



UTAC CORPORATE **SUSTAINABILITY REPORT 2022**

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Contents

01	About This Report
02	CEO's Message
04	About UTAC Group
06	Our Approach to Sustainability
09	Emissions and Energy
12	Environmental Protection
19	Waste and Water
25	Health and Safety
28	People Development
34	Community Relations
35	Ethical Business Conduct
37	GRI Content Index

About this Report

The UTAC Group's Sustainability Report outlines the Group's approach and strategy towards sustainability and highlights key aspects of our sustainability performance and impact. UTAC remains steadfast in our commitment to transparency and accountability for our targets and progress, while celebrating our achievements as we progress as a sustainable and responsible business. This report contains data and information pertaining to the 2022 calendar year from 1 January to 31 December 2022, and covers all UTAC's business entities unless stated otherwise. There have been no restatements of information from previous years' reports.

Reporting Approach

This report is guided by the Group's Corporate Social Responsibility Policy and Commitment Statement, which is aligned with the Responsible Business Alliance (RBA) framework. The RBA outlines principles for Labor, Health & Safety, the Environment, Management Systems, and Ethics for global supply chains of leading industries.

In 2022, our sustainability systems, processes and practices across our operations were certified as having met ISO14001, ISO45001 and IATF 16949 industrial standards.

To ensure the continuity and sustainability of our business, the Group has implemented key systems and processes including regular audits and establishing frameworks including the Environmental Management System (EMS) and the Occupational Health & Safety System (OH&S). This ensures our environmental, health, and safety regulations continue to be relevant and aligned with international standards.

UTAC strives to comply with all RBA and Environmental, Health and Safety (EHS) guidelines across all site operations, and our assembly and testing process comply with relevant legislations including the Restriction of Hazardous Substances (RoHS) Directive, REACH Regulation, and the Montreal Protocol on Substances that Deplete the Ozone Layer.

While the data in this report has undergone rigorous internal review, this report has not been verified by external assurance.

Global Reporting Initiative (GRI) Standards

This report has been prepared with reference to the GRI Standards and its reporting principles. For more information on the specific standards applied and disclosures reported against, please refer to the GRI Content Index on page 37.





CEO's Message

Dear stakeholders,

I am proud to present UTAC's ninth sustainability report, communicating our sustainability progress and efforts in 2022 and reaffirming our commitment towards sustainability for the years to come.

The year under review has undoubtedly been a challenging yet fruitful year for us at UTAC. As we emerged from the obstacles and supply chain disruptions caused by the pandemic, we encountered new and unprecedented challenges with rising inflation dampening the economy leading to a significant slowdown. Nonetheless, through the efforts of all our employees here at UTAC, we continue to experience significant growth in our business, and are proud to continue delivering long-term value to our stakeholders.

As we expand, we not only seek to continue delivering high quality products and services to all our customers, but to further our progress as a responsible and sustainable business. To navigate an ever-challenging business environment, we remain committed to enhancing our sustainability initiatives and disclosures to meet our ESG commitments as a company.

At the core of UTAC's sustainability strategy, we pride ourselves on our commitment to the highest levels of sustainability and corporate governance. Aligned with the Responsible Business Alliance framework, our established Code of Conduct and Corporate Social Responsible Policy defines our approach and unwavering principles to running a sustainable and ethical business. We undertake a zero-tolerance approach towards corruption, bribery, and discrimination of any form, and promote these values to not only all our UTAC employees but all suppliers to act with integrity at all times such that UTAC can remain a transparent and trusted partner for years to come.

As the world advances in innovation driven by technology, we have seen an exponential increase in demand for semiconductors. We recognise our ability to contribute to efforts to combat climate change by doing our part in reducing emissions and mitigating our impact on the environment. Within our own operations, we continue to invest in energy efficiency initiatives while reusing and recycling resources where possible to reduce water usage and waste. Most notably, we have continued to advance our efforts in increasing our generation and utilisation of renewable energy. In 2022, we successfully embarked on a project to

install a solar photovoltaic system at our facilities in Singapore and Thailand, generating over 1,000,000 kWh of clean electricity and making up over one-fifth of our energy consumption through clean energy. To create wider impact and remain as a global industry leader, we continuously innovate to improve the performance and energy efficiency of our products such that our customers can benefit and contribute to reducing emissions. We actively encourage all partners and suppliers to engage with UTAC in collaborations to collectively reduce our environmental impact throughout the value chain.

Our people at UTAC and the communities we operate in remain integral to our achievements as a business. The health and safety of our employees is an utmost priority in our business, and we take every precaution to uphold our duty of care to our employees and maintain a safe workplace. We also aim to facilitate our employees' development, to develop our future leaders and upskill employees to ensure their skills remain relevant. We are honored that our efforts have been recognised through multiple safety and HR excellence awards across Southeast Asia and we strive to uphold these standards consistently moving forward. As a responsible corporate citizen, we also seek to

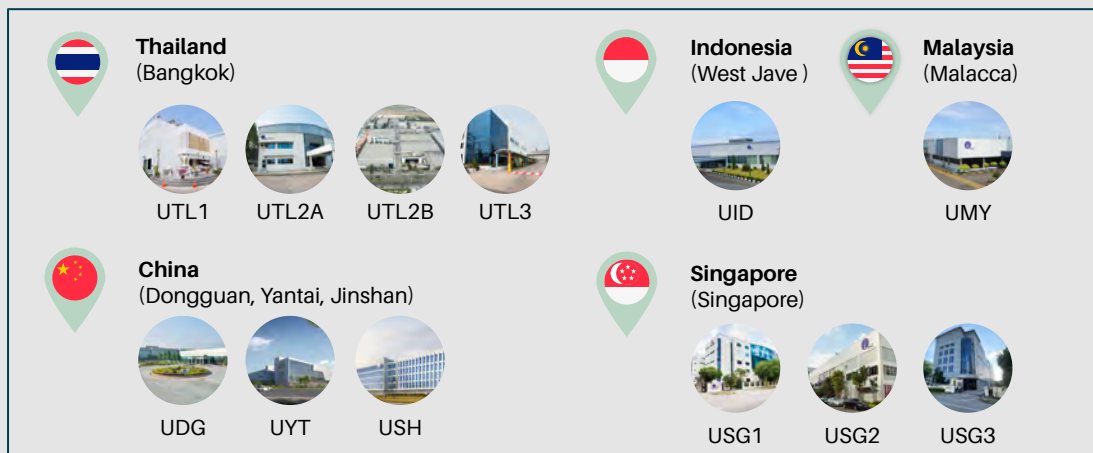
engage and give back to the communities where we operate as an organisation. Our employees continue to drive various initiatives from holding blood drives, to supporting communities through various donations including supporting local NGOs, scholarships, and COVID-19 efforts, we are proud of the bonds we have fostered and the impact we have created globally.

The progress UTAC has achieved on our sustainability journey is a testament to the dedication and commitment of all our employees and the wider UTAC community comprising of all our stakeholders. However, we are cognisant that there is more to do on this front. I would like to thank our management team, employees, customers, suppliers and stakeholders for their support and collaboration, as we look forward to making further progress together in 2023.

Dr. John Nelson
President and Chief Executive Officer

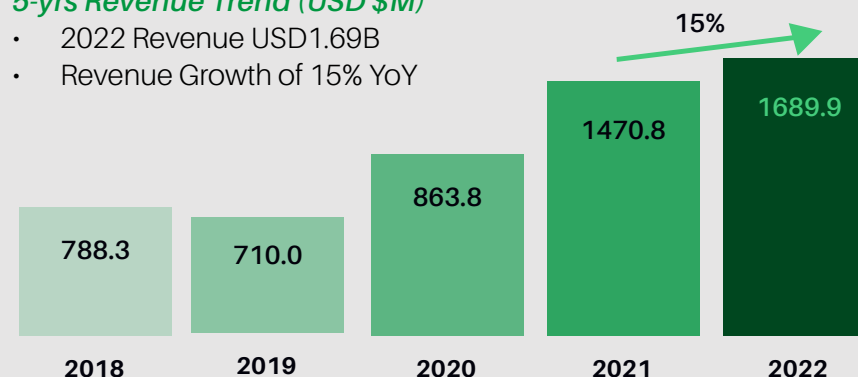
*We remain
committed to
enhancing our
sustainability
initiatives and
disclosures to
meet our ESG
commitments as
a company.*

About UTAC Group



5-yrs Revenue Trend (USD \$M)

- 2022 Revenue USD1.69B
- Revenue Growth of 15% YoY



Established in 1997



Headquartered in Singapore



Global sales presence



Decades of relationship with world's top semiconductor companies



Full range of semiconductor assembly and test services:

- > 1000 semiconductor package offerings; > 2000 testers

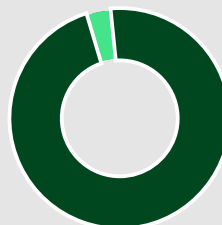


Leading provider of advanced semiconductor test capabilities



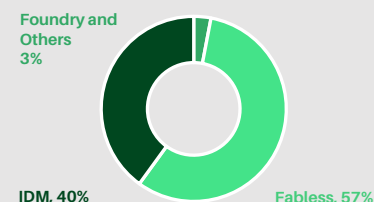
12 manufacturing facilities across Asia with global sales offices¹

Diversified Revenue Sources

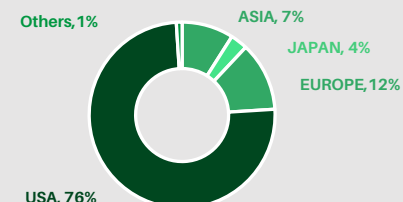


- 87% Assembly
- 13% Test

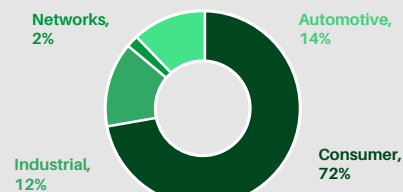
By Customer Type (2022 Revenue)



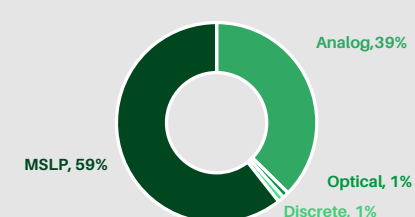
By Geography (2022 Revenue)



By End Market (2022 Revenue)



By Product (2022 Revenue)



¹UTAC data as of June 30, 2023

Our Vision and Values

The UTAC Group strives to have a team of passionate people working in unity to deliver quality products and value-added services that meet and exceed customers' expectations.

We strongly believe in corporate social responsibility and the desire to make a positive impact on our environment and community, while being an employer of choice.



UNITY

Work together with passion and a 'can-do' attitude toward accomplishing goals innovatively. Collaborate to do things right the 1st time.



TRUST

Establish trust and credibility by exercising honesty in all things we do. Compliance to applicable laws, regulations, policies and procedures.



ACCOUNTABILITY

Take ownership and responsibility for own actions. Deliver on commitments.



COMMUNICATION

Practice open and honest communication. Encourage constructive feedback and build trust throughout the company.

Our Approach to Sustainability

Sustainability Strategy

As a key node in the semiconductor industry, UTAC's mission is to build a sustainable business to provide value to all stakeholders and deliver on our commitment to make a positive impact on our industry, the community in which we operate, and the environment. It is our responsibility to conduct business in an ethical and sustainable manner. We have implemented responsible business practices and systems across our global operations and encourage our people to do so through our comprehensive Code of Conduct and Corporate Social Responsibility (CSR) policy.

Our approach to sustainability is also focused on identifying and managing potential environmental impacts. We achieve this through initiatives aimed at maximising energy efficiency, effective resource management, and reducing carbon emissions. In addition, we hold ourselves to high levels of corporate governance, adhering to all relevant local and international regulations, standards and guidelines, and putting in place systematic monitoring and risk management for business sustainability.

Aligned with the RBA Code of Conduct, we have made the following commitments through

our Code of Conduct and Corporate Social Responsibility Policy and Environmental Health and Safety (EHS) policy:



We strive to provide a safe and healthy environment for our employees, contractors, suppliers and the communities in which we operate.



We recognise the importance of human rights, resource conservation, community wellbeing and business ethics.



We are committed to the prevention of pollution, injury and ill health in the workplace.

Through these principles, UTAC can continue to provide sustainable and long-term value to all our stakeholders and contribute to sustainable development in collaboration with our stakeholders.



Sustainability Governance

Strong governance and leadership form the foundation for growth and sustainable business development. UTAC's senior corporate management team, led by our CEO Dr John Nelson, takes overall responsibility for the direction of the company, with quarterly updates provided to the Board of Directors. The senior management team is actively involved in managing the direction of UTAC's sustainability strategy, policies and goals, with support from the Environmental, Health and Safety team and the relevant departments to embed policies and set relevant targets towards achieving our sustainability goals. The Chief Sustainability officer assumes overall responsibility over the management and implementation of UTAC's sustainability approach and initiatives. The audit committee and remuneration committee also provide support in sustainability matters where deemed relevant.

Stakeholder Engagement

Through our business units, UTAC has built strong relationships of mutual respect and trust with customers, suppliers and other stakeholders. We actively engage with all our stakeholders including our customers to seek feedback

and improve our sustainability strategies. UTAC prioritises the needs and concerns of all stakeholders to ensure we meet expectations and explore opportunities for collaborations.

UTAC utilises periodic surveys and regular performance reviews to provide avenues for employee feedback. This enables UTAC to gain insights on how we can improve our sustainability efforts and build a conducive workplace for

employees to thrive. To gather insights from investors and customers, feedback mechanisms are made available via our website and through direct engagement at our customer centres. All employees are encouraged to raise concerns and provide feedback. Depending on the nature of the query or feedback, these should be directed to their direct managers and/or internal departments like Legal, Human Resources and Internal Audit.

Certifications and Awards 2022

UTAC Facilities	Award/Certification
UTAC Corporation	<ul style="list-style-type: none">• SMK3 Certification for Safety Award• Human Resources Excellence Awards 2022
UTAC Thailand	<ul style="list-style-type: none">• Environmental Good Governance, Industrial Estate Authority of Thailand• Good Governance Standard 2022, Department of Business Development Ministry of Commerce• Excellent Labor Management Awards, Provincial Labor Protection and Welfare Office• Excellent Safety Management Awards, Provincial Labor Protection and Welfare Office• Active Employee Relation Award During Crisis, Provincial Labor Protection and Welfare Office• Zero Accident Campaign Awards 2022
UTAC Malaysia	<ul style="list-style-type: none">• Grade A Safe Workplace Recognition Certificate

2022 Achievement at a Glance

We are committed to managing our significant ESG issues and have set key performance indicators to track progress. This section summarises our key performance in 2022.

Emission and Energy:

- In 2022, UTAC's total scope 1 and 2 emissions were 142,140 tCO₂e, a **22.9% reduction** compared to 2021.
- In 2022, 320,324 GJ of energy consumed was from **renewable sources making up 22% of UTAC's total energy consumption**, from onsite solar generation and green energy procurement.

Waste and Water:

- In 2022, **53% of our total waste was recycled**.
- In 2022, we have **reduced water consumption per K Products built by 23.2%** through water conservation and efficiency initiatives. Our **water recycling increased to 41.3% of total water consumed in 2022**.

Health and Safety:

- In 2022, there were 0 fatalities. UTAC's Frequency Severity Indicator, a metric used to measure accident frequency rates, **decreased from 0.05 in 2021 to 0.02 in 2022**, marking a significant improvement to workplace safety.

Community Relations:

- In 2022, UTAC conducted 7 blood donation drives across its China, Indonesia, Malaysia and Thailand entities, involving a total of **1,061 employees volunteering and 892 employees donating over 247,350 cc of blood**.
- Across our entities, our numerous initiatives span donating rice to the communities, supporting scholarships and education, hosting charity runs, supporting local NGOs, relief funds and supporting COVID-19 efforts. Our **donations totalled \$89,861** in 2022.

Ethical Business Conduct:

- **100% coverage** for Code of Conduct staff training in 2022.

Emissions and Energy

Management Approach

At UTAC, ensuring the mitigation and reduction of our impact on the environment and contributing to efforts to combat climate change are the main focus and priorities of our sustainability efforts. With the purchase of electricity being the main contributor of our emissions, ramping up our energy efficiency initiatives is key to reducing our carbon footprint. We aim to not only reduce our emissions and energy consumption through our own operations but also support our customers through energy efficient and environmentally friendly products and services. We encourage active collaboration with our partners and suppliers throughout our value chain to identify areas in our product life cycle to reduce our environmental impact. In the long term, we aim to increase the utilisation of renewable energy in our energy mix where feasible. To ensure active and continuous progress, UTAC has committed to reducing our Scope 1 and 2 emissions by 15% by 2025 from a 2020 baseline.

Performance and Initiatives

To mitigate our impact on the environment we actively track and monitor our carbon footprint and energy consumption to identify areas of improvement in resource and energy efficiency. In 2022, we have progressed to disclose our Scope 1 & 2 carbon emissions.

Emissions

Total Scope 1 and 2 GHG emissions (tCO₂e)

Emissions	2018	2019	2020	2021	2022
Scope 1	511.16	486.08	422.11	421.60	422.07
Scope 2	234,972	212,689	201,989	184,026	141,718
Total emissions	235,483	213,175	202,411	184,448	142,140
GHG Intensity (Scope 1 and 2) (tCO ₂ e/Revenue in USD)	0.000299	0.000300	0.000234	0.000125	0.000084

Note:

¹GHG emissions are calculated in accordance with the operational control approach of the GHG protocol standard. Gases included in the calculation are carbon dioxide (CO₂), methane (CH₄), and Nitrous Oxide (N₂O). UTAC's operations do not produce emissions related to Hydrofluorocarbons (HFC), Perfluorocarbons (PFCs) and Sulfur hexafluoride (SF₆).

²Conversion factors for Scope 1 and Scope 2 (location-based) emissions were obtained from the IPCC Emissions Factor Database.

In 2022, UTAC's total scope 1 and 2 emissions were 142,140 tCO₂e, a 22.9% reduction compared to 2021. The significant decrease is primarily due to a 100% shift to renewable energy for our major operations in China. Most of UTAC's carbon emissions can be attributed to the purchase of electric power utilised within our operations.

Energy

Total energy consumption

Energy Consumption	2018	2019	2020	2021	2022
Energy Consumption from renewable sources (GJ)	n/a	n/a	n/a	n/a	320,324
Energy Consumption from non-renewable sources (GJ)	1,461,909	1,405,079	1,347,081	1,382,757	1,138,185
Total Energy Consumption (GJ)	1,461,909	1,405,079	1,347,081	1,382,757	1,458,509

Note:

¹Energy consumption was calculated based on a detailed assessment of invoices and reports from energy providers. Fuel consumption was converted using the Universities and Colleges Climate Commitment for Scotland Unit Converter by The Environmental Association for Universities and Colleges.

²Data for energy consumption from renewable sources from 2018 to 2021 are not available.

In 2022, UTAC's energy consumption totalled 1,458,509 GJ, an increase of 5.5% from 2021 mainly due to the expansion of operations. UTAC continues to implement energy efficiency initiatives to reduce our energy consumption and shift towards cleaner forms of energy. At our site in Dongguan China, we purchase green energy from local providers. Where green energy is limited or not available, we also engaged in on-site Power Purchase Agreements to bolster our ongoing efforts. In 2022, through a mixture of onsite generation, and the purchase of green energy, UTAC has made significant progress, with renewable sources generating 22% of UTAC's energy needs.

Energy Efficiency Initiatives

In 2022, UTAC implemented a variety of energy efficiency initiatives across our business units to progressively reduce our energy consumption through innovative measures. We overhauled our infrastructure and equipment with more efficient and energy saving models throughout our operations. This included upgrading power transformers, chillers, vacuum pumps, air handling units (AHUs), and motors. Across our factories, we implemented production area optimisation practices. By consolidating production processes and utilising a reduced footprint we have increased energy savings through the reduction

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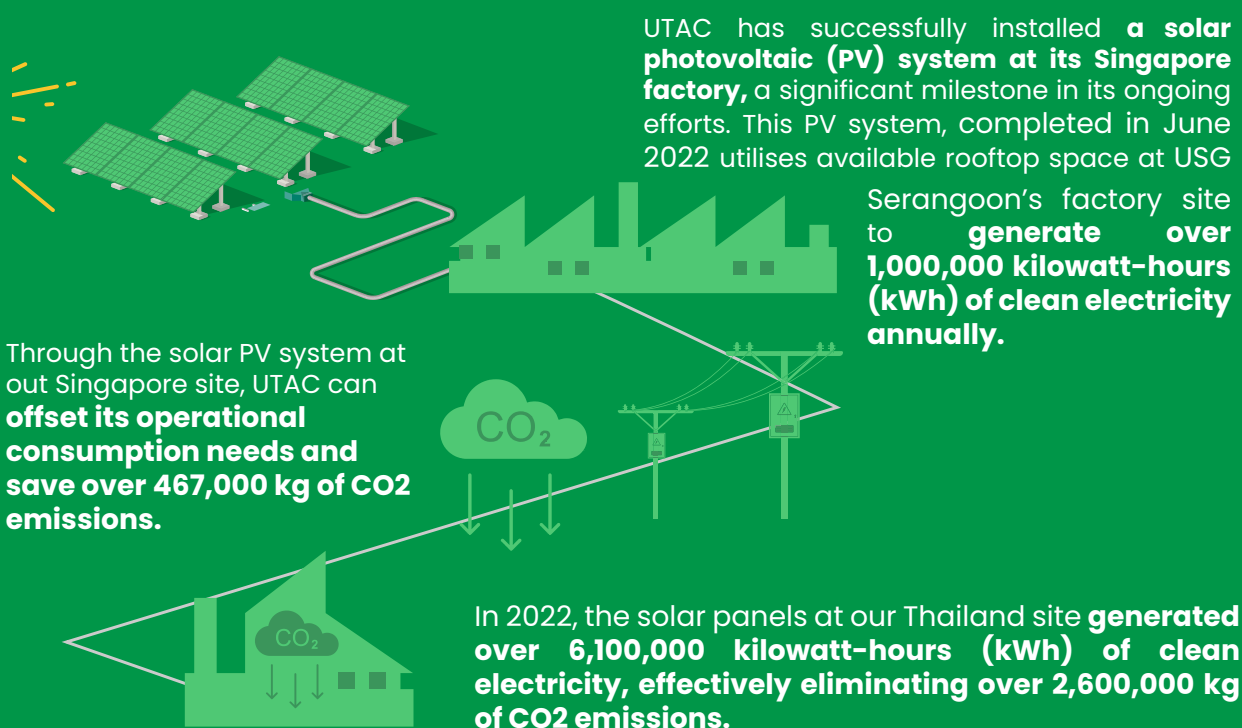
of air conditioning, ventilation, electricity, and lighting usage.

To complement our energy efficiency initiatives, UTAC is focused on increasing the utilisation of renewable energy through harnessing solar energy and the purchase of renewable energies where possible. At UTAC Singapore, we embarked on a successful solar photovoltaic system project, utilising available rooftop space to harness solar energy. UTAC Malaysia has also deployed solar streetlights across its facilities, to reduce emissions. As of 2022, renewable energy makes up 22% of UTAC's total energy consumption. UTAC will look towards expanding these efforts across more facilities.

Beyond these initiatives, UTAC's sustainability journey encompasses various ongoing projects, including water savings schemes, recycling manufacturing water, as well as initiatives to enhance energy efficiency and reduce waste. These measures highlight our unwavering dedication to embracing sustainable practices, while maintaining our position as a global industry leader.

Case/Initiative

Installation of Solar Panels at USG and UTL Sites





Environmental Protection

Management Approach

Coupled with the wider effort to combat climate change by reducing emissions, it is important for all organisations to assess and mitigate the potential impacts of their operations on the local environment. UTAC remains committed to operating in compliance with all relevant local legislations and regulations where we operate and obtains all necessary environmental permits. This includes compliance with the Restriction of Hazardous Substances Directive, and ISO14001. In daily operations and before the commencement of projects, UTAC assesses all environmental aspects and risks to identify significant environmental impacts and risks while initiating appropriate mitigation measures and procedures where necessary to prevent pollution.

To ensure UTAC's environmental standards are upheld throughout our value chain, UTAC performs supplier assessments for environmental impact. This is implemented through several mechanisms including surveys conducted by UTAC, self-surveys, and remote and on-site audits led by our Supply Management and Quality Assurance departments. Through our Environment Management System (EMS), UTAC requires suppliers to meet specific environmental

criteria and act in compliance with all relevant legislations, customer requirements, and have a hazardous substance management system in place to ensure the protection of the environment we operate in. The EMS also ensures inspections and audits are conducted by suppliers on a regular basis, and that suppliers have a standardised program for environmental training at all operational levels.

Where possible, UTAC aims to build a platform to improve the awareness and education of the importance of environmental protection amongst employees and the community, encouraging them to adopt sustainable conservation practices.



Case/Initiative

UTL Reforestation Activities

UTL has been actively championing ecosystem restoration through a series of impactful environmental initiatives. In May, UTL collaborated with Well Grow Industrial Estate to support reforestation in the community and raise awareness on the impact of global warming. Additionally, in September, the UTL management team and employees planted 500 mangrove trees and released 100 crabs in Ban Bon Community, Bang Pakong District, Chachoengsao Province to revitalise and sustain the local ecosystem. These activities aim to enhance partnerships between UTL and local companies for the betterment of the environment.



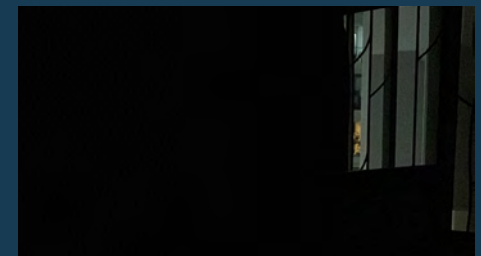
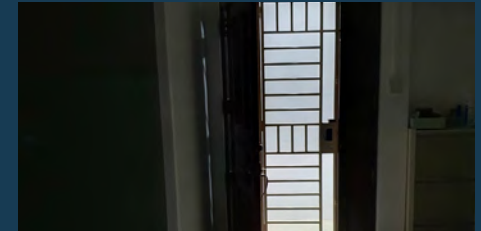
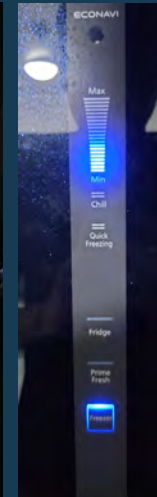
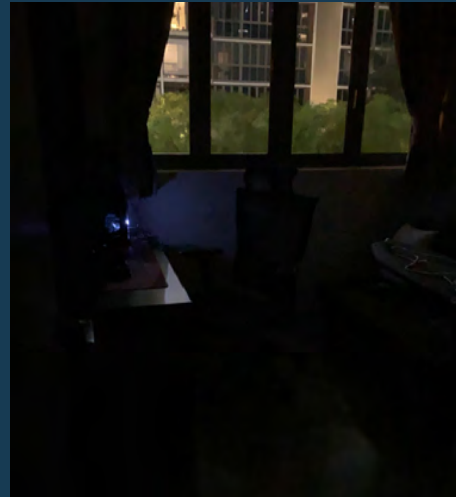
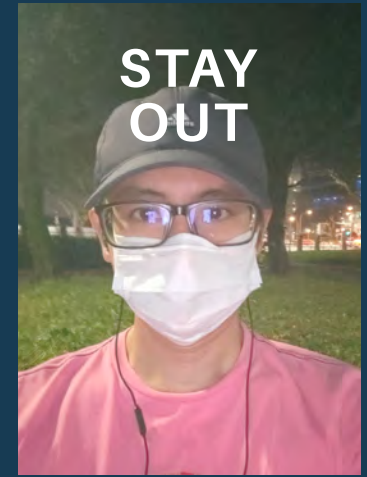
Case/Initiative

USG Participates in Earth Hour 2022

Earth Hour is a global movement organised annually by the WWF. In 2022, it was held from 8:30pm to 9:30pm on Saturday, 26 March.

Beginning as a symbolic blackout event in Sydney back in 2007, Earth Hour has evolved into an annual event. It is now one of the largest global grassroots movements aimed at environmental change, with the yearly lights-out event extending to over 190 countries as of 2022.

Earth Hour encourages individuals, businesses and governments around the world to take positive action for the environment by switching off non-essential electric lights for 1-hour to show support for the fight against climate change and a symbol of commitment towards a better planet. UTAC continues to display its annual support for Earth Hour to encourage and garner awareness on taking positive action in safeguarding our resources and protecting our environment.



Case/Initiative

UDG Earth Day Event 2022

In commemoration of Earth Day in March, UDG employees and their families participate annually in activities to raise awareness of the importance of protecting the environment amongst the community. This year, UDG employees and their children organised a litter clean-up event in their local community park. An educational programme was also organised for children to learn more about nature and the importance of protecting their environment.



Case/Initiative

UTAC Oct 2022 Bishan Park Clean-up

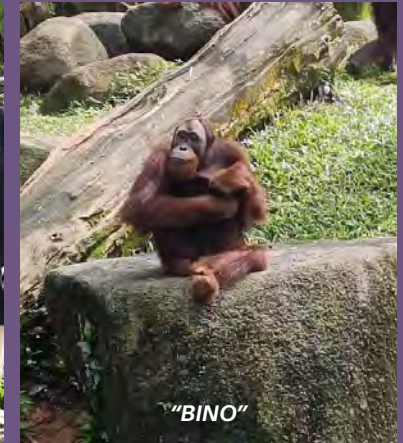
As part of our efforts to protect our local environment, the CSR Committee organised a mass clean-up at Bishan-Ang Mo Kio Park on Saturday, 29 October 2022. 44 USG employees and 13 family members volunteered their Saturday morning to pick up litter across the park. At UTAC, all employees actively participate in the protection of the environment, and we fully support all employee-led initiatives to contribute to and encourage environmental responsibility.



Case/Initiative

UTAC Adopts "BINO" the Sumatran Orangutan by Dec 2022

On 2 December 2022, several senior management leaders attended the "Adopt an Animal" Ceremony at the Singapore Zoo (the Zoo) to officiate UTAC's adoption of "BINO" the Sumatran Orangutan. We adopted "BINO" as part of our sustainability commitment to contribute to the conservation of resources and protection of the environment. With funding support from this programme, the Zoo will continue to expand its resources to proactively collaborate with the Orangutan Information Centre's Human Orangutan Conflict Response Units (HOCRU) in Indonesia to deter crop raiding as part of HOCRU's continuous effort towards conservation and ecosystem protection.



Case/Initiative

UID School Go Green and Eco Green Tree Planting Activity

As a tenant of the Karawang International Industrial City, UID participated in its community tree planting program held in October 2022 at the senior high school in Majalaya, Karawang located near the industrial estate area. Throughout the day, volunteers participated in tree planting on the school compound which was then handed over to the care of the school.

In 2022, UID also hosted its annual Eco Green program. This year, UID organised a tree planting event, planting over 200 tree seedlings inside the UID compound. The tree seedlings planted consist of a variety of local species including Mahoni, Asoka, Matoa, and Jamblang. The species chosen will mature over time into large trees and contribute to greener spaces for the local community cooling down the local environment.



Waste and Water

Management Approach

UTAC recognises the importance of responsible consumption and production practices to safeguard the planets and communities' resources. As part of our commitment, we prioritise managing our water usage and discharge, and the responsible treatment and disposal of waste in compliance with all regulations. UTAC engages with approved vendors, authorised to transfer and treat waste in an appropriate and transparent manner. Within our operations we actively discover ways to reuse, recover or recycle waste and water whenever possible. UTAC ensures the proper segregation of our waste to optimise the quantity and quality of recyclable waste with a focus on scrap metal. Where feasible, we also implement water efficiency initiatives, to reduce the consumption of water through our operations and promote and support educational and awareness programs related to waste responsibility. Our efforts towards sustainable practices are a crucial step towards protecting the environment and promoting the well-being of future generations.

UTAC requires suppliers to adhere to waste and disposal requirements in accordance with UTAC's EMS and Hazardous Substance Management System. This ensures suppliers have a system to manage the proper usage and disposal of all potentially hazardous chemical substances in

accordance with internationally recognised regulations and standards such as ROHS and REACH.

Performance and Initiatives

Waste

Waste by composition in metric tons (t) in 2022

Waste composition	Waste diverted from disposal	Waste directed to disposal	Total
Hazardous	501	2,978	3,480
Non-hazardous	3,801	900	4,701
Total waste (metric tons)	4,302	3,878	8,180

Note:

¹ Due to rounding to whole numbers, total figures may differ slightly from the sum of individual categories.

Waste diverted from disposal by recovery operation, in metric tons (t)

	2018	2019	2020	2021	2022
Hazardous waste					
Recycling	410	159	201	752	501
Non-hazardous waste					
Recycling	1,882	1,285	1,545	1,828	3,801
Waste prevented					
Total Waste prevented	2,292	1,445	1,745	2,581	4,302

Note:

¹ All recovery operations are conducted offsite by relevant service providers.

² Due to rounding to whole numbers, total figures may differ slightly from the sum of individual categories.

UTAC recognises the importance of responsible consumption and production practices to safeguard the planets and communities' resources.

Waste directed to disposal-by-disposal operation, in metric tons (t)

	2018	2019	2020	2021	2022
Hazardous waste					
Total	1,858	2,014	2,203	2,353	2,978
Non-hazardous waste					
Total	1,196	917	620	1,106	900
Waste disposed					
Total	3,054	2,931	2,823	3,459	3,878

Note:

¹All disposal operations are conducted offsite.

Our waste generated in 2022 was 8,180 tonnes. This was an increase of 35.4% from 2021 due to the expansion of production capacity at all UTAC sites to serve an increased customer demand especially from the consumer and automotive product groups. As UTAC grows as a business, we

nonetheless aim to reduce our waste as much as possible through our efforts in waste recycling. We increased our waste recycling from 2,580 tonnes in 2021 to 4,302 tonnes in 2022, marking an increase of 66.7% and improving our waste recycled to 53% of total waste.

Water

Water consumption (megalitres)

	2018	2019	2020	2021	2022
Total water consumption for operations	3,043	2,920	2,752	3,189	3,268

Note:

¹Water consumption data was obtained from water bills supplied by local providers and the municipal authorities.

UTAC's water consumption in 2022 totalled 3,268 ML mainly used through the processes of sawing, back grinding, and electroplating in the production of semiconductor devices with no water consumed from water-stressed areas. This was a 2.5% increase from 2021 mainly due to UTAC's increased customer demand in 2022. UTAC progressively improves its water efficiency to ensure that it continues to use resources responsibly and sustainably. In 2022, we have reduced water consumption per K Products built by 23.2% through water conservation and efficiency initiatives. Our water recycling increased

to 41.3%, through the utilisation of reclaimed water totalling 1,350 ML in 2022. Water is filtered through our filtration systems and repurposed for industrial needs.

UTAC implemented several water saving initiatives across our facilities. By replacing infrastructure and equipment including chemical cooling towers, reverse osmosis membranes and control water valves at UTAC Indonesia and Malaysia, this has enabled UTAC to reduce water usage. UTAC has also increased the use of wastewater recycling across its operations in Singapore and Thailand.

*UTAC
progressively
improves its
water efficiency
to ensure that
it continues to
use resources
responsibly
and sustainably.*

Case/Initiative



Water Recycling in Manufacturing Processes at UTAC Dongguan

At UTAC Dongguan, to increase the use of recycled water in the production of our products, we replaced cooling water used in SAW machine vacuums with water recycled from reverse osmosis rejected water deemed non-potable. This yielded savings of over 124,762 cubic meters of water for UTAC in 2022.

Case/Initiative



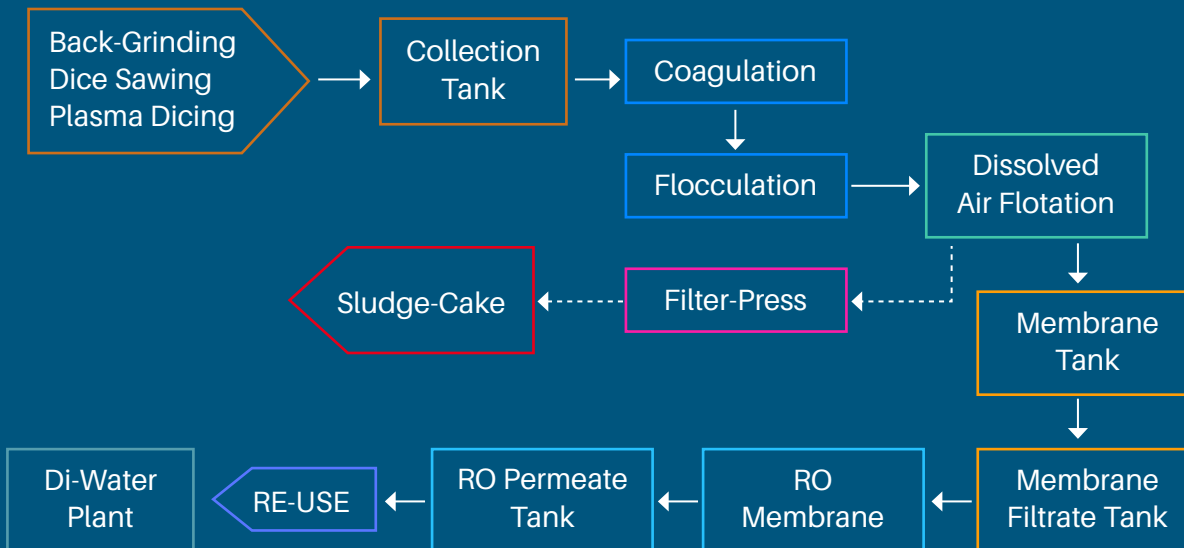
Water Conductivity Studies to Increase Water Savings

At UTAC Indonesia, UTAC conducted studies to explore alternative solutions to reduce the conductivity of water and reject water from the cooling tower system. By employing new types of chemical treatments within the cooling tower system, this has enabled water savings of over 6,240 cubic meters of water for UTAC in 2022.

Case/Initiative

Implementation of Water Recovery System at UTAC Singapore

To increase water recycling in our operations and repurpose water used in our industrial processes, UTAC Singapore implemented a water recovery system at our sites, to recover water used in back grinding and sawing processes. The reuse of water from the program saved UTAC over 50,214 cubic meters of water in 2022.



Case/Initiative

Wastewater Recycling Program

At UTAC Thailand, we implemented a wastewater recycling program at our sites. The implemented wastewater treatment system enables UTAC to treat wastewater by processing it through a micron filter and reverse osmosis unit, to be reused for other industrial purposes. This has enabled UTAC to save over 122,496 cubic meters of water in 2022.

UTL1 Facility



UTL2 Facility



Health and Safety

Management Approach

Safeguarding the health and safety of our employees is of utmost priority at UTAC. To ensure compliance with relevant laws and regulations across all our business units, UTAC has put in place an Occupational Health and Safety (OHS) management system that enforces workplace health and safety practices. Our management system is ISO45001-certified – an international standard for occupational health and safety management – and has been developed in compliance with the Responsible Business Alliance (RBA) framework and the Occupational Health & Safety Advisory Services (OHSAS).

We encourage our employees to report any concerns related to health and safety, such as hazardous situations or unsafe behaviour, to their manager, safety leader, or through other feedback channels. Accompanied by our strict non-retaliation policy, our management system ensures that workers can raise such concerns or halt work if they feel unsafe, without fear of reprisal.

All our business units are obligated to conduct regular inspections and reviews of their work practices to ensure compliance with health and safety requirements and abide by hazard

identification and assessment in accordance with risk management procedures. Through the risk assessment, owners are required to identify risks and assess them based on the likelihood and severity of potential hazards. Based on the risk level, mitigation actions are implemented as necessary to reduce the risk of all workers. In addition, we monitor the air quality of all working areas and the surrounding environment. These processes have been reviewed by both internal and 3rd party auditors. Moving forward, UTAC will also improve monitoring processes by tracking the Total Recordable Case Rate and Days Aways Restricted or Transferred (DART) by OSHA in 2023.

Regular meetings are held once a month to review any potential risks. Any non-compliances identified will be addressed through relevant preventive and corrective measures, with follow-up and closure conducted by the appropriate personnel. We also implement safety training plans to ensure all employees are aware of the necessary precautions and procedures to make UTAC a zero-accident environment as far as possible.

In addition to ensuring the safety of our employees, we also aim to support our employees in caring

for their health in a holistic manner by promoting healthier lifestyles and mental health support. UTAC offers access to healthcare through the provision of inhouse company clinics at specific factory sites made accessible to all employees. We also provide ad-hoc health screening and vaccination programmes and routinely run physical and mental wellbeing programmes.

Promoting Workers' Health

UTAC is committed to promoting employee wellness through various initiatives and partnerships. In July 2022, UTAC Singapore (USG) collaborated with AIA-Fullerton to organise an on-site health screening and flu vaccination exercise, marking the first wellness event since the pandemic began. A total of 166 employees attended the event, where they received a complimentary health screening package that measured their weight, height, Body Mass Index (BMI), blood pressure, blood glucose, and cholesterol. Employees also had the option to upgrade to more comprehensive health screening packages at preferential rates. All participants received their health screening reports and had the opportunity to consult with doctors from Fullerton Healthcare Singapore for a complimentary health screening review via Fullerton Health Telemedicine.

Safeguarding the health and safety of our employees is of utmost priority at UTAC... UTAC has put in place an Occupational Health and Safety (OHS) management system that enforces workplace health and safety practices.

At UTAC Indonesia (UID), we have also implemented an annual Medical Check-Up (MCU) for our employees as a proactive measure to screen and detect potential medical conditions. The initiative promotes early treatment and prevents serious health issues in the future. This is in accordance with the regulations of Indonesia's Ministry of Manpower and Transmigration. This year's MCU took place from 20 to 24 September 2022 and involved 440 employees. The comprehensive health examination included assessments of blood pressure, blood and urine samples, eye examinations, and various physical assessments. By conducting this annual MCU, we aim to provide reassurance for employees with a clean bill of health and ensuring appropriate follow-up and treatment for others as necessary.

Beyond just physical health, UTAC also recognises the importance of supporting our employees' mental wellbeing. As such, we have actively pursued initiatives that can help promote mental health among employees, as well as foster a supportive work environment. UTAC Thailand (UTL) for instance, launched its Employee Assistant Program (EAP) across all three of its sites in September 2022 in partnership with iStrong, a private company comprising licensed therapists, certified counsellors, social workers,

and psychiatrists. The EAP consists of confidential assessments, referrals, short-term counselling, and follow-up services by professional psychologists, and is aimed at helping employees overcome any personal or work-related issues that may affect their emotional well-being and job performance.

Supporting Our Employees Through The Covid-19 Pandemic

UTAC acknowledges the profound impact that COVID-19 has had on the semiconductor industry, businesses, and individuals worldwide. Throughout the pandemic, we have remained vigilant, closely monitoring the situation and adapting our response to meet the evolving needs of our employees and customers. In light of the ever-changing situation, we remain committed to staying up-to-date and implementing appropriate measures to ensure the health and safety of our staff while minimising disruption to our operations.

During the pandemic we implemented strict protocols across all our production facilities in Singapore, Malaysia, Indonesia, Thailand, and China, including temperature scanning terminals, regular testing, and dedicated safety officers. By working with local governments and private entities, we also ensure that our employees have free access to vaccines. As our workforce started

returning to the office, we implemented enhanced health and safety protocols. These measures not only safeguard the health of our employees but also empower us to promptly address any COVID-19-related developments that may arise.

Health and Safety Performance in 2022

UTAC consistently monitors the number of work-related fatalities and injuries that may occur. In 2022, there were 0 fatalities. UTAC's Frequency Severity Indicator, a metric used to measure accident frequency rates, decreased from 0.05 in 2021 to 0.02 in 2022 marking a significant improvement to workplace safety. The majority of injuries were incurred due to violations in safety protocols while operating equipment. UTAC continues to do our best to ensure our employees are trained and equipped with the necessary safety equipment and knowledge to ensure their safety. This is in line with our commitment to achieving zero fatalities and incidents at UTAC.

In recognition of our commitment to maintaining a safe work environment, UTAC was awarded the Zero Accident Campaign Award 2022 and Excellent Safety Management Award in Thailand, a Grade A Safe Workplace Recognition Certificate

in Malaysia and SMK3 Certification in Safety in Indonesia. We strive towards achieving zero significant incidents by conducting annual tests of occupational hazards through a trusted third party, and regularly reviewing our operations and internal processes through authorised auditors. By proactively identifying and addressing potential hazards as they arise, we strive to create a safe and secure environment for our employees.

Performance and Initiatives

Safety Performance for all employees

	2022
Number of fatalities	0
Number of high-consequence work-related injuries (excluding fatalities)	0
Number of recordable work-related injuries	8
Rate of fatalities*	0
Rate of high-consequence work-related injuries*	0
Rate of recordable work-related injuries*	0.045
Number of hours worked	35,797,707

*Rate is calculated by No. of incidents/ Number of hours worked x [200,000]

People Development

Management Approach

Our people are fundamental to our business' continued success. Over the years, UTAC strives to attract, retain and develop high-calibre talents by offering rewarding career experiences and numerous upskilling opportunities. As employers, we aim to uphold a fair and favourable working environment that fosters the growth of our employees.

Employee Benefits

To attract and retain talent, we offer competitive and fair compensation and comprehensive benefits to all full-time employees, including life and healthcare insurance, parental leave, as well as disability and invalidity coverage. The remuneration process is communicated to employees upon joining the company. Wages are reviewed on a regular annual basis, guided by the UTAC compensations and benefits guidelines, and managed by the remuneration committee.

UTAC abides by all relevant legislations related to employee benefits including retirement provisions. In countries where collective agreements are applied, the general terms of benefits are applied consistently across all employees regardless of if they are covered under collective agreements. In 2022, 6.3% of total employees are covered under

collective agreements mainly from Malaysia and Indonesia.

UTAC values the contributions of all our employees and seeks to recognise their accomplishments where possible. We established the Employee Recognition Award Policy to govern the establishment of programs and practices to recognise and reward our employees' achievements.

Training and Development

Ample opportunities for training and development are crucial in attracting and retaining talented employees. At UTAC, we ensure that all employees are equipped with resources to nurture their talents and develop future-ready capabilities. We demonstrate this commitment by providing the necessary training programmes tailored to every stage of our employees' careers.

As part of the onboarding procedure, the orientation training programme provides training for new hires to familiarise themselves with UTAC's culture, policies and processes. Through our online e-learning platform, we provide avenues for employees to engage in trainings to develop their skills.

We conduct regular on-the-job training and formulate yearly training plans to refresh

employees on relevant information and build employees knowledge in career and leadership development. Where relevant, external training providers are engaged to upskill our people in leadership development and technical skills.

In 2022, we engaged 100% of our employees in our annual performance review, which provides a platform for employees to discuss their career aspirations, set performance expectations and provide performance reviews and feedback. These reviews provide an avenue for management to identify and develop individual talent, as well as further enhance our existing training and development programmes to suit the changing needs of our employees.



In 2022, we held a two-day training for managers at UTAC Dongguan (UDG) to equip managers with management skills. Based on the highly influential book “The 7 Habits of Highly Effective People”, the training provided participants with practical applications of the 7 habits in both work and personal life and facilitated active engagement and meaningful insights. Following the training, participants also shared what they learned with their subordinates. UDG plans to extend this training to Professional level staff in 2023.

Similarly, in June 2022, UTAC Singapore (USG) also launched the new Leadership Development program to develop and strengthen the leadership capabilities of our leaders. We partnered with FranklinCovey, a recognised coaching company, to deliver core leadership programs such as “The 7 Habits of Highly Effective People”, “The 6 Critical Practices for Leading a Team” and “The 4 Essential Roles of Leadership”. In line with the digital transformation roadmap, USG ventured into a new digital learning platform from FranklinCovey known as “All access Pass” which aims at enhancing the learners’ experience and allowing them greater flexibility to learn on the go and better manage their time for optimal learning.



Diversity and Inclusion

As a multinational corporation, UTAC embraces diversity in our workforce and is committed to creating an inclusive workplace. All employees are expected to uphold fair and equal principles enshrined in our Code of Conduct. We do not tolerate discrimination and harassment of any form. At UTAC, we seek to provide equal opportunity for all employees and applicants across all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, and social and recreational programs. Opportunities are offered based on merit, regardless of gender, race, colour, ethnicity, national origin, age, disability, sexual orientation, marital status, religion, or any other characteristic protected by regulation or local law. This is enforced by our Recruitment Policy outlining the guidelines and procedures for recruiting new employees, Workplace harassment and discrimination policy and our Equal Employment Opportunity policy.

Our company's Human Resources Department is tasked with the responsibility of overseeing all Discrimination, Harassment and Retaliation Prevention Policies, as well as handling any incidences of discrimination and/or harassment that may arise. Incidents are raised through UTAC's whistleblowing channels including our

hotline and anonymous online form accessible to all employees at all times. UTAC investigates and works to resolve all discrimination cases brought to our attention and takes appropriate remedial measures based on the investigation outcome. We periodically review our processes to ensure adequate and effective preventive measures.

Recognising that the semiconductor industry is a sector where women are largely underrepresented, UTAC has put in concerted efforts to achieve the goal of gender equality both in terms of recruitment processes and cultivating a female-friendly company culture.



SSIA Semiconductor Women's Forum

As a Silver Sponsor at the Singapore Semiconductor Industry Association (SSIA) Semiconductor Women's Forum this year, UTAC was a key participant in a hybrid event that brought together 100 on-site guests and 500 virtual attendees to exchange ideas, learn best practices, and inspire one another. The event, themed "Making a Difference - Towards an Inclusive and Sustainable Ecosystem," aimed to inspire more female talents to join the semiconductor sector and encourage existing female talents to stay and thrive in the industry. UTAC also participated in the #BreakTheBias pledge campaign, jointly presented by SSIA and industry partners, to create awareness about breaking all forms of bias and stereotypes to promote fair employment practices at the workplace. These efforts are part of our broader commitment to promoting diversity, equity, and inclusion in the workplace and beyond, and we are proud to be playing a leading role in advancing gender parity in the semiconductor industry.



33.1% of our managerial and senior management roles being held by women in 2022

We are pleased to observe a consistent improvement in the representation of women throughout our workforce, with 33.1% of our managerial and senior management roles being held by women in 2022. We recognise that there is still work to be done to ensure that women have equal opportunities for career advancement within UTAC. As such, we remain committed to implementing policies and initiatives that promote diversity, equity, and inclusion in our workplace, and we will continue to monitor our progress in the coming years.



Performance and Initiatives

Average hours of training per year per employee
by Category

Employee category	Number of hours on average per employee
Non-executive	20.4
Executive	16.7
Managerial	8.2
Senior Management	9.1

Average hours of training per year per employee
by gender

Employee category	Number of hours on average per employee
Male	28
Female	12.4

Parental Leave in 2022

	Male	Female
No. of employees taking parental leave in 2022	39	285

Number of employees by employment contract

	Permanent	Temporary	Total	%
Male	5710	32	5742	44.2
Female	7213	41	7254	55.8
Total	12923	73	12996	100

Recruitment in 2022 by gender and age group

Age group	Male	Male (%)	Female	Female (%)
<30 years	1299	37.5	2165	62.5
30-50 years	568	46.2	662	53.8
>50 years	61	61	39	39

Turnover in 2022 by gender and age group

Age group	Male	Male (%)	Female	Female (%)
<30 years	768	38.1	1250	61.9
30-50 years	489	41.9	679	58.1
>50 years	74	57.4	55	42.6

Employees per employee category by gender

	Male (%)	Female (%)
Non-executive	39.7	60.3
Executive	61.5	38.5
Managerial	65.1	34.9
Senior management	77.2	22.8

Employees per employee category by age

	<30 years (%)	30-50 years (%)	>50 years (%)	Total
Non-executive	47.0	49.9	3.1	100%
Executive	27.0	61.7	11.4	100%
Managerial	0.3	69.7	29.9	100%
Senior management	-	30.7	69.3	100%

Employees per region by gender

Region	Male	Female
USA	15	8
Europe	8	4
Japan	5	4
China	1356	828
Southeast Asia	4358	6410

Note:

¹Headcount is accurate as of 31 December 2022.



Community Relations

Management Approach

UTAC believes in the power of businesses to create positive change in society and foster economic growth. As a responsible corporate citizen, we actively embrace our duty to make a meaningful impact in the communities where we have a presence. It is our responsibility to establish trusting relationships and use our resources and expertise to support and uplift these communities. To achieve this, we have implemented various community engagement and corporate social responsibility (CSR) programmes at both group and business unit levels. These programs include initiatives such as fundraising, sponsoring humanitarian projects, supporting education and skills development, and encouraging staff to volunteer their time and talents to benefit the community.

Performance and Initiatives

UTAC has been actively organising blood donation drives in cooperation with local hospitals. In 2022, UTAC conducted 7 blood donation drives across its China, Indonesia, Malaysia and Thailand entities, involving a total of 1,061 employees volunteered and 892 employees donating over 247,350 cc of blood.

As UTAC reached a momentous milestone in 2022, surpassing \$1 billion in revenue, we sought to give back to the communities where we operate whom provide us with support. We commemorated this achievement in May 2022 in conjunction with UDG's sixth instalment of its annual charity run since 2017. 513 UDG employees participated in this event, covering a combined distance of 3,311 kilometres. Their efforts helped raise 74,651 yuan, all of which will go towards supporting the free lunch programme at a school in the Chinese province of Hunan.

Across our entities, our numerous initiatives span donating rice to the communities, supporting scholarships and education, hosting charity runs, supporting local NGOs, relief funds and supporting COVID-19 efforts. In total, our donations totalled \$89,861 in 2022.



Case/Initiative

Supporting North East Community Development Council's (CDC) Milk & Diaper Support for Young Children initiative

The North East Community Development Council (CDC) was established in 1997 to serve a population of over 970,000 residents in Singapore's northeastern region. The North East Growth Fund was set up to provide formula milk and diapers to young children in low-income families that may not be able to afford such essential items. In collaboration with the North East Community Development Council and through our CSR Committee, UTAC Singapore organised the Milk & Diaper Support for Young Children fund-raising exercise from 13 to 30 June 2022. We received a total of S\$4,688 in cash donations from the generous contributions of our employees and their families. To enhance the impact of our employees' efforts, UTAC further topped up the amount to reach a final donation of S\$10,000. In September 2022, UTAC was recognised for our "Giving Back Spirit" at the North East Community Give Back Golf & Appreciation Dinner 2022, graced by Mayor of North East District Mr. Desmond Choo. This recognition affirms our passion for spreading kindness and giving back to society.

Ethical Business Conduct

Management Approach

In accordance with our core values of Unity, Trust, Accountability and Communication, UTAC upholds the highest standards of ethical business conduct and corporate governance. We are committed to conducting all business activities in line with the Responsible Business Alliance (RBA) Code of Conduct, Business Values, and global standards of Environmental, Health, Safety and Security. UTAC maintains a strict zero-tolerance policy towards any illicit practices such as corruption, bribery and anti-competitive practices. We ensure that we are compliant with anti-corruption laws in all regions, which includes the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. The Code of Conduct is supported by other policies including the UTAC Gifts and Entertainment Policy and the Working with Third Parties Policy. All policies are approved by the CEO.

Our [Code of Conduct](#) is communicated and made accessible to all employees via the UTAC Portal. All employees are required to complete a mandatory e-learning module and a mandatory online assessment. All employees are expected to always abide by the Code and adhere to the ethical and professional standards of the organisation. Any violation of the Code and company guidelines

may result in disciplinary action or termination of employment. The Code is also disseminated to stakeholders and suppliers, while relevant clauses are incorporated into contracts. This practice ensures that our business partners uphold our values and principles in their interactions with us. By ensuring that all our partners are aligned with our values, we can build strong relationships that are sustainable in the long run. The Code is approved by our CEO and reviewed at least every two years and as necessary to ensure its relevance and disseminated to key personnel to keep abreast of all significant changes.

In 2022, all UTAC employees completed the online Code of Conduct training. Through these mechanisms, we ensure to provide transparent and accurate information to our stakeholders, and that we market and represent our products and services in a fair manner.

UTAC expects our suppliers to comply with applicable laws and regulations while abiding by the RBA Code of Conduct and holding downstream suppliers to these same standards. As part of the semiconductor value chain, we expect our suppliers to act in accordance with all relevant conflict mineral laws and enforce policies to ensure DRC conflict-free sourcing.

Monitoring and Grievance Procedure

We have established frameworks to ensure the enforcement of the Code is upheld in compliance with all relevant laws and regulations. Our non-retaliation policy exemplifies our dedication to fostering open communication within UTAC as well as between our company and our stakeholders. We do not tolerate any form of retaliation directed towards employees or any other person for raising potential issues and making good faith reports of potential violations of the Code of Conduct, other guidelines, or the law. All employees have the obligation to report any actual or potential violations of the law, Code of Conduct or other company guidelines. The UTAC Management takes all reports seriously and will investigate all matters raised to the Investigation Committee and take appropriate action.

The types of misconduct condemned under UTAC's non-retaliation policy include, but are not limited to:

- Money laundering
- Insider trading
- Bribery and corruption
- Intimidation, discrimination or harassment

All reports are communicated to our Investigation Committee which will then assess the cases to determine the appropriate course of action. For incidents deemed to be material and severe, in-depth investigations are conducted to establish the necessary corrective actions. These policies and procedures are publicly available on our corporate website for all stakeholders to access.

Grievances can be submitted via our [Anonymous Communication Form](#) or posted by mail to our office address, calling our hotline or sending an email to the official email address.

UTAC values collaboration and constructive engagement with all our stakeholders. We welcome feedback from our stakeholders as well as relevant non-governmental organisations regarding our grievance mechanism. This ensures that any gaps in our operations can be promptly identified and remediated.

Performance and Initiatives

In 2022, no significant instances of non-compliance with laws and regulations were reported and no fines being incurred across UTAC's operations.

*In accordance with our
core values of Unity,
Trust, Accountability
and Communication,
UTAC upholds the
highest standards
of ethical business
conduct and
corporate governance.*

GRI Content Index

Statement of use	UTAC Holdings Ltd has reported the information cited in this GRI content index for the period from 1 January to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standards	Not applicable

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page References
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organisational details	4
	2-2	Entities included in the organisation's sustainability reporting	1
	2-3	Reporting period, frequency and contact point	1
	2-4	Restatements of information	1
	2-5	External assurance	1
	2-6	Activities, value chain and other business relationships	4
	2-9	Governance structure and composition	7
	2-11	Chair of the highest governance body	7
	2-12	Role of the highest governance body in overseeing the management of impacts	7
	2-13	Delegation of responsibility for managing impacts	7
	2-14	Role of the highest governance body in sustainability reporting	7

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page References
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	7
	2-22	Statement on sustainable development strategy	2
	2-23	Policy Commitments	6
	2-28	Membership associations	4
	2-29	Approach to stakeholder engagement	7
Emissions and Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	9-11
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	10
	302-4	Reduction of energy consumption	10-11
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	9
	305-2	Energy indirect (Scope 2) GHG emissions	9
	305-4	GHG emissions intensity	9
Environmental Protection			
GRI 3: Material Topics 2021	3-3	Management of material topics	12
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	12
Waste and Water			
GRI 3: Material Topics 2021	3-3	Management of material topics	19
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	21
	303-2	Management of Water discharge-related impacts	21
	303-5	Water Consumption	21
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	19-20
	306-2	Management of significant waste-related impacts	19-20
	306-3	Waste generated	19
	306-4	Waste diverted from disposal	19
	306-5	Waste directed to disposal	20

GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page References
Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	25-27
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	25-26
	403-2	Hazard identification, risk assessment, and incident investigation	25-26
	403-3	Occupational health services	25-26
	403-4	Worker participation, consultation, and communication on occupational health and safety	25-26
	403-5	Worker training on occupational health and safety	25-26
	403-6	Promotion of worker health	25-26
	403-8	Workers covered by an occupational health and safety management system	25-26
	403-9	Work-related injuries	27
People Development			
GRI 3: Material Topics 2021	3-3	Management of material topics	28-33
GRI 2: General Disclosures 2021	2-7	Employee information	32-33
	2-8	Workers who are not employees	32-33
	2-30	Collective Bargaining agreements	28
GRI 401: Employment 2016	401-1	New employee hires and employee turnover during the reporting period	32-33
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	28
	401-3	Parental Leave	28
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	28
	404-2	Programs for upgrading employee skills	28-29
	404-3	Percentage of employees receiving regular performance and career development reviews	28
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	32 - 33
Community Relations			
GRI 3: Material Topics 2021	3-3	Management of material topics	34



GRI Standard	GRI Disclosure Number	GRI Disclosure Title	Page References
Ethical Business Conduct			
GRI 3: Material Topics 2021	3-3	Management of material topics	35 - 36
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	35 - 36
	2-16	Communication of critical concerns	35 - 36
	2-23	Policy Commitments	35 - 36
	2-24	Embedding policy commitments	35 - 36
	2-25	Processes to remediate negative impacts	35 - 36
	2-26	Mechanisms for seeking advice and raising concerns	35 - 36
	2-27	Compliance with laws and regulations	35 - 36
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	35 - 36

[Click to read more on the website](#)