

2021 ATEN International Co., Ltd.

Sustainability Report



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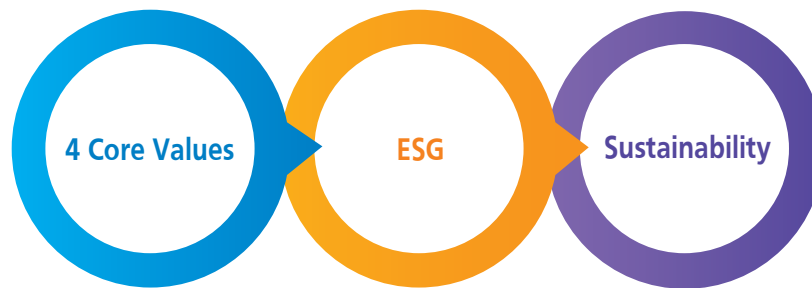
About the “ATEN Sustainability Report”

We appreciate your review of the 11th edition of the Sustainability Report of ATEN International Co., Ltd.

Since 2012, ATEN International Co., Ltd. (hereinafter “ATEN”) has interacted and communicated with all stakeholders through the Sustainability Report every year, in order to convey information related to the non-operating activities of ATEN to society. We look forward to improving society, the environment and governance through our corporate power in order to achieve the objective of sustainability. At the same time, we also look forward to receiving feedback and comments from all stakeholders, allowing ATEN to exploit its corporate power and drive all of us forward on the road to sustainability.

Integration of “Sustainable Development” and “Corporate Core Value”

ICAN: “Integrity”, “Caring”, “Ambition”, and “Novelty”. “ICAN” are the core values of ATEN, and such core values are not only implemented in all operational decisions of the Company, but also applied to the promotion of corporate sustainable development with the same attitude. Continuous action will bring positive results to all stakeholders, thereby achieving the goal of sustainable development.





Report Period and Scope

The information disclosed in this Report includes the concepts and actions related to the aspects of the “corporate governance”, “environmental protection”, and “social participation”, etc., of ATEN International Co., Ltd. during the period from January 1, 2021, to December 31, 2021, and major events are disclosed to the date of March 31, 2022. The content of this Report is mainly about the corporate headquarters in Taiwan, ATEN International Co., Ltd., and the Financial Statements according to the scope of the Consolidated Statements.

Report Drafting Principle

This Report has been established in line with the trend of the increasing significance of sustainable development worldwide and in response to the Taiwan Stock Exchange’s promotion of enhanced sustainable development information disclosure of publicly listed companies. It has been established in accordance with the Core option of the Global Reporting Initiative Standards (GRI Standards) proposed by the Global Reporting Initiative (GRI), with the Company’s best efforts in information disclosure. Each year, the Company publishes the Chinese and English version of the Report on the Company’s website.

Verification

The content of this Annual Report has been entrusted to the British Standards Institution (BSI), a third-party certification institution, to perform verification according to AA1000AS v3 and Class I medium assurance level and the Core option of the GRI Standards. For the Independent Assurance Statement, please refer to the Appendix of this Report.

- In order to protect the environment and cherish natural resources, this report will only be published electronically on ATEN’s Chinese and English website.
- We welcome any opinions or inquiries for information related to this Report.

Publishing the Report

Previous Version: Issued in July 2021

Current Version: Issued in June 2022

Next Version: Scheduled to be issued in June 2023.

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Manager's Preface

Since the establishment of the Company in 1979, ATEN has upheld a business philosophy of continuous innovation and been committed to developing solutions to satisfy, and to even lead, various market demands. Through comprehensive integration of products/solutions and the pursuit of outstanding customer use experience, ATEN has established its leading position in the industry. In 2021, countries worldwide, including Taiwan, faced the impact of a new wave of the pandemic, and a mixed working style became the mainstream in society, driving many trends of personalized digital contents and livestreaming. During the second half of 2021, we announced the multi-channel AI digital mixer built (UC8000) for podcast applications, the first mixer equipped with artificial intelligence (AI) in the world. The mixer's outstanding machine learning technologies of sound field detection and voiceprint recognition allow the device to be used in various scenarios of talk show programs, live broadcasts, podcast recording, religious worship and music creation. In addition, ATEN's innovative mixer has also received the Good Design excellence award, demonstrating ATEN's commitment in assisting all sectors in digital transformation with best effort.

In addition to the continuous research and development of innovative product technologies, ATEN has also booked results in the promotion industrial solutions. Through evaluation of the advantages of our own products and the mainstream demands in the market, along with a special focus on the markets of government, education, healthcare, and smart manufacturing, we have released a series of products and service solutions, thereby driving the business growth of ATEN during the pandemic period. In addition, with diverse product, market and channel strategies, ATEN has established a cornerstone for sustainable development.

Furthermore, as a promoter of digital transformation, ATEN emphasizes its information security, and trade secret protection has been implemented inside the Company for a long time. In view of the rapid development of communication technologies, we expect to obtain ISO 27001 certification in 2022, so that through systematic control and documented policies and standard operating procedures, ATEN will be able to assess and control possible risks and prevent such risks with concrete and comprehensive methods.

During the pandemic period, ATEN also values the physical and mental health of employees. The Company has set up a comprehensive fitness center at the headquarters, and the Company also organizes various internal sports and recreation clubs, in order to encourage employees, under the premise of compliance with the epidemic control requirements, to participate in various activities, thereby establishing an environment with work-life balance. In 2021, ATEN also received the sports enterprise certification of "Enterprise i Sports, Non-stop Employee Energy".

Under conditions where great uncertainties exist in various aspects of the market, ATEN engages in the planning of ESG and deploys as well as implements diverse strategies and actions to effectively handle the impact of various factors, including the pandemic, which is also considered to be essential for the Company to maintain its sustainable competitiveness. Furthermore, in 2021, ATEN established a dedicated department responsible for "Sustainable Development" in order to plan internal and external sustainability related measures, and to promote the participation of all employees, thereby meeting the expectations of stakeholders such as public departments, social welfare organizations, suppliers, overseas subsidiaries, relatives of employees and other enterprises.

While facing the challenge of climate change, ATEN handles the challenge actively and has set up the goal of zero emissions by 2050. In addition, ATEN also expects to achieve carbon reduction by 50% for the headquarters in Taiwan and the production site in Xizhi in 2030. In 2021, ATEN constructed a solar photovoltaic power generation system with a system capacity of 170kWp on the rooftop of the Xizhi Plant of the headquarters, and official power generation commenced at the end of the same year. ATEN also joined the "CommonWealth Sustainability League" and participates in issues related to various aspects of sustainability jointly promoted by CommonWealth Magazine, in order to continuously contribute efforts to the global climate.

In the future, we will continue to uphold the ESG vision for society, implement the core value of ATEN, and lead all employees to move forward, in order to give back to the environment and society, thereby achieving better living for all.





Ch1

Implementation of Sustainable Development

- 1.1 Sustainable Development
Institutionalized Operation**
- 1.2 Sustainable Development
Committee**
- 1.3 Identification of Stakeholders**
- 1.4 Communication with
Stakeholders**
- 1.5 Major Topic Management**

1 Implementation of CSR

In 2012, ATEN established the “ATEN Corporate Social Responsibility Management Committee” under the supervision of the Board of Directors, in order to promote corporate social responsibility and sustainable development related work. In addition, in 2021, with the approval of the Board of Directors, the committee was renamed to “ATEN Sustainable Development Committee”. Accordingly, through various aspects such as “corporate governance”, “environmental protection”, “corporate commitment” and “social participation”, and by integrating employees, society, the environment and all stakeholders, corporate social responsibility is implemented thoroughly and progressively, thereby expanding sustainable management capabilities in order to attract more interested parties to contribute their efforts to the pursuit of sustainable and better living.

Since the sustainable development issue is broad and relevant affairs involve different internal department of the Company, ATEN established a dedicated department for sustainable development in 2021, in order to actively handle relevant domestic and foreign sustainable development and climate change issues, and to coordinate and integrate all resources inside the Company for the promotion of sustainable development. In addition, the dedicated department for sustainable development also conducts risk assessment according to the “Task Force on Climate-related Financial Disclosures (TCFD)”, in order to provide such risk assessment result as reference for the business operation of the Company and relevant personnel.

In 2016, the United Nations officially launched the 17 Sustainable Development Goals (SDGs), and in 2017, ATEN immediately reviewed the internal factors related to sustainable development, corporate capabilities, and levels of concern of stakeholders, etc. The Company decided to actively respond to 10 of the goals, namely “zero hunger”, “good health and well-being”, “quality education”, “gender equality”, “decent work and economic growth”, “climate action”, “life below water”, “life on land”, “peace, justice and strong institutions”, and “partnerships for the goals”. Furthermore, ATEN continues to examine the correlation of the other 7 goals with ATEN and their feasibility, in order to bring the Company in line with the world and to achieve sustainable development.



※This form is translated and prepared by the CSROne Sustainability Report Platform.

1.1 Sustainable Development Institutionalized Operation

After 2012, ATEN consecutively approved six internal regulations (as described below) related to sustainable development in the Board of Directors' meetings. In addition to satisfying the basic requirements of the securities exchange for publicly listed companies, we also understand that sustainable development related affairs can be promoted more effectively through proper organization design and institutionalized operations in order to incorporate them into the corporate culture.

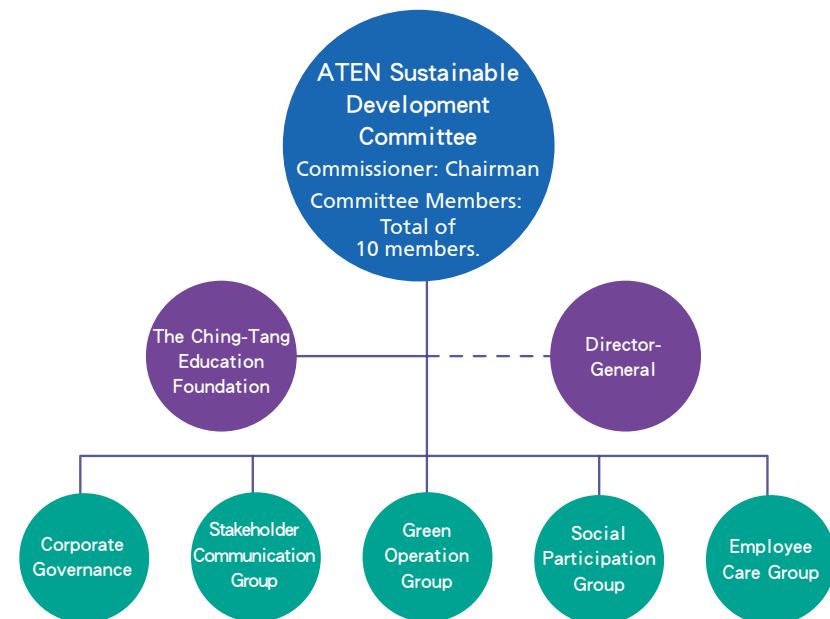


In addition to the institution and regulations, the Company also integrates the Sustainable Development with the corporate core value of ATEN (ICAN: "Integrity", "Caring", "Ambition", and "Novelty") in order to establish reward regulations, such as: "Sun Metal" and "Volunteer Points", etc., to encourage the staff to also respond to various Social Participation concepts and activities promoted by the Company at work, as well as to treat it as employees' individual social responsibility.

1.2 Sustainable Development Committee

Under the supervision of the Board of Directors, the "ATEN Sustainable Development Committee" is the highest internal sustainable development organization at ATEN. The Committee consists of 10 members, with the Chairman acting as the Commissioner, and for the remaining 9 members, the highest supervisors of the R&D, Manufacturing, Procurement, Planning, President's Office, General Administration, Human Resources, Customer Service, and Quality Assurance Divisions, etc., take the roles of the Committee Members.

"ATEN Sustainable Development Committee" Group Structure



1 Implementation of CSR

The “Sustainable Development Group” under the Committee, consisting of representatives from all operational departments of the Company, holds monthly meetings convened by the group’s Director-General to discuss issues of “corporate governance”, “corporate commitment”, “social participation” and “environmental protection” and to follow up the execution status. The Sustainable Development Group is also required to periodically present reports to the Sustainable Development Committee. The Sustainable Development Group is also responsible for executing important decisions regarding sustainable development policies and directions set by the Committee. In addition, the annual goal and implementation status of all sustainable development projects formulated by the Committee are also periodically reported to the Board of Directors.

Committee Organization and Mission Description

Duty and Organization Name	Responsible Department	Mission Description
Director-General	President’s Office	Execute resolutions of the Committee Meetings, and manage the routine operation of each group and relevant work progress, and report the execution status in the Committee Meeting periodically.
The Ching-Tang Education Foundation	President’s Office	Contact and manage Company and foundation affairs.
Corporate Governance Group	Investor Relationship and Capital Market Department	Integrate various corporate governance regulations and systems established by relevant departments. Implement the Company’s core values of integrity and honesty and information transparency, focus on shareholders’ interests, and the management principle of proper internal control.
Stakeholder Communication Group	President’s Office	Identify stakeholders, establish communication channels and mechanisms, organize and respond to issues of concern of stakeholders. Preparation of Sustainable Development Reports, manage and announce relevant information on sustainable development externally.
	Investor Relationship and Capital Market Department	
	Marketing and Promotion Center	
Green Operation Group	Quality System Department	Establish green design capabilities and systems, develop tools complying with relevant environmental protection and monitoring analysis mechanisms, promote various waste reduction and projects of resource reuse, greenhouse gas reduction, etc. Cooperate with the government public department policy requirements externally, and responsible for the energy saving and water saving policy education and promotion of the entire Company. Responsible for promoting the green manufacturing process and green product related works for the entire Company.
	Management Department	
	Factory Affairs Department	
	R&D Division	
	Quality Assurance and Customer Service Division	
Social Participation Group	President’s Office	Responsible for promoting communication of the Group externally and with society, continue to devote efforts in technology research and development cooperation, long-term education assistance, social welfare activity promotion of arts and culture, as well as sports activities, etc.
	Volunteer Club	
Employee Care Group	Global Human Resource Center	Planning and promotion of labor and management relationships, employee welfare, health workplace, training and job promotion, gender equality, safety and health, employee care, culture inheritance...etc.
	Occupational Safety and Health Office	
	Factory Affairs Department	

1.3 Identification of Stakeholders

ATEN defines the stakeholders to be individuals, groups, or organizations capable of affecting ATEN or being affected by ATEN. The stakeholders of ATEN include clients, shareholders, employees, suppliers, community organizations, the media, and government agencies, etc. Through diverse communication channels, we understand the issues of concern of stakeholders, and discuss the major topics accordingly, as well as establish relevant management directives and execution plans in order to respond to the needs and expectation of the stakeholders.



1.4 Communication with Stakeholders

We very much value communication with our stakeholders. In addition to the establishment of the stakeholders' section on the Company's website (<http://www.aten.com/tw/zh/aten-info/csr/page-stakeholders/>), we also clearly indicate the contact methods for different types of related parties on the website, and we have also set up questionnaire survey forms. Accordingly, stakeholders can express their concern about a total of 20 issues we selected related to the economy, society, and environment, and stakeholders can also submit different opinions to the Company for reference.

> Stakeholders' Section

Stakeholder	Contact Us
Clients	Online Customer Service https://www.aten.com/global/en/ (12 languages)
Social organizations	Ms. Kao, President's Office Email: csr@aten.com
Shareholders	Investor Relationship and Capital Market Department Ms. Huang Email: ir@aten.com.tw
The media	Corporate Marketing Department Ms. Lee, Assistant Manager Email: pr@aten.com.tw
Other Stakeholders	Mr. Ting, Section Manager, President's Office Email: atencorp@aten.com

1 Implementation of CSR

Issues of Concern of Stakeholders and Company Communication Method List

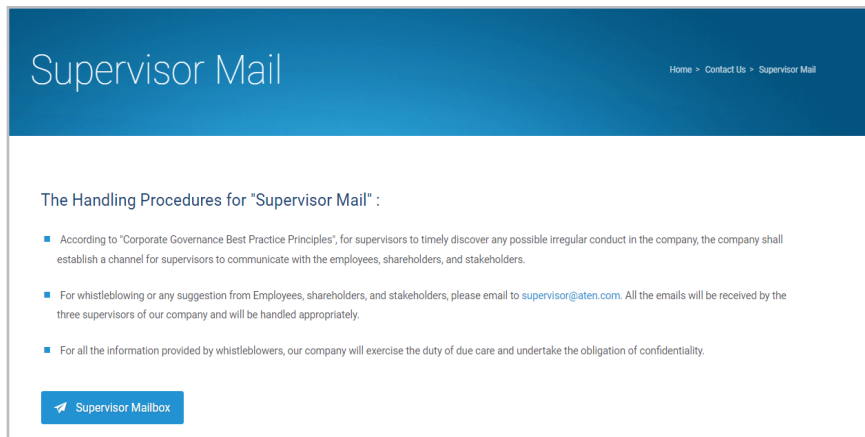
Stakeholder	Issues	Communication channels	Frequency of communication
Clients	<ul style="list-style-type: none"> Product Price Products and Services Responsibility Client and Partner Relations Technology Research and Development Raw material use and recycled materials 	Customer satisfaction survey	Annually
		e-support website platform	Constantly
		Partner Center webs	Constantly
		Customer service direct line	Constantly
		Agent conference	Annually
Shareholders	<ul style="list-style-type: none"> Operational effectiveness Earnings situation Investment planning Corporate Governance Enterprise sustainability 	Convening a regular (provisional) Shareholders' Meeting	Annually
		Investor conference	Irregularly
		Financial report	Quarterly
		Annual reports	Annually
		Spokesman system	Constantly
		Establishing investor relations department	Constantly
		Company website announcement	Constantly
		Corporate governance appraisal	Annually
		ir@aten.com.tw	Constantly
Employees	<ul style="list-style-type: none"> Salary and benefits Labor-management relationship Talent Nurturing Occupational Health and Safety Diversity and Equal Opportunity 	Employee Benefit Committee	Constantly
		Human Resource e-School	Constantly
		Capital-labor meetings	Quarterly
		Occupational Safety and Health Committee Meeting	Quarterly
		Solution provision and improvement system	Constantly
		Employee's opinion submission channels, such as employee complaint direct line at 3333, and complaint filing e-mail at emap@aten.com.tw.	Irregularly
		Company advertisements	Constantly

Stakeholder	Issues	Communication channels	Frequency of communication
Suppliers	<ul style="list-style-type: none"> Purchasing price Regular provisions Green product management Raw material use and recycled materials 	Regular quality inspection	Monthly
		International list	Irregularly
Social organizations	<ul style="list-style-type: none"> Heated room gas management Water and resource management Environmental safety Social benefit and returns 	Company website	Constantly
		The Ching-Tang Education Foundation	Constantly
		Employee Benefit Committee	Constantly
		csr@aten.com	Constantly
The media	<ul style="list-style-type: none"> Operational effectiveness Recruitment Investment planning Corporate Governance social welfare 	Press releases	Constantly
		Press conferences	Irregularly
		Interviews	Irregularly
Government agencies	<ul style="list-style-type: none"> Directive adherence Environmental safety Payment of taxes and duties Political compliance 	Explanatory meetings held by supervisory agencies	Irregularly
		Corporate governance appraisal	Annually
		Publishing directives	Constantly
		Government agency websites	Constantly

1 Implementation of CSR

› Whistleblowing Mailbox

According to the “Corporate Governance Best-Practice Principles” and relevant regulations of the Company, to facilitate the independent directors in discovering possible flaws in the Company in a timely manner, and to establish communication channels for the employees, shareholders, and other stakeholders and supervisors, the Company has established the “Whistleblowing Mailbox” on the Company’s website. In the event that any stakeholder that is an employee or shareholder has any recommendations or complaints for the Company, they may submit relevant content to the e-mail at: supervisor@aten.com. All e-mails are received by three independent directors of the Company and appropriately processed in a timely manner. For all information provided by the complainant, the Company also bears the custody and non-disclosure obligation properly with due care.



Supervisor Mail

Home > Contact Us > Supervisor Mail

The Handling Procedures for "Supervisor Mail" :

- According to "Corporate Governance Best Practice Principles", for supervisors to timely discover any possible irregular conduct in the company, the company shall establish a channel for supervisors to communicate with the employees, shareholders, and stakeholders.
- For whistleblowing or any suggestion from Employees, shareholders, and stakeholders, please email to supervisor@aten.com. All the emails will be received by the three supervisors of our company and will be handled appropriately.
- For all the information provided by whistleblowers, our company will exercise the duty of due care and undertake the obligation of confidentiality.

Supervisor Mailbox

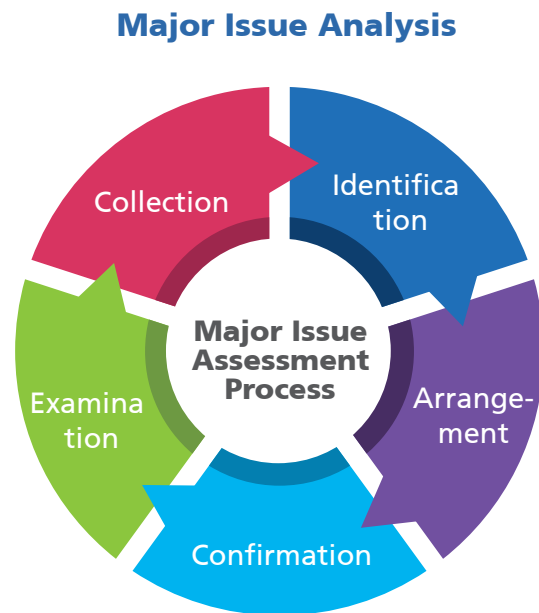
› Sharing of Sustainable Development Promotion Experience Internally and Externally

To share ATEN’s years of experience in the promotion of sustainable development with others, the Company also establishes communication methods such as the Company’s website, internal employee portal website, newsletters, seminars, external speeches of senior managers, etc. in order to convey information on the Company’s ethical management, corporate governance, environmental protection, social participation, etc. to the stakeholders, as well as to obtain feedback from the stakeholders. The Company also invites other enterprises, school teachers and students, employees’ relatives and friends, suppliers, etc. to promote sustainable development jointly with ATEN. Through the organization of activities and sending of messages one after another, we believe that it is beneficial to the establishment of a long-term cooperative and interactive relationship with the stakeholders.

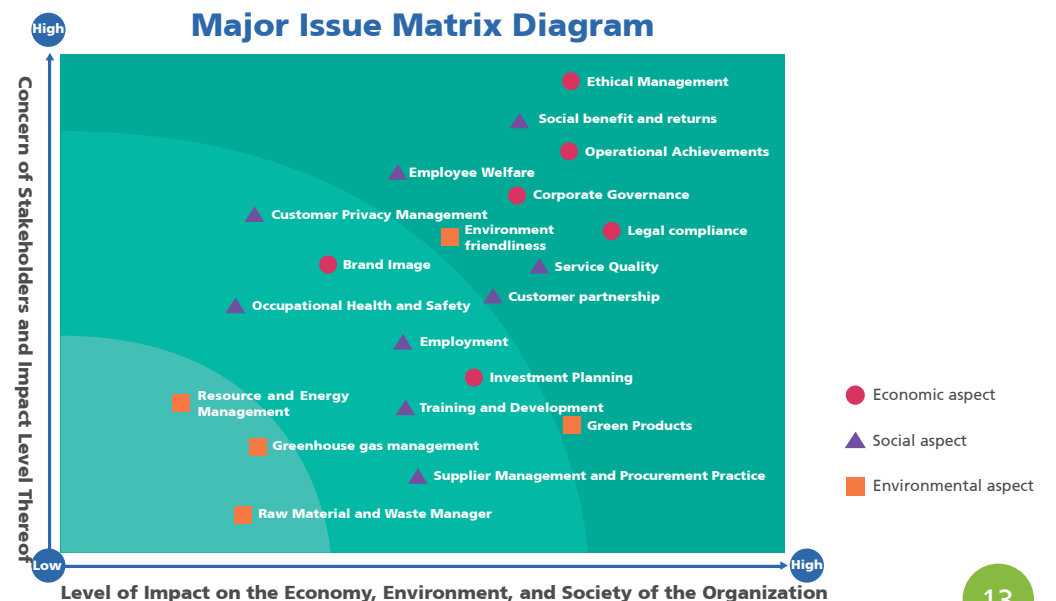
1.5 Major Topic Management

Major Issue Analysis

In recent years, ATEN has adopted the cycle of five steps of collection, identification, arrangement, confirmation, and examination according to the sustainability context, materiality, integrity, and tolerance of stakeholders, in order to establish the materiality analysis of stakeholders.



Collection	Issues of stakeholder concern are collected according to the status of routine interaction between the members of the Sustainable Development Group and each stakeholder, and in consideration of the major issues in the same industry at home and abroad as well as international sustainable development trends (such as the 17 SDGs of the United Nations).
Identification	<ul style="list-style-type: none"> •The Sustainable Development Group performs the sorting and preparation of a list for the collected issues of concern. •According to the discussion content of the Sustainable Development Group monthly meeting, and the consideration of industrial characteristics, international trends, and development status in the same industry sector, 20 "Sustainable Development Critical Issues" are summarized.
Confirmation	<ul style="list-style-type: none"> •Complete the questionnaire survey according to each type of stakeholder and statistically analyze the results, perform examination again and arrangement accordingly. •The Sustainable Development Group members discuss two main aspects, the economic, environmental, and social impact level of the organization for each issue, and the level of concern of stakeholders. A major issue matrix diagram is summarized for recommendation.
Confirmation	The initial result is submitted to the Sustainable Development Committee for examination, and after adjustment with the senior management's opinions, 10 issues are sorted from the 20 critical issues to be listed as the 2021 "Major Topics" in order to be used as the disclosure focus of this Report. The countermeasure strategies and outcome performance of the issues will be explained in detail.
Examination	The reasonableness of the major issue matrix diagram is examined periodically and the communication method with the stakeholders is strengthened to collect more stakeholder opinions in order to be used as a basis for future adjustments.



1 Implementation of CSR

Major Topics, Corresponding GRI Standards, and Impact Boundary

The major topics of each aspect and the corresponding GRI specific topics, management directives, value chain impact boundary, and sustainable development goals are organized and compared in the following table according to the five-step cycle for the major issue analysis:

No.	Aspect	Major Topics	Cause	Corresponding GRI Specific Topic Standards	GRI Management Directive Corresponding Chapters and Sections	Value Chain Impact Boundary			Corresponding Sustainable Development Goals (SDGs)
						Upstream	Midstream	Downstream	
1	Economic aspect	Ethical Management and Legal Compliance	Ethics and legal compliance are corporate management basic principles of concern and are expected by most stakeholders.	307 Legal Compliance Related to Environmental Protection 419 Social Economic Legal Compliance	Chapter 3 Corporate Governance Introduction Chapter 6 Environmental Protection Introduction	●	♥	◆ ★	16 PEACE, JUSTICE AND COURAGE INSTITUTIONS
2		Corporate Governance	Whether the investors and government agencies value the execution status on the improvement of corporate governance significantly.	No applicable GRI Specific topic	Chapter 3 Corporate Governance Introduction		♥	◆ ★	4 QUALITY EDUCATION 5 GENDER EQUALITY 16 PEACE, JUSTICE AND COURAGE INSTITUTIONS
3		Operational Achievements	The Company continued profit-making and maintenance of excellent operational performance has a material correlation with the execution of sustainable development.	201 Operational Achievements	2.1 About ATEN 2.2 Worldwide Presence	○	♥	◆ △ ▽ ★	8 DECENT WORK AND ECONOMIC GROWTH
4	Social aspect	Service Quality and Customer Partnership	The Company summarizes important issues according to the customer satisfaction survey and routine feedback from customers annually in order to continuously improve the service quality and to protect the rights and interests of customers.	416 Customer Health and Safety 417 Marketing and Labeling 418 Customer Privacy	Chapter 8 Customer Satisfaction and Service Introduction			■	17 PARTNERSHIPS FOR THE GOALS
5		Social benefit and returns	Continuous support for the disadvantaged groups, education, elderly, and arts and cultural promotion are the common demands of the current society.	203 Indirect Economic Impacts 413 Local Communities	Chapter 5 Active Social Participation and Introduction		♥	□ ▲ ▽ ★	2 ZERO HUNGER 4 QUALITY EDUCATION
6		Employee Welfare	Employee relationship maintenance and improvement of employee welfare are the issues of significant concern by employees.	401 Employment	Chapter 4 Employee Care Introduction		♥	☆	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 4 QUALITY EDUCATION
7	Environmental aspect	Environment friendliness	Global warming and ecological environmental protection are the issues of most concern worldwide, and we are actively seeking solutions.	305 Emission	Chapter 5 Active Social Participation and Introduction (related to community environment maintenance) Chapter 6 Environmental Commitment	○		□ ▲ ☆	14 LIFE BELOW WATER 15 LIFE ON LAND
8		Green Products	Using ATEN's advantages in the product design and KVM product/industry characteristics to actively promote green products, in order to comply with the expectations of the governments of different countries and the general public.	307 Legal Compliance Related to Environmental Protection	Chapter 6 Environmental Protection Introduction Chapter 7 Supply Chain Management Introduction	○		■ △ ☆	13 CLIMATE ACTION

- “Ethical Management” and “Legal Compliance” are integrated into major topic.
- “Service Quality” and “Customer Partnership” are integrated into one major topic.
- Classification symbols for level of Involvement: of stakeholders of “Value Chain Impact Boundary”:

Stakeholder	Direct relationship	Indirect relationship (causing impact, or impacts caused via the business relationship)
Clients	■	□
Shareholders	◆	◇
Employees	♥	♡
Suppliers	●	○
Social organizations	▲	△
The media	▼	▽
Government agencies	★	☆



ch2

Enterprise Operations

2.1 About ATEN

**2.2 Worldwide Presence
and Management**

2.3 Operational Achievements

2.4 Honors and Recognition

**2.5 External Organization
Participation**

2.1 About ATEN

#1

Global leading
KVM brand

40+

Outstanding
Achievements

38

Global Sales
Locations

30

Global Display
Centers

4

Main Product Lines

650+

Number of Global
Patents

5.16 billion+
2021 consolidated revenue

1700+
Worldwide Number
of Employees

› Corporate Vision

Maintaining a consistent business philosophy, we are committed to achieving the beautiful vision of “Simply Better Connections”. We look forward to understanding the needs of users in order to provide innovative solutions capable of establishing more effective and seamless connections between people and message transmissions. With ATEN’s products and services, we aim to assist you to closely connect to the world at any time and any place via sharing and caring innovative technologies, thereby making works and personal living simpler and easier.



Simply Better Connections

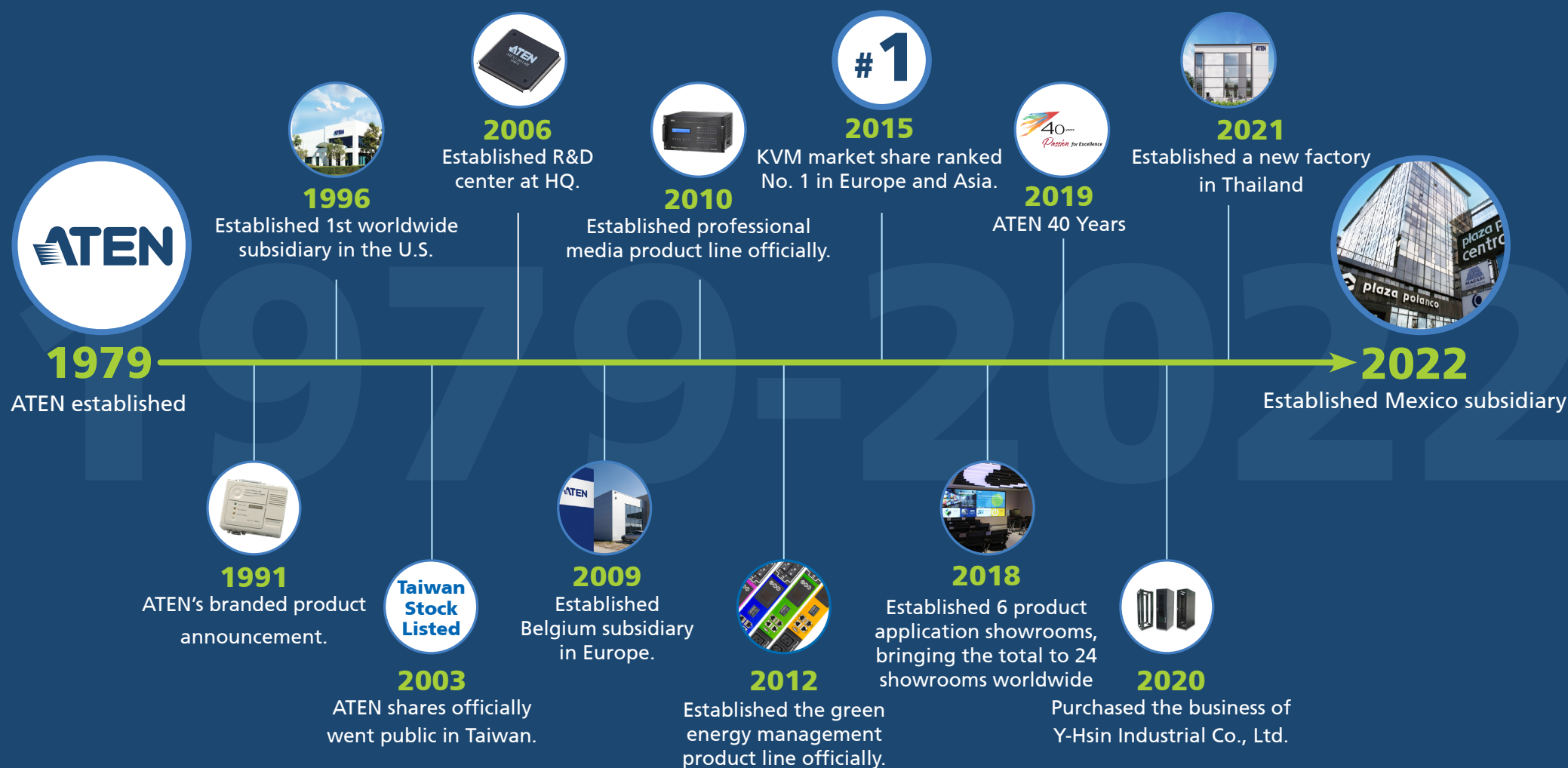
has been at the heart of ATEN for over 40 years, and this mission keeps driving ATEN to provide innovative solutions for people to make better connections, efficiently and seamlessly.



ATEN International Co., Ltd.

Established in 1979; headquarters located in Xizhi District, New Taipei City, Taiwan; a publicly listed company traded on the Taiwan Stock Exchange (Stock Code: 6277)

Key Milestones



› Diverse Product Combination

Since its establishment in 1979, ATEN has promoted its business with its own brand of “ATEN” in the global market, and is committed to providing various types of connection, control and management related products. Presently, ATEN is a leading global manufacturer in information technology (IT) and Professional audiovisual (AV) equipment connection management solutions. ATEN provides integrated solutions for “KVM multi-computer switches”, “professional AV products”, “USB and handheld device peripherals”, “energy intelligent power distribution units”, etc. Accordingly, diverse product combinations are able to achieve easy control and connection for different types of electronic equipment. The products are widely applied in different fields, including diverse environments such as corporations, government, education, medical care, manufacturing, transportation, broadcast and media.

In addition to the core B2B product lines, ATEN has in recent years also actively developed consumer products for personal applications, including various USB and handheld peripheral solutions, and has launched gaming, online education and commercial live broadcast products to in response to the personal consumer economy and to seize the entirely new business opportunities generated in the post-pandemic era, thereby bringing users and customers a greater connection and sharing experience.

Professional AV



KVM multi-computer switches



USB peripherals



Energy Intelligent Power Distribution Units



2 › Enterprise Operations

Even though the device peripheral product lines have their own development history and industry positions and have different corresponding sales channels and target customers, this is exactly what makes ATEN unique – ATEN integrates diverse product lines into characteristic solutions and develops unique business models, thereby increasing and expanding revenue.

The global economy has been significantly affected by the severe impact of the COVID-19 pandemic. After assessment of external environmental changes and the advantages of its own products, ATEN decided to specifically target the government, education, medical care and smart manufacturing industries and markets of different countries, in order to launch a series of products and service solutions that will become the main driving force for ATEN to achieve business growth and overcome the impact of the pandemic.

[Four Recent Main Target Industries]

Government

Education

Healthcare

Maunufacturing



› Company's New Products and Services Planned for Development

1	Research and development of high performance KVM matrix systems. These products are for KVM equipment management integration of control room application.
2	Research and development of new generation of Prosumer KVM series. These products are for office applications with 4K high resolution, composite signal and multi-screens.
3	Research and development of a series of secure KVM multi-computer switch products, complying with the PP PSD (Protection Profile for Peripheral Sharing Device) international standard established exclusively for KVM.
4	Technical integration and application for computer desktop application and game console peripheral products of consumer electronics.
5	Audio & Video signal connection management product integration and application
6	Smart environment control system
7	PE series of electrical power and green energy integration and application
8	EC series of electrical power and green energy integration and application

For relevant details, please refer to the 2021 Annual Report of the Company.

► New Product Introduction: UC8000 MicLIVE multi-channel AI digital mixer

MicLIVE™ 6-CH is a digital mixer and recorder built for podcasting, and it is the first device in the industry to use the acoustic model SmartEQ technology obtained via AI computation, capable of optimizing the human voice frequency band in real time, in order to achieve outstanding voice recording results. MicLIVE 6-CH integrates numerous types of mixing equipment into one single device, and provides six channels of audio input. It also comes with a built-in AD/DA digital signal converter, capable of sampling 24 bit / 96 kHz audio signals for input into a notebook computer or tablet computer equipped with USB-C interface.

To optimize the effect of sound mixing creation work, MicLIVE 6-CH is equipped with 24 Voice FX effects, Smart EQ, and is capable of storing 8 types of effect sound panels and has auto ducking functionality. Moreover, MicLIVE 6-CH has a built-in pre-amplifier to increase microphone gain, and it also includes +48V phantom power to supply power, in order to facilitate the use of condenser microphones. In addition to convenient operation and use of flexible hardware design, MicLIVE 6-CH is also equipped with its exclusive software OnAir™ Audio, allowing users to precisely control all parameters and to designate input audio signals from the computer directly. Audio signals can be edited and customized via the intuitive operation interface.

Sound mixing and program recording and creation normally require a team to control the background music and sound volume. However, with MicLIVE 6-CH, a single person is able to complete such tasks and achieve fascinating and outstanding effects. MicLIVE 6-CH integrates numerous functions into a single package, and it is suitable for applications such as talk shows, livestreaming, podcasts, preaching and music creation.



**GOOD DESIGN
AWARD 2021**

**專業 Podcast 錄音
從未如此簡單**

**AI PODCAST
行動調音師**

**GOOD DESIGN
AWARD 2021**

UC8000

Podcast 多聲道 AI 數位混音效果器

ATEN MicLIVE™ 6-CH

USB-C 雙音 輸入/輸出 | 手機Line-in & Line-out | AI 智慧型 等化器 | 24 種音效 | 自動閃避 | 音效客製化

AI 加持 混音面面俱到

考慮人手混音器的你，有遇過下面的困難嗎？

<p>設計</p> <p>多端合一，整合式設計 現場立即使用，方便攜帶 專業音訊，聲音即時處理， 最高大壓感即時響應</p>	<p>MicLIVE™ 混音效果器</p> <p>其他混音器</p> <p>只有混音功能 需要人聲處理可隨時音 效調整及音效即時處理 設計，需要大量處理時 間</p>
<p>專業製造</p> <p>使用 AI 聲化功能，自 動調整音場好操作</p>	<p>複雜的多功能操作</p> <p>功能繁多，操作困難 難學，難以快速上手， 還多有不對勁的問題</p>
<p>AI 調音</p> <p>20種內建AI智能補正人聲 最佳化提升音質</p>	<p>手動調音</p> <p>需要專業聲學知識，需 專業手工調音經驗</p>
<p>高感中體積最小最輕</p> <p>僅420g，可輕鬆放入 手提包內</p>	<p>體積大又昂貴</p> <p>需要大量空間，固定車 上設備</p>

› Brand Management

The world's leading brand consultancy Interbrand announced the winner of the "2021 Best Taiwan Global Brands" in December 2021, and ATEN was recognized as one of the top 35 brands and awarded the 2020 "Taiwan International Brand Potential Star". This was the fourth consecutive year for ATEN to receive the award. The world's leading brand consultancy Interbrand indicated, ATEN continues to improve the focus on the internal implementation of the brand. In 2020, the Company carried out a new employee 30/60/90-day learning program by implementing a systematic platform, in order to increase the cultural recognition of employees. In addition, ATEN has continued to enhance the brand experience and actively established showrooms in the global market in recent years. Through the actual establishment of application scenarios with the Company's own products to provide real experience to customers, the Company is able to convey the core concept of "Simply Better Connections" to customers. Furthermore, to overcome the impact of the COVID-19 pandemic, ATEN has released three main remote solutions: "BYOD highly efficient work meeting", "Education via livestreaming teaching" and "Corporate remote office". Accordingly, consumer demands are satisfied and information security is further ensured, thus achieving high brand recognition.

Since the development, ATEN continues to integrate all products and services and has used one single brand "ATEN" for global sales and marketing. Presently, the channel partners of the Company have expanded worldwide to reach more than 100 countries. The key factors to the success of the brand management of ATEN, aside from the "commitment selling ATEN's own brand", include the improvement of service quality and brand value of the Company. To achieve this, ATEN has in recent years adopted the Customer to Business (C2B) business model to strengthen customer impressions of its product and service values. To provide service quality and brand value, we also provide the full support of the original manufacturers to our cooperating distributors, system integrators (SI), and value-added resellers (VAR), such as providing professional solution guides for the main targeted application markets, establishing strong pre-sales support, providing a clear and incentive loyalty program, providing complete and convenient online product training programs, organizing effective product seminars and road shows, etc. This allows customers to enjoy their cooperation with ATEN in promoting products, thereby enhancing ATEN's brand power.

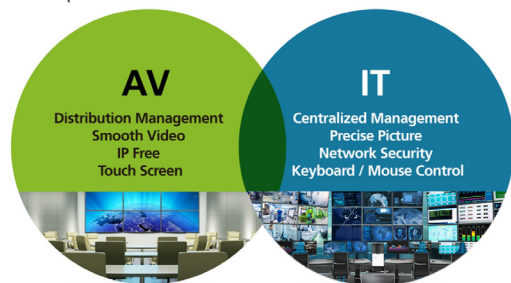
In addition, to continue the cultivation and development of the brand image and brand assets of ATEN with target customers worldwide, we continue to establish standardized, organized and systematic corporate management strategies, marketing strategies and visual communication designs, so that ATEN can have a consistent corporate identity on the global market.



ATEN is presently the only publicly listed company in the field of KVM multi-computer switches worldwide.

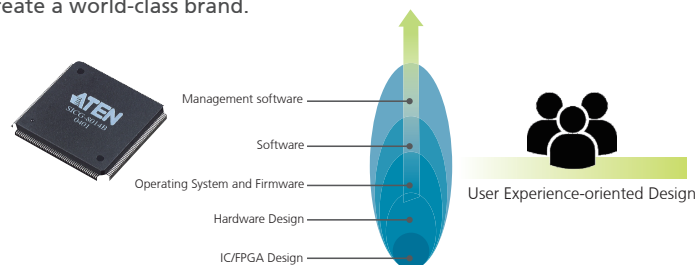
Competitive Advantages

1. Outstanding R&D team, continuous technology breakthrough, and innovative research are relative advantages to a market leader.
2. Provide comprehensive remote management solutions with complete high, medium, and low level of products, as well as equipped with the customized product capability for products of small quantity and great diversity, thereby satisfying the demands of different customers (markets).
3. Equipped with international sales and marketing professionals as well as global planning with complete localized distribution channels in order to establish fast market response mechanisms.
4. Management of the own brands, products with high quality and reliability that exceed customer the experience and overall service standard with great market recognition.
5. Worldwide patent planning against infringement and to provide intellectual property rights.
6. Leading company for KVM products, with market leading position.
7. Use AV meets IT integrated solutions to comply with the demands of global IT management and the professional media related market.



[R&D Vertical Integration Advantages]

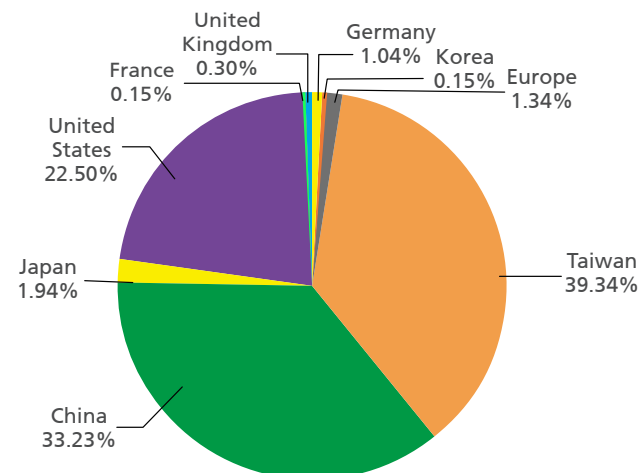
ATEN has staffed approximately 300 R&D engineers in Taiwan, China, and Canada, etc. Through a high degree of vertical integration of R&D energy and the utilization of core technologies of remote server management digital media processing, along with an emphasis on user experience design, the implicit demands of customers are discovered in order to create a world-class brand.



[Global Patent Planning]

Up to the end of March 2022, statistically, the global patent planning of ATEN has reached 742 patent applications, and the number of granted patents has reached 633 patents.

Among the 633 patents already granted and under their protection period, there are 616 invention patents, 7 design patents, and 10 utility model patents. The Company actively invests in and maintains important technology research and development outcomes, which is also an effective guarantee for the continuous growth of future business.



Granted Patent Global Distribution Chart



ATEN Patent Wall

► Factors Conducive to Long-Term Development:

1. With decades of development in the KVM product line, ATEN brand reputation has been established in the global market.
2. Numerous awards received, establishing the international brand position and strengthening brand recognition.
3. Improve the global sales system in all main regions and the strategy of localized service in order to establish an advantageous cornerstone for future revenue growth.
4. Focus on niche markets and continue to expand the diverse product application scope, expand from IT architecture management solutions to professional media products, green energy power management solutions and USB peripheral equipment, in order to establish a foundation for revenue and profit growth.
5. Outstanding internal R&D and production technology teams with extensive experience.
6. Core technologies include the high-end technologies of chip design, hardware, monitoring software/firmware, media network communication, etc., and patents are applied to protect the intellectual property rights.
7. Management philosophy of ethics and honesty.
8. Continue to improve the influence of sustainable development, and enhance the Company's positive image.
9. Establish harmonious cooperation relationships with suppliers and customer groups with stable quality.
10. Continue to cultivate and introduce outstanding talents continuously.
11. Sound financial structure.
12. Activation of new production bases and investment in automated equipment, increasing production capacity adjustment flexibility.

► Negative Factors for Long-term Business Prospects:

1. Different economic growth in different regions, and there are also geopolitical risks.
2. Exchange rates of various countries fluctuate violently, affecting the revenue and profit.
3. Market entrance of new competitors.
4. Consumers with limited product knowledge.
5. Counterfeit and illegal products disturbing the market.
6. COVID-19 pandemic.
7. IC component supply shortage.
8. Russia-Ukraine war.

► Response Strategies and Opportunities:

1. The global planning strategy of ATEN will not be affected by one single country and market fluctuation, such that the system risk can be reduced. In addition, products are introduced into diverse industries and application fields in order to distribute the risks due to individual industry economic impact as well as to optimize the production-sales management, thereby reducing the opportunity of idle inventory.
2. The financial and strategic divisions pay attention to the exchange rate fluctuations of each received currency and determine market price trends in order to adjust product prices in a timely manner. In addition, through the operation of financial tools, the risk of export exchange loss can be effectively mitigated.

3. With regard to the increasing trend of KVM medium- and low-level competitors in the market, the Company is able to demonstrate product development and research capabilities in order to create product difference, provide customization services and improve product quality as well as customer experience, thereby avoiding price competition with clear distinction from competitors through the advantages of product repair efficiency and customer service quality. In addition, the Company also enhances the solution planning capability in order to create added value, such that the Company is able to avoid price competition.
4. Through the establishment of product application showrooms in all major cities worldwide, introduction of successful examples in various industries and other marketing and promotion techniques, the Company is able to allow potential customers, such as system integrators, enterprise users, government agencies, and general consumers, etc. to further understand the Company's products and application scenario, as well as promote various benefits of ATEN's product series satisfying the energy-saving, environmental friendliness, and space-saving, as well as performance improvement effects.
5. Strengthen counterfeit product inspection and infringement defense actions, and implement thorough actions to protect the sales rights of patented products.
6. The global epidemic is gradually entering a phase of coexistence with the virus, and countries around the world are starting to relax border control and epidemic control measures. In addition, cross-region customer visits and sales activities are resuming progressively. During such period, ATEN has adopted more active methods through remote communication and online marketing channels in order to overcome obstacles and to achieve direct communication with customers. In addition, with diverse sales methods, we expect to develop sales strategies different from traditional single sales channels. In the future, ATEN will continue to have a grasp of the epidemic status and epidemic control regulations in the regions where global subsidiaries are located and to implement a reporting mechanism, in order to ensure that all employees have a safe and secure office environment.
7. In view of the diversity of the parts subject to supply shortage, ATEN has initiated emergency response measures and has revised the designs of products with serious supply shortages. In addition, the Company also actively communicates with customers in order to achieve the most appropriate transfer and allocation of material supplies through global production capacity and logistics, thereby ensuring that customers are able to receive the required products within the shortest lead time and reducing the impact of the parts supply shortage to a minimum.
8. The war between Ukraine and Russia has directly affected ATEN's sales activities in Russia and the Eastern European region. In the face of short/medium-term uncertainties in the market, ATEN implements rigorous control on the product delivery in such regions in order to ensure that customers' payments are collected properly and securely. In addition, the response strategy of the Group will also comply with the latest consensus and demands of the three parties of Taiwan, Russia and the relevant international organizations, in order to ensure the maximum interests of the Company.

2.2 Worldwide Presence and Management

With regard to the three aspects of “Sales,” “R&D,” and “Manufacturing” that are most critical to corporate operations, ATEN has established business locations in 17 countries/regions worldwide in order to gain the most optimal benefits.

› Sales

ATEN develops new global sites in a stable manner. Through the establishment of sales branches or offices, the Company is able to develop the overseas market in depth to provide completely local support services and to establish direct communication channels, thereby winning customers’ trust and expanding business to potential new emerging markets. With regard to local sales locations, including the establishment of subsidiaries and product application showrooms, ATEN has established 22 sales sites and 30 showrooms worldwide. In the future, ATEN will continue to increase the number of sales sites and showrooms in order to expand the sales market. In addition to the regional sales channels, ATEN is also actively expanding its market in the tender project market along with the implementation of the “From Distribution to System Integration” marketing strategy. Furthermore, in view of changes in consumption styles due to the development of network technologies and the impact of the pandemic, ATEN is also actively planning diverse e-commerce market sales channels in order to seize on the opportunities of increase sales associated with potential customer groups, and to satisfy the consumer demands of different channel types.

From Distribution to System Integration:

To avoid the fierce competition in low-end products, the Company’s products have gradually moved toward high-end development. The sales channel for high-end products no longer merely refers to a simple distribution model but is actively heading toward a sales strategy of “From Distribution to System Integration”, in order to seek cooperation with local system integrators (SI) worldwide to manage and shorten channels.

› Research and Development (R&D)

In terms of R&D, in addition to the Taipei headquarters and Tainan R&D center in Taiwan, the Company also establishes two overseas R&D offices in Canada and Wuhan, China. With the expertise of R&D talents of different countries, the Company with a total of approximately 300 R&D engineers is able to provide sufficient R&D energy for new product development and patent protection.

› Manufacturing

In terms of manufacturing, the Company has for a long time also effectively utilized the characteristics of the two manufacturing sites in Taiwan and China in order to allocate high-, medium-, and low-end products to appropriate production lines, thereby achieving optimal benefits in terms of quality, cost, and efficiency. Through the adjustment and control of the production capacities of different manufacturing sites, the Company is able to reduce risks and impacts to a minimum. In 2020, the Company established a manufacturing plant in Thailand, and it officially started production in 2021. Accordingly, in addition to increasing the production capacity of the Company, the production risk in Taiwan and China is also diversified.

ATEN’s active global planning strategy has not only established the foundation for high profit but also established long term competitive advantages for future revenue growth.

2 Enterprise Operations

Global Planning Local Development



Headquarters
Taiwan

Asia-Pacific Region

China Branch
Taiwan Branch
Japan Branch
Korea Branch
India Office

Europe

UK Branch
Poland Branch
Belgium Branch
Turkey Branch
Romania Branch
Russia Office

America

US Subsidiary
Mexico Subsidiary

Oceania

Australia Branch

Africa

South Africa Office

R&D Center

Taiwan R&D Center
(New Taipei City, Tainan City)
Canada R&D Center
Wuhan, China R&D Center

Factory

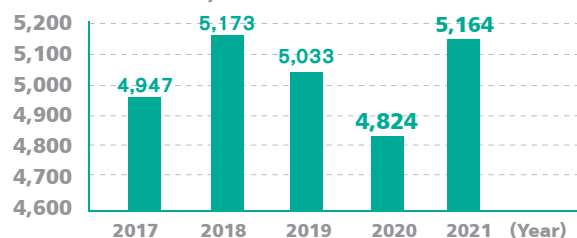
Taiwan Factory
Thailand Factory
China Shenzhen Factory

2.3 Operational Achievements

In 2021, despite facing challenges such as a tightened supply of the supply chain, increased freight cost, congestion of transportation ports, continuous spread of COVID-19 variants, ATEN was still able to adopt stable business strategies and achieve remarkable performance. The annual consolidated revenue reached NT\$5.164 billion, an increase of 7% in comparison to the amount in the preceding year, and the profit margin continued to maintain stable performance, with a consolidated gross profit of NT\$2.155 billion and a consolidated profit margin of 58.3%. Accordingly, the net profit after tax was NT\$644 million, and the earnings per share (EPS) reached NT\$5.33. The management team was able to meet the expectations of the shareholders in terms of business expansion, cost control, investment strategy, and efficiency improvement, etc. The Company will continue to create investment profit for shareholders and is worthy of investors' trust and reliance.

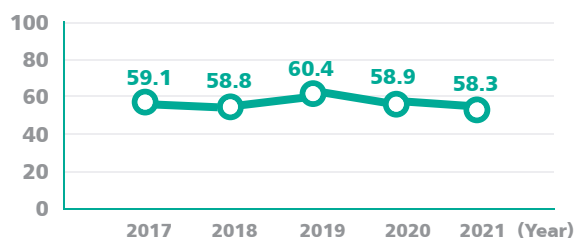
[Revenue]

(Million/New Taiwan Dollars)



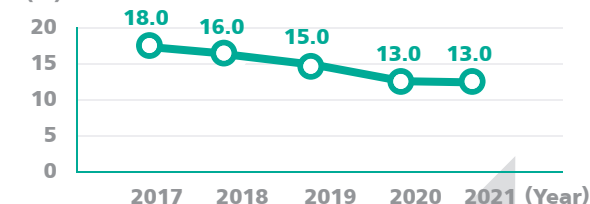
[Gross Profit Margin]

(%)



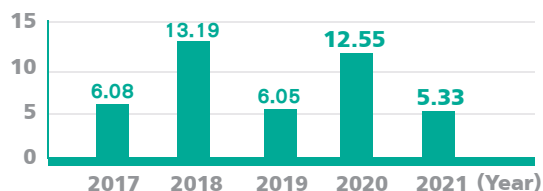
[Operating Profitability]

(%)



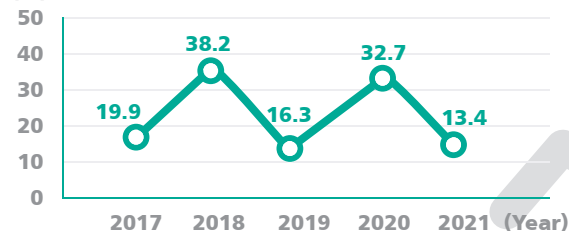
[Earnings per Share]

(New Taiwan Dollars)














































[Return on Equity (ROE)]

(%)



2.4 Honors and Recognition (2021)

Over the past years, in terms of all aspects of product, design, company management, corporate social responsibility...etc., the Company has been able to obtain recognitions with various awards in various fields.

2021	2020	2019	2018	2017
 2021 Best Taiwan Global Brands	 2020 Innovative Products Winner	 Excellent Choice Award	 2018 Taiwan Excellence Award	 2017 Taiwan Excellence Award
 2021 Asia's Best Enterprise Employer Award	 2020 Best Taiwan Global Brands (Top 35)	 Best Choice Award 2019	 CRN 2018 Tech Innovator Award Finalist	 2017 Computex Best Choice Award
 2021 CommonWealth Sustainable Citizen Award	 Best Corporate Citizen by the Commonwealth Magazine	 Interop Tokyo 2019 Interop 2019 Best of Show Award - Special Prize (Gadget)	 2018 Computex Best Choice Award	 Awarded Best Corporate Citizen by the Commonwealth Magazine, ranked the "2nd Place" among Medium-sized Enterprises Group in 2017
 2021 iSports Enterprise Certification	 2020 Best of Show InfoComm Special Edition Award	 Interop Tokyo 2019 Interop 2019 Best of Show Award - Grand Prix (Gadget)	 Awarded Best Corporate Citizen by the Commonwealth Magazine, ranked "1st" among Medium-sized Enterprises Group in 2018	 INTEROP Best of Show Award 2017 Special Prize
 New Taipei City Outstanding Enterprise Volunteer Team Award	 INTEROP Best of Show Award 2020 Grand Prize (Gadget)	 Best Companies to Work for in Asia	 Received the 2018 German Red Dot Design Award	 INTEROP Best of Show Award 2017 Grand Prize
 Taiwan Excellence 2022	 INTEROP Best of Show Award 2020 Special Prize (Industry Network)	 Awarded Best Corporate Citizen by the Commonwealth Magazine, ranked "3rd" among Medium-sized Enterprises Group in 2019	 2018 Best Taiwan Global Brands	 IBC 2017 Best of Show Awards
 Best Choice Award 2021	 2020 Future Best of Show Awards	 Good Design Award 2019		 Produkt Roku 2017
 Good Design Award 2021		 2019 Best Taiwan Global Brands (Top 35)		 IT PRO Corporate Choice 2017
 INTEROP Best of Show Award 2021 Grand Prize (Gadget)		 Winner Product Innovation Award		 Government Video Product Innovation Award 2017
 2021 Inavation Award Technology Finalist		 Produkt Roku 2019 IT Professional Magazine, Poland		 2017 Best Taiwan Global Brands

2 Enterprise Operations

2016



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked the "4th Place" among Medium-sized Enterprises Group



2016 Taiwan Excellence Award



2016 Interop Tokyo Best of Show Award – Special Prize

2015



Taiwan Excellence Award



Awarded Best Corporate Citizen by the Commonwealth Magazine, ranked "2nd Place" among Medium-sized Enterprises Group



German Red Dot Design Award Communication Design 2015



Received the 3rd term of Outstanding Medium-sized Enterprise Award



Received the Best Ranking of A++ for the Information Disclosure Evaluation of TWSE/TPEX Listed Companies

2014



Interbrand "2014 Best Taiwan Global Brands"



Taiwan Excellence Award



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked "1st" among Medium-sized Enterprises Group



Awarded the "Top 10 Outstanding Enterprise of the Year" and "Top 10 Outstanding Innovation and Research" in the 16th Golden Peak Award



"Corporate Award for Standardization" in the 15th National Standardization Awards



Gold Medal in "Awards for Best Companies to Work For"



Best Features Award



Received the Best Ranking of A++ for the Information Disclosure Evaluation of TWSE/TPEX Listed Companies

2013



Taiwan Excellence Award



Computex Best Choice Golden Award



Computex d&i Award



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked 3rd among Medium-sized Enterprises Group



Russia Technical Perfection Award



Hong Kong PC Station Best Design Award



Russia technokitchen Silver Award

2012



ATEN and the National Taiwan University of Science and Technology together developed the iListen communications software for the deaf, winning the German Red Dot Design Award



Awarded the Silver Medal Prize for the Invention Award in the 2012 "National Invention and Creation Award"



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked the "4th Place" among Medium-sized Enterprises Group

2.5 External Organization Participation

Through participating extensively in the various domestic and international unions, associations and organizations related to the KVM switch industry, the Company seeks to further strengthen its ties with the industry and become exposed to the latest techniques. By doing these, the Company is able to not only enhance the competitiveness of its products and exploit industry influence, but also expand opportunities for forming strategic alliances, catalyzing growth in the Company's business and operations.

Union/Association Name	
Audinate	USB Implementers Forum
AVIXA	VCCI
Bluetooth SIG	VESA
Digital Content Protection LLC (HDCP)	GS1 Taiwan
HDBaseT Alliance	Taiwan Stock Affairs Association
HDMI Licensing, LLC	The Institute of Internal Auditors-Chinese Taiwan
KNX	Taiwan Electrical and Electronic Manufacturers' Association
PCI-SIG	Taipei Computer Association
SEMI	Industry Liaison Office National Taiwan University
Taiwan Printed Circuit Association (TPCA)	Chinese International Economic Cooperation Association



Ch3

Corporate Governance

3.1 Corporate Governance Structure

3.2 Board of Directors

3.3 Governance-Level Performance Evaluation




3.4 Shareholder Rights

3.5 Ethics and Integrity

Major Topics

Corporate Governance, Ethical Management, and Legal Compliance

›[Corresponding SDGs]

	<p>Integrity is one of the core values of ATEN. Each year, the company organizes ethics and pragmatic behaviors related seminars or courses, and they are also listed as one of the essential courses for new employees in order to ensure that all employees are able to understand and comply with the code of conduct for integrity behaviors. In addition, for key divisions such as Auditing, Financial and Accounting, Investor Relationships, and Capital Market and Directors, internal or external courses related to corporate governance are arranged annually in order to allow the staff to understand the Company's determination in ethical management and the consequences of violating ethical conduct.</p> <p>[Corresponding SDGs Section: 4.7]</p>
	<p>The Board Members of ATEN consist of professionals equipped with various professional knowledge and skills, and female directors account for 10% of the Board Members, in response to the issue of gender equality described in Item 5 of the 17 goals for sustainable development proposed by the United Nations. The aforementioned diversity policy also demonstrates that ATEN consists of professionals equipped with continuous efforts in seeking the long-term goal of sustainable operation.</p> <p>[Corresponding SDGs Section: 5.5]</p>
	<p>Of the four major corporate core values, the first value is integrity – regardless of the stakeholders faced, the Company always adopts the principle of honesty and trust while implementing transparent corporate governance. With the approval of the Board of Directors, the Company has established regulations such as the “Ethical Management Principles”, “Code of Ethical Conduct”, “Procedures for Ethical Management and Guidelines for Conduct” for the compliance by the directors and employees. In addition, the Company has also established various e-mails to serve as channels for different stakeholders to submit complaints, in hope of establishing a fair and just interactive relationship between the Company and stakeholders.</p> <p>[Corresponding SDGs Sections: 16.5, 16.6, 16.7]</p>

➤ Responsible Units

Sustainable Development Committee - Corporate Governance Group

➤ Management Mechanism

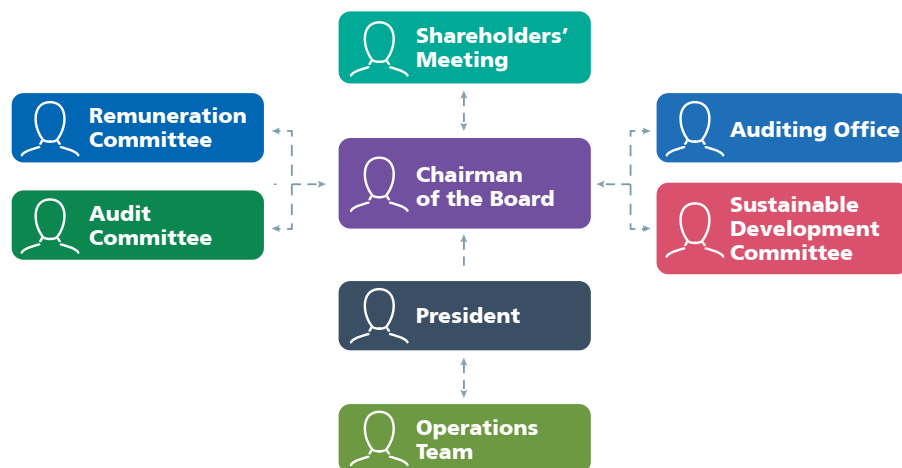
The Company has established the “Corporate Governance Group” under the “Sustainable Development Committee” with members of the “Investor Relations and Capital Market Department” participating in the Committee. In addition, the highest supervisor of the “General Administration Division” acts as the Spokesperson and Financial Accounting Officer, and has been approved and appointed by the Board of Directors on May 5, 2020 to assume the position of Corporate Governance Officer, responsible for corporate governance related affairs. The “Investor Relations and Capital Market Department” is the responsible unit for handling the routine affairs of the Board of Directors, Audit Committee, Shareholders’ Meetings, investor relations, and other corporate governance affairs. Through the monthly Sustainable Development Group meeting, changes to corporate governance related regulations are discussed, and the differences of various indicator requirements for corporate governance assessment with the current execution status are reviewed, in order to propose recommendations for correction and improvement. In addition, reports are periodically presented in the Sustainable Development Committee meetings, and resolutions on policies and directions, etc. made in the Committee Meetings are executed accordingly. When it is considered necessary, the resolutions made in the Committee Meetings and major issues related to corporate governance are periodically reported to the Board of Directors. Under the supervision of the Board of Directors, such operation mechanism is able to ensure that the Company is able to continuously improve and excel in the right direction for the corporate governance aspect, in order to satisfy the requirements of the competent authority and the global trend of corporate governance, thereby effectively protecting the interests of shareholders and realizing the corporate values of fairness and justice. The status of the annual implementation outcome and future outlook planning related to the 2021 sustainable development work has been reported to the Board of Directors on November 5, 2021.

➤ Commitment, Actions, and Goals

Commitment	2021 Execution item	2021 Execution Outcome	Future Goals and Actions
Maintain shareholders' interests and equal treatment of shareholders.	Provide both Chinese and English version of Shareholders' Meeting information to shareholders in order to understand the financial and non-financial information of the Company	<ol style="list-style-type: none"> 1. Voluntarily produce an English version of Shareholders' Meeting information, including an English version of the Meeting Notice, Meeting Handbook, Meeting Minutes, and Annual Report 2. Publish the Chinese version of information of the Shareholders' Meeting earlier than the time-limit specified by the laws, including meeting handbook (regulations specify for 21 days before the Shareholders' Meeting, and the Company voluntarily provides information 30 days before the Shareholders' Meeting), Annual Report (regulations specify for 7 days before the Shareholders' Meeting, and the Company voluntarily provides information 16 days before the Shareholders' Meeting) 	<ol style="list-style-type: none"> 1. The Annual Report submission time is advanced further to provide the Report 18 days before the Shareholders' meeting.
Strengthen the structure and operation of the Board of Directors	<ol style="list-style-type: none"> 1. Diversity Policy for Board of Directors 2. Strengthen Operation of the Board of Directors 	<ol style="list-style-type: none"> 1. The “Rules for Performance Evaluation of Board of Directors” was approved on May 5, 2021, specifying that the Board of Directors shall perform the performance evaluation of the Board of Directors at least once per year. For the internal evaluation, the performance evaluation for the current year shall be performed according to the Rules at the end of each fiscal year. 2. The board performance evaluation was completed in January 2022 and has been reported during the Board of Directors' meeting on March 8, 2022. 3. Relevant information security and intellectual property management issues have been reported during the Board of Directors' meeting on August 6, 2021. 	<ol style="list-style-type: none"> 1. Increase the number of seats of independent directors from three seats to four seats 2. Conduct the Board of Directors performance evaluation, and plan external professional independent institutions or external professional scholar teams to conduct the evaluation, with a frequency of at least once every three years
Improve Information Transparency	<ol style="list-style-type: none"> 1. Disclose English information 2. Organize investor conferences 3. Publish the 2021 revenue announcement calendar 	<ol style="list-style-type: none"> 1. The Company itself organizes investor conferences every quarter. In 2021, the Company organized four online investor conferences and participated in two online investor conferences upon the invitation of investment institutions 2. Released 2021 revenue announcement calendar on the Company's website 3. Disclosed the English version of the Annual Consolidated and Parent Company Only Financial Statements 4. Disclose financial statements to investors for review early, and announce the approval or proposal of financial statements at Board of Directors' meeting seven days before the public announcement time-limit 	<ol style="list-style-type: none"> 1. Provide an English version of the Annual Report with information in greater detail to allow investors to have a better understanding of the financial and non-financial information of the Company, including the sustainable development execution status and ethical management status 2. Provide English information in greater detail on the Company's website to allow investors to have a better understanding of the financial and non-financial information of the Company, including important board resolutions, functional committee execution status, independent directors and internal audit officer and CPA communication status

3.1 Corporate Governance Structure

ATEN ensures the Company's compliance with all regulations through its rigorous internal audit and internal control systems, and requires its management, overseas subsidiaries, and all employees to review and repeatedly examine the Company's compliance with regulations and the execution of the internal control system. Once any setback or irregularity of the internal control system is detected, the problem will soon be reported and to be addressed and closely monitored by relevant departments until the problem is completely corrected and improved to meet all regulations and laws. After the Auditing Department has collected the review reports for all departments, the executives from the Department will report to the Audit Committee regarding these reviews and attend board meetings to present the reports. Regarding risk assessment, various goals are determined in advance and connections to different levels of divisions of the Company are also established. In addition, it is also necessary to consider the appropriateness of the Company's goals. The Company adopts appropriate actions of policies and procedures according to the risk assessment result in order to control the risk within the acceptable range.



For the 8th year of the corporate governance assessment results in 2021, ATEN ranked among the top 21% to 35% of public companies. Regarding recently executed matters, please refer to the specific corporate governance deeds described in the following table for details. The management of ATEN believes that proper implementation of corporate governance can guarantee the rights and interests of investors and other stakeholders, and it is also an essential method for fulfilling the responsibility for sustainable operations.



Recent Actions Taken to Promote Corporate Governance are as follow:

Category	Specific Achievements
Maintain shareholders' interests and equal treatment of shareholders.	<ul style="list-style-type: none"> Voluntarily prepared an English version of the Shareholders' Meeting Notice, Meeting Handbook, Meeting Minutes, Annual Report, and uploaded them onto the Market Observation Post System (MOPS) and the Company's website for investors' reference. Please visit the Investor Relations section on the Company's website. https://www.aten.com/tw/zh/aten-info/investor-relations/financial-information/ https://www.aten.com/tw/zh/aten-info/investor-relations/shareholders-meeting/ Proposals of Shareholders' Meeting adopted the voting for each resolution one by one, and the result of assent, dissent, and abandonment from shareholders in each proposal were input in the MOPS and recorded in the Meeting Minutes. The Company's website discloses the investor relationship contact window to provide responses and handle various investors' recommendations and questions. Please refer to the Investor Relations of the Company's website. http://www.aten.com/tw/zh/aten-info/investor-relations/person-to-contact/
Strengthen the structure and operation of the Board of Directors	<ul style="list-style-type: none"> Establishment of the "Corporate Governance Officer" was approved by the Board of Directors on May 5, 2020 Periodically assessed the independence of the CPAs once per year to confirm that there were no situations where the CPA had financial interest in the Company or the independence was affected by the business relationship. The relevant 2021 CPAs' Independence Assessment Report was already approved at the Board of Directors' Meeting on March 8, 2022. The annual key work focus and operation status of the Audit Committee is disclosed on the Company's website, and the respective communication status of the independent directors with the internal auditing officer and accountant is explained. https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/audit-committee/ https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/communication-directors-supervisors/ The Company's website discloses the information security risk management framework, policy and specific management plan, and such disclosure has been approved by the Board of Directors in 2021. https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/information-security-risk-management/ The Company's website discloses the intellectual property management plan and the execution status of the current year, and such disclosure has been approved by the Board of Directors in 2021. https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/intellectual-property-management/
Enhance information transparency	<ul style="list-style-type: none"> In 2021, the Company itself organized four online investor conferences and participated in two forums organized by investment institutions. Relevant information and Chinese/English versions of presentation documents have been uploaded onto MOPS and the Company's website. Please refer to the Investor Relations section on the Company's website. https://www.aten.com/tw/zh/aten-info/investor-relations/investor-event/ Published the revenue announcement calendar on the Company's website to allow investors to understand the monthly revenue announcement schedule. Please refer to the Investor Relations of the Company's website. https://www.aten.com/tw/zh/aten-info/investor-relations/financial-information/ Established an English version of the Company's website to provide various information of the Company to foreign investors. Please refer to the following link. http://www.aten.com/global/en/aten-info/investor-relations/corporate-governance/company-structure-and-responsibilities/
Promotion of Sustainable Development	<ul style="list-style-type: none"> Starting from the Corporate Social Responsibility Report in 2015, the Company has appointed a third party authentication institution to perform review and to issue opinions on the "materiality", "responsiveness", "inclusiveness" and "impact" of the Report according to the AA1000AS v3 Standard, and to issue an independent guarantee opinion statement. For the 2021 Sustainability Report, the Company adopted the latest GRI Standards for the preparation of the Report, and also appointed a third party certification institution to perform inspection. The Company established the "Corporate Social Responsibility Best-Practice Principles" and "Rules Governing the Scope of Powers of Independent Directors" in 2020, and the "Codes of Ethical Conduct" and "Ethical Corporate Management Best Practice Principles" in 2021, which have become officially effective upon the approval of the Board of Directors, and have also been uploaded onto the MOPS and the Company's website to provide reference to the stakeholders. Please refer to the Investor Relations section on the Company's website. http://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/company-rules/ Established the contact window for various stakeholders on the Company's website in order to provide a communication platform. Please refer to the following link. http://www.aten.com/tw/zh/aten-info/csr/page-stakeholders/

ATEN will continue to adopt methods such as "establishing communication channels with stakeholders", "implementing information disclosure", "strengthening the functions of the Board of Directors", "establishing functional committees", "implementing the functions of the Sustainable Development Committee", "establishing corporate self-discipline regulations", and "constructing a sound internal control system" in order to strengthen corporate governance.

3.2 Board of Directors

The Board of Directors is the highest governance unit of the Company. According to the Articles of Incorporation of the Company, the Board of Directors shall consist of 7 to 10 directors. ATEN's Board of Directors was re-elected during the 2020 ordinary shareholders' meeting. Of the 10 director seats, there are 7 seats for directors and 3 seats for independent directors. The term of office is 3 years. The election of directors fully adopts the candidate nomination system, and the election of directors of the Company shall consider the overall structure and arrangement of the Board of Directors. All board members are required to possess the knowledge, skills and characters necessary for their duties. The qualification and election of independent directors shall comply with the provisions specified in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". The duties of the Board of Directors include the assessment of the Company's operation strategies and important financial affairs related to business, in order to ensure the appropriateness of the financial reports and to maximize the interests of shareholders. The Board of Directors shall inspect and supervise the execution status of environmental, social and governance issues annually. Relevant implementation outcomes have been reported during the Board of Directors' meeting in November 2021.

The Board of Directors' Meeting is convened at least once quarterly. In 2021, a total of 6 Board of Directors' Meetings were convened. During the operation of the Board of Directors' Meeting, in the case of conflict of interest, the director is required to recuse himself or herself. According to Article 16 of the "Rules of Procedures for Board of Directors Meetings" of the Company: "If a director or a juristic person that the director represents is an interested party in relation to an agenda item, the director shall state the important aspects of the interested party relationship at the respective meeting. When the relationship is likely to prejudice the interest of this Corporation, that director may not participate in discussion or voting on that agenda item and shall recuse himself or herself from the discussion or the voting on the item, and may not exercise voting rights as proxy for another director". Please refer to page 28 of the 2021 Annual Report for the state of relevant recusals.

► Board Composition Diversity:

Article 20 of the "Corporate Governance Best-Practice Principles" of the Company specifies that the Board members shall be diverse, and directors shall have different professional backgrounds, genders, or fields of work. All members shall also have different professional backgrounds in finance, accounting, industry knowledge, etc. The current Board of Directors of the Company consists of 10 directors, including 7 directors and 3 independent directors, and the number of independent directors accounts for 30% of all directors. The number of female directors accounts for 10% of all directors. Among the directors, 1 director has an age of 41~50, 2 directors have an age of 51~60, 3 directors have an age of 61~70, 3 directors have an age of 71~80, and 1 director has an age of 81~90. Directors equipped with industry knowledge and business management expertise are Chairman of the Board Kevin Chen, Vice Chairman Shang-Jen Chen, Director Nicholas Lin, Director Chen-Lin Kuo, Director Se-Se Chen, Director Hsiu-Ta Liao, Director Kun-Yu Chao; Independent Director Wei-Jen Chu is the CPA and Honorary Director of Candor Taiwan CPAs, equipped with a professional accounting background; Independent Director Chung-Jen Chen is a professor at the Department of Business Administration, National

Taiwan University, and Director of the Technology Policy and Industrial Development Research Center, National Taiwan University; Independent Director Chun-Chung Chen is an associate professor at the Department of International Business, National Taiwan University. All of the directors have professional backgrounds in business and finance. Please refer to pages 11 to 14 of the 2021 Annual Report for further information. The Chairman of the Board and President of the Company are the same person. Please refer to page 14 of the Annual Report for further information and a relevant description. Among the board members, except for the Chairman of the Board Kevin Chen and Vice Chairman Shang-Jen Chen having a relationship within the second degree of kinship, no other directors have spousal relationships or relationships within the second degree of kinship. To strengthen corporate governance, the Board of Directors plans to increase the number of seats of independent directors with one more independent director so that the number of independent directors will be increased from three to four.

► Board Member Age and Gender Distribution:

Age Interval	41-50 years old	51-60 years old	61-70 years old	71-80 years old	81-90 years old
No.	1	2	3	3	1
Ratio	10%	20%	30%	30%	10%

Gender	Male	Female
No.	9	1
Ratio	90%	10%

► Professional Qualifications of the Board of Directors:

All Directors have the business judgment skills, accounting and finance analysis abilities, operational and management abilities, and leadership skills required to fulfill their duties. For relevant descriptions, please refer to Chapter 3 of the Annual Report. To allow board members to effectively exercise their authorities and responsibilities, the Company encourages directors to participate in relevant education and training organized by professional institutions, and also actively arranges professionals to provide lectures on relevant topics after board meetings. The number of hours of education and training in 2021 for all directors has satisfied the requirements specified in Article 4 of the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies", and successors during their term of office also receive at least six hours of education and training annually. The attendance and education and training status of directors are disclosed on the MOPS to provide reference to all stakeholders.

3.3 Governance-level Performance Evaluation

According to the Articles of Incorporation of the Company, after reserving and making up the accumulated loss from the income before tax prior to the deduction of the distribution of remuneration of employees and the remuneration of directors, if there is any remaining amount, 10% to 16% of remuneration to employees and no less than 2% of remuneration to directors shall be appropriated. The determination of the distribution ratio for the remuneration of employees, remuneration of directors, and the remuneration of employees in the form of shares or cash, shall be determined based on the resolution of the Board of Directors' Meeting attended by more than 2/3 of the directors and the consent of a majority of the attending directors, and shall be reported in the Shareholders' Meeting.

The Board of Directors appointed members of the Remuneration Committee on July 10, 2020. A total of 5 members were appointed, including 3 independent directors and 2 committee members. The duties include the establishment and periodical review of the annual and long-term performance goals of directors and managerial officers as well as the policy, system, standards, and structure of the salary and remuneration, as well as periodically evaluating the performance goal achievement status of the directors and managerial officers of the Company, and specifying the individual salary and remuneration content and value.

The remuneration of directors includes the travel allowance and the remuneration of earnings distribution. The travel allowance is based on the general industrial standard, and the earnings distribution amount is based on the Articles of Incorporation of the Company, which are proposed by the Remuneration Committee and approved by resolution of the Board of Director's Meeting, followed by reporting to

the Shareholders' Meeting for approval for the payment thereof. The remuneration of managerial officers includes the salary, bonus, and employee bonus from earnings distribution, and the payment standard is handled according to the Employee Salary Management Regulations of the Company. The function of the Remuneration Committee is to evaluate the salary and remuneration policy and system for directors and managerial officers based on its professional and objective position in order to propose recommendations to the Board of Directors as reference for the decision-making of the Board of Directors.

The Remuneration Committee has convened two meetings in the most recent year, and the attendance details of the Committee Members are as follows:

Title	Name	Number of Actual Attendances	Number of proxy attendance	Ratio of Actual Attendance (%)
Convener	Wei-Jen Chu	2	0	100%
Member	Chen-En Ko	2	0	100%
Member	Yen-Jung Li	2	0	100%
Member	Chung-Jen Chen	2	0	100%
Member	Chun-Chung Chen	2	0	100%

3.4 Shareholder Rights

Shareholders' meetings are divided into Ordinary and Extraordinary Shareholders' Meetings. The Ordinary Shareholder's Meeting is held once annually and is convened by the Board of Directors within 6 months after the end of each fiscal year in accordance with the law. The Extraordinary Shareholders' Meeting is convened whenever necessary according to relevant laws. Shareholders' Meetings are held regularly every year, in order to report on the Company's operational and financial situation. Investors can also submit written proposals to ATEN for the Shareholders' Meetings. Before notifying shareholders of the date of the meeting, ATEN will notify the submitting shareholders of the results of their submitted proposals and list the proposals in the meeting notice as required by legal regulations. In case of a proposal not being added to the Shareholders' Meeting agenda, the Board shall explain the reason for not listing such proposal on the agenda.

The Company upholds the corporate core values of "Integrity", "Caring", "Ambition", and "Novelty" to care for all stakeholders. In addition to employees, customers, suppliers, and community organizations, the Company also emphasizes the interests of shareholders. Regarding the recent dividend issuance policy of ATEN, except for factors of regulatory requirements such that a portion is reserved without issuance, the rest of the amount is distributed to the shareholders in order to allow shareholders to enjoy the profit outcome of the Company together.

The amendment of the Company's Articles of Incorporation was approved by the Shareholders' Meeting in 2019. According to the amended Articles of Incorporation, the frequency of the distribution of earnings adopts quarterly distribution, and if the distribution method is in the form of cash, the distribution can be performed after the approval of the resolution of the Board of Directors' Meeting. On August 6, 2021, and March 8, 2022, the Board of Directors approved the distribution of dividends for the 2nd quarter and the 4th quarter of 2021, respectively. The 2nd quarter distribution of dividends was NT\$2.3 per share, and the distribution of dividends was made on December 3, 2021. The 4th quarter distribution of dividends is NT\$2.9 per share, and the distribution is planned to be completed in the second half of 2022. For the total distribution of earnings for 2021, cash dividends of NT\$5.2 per share are distributed, with the distribution rate reaching 98%.

Item/Year	2017	2018	2019	2020	2021
Earnings per Share (NT\$)	6.08	13.19	6.05	12.55	5.33
Shareholders' Dividends (NT\$)	5.5	8.0	5.3	5.5	5.2
Cash Dividends (NT\$)	5.5	8.0	5.3	5.5	5.2

Item/Year	2017	2018	2019	2020	2021
Stock Dividends (NT\$)	0	0	0	0	0
Dividend payout ratio	90%	61%	88%	44%	98%

ATEN upholds the principle of adequate disclosure for TWSE/TPEx listed companies. The Company not only discloses information on the Market Observation Post System as required by regulations, but also publicizes different types of operational and financial information through the Company's Annual Reports and Company website so as to enable investors to obtain an in-depth understanding of the Company's business operations. Additionally, the Company also has also set up a spokesperson system and an Investor Relations Department to specifically address the suggestions and concerns of shareholders. Shareholders can provide various opinions through the e-mail at ir@aten.com.tw. Relevant contact information is also disclosed at the Company's website for stakeholders' inquiries.

3.5 Ethics and Integrity

In March 2022, the Board of Directors approved the amendment of the "Corporate Social Responsibility Best-Practice Principles" to the "Sustainable Development Best-Practice Principles", in order to enhance the sustainable development and to incorporate such principles in the management and business operations of the Company.

In addition, the Company also designated the President's Office as the dedicated unit to perform ethical corporate management related promotion and execute operations according to the "Procedures for Ethical Management and Guidelines for Conduct", to fully promote ethical corporate management and report the execution status to the Board of Directors once per year. It has been reported to the Board of Directors in conjunction with the operation status of 2021 sustainable development on November 5, 2021. In accordance with the "Corporate Governance Best-Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct", the Company has established various e-mail addresses on the Company's website as the complaint channels for different stakeholders, such as the "Whistleblowing Mailbox (supervisor@aten.com)" which allows the independent directors to discover any possible flaws in the Company in a timely manner, and to establish communication channels for employees, shareholders, and other stakeholders with the independent directors. Three independent directors receive the e-mails and handle matters in a proper and timely manner. In addition, to provide a communication channel to different stakeholders to communicate with the Company, the Company has set up the e-mail box of atencorp@aten.com, and the President's Office is in charge of receiving various comments on the Company from different sectors.



Ch4

Employee Care

4.1 Viewing Employees as Important Assets

4.2 Comprehensive Occupational Competency Training




4.3 Friendly Workplace and Healthy LOHAS

Major Topics

Employee Welfare

> Significance of Material Topics to ATEN and ATEN's Key Contribution to SDGs

We hope to allow the growth of the Company to excel along with the development of employees while creating a friendly workplace capable of achieving employees' physical and mental health as well as work and life balance.

	<p>Each year, the Company participates in the industrial salary survey to ensure that the remuneration and welfare continue to maintain competitiveness in the talent market. Under the performance reward system encouraging achievements, the Company expects to grow together with the employees in order to achieve employment and economic growth. [Corresponding to SDGs Section: 8.5]</p>
	<p>The Company emphasizes particularly on the physical and mental health of employees. Nutritionists are available to monitor the daily meals, and physicians are stationed onsite for service on a weekly basis, and employees are provided with a physical examination annually. For any issues at work or in life (legal counseling, management counseling and psychological counseling, etc.), employees can also contact the EAPs direct line for consultation. [Corresponding to SDGs Section: 3.8]</p>
	<p>We welcome new members from society, and regardless of if they are new employees or existing employees, they are able to receive systematic and planned training through physical and online learning (e-learning). Through ATEN's private learning school internal instructor platform, internal knowledge can be exchanged and shared more effectively. [Corresponding to SDGs Section: 4.4]</p>

> Responsible Units

ATEN Corporate Social Responsibility Management Committee – Employee Care Group

> Management Mechanism

1. Personal development plan and performance management system for different talents and positions, in conjunction with an extremely competitive reward design.
2. Training mechanism for strategy focus and learning with practice in conjunction. We welcome new members from society to join the bullpen project for training.
3. Create a friendly workplace for new employees, and welfare superior to the regulations, along with employee relationship project events.

4 Employee Care

➤ Commitment, Actions, and Goals

Commitment	2021 Execution item	2021 Execution Outcome	Future Goals and Actions
Company's Growth Together with Employees' Development	In 2021, ATEN's "Mentor - Freshmen Mentor Plan" continued to serve as the main focus for the orientation of new employees, and the ATENer/ Mentor guidance system was implemented. In addition, though the systematic e-school platform, the 30/60/90-day learning program is implemented in order to assist new employees promptly adjust to their job duties and to understand department tasks, allowing new employees to effectively communicate job duties with supervisors and obtain necessary assistances from supervisors and mentors periodically.	In 2021, a total of 88 new employees were recruited, and 19 employees resigned in the same year, with a total of 69 new employees successfully retaining their jobs. The new employee retention rate was 78.41% (69/88).	The Company will continue to enhance the mentor program execution quality, including the design of new employee 90-day training program content and Mentor guiding techniques. The goal is to maintain the freshmen retention rate above 80%.
	[Trends Seminars] [Project Seminars]	The project learning design launched by the Human Resource Department in 2021 was mainly to design project seminars related to the annual industrial development and technology trends for the Sales Department and Planning Department (Product Development Center, Marketing and Promotion Center). In 2021, ATEN collaborated with the Institute for Information Industry to organize trend seminars quarterly, such as remote learning in the post-pandemic era, remote office development, livestream broadcast, cloud and edge computation technology development and application. Through the trend seminars, the latest and most appropriate models related to the market, technology, trend, channel, marketing and brand management promotion, etc. can be shared and discussed and industry cases can be shared. The satisfaction reached 91.2 points.	The Company will continue to organize product development consensus camps at all business locations globally according to the needs of the organization and the expansion of overseas sites, in order to cultivate a greater number of product development, brand promotion and marketing sales talents and to become key staff at different business sites globally.
	[ATEN Private Learning School & Human Resource e-School] "Physical Courses" benefit spread through "Digital Courses".	In 2021, due to the impact of the COVID-19 pandemic, many internal and external physical trainings have been affected or canceled due to the epidemic control measures implemented. Nevertheless, ATEN's internal instructors of the private learning program have been able to transform into small-classroom learning and digital courses with safe isolation measures, allowing internal knowledge to be conveyed and passed on in order to establish the foundation for sustainability. In 2021, a total of 6 internal instructor lecture courses were organized, with an average satisfaction of 95.8, 3,116 participants in total, and an accumulated total of 4,899.2 training hours.	The Company will continue to select outstanding internal instructors for internal knowledge and experience sharing as well as to pass on knowledge and experience via the digital method. 10 courses are used as the goal for the digital learning. In 2022, the Company will continue to enhance the teaching skills and presentation skills of internal instructors in order to improve the passing on of internal professional knowledge.
	[Comprehensive Occupational Competency Training]	According to different job function demands, the Company organized courses for different aspects of management functions, professional functions, core functions and self-growth, etc., and a total of 548 courses were opened. The total number of participants was 10995 people and the accumulated total number of training hours was 16808 hours.	Enhance self-learning: The Company provides rich digital learning resources (e-learning) and encourages staff to perform adaptive learning according to job duties.
A friendly workplace for physical and mental health as well as a balance between work and life.	[Health and LOHAS Seminar]	Through cooperation with the Human Resource Department and Occupational Safety and Health Office, physicians from various major medical centers were invited to the Company to provide lectures on health and LOHAS related topics, and to organize occupational safety and health hazard prevention lectures for all employees. In 2021, a total of 5 seminars was held, and a total of 434 people attended, with an average satisfaction score of 96.2.	The Company will continue to promote and encourage employees to exercise routinely. However, due to the pandemic in 2021, the road running event and the weight loss contest originally scheduled for 2021 were postponed to 2022 depending on the situation.
	[Employee Relationship: Physical and Mental Balance] [Core Values Seminars: Respect and Care]	Professional counseling teachers and psychologists of "Employee Assistance Programs (EAPs)" were invited to provide seminars for employees: <Friendly Workplace ~ Sexual discrimination and workplace violence prevention>. A total of 79 employees participated, with an average satisfaction score of 92.4.	The Company will continue organizing seminars related to physical and mental balance and mental health, in order to provide a proper consultation channel for employees with respect to their work, family, physiological and mental self-adjustments.
	[Occupational Safety and Health]	Despite the continuous impact of the COVID-19 pandemic, the Occupational Safety and Health Office acted as the organizer with the Human Resource Department as co-organizer to invite physicians from various major medical centers and fire departments to the Company to provide seminars related to occupational safety and health hazard prevention for all employees. In 2021, a total of 9 seminars were organized, and a total of 1,329 people participated, with an average satisfaction score of 93.6.	In view of the regulatory requirements of the nation and the safety protection of workers in the workplace and work environment, in 2022, the Occupational Safety and Health Office and Human Resource Department will continue to plan and arrange relevant and advanced courses, in order to enhance the occupational safety and worker safety.
	Received the Honor of 【Asia's Best Enterprise Employer】	In 2019, among 186 competing enterprises, ATEN received the honor of "Asia's Best Enterprise Employer Award", and in 2021, ATEN again received the recognition of the "Asia's Best Enterprise Employer Award". In addition, from the results of anonymous questionnaire surveys collected from the employees, ATEN received scores for numerous survey evaluations that were higher than the average scores in the industry. From the anonymous questionnaire survey provided to employees in 2021, for "Company's trust of employees and respect of their decisions", "Company's protection of employees' rights without deprivation due to profit concerns", "Company's listening to employees' comments and implementation of appropriate actions", "Company's respect for employees", "Employee voluntary work performance motivation", and "Employee team awareness and teamwork spirit", ATEN received scores higher than the average scores in the industry.	The Company will continue to implement its corporate commitment to employees. In May 2022, ATEN was nominated again the [2022 Asia's Best Enterprise Employer Award]; this award will be publicly announced in June.

4.1 Viewing Employees as Important Assets

ATEN has always viewed employees as important assets, and also believes that high quality products and services come from employees with the greatest joy. With the corporate spirit of "Respect and Care", the Company provides equal treatment to employment opportunities. We also adopt the corporate concept of "novelty" to provide equal performance remuneration treatment; with the corporate principle of "integrity", we establish stable business operation; finally, we adopt the corporate culture of "ambition" to achieve strong resilience and passion.

› Ratio of New Employees

Age	Number of new employees (A)	Total number of employees of the Company in 2021 (B)	Ratio
18-27	26	52	50.0%
28-37	32	222	14.4%
38-47	27	301	9.0%
48-47	2	103	1.9%
58-68	1	20	5.0%
>68	0	1	0.0%
Total	88	699	12.6%

2021	Male	Female
New employees	45	43
Total number of employees of the Company	381	318
Ratio	11.8%	13.5%

Remarks: Ratio of New Employees: Number of new employees of all age groups (A) / Total number of employees of the Company in 2021 (B)

› Ratio of Resigned Employees

Age	Number of new employees (A)	Total number of employees of the Company in 2021 (B)	Ratio
18-27	16	52	30.8%
28-37	57	222	25.7%
38-47	32	301	10.6%
48-57	5	103	4.9%
58-68	1	20	5.0%
>68	0	1	0.0%
Total	111	699	15.9%

2021	Male	Female
Number of resigned employees	59	52
Total number of employees of the Company	381	318
Ratio	15.5%	16.4%

Remarks: Ratio of Resigned Employees: Number of resigned employees of all age groups (A) / Total number of employees of the Company in 2021 (B)

› Benefits provided to full-time employees (excluding temporary or part-time employees)

1. In addition to labor and health insurance, employees are entitled to group insurance (including life insurance, medical and injury/disability) paid by the Company, and employees' parents and spouses are also entitled to enroll in the group insurance.
2. Parental leave (leave provided in accordance with the law).
3. Retirement system (implemented in accordance with the law).
4. Employee shareholding (none).
5. Childbirth subsidies: NT\$100,000 for each new born child, and starting from 2022, NT\$120,000 for each new born child.
6. Employees are entitled to an overseas travel allowance of NT\$7,000 per year.
7. Group meal - NT\$80 lunch allowance per employee.

4 Employee Care

4.1.1 Human Resource and Structure

According to the calculation conducted on December 31, 2021, the number of employees in the region of Taiwan is 699 employees, and all of the employees are full-time employees without part-time or temporary employees (male employees account for 55%; female employees account for 45%). Among which, there are 114 senior management supervisors (male supervisors account for 76.3%; female supervisors account for 23.7%), 476 indirect professional personnel, 109 direct technical personnel, with the average age of 40.55 years old, average years of services of 9.06 years, and employees with an educational background above college and university account for 83.8%. In addition, there are eleven employees with disabilities, which is 1.57 times higher than the regulatory requirements (seven employees with disabilities according to the regulatory requirements).

Employee Type	Age	Number of male employees	Number of female employees	Total	Ratio
Direct Employees	<30 years old	3	25	28	4.01%
	31-50 years old	4	63	67	9.58%
	>51 years old	2	18	20	2.86%
Direct Employees Total		9	106	115	16.45%
Indirect Employees	<30 years old	30	33	63	9.01%
	31-50 years old	306	148	454	64.95%
	>51 years old	36	31	67	9.59%
Indirect Employees Total		372	212	584	83.55%
Overall Total		381	318	699	100%

(Direct personnel: employees participating in manufacturing related works; Indirect personnel: employees participating in relevant works assisting production)

Ratio denominator: Total number of employees (December 31, 2021 as the calculation basis).

4.1.2 Equal Employment and Care

The Company's talent recruitment channels include: online recruiting, newspapers, magazines and media, school recruiting, workforce agents, job fairs, internal employee referrals, and internal employee transfer methods, etc. Based on the three main principles of "fair employment", non-discrimination", and equal opportunity", in 2021, the Company recruited a total of 88 new employees, among which were 43 female employees accounting for 48.9% and 45 male employees accounting for 51.1%; 13 direct employees accounted for 14.8%. In the same year, 111 employees resigned from the Company, among which were 52 female employees accounting for 46.8% and 59 male employees accounting for 53.2%. The annual resignation rate was 15.9%, and the monthly average resignation rate was 1.3%. From the data over the past three years, the monthly average resignation rate was between 1% and 2%.

Employee Type	Age	Number of male employees	Number of female employees	Total
New Employees	<30 years old	17	18	35
	31-50 years old	26	25	51
	>51 years old	2	0	2
Ratio of New Employees	(Number of New Employees of the Year/Current Employee Number on December 31, 2021) =12.6%			
Resigned Employees	<30 years old	16	11	27
	31-50 years old	40	40	80
	>51 years old	2	0	2
Ratio of Resigned Employees	(Number of Resigned Employees of the Year/Current Employee Number on December 31, 2021) =15.9%			

We encourage employees to have children and offer childbirth subsidies of NT\$100,000 (distributed in 12 monthly installments) for each birth of an infant to employees. The subsidy amount is the highest among enterprises in the same industry, the total subsidy in 2021 amounting to NT\$1.86 million. For parents with newborns, the Company also provides the infant golden accessories at a market value

of NT\$3,000 as a gift to the parents along with red envelope cash of NT\$1,200 from the Welfare Committee. Inside the Company, it provides a warm and comfortable specialized breastfeeding (milk collection) room, and also signs a contract with a well-known chain kindergarten in order to allow employees to work with security and to arrange child care conveniently. We further provide paternity leave (6 days) for male employees, employee birth examination leave (female: 6 days, male: 2 days) superior to the requirements specified in the Labor Standards Act. In addition, the Company appropriates retirement pension in accordance with the law, and also provides a complete insurance plan to cover relatives and parents in the group insurance, in order to provide a comprehensive guarantee and care to employees and their relatives.

Project Description	Number of male employees	Number of female employees	Total
2021 Number of Employees Entitled to Maternity Leave Without Pay	51	22	73
2021 Number of Employees Applying for Maternity Leave Without Pay	2	4	6
2021 Number of Employees Expected to Return to Work After Maternity Leave (A)	0	2	2
2021 Number of Employees Actually Returning to Work After Maternity Leave (B)	0	2	2
Job Resuming Rate (B/A)	100%	100%	100%
2020 Number of Employees Returned to Work After Maternity Leave (C)	0	3	3
2020 Number of Employees Returned to Work After Maternity Leave and Continuing to be Employed After One Year (D)	0	3	3
Retention Rate (D/C)	100%	100%	100%

(Calculation standard: Number of employees applying for maternity Leave without pay up to December 31, 2021. 2019/01/01 - 2021/12/31 applications for maternity leave (22 female employees) + applications for paternity leave (51 male employees).

In 2021, ATEN cooperated with the New Taipei City government in the cooperation of the "Gender Equality, Job Equality" gender quality promotion seminar, and further updated the "Workplace Sexual Harassment Prevention and Disciplinary Regulations" in order to strengthen the implementation of such concepts.

Pension System

A. Pension fund under the old system:

ATEN has established a retirement system in accordance with the regulations of the "Labor Standards Act", and has also established the Labor Retirement Reserve Fund Supervisory Committee in accordance with the law.

The Company entrusts an external actuarial consulting company to perform pension actuarial verification, and the pension fund is appropriated in full according to the figure indicated in the actuarial reported, and the appropriation is completed annually before the end of March. As of December 31, 2022, the Company has appropriated a sufficient amount for deposit at the old fund system account at the Bank of Taiwan. According to the statement of the Bank of Taiwan dated December 31, 2021, the pension reserve appropriated under the old system was approximately NT\$111 million (sufficient amount appropriation).

B. Pension fund under the new system:

Compulsory appropriation: The employer appropriates 6% of the employee's salary monthly for the pension fund. As of December 31, 2022, there were a total 623 people for the appropriation.

Voluntary appropriation: Employees voluntarily appropriate 0-6% of the salary for the pension fund. As of December 31, 2022, there were a total 78 people for the appropriation.

4.1.3 Periodic Evaluation and Communication

The Company periodically performs two performance evaluations annually, and provides a communication platform for supervisors and employees face-to-face discussion of job duty performance and establishment of a future development plan. The evaluation result is also used as a reference for future job position changes, salary adjustment, and bonus issuance. In addition, to strengthen the Company's determination in the promotion of CSR in a top-down matter, the Company encourages employees to participate in CSR activities, and CSR participation level is particularly included in the performance evaluation indicators. In 2021, the number of male/female and direct/indirect employees actually performing the performance evaluation, deducting the number of new employees not completing the probation period, employees on leave without pay and foreign workers, all of the remaining employees participated in the mid-term and annual performance evaluations. The completion rate for the first half of the year was 88.0% and the completion rate for the second half of the year was 88.3% (calculation of the completion rate refers to actual number of employees under evaluation/total number of employees).

2021	Gender	Direct employees	Indirect employees	Total	Percentage over total number of employees
First Half of the Year	Male	8	364	372	52.6%
	Female	46	204	250	
Percentage over total number of employees		7.6%	80.4%	88.0%	
(Total number of employees of first half of the year: 707 people)					
Second Half of the Year	Male	7	358	365	52.2%
	Female	47	205	252	36.1%
Percentage over total number of employees		7.7%	80.6%	88.3%	
(Total number of employees in the second half of the year: 699 people)					

In addition, to promote workplace harmony, the Company also periodically convenes labor-management meetings in order to perform discussion on issues related to workers' interests, and the meeting minutes of each meeting are updated in the Human Resources e-School. The Company also additionally set up a paid position of Welfare Committee Director-General to be responsible for the handling of employee welfare related matters full time. Since 2017, the Company has established a direct workplace sexual harassment complaint line at #3333 and dedicated e-mail at emap@aten.com.tw. In case of any illegal workplace bullying behavior, employees can file complaints via the direct line or e-mail.

4.2 Comprehensive Occupational Competency Training

In 2021, the total number of training hours of educational training courses organized by ATEN in Taiwan reached 16,808.4 hours, and the average training hours per person was 24 hours, among which the total number of training hours for professional skills was 7,218.0 hours, accounting for 43.0% of the entire year; the number of digital course hours was 4,899.2 hours, accounting for 29.1% of the total number of courses throughout the year. It can be seen that the Company emphasizes greatly the cultivation of professional skills, and the Company also achieves the sharing and passing on of experience and knowledge via internal trainings.

For recruitment supervisors, we have also specified the "required" key management courses every year, including "Ethical Conduct: Required Course for Recruitment Supervisors - Labor Incident Act, Trade Secret and Antitrust Case Studies". In addition, the legal supervisor is invited to prepare relevant online learning courses, in order to enhance the educational promotion on legal case studies related to corporate management through comparison between provisions of laws and industrial cases in practice.

In 2021, the "Job Analysis and Job Description Course" from 2020 continued to be organized in order to increase the talent recruitment and evaluation ability of supervisors. In addition, in response to the future challenges of the organization and the principle of employee comprehensive development, the Company particularly designed the course "Interpretation and Understanding of Financial Statements for Sales Supervisors" for the synchronous learning of employees of subsidiaries in Asia Pacific via third-party connection. Furthermore, diverse professional trend and self-growth seminars are also provided, including the courses "Interpersonal Communication Learning", "Innovation for Future Development", "Remote Learning in the Post-pandemic Era", "Remote Office Development", "Livestream Marketing", "Cloud and Edge Computation Technology Development and Application", in order to cultivate the professional competence of employees and to provide dynamic industrial information and technology development trends.

Complete and Comprehensive Educational Training and Talent Cultivation System: ATEN consecutively received the recognition of "Asia's Best Enterprise Employer Award" in 2019 and 2021. In addition, from the results of anonymous questionnaire surveys collected from employees, ATEN received scores for numerous survey evaluations that were higher than the average scores in the industry. From the anonymous questionnaire survey provided to employees in 2021, for "Company's trust of employees and respect of their decisions", "Company's protection of employees' rights without deprivation due to profit concerns", "Company's listening to employees' comments and implementation of appropriate actions", "Company's respect for employees", and "Employee team awareness and teamwork spirit", ATEN received scores higher than the average scores in the industry.



4 Employee Care

Training Type	Training Time	Total number of people receiving training	Total hours of training
Management Skills	12	191	356.0
Professional Skills	318	4575	7218.0
Core Skills	86	1904	2511.2
Personal Growth	13	1017	1287.0
New Employee Training	19	192	537.0
Digital Course	100	3116	4899.2
Total	548	10995	16808.4

Employee Type	Total hours of training	No.	Average training hours
Direct Employees	786.1	109	7.2
Indirect Employees	16022.3	590	27.2
Total	16808.4	699	24.0
Male Employees	11113.6	381	29.2
Female Employees	5694.8	318	17.9
Total	16808.4	699	24.0

4.2.1 Mentor-New Employee Mentor Program for New Employees and New Skills

In 2018, "ATENer, Freshmen Monopoly" emphasized that freshmen were able to explore current internal processes/systems/forms of the Company and all corresponding service windows according to the map provided. In 2019, ATEN aimed to enhance the leadership of Mentor and supervisors, such that through the training courses of four main steps of "Listening, Speaking, Reading and Writing", the concept of "Right Central Thinking, Right Interaction" was conveyed to Mentors and supervisors. From the perspective of freshmen with "heart", mentors and supervisors are encouraged to image their time when they were once freshmen in order to understand the current freshmen's difficulties, thereby enhancing the communication and management skills of Mentors and supervisors during their leadership.

In 2020, to assist new employees to quickly adapt to the organization, Mentors and supervisors were especially established a 30/60/90-day professional skill training course exclusively for new employees, including environment introduction, product structure, professional and technical courses, etc. In addition, Mentors also conduct interview with freshmen once per month in order to understand freshmen's learning progress and their condition of adaption to the new job, in order to promptly resolve difficulties faced by freshmen during

their learning. Throughout the process, Mentors assist freshmen to clarify their job focus and issues and also seek optimal solution together. Division supervisors also show their care for freshmen irregularly and also conduct face-to-face interview during the 90 days of probation period in order to determine the learning condition of freshmen and to confirm the job direction and job functions of freshmen together.

In 2021, in addition to the implementation of the systematic platform for executing the 30/60/90-day learning plan for new employees, all new employees reporting for duty were required to complete the digital online (e-learning) required courses, including the Company's introduction and core values, personnel regulations and welfare system, internal control system, quality and environmental system, legal affairs and patents, intellectual property protection, information security, labor safety and health, asset management, purchase requisition system, and welfare committee introduction. From the survey of "New Employee Adaptability Questionnaire", in the case of discovering that the physical and mental stress index of an employee exceeds the standard level, they are transferred to a third party cooperating professional psychological consultation company for the EAPs.

In 2021, a total of 88 new employees were recruited, and 19 employees resigned in the same year, with a total of 69 new employees successfully retaining their jobs. The new employee retention rate was 78.4% (69/88).



4 Employee Care

> 4.2.2 Dual Platform for Passing on of Knowledge

The “ATEN Private Learning School” is an exclusive platform for ATEN’s internal instructors and is based on three objectives in principle: internal knowledge circulation and spreading, creating a learning type of organization atmosphere, and creating ATEN’s internal instructor team. In 2021, due to the continuous impact of the COVID-19 pandemic, many internal and external physical trainings have been affected or canceled due to the epidemic control measures implemented. Nevertheless, ATEN’s internal instructors of the private learning program have been able to transform into small-classroom learning method, allowing internal knowledge to be conveyed and passed on in order to establish the foundation for sustainability. In 2021, a total of 6 internal instructor lecture courses were organized, an average satisfaction of 95.8, 352 participants in total, and an accumulated total of 652 training hours.



“Human Resource e-School” online learning platform records the learning and development of each employee at ATEN, including all types of internal and external trainings, physical courses, digital courses, learning resources and records, are all recorded on this platform, thereby providing complete learning history and human resource development record. In addition, through the broad transmission method of network platform, we also integrate the ACS (ATEN Certified Specialist) professional product training course lead by the Global Customer Service Division in order to assist employees in the headquarter and overseas subsidiaries to learn the knowledge of four main product lines of (KVM/Pro AV/PDU/Control System). Since the start of the course in 2018, up to the present day, the number of trainees of the course has reached 5517 people, and the overall satisfaction score of the course is 89.6 points.

4.3 Friendly Workplace and Healthy LOHAS

After receiving the Sports Enterprise Certification in 2018, ATEN received such honor again in 2021 – in response to “Enterprise i Sports, Non-stop Employee Energy”. The Company has always emphasized the employees’ health, and the Company has established a comprehensive fitness center, including a pool table area, reading area, weight training area, fitness training area, aerobics classroom, and sauna, as well as a changing room for men and women. In addition, through diverse clubs, such as volunteer club, yoga

club, aerobic boxing club, jogging club, after-work recreation sports club, basketball club and fitness club, in order to achieve balance between work and living for employees. In the future, the Company will continue to encourage employee’s regular exercise and implement the corporate social responsibility (CSR) of employee care.



> 4.3.1 Safe Care-free Workplace

We have established an “Occupational Safety and Health Committee Charter” in accordance with the “Occupational Safety and Health Management Regulations,” and convene Occupational Safety and Health Committee meetings periodically on a quarterly basis. Presently, there are 14 committee members, including 5 labor representatives, accounting for 35% of all members. In the meeting, the Occupational Safety and Health Office regularly reports labor safety and health related indicators to the committee members, and continues to implement the planning and execution of the PDCA technique for potential and possible safety issues. In 2020, the Company passed the ISO 45001 occupational safety and health management system audit and certification, in order to ensure that all employees are able to work in a healthy and safe environment.



4 Employee Care

Occupational Disaster Type	Gender (Male)	Gender (Female)	Number of Times	Number of Days Lost	Total Number of Working Days (D)	Total Number of Working Hours (H)
Commute Traffic Accidents	1	0	1	1 (male employee)	176,273	1,410,184
Occupational Disaster Thousand-People Rate	Number of people receiving occupational disaster insurance compensation throughout the year / Number of people of annual average labor insurance enrollment $\times 1,000 = 0$					
Disabling Injury Frequency Rate (FR)	(Total number of injuries and deaths / Total number of working hours of all employees) 106 (calculated based on million working hours) $= 0.70$					
Disabling Injury Severity Rate (SR)	(Total number of days lost/Total number of working hours of all employees) 10^6 (calculated based on million working hours) $=0$					

Presently, there are no cases of internal employees subject to occupational diseases and death in the course of job duties. In addition, for outsourced suppliers, contractors, securities and cleaning personnel, there have been no cases of occupational injuries and death in the course of job duties.

Absence Rate (calculated in hours/gender) is calculated as follows:

Gender	No.	Annual Total Working Hours	Occupational sickness leave	Menstrual leave	Sick leave	Sick Leave (hospitalization)	Total number of hours of absences	Absence rate
Female	318	630912	835.5	1768.167	6628.2	232	9463.867	1.5%
Male	381	755904	612	0	2995.367	0	3607.367	0.48%
Total	699	1386816	1447.5	1768.167	9623.567	232	13071.234	0.94%

4.3.2 Employee Activities

Through cooperation with the Human Resource Department and Occupational Safety and Health Office, physicians from various major medical centers were invited to the Company to provide lectures on health and LOHAS related topics, and to organize occupational safety and health hazard prevention lectures for all employees. In 2021, a total of 5 seminars was held, including: "Aromatherapy essential oil - physical and mental stress relief", "Advantages and benefits of strength training", "Positive thinking <mind> for living - Discussion on stress management", "Traffic safety promotion", "Osteoporosis" and "Unspoken secrets of the urinary system". A total of 1,329 people attended the seminars, with an average satisfaction score of 93.6.

In addition, the dedicated Welfare Committee Director-General adopted the theme of "Energy, Passion, Enthusiasm" to organize various welfare activities, including monthly birthday meals, domestic employee tourism, Christmas party/Lunar New Year's party, marriage and funeral events/childbirth/birthday/three holiday bonuses. In addition of various welfare benefits from the Welfare Committee, different from other companies, for the period of 43 years of ATEN's establishment, the Chairman has always presented birthday gifts in person along with greeting card with own signature to each employee

on his/her birthday. All of these hearty actions have provided a sense of warmth to all employees. In addition, it also makes great impression and surprise memory to new employees receiving their birthday gifts for the first time.



4.3.3 Employee Assistance Programs (EAPs)

We not only take care of employees but also care their families. It has been nine years since the initial implementation of the EAPs at the Company. Starting from 2018, the service subject has been expanded to relative of first degree of kinship of employees and their spouses. The purpose is to assist employees and their relatives to obtain professional and expert counseling through the "Employee Assistance Program", in order to provide counseling service to overcome problems encountered at work or living, thereby allowing employees to have secured living and to focus on their jobs. If the problems encountered cannot be overcome through telephone counseling, employees can also use the face-to-face counseling service provided by the "Employee Assistance Program". In 2021, at total of 52 telephone consultation services were provided.

讓心情變美麗
員工諮詢EAPs

週一至週五 10:00-24:00
0800-299-988
tiphappy@tip.org.tw

由專業心理師與您一起評估問題與煩惱

法律諮詢

買賣糾紛
車禍和解
財產繼承

管理諮詢

團隊領導
人員管理
同仁關懷

心理諮詢

家庭婚姻
親子教養
人際關係

員工諮詢三步驟

- 電話或mail確認問題與煩惱
- 提供適切的建議或安排專業顧問諮詢
- 滿意度調查與會談追蹤紀錄

全球人資中心
員工關係專案

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ch5

Active Social Participation

**5.1 Education Care and Cultural
Asset Promotion**

**5.2 Elderly Activities and Care for
the Disadvantaged**

**5.3 Community Environment
Maintenance**

Major Topics

Social Welfare Feedback, Friendly Environment

› Significance of Active Social Participation for ATEN and ATEN's Key Contributions to SDGs

The purpose of corporate existence and development shall not only be for the seeking of investment profits of the shareholders or promotion of national economic prosperity and growth, but shall also be for greater values, such as giving back to the society and contribution to the society. Through the use of the corporation's organization and financial capabilities, in various aspects and depths, seek the "common good" for the environment and the disadvantaged often overlooked by the society.

According to the Corporate Social Responsibility Best-Practice Principles of the Company: "The Company shall assess the impact of the Company's operation on the community, and shall appropriately employ local labor power at the business location of the Company in order to increase community recognition. In addition, through equity investments, business activities, donations, corporate volunteer services, or other welfare professional services, etc., the Company shall invest resources in organizations solving social or environmental issues via business models, or shall participate in public organization for community development and community education, relevant activities of charity and welfare organizations and government agencies, in order to promote community development". Regarding the performance and aspects of ATEN's

social participation, through years of implementation, it is able to head toward a systematic and organized direction. Through cooperation with the public sector, schools, welfare organizations, and social enterprises, the Company expects to gather greater energy in order to provide the most appropriate care to our society and environment as well as the greatest warmth to people.





› Responsible Units

ATEN Sustainable Development Committee - Social Participation Group, Ching-Tang Education Foundation, ATEN Volunteer Club

› Management Mechanism

Through the monthly discussion meetings held by the Sustainable Development Group formed by all functional department representatives under the "ATEN Sustainable Development Committee", issues related to social participation are planned and discussed, and the execution progress is tracked. The charity donations of the Company are proposed to the Sustainable Development Group Meeting for discussion according to the "Procedures for Ethical Management and Guidelines for Conduct" and are reported to the Chairman for approval before the execution thereof. Such rigorous management mechanisms are able to ensure that the use of resources is performed through sufficient discussion and under the authorization of the highest supervisor in order to achieve the most effective arrangement and distribution.

In addition, with the social participation and policy integration of the two organizations of the "Ching-Tang Education Foundation" and "ATEN Volunteer Club" with ATEN, various donations and public welfare activity participation are jointly executed. With the integration of the efforts and resources from the three groups, care and support are provided to the issues of different social aspects.

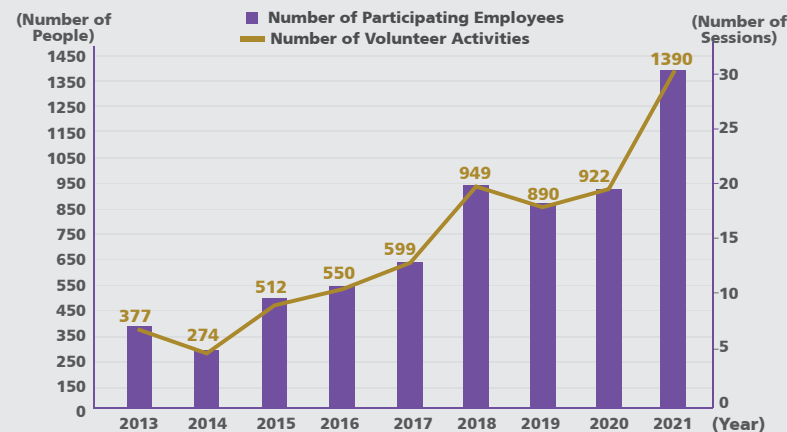
		<p>During the implementation of education care and community relationship establishment, for the care and emergency support of students in poverty, the elderly, and disadvantaged families, ATEN is able to directly and indirectly achieve the two goals of "eliminating hunger" and "education quality". [Corresponding to SDGs Sections: 2.1, 4.5]</p>
		<p>The community environment maintenance actions of beach cleaning, mountain cleaning, recovery of butterfly garden, support of farms, etc. have demonstrated our concept and implementation of the improvement of the two issues of "marine ecology" and "terrestrial ecology". [Corresponding to SDGs Sections: 14.1, 14.2, 15.1, 15.5, 15.8]</p>

5 Active Social Participation

Commitment, Actions, and Goals

Commitment	2021 Execution Outcome	Future Goals and Actions
Education and Care and Intangible Cultural Asset Promotion	<p>In 2021, the budget invested in this issue jointly by “ATEN”, “Ching-Tang Education Foundation”, and the operator was NT\$3.21 million. The execution status and benefits are summarized below.</p> <ul style="list-style-type: none"> Presented the 2021 Xizhi District Graduate Scholastic Achievement Award, number of benefited students: 107 students. Offered the 2021 Xizhi District Student Emergency Subsidiary, number of benefited students: 199 students. Offered the 2021 Xizhi District Disadvantaged Student Scholarship, number of benefited students: 250 students. Organized the 2021 Xizhi District School Volunteer Thanksgiving Ceremony, number of benefited volunteers: 248 volunteers. Donated livestream equipment system to Xiufeng Elementary School, number of benefited students: 2,000 students. <p>Intangible Cultural Asset Promotion:</p> <ul style="list-style-type: none"> Sponsored the organization of the “25th year of Aletheia University Taiwan Writer Oxford Award”. Sponsored the Aurora Percussion Group activities. Donated the Future Kids monthly journal to one hundred schools and hospitals in New Taipei City. Sponsored Qingshan Junior and Elementary School badminton activities. Sponsored ARRC Prospective Rocket Project Research Budget. Received the 2021 Cultural Affairs Bureau Arts and Business Award - Bronze Medal. 	<ol style="list-style-type: none"> Continued to invest a budget above NT\$2 million in education care and intangible cultural assets annually. Assisted children in Xizhi and other areas to a great extent to have fairer education and learning resources. Continued to support Taiwanese cultural and arts related activities in order to facilitate the preservation of intangible cultural assets.
Elderly Activities, Care for the Disadvantaged, and Community Environment Maintenance	<p>In 2021, the donation amount of the Company for “Elderly Activities and Care for the Disadvantaged” and “Community Environment Maintenance” exceeded NT\$1.23 million. The volunteer club launched a physical employee donation drive during the three main holidays and the donation amount for disadvantaged groups was approximately NT\$500,000. In 2021, the Company organized 18 volunteer activities through the “ATEN Volunteer Club” with employees and external stakeholders participating in these activities; a total of 1,461 people participated. Relevant activity execution status summary is as follows.</p> <p>Elderly Activities and Care for the Disadvantaged:</p> <ul style="list-style-type: none"> Sponsored the Senior Bocca Sports Federation sports events. Donated supplies for the Warmth-Delivery Event for Winter; 244 people participated in the event, and 516 sets of supplies were donated. Organized two sessions of the World Peace Organization charity food box event; more than 30 people participated in the events. Donated moon cakes for the Warmth-Delivery Event for Mid-Autumn Festival; 207 people participated in the event, and 542 sets of moon cakes were donated. Organized the charity supply box subscription for patients in a vegetative state of the Genesis Social Welfare Foundation; 304 people participated in the event, and 1,913 boxes were donated. Selected as a New Taipei City outstanding enterprise volunteer team. Purchased products of the Eden Social Welfare Foundation as employees’ birthday gifts. Participated in the Meal for Love and One Good Meal per Month Event; 310 people participated in the event, and 310 sets of meals were donated. Donated medical equipment to New Taipei City Hospital Sanchong Branch. <p>Community Environment Maintenance:</p> <ul style="list-style-type: none"> Participated in an environmental volunteering event of Dongshan Elementary School; number of participants: 3 people. Organized two sessions of butterfly habitat maintenance; number of participants: 67 people. Organized two sessions of Fulong Beach cleaning activity; number of participants: 62 people. My One Acre of Farm Adoption and Farming Experience Activity; number of participants: 42 people. Shinshan Dream Lake mountain cleaning activity; number of participants: 29 people. ATEN Seminar - Ocean Environmental Protection - Protect our ocean together; number of participants: 45 people. ATEN Seminar-Butterfly event sharing; number of participants: 27 people. Sustainability board game workshop; number of participants: 20 people. 	<ol style="list-style-type: none"> Continued to invest a budget over NT\$1 million and labor power for issues related to elderly activities, care for the disadvantaged, and community environment maintenance. Organized more than 15 sessions of volunteer activities. Continued to invite all external stakeholders to participate in relevant volunteer activities organized by ATEN. Expanded the participation of overseas branches in order to allow ATEN to implement CSR in different areas of the world.

[ATEN Volunteer Club Previous Years Activity Statistics]



5.1 Education Care and Cultural Asset Promotion

Education is an essential factor for social advancement and economic growth. ATEN's contribution to social public welfare started at the earliest with a care for education. As the gap between the rich and the poor becomes greater gradually and social issues emerge continuously, in both rural and urban areas, there are children requiring help. We hope that when they face family environment issues or encounter emergencies, they still have sufficient ability and courage to continue learning and growth without any deviation in their morality and behaviors. In addition, the Company also encourages the preservation of intangible cultural assets in response to UNESCO, and supports the activities of traditional folk skills and arts, culture, and literature, etc. unique to Taiwan, in order to allow the unique cultural assets of this land to be preserved permanently.

ATEN has listed the fourth goal of "Quality Education" among the 17 sustainable development goals (SDGs) as a long-term CSR strategy policy, and established the objective of "ensuring equal education, fair and high quality education and lifetime learning".

› Commonwealth "Future Kids" Monthly Magazine Donation to 100 Elementary Schools in New Taipei City

Since 2014, to promote reading habits, ATEN supports and responds to Commonwealth Publishing Group's initiative, "Charitable Delivery of the 'Global Kids Junior Monthly' for Creating a Shared Knowledge Platform for 2,678 elementary schools nationwide". This was the seventh year for the Company to donate the "Global Kids Junior Monthly" journal for a period of one year to elementary schools with relatively small classes in

New Taipei City, in hope of providing assistances for small-sized schools that have relatively few resources. We also hope that this excellent magazine, with its rich contents that cover different subjects including English, math, history, geography, science, humanities, and art, as well as with its use of mandarin phonetic symbols and illustrations to aid learning, will be accompanying these children in growing up happily and helping them develop the habit of reading. For the past seven years, our care and love have spread to 25 townships and districts and 100 schools in New Taipei City, and we have donated 8,400 magazines, moving the hearts of tens of thousands of people.

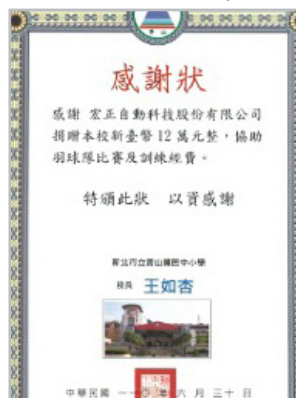
[Number of Benefited People: A total of 20,000 grade 1-2 students from 100 elementary schools in New Taipei City]



5 Active Social Participation

› Sponsored Qingshan Junior and Elementary School Badminton Training Budget

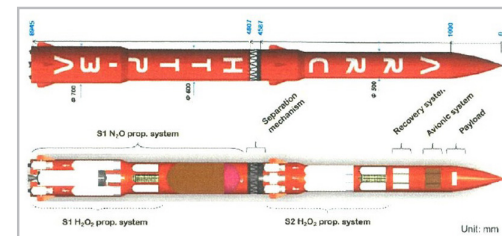
The New Taipei City Qingshan Junior High and Elementary School badminton team, established in 2014, is a key sports development item of the school. Presently, there are more than 70 team members, the number of members having doubled in the last seven years. Owing to the effort of the Principal in seeking a budget and the coach's active training and arrangement for contests, the team was able to achieve remarkable results in numerous types of contests over the past years. In 2021, the team won the 3rd place in the Men's Doubles Division in the New Taipei City Junior High School Sports Games. In addition, the school's application for becoming a key school for the development of badminton in New Taipei City was approved, making badminton an important physical education item for Qingshan Junior High and Elementary School. To allow students in the Xizhi area to participate in badminton activities, ATEN promotes badminton with the badminton team of Qingshan Elementary School. Since 2017, the one-day badminton summer camp and winter camp have been organized at the school during the summer and winter of each year, and the event has received positive recognition from the community. In the future, the Company also plans to organize more sessions, in order to allow all students in Xizhi District to have the opportunity to participate in the event. With ATEN's commitment to the annual sponsorship and promotion of physical education and sports and the dedication of the



Qingshan badminton team sharing the same vision, we organize the Qingshan Cup Qixing District Badminton Invitation Contest jointly with the Qingshan badminton team, attracting more students to participate in badminton activities, thereby promoting this sport that is suitable for all citizens on a greater scale and further creating a sport characteristic for Xizhi District. [Number of benefited people: 108 people]

› Sponsored ARRC Prospective Rocket Project Research Budget

The Company continues to sponsor the rocket project promoted by Taiwan's citizens. The Advanced Rocket Research Center (ARRC) of National Yang Ming Chiao Tung University is a privately-funded institution. In 2012, National Chiao Tung University established the ARRC. Its goal is to promote the aerospace technology development of Taiwan, with research on hybrid rocket technologies, development of specialized components for rocket technologies, and cultivation of talent in the relevant field, in hopes of creating home-grown rockets in Taiwan. In 2021, it launched a 4U cube satellite to perform quantum communication transmission experiment at an altitude of 100km above the earth. ATEN supports ARRC to allow the technology education in Taiwan to head toward the direction of system establishment capability. In addition, during the promotion process, the Company also hope to find ATEN's product and technical capabilities to contribute and to be integrated with such aerospace project. During the staged launch testing process of this project, the Company also donated four sets of its own VE875 Fiber Extender products to assist the lossless transmission of the launch site surveillance screen back to the machine room.



› Donated a Livestream Equipment System to Xiufeng Elementary School

Due to the impact of the COVID-19 pandemic, schools were required to cooperate with the remote online teaching policy of the Education Bureau. Accordingly, to maintain the normal learning activity of students and to reduce the impact of the pandemic on students' learning, ATEN donated one UC9020 unit and three CS22U units for a total of four units of equipment to Xizhi Xiufeng Elementary School, to satisfy their need for the purchase of professional livestream machines and to complete the hardware equipment of the school, thereby contributing to the continued cultivation of the education of the students of Xiufeng Elementary School. [Number of benefited people: 2,200 people]

› Issuance of 2021 "Scholarship for Students in Financial Hardship" and "Emergency Subsidy"

In view of the continuous widening of the gap between the rich and poor in society, as well as the insufficient educational budget for children of learning ages from medium- and low-income families, along with the consideration of other unexpected accidents and incidents that may affect the right to education of the next generation, the Ching-Tang Education Foundation provides "scholarships" and "emergency subsidies" to students in a total of 15 public elementary schools, junior high schools, and senior high schools in Xizhi District, in order to provide some economic support to the students, as well as to encourage students in financial hardship to strive for learning and thereby contribute to society.

[Number of Benefited People: 449 people]



› Donated "Diligent Study Awards" to select graduates from all public schools in Xizhi

To encourage graduate students to head toward another learning stage and to continue to uphold the excellent learning spirit with great performance, the "Ching-Tang Education Foundation" presents the "Diligent Study Award" before the graduation season of each year, and the library coupons and award certificates are provided to outstanding students selected from 15 public elementary schools, junior high schools and senior high schools in Xizhi district. In addition, during the graduation ceremony, schools also praise all students receiving awards publicly. [Number of Benefited People: 107 people]

› Xizhi District Public School Volunteer Thanksgiving Ceremony

To demonstrate our appreciation to volunteers servicing 15 public schools in the Xizhi District for a long time with their own time and effort in order to allow school education to be developed successfully and students' safety to be protected, the Ching-Tang Education Foundation organizes a thanksgiving ceremony at the end of each year in order to demonstrate their appreciation. Volunteers from schools as well as teachers and principals are invited to jointly encourage volunteers and express their appreciation, thereby allowing such education care efforts to continue in the future. We also hope to encourage volunteers with passion to join us for the protection of our children. [Number of benefited people: 248 people]

› Sponsored the "Aletheia University Taiwan Writer Oxford Award"

Taiwanese local literatures need to be preserved and promoted systematically; therefore, the "Ching-Tang Education Foundation" continues to sponsor the "Taiwan Writer Oxford Award" organized by Aletheia University to promote the historical contribution and position of outstanding Taiwanese literature writers, in order to allow more people to understand the beauty of Taiwanese literature and music, and to promote such precious intangible cultural assets. [Number of benefited people: 5,000 people]

5 › Active Social Participation

5.2 Elderly Activities and Care for the Disadvantaged

With the upcoming era of aging society with few new children, we can imagine that the number of elderly people living alone and requiring assistance and accompanying will continue to increase. As the economic growth slows down, and under the environment of insufficient population benefit and low income, the number of disadvantaged groups requiring assistance will continue to exist in the society. "Respect and Care" is one of the corporate core values of ATEN. The Company's corporate social responsibility performance also follows such spirit, in light of providing assistance and care to groups requiring assistance and care in the society in a timely manner. ATEN's Sustainable Development Group members constantly maintain contact with public departments, disadvantaged groups, social welfare groups and elderly care institutions, etc., in order to provide the assistance of corporate volunteers and corporate financial support and resources, so that assistance and care can be provided to disadvantaged groups of elderly, disabled or economically strained families. For the two sustainable goals of "zero hunger" and "good health and well-being" of the SDGs, we also contribute efforts to properly achieve these goals step by step.

›Volunteers for Senior Boccia Sports Federation

Earth Boccia is an official contest of the Boccia Sports Federation, and the sport is suitable to disabled group. In recent years, it has been promoted to seniors. To implement the concept of CSR, the Company participated in 2018 in the preparation works for the Asia Open of the Boccia International Sports Federation (BISFed) organized by the "Boccia Taiwan Sports Federation". In addition to budget sponsorship, the Company also integrated ATEN's professional technology and equipment in order to assist with the live broadcast of the game.



Subsequently, we also invited professional coach of the Boccia Sports Federation to proceed to the "Medical Nursing Home" to participate in boccia sports experience with elderly in order to integrate such sports with the elderly program. The Company also received positive feedbacks from the elderly. In 2021, the "Boccia Taiwan Sports Federation" organized the seventh "Senior Boccia Sports Games", and ATEN also sponsored the proceedings of the games in Taipei. [Number of benefited people: 207 people]



›Blood Donation Activity

Donate a bag of blood to save a life! The employees of the Xiwan Plant of ATEN participated in the blood donation activity organized by the Taipei Blood Services Foundation in 2021 for the second time, with a total of 71 employees participating in blood donation and collecting 120 bags of blood. Accordingly, with the increase of the blood inventory, people with needs may be protected from the shortage of blood that may cause life threatening situation to such people. [Number of participants: 71 people]



5 Active Social Participation

World Peace Organization charity food box.

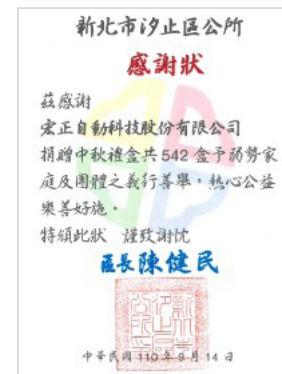
Since hunger and malnutrition due to poverty still occurs at some dark corners of the society in Taiwan, and this could be a great threat to the lives of children and their growth. As the family's economic condition is poorer, the children of such family may suffer greater malnutrition problem. The goal is to allow children of poor economic status to no longer suffer from hunger and have sufficient meals every day, and the Company aims to achieve such goal despite physical factors in the society. Accordingly, the Company continues to collaborate with the "World Peace Organization". In February and August, the Company invited employees to donate foods suitable for children and with an expiration period above 6 months in January. The foods materials included milk powder, cereal, high fiber cookies, noodles, cans, etc., to assist children in poverty and protect them from hunger.



Moon Festival Moon Cake Donation

Before the Moon Festival of each year, the ATEN's volunteer club invites employees to care for the disadvantaged and to subscribe for moon cakes. This year, with the enthusiastic participation of 208 employees of the Company, a total of 542 moon cake boxes were collected. Through the Xizhi and Wanli District Offices in New Taipei City, the love and care of ATEN's employees was distributed to seniors living alone, low-income families and disadvantaged families and children, families requiring urgent assistance, senior centers, high risk families and rehabilitation centers. In 2021, due to the increasing impact of the COVID-19 pandemic, the number of workers with unpaid leave in Taiwan increased dramatically, and a lot of families faced difficult times in their living. After learning of this situation, ATEN immediately contacted the Taiwan Fund for Children and Families to request social workers to provide assistance in the survey of families having difficulties, and also provided family emergency funds to mitigate the burdens of disadvantaged families.

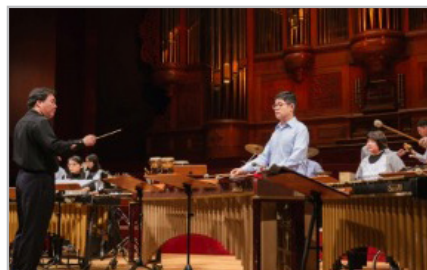
[Number of Benefited People: 942 people]



5 Active Social Participation

› Sponsored the Aurora Percussion Group

The "Aurora Percussion Group" was founded in 2004 by the Vice Director of the Ju Percussion Group, Hung-Chi Ho (Teacher Ho) with members of different disabled organizations including "visual disability", "hearing disability", "handicapped", "mental disability", and "autism", etc. The purpose of the group is to allow the physically and mentally disabled of various disabilities to open their world and to join the crowd through continuous practice and cooperation among team members, such that they are able to develop confidence and receive applause on the stage with their own effort. For over a decade, the group has provided hope to a great number of families, and established a positive educational meaning to the society. Under the passionate leadership of instructor Ah-chi and the hard work of the team members, Aurora successfully made its way to the highest musical stage in Taiwan at the end of 2015—the National Concert Hall. Its outstanding performance has also led the team to receive numerous invitations from different charity organizations and companies. Therefore, not only are the team members able to join the crowd, they can also further spread the positive energy of their persistent efforts to society. Over the past years, ATEN has sponsored the rental expense for the team practice of the Aurora Orchestra in order to provide solid support to the Aurora such that they are able to practice without worries. We will continue to expand further from this foundation based on such concept in order to allow more disabled friends to find their position in the musical field and to recognize themselves again, as well as to allow their families and the world to see the power of a new beginning of their lives. [Number of Benefited People: 300 people]



› ATEN Organized Charity Supply Box Subscription for Patients in a Vegetative State of the Genesis Social Welfare Foundation

The COVID-19 pandemic has affected the lives and jobs of many people, and the fund raising of public welfare organizations has also been affected. The Genesis Social Welfare Foundation upholds the care principle of "Saving one

patient in a vegetative state equals saving a family". It organizes social service works together with kind people in society for patients in a vegetative state, seniors and people in poverty. However, due to the impact of the pandemic, the foundation was unable to perform supply raising activities in different communities, severely affecting its operations. After members of the Volunteer Club of ATEN learned of the situation, they initiated a voluntary employee voluntary donation drive and purchased supply charity boxes. In a short two-week period, 1,930 supply charity boxes were raised to assist the foundation in overcoming these obstacles. [Volunteers Participated: 304 people]



› Meal for Love, One Good Meal Per Month Event

Based on the understanding that patients in a vegetative state cannot move or chew, liquid meals made from rice, eggs, vegetables and meat need to be provided for daily meals, along with high protein needs for nutrients. The food is provided through a nasogastric tube, in order to maintain the patients' physical health. Patients in a vegetative state require six meals a day, meaning that the meal cost can be high for caregivers. ATEN provides one afternoon snack to employees during the afternoon time of each month; therefore, the Volunteer Club initiated the meal-to-meal event and donated NT\$100 per person to the Genesis Social Welfare Foundation. The event received a great response from employees, and nearly a hundred employees participated in the event every month. [Volunteers Participated: 310 people]



5 Active Social Participation

› Donated Medical Equipment to Hospitals During Severe COVID-19 Pandemic Period

In the middle of May 2021, the COVID-19 pandemic worsened and the epidemic control level in all of Taiwan was raised to Level 3. As both Taipei City and New Taipei City were high risk areas, ATEN contacted New Taipei City Hospital Sanchong Branch and donated medical equipment such as high flow nasal cannula systems, respirators and bone needles. With the donation of medical devices, the Company hoped to contribute efforts to assisting first-line medical services, to support Taiwan in the fight against the COVID-19 pandemic and to overcome the crisis together.



› Care for Seniors Living Alone, Delivery of Year-end Charity Goods with Warmth

ATEN has for a long time cared for disadvantaged groups, in particular for the needs of seniors living alone. At Lunar New Year's Eve, ATEN's Volunteer Club engaged in cooperation with the Heng Chun Christian Hospital for the "ATEN and Heng Chun Delivery of Chicken Soup for Seniors Living Alone". With the enthusiastic participation of Director Tung and employees of ATEN, 516 seniors living alone in Taiwan received chicken soup for Lunar New Year in order to deliver warmth to seniors for a joyful and healthy Lunar New Year. [Volunteers Participated: 244 people]

5.3 Community Environment Maintenance

› Xizhi Dongshan Elementary School Environmental Volunteers

The "Dongshan Elementary School" located in the Xizhi mountain area of New Taipei City is a relatively remote small elementary school at Xizhi and is adjacent to the Xiping express way connecting Xizhi and Pingxi river. The school has only

about 70 to 80 students. Despite its small scale, since its establishment in 1927, the school has a history of nearly a century. In recent years, the school has actively developed characteristic courses of ecology, arts and culture, reading and living, etc. In 2021, environmental maintenance and repair of the school was planned before the Lunar New Year. After discussion with the school management, ATEN's volunteers used their weekends and holidays to assist the school to perform environmental maintenance in order to allow students to have a brand-new school house and new classrooms that were neat and clean. [Volunteers Participated: 3 people]



› Fulong Beach Cleaning Activity

Since 2012, ATEN has adopted a 360m stretch of the beach in front of the Fulong Dongxing Temple in Gongliao District, New Taipei City, from the "Northeast and Yilan Coast National Scenic Area Administrative Office, Tourism Bureau, MOTC". It is the tenth year for the Company to continue its commitment to the environmental protection of Earth. During the one-time beach cleaning event every quarter, we also exert our influence and invite instructors from the Society of Wilderness to lead the volunteers to perform beach cleaning via proper methods during the process. We further hope to manage the sources of waste and reduce waste at the sources, and to promote environmental protection concepts on how to reduce the impact of people's living on the environment. [Volunteers Participated: 64 people]



5 › Active Social Participation

› Shinshan Dream Lake Habitat Protection Activity

At a mountain area of Xizhi District, New Taipei City, there is a beautiful lake named "Dream Lake", at an altitude of 325m with great scenery, a quiet environment, and pure water, but it is in a remote area with limited transportation access. The lake's surface is not large, but a protected fish species called "rasborinus formosae" lives in the lake, and the lake also has a species of carnivorous plants named "utricularia aurea lour" capable of catching wigglers. The area is also home to more than 40 species of dragonflies and damselflies. Despite the lake's small size, it contains a rich ecological environment that needs to be protected properly. In the past, ATEN has organized mountain cleaning volunteer events numerous times, and a great number of garbage and waste disposed by people were cleaned and removed.



From the discussion and interaction with the Society of Wilderness, we found a relatively serious problem that the mud scorned down from the new mountain had caused the area of the Dream Lake to become smaller year after year. If such problem was not overcome, the lake would disappear and become a land field that could jeopardize the existence of species in that area. To continue fulfilling corporate responsibility for

environmental protection, we collaborated with the professional instructors and volunteers of the "Society of Wilderness" to perform environmental protection work such as dredging, sediment pond repair and hand-made walkway construction in October 2021. With the effort of 29 ATEN's volunteers, we successfully allow the newly constructed sediment pond to function properly. During the process, despite the hard work, we believe that under the routine care and maintenance, it will be able to effectively control the mud sediment

speed, thereby providing opportunity of adjustment and care to the special species and ecological environment at the Dream Lake.

[Volunteers Participated: 39 people]

› My One Acre of Farm Adoption and Farming Experience Activity

Paddy fields have multiple values to the society in Taiwan, and such fields provide not only food but also conserve groundwater due to the planting of paddy, thereby preventing land subsidence, regulating climate and beautifying village landscape.

Paddy fields with the use of "non-toxic cultivation" agricultural methods can become temporary protective places for waterfowl and aquatic animals in order to increase the richness of the ecology. Since 2017, the Company has adopted the paddy fields in Yilan farms through "contracting" for the fourth year, to give employees and their relatives the opportunity to touch the earth and experience farming as well as to contribute their efforts to the paddy fields adopted by us. The Company further invites employees to the field for the agricultural experience of seeding and harvesting with rice farmers. In addition to using their own hands, employees also have the opportunity to ride on the seeding machine and harvester and to experience the efficiency of mechanized cultivation. Through the seeding and harvesting experience activities, we look forward to achieving the CSR multiple purposes of environmental knowledge education, care of land and promotion of employee relationship. During the activity process, in conjunction with explanation, parent-children activities, and local cuisine, everyone is able to get close to the land and to enjoy the beauty of the earth. The Company also arranged the gifts of rice harvested from the event as holiday gifts to employees. The Company also received great response and feedback from the participating employees and relatives.

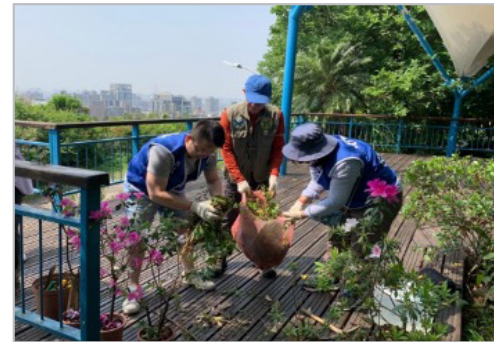


[Volunteers Participated: 47 people]

5 › Active Social Participation

› Butterfly Habitat Protection, Planting and Weed Removal, Sustainable Home for Butterflies

The Jiannan Butterfly Garden and Jiannan Butterfly Trail in Neihu, Taipei City is one of the few butterfly conservation zones in the area of Taipei City, and its rich butterfly ecological resources have made it become the best place to conduct ecological education in the region of Yangming Mountain of Greater Taipei. ATEN's volunteer club cooperated with the "Butterfly Conservation Society of Taiwan" for the ninth year. In addition to sponsoring parts of the budget, two butterfly habitat protection activities are arranged annually. Under the leadership of the volunteers of the society, ATEN's volunteers and their families clean aggressive and hazardous foreign plants, plant nectariferous plants, and insert plant description signboards in the area on weekends. Under the leadership and explanation of the Butterfly Conservation Society, participants are able to learn about different butterfly species and the ecological environment necessary for the growth of butterflies. In addition, participants are able to experience the types of aggressive foreign plants, for example how mile-a-minute weed can cause severe damage to nectariferous plants in the habitat. Ecological environmental protection is sustainable work, and a lot of employees bring their children to participate in the social volunteer activities so that they are able to not only enhance their parent-child relationships but also gain rich knowledge about butterfly ecology and environmental protection. Consequently, we are able to cultivate the next generation of pioneers in environmental protection in order to continue to exert greater efforts in environmental sustainability. [Volunteers Participated: 67 people]



The Society of Wilderness has contributed efforts in the environmental protection of Taiwan and the world for a long time through environmental education and habitat protection, and also organizes the "Environmental Action Forum" to provide environmental protection action experience sharing and exchange with various sectors. It is hoped that through sharing, different creative and action plans can be stimulated. In 2021, ATEN assisted in the northern district initial election livestream work of the seventh year of the "Environmental Action Forum", and professional volunteer staff assisted the event to integrate professional technologies with media livestream equipment, in order to complete the event planning and equipment architecture work. With the livestream equipment UC9040 developed in-house by ATEN and relevant media equipment, the Company successfully assisted in the northern district initial election live broadcast work of the seventh year of the "Environmental Action Forum", and the professional performance and equipment operation of the on-site volunteer staff also received a positive response from the partners attending the event.



Ch6

Environmental Commitment

**6.1 Environmental Sustainability
Commitment**

**6.2 Green Sustainable Product
Commitment**

**6.3 Climate Change Response
Actions and Risk Management
Assessment**

**6.4 Environmental Sustainability
Management**




**6.5 Greenhouse Gas Inventory
Management**

Major Topics

Environmental Friendliness, Green Products

> Significance of Environmental Protection for ATEN and ATEN's Key Contribution to SDGs

Climate change impacts the life of mankind and the global ecological environment, which is an important issue considered seriously by societies worldwide. To cope with the climate change, countries are facing the dilemma between economic growth and environmental sustainability, which is indeed a tough challenge to all of us. In addition to continuous monitoring of climate change trends and compliance with environmental protection laws of the government, ATEN also tracks the development and response actions of various countries to such issues, while also continuing to expend efforts in energy saving and carbon reduction, along with active implementation of environmentally friendly actions. Under the process of continuous pursuit of ecological environment protection and balanced sustainable development, ATEN seeks to use technology innovation to develop energy saving products, and through quality improvement, reduction of manufacturing cost, reduction of production line process in order to increase product competitiveness, thereby strengthen the ability to cope with climate change and to expand the influence of ATEN. Furthermore, the Company also guides the suppliers in the establishment of a green supply chain jointly in order to reduce the climate risk and impacts faced by the Company operation.

	<p>With the use of a continuous consumption and production model, the generation of waste can be greatly reduced through prevention, reduction of emissions, recycling, and reuse. [Corresponding to SDGs Sections: 12.4, 2.5]</p>
	<p>Adopt emergency actions to cope with climate change and its impacts, strengthen the education and promotion related to mitigation, adaptivity of climate change, as well as reduction of impacts and early warning, etc., thereby enhancing the ability of personnel and institutions on such issue. [Corresponding to SDGs Section: 13.3]</p>
	<p>Protect, recover, and promote the continuous use of territorial ecosystems in order to continuously manage forests, prevent desertification, prevent and change land deterioration, and suppress the loss of biodiversity. [Corresponding to SDGs Sections: 15.1, 15.2, 15.4]</p>

› Responsible Units

ATEN Sustainable Development Committee - Green Operation Group

› Management Mechanism

Passed ISO 14001: 2015 version of environment management system certification.

Passed ISO 14064-1:2018 greenhouse gas external inspection, tracking of greenhouse gas emissions.

› Commitment, Actions, and Goals

Commitment	2021 Execution item	2021 Execution Outcome	Future Goals and Actions
Greenhouse Gas Inspection	Conducted ISO 14064-1 greenhouse gas external inspection.	Passed 2020 & 2021 ISO 14064-1 external inspection.	<p>Through review, we established the carbon reduction goal and energy saving goal to be as follows:</p> <ol style="list-style-type: none"> 1. Electric current density reduced by 1% from the previous year. 2. Personal water usage carbon emission reduced by 1% from the previous year. 3. Simplify structure and facilitate disassembly design to reduce fixation points by 10%. 4. Continue to use lightweight material for 10%. 5. Product energy saving with reduction of power consumption by 5%.
Monitor energy use, implement energy saving and carbon reduction	Monitor energy risk and promote as well as implement energy saving and carbon reduction projects.	<ol style="list-style-type: none"> 1. In 2021, the power consumption intensity was 6.97 (power consumption in thousand kWh/number of employees). 2. In 2021, the water usage carbon emissions per person were 4.25 (total average cubic meters of water usage per person * water usage carbon emissions per person (KgCO₂e)/m³). 	
Implement Environmental Protection Laws	Paid attention to RoHS and REACH regulation updates and conflict material investigation	<ol style="list-style-type: none"> 1. Continue to update the requirements for compliance with the regulations of the 219 REACH SVHC items for suppliers. 2. Continue to update RMI_CMRT 6.1 "No Conflict Mineral Report Public Survey". 	
Green Product Design	Design for Lightweight Products with Maximized Performance	<ol style="list-style-type: none"> 1. Simplified structure and easy-to-disassemble design: The VE1801_1901AUST panel uses a locking hook structure to replace the fixation structure, reducing the number of fixation points by 22%. (reduced from 9 originally screws to 7 screws for fixation). 2. Use light-weight material: The PE1224SA series of models uses light-weight material (AL), reducing the overall weight by 35%. (Original 2,460g ==> 1,600g). 3. Product energy saving: UC9020-CR with fanless cooling design, capable of reducing product output power by 5.9%. (Original total power consumption of 29.9W, a decrease of 1.75W in output power consumption). 	

6.1 Environmental Sustainability Commitment

ATEN is a leader in global digital information sharing, and upholds “Simplification and Technology Sharing” as the brand’s core spirit, focuses on care for “Humanity and Land”, and adopts a philosophy of “Creating emotional links between people and the environment as well as between people and the world”. In consideration of industry trends and climate change response issues, ATEN adopts environmentally friendly actions based on the concept of technological research capabilities and green product design in order to continuously develop products capable of reducing energy resource consumption, in hope of utilizing innovative thinking and technologies to head in the direction of green, energy-saving, environmental protection, and the promotion of overall welfare of mankind.

To cope with global climate change, ATEN has implemented environmental sustainability into the Company’s DNA. We are committed to responsive actions for climate change, and we will continue to implement energy management, water resource management, pollution prevention, supplier environmental protection performance, green products, chemical substance management, environmental protection regulatory compliance, and external environment impact risk control in order to continue to improve the environmental analysis and environmental management solution controls, to actively establish and implement effective mitigation and adjustment policies. Therefore, through systematic management and monitoring of energy resources and periodic reviews by senior managers, the Company is able to make further progress toward the commitment to continuous improvement and emissions reduction.



› Environmental Sustainability Management Policy

The environmental policy of ATEN International Co., Ltd. refers to the mission and philosophy for social responsibility and environmental protection. During the process of seeking the protection of the overall ecological environment and sustainable development, in addition to the improvement and breakthrough of technologies, we also adopt a rigorous attitude to actively promote relevant activities of the environmental management system, implementation of social responsibilities for pollution prevention, creation of an excellent working environment, protection of physiological and mental health, fulfillment of legal responsibilities, social obligations, and environmental protection. In addition, the following commitments are also treated as the highest directives for the Company's environmental management decision making:

1. Implement environmental protection laws:

Auditing the implementation of directives related to protecting the environment, and abiding by the environmental regulations and requirements of supervisory agencies.

2. Exploit resource creativity:

Use renewable resources effectively, reduce waste production, and minimize pollution to the environment and energy consumption.

3. Continue green production:

Regularly carrying out inspections and audits to ensure the proper execution of the environmental policy and continuous improvement, in order to protect the green global village jointly.



› Energy Sustainability Management Policy

To fulfill our responsibility for sustainable development, ATEN is dedicated to energy saving and carbon reduction, and complies with relevant laws, green product design and continuous improvement in order to achieve the effect and goal of energy saving. With our commitment to environmental protection, our methods for implementing environmental friendliness continuously are as follows:

1. Periodic review of goals:

Periodically convene management review meetings to review the energy usage condition.

2. Improve equipment efficiency:

Periodically perform maintenance and care to seek methods for energy saving and improvement measures of greater effectiveness.

3. Purchase energy saving products:

Make priority purchases of products equipped with an energy saving logo, Energy Star, and energy-saving facilities, etc.

4. Improve employee concepts:

Promote and educate energy saving concepts to all employees.



› Green sustainable product policy

While facing the threats of environmental hazardous substances to the earth and human health, global consumers and all governments emphasize and pay attention to the development of such issue. Accordingly, ATEN actively promotes the green supply chain management in order to provide green products without hazardous substances, which is the goal and commitment we continue to execute persistently.

➤ Social Responsibility Code of Practice

Environmental Protection: The Company complies with national environmental protection laws, and the environmental aspect of management is as follows:

1. Energy reduction management:

The energy used by ATEN is mainly supplied by Taipower. In the past, the Company adopted the method of process control to reduce the energy consumption of the manufacturing process for a long time. In recent years, we have increased the promotion of energy saving for processing equipment, and continued to introduce energy saving and efficiency improvements for air conditioning, as well as process optimization management solutions. Through the continuous promotion of various energy saving measures and management solutions, we expect to reduce power consumption and the impact on the environment.

2. Greenhouse gas management:

The Company is committed to reducing energy consumption and greenhouse gas emissions, and has established an internal inventory mechanism according to the ISO 14064-1 international standard, in order to actively perform voluntary greenhouse gas emission inventory operations. The Company continues to invest in energy saving plans and the improvement of energy utilization in order to reduce the overall impact on the environment, thereby reducing greenhouse gas emissions.

3. Water resource management:

In addition to the internal implementation of water saving measures at the Company, ATEN has also installed taps equipped with the "Water-Saving Logo" in all of the hand-washing facilities of the Company, and promotes a spirit of saving at the source for the continued promotion of water saving measures, and to educate employees about the concept of water saving. In addition, "Save Water" slogans are posted in all faucet areas to remind employees to implement and cooperate accordingly, thereby reducing the consumption of water resources.

4. Raw material use management:

We work together with our supply chain partners to jointly strive to minimize the impact on the environment in producing our products and to reduce resource use and pollutants caused by production. We are committed to increasing the efficiency of raw material usage and reducing the amount of materials necessary for packaging and shipping.

5. Hazardous chemicals and operating environment hazardous substance concentration management:

The Company strictly complies with laws related to occupational safety and health and environmental protection in order to prevent any impacts on safety and health and major impacts on the environment that may occur during the operation process, by ensuring the purchase, use, storage and labeling of hazardous chemicals. Furthermore, the Company also annually entrusts professional qualified contractors to perform monitoring of hazardous substance concentrations in the air at the workplace.

6. Waste recovery and disposal:

The manufacturing operation of the Company mainly relates to the assembly of electronic products. Harmless industrial waste such as tin dross, waste plastic, waste paper and mixed hardware, etc. generated is handled by professional and qualified processing vendors to perform recycling and reuse, followed by manufacturing it into various recycled products for further circular use in other industries.

7. Exhaust emission management:

For the exhaust emissions of company vehicles, vehicles entering the public area parking lot are required to turn off their engines as soon as possible in order to reduce exhaust emissions. In addition, the air circulation is enhanced with the installation of ventilation equipment and exhaust fans at the parking lot. Furthermore, periodic maintenance of company vehicles is required to be carried out, and vehicles are inspected according to the regulations of the vehicle supervisory station, to inspect whether the exhaust gas complies with standards. The manufacturing process of ATEN involves no stationary air pollution source emissions, and there is no emission of nitrogen oxides (NOx), sulfides (SOx), and other air pollutants. In addition, the Company's products do not use any ozone-depleting substances (ODS).

8. Provision of eco-products and services:

With regard to the method of providing eco-products and services, the Company utilizes technical capabilities in research and development and green product design concepts to optimize material selection, light-weight design and performance, in order to achieve reductions in product heat generation and equipment space and save energy through research and development design.

9. End of product life cycles:

The Company adopts products with simplified structures and easy-to-disassemble designs for product recycling or the use of eco-friendly materials. In addition, the Company also bears the manufacturer's responsibility for material recycling, in order to reduce the negative impact on the environment and ecosystem.

6.2 Green Sustainable Product Commitment

Regarding the protection of the ecological environment and implementation of the corporation's green responsibility, in addition to ensuring that products and operations comply with the international standard WEEE codes and environmental protection regulatory requirements, ATEN believes that proper source control is the first factor in mitigating the environmental impact. We are committed to adopting the design facilitating recycling and environmental protection from the stages of raw materials acquisition from the green supply chain to the final disposition of products as well as products sold in the market complying with the environmental protection regulatory requirements of different countries. For products sold in the EU, we also bear the recycling responsibility for the manufacturers, and implement various preventive green management measures, in order to reduce negative impacts of product design production and usage process on the environmental ecology.



Through the practical action of developing environmentally-friendly green products, and through the green design, green purchase, green production, and green education management platform, we are able to convey the green concept of ecological protection and care for the earth, in hope of jointly realizing the green commitment of the Company, employees, and suppliers.

› Product Free Hazardous Substance Control Management Measures

To fulfill the responsibility of a global citizen, we integrate the corporate core values and the management directives as follows:

- 1. Integrity:** Purchase green raw materials, implement green production.
- 2. Caring:** Promote environmental protection education, strengthen environmental protection awareness and goals for all employees and suppliers, in order to achieve the goal of the Company's sustainable operation.
- 3. Ambition:** Comply with environmental protection regulations and customer requirements, become customers' best green product partner.
- 4. Novelty:** Design green products and emphasize products without hazardous substances.

› Comply with International Product Environmental Regulations

To ensure that the production process and products comply with the international regulations and customers' environmental protection requirements, ATEN continues to pay attention to international environmental protection codes and directions. Through irregular updates of hazardous substance restricted use control standards and the establishment of the "Hazardous Substance Restricted Use Management" project, we clearly specify the product hazardous substance usage standards and environmental protection related control requirements, in order to ensure that all products can comply with the requirements, demonstrating ATEN's commitment to corporate social responsibility.

6.3 Climate Change Response Actions and Risk Management Assessment

Climate change impacts the life of mankind and the global ecological environment, which is an important issue considered seriously by societies worldwide. ATEN believes that the Company is certainly affected by climate change, and shall also actively bear responsibility for mitigation of the impact. In the "Environmental Sustainability, Energy Sustainability, and Green Sustainable Product Management Policy" approved by the Chairman, it states that responsive actions to climate change are the Company's responsibility for sustainable operation.

Through active participation in various domestic environmental sustainability related activities and understanding, including issues related to the environment of concern of stakeholders of the government, investors, customers, and the general public of society, the risks and opportunities of various types of major environmental protection issues are identified. In the future, the Company will continue to pay attention to climate change trends and the response actions adopted by the government of Taiwan, in order to comply with the environmental protection regulations of the government, to actively adopt



environmentally-friendly actions, and to guide suppliers to jointly establish a green supply chain, thereby reducing the risks and impacts of climate change of the Company's operation.

› Task Force on Climate-Related Financial Disclosures (TCFD)

Presently, climate change is the most important issue, which is not only an environmental issue but also a common social issue for humankind. In 2021, ATEN performed the analysis according to the Recommendations of the Task Force on Climate-Related Financial Disclosures (referred to as "TCFD") on the financial impact that may be caused by climate change and also disclosed response strategies for the future.

Governance

ATEN continues to monitor domestic and foreign issues related to sustainable development and climate change, and establishes specific sustainability plans. With the Sustainable Development Group established under the "ATEN Sustainable Development Management Committee", risks associated with climate change are assessed and relevant policies and mitigation plans are established. In addition, reports are also periodically submitted to the "ATEN Sustainable Development Management Committee", the highest level organization for ATEN's sustainable development management.

Strategy

ATEN's Sustainable Development Group assesses the impact of the possible risks and opportunities associated with climate change on the Company's business operation and financial status according to the time of occurrence and level of impact. In addition, the Company also closely monitors the opportunities for products associated with greenhouse gas emissions so that during the product design, the possible impacts on the environment are considered, in order to reduce carbon emissions in each stage. With regard to the operations of the Company, the energy use efficiency will be increased continuously and solar power generation stations will be constructed at the available spaces of the facilities, in order to further increase the utilization of renewable energy.

Risk Management

ATEN's Sustainable Development Group has completed the establishment of a climate risk identification and risk list according to the climate risk management, and it is also reported to the ATEN's Sustainable Development Committee for continuous monitoring and management.

6 Environmental Commitment

Transformation Risk

ATEN continues to monitor domestic and foreign issues related to sustainable development and climate change, and establishes specific sustainability plans. With the Sustainable Development Group established under the "ATEN Sustainable Development Management Committee", risks associated with climate change are assessed and relevant policies and mitigation plans are established. In addition, reports are also periodically submitted to the "ATEN Sustainable Development Management Committee", the highest level organization for ATEN's sustainable development management.

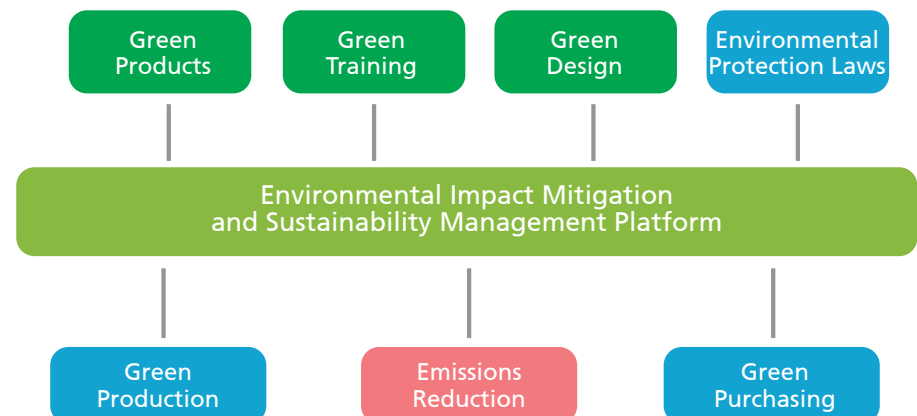
Type	No.	Risk Description	
Transformation Risk	Carbon Tax/ Renewable Energy	Since the law specifies that payment of fees is required for the greenhouse gas emissions generated during the business operation of companies, while additional fees will also be incurred for the use of renewable energy to reduce the greenhouse gas emission,	the Company will actively increase the energy use efficiency and will construct solar photovoltaic plants at the Company's facilities, in order to reduce the amount of externally purchased renewable energy.
Transformation Risk	Requests of Stakeholders	In the event where the Company fails to act properly in response to sustainable development such that the corporate image is affected and stakeholders are unwilling to cooperate with the Company, the business performance of the Company may be affected.	The Company will continue to maintain communication with the outside via relevant platforms such as the sustainable development report and the website, in order to communicate the operation and influence of the Company with respect to sustainable development.
Opportunities and Risks	Low carbon alternatives for current products and services	In view of the international target of zero carbon emissions, customers have started to pay attention to demands for low energy consumption when choosing products. If no relevant low carbon emission products can be provided, business performance may potentially be affected.	During the product design, the possible impacts on the environment are considered, in order to reduce the carbon emissions in each stage.
Physical Risk	Flooding	With the concern of heavy rainfalls or rising sea levels due to the impact of the extreme climate, business locations will face the risk of flooding that may cause interruptions of operations and related financial loss.	According to the disaster potential trend analysis of the National Science & Technology Center for Disaster Reduction, presently, the probability of heavy rainfall and flooding at the main business locations of the Company in Taiwan is low. Nevertheless, its impact will continue to be monitored in the future.
Physical Risk	Increase of average temperature	With regard to the increase of the average temperature caused by the impact of the extreme climate, business locations of the Company will consume greater amounts of electricity for the air conditioning such that it may affect the business operations financially.	According to the scenarios of the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), the main business locations of ATEN in Taiwan are analyzed, and the result indicates that the increase of the temperature will cause an increase of electricity fees. However, under the global trend of zero emissions, ATEN will continue to improve the energy efficiency of air conditioning equipment.

Indicators and Goals

Climate key indicators tracked by ATEN include: energy, carbon emissions, and water resources. In addition, the Company continues to inspect possible impacts and performance of each stage of product life cycles on the environment, in order to continuously improve all aspects of the operations and business and to realize a concrete contribution to environmental sustainability.

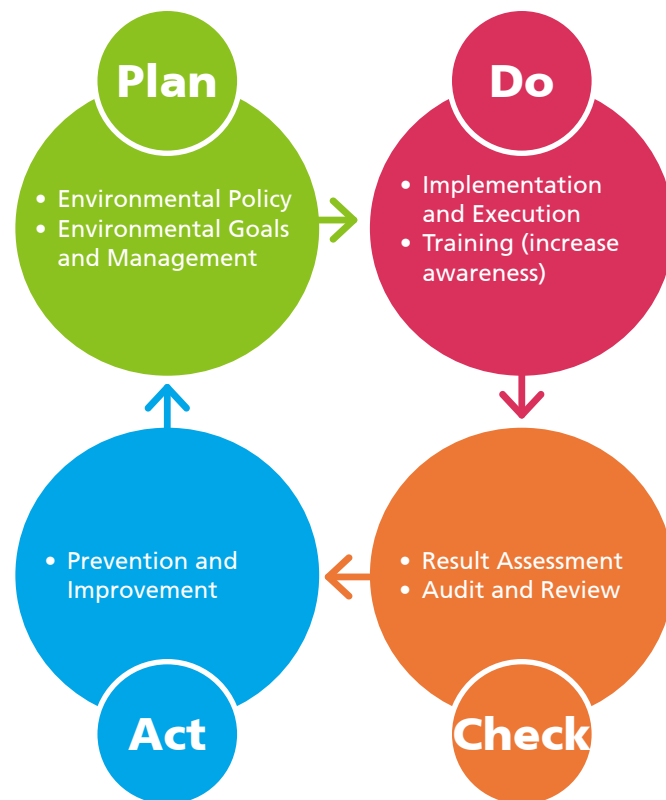
Reduce Environmental Impacts

To effectively mitigate environmental impacts, in addition to active implementation of energy saving and carbon reduction mitigation measures, ATEN also continues to pay attention to various environmental issues and monitors the global climate change trend and environmental impact closely. Through the "Environmental Impact Mitigation and Sustainability Management Platform", the Company periodically identifies relevant risks of climate change, and adopts energy saving and carbon reduction actions to mitigate the climate change and environmental impact. With continuous monitoring and analysis, implementation of policy and establishment of various standard procedures, the Company executes relevant activities of periodic environmental audits and reviews, etc. according to the annual plan, thereby achieving various goals for energy saving and carbon reduction as well as reducing the impact on the environmental climate.



6.4 Environmental Sustainability Management

ATEN periodically identifies climate change related risks according to the "Environmental Impact Mitigation and Sustainability Management Platform" in order to establish the organization's internal operation countermeasure standards for environmental changes caused by extreme weather and possible critical factors affecting operations. We adopt the P-D-C-A cycle to perform normalization management in order to achieve the environmental protection goals of energy saving and carbon reduction.



Environmental Management System Achievement

In 2006, ATEN introduced the ISO 14001 environmental management system, and in November 2017, we obtained the ISO 14001:2015 version of environmental management system verification. We have started the implementation of greenhouse gas inventory operations since 2010, and at the same time, we also established an internal inventory mechanism according to the ISO 14064-1:2018 greenhouse gas inventory standard, in order to actively perform voluntary greenhouse emission inventory operations and environmental management, as well as related environmentally friendly activities. We continue to adopt energy saving plans and energy usage improvements in order to reduce overall environmental impacts, implement pollution prevention, and improve environmental performance and employees' awareness of environmental protection. Through the participation of all personnel and the commitment of the Company, we expect to achieve the goals of environmental protection and corporate sustainable development.

ISO 1464-1 Greenhouse Gas Inspection Declaration

The image shows a detailed ISO 1464-1 Greenhouse Gas Inspection Declaration form. It includes sections for:

- Company Information:** ATEN INTERNATIONAL CO., LTD., 3F, NO. 125, SEC. 2, GATUNG RD., KIDDA DISTRICT, NEW TAIPEI CITY, TAIWAN.
- Declaration:** A statement of compliance with the ISO 1464-1 standard.
- Inspection Results:** A table detailing the inspection findings, including categories like "Greenhouse Gas Emissions" and "Energy Consumption".
- Signatures:** Spaces for the signatories of the company and the inspection body.
- Notes:** Additional information and remarks related to the inspection.

6 Environmental Commitment

► Resource Management Achievement

According to the energy monitoring and inventory taking result, the energy used by ATEN is mainly supplied by Taiwan Power. In the past years, the Company has adopted the method of process control to reduce the energy consumption of the manufacturing process for a long time. In recent years, we have greatly promoted the energy saving of processing equipment, and continue to introduce air conditioning energy saving and efficiency improvements, as well as process optimization management solutions. Through the continuous promotion of various energy saving measures and management solutions, we expect to reduce power consumption and impact on the environment.

Strategies and Goals	
Slowing Climate Change	Promote various energy saving measures and management solutions with best efforts, reduce energy consumption and impact on the environment.
Cope with Climate Change	<ol style="list-style-type: none"> 1. Establish process control methods, reduce power consumption generated due to process waiting and pending. 2. Promote process equipment energy saving, introduce power saving equipment (T5 and LED lighting fixtures). 3. Improve efficiency management solutions (air conditioning energy saving). <ul style="list-style-type: none"> - Increase cold water temperature, reduce energy consumption for cold water production. - Reset host machine start and stop time, turn on at a later time and turn off at an earlier time.
2021 Achievements	<ol style="list-style-type: none"> 1. The overall power consumption was 4,897.93 thousand kWh (equivalent to 17,632.534 megajoule), an increase of 6.04% from the last year. Such increase was mainly due to the additional installation of machines and equipment for the expansion and construction of the new warehouse at the Xiwan Plant. The Company will continue to enhance the monitoring of the management plan. 2. The power consumption intensity was 6.98 (power consumption in thousand kWh/number of employees), an increase from the last year. 3. The greenhouse gas emission carbon emission intensity was 0.798, an increase from the last year (ton CO2e/year/parent company only financial statement revenue in NT\$ million). 4. The overall water consumption amount was 19878.43 m³, a decrease of 11.59% from the last year. The Company will continue to promote water saving measures and promote the concept of water saving to all employees. 5. The water usage carbon emissions per person were 4.25, a decrease of 9.18% from last year (total average cubic meters of water usage per person * water usage carbon emissions per person (KgCO2e)/m³). 6. The total cubic meters of water usage was 5.91, a decrease of 13.84% from last year (total water usage degree/parent company only financial statement revenue in NT\$ million).

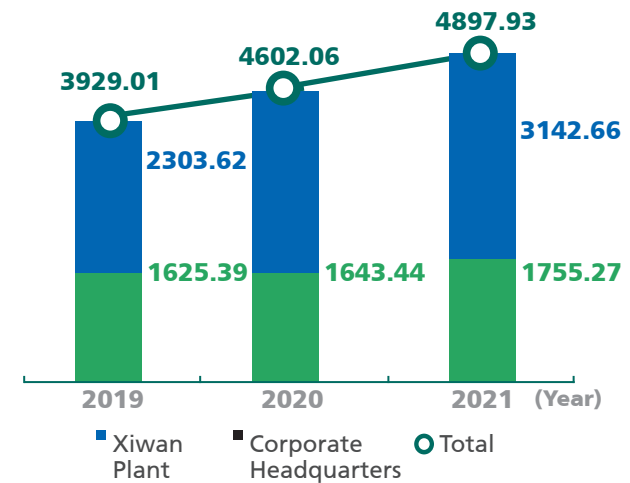
Note 1: Energy consumption was calculated based on the electric bill standard of Taiwan Power Company

Note 2: 1 kWh of electrical energy = 1kW x 1hr = 1000W x 3600 sec = 3.6 x 10⁶ joule

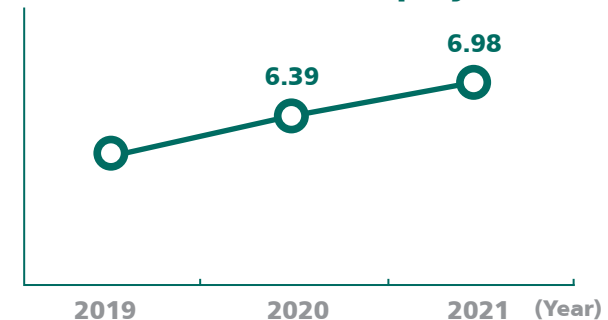
Note 3: 1 m³ of water = 1,000 L = 0.001 ML

Headquarters and Xiwan Plant Power Consumption

(Unit: in thousand kWh)



Energy Intensity (power consumption in thousand kWh/number of employees)



Note: Energy intensity refers to the ratio between the power consumed internally and the number of employees

6 Environmental Commitment

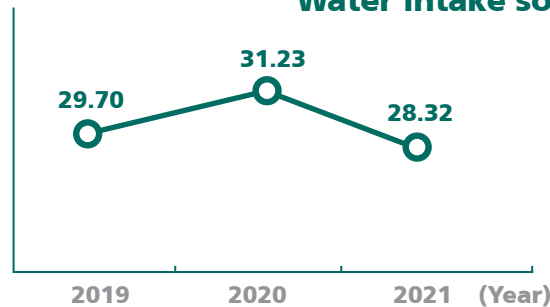
During ATEN's operation and production, although there is no need to use process water, the Company still understands that climate change and global warming are causing water resources to be reduced, which is another important environmental impact that will be faced by mankind in addition to the current energy saving and carbon reduction. The water intake of the headquarters and Xiwan Plant is provided by the third-party water company, and it is mainly used for the cooling water tower, cafeteria, living water consumption and toilets. The total water intake of the headquarters and Xiwan Plant is 19.87 ML. To protect the water resource and to achieve corporate sustainable operation, in addition to the information of water shortage, the internal of the company implements the water saving measures, ATEN has also installed taps equipped with the "Water-Saving Logo" in all of the hand-washing facilities in the Company, and promotes the spirit of saving the source in order to continue to promote the water saving measures, and educate employees about the concept of water saving.

Regional Water Pressure Assessment:

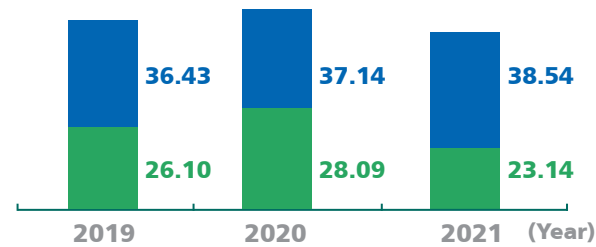
To further understand the water source pressure and water usage risk of each plant site, ATEN utilizes the water risk assessment tool developed by the World Resources Institute (WRI) in conjunction with the Taiwan water resource distribution status, such as indicators like the water source stability, regional supply-demand ratio, for the assessment of the Xizhi area. After assessment, the plant sites of ATEN were found not to be within a high risk water resource area, and they have been identified to be at a low risk level.

Taiwan - Xizhi area (assessment item)	WRI water consumption level	Water source stability	Regional supply-demand ratio	Overall risk assessment
Risk level (high, medium, low)	Low	Low	Low	Low

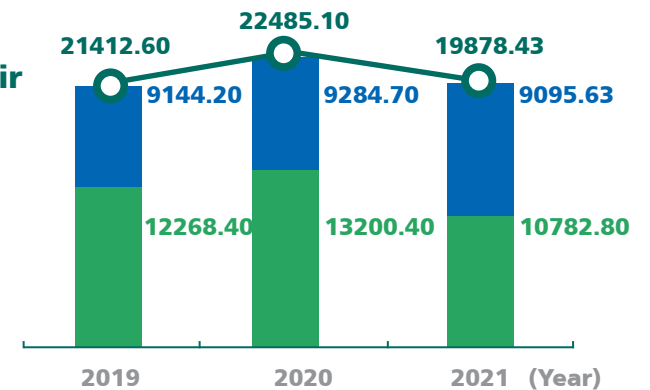
Water intake source: Xinshan Reservoir and Feitsui Reservoir



○ Total Average Water Consumption per Person (unit: cubic meter)

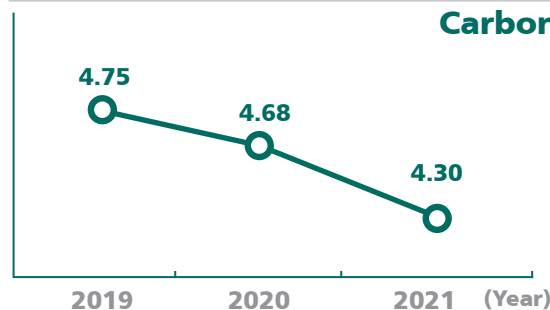


■ Average Water Consumption Per Person at Headquarters
■ Average Water Consumption per Person in the Xiwan Plant (unit: cubic meter)

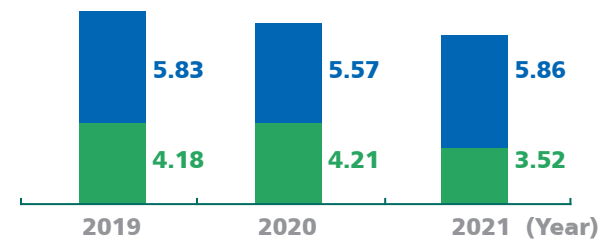


■ Xiwan Plant
■ Corporate Headquarters
○ Total

Carbon emission quantity at each plant site



○ Total CO2 Emission Equivalent Amount per Person (unit: KgCO2e)



■ Xiwan Plant CO2 Emission Equivalent Amount per Person (unit: KgCO2e)
■ Headquarters Water Consumption CO2 Emission Equivalent Amount per Person (unit: KgCO2e)

Note 1: The carbon emission standard uses the CO2 emission equivalent amount for each cubic meter of water consumption provided by the Taiwan Water Corporation in 2020, the latest value being 0.152 kgCO2/m³.
Note 2: Third-party water includes tap water and reclaimed water; the tap water is provided by the local water company, and its source is surface water and is fresh water (≤1,000 mg/L total dissolved solids).

>6.4.3 Green Product Design

ATEN is a global leader in the field of digital information sharing. For a long time, the Company has developed various new and novel electronic information products. With core technologies as the foundation, the Company implements technology research capabilities and the concept of green product design along with environmentally-friendly actions in order to continue to improve energy efficiency, thereby achieving the green product goals of product energy saving, improvement of product quality, reduction of manufacturing cost, and shortening of production line processing time, etc.

Green design "Design for Lightweight Products with Maximized Performance" and perform the R&D design adopting the fur major aspects of the product, including product with simplified structure and facilitated disassembly design, material selection, product power consumption and environmental impact level, as ATEN's commitment in environmental protection.

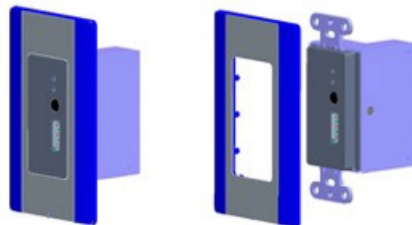
* Simplified structure and easy-to-disassemble design

The VE1801_1901AUST panel uses a locking hook structure to replace the fixation structure, reducing the number of fixation points by 22%. (reduced from original 9 screws to 7 screws for fixation)

General Design



Lightweight design

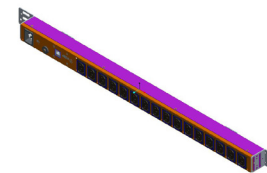


* Use light weight material

The PE1224SA series of models uses light-weight material (AL), reducing the overall weight by 35%. (Original 2460g ==> 1600g)

General Design

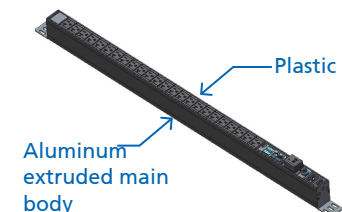
Outer casing with all iron parts and removal parts design



Iron Overall weight: 2460g

Lightweight design

Main body adopts the aluminum extrusion method, insertion seat adopts the design of plastic member for fixation, and ports at the front and rear, in order to reduce weight



Iron Overall weight: 1600g
Reduced by 35%

* Product energy saving

UC9020-CR with fanless cooling design, capable of reducing product output power by 5.9%.
(Original total power consumption of 29.9W, a decrease of 1.75W of output power consumption)



Fanless cooling design, capable of reducing product output power by 5.9%
(original total power consumption of 29.9W, a decrease of 1.75W of output power consumption)

Waste Reduction Management Achievement

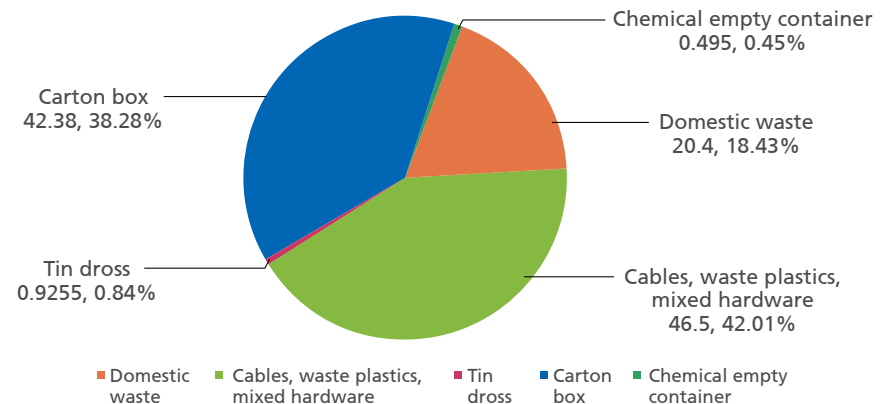
Waste recycling management is the first priority for the green production of ATEN. Facing a production model mainly relying on electronic product assembly and ensuring the achievement of sustainable resource use and proper waste treatment, we continue to promote resource reduction and factory waste recycling and reuse. Reuse in the factories is a priority consideration in order sufficiently circulate raw materials to be circulated for use sufficiently and postpone discarded materials becoming waste. Next, recycling is utilized to perform "material recovery", which mainly means that tin dross is directly recovered by the supplier to further provide tin rods of equivalent weight. In addition, carton boxes adopt the "Resource recycling and sale" method for recycling and reuse. For the recovery of non-hazardous industrial waste and process waste such as cables, waste plastic, and mixed hardware, a professional and

qualified treatment contractor is entrusted to perform recycling and reuse uniformly on an annual basis, followed by manufacturing the waste into various renewable products for use in other products.

Flammable industrial waste C-0301 with a waste liquid flash point of less than 60°C (excluding alcohol waste with ethanol volume concentration less than 24%) is entrusted to a professional and qualified treatment contractor for uniform recycling and cleaning.

For industrial employee domestic waste and general waste generated from industrial activities, the building management committee entrusts such waste to a professional and qualified contractor for transportation to the Bali Incineration Plant for treatment.

Industrial Waste and Domestic waste Recovery Rate (Unit: kg)



Over the past years, ATEN has been dedicated to the reduction of waste action, in addition to the education to all employees and strengthening of production line waste management, proper labeling of garbage classification, notification and education on proper garbage classification activities in the plant site are also the management method routinely implemented by us.

› Convey Knowledge on Environmental Friendliness

ATEN continues to promote energy saving and carbon reduction as well as environmental protection concepts. Internally in the Company, all employees are required to receive educational training and relevant environmental protection and environmental management are listed in the required courses for new employees' orientation. With the integration of the Company's intranet learning platform (e-learning), the environmental protection awareness of employees is strengthened in order to increase the environmental action of employees. In addition, on all public bulletin boards, toilets, elevators, and the intranet of the Company are posted with energy saving and environmental protection slogans, as well as activity promotion propaganda, in order to increase the environmental protection and energy saving concepts of employees, as well as to strengthen the employees' environmental protection awareness. Consequently, employees are able to understand the environmental protection actions of the Company and are able to deeply imprint the concept of environmental protection in the work and life of employees.



Externally, the Company also actively pushes for a green supply chain management by using its corporate influence to work with our suppliers to formulate environmental and sanitation standards, requiring our suppliers to implement waste recycling and reduction, and to control sources of impacts on environment. Through the sharing environmental protection information, we raise the environmental awareness of our suppliers as well as meet the directives on the restriction of the use of certain hazardous substances.

6.5 Greenhouse Gas Inventory Management

ATEN adopts a rigorous attitude to fully and actively promote environmental management and relevant activities. In 2006, ATEN introduced the ISO 14001 environmental management system, and through actual action and compliance with the government's relevant environmental protection laws and regulations, we also implement pollution prevention and improve the environmental performance and environmental protection concepts of employees. In addition, since 2010, we have started the implementation of greenhouse gas inventory checking operations. Furthermore, we also establish internal inventory checking mechanisms according to the ISO 14064-1:2018 greenhouse gas inventory checking standard, in order to actively perform voluntary greenhouse emission inventory checking operations. We continue to implement energy saving plans and increase of energy use efficiency in order to reduce the overall impact on the environment. Moreover, in 2021, we have also qualified the ISO greenhouse gas third party inspection. Through the participation of all employees and corporate commitment, we expect to achieve the goals of environmental protection and corporate sustainable development.

Risk Considerations	
Regulatory Requirements	Other Requirements
<ul style="list-style-type: none"> Greenhouse Gas Reduction and Management Act Greenhouse Gas Inventory 	<ul style="list-style-type: none"> Stakeholder Requirements (including government, investors, customers, employees, and general public, etc.) Green Supply Chain Response to Climate Change
Response Management Measures 1. Greenhouse Gas Risk Monitoring Group: Monitor the use condition of each energy and resource, and reduce the carbon emission and environmental impact risk. 2. Energy Saving and Carbon Reduction Project Implementation: Increase energy efficiency, reduce energy consumption. 3. Promote data inventory checking. 4. Obtain ISO 14064-1:2018 greenhouse gas inventory (passing third-party verification). 5. Transmit greenhouse gas information of carbon reduction, emission reduction, and share greenhouse gas result disclosure with suppliers.	



Greenhouse Gas Inventory

ATEN complies with the requirements of the International Organization for Standardization. Starting from 2010, we have implemented (voluntary) greenhouse gas inventory operations, and established an internal inventory mechanism according to ISO 14064-1:2018. For a period of six consecutive years, we have passed the third-party inspection of emission amounts by the international Bureau Veritas (BV), demonstrating the effective conduct of the organization.

ATEN International Co., Ltd. (corporate headquarters + Xiwan Plant) Greenhouse Gas Inventory Checking Boundary

According to the setting principle of the organization boundary specified in ISO 14064-1:2018 international standard and the Greenhouse Gas Protocol (GHG Protocol), the organization boundary is defined, and the correct operation control method is adopted to summarize the facility level greenhouse gas emission amount and removal amount, and the actual operation control range of ATEN International Co., Ltd. for the period from January 1, 2021 to December 31, 2021, is used as the boundary.

Address:

City	Region	Road/Section	House No.	Floor
New Taipei City	Xizhi District	Section 2, Datong Road	125,127,129,131,133,135,137,139,141,143,145,147,149	3F~6F
New Taipei City	Xizhi District	Lane 30, Xinjiang North Road	17, 20	-

Greenhouse Gas Emission Source Identification Summary Table

Category 1 (Direct greenhouse gas emissions)	Category 2 (Energy indirect greenhouse gas emissions)
<ul style="list-style-type: none"> Transportation of raw materials, products and employee transportation, etc. Carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride, such as gasoline and diesel, etc. Fugitive Greenhouse Gas Emission Sources: Such as septic tank, coolant...etc. 	Externally Purchased Power

Note 1: Category 1, Category 2 and greenhouse gas emission intensity calculation type includes the following greenhouse gases: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).

Obvious Indirect Greenhouse Gas Emission Source Assessment Principle Description

The Company performs the identification of indirect greenhouse gas emission sources of Categories 2~6 according to the classification of ISO 14064-1:2018, and evaluation scores are provided for the indirect emission sources identified according to the assessment principle. In addition, through internal discussion, the obvious indirect greenhouse gas emission sources included in the final calculation are confirmed.

According to the requirements of the ISO 14064-1: 2018 standard, the operation boundary of the Company is covered by the direct greenhouse gas emission source (Category 1), and the energy indirect greenhouse gas emission source (Category 2). In 2021, the greenhouse total emission quantity was 2684,8889 tons CO₂e. The total quantity of each category and the seven main greenhouse gases emissions is as shown in the following table:

2021 Greenhouse Gas Emission Total Quantity

- Greenhouse Gas Emission Inventory Period: January 1, 2021 - December 31, 2021
- Greenhouse Gas Emission Total Quantity: 2,684.8889 tons CO₂e, including:
 - Direct Greenhouse Gas Emission Quantity (Category 1): 226.1300 tons CO₂e
 - Energy Indirect Greenhouse Gas Emission Quantity (Category 2): 2,458.7589 tons CO₂e

► Disclosing Greenhouse Gas Data:

ATEN has an open attitude, disclosing information on greenhouse gas emissions related to ATEN and environmental information on the platform of the Company website. We have also established the (voluntary) greenhouse gas inspection operation system since 2010. In addition, we have also passed the ISO14064-1 certification in 2015 for the first time. Each year, we disclose the Company's greenhouse gas inventory information and continue to implement energy saving plans and energy use efficiency improvements. In 2021, we passed the international third-party inspection.

Emission Source	2015 (base year)
Externally Purchased Power	1730.5751
Movable Combustion	9.2633
Stationary Combustion	0.466
Non-standard fuel combination and dissipation (refrigerant)	22.44
Non-standard fuel combination and dissipation (septic tank)	41.3658
Total	1804.1102

(Unit: tons CO₂e/year)

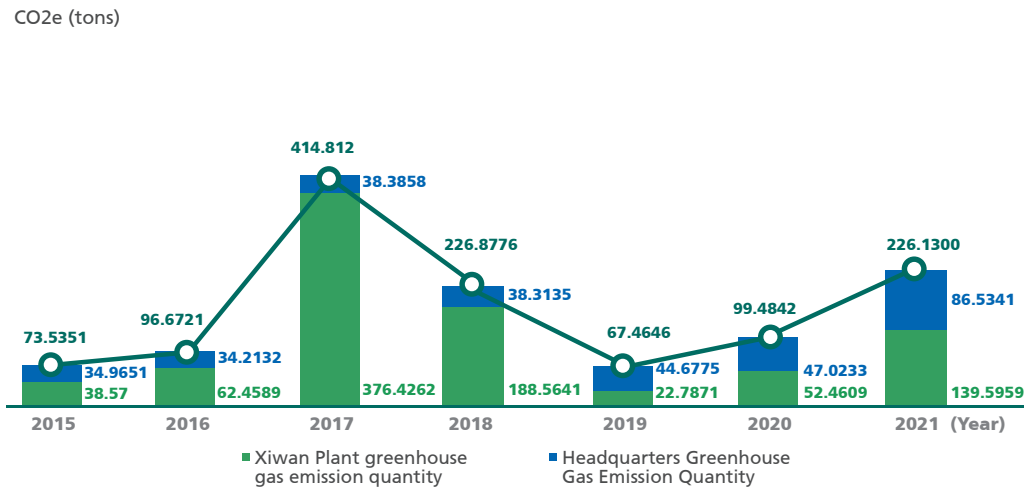
6 Environmental Commitment

► Achievement in Greenhouse Gas Reduction

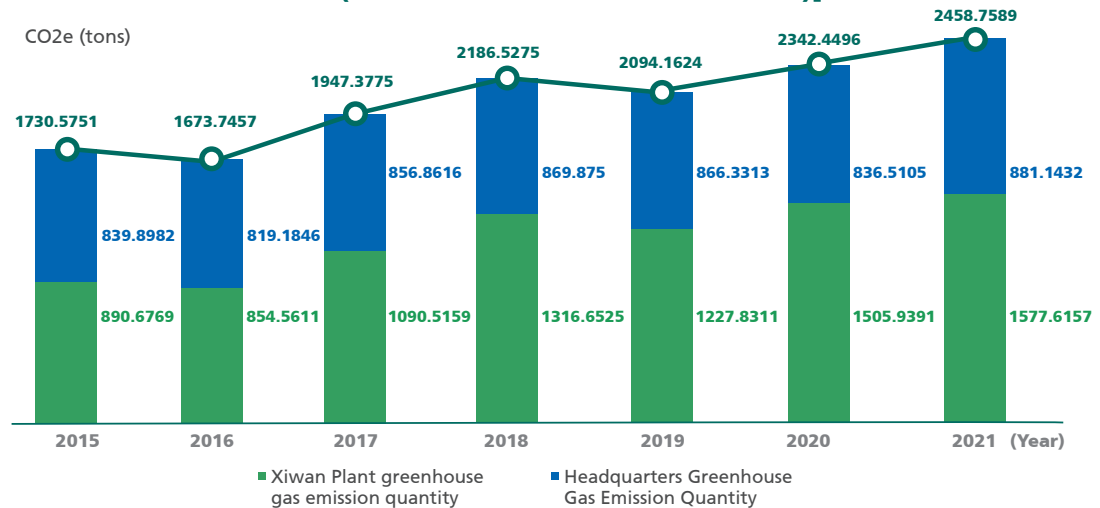
In 2021, ATEN will continue to monitor carbon emissions, and also established the goal of greenhouse gas emission intensity lower than 0.75 (greenhouse gas emission/individual financial report revenue (NT\$ million)) by 2022.

ATEN International Co., Ltd. (including the headquarters and Xiwan Plant Site) Carbon Emission Quantity Record according to Category 1 and Category 2 standards is disclosed as shown in the following table:

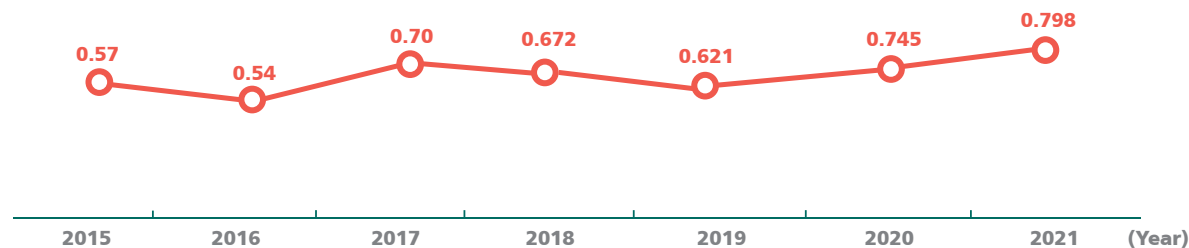
[Category 1 Greenhouse Gas Emission Quantity]



[Category 2 Greenhouse Gas Emission Quantity (calculation based on the use site)]



[Greenhouse Gas Emission Intensity]



Category 1 and Category 2 Emission Quantity/
Individual Financial Report Revenue (NT\$ million)



ch7

Supply Chain Management

7.1 ATEN Supply Chain Management

7.2 Sustainable Supply Chain Management Standards

7.3 Sustainable Supply Chain Management Strategies and Goals

7.4 Supply Chain Management Performance




7.5 Sustainable Supply Chain Joint Growth Plan

Major Topics

Supply chain management is not a major topic, and this section is additional information disclosure.

> Significance of Supply Chains to ATEN and ATEN's Key Contributions to SDGs

ATEN upholds the corporate core value with a sustainable attitude to construct new partnerships with suppliers. We clearly understand that joint cooperation with suppliers is important to the completion of sustainable goals, including continuous improvement of the social responsibility awareness of suppliers in order to gradually achieve the sustainable development direction and goals. ATEN will continue to exploit our influential power to promote the corporation's sustainable concept and methods to the supply chain.

	<p>Achieve a hazard-free environment management for chemicals and all waste in the entire existence cycle, and greatly reduce the probability of their emission into the atmosphere and infiltration into the water and soil, in order to minimize their negative impact on human health and the environment.</p> <p>[Corresponding to SDGs Section: 12.4]</p>
	<p>To reduce the raw material supply interruption risk, we request suppliers to provide a safe and healthy working environment, and mitigate the impact of climate change. Through onsite field assessment mechanisms, ensure that the aspects of onsite working environment, environment affected source control, waste management, regulatory compliance, and greenhouse gas management, etc. are in the proper direction, in order to improve the sustainable ability of suppliers.</p> <p>[Corresponding to SDGs Section: 13.3]</p>
	<p>To guarantee the equality of the right to work of different genders, we implement the elimination of gender discrimination according to the Constitution, promote the spirit of gender position substantial equality, ATEN actively exploits the influential power in the supply chain, and establishes various sustainability provisions and standards in terms of the management strategy, actively conveying information to suppliers, and further incorporating relevant requirements into the assessment items, as well as integrating with the purchasing to identify corresponding management mechanisms and risks according to different types of suppliers. Through complete and continuous strengthening of supply chain management, we look forward to fulfilling corporate social responsibility with suppliers jointly.</p> <p>[Corresponding to SDGs Section: 5.c]</p>

7 Supply Chain Management

› Green Supply, Sustainability Commitment

Regarding the protection of the ecological environment and implementation of the corporation's green responsibility, in addition to ensuring that products and operations comply with the international standard environmental protection regulatory requirements, ATEN believes that proper source control is the first factor in mitigating environmental impact. We are committed to adopting a design facilitating recycling and environmental protection from the stages of raw materials acquisition from the green supply chain to the final disposition of products as well as products sold in the market complying with the environmental protection regulatory requirements of different countries. For products sold in the EU, we also bear the recycling responsibility for the manufacturers, and implement various preventive green management measures, in order to reduce negative impacts of product design, production and usage process on environmental ecology.

With the actual action of development of environmentally-friendly green products, and through green design, green purchase, green production, and green education management platform, we are able to convey the green concept of ecology protection and care for the earth, in light of achieving the green commitment with all three parties of the Company, employees, and suppliers jointly.

› Responsible Units

ATEN Sustainable Development Committee - Green Operation Group

› Management Mechanism

Enterprise Sustainability (Plan)	Supplier Plan and Evaluation
Risk Assessment and Control (Do)	Source risk control
Inspection Confirmation (Check)	Inspection of corporate sustainability implementation level.
Adopt Action (Action)	Including improvement within time-limit and termination of purchase agreement

› Commitment, Actions, and Goals

Commitment	2021 Execution item	2021 Execution Outcome	Future Goals and Actions
Implementation of Green Supplier Assessment System	For new supplier evaluation, the evaluation items include not only quality related system management but also ensuring supplier's working environment safety, greenhouse gas management, conflict mineral management and EU regulations, etc.	In 2021, there were 27 new suppliers for new supplier evaluation.	By 2024, jointly implement corporate social responsibility (Responsible Business Alliance Code of Conduct) with suppliers.
Monthly qualified supplier evaluation on hazardous substance management and supplier promotion and survey of RoHS EU Directives & REACH regulation updates	The Quality Control implements supplier evaluation monthly according to the delivery status of suppliers. Through irregular update of laws, perform mail investigation on suppliers complying with the requirements of international environmental protection laws.	There were 3 Class C and D suppliers. The External Contact form (QI008-06) has been issued for improvement and guidance. 3 suppliers received improvement guidance, and were subsequently ranked as Class A and B after the supplier evaluation. Surveyed the existing suppliers and new suppliers for compliance with the regulations of the 219 REACH SVHC items, and required a supplier response rate of 100%.	

7.1 ATEN Supply Chain Management

Suppliers of the Company refer to suppliers for various types of raw materials, materials and electronic parts, including chips, converters, connectors, PC boards, product outer casings (metal, plastic materials), cables, electronic parts, packaging materials and other materials, etc.

The Company upholds an attitude of seeing suppliers as partners and continuously works to improve the awareness of social responsibility of suppliers, including environmental and ethical management issues. In addition, the Company also invites suppliers to jointly respond to global sustainability policies in order to gradually achieve the sustainable development

direction and goal. ATEN also further includes social responsibility and environmental safety and health evaluation related items in the "Supplier Evaluation Regulations Standard Operation Procedure"

in order to continuously promote suppliers to fulfill corporate social responsibility and to comply with international environmental protection regulations and customer requirements. Through our influence, we promote relevant ideas and beliefs to the upstream and downstream partners in our supply chain.

7.2 Sustainable Supply Chain Management Standards

To strengthen suppliers' recognition of corporate social responsibility, ATEN has introduced the ISO international standard management, energy saving and carbon reduction system, and uses "social participation" and "gender equal rights" as influential risk assessment factors in the supplier risk and assessment control mechanism. ATEN hopes to effectively control the purchase quality and cost, through its influence in corporate social responsibility, thereby gradually improving suppliers' emphasis on such aspects as human rights and labor conditions, health and safety, environmental protection, regulatory compliance, and business ethics.

7.3 Sustainable Supply Chain Management Strategies and Goals

ATEN integrates traditional supply chain (quality, service, delivery date) management with the concept of environmental sustainability. From the supplier risk assessment and control, different key suppliers of different risks are identified according to the industry type. Through the supplier risk and assessment control mechanism, the management depth and implementation level are enhanced and improved.

Risk Assessment and Identification Mechanism

Type	Regularly	Irregularly
Frequency	Monthly and Semi-annually	Irregularly (onsite inspection and visit)
Evaluation Level	Class A: $90 \leq \text{Score} \leq 100$ Class B: $75 \leq \text{Score} < 90$ Class C: $60 \leq \text{Score} < 75$ Class D: $\text{Score} < 60$	Class A: $90 \leq \text{Score} \leq 100$ Class B: $75 \leq \text{Score} < 90$ Class C: $60 \leq \text{Score} < 75$ Class D: $\text{Score} < 60$

According to the (monthly and semi-annually) regular assessment and inspection method, screen out and select outstanding suppliers for rewards.

> Supply Chain Management Strategy

To effectively improve the suppliers' sustainable concept and to ensure the services and products provided by suppliers comply with the "Supply Chain Management Regulations" and requirements of ATEN, we established the process planning for the supply chain management strategy as follows:



First, from the new suppliers introduced earlier, key suppliers are identified by the system according to the industry type. By strengthening management and through the quality and system, development and equipment, production and capacity, operation and service, environment and health, etc., the supplier risk and assessment control mechanisms are implemented. In addition, through continuous improvement of the management depth and implementation level, we look forward to jointly achieving a win-win situation with suppliers based on considerations of corporate profit and corporate social responsibility.

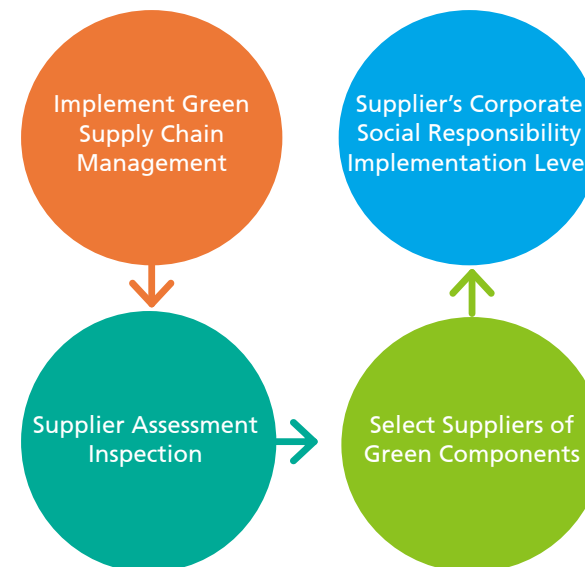
7.4 Supply Chain Management Performance

ATEN strengthens the inspection of various types of suppliers with a sustainable attitude via regular and irregular field inspections and visit activities, in order to improve the suppliers' social responsibility awareness. In addition, through the onsite field inspections and interviews, we are able to further understand the suppliers' understanding related to sustainability, and to share the corporate core value and business philosophy of ATEN, thereby assisting suppliers to incorporate such concepts into their corporate culture, and to grow jointly with the suppliers.

Supplier Management Performance	Execution Method	Performance Achievement
Improve field assessment and identify supplier's social responsibility awareness	Assessment Item Notes "Contribution for investing in social participation" "Gender equality and anti-sexual harassment policy" "Energy saving, carbon reduction and greenhouse gas inventory"	100%
Implementation of Supplier Assessment System	Supplier's green/sustainable supplier risk assessment are conducted in accordance with the ISO document of Supplier Management Procedure (QP-024) and Supplier Assessment Regulations (QI-008), the supplier's field and written green risk assessment are evaluated. In addition, the safety of the working environment of the supplier, employees being respected with dignity, business operation environmental protection, and compliance with morality and ethics are ensured. New Suppliers Assessed: 27 suppliers	100%
New suppliers' compliance with the international environmental protection laws	Updates of International Environmental Protection Laws Directive 2011/65/EU & (EU)2015/863 RoHS 2.0 REACH SVHC 219 items	100%
Thorough Execution of Supplier Operation Procedure	For suppliers identified to be subject to any concern of violating quality and environment and corporate social responsibility, such suppliers are requested to improve within the time-limit, submit written a report, and accept irregular inspections and guidance.	100%

7.5 Sustainable Supply Chain Joint Growth Plan

While facing the threats of environmental hazardous substances to the earth and human health, global consumers and all governments emphasize and pay attention to the development of such issue. Accordingly, ATEN actively promotes green supply chain management, implements corporate green responsibility, and actively promotes the green environmental management system. In addition to ensuring that products and operations comply with the environmental protection laws, we insist on using raw materials from the green supply chain in order to provide green products without hazardous substances, which is the goal and commitment we continue to execute persistently.



➤ Purchase Non-Conflict Material Raw Materials

Based on the implementation of corporate social responsibility and international justice of ATEN, ATEN adopts the “Three Nos” policy, i.e. “No support”, “No acceptance”, and “No use” of metals obtained through illegal mining and harsh working environments in the Democratic Republic of the Congo (Congo) and its surrounding countries and regions with armed conflicts. For commonly used metals such as gold, tantalum, tungsten, tin, etc., the GeSI Conflict Minerals Reporting Template specified by the Responsible Business Alliance (RBA) is used to adopt a standardized self-management method in order to provide a commitment to customers.

With regard to ATEN’s expectations for suppliers, the suppliers are requested to cooperate with the following:

- Request suppliers to conduct reasonable due diligence on the supply chain in order to ensure that the materials provided by the suppliers to ATEN contain no conflict minerals.
- Request our suppliers to inform us immediately in case where materials provided to ATEN use conflict minerals.
- Request the supply chain to further comply with customer demands and the implementation of international justice, understand suppliers in depth on the state of their management of conflict minerals, and perform surveys according to the Responsible Business Alliance (RBA) “GeSI Conflict Material Survey Form”.



➤ Convey Corporate Core Value

With regard to ATEN’s corporate core values of “Integrity”, “Caring”, “Ambition”, and “Novelty” (ICAN) and through the sustainable supply chain management standards and strategies, the suppliers’ corporate social responsibility awareness is enhanced, and the concept of sustainable action standards is conveyed to the suppliers, so that suppliers will be able to comply with relevant management systems and codes of conduct for labor, health and safety, environment, and ethical standards, etc.

➤ Protect Environmental Sustainability and Expand Green Influence

Suppliers are important partners of ATEN in promoting CSR. Since 2017, the Company has invited suppliers to jointly participate in the Fulong Beach Cleaning Activity. Despite the fact that the number of volunteers necessary for the activity was limited such that not all suppliers were invited to participate together, nevertheless, this concept was able to receive great feedback from the suppliers invited. Consequently, we believe that ATEN is not alone in the path of promoting CSR, and we have the faith that such concept of goodness will continue to expand, such that more companies, organizations, or individuals will jointly protect our environment and achieve ATEN’s commitment in environmental sustainability. Due to the pandemic in 2021, the Company changed the method to internal employee application for the beach cleaning event; the total number of participants was 62 people, and the total waste collected was 132.4kg.



Ch8

Customer Satisfaction and Service

8.1 Complete Customer Service System

8.2 Global Customer After-Sales Service Satisfaction Survey

8.3 Product Knowledge Education and Training

8.4 Customer Health and Safety

8.5 Information Security and Guaranteeing Customers' Rights to Privacy

8 Customer Satisfaction and Service

Management Directives

Service Quality and Customer Partnership

Since ATEN launched its own brand of “ATEN” in 1991, the Company deeply understands the challenges for promoting its own brand worldwide. For own brand promotion, the success relies on the establishment of customer satisfaction and achieving the most optimal professional service. Under the main business model of B2B and a competitive environment, we need to understand where our customers are, and most importantly, we need to know what the customer demands are, and how these demands can be satisfied. In 2016, we selected one country in Asia and Europe each for the Pro AV professional media product line, and performed a series of customer interviews. Under the assistance of the professional brand consultant, we were able to eliminate the past burden and existing opinions in order to listen to the existing customers and future potential customers opinions on our products, services, marketing, brand positioning, etc. Through statistics and analysis, we summarized the things cared about the most by customers into the meaningful MOT (Moment of Truth). In 2017, the company expanded the production line to KVM multi-computer switchers. Through the understanding of different production lines on MOTs and discussion, we adopted the customer-oriented approach, and after sufficiently understanding the customer demands, we developed a customer combination and service platform with innovative value and competitive capability. In 2018, we provided complete online product knowledge technology educational training in order to use a systematic way to introduce the product technology knowledge of each product line of ATEN, product specifications, and characteristics, as well as market application examples. In addition, we also organized global branch technical support full product line physical course training at the headquarters in order to cultivate technical staff with thorough and professional technical problem-solving abilities. The Pro AV product technical knowledge online education and training and the physical training courses received the AVIXA certification in 2019. (AVIXA's full name is Audiovisual and Integrated Experience Association. The association

has been established in 1939 and is now the world leading hosting unit for multimedia exhibition Infocomm, providing the most comprehensive media collective results to consumers). To satisfy customer demands,

ATEN is committed to provide high quality products and services, satisfying customers is our key to success.



Global Customer Service Mission:
Dedicated to providing excellent global service operation, most optimal service quality, and customer experience.

8 Customer Satisfaction and Service

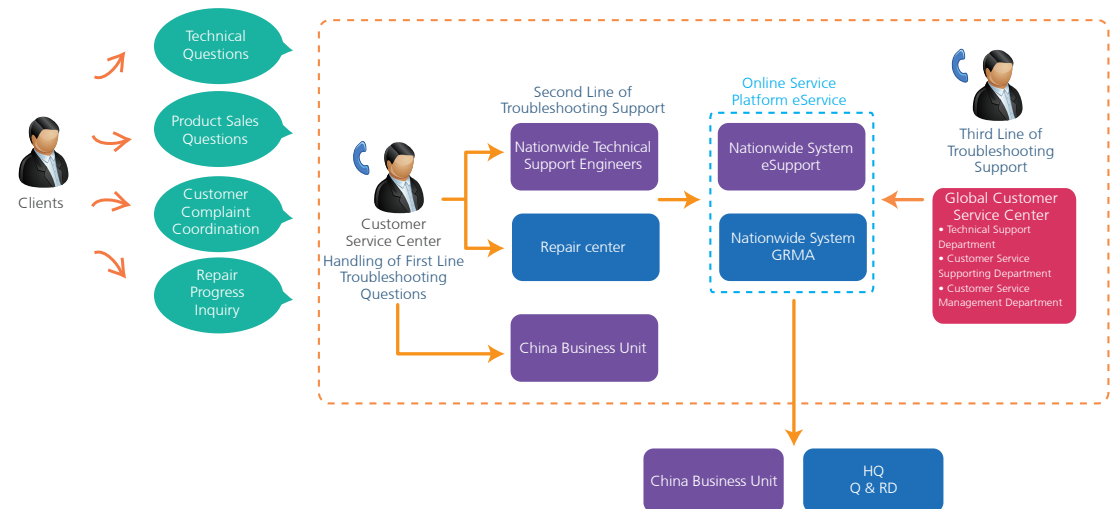
8.1 Complete Customer Service System

Under the existing policy for global marketing, the customer service network of ATEN expands to various overseas locations. We established the "Global Customer Service Division" in the headquarters in order to integrate all customer service resources and to ensure timely and professional customer services, sustainable operation of customer relationships, thereby improving customer satisfaction.



Customer Service Direct Line

To allow customers to submit requests in a timely manner and to obtain support immediately, we established the customer service direct line system, provide the 0800 direct line, technical direct line, etc. in order to allow professional technicians to communicate with customers directly and to assist customers to overcome problems. To provide greater local service for the market in China, in 2014, we established the "China Customer Service Center", and provided the direct line of 400-810-0-810 (400-ATEN-LOVE-ATEN). In addition, in 2017, we further established the pre-sale product consultation professional service in addition to the after-sale service window. "China Customer Service Center" provides end-user technical services, and uses the marketing functional platform for positioning in order to establish and rigorously implement the "First Asking Duty System" and "Customer Question Classification and Priority Handling" regulations in order to ensure that customer demands can be replied and resolved within the shortest time.



8 Customer Satisfaction and Service

Online Service Platform (eService)

Single entry for Online Service Platform (eService: <http://eservice.aten.com>) to provide convenient and instant service to customers worldwide in different languages, thereby providing complete and timely after-sales services.

The eService platform integrates the following functions:

Online Technical Support Service (eSupport)

When our customers worldwide are met with problems in using our products and seek service for help, ATEN technical personnel can use the eSupport network platform to undertake direct and rapid communication with them, effectively assisting customers worldwide to resolve technical problems, eliminating obstacles, and providing all required information. Every inquiry is recorded in the eSupport platform to facilitate subsequent follow-up. Key issues are also recorded as FAQ (Frequently Asked Questions) or a knowledge base which is recorded on the eService platform for customers' inquiries and sharing. Starting in 2018, in addition to the text form of FAQ, educational teaching videos for installation and operation FAQ are also further added onto the eService platform subsequently.

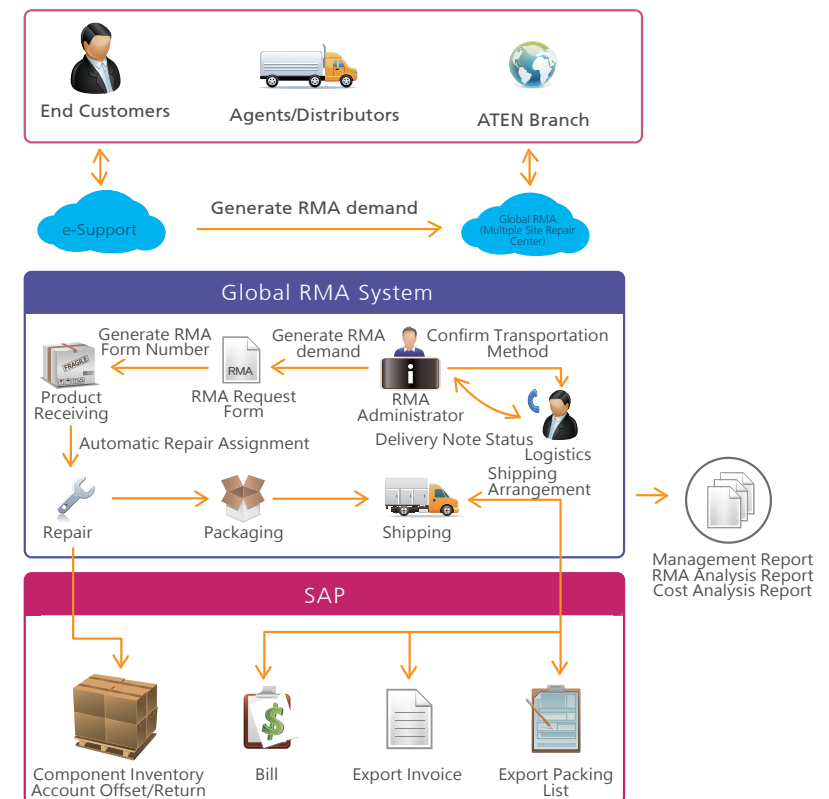
Employee Education and Training Videos



Online Maintenance Services (Global-RMA System)

By filling out an online application form, customers can request repair service. Our dedicated RMA (Return Material Authorization) professionals will receive the form and provide an RMA code and

delivery address. Customers can obtain a product's warranty information and real-time maintenance progress information through online records. They can also access records of prior maintenance to retrieve feedback and satisfaction survey results of repair and maintenance. This is a system with a complete RMA process, through which maintenance records from all over the world are obtained, further monitoring product quality. RMA Rate Reports are produced and sent to the relevant departments every month to propose improvement strategies.



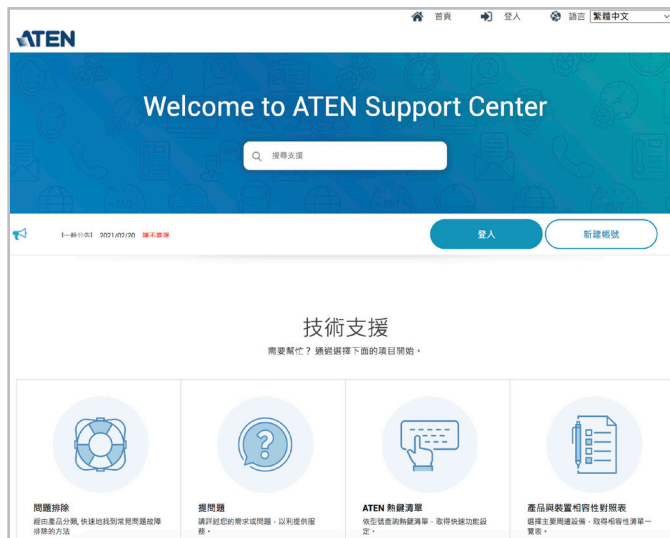
8 Customer Satisfaction and Service

Inquiry of Frequently Asked Questions (FAQ)

Up to 2021, there were a total of seven languages (English, Traditional Chinese, Simplified Chinese, Japanese, Korean, German, Russian), and more than 12,000 FAQs were provided on the eService platform for customer inquiries, among which the English version had more than 3,400 FAQs. In addition, according to the statistics, the monthly average number of FAQ website browsing inquiries was 30,000 times. This means that the service has been widely used by customers, and also demonstrates that many customers worldwide have improved their understanding of the product operation through such service. This is the most economic method for ATEN and its customers. ATEN will continue to do its best to provide comprehensive FAQs in order to satisfy customers' needs for DIY problem solving.

Partner Center

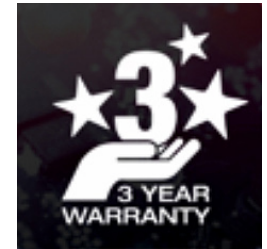
ATEN also provides sales partners with real-time market intelligence and product information by establishing an information sharing platform aimed at sales partners, so as to allow our distributors worldwide to utilize resources on the sharing platform to provide the most supreme service to end customers.



> Global RMA Replacement and Repairing Service System Structure

Perfect After-sales Service and Product Guarantee

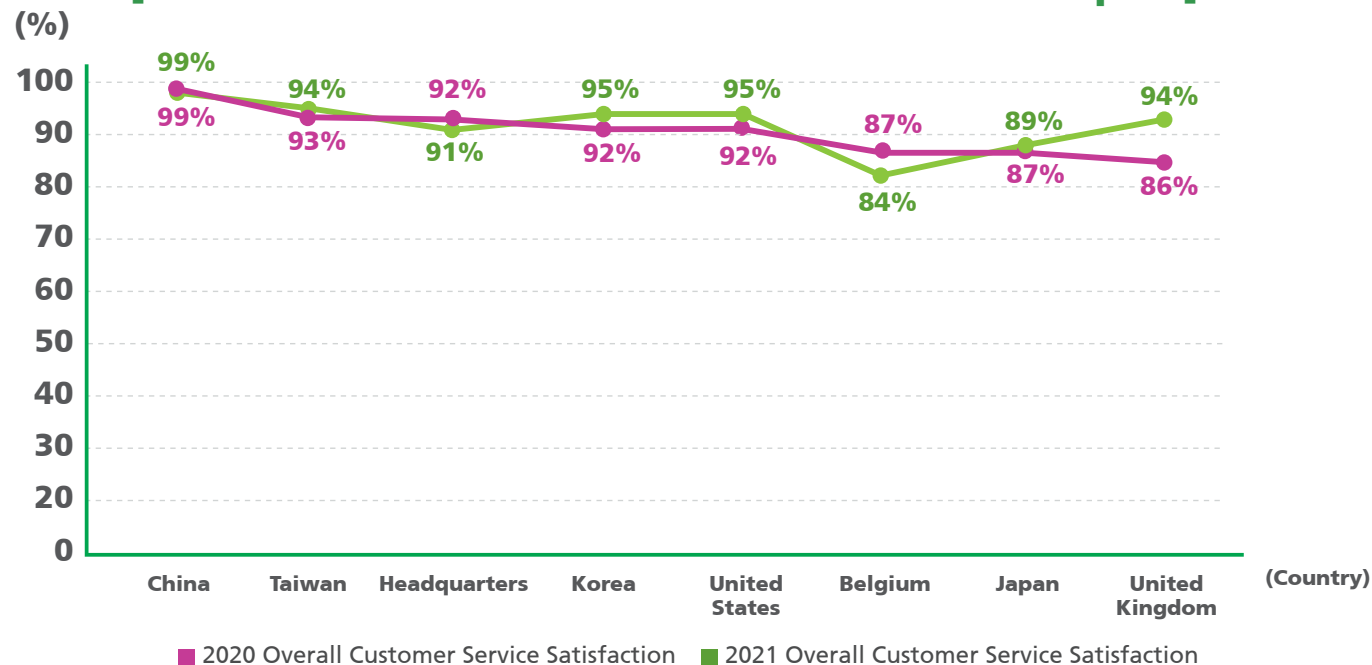
To provide local and fast after-sales service to customers in various regions worldwide, ATEN established the global customer service unit, divided into two main units of "Technical Support" and "RMA" in the headquarters in Taiwan and all overseas branches. When customers are faced with problems in using their products, they can seek assistance through the customer service direct line. Customers are promptly assisted to eliminate their problems by professional technical support engineers. If a customer's product is diagnosed by the technical support engineer to have the need for repair, the product can be delivered to any one of the technical support locations worldwide, and an RMA engineer can then begin inspection and repair.



8.2 Global Customer After-Sales Service Satisfaction Survey

The "Global Customer Service Division" periodically conducts the "Global Customer After-sales Service Satisfaction Survey" on product technical support, and uses comprehensive first-hand feedback to understand client experiences and use this as the basis for improving our services accordingly. For items not yet completed, we also perform in-depth analysis and establish an inspection tracking mechanism in order to ensure that customer demands are resolved. In the past two years, the average overall customer service satisfaction was 89%, and in 2020 and 2021, the actual overall customer service satisfaction was maintained above 91%. The customers' opinions will continue to be transformed into the driving force for our review and improvement. When satisfaction feedback is worse than our expectations, we will do our best to understand it and require improvement immediately. In addition, ATEN has also established two-way and diverse customer communication channels, such as repair reports that come with customer satisfaction forms, all regional websites worldwide having a customer feedback section, and a corporate website that is available in more than 12 languages, as well as contact email addresses. With these channels that allow us to respond to customers' requests and support customers in the shortest time, we are able to strengthen the relationship of trust between customers and ATEN and improve the customers' loyalty and brand trust.

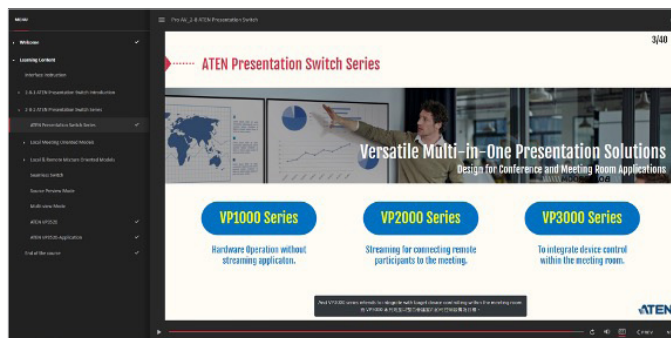
[2021 Overall Customer Service Satisfaction Report]



8 Customer Satisfaction and Service

8.3 Product Knowledge Education and Training

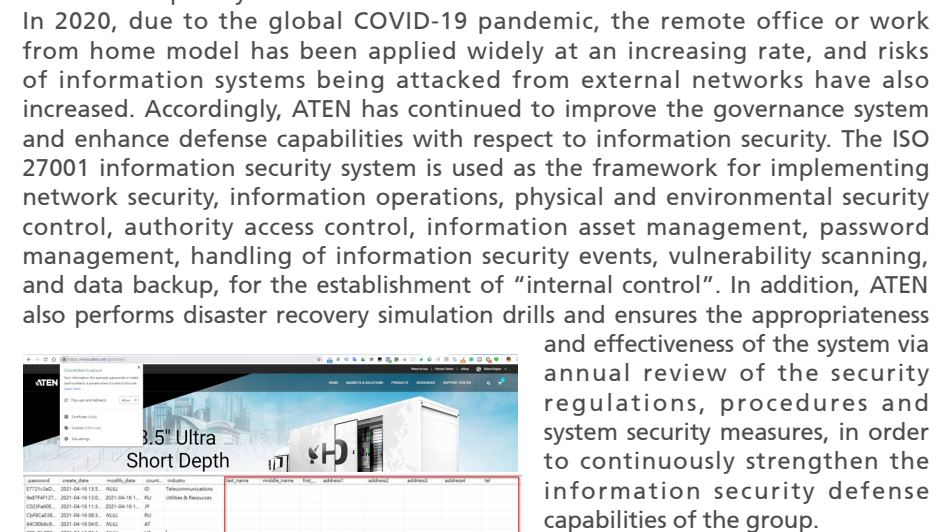
Starting from 2017, ATEN has provided Chinese and English versions of online education and training for each product line (ProAV/Control System/KVM/PDU) for internal employees and external customers. In addition, since 2020, Korean, Japanese and Simplified Chinese versions of the online education and training have been provided consecutively. The online training courses are designed for sales business, dealership and agency, FAE, and technical customer service personnel. On a brand-new operation interface, visual graphic teaching is adopted in conjunction with a great amount of interactions in order to systematically introduce ATEN, product technology and knowledge of each production line, product specifications and characteristics, as well as market application examples. In addition to online product knowledge education and training, we also continue to organize numerous sessions of technical and physical training courses at the headquarter and branches in order to cultivate technical staff with more comprehensive and professional technical problem-solving abilities.



Since 2005, ATEN has established the "Hazardous Substance Restricted Use Management" project. Presently, all products are 100% compliant with the relevant global regulatory certifications such as REACH, RoHS 2.0, etc. In addition, through the implementation of international regulations and standards, such as: ErP, WEEE, we also synchronously comply with the regulations and standards announced by the European Parliament and Council, in order to provide healthy and safe products and services to customers.



ATEN values the security and privacy of customer data significantly. In 2021, there were no records of infringement of customer privacy or customer complaints on infringement of privacy. ATEN is a globally operating company with products sold worldwide. Regardless of the regions or countries of customers, ATEN bears the responsibility to properly protect the data and privacy of customers.

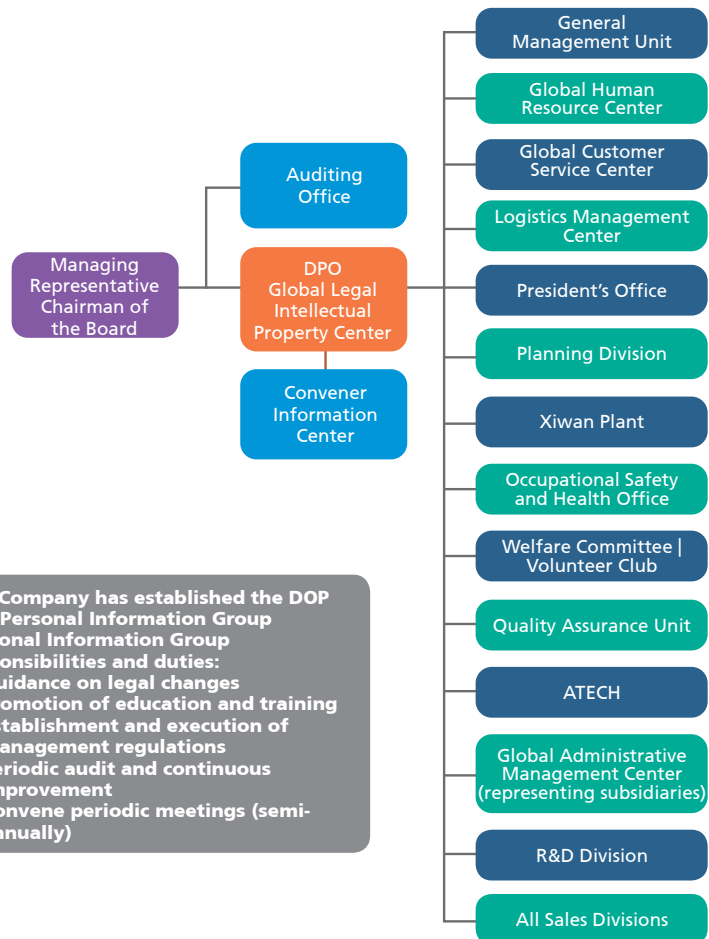


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8 Customer Satisfaction and Service

Furthermore, to ensure the security of the customer's personal information security and the response handling procedure during occurrence of incidents, ATEN has established the position of Data Protection Officer (DPO) and the "Personal Information Management Promotion Group" to promote the management affairs of the personal information of the group. The "Personal Information Management Promotion Group" is

Personal Information Management Promotion Team – Organization Structure



The Company has established the DOP and Personal Information Group responsibilities and duties:

1. Guidance on legal changes
2. Promotion of education and training
3. Establishment and execution of management regulations
4. Periodic audit and continuous improvement
5. Convene periodic meetings (semi-annually)

responsible for routine personal information security promotion and also convenes a group meeting every half year. The responsible windows of "each department", the "Welfare Committee" and the "Volunteer Club" are invited to review the execution status of personal information management and to discuss and share the latest privacy laws and case examples of various countries worldwide.

In addition, ATEN also requests all employees of the group to receive education and training according to the requirements of the "ATEN Personal Information Protection Management Policy". We have designed complete digital courses for personal information protection (such as: Introduction of the Personal Data Protection Act of the R.O.C., European Union General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), etc.), allowing employees to complete the reading of digital courses via the "Human Resources e-School".



Under the joint effort and collaboration of all departments, in 2021, ATEN has not been subject to any incidents of infringement of customers' privacy or receipt of customer complaints on privacy infringement. ATEN will continue to follow international information security trends and comply with the highest requirements of privacy laws, thereby allowing each aspect of customer information and privacy to receive the highest level of protection.

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

The following indicators are based on the GRI Standards proposed by the Global Reporting Initiative (GRI) corresponding to the content of this Report.

› GRI 102: General Disclosure 2016

Item	Disclosure Item	Disclosure Item Content	Page	Notes
Organizational Profile	102-1	Organization Name	P9, P31	
	102-2	Activities, Brands, Products, and Services	P16-25	
	102-3	Headquarters Location	P6, P16	
	102-4	Operation Location	P26	
	102-5	Ownership and Legal Form	P6, P16	
	102-6	Market with Service Provided	P26	
	102-7	Organization Scale	P16-28, P43-44	
	102-8	Information of Employees and Other Workers	P43-P45	
	102-9	Supply Chain	P81-P83	
	102-10	Major Change of the Organization and its Supply Chain	P18, P27	Established Mexico subsidiary in 2021
	102-11	Precautionary Principle or Directive	P3	
	102-12	External Advocacy	P11, P12	
	102-13	Membership of Unions and Associations	P31	
Strategy	102-14	Statement from Decision Maker	P5	
	102-15	Key Impacts, Risks, and Opportunities	P25	
Ethics and Integrity	102-16	Values, Principles, Standards, and Code of Conduct	P32-P36	
	102-17	Recommendation Related to Ethics and Mechanism for Matters of Concern	P10, P35-36	
Governance	102-18	Governance Structure	P6- P14, P35-36	
	102-19	Authorization	P6- P14	
	102-20	Senior Management Level's Responsibility for Economy, Environment, and Social Topics	P7, P34-P36	
	102-21	Consultation with Stakeholders on Economy, Environment, and Social Topics	P10	
	102-22	Composition of the Highest Governing Unit and its Committees	P37	
	102-23	Chairperson of Highest Governance Unit	P37	Kevin Chen, Chairman and President
	102-24	Nomination and Election of Highest Governance Unit	P37	
	102-25	Conflict of Interest	P37	

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

Item	Disclosure Item	Disclosure Item Content	Page	Notes
	102-26	Role of the Highest Governance Unit in the Establishment of Principles, Values, and Strategies	P37	
	102-27	Group Knowledge of the Highest Governance Unit	P37	
	102-28	Performance Evaluation of the Highest Governance Unit	P38	
	102-32	Role of the Highest Governance Unit in Reporting of Sustainability	P8- P9	
Communication with Stakeholders	102-40	Stakeholder Group	P10-P12	
	102-41	Group Agreement	-	No trade union
	102-42	Stakeholder Identification and Selection	P10-P12	
	102-43	Stakeholder Communication Directive	P10-P12	
	102-44	Proposal on Key Topics and Matters of Concern	P13-P14	
Report Parameter	102-45	Entities Included in the Consolidated Financial Statements	P3	
	102-46	Define Report Content and Topic Boundaries	P3, P14	
	102-47	Major Topic List	P13-P14	
	102-48	Information Restatements	-	No information restatements.
	102-49	Report Change	-	No major report change
	102-50	Reporting Period	P3	
	102-51	Date of Last Report	P3	
	102-52	Reporting Cycle	P3	
	102-53	Contact Person for Responding to Questions Related to the Report	P3	
	102-54	Declaration According to GRI Standards Report	P3	
	102-55	GRI Content Index	P94	Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index
	102-56	External Guarantee/Assurance	P3	

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

Item	GRI Specific topic	Disclosure Item Content	Page	Notes
Management Directives	103-1	Explanation of Major Topics and Boundaries Thereof	P13	
	103-2	Management Directive and Elements Thereof	P13	
	103-3	Management Directive Assessment	P13	

› GRI Specific Topic Standard Disclosure

Item	GRI Specific topic	Disclosure Item Content	Page	Notes
Economic Performance ☆	201-1	Direct economic value generated and distributed	P28, P52-P60	Please refer to the 2021 Annual Report of the Company.
	201-3	Define Welfare Plan and Obligation as Well as Other Retirement Plan	P43-P46	
	201-4	Finance Assistance Received from the Government	-	None
Indirect Economic Impacts ☆	203-1	Development and impact of infrastructure investments and services supported	P51	
	203-2	Significant Indirect Economic Impacts	P51	
Energy	302-1	Energy consumption within the organization	P71	
	302-3	Energy Intensity	P71	
Water and Effluent 2018	303-3	Water Intake	P72	
Emissions ☆	305-1	Direct (Scope 1) Greenhouse Gas Emissions	P76	
	305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	P76	
	305-4	Greenhouse Gas Emission Intensity	P76	
Waste 2020	306-3	Waste Generation	P74	

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

Item	GRI Specific topic	Disclosure Item Content	Page	Notes
Environmental Protection Related Legal Compliance ☆	307-1	Violation of Environmental Protection Laws	-	No punishment related to noncompliance with environmental laws and regulations received in 2021.
Supplier Environmental Assessment	308-1	Adopt Environmental Standards for Screening New Suppliers	P82	
Employment ☆	401-1	New Employees and Resigned Employees	P43	
	401-2	Welfare Provided to All Employees	P43	
	401-3	Parental Leave	P43	
Labor/Management Relations	402-1	Minimum Notice Periods Regarding Operational Changes	-	Handled according to Labor Standards Act related regulations.
Training and Education ☆	404-1	Average Hours of Training per Year per Employee	P94	
	404-3	Percentage of Employees Receiving Periodic Performance and Occupational Development Reviews	P94	
Diversity and Equal Opportunity Local Communities ☆	405-1	Diversity of Governance Unit and Employees	P37 P44	
Supplier's Social Assessment	413-1	Communicate with Local Communities, Impact Assessment, and Development Plan Operation Activities	P49	Communicate frequently with local government agencies, nursing homes, charity organizations, social service centers, in order to assess the community needs, and provide timely assistance.
	414-1	New Suppliers That Were Screened Using Social Criteria	P80	
Public Policy and Customer Health and Safety ☆	415-1	Political Donations	-	No political donations in 2021.
	416-1	Assess the impact of products and services on health and safety.	P92	
Marketing and Labeling ☆	417-1	Product and service information as well as labeling requirements.	-	All products of ATEN comply with relevant information and labeling requirements. Please refer to ATEN's official website for detailed product information.
Customer Privacy	418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer information	P92	
Social and Economic Regulatory Compliance ☆	419-1	Non-compliance with laws and regulations in the social and economic area.	-	No violation of relevant laws and regulations in 2021.

☆ Major Topics

Appendix 2 Independent Assurance Opinion Statement



獨立保證意見聲明書

2021 宏正自動科技永續報告書

英國標準協會與宏正自動科技股份有限公司(簡稱宏正)為相互獨立的公司，英國標準協會除了針對 2021 宏正自動科技永續報告書進行評估和查證外，與宏正並無任何財務上的關係。

本獨立保證意見聲明書之目的，僅作為對 2021 宏正自動科技永續報告書所界定範圍內的相關事項進行保證之結論，而不作為其他之用途。除對查證事實提出獨立保證意見聲明書外，對於其他目的之使用，或閱讀此獨立保證意見聲明書的任何人，英國標準協會並不負有或承擔任何有關法律或其他之責任。

本獨立保證意見聲明書係英國標準協會審查宏正提供之相關資訊所作成之結論，因此審查範圍乃基於並侷限在這些提供的資訊內容之內，英國標準協會認為這些資訊內容都是完整且準確的。

對於這份獨立保證意見聲明書所載內容或相關事項之任何疑問，請向宏正一併回覆。

查證範圍

宏正與英國標準協會協議的查證範圍包括：

1. 本查證作業範圍與 2021 宏正自動科技永續報告書揭露之報告範圍一致。
2. 依照 AA1000 保證標準 V3 的第 1 應用類型評估宏正遵循 AA1000 當責性原則(2018)的本質和程度，不包括對於報告書揭露的資訊/數據之可信賴度的查證。

本聲明書以英文作成並已翻譯為中文以供參考。

意見聲明

我們總結 2021 宏正自動科技永續報告書內容，對於宏正之相關運作與永續績效則提供了一個公平的觀點。基於保證範圍限制事項，宏正所提供資訊與數據以及抽樣之測試，此報告書並無重大之不實陳述。我們相信有關宏正的環境、社會及治理等績效資訊是較正確無誤地呈現。報告書所揭露之永續績效資訊展現了宏正對識別利害關係人的努力。

我們的工作是由一組具有依據 AA1000 保證標準 V3 查證能力之團隊執行，以及策劃和執行這部分的工作，以獲得必要之訊息資料及說明。我們認為就宏正所提供之足夠證據，表明其符合 AA1000 保證標準 V3 的報告方法與自我聲明依循 GRI 永續性報導準則核心選項係屬公允的。

查證方法

為了收集與作成結論有關的證據，我們執行了以下工作：

- 對來自外部團體的議題相關於宏正政策進行訪談，以確認本報告書中聲明書的合適性
- 與管理者討論有關利害關係人參與的方式，然而，我們並無直接接觸外部利害關係人
- 訪談 9 位與永續性管理、報告書編製及資訊提供有關的員工
- 審查有關組織的關鍵性發展
- 審查內部稽核的發現
- 審查報告書中所作宣告的支持性證據
- 針對公司報告書及其相關 AA1000 當責性原則(2018)中有關包容性、重大性、回應性及衝擊性原則之流程管理進行審查

結論

針對 AA1000 當責性原則(2018)之包容性、重大性、回應性及衝擊性與 GRI 永續性報導準則的詳細審查結果如下：

包容性

2021 年報告書反映出宏正已將廣泛利害關係人的參與，並建立重大永續主題，以發展及達成宏正永續具有責任且策略性的回應。報告書中已公正地報告與環境、社會及治理的訊息，足以支持適當的計畫與目標設定，以我們的專業意見而言，這份報告書涵蓋了宏正之包容性議題。

重大性

宏正已於公司層級建立程序，依據對公司永續發展的影響程度與建立的準則，對各部門所識別出來的相關議題，建立執行的優先順序。因此，重大性永續議題已完整分析並融入永續經營相關資訊，使利害關係人得以對公司的管理與績效進行判斷，以我們的專業意見而言，這份報告書適切地涵蓋了宏正之重大性議題。

回應性

宏正執行來自利害關係人的期待與看法之回應，宏正已發展相關溝通政策，作為提供進一步回應利害關係人的機會，並能對利害關係人所關切之議題作出及時性回應，以我們的專業意見而言，這份報告書涵蓋了宏正之回應性議題。

衝擊性

宏正已識別並以平衡和有效之監測及揭露方式公正展現其衝擊，宏正已建立監督、監測、評估和管理衝擊之流程，從而在組織內實現其有效之決策和結果管理，以我們的專業意見而言，這份報告書涵蓋了宏正之衝擊性議題。

GRI 永續性報導準則

宏正提供有關依循 GRI 永續性報導準則之自我宣告，與相當於“核心選項”(每組涵蓋特定主題 GRI 準則之重大主題，至少一個特定主題的揭露項目依循其全部的報導要求)的相關資料，基於審查的結果，我們確認報告書中參照 GRI 永續性報導準則的永續發展相關揭露項目已披露、部分報告或省略，以我們的專業意見而言，此自我宣告涵蓋了宏正的永續性主題。

保證等級

依據 AA1000 保證標準 V3 我們審查本聲明書為中度保證等級，如同本聲明書中所所述之範圍與方法。

責任

這份永續報告書所屬責任，如同責任信中所宣稱，為宏正負責人所有，我們的責任為基於所所述之範圍與方法，提供專業意見並提供利害關係人一個獨立的保證意見聲明書。

能力與獨立性

英國標準協會於 1901 年成立，為全球標準與驗證的領導者，本查證團隊係由其專業資深，且接受過如 AA1000AS、ISO 14001、ISO 45001、ISO 14064 及 ISO 9001 之一系列永續性、環境及社會等管理標準的訓練，具有主導稽核員資格之成員組成，本保證係依據 BSI 公平交易準則執行。

For and on behalf of BSI:


Peter Pu, Managing Director BSI Taiwan



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