Appendix

Appendix 1. GRI Content Index

Statement of use	We publish our 2023 sustainability report in compliance with GRI (Global Reporting Initiative) Standards, with data spanning the period from January 1 to December 31, 2023.			
GRI 1 Version	GRI 1：Foundation 2021			
Applicability of GRI Sector Standards	**None**			
GRI 2				
Indicator	Disclosure requirements	Chapters or explanation of report	Omission explanation	Page number
Organization and reporting				
2-1	Organizational details	1.5 Sustainable Development Goals		12-14
		2.1 Company Profile		16-17
2-2	Entities included in the organization's sustainability reporting	Editorial Policy		2
2-3	Reporting period, frequency and contact point	Editorial Policy		2
2-4	Restatements of information	No mergers or acquisitions, no changes in the reporting period, business nature, or measurement methods.	None	
2-5	External assurance	Regulations: The company will achieve assurance by 2028.	None	
Activity and worker				
2-6	Activities, value chain and other	1.5 Sustainable Development Goals		12-14
	business relationships	4. Enhance Cooperation among Value Chains		51-60
2-7	Employees	6.1 General Conditions of our Employees		75
2-8	Workers who are not employees	6.1 General Conditions of our Employees		75
Governance				
2-9	Governance structure and composition	3.2 Governance system		31-38
		3.2 Governance System：Sustainability Committee		37
2-10	Nomination and selection of the highest governance body	3.2 Governance System：Board of Directors and Functional Committees		32-33
2-11	Chair of the highest governance body	3.2 Governance System：Board of Directors and Functional Committees		32-33
2-12	Role of the highest governance body in overseeing the management of impacts	3.2 Governance System		31-38
2-13	Delegation of responsibility for managing impacts	3.2 Governance System		31-38
2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainability Committee		4-5
2-15	Conflicts of interest	3.2 Governance System：Management of conflict of interest		36

2-16	Communication of critical concerns	3.2 Governance System：Management of conflict of interest		36
2-17	Collective knowledge of the highest governance body	3.2 Governance System: Board of Directors and Functional Committees: Diversification of the board of directors		34
2-18	Evaluation of the performance of the highest governance body	3.2 Governance System: Board of Directors and Functional Committees: Evaluation of board of directors' performance		35-36
2-19	Remuneration policies	3.2 Governance System: Compensation for Directors		35
2-20	Process to determine remuneration	3.2 Governance System: Board of Directors and Functional Committees: Compensation Committee		37
2-21	Annual total compensation ratio	3.2 Governance System: Compensation for Directors		35
Strategy, policies and practice				
2-22	Statement on sustainable development strategy	1.1 Sustainability Committee		4-5
		3.1 Promoting Strategies		29
2-23	Policy commitments	1.5 Sustainable Development Goals		12
2-24	Embedding policy commitments	3. Strengthen Corporate Governance		28
2-25	Processes to remediate negative impacts	4. Enhance Cooperation among Value Chains		51
		5. Measures in Response to Climate Changes		61
		6. Realization of Happiness in Workplace		74
		7. Realization of Social Prosperity		90

2-26	Mechanisms for seeking advice and raising concerns	Editorial Policy		2
2-27	Compliance with laws and regulations	3.3 Integrity Management 3.4 Realization of Risk Management		39-41 41-43
2-28	Membership associations	7.5 Participate in Sustainable Development of Industry Associations		97
Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.3. Stakeholder Communication Channels and Concern Issues		5
2-30	Collective bargaining agreements		None	
GRI 3				
Indicator	Disclosure requirements	Chapters or explanation of report	Omission explanation	Page number
3-1	Process of determining material topics	1.4 Identification of Material Topics		7
3-2	List of material topics	1.4 Identification of Material Topics		7
3-3	Management of material topics	3. Strengthen Corporate Governance		28
		4. Enhance Cooperation among Value Chains		51
		5. Measures in Response to Climate Changes		61
		6. Realization of Happiness in Workplace		74
		7. Realization of Social Prosperity		90

Indicator	Disclosure requirements	Chapters or explanation of report	Omission explanation	Page number
Material topics				
Innovation R&D				
3-3 Management of material topics	Innovation R&D			
Self-determined by DAVICOM Semiconductor	4. Enhance Cooperation among Value Chains			51-60
	4.1 Innovation R&D and Services			52-54
	4.1 Innovation R&D and Services - Management framework for innovation R&D			53-54
Employees' health				
3-3 Management of material topics	Employees' health			
GRI 403 (2018) Occupational Health and Safety GRI 410 (2016)	6.4 Wellness and Safety			85-86
	6.4 Wellness and Safety -2023 execution concerning labor safety and health			85
	3.4 Realization of Risk Management - Infectious disease risks: Continue infectious disease preventive measures and management			43
Risk Management				
3-3 Management of material topics	Risk Management			
GRI 2 13-19	3.1 Promoting Strategies			29-30
	3.4 Realization of Risk Management			41-43
	4.4 Sustainable Suppliers			58-60
Labor-management relations				
3-3 Management of material topics	Labor-management relations			
GRI 402	6.2 Talent Cultivation - Human resources policies			76
	6.5 Labor-management Communication			86-87
	6.6 Human Rights and Tolerance			87-89
Material topics				
Emissions of greenhouse gases				
3-3 Management of material topics	Emissions of greenhouse gases			

Indicator	Disclosure requirements	Chapters or explanation of report	Omission explanation	Page number
GRI 305 (2016)		5.1.1 Carbon Emission Management		62-65
		5.1.1 Carbon Emission Management- 2023 Scope 1 Greenhouse Gas Emissions Statistics - Seven Major Emissions Categories		63
		5.1.1 Carbon Emission Management-Scope 3: analysis of emission density		65
Client privacy				
3-3 Management of material topics	Client privacy			
GRI 418 (2016)		4.3 Client Relationship Management		57
		4.3 Client Relationship Management - Benefit-sharing business model		57
		4.3 Client Relationship Management - Protect client privacy、Handling of client complaints		57
Information security				
3-3 Management of material topics	Information security			
GRI 2 13-29		3.1 Promoting Strategies - Definition and management goals		30
		3.2 Governance System - Our important committees		31
		3.7 Management for Information and Communication Security		50
Supply chain management				
3-3 Management of material topics	Supply chain management			
GRI 308 GRI 414		4.4 Sustainable Suppliers		58-60
		4.4.1 Carefully select partners		58-59
		4.4.2 Supplier management		59-60

General waste			
General waste			
3-3 Management of material topics	General waste		
GRI 305	5.1 Climate Action		62-65
	5.1.1 Carbon Emission Management		62-65
	5.3 Product Environmental Footprint		69-72
Compensation and welfare			
3-3 Management of material topics	Compensation and welfare		
GRI 401 GRI 401-2 (2016)	6.1 General Conditions of our Employees		75
	6.3 Compensation and Welfare		80-84
	6.3 Compensation and Welfare - Employee benefit measures		82-84

Appendix 2. Comparison with SASB (Sustainability Accounting Standards Board) standards

Disclose topics	Indicator number	Disclose content of indicators	Attribute	Corresponding chapters or explanation
Product safety	HL-PR-120a.1	Effectiveness of product safety management system	Qualitative	Reference 4.2 Responsible Production and Consumption: Quality management
	HC-PR-120a.1	Items and process of product testing and how to ensure product safety and compliance with the regulations concerned for products	Qualitative	
	HC-PR-120a.2	For us, how to ensure compliance with the regulations and standards concerned for our products	Qualitative	
Diversified employees	LC-FA1304a-01	Particularly for executive teams and key job positions, proportions of all employees for active female employees and employees belonging to minority ethnic groups and, in addition, we give equal opportunities to those people and take actions to diversify background of employees.	Qualitative	Reference 6.1 General Conditions of our Employees, 6.2 Talent Cultivation - Human resources policies
Supply chain management	TC-HW-430a.1	Our technology innovation as well as R&D expense and/or R&D investment as a percentage of consolidated revenues	Quantitative	Reference 4.1 Innovation R&D and Services: Technology and R&D
	TC-HW-410a.3	Our R&D expense and/or R&D investment as a percentage of total assets	Quantitative	
Greenhouse gas emissions	TR-MT-110a.1	Scope 1 emissions	Quantitative	Reference 5.1.1 Carbon Emission Management: Carbon inventory-Scope 1
	TR-MT-110a.2	Scope 2 emissions	Quantitative	Reference 5.1.1 Carbon Emission Management: Carbon inventory-Scope 2
Environmental footprint of products	TC-EN-120a.1	Reveal influence of the process of product production and life cycle management on environment	Qualitative/quantitative mixed	Reference 5.3 Product Environmental Footprint
Sources of materials	TC-MT-120a.1	Assess our performance in managing procurement of raw materials from suppliers as well as the transparency of such supplies	Qualitative	Reference 4.4 Sustainable Suppliers: Carefully select partners
Indicators of activities	TC-HW-000.A	Evaluate how enterprises manage hardware security risks, ask enterprises to disclose information on framework and procedures of their physical security risk management as well as their monitoring physical security, disposing of physical security events and emergency responsive plans	Qualitative	Reference 3.7 Management for Information and Communication Security
	TC-HW-000.B	Evaluate how enterprises manage hardware security risks, ask enterprises to disclose safety functions and design characteristics of their products as well as how they integrate safety functions with product development processes and provide clients with information and training related to hardware security	Qualitative	Reference 4.3 Client Relationship Management
	TC-HW-000.C	Evaluate measures adopted by enterprises in managing hardware security risks	Qualitative	Reference 4.4 Sustainable Suppliers

Appendix 3.   Comparison table of the TEN Principles of the UN Global Compact

Categorization	10 principles	Chapter	Page number
Human rights	Enterprises should support and respect internationally recognized human rights protection	4.4.1 Carefully select partners	58-59
	Ensure that we never engage in activities violating human rights	4.4.1 Careful selection of partners: Labor, safety and health, maintenance of ethical regulation	58-59
Labor	Enterprises should maintain freedom of assembly and association and firmly recognize right of collective bargaining.	6.6 Human Rights and Tolerance: Respect labor rights and interests	87-88
	Eliminate any type of forced labor and compulsory labor	6.6 Human Rights and Tolerance: Respect labor rights and interests	87-88
	Completely abolish employment of children	6.6 Human Rights and Tolerance: Prohibition of Child Labor	89
	Eliminate discrimination related to employment and occupation	6.6 Human Rights and Tolerance: Non-discrimination	89
Environment	Enterprises have to support adoption of preventive methods for coping with environmental challenges.	3.6 Understanding of Climate Change Risks and Related Opportunities	46-49
	Take initiative actions to prompt more responsible environmental response	3.6 Understanding of Climate Change Risks and Related Opportunities: Identification result of Climate Change Risks and Related Opportunities	46
	Encourage development and boost environmentally friendly technologies	4.1 Innovation R&D and services	52-54
Anti-corruption	Enterprise should make efforts to resist any type of corruption, including blackmail and bribery.	3.3 Integrity Management: Professional ethics and anti-corruption	40