Appendix

2

- **GRI Standards Content Index**
- Sustainability Accounting Standards Board (SASB) Content Index
- Climate-Related Information of TPEx Listed Company

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Independent Limited Assurance Report 

Sustainable Operation and Governance Innovative Products and Services Responsible Procurement

Equal Green (orkplace And Operation

ng Sharing Our Prosperity on with Society



GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Appendix

GRI Standards Content Index

GRI 2: General Disclosures (2021)		Report Chapters and Descriptions	Page Number
	The organiza	ation and its reporting practices	
2-1	Organizational details	1.1.1 Company Profile, About the Report	13
2-2	Entities included in the organization's sustainability reporting	1.1.1 Company Profile, About the Report	13
2-3	Reporting period, frequency, and contact point	About the Report	4
2-4	Restatements of information	About the Report	4
2-5	External assurance	About the Report, Third-party Inspection Statement	4, 116
	A	ctivities and Workers	
2-6	Activities, value chains, and other business relationships	1.1.1 Company Profile, 3.1.1 Supply Chain Overview, 3.1.2 Sustainable Supply Chain Management	13, 59
2-7	Employees	4.1.1 Diversity and Inclusion	64
2-8	Workers who are not employees	4.1.1 Diversity and Inclusion	64
		Governance	
2-9	Governance structure and composition	1.2.1 Sustainable Governance	19

GRI 2: General Disclosures (2021)		Report Chapters and Descriptions	Page Number
2-10	Nomination and selection of the highest governance body	1.2.1 Sustainable Governance	19
2-11	Chair of the highest governance body	1.2.1 Sustainable Governance	19
2-12	Role of the highest governance body in overseeing the management of impacts	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-13	Delegation of responsibility for managing impacts	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-14	Role of the highest governance body in sustainability reporting	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-15	Conflicts of interest	1.2.1 Sustainable Governance	19
2-16	Communication of critical concerns	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-17	Collective knowledge of the highest governance body	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-18	Evaluation of the performance of the highest governance body	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-19	Remuneration policies	1.2.1 Sustainable Governance	19
2-20	Process to determine remuneration	1.2.1 Sustainable Governance, 4.1.1 Diversity and Inclusion	19, 64



Sustainable Operation and Governance Innovative Products and Services

Responsible Procurement W

Equal Green Workplace and Operation Sharing Our Prosperity with Society



GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

GRI 2: 0	General Disclosures (2021)	Report Chapters and Descriptions	Page Number
2-21	Annual total compensation ratio	As the information is incomplete, the total annual compensation of the highest individual remuneration in the organization is not disclosed at this time.	-
	Strateg	gy, policies, and practices	
2-22	Statement on sustainable development strategy	1.2.1 Sustainable Governance, 1.3.3 Climate Risk Management	19, 33
2-23	Policy commitments	1.2.2 Integrity Management, 4.2.2 Labor Relations and Human Rights Management	19, 77
2-24	Embedding policy commitments	1.2.2 Integrity Management, 4.2.2 Labor Relations and Human Rights Management	19, 77
2-25	Processes to remediate negative impacts	1.2.2 Integrity Management, 5.2.2 Wastewater Management	19, 98
2-26	Mechanisms for seeking advice and raising concerns	1.2.2 Integrity Management	19
2-27	Compliance with laws and regulations	1.2.2 Integrity Management, 5.2.2 Wastewater Management	19, 98
2-28	Membership associations	1.1.1 Company Introduction	13
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Identification of material topics and communication with stakeholders	7-11
2-30	Collective bargaining agreements	Not applicable. There are no collective bargaining agreements in TSC in 2022	-

GRI 3: Material Topics (2021)		Report Chapters and Descriptions	Page Number
	Disclosures on material topics		
3-1	Process to determine material topics	Identification of material topics and communication with stakeholders	7-11
3-2	List of material topics	Identification of material topics and communication with stakeholders	7-11
	Custome	r Relationship Management	
3-3	Management of material topics	2.2.1 Customer Satisfaction Improvement	55
	Huma	n Resource Management	
3-3	Management of material topics	4.1.1 Diversity and Inclusion, 4.1.2 Human Resource Development	64
Quality and Safety Requirements and Inspections			
3-3	Management of material topics	2.1.1 Products and Services	45
	Oc	cupational Accidents	
3-3	Management of material topics	4.2.3 Workplace Safety Maintenance	79
Environmental Pollution Control			
3-3	Management of material topics	5.2.1 Waste Management	94
Climate Governance and Strategies			
3-3	Management of material topics	1.3.3 Climate Risk Management	33



Sustainable Operation and Governance Innovative Products and Services Responsible Procurement

Equal Workplace Green Sharing Our Manufacturing Prosperity and Operation with Society

GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Appendix

	GRI 200	Report Chapters and Descriptions	Page Number
	GRI 201: E	conomic Performance (2016)	
201-1	Direct economic value generated and distributed	1.1.2 Financial Performance	23
201-2	Financial implications and other risks and opportunities due to climate change	1.3.3 Climate Risk Management	33
201-4	Financial assistance received from government	1.1.2 Financial Performance	18
	GRI 204: F	Procurement Practices (2016)	
204-1	Proportion of spending on local suppliers	3.1.1 Supply Chain Overview	59
	GRI 20	05: Anti-Corruption (2016)	
205-1	Operations assessed for risks related to corruption	Incomplete information, not disclosed in 2022	-
205-2	Communication and training about anti- corruption policies and procedures	1.2.2 Integrity Management	23
205-3	Confirmed incidents of corruption and actions taken	1.2.2 Integrity Management	23

	GRI 300	Report Chapters and Descriptions	Page Number
	GRI	301: Materials (2016)	
301-1	Materials used by weight or volume	2.1.3 Developing Sustainable Products	53
	GR	I 302: Energy (2016)	
302-1	Energy consumption within the organization	5.1.2 Energy Management	89
302-3	Energy Intensity	5.1.2 Energy Management	89
	GRI 303: 1	Water and Effluents (2018)	
303-1	Interactions with water as a shared resource	5.1.3 Water Stewardship	92
303-2	Management of water discharge-related impacts	5.2.2 Wastewater Management	98
303-3	Water withdrawal	5.1.3 Water Stewardship	92
303-4	Water discharge	5.2.2 Wastewater Management	98
	GRIS	305: Emissions (2016)	
305-1	Direct (Scope 1) GHG emissions	5.1.1 Carbon Emission Management	86
305-2	Energy indirect (Scope 2) GHG emissions	5.1.1 Carbon Emission Management	86
305-3	Other indirect (Scope 3) GHG emissions	5.1.1 Carbon Emission Management	86
305-4	GHG emissions intensity	5.1.1 Carbon Emission Management	86
305-6	Emissions of ozone- depleting substances (ODS)	5.2.3 Air Pollution Control	102



Sustainable Operation and Governance Innovative Products and Services Responsible Procurement

Equal Workplace

Green Sharing Our Manufacturing Prosperity and Operation with Society •

GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Appendix

	GRI 300	Report Chapters and Descriptions	Page Number
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.2.3 Air Pollution Control	102
	GF	1 306: Waste (2020)	
306-1	Waste generation and significant waste- related impacts	5.2.1 Waste Management	94
306-2	Management of significant waste- related impacts	5.2.1 Waste Management	94
306-3	Waste generated	5.2.1 Waste Management	94
306-4	Waste diverted from disposal	5.2.1 Waste Management	94
306-5	Waste directed to disposal	5.2.1 Waste Management	94
	GRI 308: Supplier	Environmental Assessment (2016)	
308-1	New suppliers that were screened using environmental criteria	3.1.2 Sustainable Supply Chain Management	59
308-2	Negative environmental impacts in the supply chain and actions taken	3.1.2 Sustainable Supply Chain Management	59

GRI 400		Report Chapters and Descriptions	Page Number
	GRI 401: Empl	oyment (2016)	
401-1	New employee hires and employee turnover	4.1.1 Diversity and Inclusion	64
401-2	Benefits provided to full- time employees that are not provided to temporary or part- time employees	4.2.1 Employee Health and Welfare	72
401-3	Parental leave	4.2.1 Employee Health and Welfare	72
	GRI 403: Occupational	Health and Safety 2018	
403-1	Occupational health and safety management system	4.2.3 Workplace Safety Maintenance	79
403-2	Hazard identification, risk assessment, and incident investigation	4.2.3 Workplace Safety Maintenance	79
403-3	Occupational health services	4.2.3 Workplace Safety Maintenance	79
403-4	Worker participation, consultation, and communication on occupational health and safety	4.2.3 Workplace Safety Maintenance	79
403-5	Worker training on occupational health and safety	4.2.3 Workplace Safety Maintenance	79
403-6	Promotion of worker health	4.2.3 Workplace Safety Maintenance	79
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.2.3 Workplace Safety Maintenance	79
403-8	Workers covered by an occupational health and safety management system	4.2.3 Workplace Safety Maintenance	79
403-9	Work-related injuries	4.2.3 Workplace Safety Maintenance	79



Sustainable Operation and Governance Innovative Products and Services

Responsible Equal Procurement Workplace

Green Manufacturing and Operation Sharing Our Prosperity with Society



GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

GRI 400		Report Chapters and Descriptions	Page Number	
403-10	Work-related ill health	4.2.3 Workplace Safety Maintenance	79	
	GRI 404: Training a	nd Education 2016		
404-1	Average hours of training per year per employee	4.1.2 Human Resource Development	67	
404-2	Programs for upgrading employee skills and transition assistance programs	4.1.2 Human Resource Development	67	
404-3	Percentage of employees receiving regular performance and career development reviews	4.1.2 Human Resource Development	67	
	GRI 405: Diversity and	Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	4.1.1 Diversity and Inclusion. For details about governance body, please refer to TSC's Annual Report 2022	64	
405-2	Ratio of basic salary and remuneration of women to men	1.2.1 Sustainable Governance, 4.1.1 Diversity and Inclusion	19, 64	
	GRI 406: Non-dis	scrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	4.2.2 Labor Relations and Human Rights Management	77	
	GRI 408: Chil	d Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	4.2.2 Labor Relations and Human Rights Management	77	
	GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2.2 Labor Relations and Human Rights Management	77	

GRI 400		Report Chapters and Descriptions	Page Number
	GRI 411: Rights of Ind	igenous Peoples 2016	
411-1	Incidents of violations involving rights of indigenous peoples	4.2.2 Labor Relations and Human Rights Management	77
	GRI 414: Supplier Soc	cial Assessment 2016	
414-1	New suppliers that were screened using social criteria	3.1.2 Sustainable Supply Chain Management	59
414-2	Negative social impacts in the supply chain and actions taken	3.1.2 Sustainable Supply Chain Management	59
	GRI 415: Publ	ic Policy 2016	
415-1	Political contributions	1.2.2 Integrity Management	23
	GRI 416: Customer He	ealth and Safety 2016	
416-1	Assessment of the health and safety impacts of product and service categories	2.1.1 Products and Services	45
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.1.1 Products and Services	45
	GRI 417: Marketing	and Labeling 2016	
417-1	Requirements for product and service information and labeling	2.1.1 Products and Services	45
417-2	Incidents of non-compliance concerning product and service information and labeling	2.1.1 Products and Services	45
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.2.2 Customer Privacy Protection	57



Sustainable Operation and Governance Innovative Responsible Products and Procurement

Equal Green Manufacturing orkplace and Operation Sharing Our Prosperity Appendix with Society •

GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Sustainability Accounting Standards Board (SASB) Content Index

	SASB	Report Chapters and Descriptions	Page Number
	Activity Metric		
TC-SC-000.A	Total production	2.1.1 Products and Services	45
TC-SC-000.B	Percentage of production from owned facilities	2.1.1 Products and Services	45
	Greenhouse Gas Emission	ns	
TC-SC-110a.1	(1) Gross global Scope 1 emissions(2) Amount of total emissions from perfluorinated compounds	5.1.1 Carbon Emission Management	86
TC-SC-110a.2	Discussion of long-term and short- term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	5.1.1 Carbon Emission Management	86
	Energy Management in Manufa	acturing	
TC-SC-130a.1	 Total energy consumed Percentage grid electricity (purchased electricity) from total energy consumption Percentage renewable from total energy consumption 	5.1.2 Energy Management	89
Water Management			
TC-SC-140a.1	 Total water withdrawn Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress 	5.1.3 Water Stewardship	92

	SASB	Report Chapters and Descriptions	Page Number
	Waste Management		
TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	5.2.1 Waste Management	94
	Employee Health & Safet	ÿ	
TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	4.2.3 Workplace Safety Maintenance	79
TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	4.2.3 Workplace Safety Maintenance	79
	Recruiting & Managing a Global & Ski	lled Workforce	
TC-SC-330a.1	(1) Percentage of employees that are foreign nationals(2) Percentage of employees that are located offshore	4.1.1 Diversity and Inclusion	64
	Materials Sourcing		
TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	3.1.2 Sustainable Supply Chain Management, 3.1.3 Conflict Minerals Management	59 62
Intellectual Property Protection & Competitive Behavior			
TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	1.2.2 Integrity Management	23



Sustainable Operation an Governance Innovative Products and Services Responsible Procurement

Equal Ma Workplace and

Green Sharing Our Manufacturing Prosperity and Operation with Society

GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Appendix

Climate-Related Information of TPEx Listed Company

According to the TWSE's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", the following tables are disclosed

Item	Implementation Status
Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to "1.3.3 Climate Risk Management".
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Please refer to "1.3.3 Climate Risk Management".
Describe the financial impact of extreme weather events and transformative actions.	Please refer to "1.3.3 Climate Risk Management".
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system	Please refer to "1.3.3 Climate Risk Management - Climate Risks and Opportunities".
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Please refer to " <u>1.3.3 Climate Risk Management - Climate Risk Impacts Assessment and Scenarios Analysis</u> ".
If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	Please refer to "1.3.3 Climate Risk Management - Indicators and Goals".
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	There are currently no plans being considered, and the company is still in the discussion phase.
If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Please refer to " <u>1.3.3 Climate Risk Management - Indicators and Goals</u> ".
Greenhouse gas inventory and assurance status	Please refer to " <u>5.1.1 Carbon Management</u> ". Li-Je Site has been conducting inventory and verification since 2014, with inspection being handled by TUV Rheinland Taiwan LTD (TUV). TSC has steadily increased the greenhouse gas inventory scope in line with the Sustainable Development Roadmap of Listed Companies.



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GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Appendix

Independent Limited Assurance Report

安保連京時合有計師亨務的 KPMG 台北市110815億濃篇5段7號68億(台北101大橋) 留形, TAIPEI 101 TOWER, No. 7, Sec. 5, 傳 Xinwi Read, Taipei City 10615, Taiwan (R.O.C.) 朝 北松谷

Independent Limited Assurance Report

To Taiwan Semiconductor Co., Ltd.:

We were engaged by Taiwan Semiconductor Co., Ltd ("TSC") to provide limited assurance over the selected information attached as Appendix I ("the Subject Matter Information") on the 2022 Sustainability Report of TSC ("the Report") for the year ended December 31, 2022.

Reporting Criteria of the Subject Matter Information

TSC shall prepare the Subject Matter Information in accordance with Global Reporting Initiative Standards ("GRI Standards") issued by Global Sustainability Standards Board as set forth in Appendix I.

Management's Responsibility for the Report

TSC is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the reporting criteria to fairly prepare and present the Subject Matter Information. TSC is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We performed our work in accordance with the Standard on Assurance Engagements TWSAE3000 – "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation in Taiwan and to issue a limited assurance conclusion on whether the Subject Matter Information is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

Independence and Standards on Quality Management

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We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In addition, we applied Standards on Quality Management. Accordingly, we maintained a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

KPMG

Summary of Work Performed

As stated in reporting criteria of the Subject Matter Information paragraph, our main work on the selected information included:

- · Reading the Report of TSC;
- Inquiries with responsible management level and non-management level personnel to understand the
 operational processes and information systems used to collect and process the Subject Matter
 Information.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Subject Matter Information and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Subject Matter Information, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained has a reasonable assurance engagement been performed.

Inherent limitations

The Report for the year ended December 31, 2022 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of TSC. Therefore, the different stakeholders may have different interpretations of such information.

Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been properly prepared, in all material aspects, in accordance with the reporting criteria.

Other Matters

The management of TSC is responsible for the maintenance of its website where includes the Limited Assurance Report, we shall not be responsible for any further changes on the Subject Matter Information or its applicable reporting criteria, nor be responsible for reconducting any assurance work after the issuance date of the Limited Assurance Report.

KPMG

Taipei, Taiwan (Republic of China) September 26, 2023

Notes to reader

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail.



Innovative Products and Services Responsible Procurement Equal Green Workplace and Operation Sharing Our Prosperity with Society

GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

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Appendix I: Summary	of the Subject	Matter	Information
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No. Co	rresponding Section	Subject Matter Information	Reporting Criteria	GRI Standards
 I = 0 	1.2 Energy anagement (P.89)	 TSC primarily relies on outsourced electricity as its main energy source. In 2022, electricity accounted for 99.84% of the company's energy consumption. Non-renewable fuel consumption, such as gasoline and diesel, made up less than 1% of the total energy consumption. In terms of energy distribution, the Li-Je site accounted for 71.41% of the company's total energy consumption, followed by the I-lan Site at 27.46%, and the headquarters at approximately 1.13%. 2022 Total Energy Consumption: 102,583.92 GJ Total Energy Consumption by Organization Taipei headquarters: Total energy consumption: 1,159.29 GJ Non-renewable fuels-Gasoline: 44.45 GJ Outsourced Electricity-Non-renewable energy: 1,114.84 GJ I-lan Site: Total energy consumption: 28,164.55 GJ Non-renewable fuels-Gasoline: 1.31 GJ Non-renewable fuels-Gasoline: 1.31 GJ Non-renewable fuels-Diesel: 2.46 GJ Outsourced Electricity-Non-renewable energy: 28,160.78 GJ Li-Je Site: Total energy consumption: 73,260.08 GJ Non-renewable fuels-Gasoline: 6.39 GJ Outsourced Electricity-Non-renewable energy: 73,144.80 GJ * Note: Gasoline is not distinguished by octane number. The conversion coefficients are based on the heating value conversion method by the "Hare Content of Energy Products" published by the "Bureau of Energy, Ministry of Economic Affairs". Gasoline 7,800kcal/L (1 litter of gasoline = 0.0327GJ), diesel 8,400kcal/L (1 litter of diesel = 0.0327GJ), diesel 8,400kcal/L (1 litter of gasoline = 0.0327GJ), diesel 8,400kcal/L	2022 TSC Energy Consumption Data	GRI Standards 302-1 Energy consumption within the organization

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No.	Corresponding Section	Subject Matter Information	Reporting Criteria	GRI Standard
		(one degree = 1 degree of electricity = 0.0036GJ).3. Above numbers are rounded to the second decimal place.		
2	5.1.3 Water Stewardship (P.92)	 2022 Total Water Withdrawal: 324.24 Megaliters Types of Water Source and Water Withdrawal at Each Site Taipei Headquarters: Total water withdrawal: 2.11 Megaliters Third-party water withdrawal: 2.11 Megaliters Third-party water withdrawal: 2.11 Megaliters I-lan Site: Total water withdrawal: 37.62 Megaliters Groundwater withdrawal: 37.62 Megaliters Groundwater withdrawal: 37.62 Megaliters Third-party water withdrawal: 2.80 Megaliters Third-party water withdrawal: 2.80 Megaliters Surface water withdrawal: 249.29 Megaliters Surface water withdrawal: 35.22 Megaliters	2022 TSC Water Consumption Data	GRI Standard 303-3 Water withdrawal

	TAIWAN SEMICONDUCTOR
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Operation ar Governanc d Responsible Procurement

Equal Manufacturing

ing Sharing Our Prosperity tion with Society

GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

Appendix

KPMG Corresponding Reporting GRI Standards No. Subject Matter Information Criteria Section 4. Third-party water and surface water withdrawal data are obtained from the water bill, and the groundwater withdrawal data is collected from the water meter reading records of the sites. 5. The water withdrawal at the Taipei headquarters is calculated by dividing the office building's water bill among its floors. 2022 GRI Standards TSC outsources the clearance of all waste from both 306-5 Waste sites. TSC Waste Direct treatment by clearance company in 2022 Clearance directed to Clearance Data disposal Category Clearance Method Amount (tons) Incineration 125.353 Hazardous Other Treatment 0.312 Waste Operations Non-25.160 Incineration hazardous 4.180 Landfilling Waste Total 155.005 ※ Note: 1. The statistics provided are sourced from Li-Je Site and I-lan Site. 5.2.1 Waste 2. According to the Ministry of Environment's 3 Management announcement on "regulated recyclable waste and (P.95) reuse waste, renewable resource items" and the Ministry of Economic Affairs' "Management Regulations on the Reuse of Industrial Waste," a list of reusable waste items has been provided. However, the hazardous industrial waste that is generated does not include any of the items listed, making it impossible to recycle and reuse. The percentage of hazardous waste that is recycled accounts for 55.99% of the total hazardous waste. 3. Other treatment operations refer to physical processing.

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No.	Corresponding Section		Subj	ect Matter Informat	on		Reporting Criteria	GRI Standard
		Dis Dis	Distribution of New Employees (by Age and Gender)				2022	GRI Standard
			2022			TSC New	401-1 New	
					Male	Female	Employee	employee
			Under 30 years old	Number of People	52	29	Hires and	hires and
			(inclusive)	Percentage	28%	16%	Employee Turnover Data	employee turnover
			31 to 49	Number of People	51	39		
	4.1.1 Diversity and Inclusion	Age	years old	Percentage	28%	21%		
	(P.65)		50 years old and above	Number of People	11	2		
			(inclusive)	Percentage	6%	1%		
				Subtotal	114	70		
			To	otal		184		
4		of	people / new	s calculated on the b employee hires for t Employee Turnover	hat year.	-	-	
4		of j	people / new	employee hires for t Employee Turnover	hat year.	-	-	
4		of j	people / new	employee hires for t	hat year. (by Age	and	-	
4		of j	people / new stribution of I nder)	employee hires for t Employee Turnover	hat year. (by Age Male	and	-	
4		of j	people / new stribution of I nder) Under 30	employee hires for t Employee Turnover	hat year. (by Age	and	-	
4		of j	people / new stribution of I nder)	employee hires for t Employee Turnover 2022	hat year. (by Age Male	and	-	
4	4.1.1 Diversity	of j	under 30 years old (inclusive) 31 to 49	employee hires for t Employee Turnover 2022 Number of People	hat year. (by Age <u>Male</u> 20	and Female 13	-	
4	4.1.1 Diversity and Inclusion	of j	people / new stribution of I nder) Under 30 years old (inclusive)	employee hires for t Employee Turnover 2022 Number of People Percentage	hat year. (by Age <u>Male</u> 20 18%	and Female 13 12%		
4		of] Dis Ge	Under 30 years old (inclusive) 31 to 49 years old 50 years old	employee hires for t Employee Turnover 2022 Number of People Percentage Number of People	hat year (by Age <u>Male</u> 20 18% 38	and Female 13 12% 30		
4	and Inclusion	of] Dis Ge	vers old (inclusive) 31 to 49 years old	employee hires for t Employee Turnover 2022 Number of People Percentage Number of People Percentage	hat year (by Age 20 18% 38 35% 4 4	remale 13 12% 30 27% 4 4		
4	and Inclusion	of] Dis Ge	people / new stribution of I nder) Under 30 years old (inclusive) 31 to 49 years old 50 years old and above (inclusive) 5	employee hires for t Employee Turnover 2022 Number of People Percentage Number of People Percentage Number of People	hat year. (by Age 20 18% 38 35% 4	and Female 13 12% 30 27% 4		



GRI Standards Content Index

Sustainability Accounting Standards Board (SASB) Content Index

Climate-Related Information of TPEx Listed Compan

Independent Limited Assurance Report

No.	Corresponding Section	Subject Mat	Reporting Criteria	GRI Standards		
		 In 2022, the average numerical employee was 57.42 host and a second employee was second employee. 	urs.		2022 TSC Employee Training Hours Data	GRI Standards 404-1 Average hours of training per
		Position Level	Management Level	Non- management level		year per employee
	4.1.2 Human	Training Hours	7,398.00	27,744.50		
5	Resource	Number of People	120	492		
Development (P.68)	Average Training Hours	61.65	56.39			
	(P.68)	 Average Training Hours 	s by Gender in Male	2022 Female		
		Training Hours	22,305.50	12,837.00		
		Number of People	350	262		
		Average Training Hours		49.00		