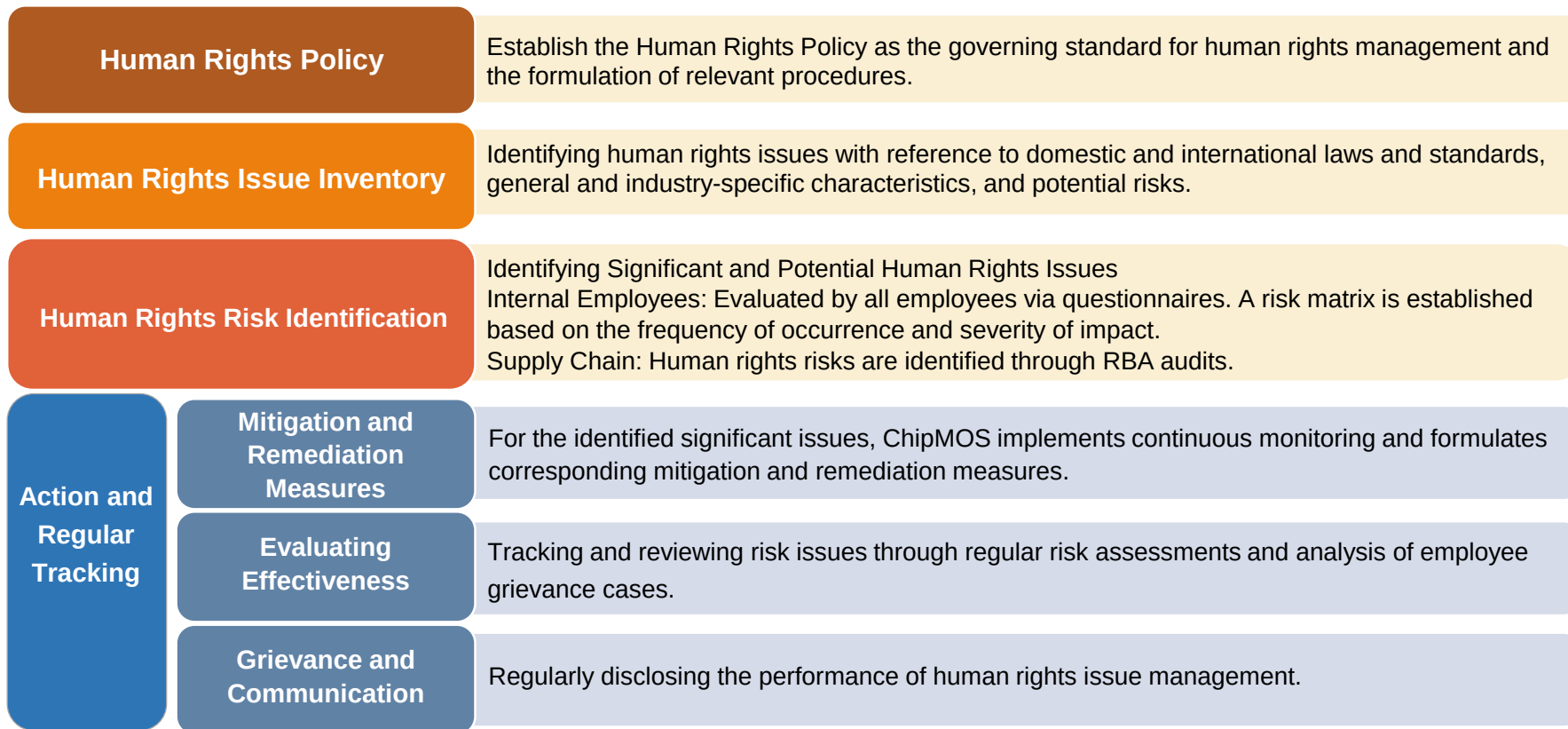
Established in 1997, ChipMOS is a global leader in backend semiconductor assembly and testing. We provide high-quality services for memory ICs, display driver ICs, logic/mixed-signal products, and advanced wafer bumping solutions. As of year-end 2025, ChipMOS employs 5,770 personnel in Taiwan, recognizing that our operational performance and innovation stem directly from their dedication.

Amid rapid shifts in the global market, ChipMOS adopts international best practices in human rights governance, placing a "people-centric" philosophy at our operational core. We firmly believe safeguarding fundamental human rights is the cornerstone of sustainable growth. Consequently, ChipMOS is dedicated to fostering a workplace of mutual respect, inclusion, and safety, driven by three core human rights visions:

- 1 Building a Diverse, Inclusive, and Equitable Workplace**  
ChipMOS strictly adheres to non-discrimination and zero harassment, working to eliminate all employment barriers. We ensure fair, transparent opportunities in recruitment, compensation, promotion, and training regardless of nationality, gender, age, or religion. We are committed to fostering an inclusive culture, enabling every employee to thrive in an environment upholding their dignity.
- 2 Comprehensively Safeguarding Health and Workplace Safety**  
Employee physical and mental health and safety are our uncompromising top priority. We build intrinsically safe workspaces and optimize production environments to reduce occupational and ergonomic hazards. Strictly complying with working hour regulations, ChipMOS provides health care and psychological support to help employees achieve a healthy work-life balance.
- 3 Deepening Two-Way Communication and Co-creating Labor-Management Value**  
We actively listen to our employees and value chain, using feedback to optimize human rights management. ChipMOS builds management-employee trust, safeguards freedom of association, and provides secure, confidential, and accessible grievance channels. Through bottom-up, two-way engagement, we translate feedback into concrete actions, co-creating a sustainable workplace with strong cohesion and a sense of belonging.

# Human Rights Management and Protection

## ■ Human Rights Due Diligence Management Process



# Sustainable Governance Structure

The ChipMOS Sustainable Development Committee (hereinafter referred to as the "ESG Committee") serves as the highest-level operational body for sustainability management within the organization. Chaired and led by the Chairman and President, the committee regularly reports on the status and outcomes of sustainability projects to the Board of Directors. In the third quarter of each year, it reports to the Board on ESG implementation reviews and stakeholder engagement, covering the performance of human rights management under social aspects. Concurrently, through our Risk Management Task Force, we conduct regular quantitative assessments of operational, climate-related, and sustainability risks based on their frequency of occurrence and severity of impact. Corresponding control strategies and mitigation measures are formulated to ensure effective risk management.

| Governance Structure              |                                                    | Primary Scope                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Board of Directors                | Highest Decision-Making Body                       | <ul style="list-style-type: none"> <li>Evaluates business performance and discusses ESG issues quarterly, covering environmental, social, and governance aspects.</li> <li>Periodically oversees sustainability implementation and stakeholder engagement outcomes in the third quarter, including human rights issues.</li> </ul>                                                                                                                          |
| Sustainable Development Committee | Highest-Level Sustainability Management Body       | <ul style="list-style-type: none"> <li>Responsible for formulating sustainability strategies and coordinating the implementation and promotion of corporate sustainable operations.</li> <li>Structured into three functional groups: "Corporate Governance," "Environmental Protection," and "Social &amp; Employee Care."</li> <li>The "Social &amp; Employee Care Group" is dedicated to the management and execution of human rights issues.</li> </ul> |
| Risk Management Task Force        | Risk management is overseen by the Audit Committee | <ul style="list-style-type: none"> <li>Periodically identifying climate-related, operational, and sustainability risks.</li> </ul>                                                                                                                                                                                                                                                                                                                          |

# People-Centric: Fulfilling Human Rights Commitments

We consider respecting and safeguarding human rights to be a fundamental operational responsibility, embedding this core value into our daily management and corporate culture. Through the "ChipMOS Human Rights Policy," we translate human rights protection into actionable management procedures. ChipMOS is committed to creating a diverse, inclusive, safe, and dignified work environment where the fundamental rights of every worker—regardless of gender, nationality, or position—are equally and substantially protected. We maintain a zero-tolerance stance against any form of discrimination and harassment, transforming our human rights policy into the most solid protection for all colleagues through concrete actions.

## Human Rights Risk Management System

The construction of the ChipMOS Human Rights Risk Management System adopts the five major categories of the "Responsible Business Alliance (RBA) Code of Conduct" as its core operational framework. By translating the highest standards of international supply chains into actionable, institutionalized internal regulations, ChipMOS has established a rigorously structured and highly feasible human rights governance system.

| Categories                                                                                            | Corresponding Policies & Management Procedures                                                                                                                                                                                                                                                                                                                                                  | Core Management                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  Labor               | <ul style="list-style-type: none"> <li>■ Human Rights Policy</li> <li>■ Procedure of Labor Rights, Ethics, and Management System Risk Assessment and Management</li> <li>■ Anti-Forced Labor and Slave Labor Management Procedure</li> <li>■ Anti-Discrimination and Anti-Harassment Management Procedure</li> <li>■ Sexual Harassment Prevention, Complaints and Punishment Measure</li> </ul> | Safeguard core worker rights, prohibit forced labor and discrimination, foster a diverse and inclusive workplace, and establish robust grievance channels.             |
|  Health and Safety   | <ul style="list-style-type: none"> <li>■ Safety &amp; Health Policy</li> </ul>                                                                                                                                                                                                                                                                                                                  | Focus on facility occupational safety and process protection to provide a healthy and safe operating environment.                                                      |
|  Environmental       | <ul style="list-style-type: none"> <li>■ ChipMOS Environmental Policy</li> <li>■ Water Management Policy</li> <li>■ Biodiversity and No Deforestation Policy</li> </ul>                                                                                                                                                                                                                         | Minimize operational environmental impacts to protect the fundamental human rights of employees and surrounding communities to clean environments and water resources. |
|  Ethics              | <ul style="list-style-type: none"> <li>■ Privacy Policy</li> <li>■ Information Security Policy</li> <li>■ Responsible Minerals Sourcing Statement</li> </ul>                                                                                                                                                                                                                                    | Uphold business integrity, protect stakeholder privacy and information security, and implement responsible supply chain sourcing.                                      |
|  Management Systems | <ul style="list-style-type: none"> <li>■ ChipMOS Sustainability Policy</li> <li>■ Risk Management Policy &amp; Procedures</li> <li>■ Supplier Management Procedures</li> </ul>                                                                                                                                                                                                                  | Led by the highest governance level, systematic risk assessments are conducted to extend human rights management to resident contractors and the supply chain.         |

## Human Rights Risk Assessment Process and Multi-Track Mechanism

To implement human rights due diligence, ChipMOS has translated its human rights policy into practical assessment indicators, drawing upon Taiwan's Labor Standards Act, the Responsible Business Alliance (RBA) Code of Conduct, and international human rights conventions. Furthermore, the company regularly conducts the RBA Self-Assessment Questionnaire (SAQ) and participates in the RBA Validated Assessment Program (VAP), utilizing international third-party standards for objective review to ensure the robustness of human rights governance mechanisms across internal operations, external activities, and the supply chain.

### Internal Operations

Periodic internal human rights risk assessments are conducted by internal auditors. Furthermore, starting in 2025, the company launched its inaugural "Human Rights Due Diligence Questionnaire" evaluated by all employees to comprehensively survey the extent of substantive protections experienced by facility personnel in daily operations.

### Supplier Management

ChipMOS formulates annual audit plans in accordance with supplier management procedures and initiates human rights due diligence for suppliers. Aligning with the five major RBA categories, questionnaires are distributed to evaluate suppliers' human rights performance, ensuring full visibility into potential human rights impacts across the value chain.

## Core Human Rights Issues and Value Chain Impact Scope

In accordance with its human rights risk management framework, ChipMOS identifies and manages potential risks while assessing the scope of impacts across the value chain.

| RBA Categories     | Management Item                                     | Core Human Rights Issues                             | Affected Stakeholders |                         |           |             |
|--------------------|-----------------------------------------------------|------------------------------------------------------|-----------------------|-------------------------|-----------|-------------|
|                    |                                                     |                                                      | ChipMOS               | Suppliers / Contractors | Customers | Communities |
| Labor              | Human rights development and an equitable workplace | Non-discrimination and workplace equality            | ✓                     | ✓                       |           |             |
|                    |                                                     | Freely chosen employment and personal liberty        | ✓                     | ✓                       |           |             |
|                    |                                                     | Working hours, pay, and benefits                     | ✓                     | ✓                       |           |             |
|                    | Employee representation and dialogue                | Freedom of association and collective bargaining     | ✓                     | ✓                       |           |             |
|                    |                                                     | Labor-management communication and consultation      | ✓                     | ✓                       |           |             |
|                    |                                                     | Association rights and improved working conditions   | ✓                     | ✓                       |           |             |
| Health and safety  | Occupational safety and health management           | Safety training and risk prevention                  | ✓                     | ✓                       |           |             |
| Environmental      | Occupational safety and health management           | Workplace safety and public health                   | ✓                     | ✓                       |           | ✓           |
|                    | Environmental sustainability and the right to life  | Water management and community water rights          | ✓                     | ✓                       |           | ✓           |
|                    |                                                     | GHG reduction and air pollution control              | ✓                     | ✓                       |           | ✓           |
|                    | Biodiversity and ecosystem conservation             | Ecosystem protection and no-deforestation commitment | ✓                     | ✓                       |           | ✓           |
| Ethics             | Personal data and privacy protection                | Privacy rights                                       | ✓                     | ✓                       |           |             |
| Management systems | Grievance channels and internal remedies            | Diverse and protected grievance mechanisms           | ✓                     | ✓                       |           |             |
|                    | Value chain risk management                         | Supplier and on-site contractor compliance           | ✓                     | ✓                       |           |             |

## 1. Management level: Internal human rights compliance risk assessment

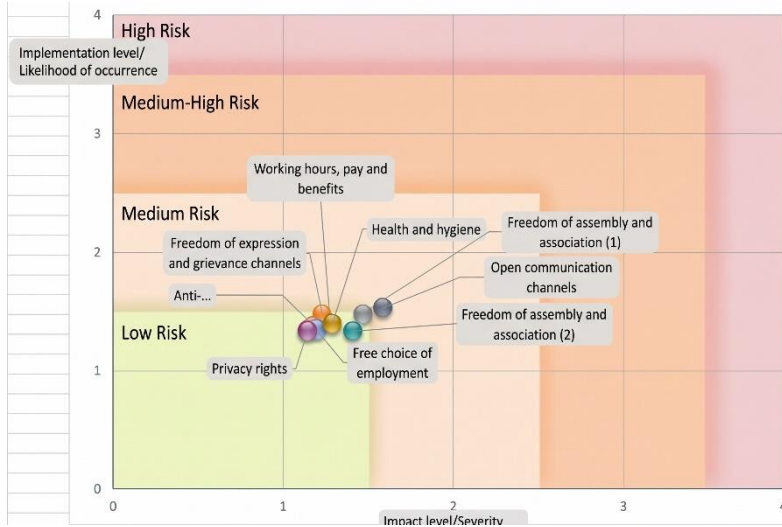
The Company's internal audit unit assesses risks based on actual implementation, the adequacy of internal systems, and regulatory compliance. A risk matrix combining likelihood and impact is used to classify risks as low, medium, or high.

Following a systematic review and objective assessment, comprehensive policies and response measures have been established for all core human rights issues. Except for "reasonable working hours," which is rated medium risk and remains subject to system-based controls, all other issues remain at a stable low-risk level under the Company's robust internal controls:

| Issue                                                      | Risk Description                                                                                                         | Policies and Procedures                                                                                                                                                                                                                                                                                                                                                                                            | Risk Rating | Response Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Prevention of forced labor                                 | Employment of involuntary labor                                                                                          | Forced labor and prison labor prevention procedure                                                                                                                                                                                                                                                                                                                                                                 | Low risk    | <ul style="list-style-type: none"> <li>* A zero-fee policy ensures that employees pay no recruitment fees.</li> <li>* All employees receive employment contracts in their native language detailing all terms.</li> <li>* Migrant workers receive contracts before departure without arbitrary modifications.</li> <li>* Neither ChipMOS nor recruitment agencies hold original personal ID or documents.</li> <li>* Employees may resign without penalty after giving reasonable notice.</li> </ul>    |
| Prohibition of child labor and protection of young workers | Employment of children under 16 or young workers under 18                                                                | Child and young worker management procedure                                                                                                                                                                                                                                                                                                                                                                        | Low risk    | <ul style="list-style-type: none"> <li>* Policies safeguard young workers, student workers, interns, and apprentices.</li> <li>* Child labor under 16 is strictly prohibited, with remediation measures established for inadvertent cases.</li> <li>* Young workers aged 16 to under 18 are prohibited from hazardous tasks, night shifts, and overtime.</li> </ul>                                                                                                                                     |
| Reasonable working hours                                   | Non-compliance with working hour requirements                                                                            | Employee overtime management policy                                                                                                                                                                                                                                                                                                                                                                                | Medium Risk | <ul style="list-style-type: none"> <li>* Work schedules are arranged in advance and effectively monitored to ensure compliance with the statutory one-day-off-in-seven requirement.</li> </ul>                                                                                                                                                                                                                                                                                                          |
| Humane treatment                                           | Sexual harassment, corporal punishment, or mental or verbal abuse                                                        | <ol style="list-style-type: none"> <li>1. Anti-discrimination and anti-harassment procedure</li> <li>2. Disciplinary practices prevention procedure</li> <li>3. Suggestion box management policy</li> <li>4. Sexual harassment prevention, complaint, and disciplinary policy</li> <li>5. Workplace violence prevention plan</li> </ol>                                                                            | Low risk    | <ul style="list-style-type: none"> <li>* Policies prohibiting inhumane treatment are clearly communicated to all employees and stakeholders.</li> <li>* Disciplinary wage deductions are strictly prohibited under company policy.</li> <li>* Forced labor, disciplinary punishment, and any infringement on fundamental employee rights are strictly prohibited.</li> <li>* Workplace sexual harassment complaints trigger immediate, confidential investigations by a dedicated committee.</li> </ul> |
| Anti-discrimination and anti-harassment                    | Discrimination or harassment in recruitment or employment, including pay, promotion, rewards, and training opportunities | <ol style="list-style-type: none"> <li>1. Anti-discrimination and anti-harassment procedure</li> <li>2. Suggestion box management policy</li> <li>3. Workplace facilities and assistive devices application policy</li> <li>1. Anti-discrimination and anti-harassment procedure</li> <li>2. Suggestion box management policy</li> <li>3. Workplace facilities and assistive devices application policy</li> </ol> | Low risk    | <ul style="list-style-type: none"> <li>* The Company respects every employee and prohibits discrimination in recruitment and all forms of harassment.</li> <li>* The Company implements equal pay for equal work and gender pay equality.</li> <li>* Workplace violence hazards are identified and assessed, and employees are trained to prevent discrimination and harassment.</li> </ul>                                                                                                             |
| Freedom of association                                     | Restrictions on employees' freedom of association and open communication between employees and management                | <ol style="list-style-type: none"> <li>1. Employee welfare committee regulations</li> <li>2. Labor-management meeting policy</li> </ol>                                                                                                                                                                                                                                                                            | Low risk    | <ul style="list-style-type: none"> <li>The Company regularly holds labor-management meetings in which employee-elected representatives participate and provide feedback.</li> </ul>                                                                                                                                                                                                                                                                                                                     |

## 2. Employee perspective: Results of the employee human rights due diligence survey

In 2025, ChipMOS conducted its first online human rights due diligence survey for all employees, receiving 3,179 responses (55% participation), reflecting strong employee interest in their rights and the company's human rights governance. The survey covered five management areas and ten core human rights issues, including non-discrimination and workplace equality, free choice of employment, multiple grievance channels, freedom of association, personal data protection, occupational safety training, and workplace hygiene. Matrix analysis of implementation levels (likelihood) and impact levels (severity) identified the company's salient internal human rights risks for 2025.



Note:

**Freedom of Association (1):** Employees can obtain company policy information through meetings or labor representatives, thereby enhancing their sense of identity with the company.

**Freedom of Association (2):** Employees are free to join any organization or club, thereby enhancing their sense of identity with the company

### Human Rights Risk Identification

Through quantitative matrix assessment, all 10 human rights issues covered in this survey fall into the "Low Risk" zone (with scores remaining below the 2.0 threshold). This quantitative outcome demonstrates that ChipMOS's current human rights management policies, operating procedures, and daily operations are functioning effectively, establishing a robust protective mechanism for regulatory compliance and employee rights.

### Identification of Focus Issues for Follow-up Management

In line with the UN Human Rights Due Diligence (HRDD) principle of "continuous improvement and dynamic management," we further reviewed 2 focus issues within the low-risk zone that positioned relatively higher—indicating comparatively significant employee concern and potential impact—to proactively formulate monitoring, mitigation, and remediation measures.

| RBA Category               | Focus Issue                                                        | Continuous Monitoring, Mitigation, and Remediation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Labor                      | Working Hours, Remuneration, and Benefits                          | <ul style="list-style-type: none"> <li><b>Sound Overall Compensation</b><br/>Continuously provide competitive overall compensation, and assist employees in building long-term assets through the "Employee Stock Ownership Trust" and "Treasury Stock Subscription Plan" to achieve co-created value.</li> <li><b>Systemic Time Management</b><br/>Comply with working hour regulations and manage work hours through systematic mechanisms to safeguard employees' physical and mental health.</li> </ul>                                 |
| Management Systems / Labor | Freedom of Association (1) and Unobstructed Communication Channels | <ul style="list-style-type: none"> <li><b>Diverse and Transparent Systems</b><br/>Respect employee club participation and ensure transparent policy communication—via labor representatives and town halls—to foster corporate cohesion and identity.</li> <li><b>Diverse Communication</b><br/>Periodically hold labor-management meetings to deepen two-way dialogue, while building diverse grievance mechanisms and suggestion boxes to ensure bottom-up feedback and communication channels remain prompt and unobstructed.</li> </ul> |

### 3. Supplier Human Rights Due Diligence Process and Implementation Status

ChipMOS drives supplier human rights governance in alignment with the five key areas of the RBA, initiating human rights due diligence for 65 major material suppliers in 2025. This assessment focuses on seven human rights risk areas (such as working hours, wages and benefits, freedom of association, and non-discrimination).

Based on the results of questionnaires and audit assessments, the high-risk human rights issues identified—in order of priority—are "wages and working hours" and "health and safety." ChipMOS has implemented proactive monitoring and management for these two areas of potential risk, requiring relevant suppliers to propose concrete mitigation and remediation measures to substantially reduce unforeseen human rights risks among value chain partners.

Focusing on seven key human rights risk areas, a total of 65 major suppliers will complete human rights due diligence by 2025.

|  High-risk issues |  Remediation Measures                                                                                                                            |  Risk Mitigation<br>(Routine Auditing & Prevention)                               |
|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Wages and Working Hours</b>                                                                     | If a supplier has not established a sound working hour management system, they will be required to formulate relevant management rules and implement improvements within a specified deadline in accordance with legal regulations. | <u>Routine Sampling and Review:</u> Proactively spot-check suppliers' employee attendance records to ensure full compliance with legal regulations.                  |
| <b>Health and Safety</b>                                                                           | Require suppliers to control and assess potential emergency situations, and formulate emergency response measures and plans to minimize potential safety impacts.                                                                   | <u>Compliance Audit:</u> Verify during RBA audits whether suppliers regularly complete emergency response drills, and inspect relevant drill procedures and records. |

# Communication and Grievance Mechanisms

"Unobstructed feedback" is the central hub of ChipMOS's human rights governance. Aligned with RBA standards, we have established communication and grievance channels that are internal and external, diverse and multilingual, secure, and confidential, ensuring stakeholders express concerns without fear of reprisal. Internally, we cultivate diverse channels for domestic and migrant employees. Externally, our website offers dedicated contact windows covering Corporate Sustainability, Employee Relations, Business Operations, and Investor Relations. These channels guarantee prompt, confidential, two-way responses for all human rights and community concerns, transforming stakeholder feedback into continuous operational optimization.

## ★ 2025 Communication Summary



✓ **Internal Communication:** Combining one-way and two-way channels, 99 cases were received, achieving a 100% resolution rate.



✓ **Labor-Management Engagement:** 11 employee seminars and new executive-labor tea gatherings strengthened direct workplace dialogue.



✓ **Maternal Health Care:** The Maternal Health Protection System supported 46 expectant and new mothers in 2025.



✓ **Middle-Aged and Senior Employee Care:** The senior adaptation system achieved over 96% workplace satisfaction among mature employees.



✓ **Community and Neighborhood Relations Maintenance**

Demonstrating long-term commitment, we have adopted local roads and green spaces for 12 consecutive years and supported rural schools for 11.



# 1. Robust Grievance and Engagement Channels

ChipMOS has established diverse and open communication channels alongside comprehensive internal and external grievance mechanisms. These include Labor-Management Conferences, Employee Suggestion Boxes, the Chairman's Mailbox, the Audit Committee Mailbox, the Information Security Mailbox, in-person or telephone consultations, employee interviews, the EAP hotline, and specialized communication channels. The responsible units handle all matters with strict confidentiality and anonymity, using the case completion rate as a tracking indicator. This approach aims to achieve full communication and effective problem resolution, actively promoting labor-management communication and human rights-friendly management.

## Two-Way Communication

### In 2025

- **Total Cases: 96**
- **Completion Rate: 100%**
- **Employee Forums: 11 sessions**

- Employee Suggestion Boxes (Electronic / Physical)
- Information Security Suggestion Box
- Labor-Management Conferences / Production Line Meetings / Employee Welfare Committee Meetings
- Employee Interviews / Project-Specific Interviews / New Hire Interviews
- Communication Hotlines (HR Hotline / EAP Hotline)
- Employee Forums
- Employee and Manager Luncheons/Dinners

※ Note: Provides enhanced feedback opportunities for employees, managers, and case handlers.

## One-Way Communication

### In 2025

- **Total Cases: 3**
- **Completion Rate: 100%**

- Chairman's Mailbox
- Audit Committee Mailbox



※ Note: Handled by the designated unit based on the nature of the reported issue.



## 2. Rights Protection and Proactive Care for Targeted Groups

To support diverse and specific employee groups, ChipMOS promotes tailored care and communication programs based on their needs:

### Target Groups

- **Communication with Visually Impaired Massage Therapists (at least twice weekly)**
- **Care and Engagement for Expectant and New Mothers (monthly)**
- **Health Care for Middle-Aged and Senior Employees**
- **Engagement with Filipino Employees (monthly)**
- **Supported 46 expectant and new mothers through the Maternal Health Protection System in 2025.**
- **Foreign Employee Rights & Inclusion**
  - Conducts monthly open meetings for Filipino staff to foster two-way dialogue.
  - Hires dedicated Filipino HR staff to offer native-language counseling and psychological support for barrier-free communication.
  - Launches quarterly direct-labor recognition tea parties in 2025 to boost work efficiency and engagement.
- **Implemented health care and diversified communication for middle-aged and senior employees, with over 96% achieving excellent Work Ability Index (WAI) scores.**



### 3. Deepening Community Engagement and Environmental Co-Existence

ChipMOS actively extends its influence to external stakeholders, institutionalizing social participation:

#### Community Engagement

- **Establish local communication channels to reduce environmental impacts:**  
Operate in strict compliance with regulations, maintaining a dedicated website contact window for positive neighborhood interaction and timely concern resolution.
  - **Deepen local diversified partnerships to co-create social value:**  
Collaborate long-term with social welfare organizations, rural schools, and local small farmers to build mutual trust, shared prosperity, and positive corporate impact.
  - **Proactively adopt environmental spaces for quality neighborhood living:**  
Maintain long-term adoption of nearby roads, green spaces, parks, public restrooms, and coastal cleanups to preserve the community and foster friendly stakeholder relations.
- ✓ **Invested in environmental initiatives, such as road and green space adoption, for 12 consecutive years, totaling NTD 1,123,842.**
  - ✓ **Supported rural schools for 11 consecutive years by funding educational equipment and Children's Day/Christmas gifts to nurture children's happy growth.**
  - ✓ **Continued collaborating with local smallholders in 2025 to support agricultural development and boost the local economy.**