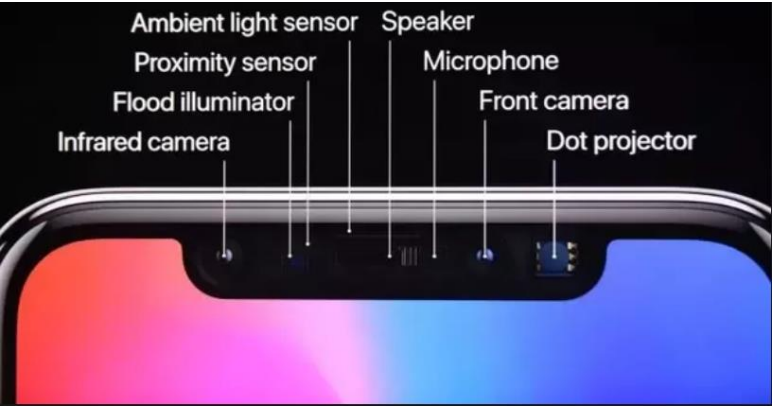


Responsible Manufacturing

Webinar 15th September



What does Besi do?



**We Provide High-tech Solutions to Enable Innovation
&
Enrich People's Lives**

BESI Products: Back End Semiconductor equipment Industry



DIE ATTACH



DIE SORTER



PLATING



TRIM AND FORM



SINGULATION



MOLDING

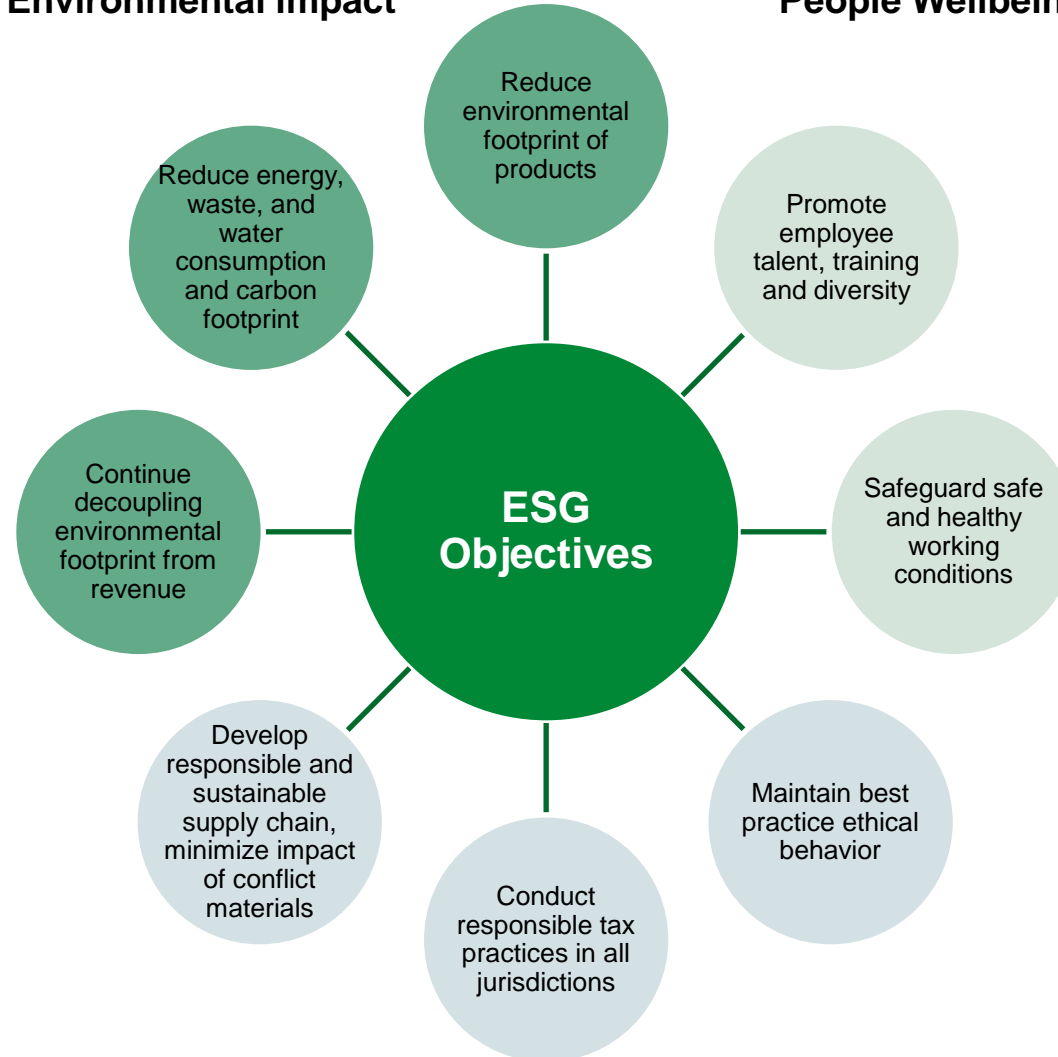


Responsible Business starts Top down: Besi ESG objectives



Environmental impact

People Wellbeing



Responsible Business

Besi sustainability targets were agreed...



Besi

★ Priority topic

	Topic	Description	Ambition vs 2019 baseline		
			2022	2026	2030
Environmental Impact 	★ Energy use and renewable energy	Reduce our energy use and increase the share of energy from renewable sources	-15% gas; -10% electricity; 100% renewable energy in Europe; global 25%	-20% gas; -12% electricity; 35% renewable energy global	-25% gas; -15% electricity; 65% renewable energy global
	Carbon emissions	Reduce our scope 1 (gas, direct release) and scope 2 (purchased non-renewable electricity) carbon emissions; and work on high-impact scope 3 topics (e.g. travel, freight)	Scope 1 and 2: -15% CO2e Scope 3: -10% CO2e,	Scope 1 and 2: -30% CO2e Scope 3: -15% t CO2e,	Scope 1 and 2: -60% CO2e Scope 3: -25% CO2e,
	Water use	Reduce our water consumption	-4% water consumption	-8% water consumption	-14% water consumption
	Waste and hazardous material use	Reduce our consumption of materials to lower waste and eliminate hazardous materials	-8% total waste; -5% hazardous	-- -12% total waste; -15% hazardous	-15% total waste; -20% hazardous
	★ Sustainable design	Design and manufacture products taking into account energy consumption, resource (water, chemicals) consumption, and material basket and recyclability	Develop baseline and set ambition	<i>To develop ambition for material footprint, recyclability, energy efficiency and consumables</i>	
People Wellbeing 	★ Diversity and inclusion	Achieve equal treatment and opportunities for all	19% female (+2%); 20% female mgmt (+5%); 85% local mgmt (+2%)	21% female (+4%); 23% female mgmt (+8%); 86% local mgmt (+3%)	24% female (+6%); 25% female mgmt; (+11%); 86% local mgmt (+4%)
	Employee health & safety	Be a safe workplace and monitor incidents in all our workplaces	0 safety incidents		
	Employee development and engagement	Offer a great employee experience with engaged employees and invest in the development of our people	Employee engagement >85% and above peers; 23 training hours (+15%)	Employee engagement >85% and above peers; 28 training hours (+38%)	Employee engagement >85% and above peers; 47 training hours (+133%)
Responsible Business 	Ethics and compliance	Ensure ethical behavior, zero tolerance on harassment, discrimination, bullying and compliance with anti-fraud, bribery and corruption standards	Whistleblower procedure in place and reported violations promptly responded by Besi senior management		
	Responsible supply chain	Assess and mitigate social, environmental, health & safety, and ethical risks in our extended supply chain	Audited 60% purchase volume SAQs: 75% purchase volume GWA/GPCs: 75% pur. volume CFSI: 70% purchase volume	Audited 75% purchase volume SAQs: 80% purchase volume GWA/GPCs: 80% pur. volume CFSI: 75% purchase volume	Audited 75% purchase volume SAQs: 85% purchase volume GWA/GPCs: 85% pur. volume CFSI: 80% purchase volume
	Community impact	Support and impact positively our local communities by volunteering, and supporting education in schools	Monitor number of Besi hours volunteered, monetary donations, education projects supported and highlight examples reporting		
	Tax practices	Responsible tax practices in all jurisdictions	100% compliance with tax obligations where factual economic activities take place		

...along with visuals and alignment with the U.N. Sustainable Development Goals (SDGs) for our Annual Report



Besic



SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	

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A. Labor

- A.1. Freely Chosen Employment
- A.2. Young Workers
- A.3. Working Hours
- A.4. Wages and Benefits
- A.5. Humane Treatment
- A.6. Non-Discrimination
- A.7. Freedom of Association

B. Health and Safety

- B.1. Occupational Safety
- B.2. Emergency Preparedness
- B.3. Occupational Injury and Illnesses
- B.4. Industrial Hygiene
- B.5. Physically Demanding Work
- B.6. Machine Safeguarding
- B.7. Sanitation, Food, Housing
- B.8. Health & Safety Communications



D. Ethics

- D.1. Business Integrity
- D.2. No Improper Advantage
- D.3. Disclosure of Information
- D.4. Intellectual Property
- D.5. Fair Businesses, Advertising and Competition
- D.6. Protection of Identity
- D.7. Responsible Sourcing of Minerals
- D.8. Privacy

C. Environmental

- C.1. Environmental Permits and Reporting
- C.2. Pollution Prevention and Resource Reduction
- C.3. Hazardous Substances
- C.4. Solid Wastes
- C.5. Air Emissions
- C.6. Materials Restrictions
- C.7. Water Management
- C.8. Energy Consumption & GHG Emissions

Overall RBA Implementation & External Audit Planning



Descriptions	Timeline
<ul style="list-style-type: none"> • Conduct Gap Analysis 	2Apr-15May'18
<ul style="list-style-type: none"> • Bi-weekly meeting with key PICs/HODs (MM, Facilities, HR, IT, Engr) on actions from Gap Analysis 	16May-3Aug'18
<ul style="list-style-type: none"> • HOD & Internal Auditors Training & Workshop <ul style="list-style-type: none"> ➢ Understanding Responsible Business Alliance (RBA) Code Of Conduct Requirements ➢ Responsible Business Alliance (RBA) Code of Conduct – Labor & Ethics Risk Assessment ➢ Responsible Business Alliance (RBA) Code Of Conduct Internal Audit – Labor And Ethics • Consulting sessions for respective PICs with the RBA consultant 	4Jun & 8Jun'18 26-27Jul'18 7Aug'18 5-7 Jun'18, 30Jul'18, 6Aug'18
<ul style="list-style-type: none"> • Prepare documentation in advance as per RBA critical & minimum documents list 	31Jul-9Nov'18
<ul style="list-style-type: none"> • Company-wide RBA communication & training session with assessment. Min training topics ~50 topics identified, 11 sessions, ~400 employees 	Wk31'18
<ul style="list-style-type: none"> • Supplier RBA Workshop - RBA Code of Conduct requirements communication & expectations, fill up SAQ 	31Jul'18
<ul style="list-style-type: none"> • Conduct Internal Audit • Internal Audit CAP Follow-Up 	8Aug-27Aug'18 9Nov'18
<ul style="list-style-type: none"> • Management Review 	24Oct'18
<ul style="list-style-type: none"> • VAP Audit • Closure Audit 	12-14Nov'18 1-2Aug'19

Company-wide RBA Communication Session 2018



Total 11 sessions,
~400 employees

Supplier RBA Workshop 2018



- Labor Suppliers
- Key Part Suppliers

RBA VAP Audit (3 Days, 2 Auditors)



Top Management, Core & Supporting Teams



Responsible Business Alliance

Formerly the Electronic Industry Citizenship Coalition

Advancing Sustainability Globally

Recognition that

Besi APac Sdn. Bhd.

3 Jalan 26/7, Section 26, Shah Alam, Selangor
Malaysia

***Completed the RBA Validated Audit Process achieving GOLD Status
Without any Priority and Major findings achieving a score of 193.1/200***

Validated Audit Report: VAR-20190802-60-01B02

Audit date: August 2, 2019

Certificate issue date: August 20, 2019

Expiration date: November 13, 2020

RBA Executive Director
Robert Lederer

RBA Chief Operating Officer
Jonathan Ivelaw-Chapman

Working Hours

- Hours worked in a workweek over the last 12 months ≥ 60 hours. Sampled workers' work hours for the recent 3 months were between 60h/workweek and 72 h/workweek.
- Working more than 6 days, no rest day after 6 days
- Required to improve the effectiveness of our policy and system/procedures to manage and control working hours.
- Train the people and HOD's



Supplier Responsibilities

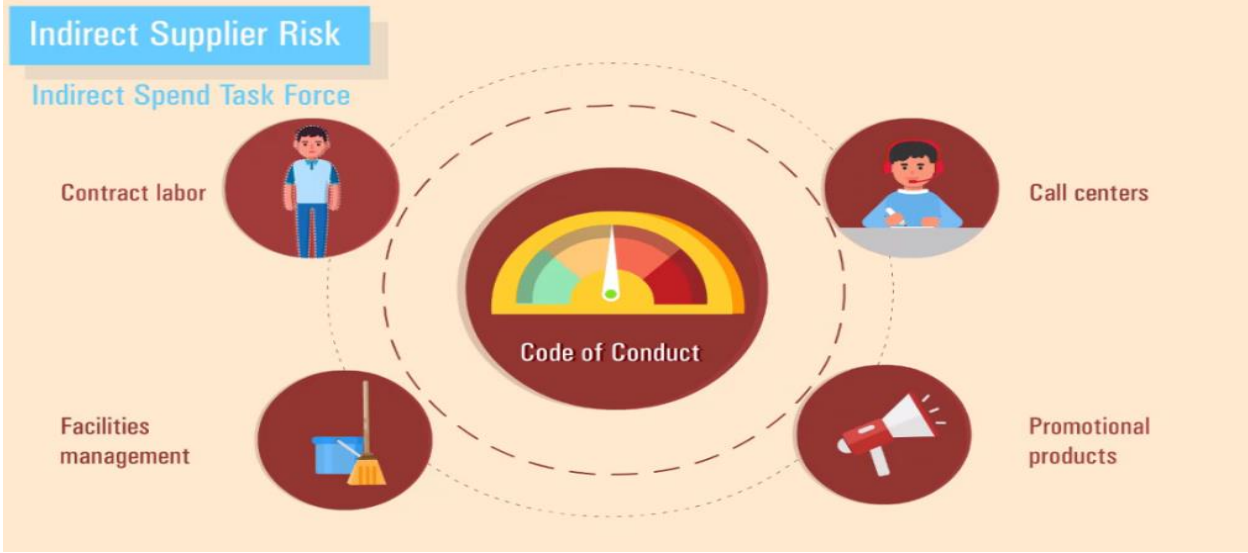
- Required to improve the RBA supplier audit checklist to be more comprehensive.
- Required to include labor agents/contracts and on-site service providers as our next tier major suppliers & to implement the RBA code & perform risk assessment on them.
- Added RBA/RBC items in the quarterly score cards
- Stop business with suppliers that violate RBC principles
- **Key areas are Foreign labor, working hours and 6 days workweek**



RBA Supplier SAQ



RBA Supplier Audit Checklist



Supplier Day October 2019 - RBA Presentation & Communication



AGENDA



Introduction to Responsible Business Alliance (RBA)

Validated Audit Program (VAP)

RBA Code of Conduct (COC)

Besi APac's RBA Policy

Besi APac's VAP Journey & Result



BESI APAC SUPPLIER MANAGEMENT (CIP)

(online audits and process during Covid continue)



Identify Major Suppliers

All Major Material Suppliers,
Manpower Suppliers and Service
Providers to fill up RBA SAQ

Follow up on the corrective
action completion status

Identify High Risk Suppliers



Labor

+



Health and
Safety

+



Environmental



Ethics

+



Management
System

Supplier determines the
corrective action to be taken to
ensure compliance to RBA code
of conduct

Conduct Supplier Audit based
on submitted SAQ

Advise Supplier on
audit findings

Online RBA Refresher Training 2021 For Besi Staff and Suppliers



← → ↻ 🔒 https://www.explodo.com/en/library/view?id=6898

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MY COURSES

SU WEN L.

RBA Briefing (Labor & Ethics)

English

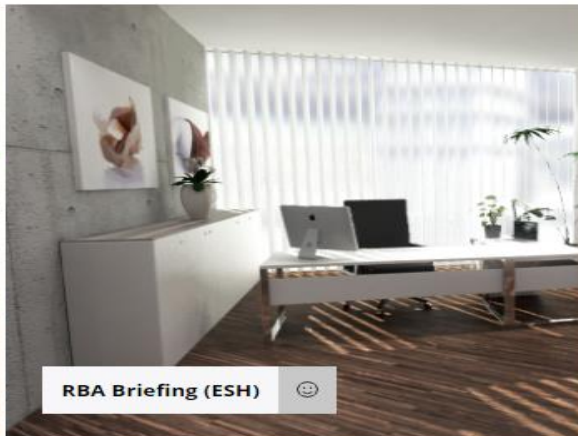
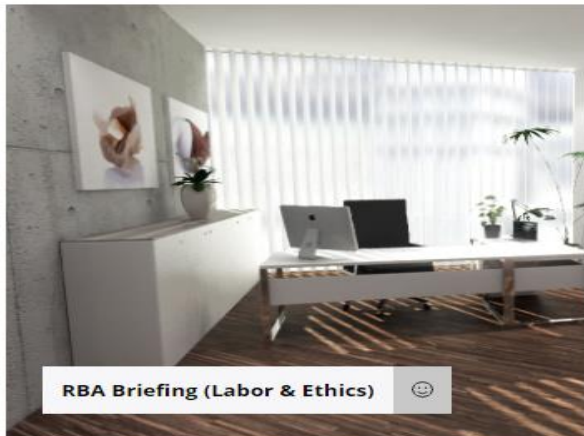
Content

- ✓ FREELY CHOSEN EMPLOYMENT
- ✓ ENVIRONMENT & LEGAL WORKING AGE AND YOUNG WORKER
- ✓ WORKER TERMS AND CONDITIONS
- ✓ WORKING HOURS, OVERTIME & HOLIDAYS
- ✓ EMPLOYMENT AND DISCIPLINARY
- ✓ RELIGIOUS PRACTICES PLACE
- ✓ FREEDOM OF ASSOCIATION
- ✓ EMPLOYEE GRIEVANCE
- ✓ ETHICS POLICY
- ✓ INTELLECTUAL PROPERTY PROTECTION
- ✓ CONFLICT MINERALS
- ✓ NO GIFT & ENTERTAINMENT POLICY
- ✓ CONFLICT OF INTEREST (COI) POLICY
- ✓ WHISTLEBLOWER & NON-RETALIATION POLICY
- ✓ PERSONAL DATA PROTECTION & DATA PRIVACY
- ✓ CLEAN DESK POLICY
- ✓ FAIR BUSINESS, ADVERTISING AND COMPETITION

Note:
ELEMENT A (LABOR)
ELEMENT D (ETHICS)

Close

Explodo Online E-Learning – 3D animated courses created with content adapted to our needs, able to distribute to our participants and track results.



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Certificate

for course

RBA Briefing (Labor & Ethics)

SU WEN LEE has successfully finished this course.

9/3/2021 4:39:30 PM

Certificate of completion

Besi Core Values



<https://www.besi.com/>

THANK YOU

https://www.besi.com/fileadmin/data/Investor_Relations/Corporate_Governance/ESG_report_2020.pdf