



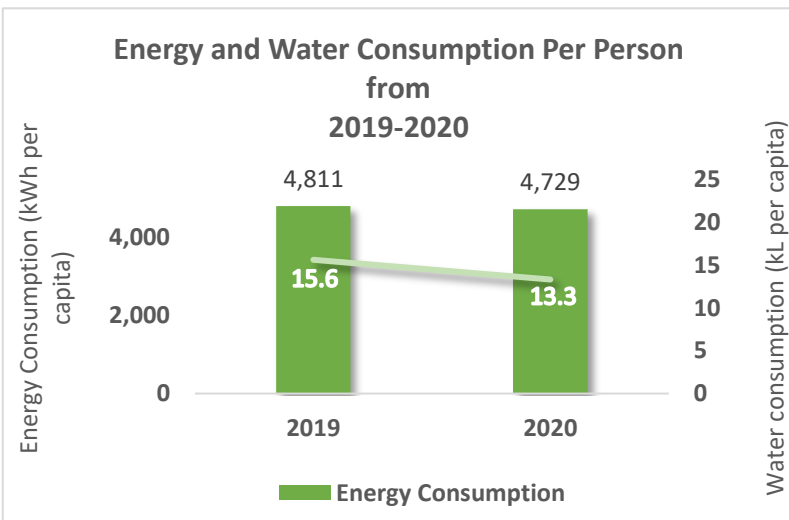
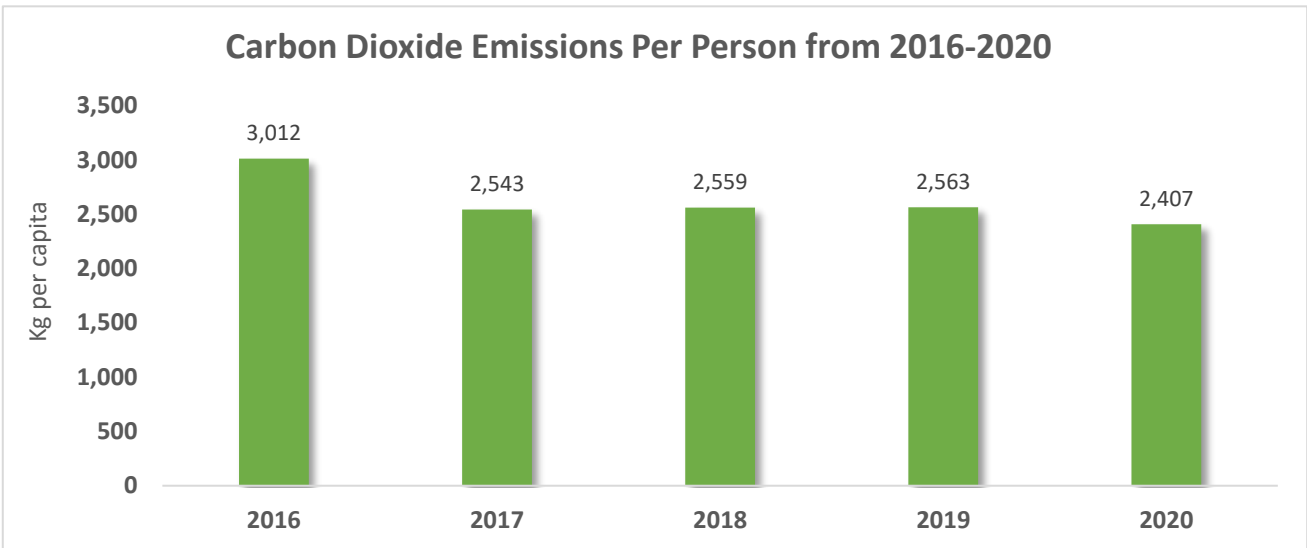
2020 ESG SUMMARY
eMemory

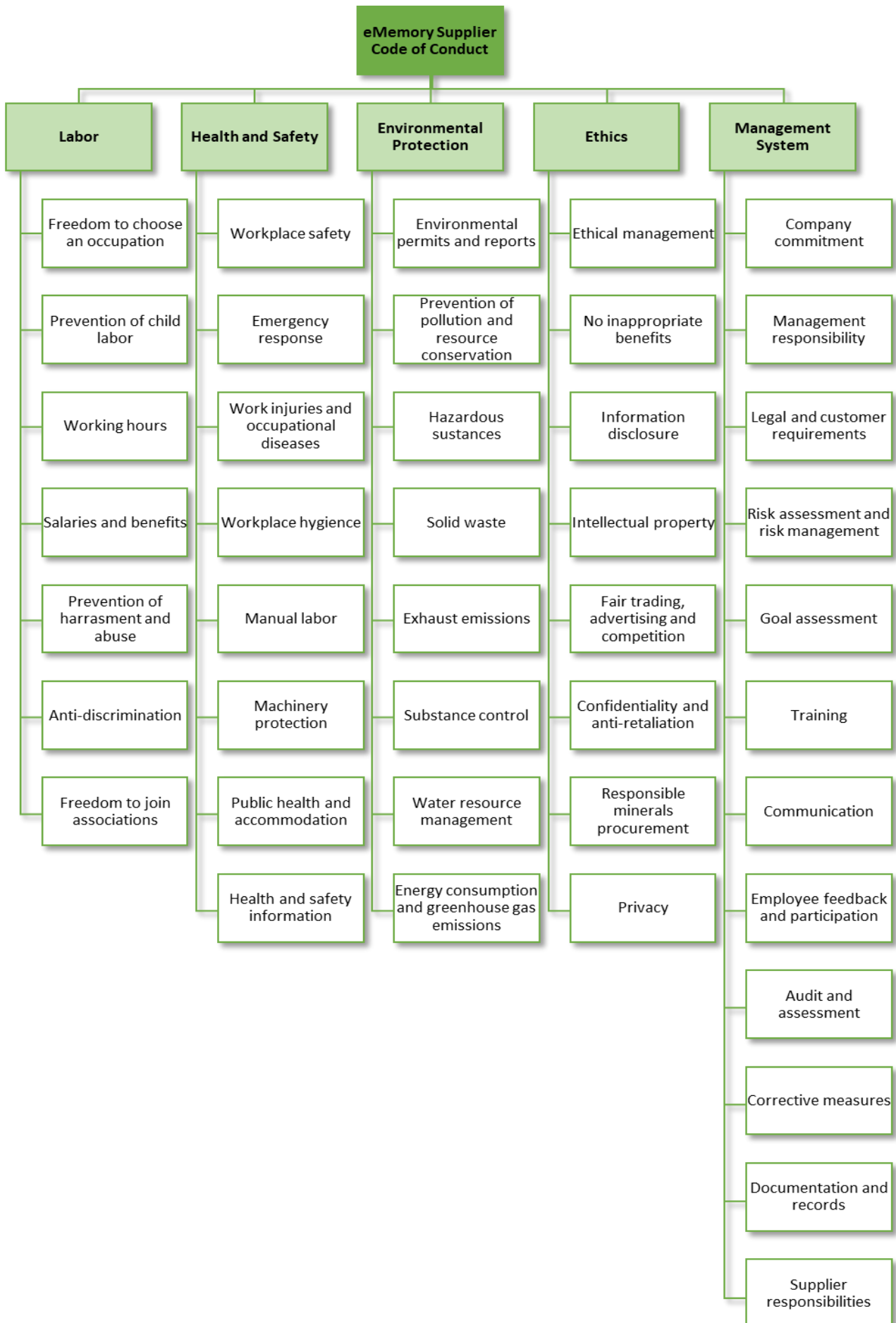
ENVIRONMENTAL

eMemory is a professional Logic NVM developer and provider that licenses silicon IPs. We do not engage in the manufacturing of tangible products. Therefore, there are no relevant solvents or gases emitted from manufacturing and no industrial waste produced.

Continuously, eMemory is devoted to environmental protection, energy conservation, carbon reduction, and water resource protection.

- The electricity consumption in 2020 was 4,729.1 kWh per capita, a decrease of 1.7%.
- Average emission of carbon dioxide per capita was 2,407 kg, which is a reduction of 6.1% from 2,563 kg in 2019.
- The average water consumption for each person was 13.3 kL in 2020, a drop of 14.7% compared to 15.6 kL in 2019.
- The total weight of domestic waste in 2020 was 12 kg per capita (9.6 kg for general waste and 2.4 kg for recycled resources).





Green Product Development

eMemory supports sustainability by continuing to develop advanced semiconductor process technologies that support our customers’ designs and thereby collaboratively producing the most advanced, energy-saving, and environmentally friendly products possible.

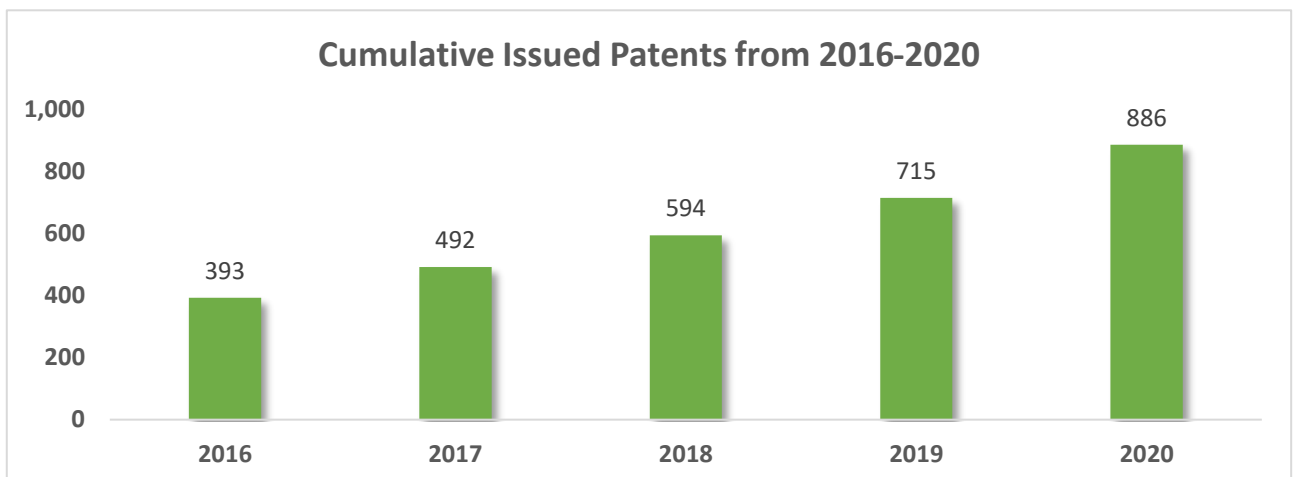
- 50%-70% of power is saved with each generation of the HV process.
- 30%-50% of the power consumption saving rate is reduced as the process advances.
- DDI chip from 2019 to 2020 saved an average of 15% power consumption.



Patent Innovation

eMemory attaches great importance to innovative research and the quantity and quality of our IPs, to create economic value and strengthen competitive advantage. In 2020, we won the Gold Medal Award of the “National Invention and Creation” again since our first award in 2005.

- Our patent portfolio has spread all over Taiwan, United States, China, Japan, and Europe.
- By 2020, worldwide patent applications have reached nearly 1,100 and the number of patent applications per employee is 4.1.
- Nearly 900 patents issued, with a growth rate of 100% between 2016 and 2020.

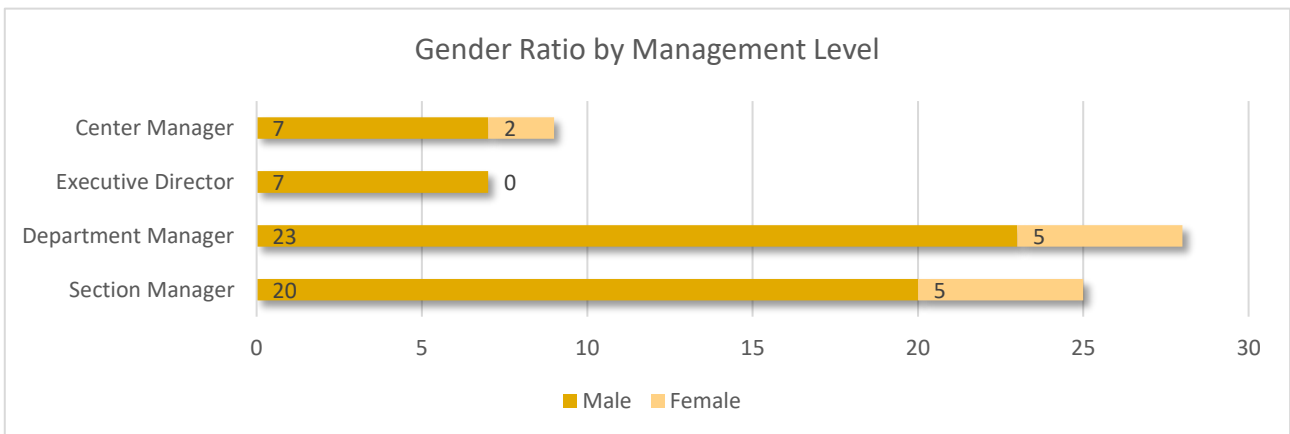
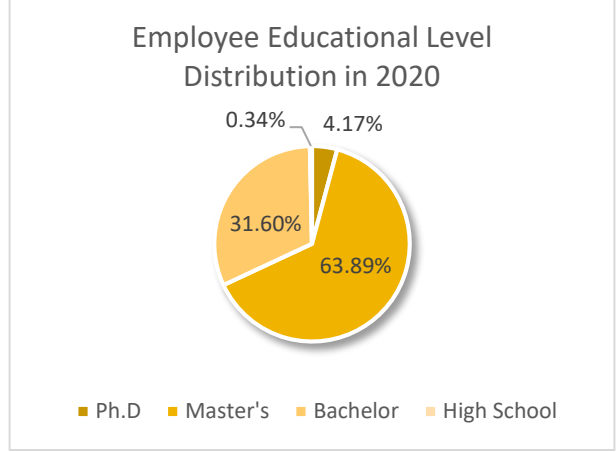
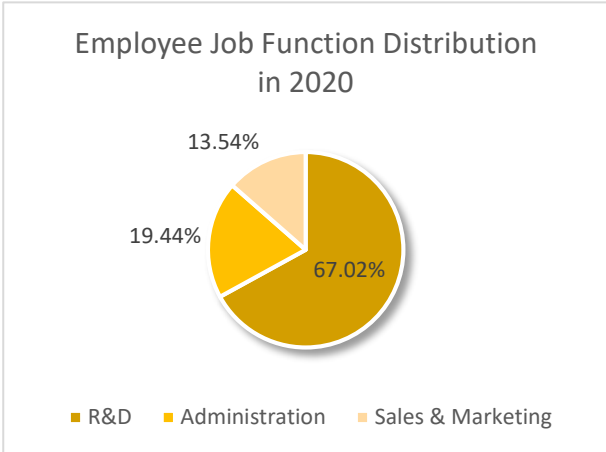
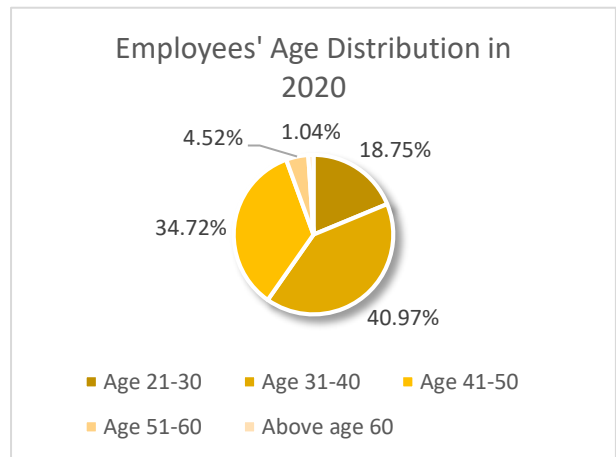
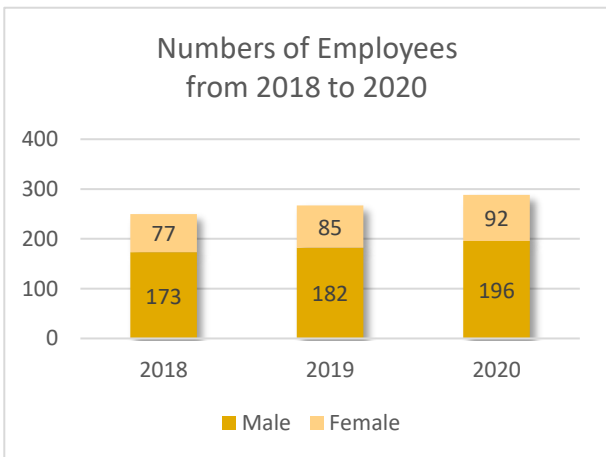


SOCIAL

As a leading IP technology developer and provider, employees are eMemory’s most valued asset. From recruitment to retirement, from training programs to traveling programs, eMemory supports and provides opportunities for our employees to grow, innovate, and maintain a healthy work-life balance from day one.

Basic Demographics

eMemory’s total number of employees was 288 with 68.1% of males and 31.9% of females in 2020. We recruit great talents of all backgrounds to sustain human resources diversity and stability.



Turnover rate: 4.51%
→
2021 Turnover Rate Goal:
New hire turnover rate: 5.56%
< 5.50%

Training and Development

eMemory provides our employees with continuous and comprehensive training and learning opportunities. From executive managers to new hires, diversified learning courses are available to maintain employees’ innovation momentum and the expertise of their profession.

Course Types	Number of Courses	Total Participations	Total Hours
New Employee Training	4	30	259
Vocational Training	153	2,213	5,669
Supervisor Training	2	24	115
General Training	9	1,107	1,192
Total Amounts	168	3,374	7,235

Occupational Safety and Work-Life Balance

eMemory spares no effort to ensure employees’ physical and mental health. In the first quarter of 2020, we took preventive actions by launching our work-from-home (WFH) program in consideration of the potential COVID-19 outbreak in Taiwan. Also, since eMemory does not manufacture tangible products or possess factories, there were no work-related hazards or incidents that occurred in 2020. Furthermore, annual health checks, on-site medical consultations, and various health insurance plans are available to the employees and their family members.

We believe that maintaining a good work-life balance is the key to great innovation and better productivity. Thus, competitive compensation programs, leave programs, team-building events, club events, and various activities are established to promise our employees financial stability and work-life balance.

Social Participations

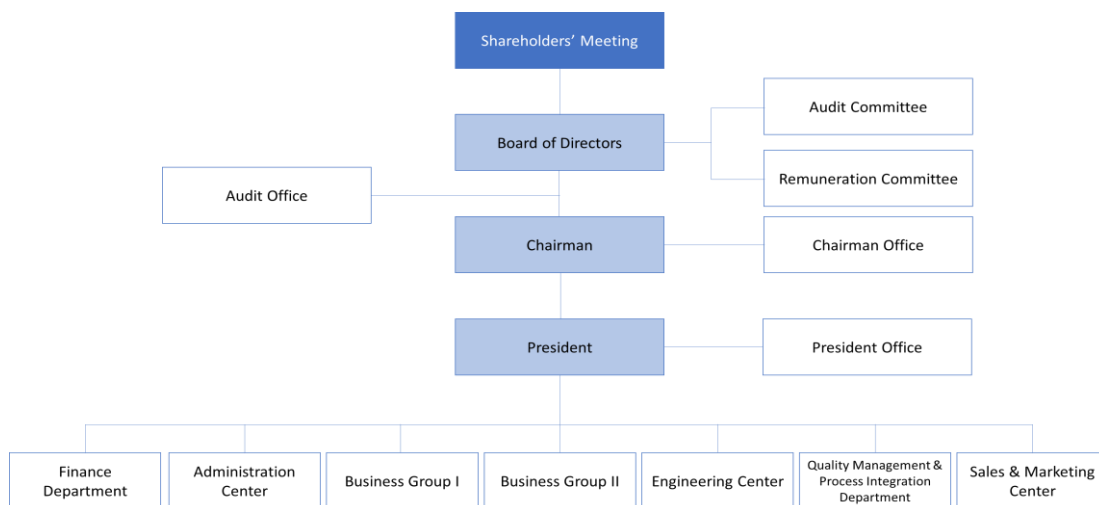
eMemory believes that social involvement generates positive energy for our employees, the company as a whole, and makes the world a better place. We continue to provide substantive assistance to universities, NGOs, and groups in need.

- Scholarship for NTHU
- Seminar sponsorship for NTHU
- Sponsorship for Teach For Taiwan
- Stationery donation for Hsinchu Renai Children’s Home
- Laptop donation for Hualien Stella Maris Ursuline High School
- Christmas fundraising for Spinal Cord Injury Rehabilitation Center



GOVERNANCE

eMemory’s corporate governance related affairs are handled by different divisions which make up the complete organizational structure.



Board of Directors

The Board of Directors is comprised of 9 members, including 3 independent director. The Board Meetings in 2020 was convened 7 times, with a 95% attendance rate among the directors.

Title	Name	Gender
Chairman	Dr. Charles Hsu	Male
Independent Director	Dr. Kenneth Kin	Male
Independent Director	Mr. Ming-To Yu	Male
Independent Director	Dr. T.C. Chen	Male
Director	Ms. Teresa Cheng	Female
Director	Mr. Jason Hsu	Male
Director	Mr. Mu-Chuan Hsu	Male
Director	Ms. Lijeng Chen	Female
Director	Dr. Rick Shen	Male

The Remuneration Committee and Audit Committee consist of 3 Independent Directors, with one as the convener (committee chair).

Name	Audit Committee	Remuneration Committee
Dr. Kenneth Kin	Member	Committee Chair
Mr. Ming-To Yu	Committee Chair	Member
Dr. T.C. Chen	Member	Member

Risk Management

eMemory conducts risk assessments on important issues in accordance with the materiality principle of social responsibility. Based on the assessed risks, related risk management strategies and measures are established as follows:

Project	Risk Management Strategy and Measures
Environmental Protection and Ecological Conservation	<p>eMemory is a professional silicon IP company, and does not engage in the production and manufacturing of tangible products; thus, there is no industrial waste being produced. Domestic waste is divided into general waste, including kitchen waste and recyclable waste. The waste is gathered by employees in the temporary waste storage area; then the property management company assists in its removal. The waste is then transported by a qualified waste handling operator to the incineration plant for treatment and disposal. In addition, eMemory has promoted the implementation of energy-saving measures in the office. For example, air conditioning systems have been equipped with timers for scheduled operation; tap water savers have been installed to save water; and employees are encouraged to turn off any unused lights, adopt paperless operations, and practice water conservation. Moreover, a regular annual inventory of greenhouse gases and water consumption is carried out, to achieve the goals of reducing carbon dioxide emissions, water consumption, and total waste generation each year, and thus implementing environmental protection.</p>
Climate Change	<p>The rising tangible risks brought on by climate change, such as natural disasters, market volatility, and supply chain disruptions, have been carefully evaluated by eMemory. Across all aspects of our business, we are looking to minimize our impact on the environment big or small, and play an active role in finding solutions within our industry. As an example, the innovative nature of our core technology removes the need for complex additional manufacturing processes that are required by conventional non-volatile memory solutions and in turn, plays a part in reducing the carbon footprint.</p>
Workplace Safety	<p>eMemory is dedicated to securing labor health and improving the working environment by periodically implementing health and safety education. The “Fire Safety Seminar” is provided in accordance with the occupational safety and health-associated laws and regulations. For example, by providing specific parking spaces, transportation allowances, a nursing room, a full-time security system, a rest area, etc., employees can enjoy a comfortable and healthy working environment. We believe that the health of our employees is eMemory’s greatest asset. Therefore, we provide health club membership subsidies, we hold health examinations periodically, Nursing services also are available on-site services for health consulting services. During the high-risk period of the COVID-19 pandemic, the policy of split operations was adopted to reduce the risk of cross-infection among employees. Later on, precautions to help fight the pandemic have continued to be periodically promoted.</p>
Product Safety	<p>eMemory has passed the TÜV Rheinland ISO 9001:2015 Quality Management System certification and obtained corresponding certificates. The NeoBit & NeoEE AS series products have passed the TÜV Rheinland ISO 26262 (Road Vehicles-Functional Safety) & Industrial Specifications IEC 61508 (Functional safety of electrical/electronic/ programmable electronic safety-related systems) certification and obtained corresponding certificates. Besides, we hold on to the spirit of “First-Class Quality, Best Service, and Satisfied Customer” and focus on excelling product quality to reach our goals of increasing customer’s satisfaction, providing customers with safe, reliable, and high-quality products, and maintaining good communication with customers by providing transparent and effective complaint handling procedures for products and services. In addition, the customer satisfaction survey is conducted every year, with excellent results, improving customers’ recognition.</p>
Social Economic and Compliance	<p>By establishing corporate governance organization and internal control system, we ensure that all personnel and operations at eMemory comply with relevant laws and regulations.</p>