

2022 ATEN International Co., Ltd.

Sustainability Report





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About the ATEN Sustainability Report

We appreciate your review of the 12th 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” of ATEN International Co., Ltd. during the period from January 1, 2022, to December 31, 2022, and major events are disclosed to the date of March 31, 2023. 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 latest version of the Global Reporting Initiative Standards (GRI Standards) proposed by the Global Reporting Initiative (GRI), with the Company’s best efforts in comprehensive 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 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.

Publishing the Report

Previous Version: Issued in July 2022

Current Version: Issued in June 2023

Next Version: Scheduled to be issued in June 2024.

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Manager's Preface

Dear shareholders, employees, customers and friends from all sectors,

Under the impact of the pandemic, regional conflict and inflation worldwide in 2019, the market trend is heading in the direction of automation, intelligence and low contact, and the new normal of mixed scenarios has emerged in the market. Global enterprises must demonstrate high corporate resilience in order to swiftly recover key functions and to continue their growth in such a continuously changing environment. Although 2022 was still a turbulent year for the global market, ATEN was able to achieve a new record high in its annual revenue. The Company demonstrated high corporate resilience through various actions and received high recognition from the outside along with numerous consecutive brand and sustainability awards, including the "2022 Best Taiwan Global Brands", "National Brand Yushan Award - Outstanding Enterprise Category 'National First Award' Highest Honor", "First Term of New Taipei City Corporate Role Model Award - Innovative R&D Category" and "CommonWealth Sustainable Citizen Award". All of these remarkable outcomes indicate ATEN's commitment and effort in achieving corporate resilience under the unstable greater environment, as explained in the following:

- Implemented epidemic control actively and protected global employees' health without operational interruption
- Constructed a backup production site, the Thailand Plant, and completed the plant construction and mass production for shipping within one year
- Established diverse products and sales models, optimized new product market launch benefits, and satisfied different market demands
- Flexibly adjusted production capacity and inventory/logistics strategies, in order to ensure delivery dates for customers
- Quickly revised product designs and sought raw material supplies flexibly to reduce the impact of raw material shortage
- Monitored exchange rates and cost changes rigorously, provided responses and improved production capacity and efficiency in a timely manner
- Controlled customer credit risk carefully to ensure proper collection of payables
- Enhanced CRM and sales forecast and seized business opportunities early
- Set up global common operational goals and used resources effectively
- Implemented global market planning and operations continuously to reduce the impact of geopolitics



Chairman of the Board & President

A handwritten signature in black ink, appearing to be a stylized representation of the name of the Chairman of the Board & President.



Manager's Preface

In addition, ATEN also continues to complete important progress and achieve remarkable outcome in various corporate sustainable development goals.

First, facing the tough challenges of climate change, we actively fulfill corporate social responsibility and have set the goal of net zero carbon emissions by 2050 along with participation in carbon reduction actions with the best effort. To achieve such goal, ATEN has established a series of specific action plans, including the reduction of carbon emissions by 50% for the Taiwan headquarters and Xizhi production site by 2030. In addition, in 2021, ATEN constructed a solar photovoltaic power generation system with a system capacity of 170kWp at the Xizhi Plant of the headquarters, and official operation commenced at the end of the same year. Furthermore, in 2021, ATEN also constructed a solar photovoltaic power generation system with a system capacity reaching 334kWp at the Thailand Plant for its mass production operations. The system has been in trial operation since December 2022, and it is able to facilitate the reduction of greenhouse gas emissions and to generate long-term economic benefits for the enterprise. Furthermore, ATEN also joined the CommonWealth Sustainability League in 2021 and participated in issues related to various aspects of sustainability jointly promoted by CommonWealth Magazine, in order to continuously contribute efforts to the global climate.

Moreover, ATEN has for a long time continued to invest in talent cultivation and development, actively promote employee family and work balance policy, and value talent sustainability as the key objectives of the Company's sustainable operations. Through the workplace anti-bullying and anti-sexual harassment declaration, salary equality, maternity allowance of NT\$120,000 per childbirth, prenatal checkup leave and paternity leave (superior to the government regulations: 8 days), educational subsidies of NT\$10,000/year (preschool educational subsidy of NT\$5000 per semester) for children between the ages of 3 and 6, birthday leave, volunteer leave, labor-management meetings, employee learning development and education and training, employee relationship activities, and so on, the Company aims to improve the sustainable competitiveness of talent. In 2022, we received numerous honors and awards in talent development, including the "2022 Asia's Best Enterprise Employer Award", "2022 WeCare Best Employee Care Award", and "Friendly Family and Work Equality" Outstanding Enterprise presented by the New Taipei City Government, and we enrolled in the "TALENT, in Taiwan" Alliance in order to enhance the competitiveness of talent in Taiwan together with several hundred enterprises and schools sharing the same concept.

In addition, ATEN continues to research and develop innovative products and technologies in order to provide one-stop services for integrated AV/IT to customers. With its long-term experience and cultivation in the smart manufacturing industry, ATEN is able to provide integrated solutions covering both the remote control management and television wall control systems to customers, allowing factory management control systems and emergency response center information images to be shared synchronously, thereby facilitating commanders to respond and make decisions in a timely manner. Furthermore, under the trend of the metaverse and 5G, the popularity of immersive experience is increasing worldwide. ATEN's professional media solutions have also seized circular business opportunities in the market, in order to establish a remarkable 4K high resolution immersive visual experience for customers. As most companies resume their physical office work, the demand for hybrid meetings has become the greatest business opportunity in the enterprise market. ATEN continues to release new hybrid meeting solutions, in order to increase the enterprise meeting cooperation efficiency. Furthermore, ATEN also targets the global AI trend and continues to accelerate the development of technology in order to achieve diverse applications for ATEN AI Voice-AI Text-to-Speech (TTS) services. In addition, AI voice can be customized for corporate brands in order to provide premium one-stop services to enterprises from text editing and drafting and recording studio sampling to voice model training, thereby establishing a unique brand voice for enterprises.

ATEN is committed to implementing corporate ESG with the vision of a sustainable brand and has participated in the fulfillment of corporate social responsibility for a long time. The Company upholds the corporate core value of "ICAN" and the corporate vision of "Simply Better Connections" in order to actively contribute efforts to achieving the goal of smart living and sharing wonderful links together!



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 Sustainable Development

In 2012, ATEN established the “ATEN Corporate Social Responsibility Management Committee” under the supervision of the Board of Directors, in order to promote work related to corporate social responsibility and sustainable development. In 2022, the “ATEN Corporate Social Responsibility Management Committee” was renamed to “ATEN Sustainable Development Committee”, with directors and independent directors acting as the committee members in order to establish sustainable development policies and plans. 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.

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 on CSR issues, etc. The Company decided to actively respond to 10 of the goals, namely the “elimination of hunger”, “health and welfare”, “education quality”, “gender equality”, “employment and economic growth”, “climate action”, “marine ecology”, “terrestrial ecology”, “peace and justice system”, and “global partner”. Furthermore, ATEN continues to examine the correlation of the other 7 goals with ATEN and their executability, in order to bring itself 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.

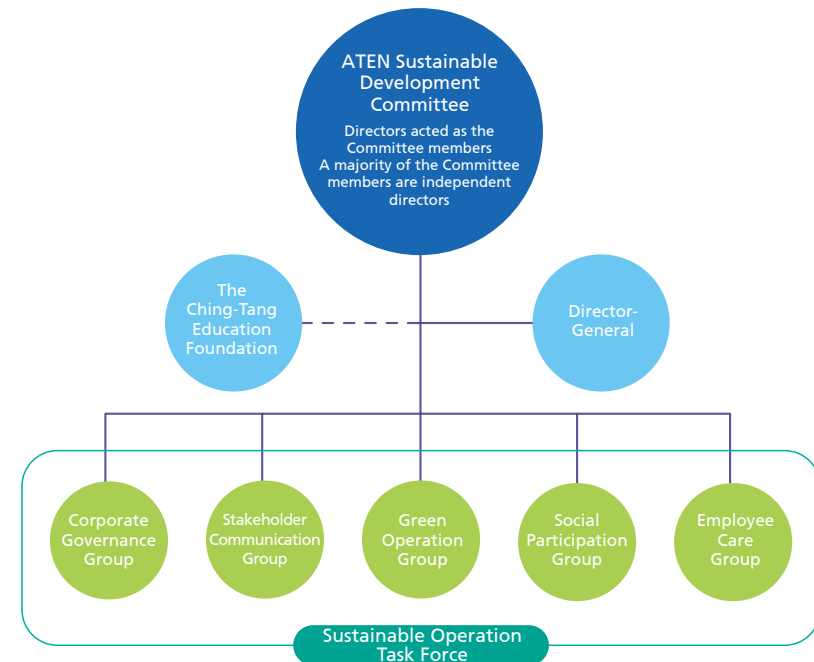


In addition to the institution and regulations, the Company also integrates the Sustainable Development with the corporate core value of ATEN (ICAN: "Integrity", "Caring", "Ambition", and "Novelty") in order to establish reward regulations, such as: "Sun Metal" and "Volunteer Points", etc., to encourage 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

The ATEN Sustainable Development Committee is the highest internal sustainable development organization of ATEN. Directors act as the committee members, and the majority of the committee members are independent directors.

"ATEN Sustainable Development Committee" Group Structure





1 ▶ Implementation of Sustainable Development

The Sustainable Operation Task Force has been established under the Committee according to the promotion of relevant business, and one Director-General position has been established. The Director-General is responsible for managing the affairs of the Committee and integrates the annual plans and execution thereof of each task force. The Director-General convenes the Sustainable Operation Task Force Meeting every month in order to discuss issues of “corporate governance”, “corporate commitment”, “social participation” and “environmental protection” and to follow up the execution status. The Director-General also periodically presents reports to the Sustainable Development Committee and executes important decisions regarding sustainable development policies and directions resolved during the Committee meetings. 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	
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 of different types of related parties on the website. In addition, we have also set up questionnaire survey forms so that 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. Ho, Manager, President's Office Email: atencorp@aten.com

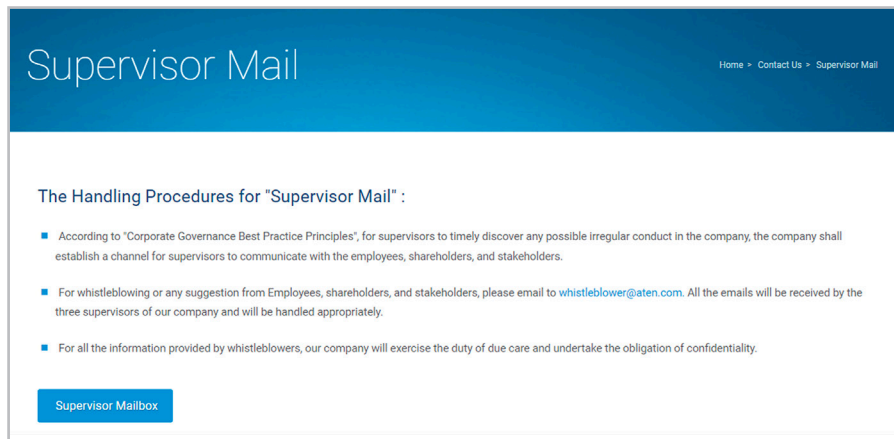
Issues of Concern of Stakeholders and Company Communication Method List

Stakeholder	Issues	Communication channels	Frequency of communication
Clients	<ul style="list-style-type: none"> Product price Product and service responsibility Customer partnership Technology research and development 	Customer satisfaction survey	Annually
		e-support website platform	Constantly
		Partner Center website section	Constantly
		Customer service line	Constantly
	Raw material use and recycled materials	Agent conference	Annually
Shareholders	<ul style="list-style-type: none"> Operational effectiveness Earnings situation Investment planning Corporate governance Enterprise sustainability 	Convening ordinary (extraordinary) shareholders' meetings	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-capital relations 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 opinion submission channels, such as the 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"> Greenhouse gas management Water and Resource Management Environmental safety Social benefit and returns 	Company website	Constantly
		Sustainability Report	Annually
		The Ching-Tang Education Foundation	Constantly
		Employee benefit committee	Constantly
		csr@aten.com	Constantly
The media	<ul style="list-style-type: none"> Operational effectiveness Talent recruitment Investment planning Corporate governance Social welfare 	Press releases	Constantly
		Press conferences	Irregularly
		Interviews	Irregularly
Government agencies	<ul style="list-style-type: none"> Legal compliance Environmental safety Payment of taxes and duties Policy compliance 	Explanatory meetings held by supervisory agencies	Irregularly
		Corporate governance appraisal	Annually
		Publishing directives	Constantly
		Government agency websites	Constantly

▶ 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: whistleblower@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.



▶ Sharing Experience Promoting ESG and Sustainable Development Internally and Externally

To share the years of experience of ATEN in the promotion of ESG with others, the Company has also established communication channels through methods such as the Company’s website, internal employee portal website, newsletters, seminars, and external speeches of senior managers in order to convey the information of the Company’s ethical management, corporate governance, environmental protection, social participation, and so on to the stakeholders, as well as to obtain feedback from the stakeholders. In addition, the Company also invites other enterprises, school teachers and students, employees’ relatives and friends, suppliers, and others to promote ESG jointly with ATEN. We believe that the continuous organization of activities and spreading of information is beneficial to the establishment of long-term cooperation and interactive relationships with the stakeholders.

1.5 Major Topic Management

▶ Major Issue Analysis

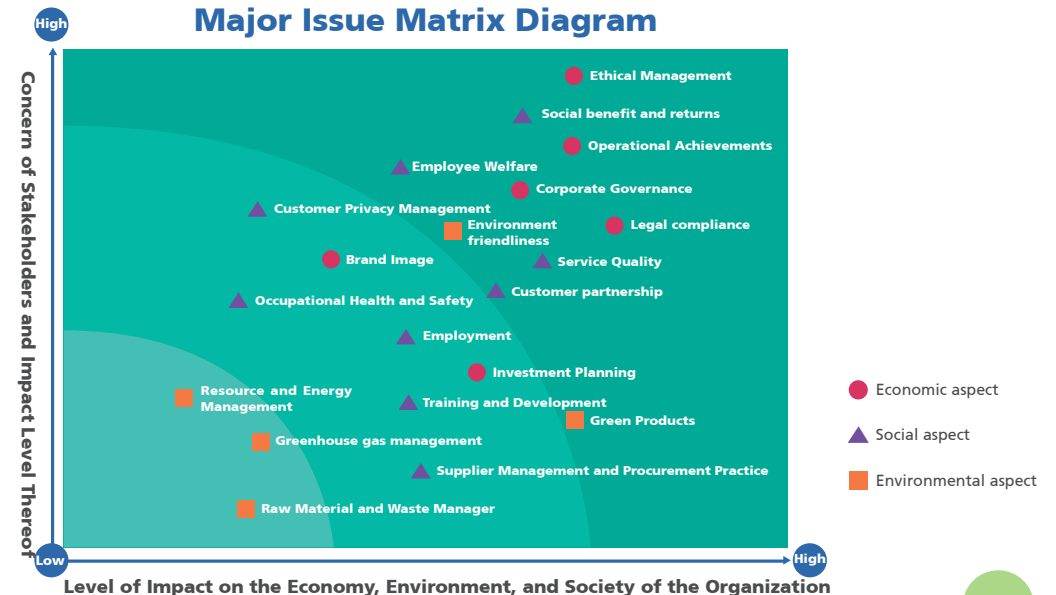
In recent years, ATEN has adopted the cycle of five steps of collection, identification, arrangement, confirmation, and examination according to the sustainability context, materiality, integrity, and tolerance of stakeholders, in order to establish the materiality analysis of stakeholders.

Major Issue Analysis



Collection	We collected issues of concern to all stakeholders according to the state of routine interaction between the members of the team and each stakeholder and by considering the major issues in the same industry sector 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 groups sorted and prepared a list for the collected issues of concern. According to the discussion content of the monthly group meetings and by considering industrial characteristics, international trends, and the state of development in the same industry sector, 20 "critical ESG issues" were summarized.
Arrangement	<ul style="list-style-type: none"> The "Stakeholder Questionnaire Survey" was completed according to each type of stakeholder and the results were statistically analyzed, after which they were examined again and arranged accordingly. The members of the groups performed discussion on two aspects: the economic, environmental, and social impact level internally and externally on the organization for each issue; and the level of concern of stakeholders. A major issue matrix diagram was summarized for recommendation.
Confirmation	The initial results were submitted to the Sustainable Development Committee for examination, and after adjustment with the senior management's opinions, 8 issues were sorted from the 20 critical ESG issues to be listed as the 2022 "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 rationality of the major issue matrix diagram will be examined at any time and the communication method with the stakeholders is strengthened to collect more stakeholder opinions in order to be used as the basis for future adjustments.

Major Issue Matrix Diagram



Major Topics, Corresponding GRI Standards, and Impact Boundary

The major topics of each aspect and the corresponding GRI specific topics, management directives, impact of the value chain 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	Positive and Negative Impact Description	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.	Self-defined Material Topic	(-) Occurrence of corruption incident that may damage the interests of the Company (-) Violation of laws and regulations may result in penalty fine such that the reputation of the Company may be affected	Chapter 3 Corporate Governance Introduction Chapter 6 Environmental Protection Introduction	●	▼	■ ◆ ★	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
2		Corporate governance	Whether the investors and government agencies value the execution status on the improvement of corporate governance significantly.	Self-defined Material Topic	(+) Uphold the ethical management principle, comply with code of ethics and code of conducts, in order to protect the rights and interests of stakeholders (+) Comply with the government laws, implement corporate governance, focus on business ethics, implement internal control, in order to ensure the continuous operation and to fulfill corporate responsibilities with best effort.	Chapter 3 Corporate Governance Introduction		▼	■ ◆ ★	4 QUALITY EDUCATION 5 GENDER EQUALITY 16 PEACE, JUSTICE AND STRONG 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	(+) Under the sustainable development goal, corporate continues to profit and maintain proper operational performance and seeks the maximum profit for shareholders and stakeholders	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	(+) Understand customer demands through customer satisfaction survey, and implement continuous improvement to enhance the bonding between customers and the Company, in order to prevent damages of the rights and interest of customers.	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	(+) ATEN bears the corporate social responsibility while maintaining the economic growth at the same time. Implement education and care, and achieve community development in order to seek common value	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 404 Training and Education	(+) Provide remuneration and benefits superior to the industry standard, in order to attract and retain talents, to improve employee morale and satisfaction, and to improve the corporate image (+) Provide systematic trainings that satisfy the job needs, in order to improve employees' skills swiftly, thereby increasing the productivity and demonstrating the Company's respect for the employees (+) Manage and implement workplace safety, health management policy and employee assistance plan, in order to protect the mental and life safety of employees, as well as to reduce occupational safety accidents	Chapter 4 Employee Care Introduction		▼	☆	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH
7	Environmental aspect	Environment friendliness	Global warming and ecological environmental protection are the issues of most concern worldwide, and we are actively seeking solutions.	Self-defined Material Topic	(+) Environmental ecology is the root for the survival of the people in general; therefore, it is essential to protect biodiversity to ensure the sustainable development of the ecology on our Earth.	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	Use of ATEN's advantages in the product design and KVM product/industry characteristics to actively promote green products, in order to comply with the expectation of governments of different countries and the general public.	Self-defined Material Topic	(+) ATEN aims to develop energy-saving products through technology innovation, in order to reduce energy consumption. (+) Ensure production processes and products comply with international regulations and the environmental protection requirements of customers, in order to mitigate environmental burden	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 the “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	★	☆



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

Major Topics

Operational Achievements

>[Corresponding SDGs]



Under the goal of sustainable development, corporations continue to profit and maintain proper operational performance and seek the maximum profit for shareholders and stakeholders, in order to create greater employment opportunities, to drive economic growth and to improve the social growth with best effort.

>Responsible Units

The Company's R&D Division, Business Unit and Manufacturing Division

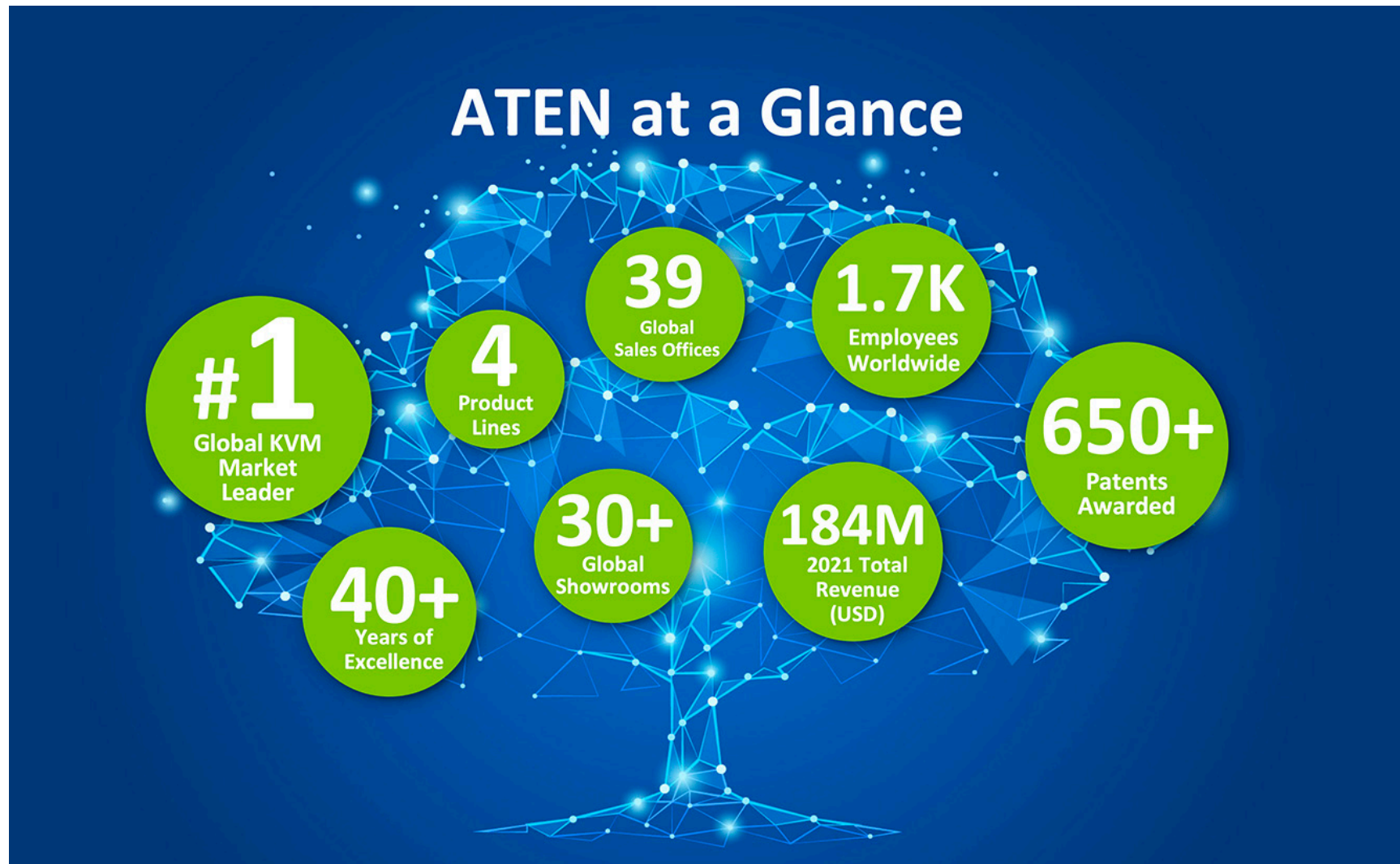
>Management Mechanism

1. R&D, manufacturing and sales with balanced development in order to generate synergy
2. Expand key industries and vertically integrate market applications, provide diverse solutions, in order to maximize the product value.
3. Improve the operational functions of existing overseas sales locations and implement matrix management; consider operational risks and cost control simultaneously during the in-depth development of local markets.

>Commitment, Actions, and Goals

Commitment	2022 Execution item	2022 Execution Outcome	Future Goals and Actions
Global Planning Local Development	<ol style="list-style-type: none"> 1. Through the establishment of sales branches or offices, the Company is able to develop the overseas market in depth in order to provide completely local support services. 2. Develop new products to satisfy industrial demand. 	<ol style="list-style-type: none"> 1. A subsidiary was established in Indonesia in 2022, and a total of 23 sales locations and 30 display centers have been established worldwide. 2. In 2022, new products from different product lines were developed, and various awards, in including the Computex 2022 Best Choice Award, Good Design Award 2022, 2022 Innovative Product Awards, and 2022 Best of Show InfoComm, were also received. 	<ol style="list-style-type: none"> 1. Continue to expand new business locations and display centers according to business needs. 2. In the future, the Company will develop high value products in the four main aspects of sound processing, information security, intelligence, and digitization, in order to increase competitiveness and enhance profitability.

2.1 About ATEN



▶ 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

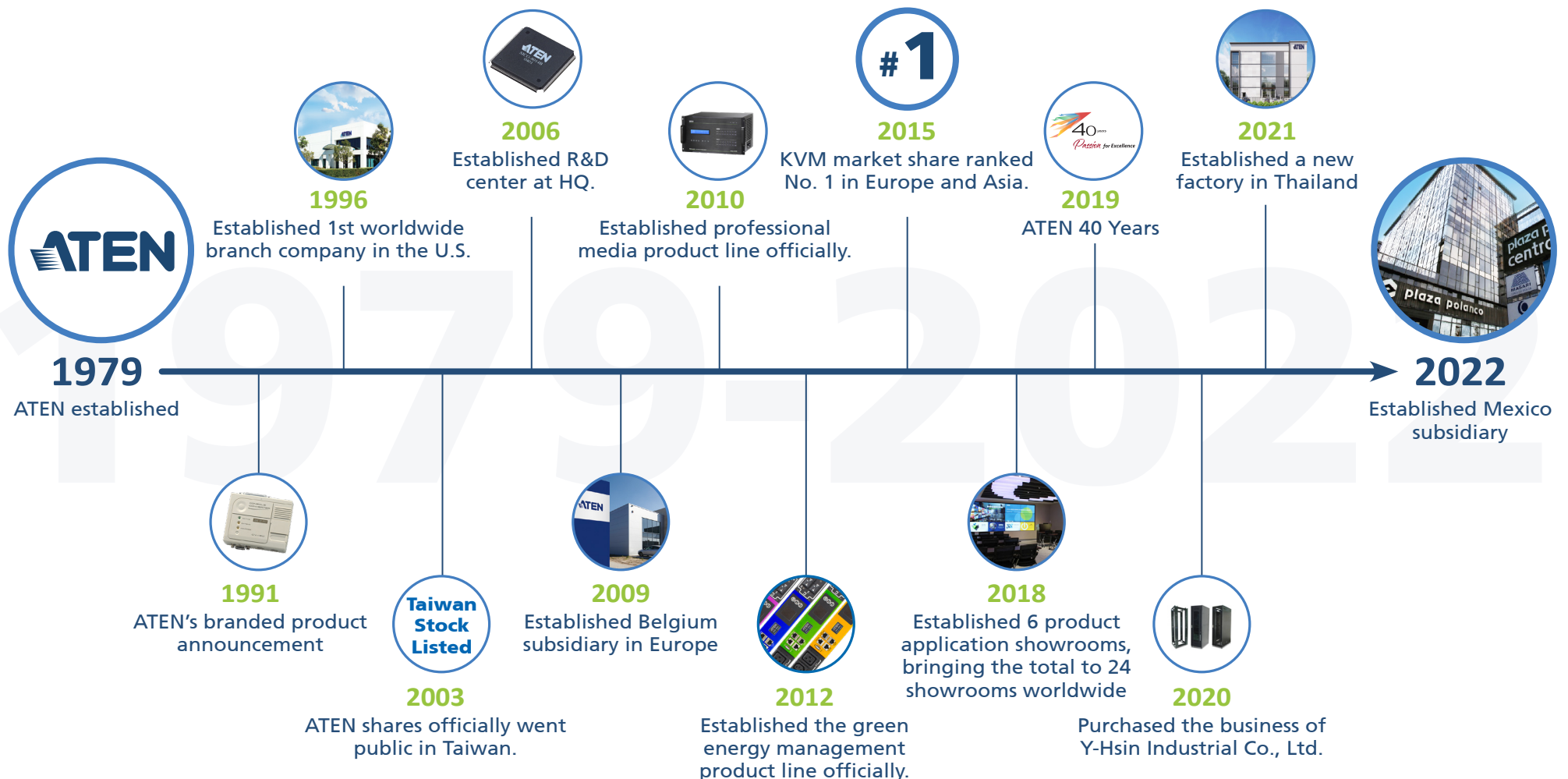
has been at the heart of ATEN for over 40 years, and this mission keeps driving ATEN to provide innovative solutions for people to make better connections, efficiently and seamlessly.



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, and more. 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, broadcasting, 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.



KVM Solutions



Professional AV
Solutions



USB Solutions



Power Distribution
& Racks



Even though the KVM, Pro AV, and USB 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 Company will continue to implement stable business operations and increase the flexibility of allocating production capacity based on the Company's extensive years of development and solid foundation. In the future, the Company will invest more R&D resources to develop high value products in the four main aspects of sound processing, information security, intelligence, and digitization, in order to increase competitiveness and enhance profitability.

[Four Recent Main Target Industries]

Government
政府解決方案

Education
教育解決方案

Healthcare
醫療/健康解決方案

Manufacturing
智慧製造解決方案



▶ 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	New generation of fully digital and full-channel multi-computer KVM managers, particularly for the applications of remote centralized management of servers in server room, remote access of control rooms, high-tech production line remote management, etc.
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	Electrical power and green energy integration and application.
8	AI text-to-speech (TTS) and training OEM service

For relevant details, please refer to the 2022 Annual Report of the Company.

▶ New Product Introduction: Three-Phase Smart Power Distribution Unit

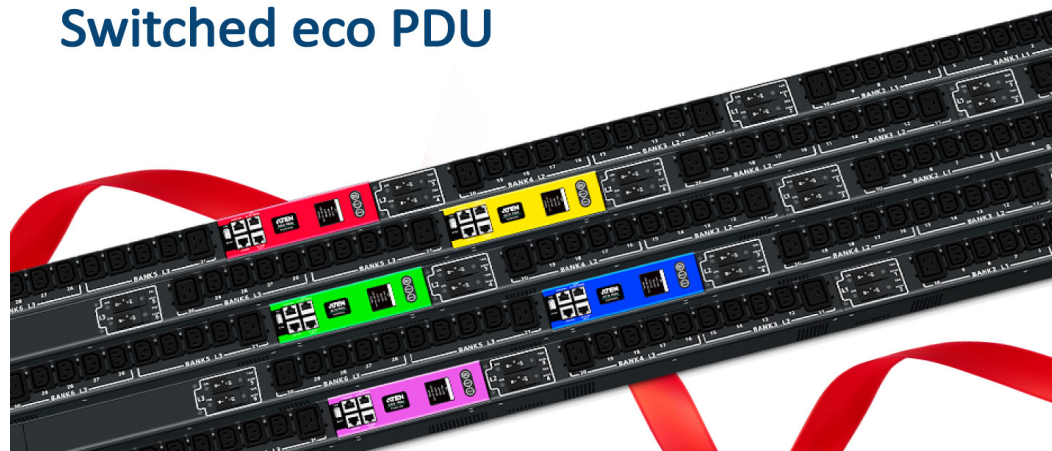
ATEN's three-phase smart power distribution unit series of products include the PG95 measurable power distribution unit, PG96 switchable power distribution unit and PG98 socket measurable and switchable power distribution unit, adopting the 0U rack design. The PG series provides users with various types of control methods such as LAN/COM/USB/environmental sensor connection ports. To reduce cost and to achieve space-saving installation, the PG series of products allow 64 PG power distribution units to be connected to each other so that they can be used in areas with increasing demand for a high density of IT equipment, such as server rooms and data centers. The PG96/98 series of products is equipped with built-in energy saving relays capable of assisting users to control large amount of current; in comparison with other power distribution units without relays and energy saving functions, the PG series of products is able to effectively reduce energy consumption. The PG95330/PG96330/PG98330 series of power distribution units supporting 30A/32A current is equipped with built-in circuit breakers capable of automatically shutting down the power supply in order to prevent equipment current overload or damage. An LCD front panel is attached with stickers of five colors (yellow, red, purple, blue, green) that can be selected, allowing users to swiftly identify issues during the power supply setting or troubleshooting. Furthermore, the LCD front panel has a hot swapping function, so that it can be removed, replaced or repaired without interruption of any key tasks. The PG series of products can be used in enterprise-level server rooms, network cabinets and data centers, providing a smart power distribution and management solution. In addition, as the products support dense IT equipment, the overall cost is also reduced at the same time.



reddot winner 2023



3-Phase Outlet Metered & Switched eco PDU



▶ Brand Management

The world's leading brand consultancy Interbrand announced that ATEN received the "Taiwan International Brand Potential Star" award in 2022, which was the fifth consecutive year for ATEN to receive the award. For ATEN's brand value, Interbrand indicated that ATEN demonstrates outstanding performance in brand integration, empathy and existence, and that ATEN also significantly values brand development with active investment of resources to promote the expansion of popularity and establishment of brand identity. ATEN continues to enhance the brand experience and has recently actively established showrooms worldwide, in order to establish application scenarios for customers' real experience and to convey the core concept of "Simply Better Connections" to all customers effectively. ATEN expects to continue to develop further in the competitive brand market of "connection" with the best effort, so that through the power of technology, ATEN is able to create and continuously establish novel connections for people's lives. In the future, ATEN will continue to utilize the brand power to drive the growth of commercial value, enhance brand differentiation, and improve our brand value continuously!

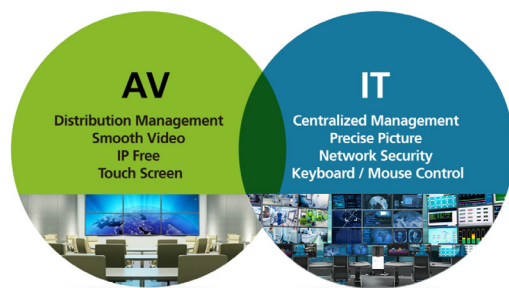
Since the development, ATEN continues to integrate all products and services and has used one single brand "ATEN" for global sales and marketing. Presently, the channel partners of the Company have expanded worldwide to reach more than 100 countries. The key factors to the success of the brand management 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.



> Competitive Advantages

1. Outstanding R&D team, continuous technological breakthroughs, and innovative research are relative advantages to a market leader.
2. Provide comprehensive remote management solutions with complete high, medium, and low level products, as well as equipped with customized product capabilities 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 Company's own brands, products with high quality and reliability that exceed the customer 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 leading market position.
7. Use integrated AV meets IT solutions to comply with the related market demands of global IT management and the professional media.



> Global Patent Planning

ATEN has always valued "Innovative R&D" and it is also the development core ATEN relies on. In addition, patented technologies are applied to ATEN's products in order to not only promote the high market production value but also achieve successful projects for numerous customers worldwide. Accordingly, ATEN has established a solid foundation in the development of patented technologies, and as of 2022, the Company has been granted patent rights for more than 600 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.

> Innovative Core Technology Research and Development Advantages

ATEN has a staff of approximately 300 R&D engineers in Taiwan, China, and Canada. Accordingly, the Company is equipped with an outstanding R&D team and continues to achieve technological breakthroughs and R&D innovation along with the legal protection of design patents and intellectual property rights to elevate the market entrance barrier. With the advantages of R&D energy for innovative core technologies and technological integration, utilization of remote server management and the core technology of 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.

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 sustainable influence of ESG and enhance the Company's positive image.
9. Establish harmonious cooperation relationships with suppliers and customer groups with stable quality.
10. Cultivate and introduce outstanding talents continuously.
11. Sound financial structure.
12. Activate new production bases and invest in automated equipment to increase the flexibility of adjusting production capacity.

▶ 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. As countries around the world are starting to relax border control and epidemic control measures, cross-region customer visits and sales activities are resuming progressively. During this period, ATEN 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.
7. In addition to the progressive mitigation of supply chain shortages, ATEN continued to implement revision designs agilely, provide alternative products or solutions to customers, and make the most optimal adjustments according to the production capacities of global production sites and logistics, so that the impact of material shortages was reduced to a minimum.
8. The war between Ukraine and Russia still directly affects 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

In regard to Sales, R&D, and Manufacturing, three aspects that are most critical to corporate operations, ATEN sufficiently utilizes global resources 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 established a subsidiary in Indonesia in 2022. In addition, ATEN has established 23 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 its 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)

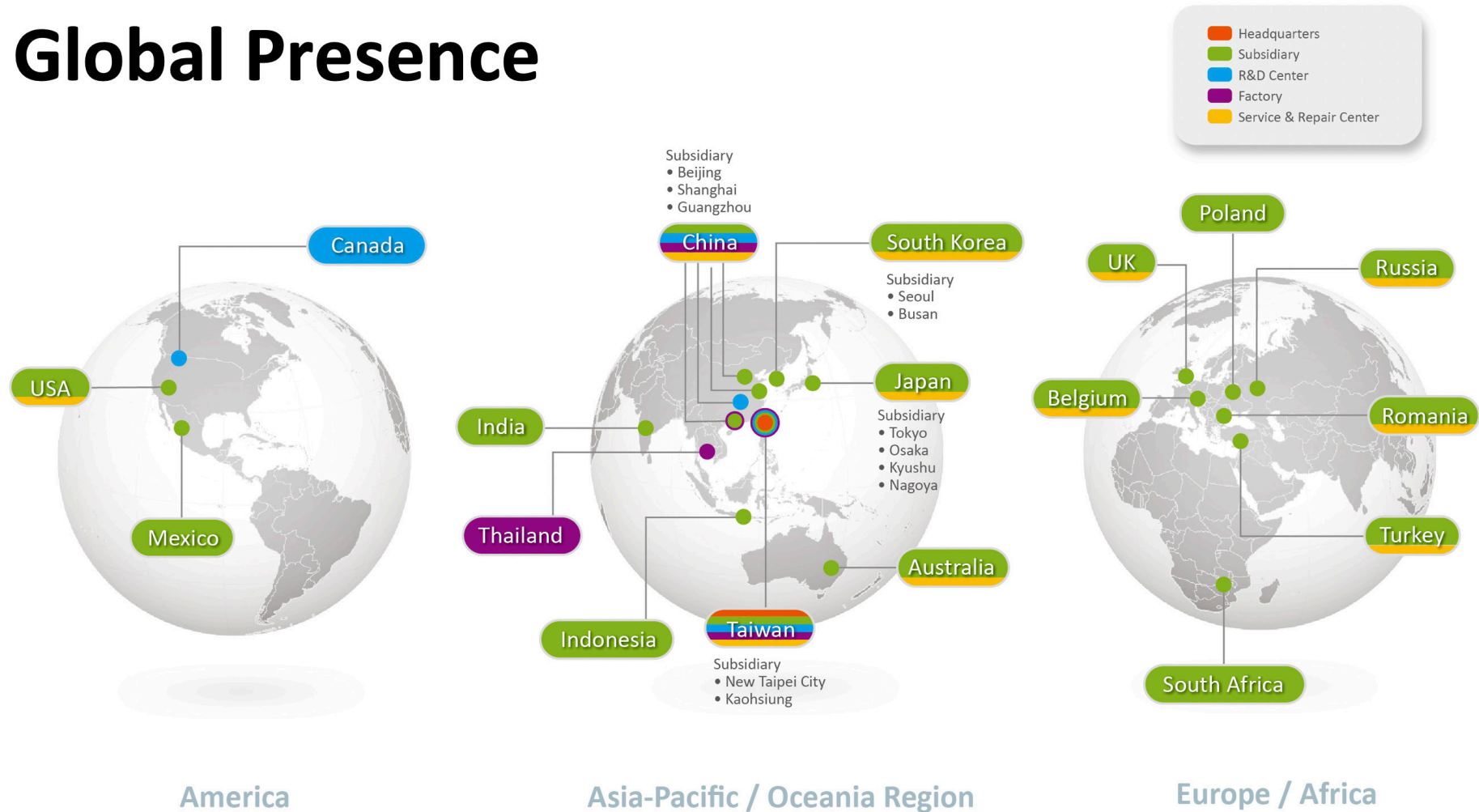
In terms of R&D, in addition to the Taipei headquarters and Tainan R&D center in Taiwan, the Company also establishes two overseas R&D offices in Canada and Wuhan, China. With the expertise of R&D talents of different countries, the Company with a total of approximately 300 R&D engineers is able to provide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

› Manufacturing

With regard to manufacturing, ATEN has established production sites in Taiwan, China and Thailand. The production capacities are adjusted flexibly, in order to enhance the flexibility and capability of the global supply of products. Furthermore, through the adjustment and control of the production capacities of different production sites, risks and impacts are reduced to a minimum. Production lines are adjusted appropriately according to the demands, in order to obtain the most optimal benefits in terms of quality, cost and efficiency. 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.

Global Planning Local Development

Global Presence



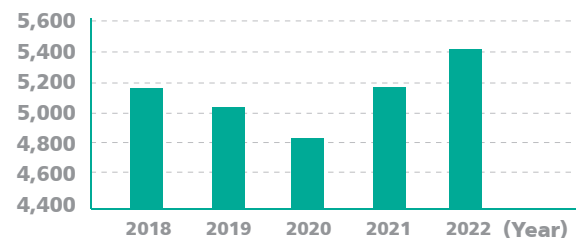
2.3 Operational Achievements

Under the impact of numerous factors such as material shortage, shipping delays and the Russo-Ukrainian War, global enterprises faced operational difficulties during the first half of the year. Despite the harsh greater environment, ATEN was able to demonstrate its corporate resilience, and the sales revenue achieved outstanding results during the second half of the year as the Company benefited from the strong growth dynamics in high-end remote management products, cabinets and power distribution unit products. The annual consolidated revenue reached NT\$5.403 billion, a record high over the past years and a growth of 5% from the same period of the last year, with a consolidated gross margin of 58.5%. The operating net profit of the current period was NT\$851 million, the net income after tax of the current period was NT\$733 million, and the earnings per share were NT\$6.11.

The management team was able to meet the expectations of the shareholders in terms of business expansion, cost control, investment strategy, and efficiency improvement. The Company will continue to create investment profit for shareholders and is worthy of investors' trust and reliance. Please refer to the 2022 Annual Report of the Company for details of the operating information.

(NT\$ million)

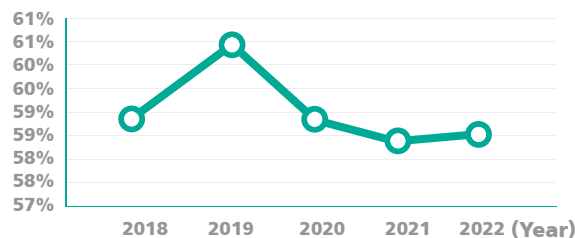
[Revenue]



(Vertical axis unit: NT\$ million; Horizontal axis unit: Year)

[Gross Profit Margin]

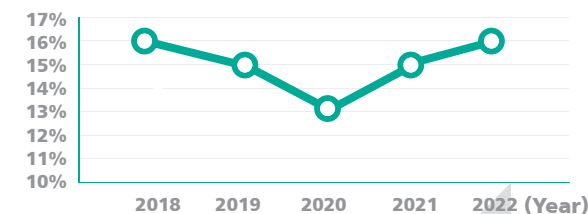
(%)



(Vertical axis unit: %; Horizontal axis unit: Year)

[Operating Profitability]

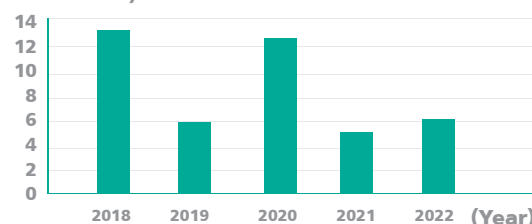
(%)



(Vertical axis unit: %; Horizontal axis unit: Year)

[Earnings per Share]

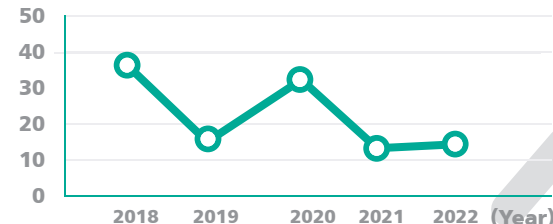
(New Taiwan Dollars)



(Vertical axis unit: NT\$; Horizontal axis unit: Year)

[Return on Equity (ROE)]









































(%)



(Vertical axis unit: %; Horizontal axis unit: Year)

2.4 Honors and Recognition

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.

2022	2021	2020	2019	2018
 2022 Best Taiwan Global Brands	 2021 Best Taiwan Global Brands	 2020 Innovative Products Winner	 Excellent Choice Award	 2018 Taiwan Excellence Award
 2022 Asia's Best Enterprise Employer 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
 2022 Commonwealth Sustainable Citizen Award	 2021 Commonwealth Sustainable Citizen Award	 Excellence in Corporate Social Responsibility Award	 Interop Tokyo 2019 Interop 2019 Best of Show Award - Special Prize (Gadget)	 2018 Computex Best Choice Award
 The 19th National Brand Yushan Award	 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
 Best Choice Award 2022	 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
 Good Design Award 2022	 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
 2022 Inavation Awards Technology Finalist	 Best Choice Award 2021	 2020 Future Best of Show Awards	 Good Design Award 2019	
	 Good Design Award 2021		 2019 Best Taiwan Global Brands (Top 35)	
	 INTEROP Best of Show Award 2021 Grand Prize (Gadget)		 Winner Product Innovation Award	
	 2021 Inavation Award Technology Finalist		 Produkt Roku 2019 IT Professional Magazine, Poland	

2017



2017 Taiwan Excellence Award



2017 Computex Best Choice Award



Awarded Best Corporate Citizen by the Commonwealth Magazine, ranked the "2nd Place" among Medium-sized Enterprises Group in 2017



INTEROP Best of Show Award 2017 Special Prize



INTEROP Best of Show Award 2017 Grand Prize



IBC 2017 Best of Show Awards



Produkt Roku 2017



IT PRO Corporate Choice 2017



Government Video Product Innovation Award 2017



2017 Best Taiwan Global Brands

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, 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
Taiwan CERT/CSIRT Alliance	Taiwan Chief Information Security Officer Alliance



Corporate Governance

3.1 Corporate Governance Structure

3.2 Board of Directors

3.3 Functional Committees

3.4 Risk Management




3.5 Shareholder Rights

3.6 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. [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. [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. [Corresponding SDGs Sections: 16.5, 16.6, 16.7]</p>

Responsible Units

Board of Directors of the Company

Management Mechanism

The Board of Directors of the Company is the highest governance unit and highest decision-making center. The Board also supervises the overall operational management of the Company.

Commitment, Actions, and Goals

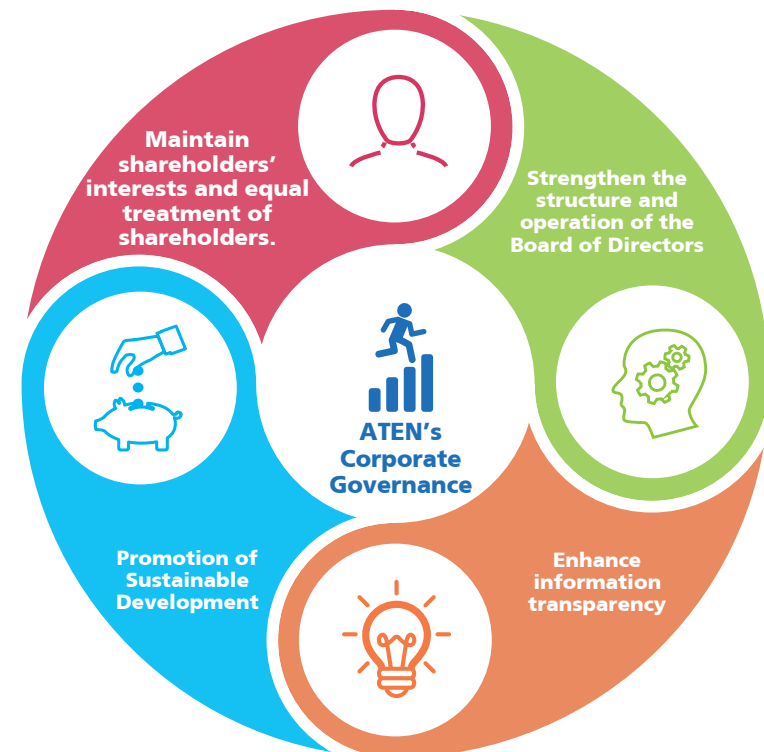
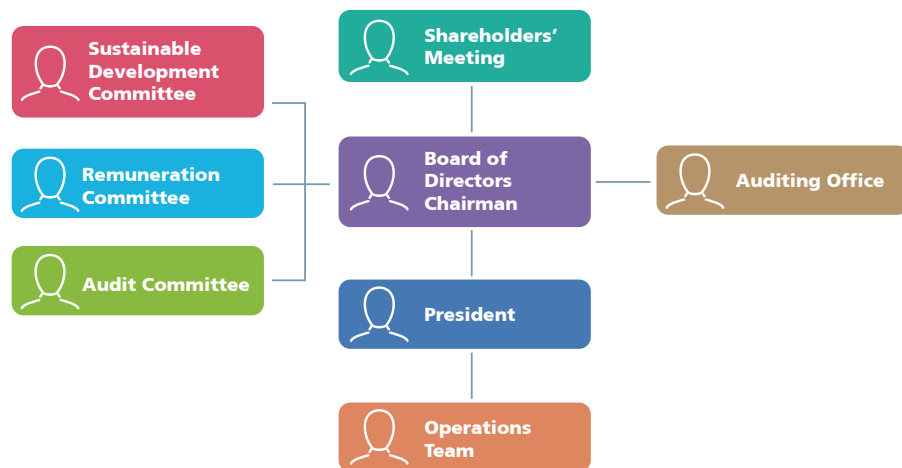
Commitment	2022 Execution item	2022 Execution Outcome	Future Goals and Actions
<ul style="list-style-type: none"> > Protection of shareholders' rights > Enhance information transparency 	<ol style="list-style-type: none"> 1. Provide both Chinese and English versions of Shareholders' Meeting information to shareholders for them to understand the financial and non-financial information of the Company 2. Organize investor conferences 3. Publish the 2022 revenue announcement calendar 	<ol style="list-style-type: none"> 1. Publish the Chinese version of information of the Shareholders' Meeting early, including the meeting handbook (regulations specify 21 days before Shareholders' Meetings, while the Company voluntarily provides information 30 days before Shareholders' Meetings), Annual Report (regulations specify 7 days before Shareholders' Meetings, while the Company voluntarily provides information 18 days before Shareholders' Meetings); voluntarily prepare and provide the English version of Shareholders' Meeting information, including the meeting notice, meeting handbook, meeting minutes, and Annual Report. 2. The Company organizes its own or participates in investor conferences quarterly. In 2022, the Company organized two online investor conferences and participated in four online investor conferences upon the invitation of investment institutions 3. Released 2022 revenue announcement calendar on the Company's website 4. Disclose English versions of the Annual Consolidated and Parent Company Only Financial Statements 	<ol style="list-style-type: none"> 1. Provide English versions of mid-term financial report information 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 the execution status of the functional committees and the communication status of the independent directors and internal audit officer with the CPAs

Commitment	2022 Execution item	2022 Execution Outcome	Future Goals and Actions
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 Board of Directors' Internal performance evaluation was completed in January 2022 and has been reported at the Board of Directors' meeting on March 8, 2022 2. The external institution Taiwan Corporate Governance Association was entrusted to perform the Board of Directors' performance evaluation during the period from September 1, 2021, to August 31, 2022, and the Board of Directors' external evaluation report was submitted on November 9, 2022. 3. The Sustainable Development Committee was established with independent directors making up the majority of Committee members. The Committee is under the Board of Directors and is responsible for the establishment of sustainable development policies and plans as well as risk management policies, procedures and the execution status, and the Committee reports to the Board of Directors annually. 4. To enhance information security management, a sound Information Security Management System (ISMS) has been established, and ISO 27001 certification has been obtained in 2022. 5. Relevant information security and intellectual property management issues have been reported at the Board of Directors' meeting on August 4, 2022 	<ol style="list-style-type: none"> 1. Increase the number of seats of independent directors from three seats to four seats 2. Strengthen the risk management mechanism

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. To improve the operational performance of the Board of Directors, the Company has established the "Audit Committee", "Remuneration Committee", and "Sustainable Development Committee" under the Board of Directors, in order to be in charge of the establishment and review of the promotion and implementation of relevant policies and systems, to enhance the operation of the Board and assist the

Board to fulfill its supervisory responsibility. The committees regularly report the implementation status and resolutions to the Board of Directors. Regarding risk assessment, various objectives are determined first, which are then linked to units of different levels of the Company along with consideration of the appropriateness of the objectives of the Company. 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. The Sustainable Development Committee assists the Board of Directors to perform risk management operations and establish risk management policies. The Committee reports the risk management implementation status to the Board of Directors annually.



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' meeting is convened at least once per quarter. In 2022, a total of 5 Board of Directors' meetings were convened. The 2022 attendance status of directors and important resolutions of the Board of Directors are shown below. During the operation of the Board of Directors' Meeting, in the case of conflict of interest, the director is required to recuse themselves. 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 the Company, that director may not participate in discussion or voting on that agenda item and shall recuse themselves 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 2022 Annual Report for the relevant state of recusal. The Chairman of the Company concurrently acts as the President. To enhance corporate governance, the Company arranges continuing education courses for directors annually, in order to effectively exercise the functions and authorities of directors. In the future, the Company also plans to add one additional independent director, and a majority of directors are not concurrently assuming the positions of employees

or managerial officers, in order to further enhance the supervisory function of the Board of Directors and to comply with the regulations for recusal of conflict of interest. Please refer to page 14 of the 2022 Annual Report for relevant details.

2022 Attendance Status of Board of Directors

Title	Name	Number of Actual Attendances	Number of proxy attendance	Ratio of Actual Attendance (%)
Chairman	Kevin Chen	5	0	100
Vice-Chairman of the Board	Steven Chen	5	0	100
Director	Yung-Ta Lin	5	0	100
Director	Shiu-Ta Liao	4	0	80
Director	Se-Se Chen	5	0	100
Director	Chen-Lin Kuo	5	0	100
Director	Kun-Yu Chao	5	0	100
Independent Director	Wei-Jen Chu	5	0	100
Independent Director	Chung-Jen Chen	5	0	100
Independent Director	Chun-Chung Chen	5	0	100



2022 Major Resolutions of the Board of Directors

Board of Directors Session and Date	Important Resolution
1st Meeting in 2022 (2022.1.25)	<ol style="list-style-type: none"> 1. Approved the credit extension of the Company and subsidiaries of the Group with financial institutions. 2. Approved the 2022 business plan. 3. Approved the amendment of the "Internal Control System". 4. Approved the 2022 appropriation ratio of remuneration for directors and distribution ratio of remuneration for employees. 5. Approved the amendment of the "Regulations for Salaries of Employees" and the "Regulations for Leave Application and Overtime Work of Employees". 6. Approved the distribution of the 2021 year-end bonus for managerial officers in January 2022. 7. Approved the distribution of the 2021 operation performance bonus for the second half of the year for managerial officers in 2022. 8. Approved the 2021 performance evaluation of managerial officers and 2022 annual salary adjustment for managerial officers.
2nd Meeting in 2022 (2022.3.8)	<ol style="list-style-type: none"> 1. Reported the communication matters between CPAs and the corporate governance unit. 2. Reported the 2021 Board of Directors performance evaluation results. 3. Reported the investment and establishment of the Mexico subsidiary. 4. Approved the 2021 business report, financial statements, and consolidated financial statements. 5. Approved the 2021 earnings distribution. 6. Approved the CPA independence assessment of the Company. 7. Approved the 2021 "Statement of the Internal Control System". 8. Approved the amendment of the "Procedures for Acquisition or Disposal of Assets", "Articles of Incorporation", and "Corporate Social Responsibility Best-Practice Principles". 9. Approved the amendment of the "Internal Control System". 10. Approved the credit extension of subsidiaries of the Group with financial institutions. 11. Approved the distribution of the 2021 remuneration of directors and remuneration of employees. 12. Approved the 2022 general shareholders' meeting date, location, and reason of convention. 13. Approved matters related to proposals submitted by shareholders for the agenda of 2022 general shareholders' meeting.
3rd Meeting in 2022 (2022.5.5)	<ol style="list-style-type: none"> 1. Submitted the 2022 Q1 consolidated financial quarterly report. 2. Reported the greenhouse gas inventory and verification progress. 3. Approved the credit extension of the Company and subsidiaries of the Group with each financial institution. 4. Approved the amendment of the corporate social responsibility (CSR) "Policy Statement" and "Institution and Management System". 5. Approved the 2022 Q1 earnings distribution.

Board of Directors Session and Date	Important Resolution
4th Meeting in 2022 (2022.8.4)	<ol style="list-style-type: none"> 1. Reported the renewal of liability insurance for directors and important employees. 2. Approved the credit extension of subsidiaries of the Group with each financial institution. 3. Approved the 2022 Q2 business report, financial statements, and earnings distribution. 4. Approved the 2022 Q2 earnings distribution. 5. Approved the amendment of the "Internal Control System". 6. Approved the amendment of the "Corporate Governance Best-Practice Principles", "Regulations for Calculation and Distribution of Directors' Remuneration", "Regulations for Salaries of Employees", "Regulations for Leave Application and Overtime Work of Employees", and "ATEN International Co., Ltd. Remuneration Committee Organizational Charter". 7. Approved the 2022 operation performance bonus for managerial officers for the first half of the year. 8. Approved the distribution of the 2021 operation bonus for managerial officers and employees in 2022.
5th Meeting in 2022 (2022.11.3)	<ol style="list-style-type: none"> 1. Submitted the 2022 Q3 consolidated financial quarterly report. 2. Intellectual property management plan report. 3. Information security risk management report. 4. Sustainable development annual work report. 5. Approved the credit extension of subsidiaries of the Group with financial institutions. 6. Approved the amendment of the 2022 audit plan for the internal audit. 7. Approved the 2023 annual audit plan for the internal audit. 8. Approved the amendment of the "Internal Control System". 9. Approved the 2022 Q3 earnings distribution. 10. Approved the establishment of the "Sustainable Development Risk Management Policy and Procedure" and the "Sustainable Development Committee Organizational Charter".

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; the number of independent directors accounts for 30% of the total number of directors. Please refer to the table below and pages 11 to 14 of the Annual Report for other information. 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.

Name of Director	Gender	Age	Diverse Background				
			Industry Knowledge	Industry Experience	Business Management	Accounting and Auditing	Commerce and Finance
Kevin Chen	Male	61-70	V	V	V		
Steven Chen	Male	61-70	V	V	V		
Yung-Ta Lin	Male	41-50	V	V	V		
Se-Se Chen	Female	71-80	V		V		
Shiu-Ta Liao	Male	71-80	V		V		
Kun-Yu Chao	Male	61-70	V		V		
Chen-Lin Kuo	Male	81-90	V		V	V	
Wei-Jen Chu	Male	71-80	V		V	V	
Chung-Jen Chen	Male	51-60	V		V		V
Chun-Chung Chen	Male	51-60	V		V		V

Enhancement of the Board of Directors’ Corporate Governance

To enhance corporate governance, respect the interests of customers, communities, employees, shareholders and other interested parties, and achieve the vision of corporate sustainable operation, the Company approved the establishment of the position of Corporate Governance Officer through the resolution of the Board meeting on May 5, 2020. The appointment of the Finance and Accounting Officer, Senior Assistant Vice President Ching-Wei Tien, to act as the Corporate Governance Officer was approved on March 14, 2023, in order to be in charge of corporate governance related affairs. The main responsibilities of corporate governance personnel is to protect the rights and interests of shareholders and to treat shareholders fairly, to provide information necessary for directors to execute their duties and assist with legal compliance, organize Audit Committee meetings, Board of Directors’ meetings and Shareholders’ meetings according to the law (in 2022, a total of 5 Board of Directors’ meetings were convened, 5 Audit Committee meetings and 1 General Shareholders’ meeting were convened), apply for company registration and registration changes, prepare meeting minutes for Board of Directors’ meetings and Shareholders’ Meetings, organize continuing education courses for directors (a total of 2 courses were planned in 2022), organize investor conferences (a total of 2 online investor conferences were organized in 2022), and participate in investment forums from time to time (invited to participate in 4 investment forums in 2022). In addition to announcing financial information, the Corporate Governance Officer also allows investors to understand non-financial information and establishes diverse communication channels with investors.

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 education and training hours in 2022 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 those who continued their term of office also receive at least 6 hours of education and training annually, and the total number of education and training hours for all directors is 90 hours. The continuing education status of directors is shown below. The status of attendance and continuing education is disclosed on the Market Observation Post System (MOPS) website for the review of all stakeholders.

Title	Name	Date of Education/ Training	Organizer	Course Name	Number of education and training hours	Total number of education and training hours of Current Year
Director	Kevin Chen	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Director	Steven Chen	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Director	Yung-Ta Lin	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	9
		2022/10/26	Securities and Futures Institute	2022 equity transfer by insiders of listed companies and legal compliance seminar	3	
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Director	Chen-Lin Kuo	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Director	Shiu-Ta Liao	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Director	Se-Se Chen	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Director	Kun-Yu Chao	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
Independent Director	Wei-Jen Chu	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	6
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	

Title	Name	Date of Education/ Training	Organizer	Course Name	Number of education and training hours	Total number of education and training hours of Current Year
Independent Director	Chung-Jen Chen	2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	12
		2022/08/08	Taiwan Corporate Governance Association	Competitiveness vs. survivability - ESG trends and strategies	3	
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
		2022/11/08	Taiwan Corporate Governance Association	Global enterprise sustainable development from macro perspective - From the vision of 2050 to action in 2021	3	
Independent Director	Chun-Chung Chen	2022/03/22	Taiwan Corporate Governance Association	Development direction of green industry - Low carbon investment outlook and response business strategies	3	27
		2022/05/05	Taiwan Corporate Governance Association	Net zero emissions, carbon neutrality and corporate legal compliance	3	
		2022/05/13	Taiwan Corporate Governance Association	Prevention of insider trading	3	
		2022/10/19	Taiwan Corporate Governance Association	18th term (2022) corporate governance summit - Enhancement of director functions and implementation of corporate sustainable governance	6	
		2022/11/03	Securities and Futures Institute	How directors supervise the Company to implement enterprise risk management and crisis handling properly	3	
		2022/11/14	Taiwan Stock Exchange	2022 Cathay Sustainable Finance and Climate Change Summit	9	

► Performance Evaluation of the Board of Directors

The Board of Directors of the Company approved the "Rules for Performance Evaluation of the Board of Directors" on May 5, 2021, specifying that the Board of Directors shall conduct the performance evaluation of the Board of Directors at least once every year, and the performance evaluation shall also be conducted by a professional independent external institution or external expert/scholar team once every three years. 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. The Board of Directors' Internal performance evaluation of the Company was completed in January 2023 and has been reported at the Board of Directors' meeting on March 14, 2023. In 2022, the Taiwan Corporate Governance Association was entrusted to conduct the Board of Directors' performance evaluation, and the evaluation report was submitted on November 9, 2022. Relevant explanations are as follows:

1. Internal performance evaluation of the Board of Directors:

The Company's 2022 performance evaluation of Board of Directors was organized through the self-evaluation questionnaire survey method, and 10 directors completed the relevant written self-evaluation. The evaluation results are summarized as follows:

Self-evaluation on operational performance of the Board of Directors: The performance evaluation indicators of the Board of Directors included 5 main aspects with a total of 45 indicators. The evaluation results were between Excellent (5) and Good (4), indicating that the Board of Directors has fulfilled its responsibility of guiding and supervising the Company's strategies, major business and risk management, and that an appropriate internal control system has been established, such that the overall operational status is comprehensive and compliant with the requirements of corporate governance.

Self-evaluation on performance of the Board members: The Board member performance evaluation indicators included 6 main aspects with a total of 23 indicators, and the evaluation results were between Excellent (5) and Good (4), indicating that the directors had positive scores on the efficiency and outcome of the operation of each indicator.

2. External performance evaluation of the Board of Directors:

At the end of 2022, the Company entrusted the external institution Taiwan Corporate Governance Association to conduct performance evaluation of the Board of Directors for the period from September 1, 2021, to August 31, 2022. The institution assigned two evaluation experts to perform evaluation with respect to 8 main aspects covering Board composition, guidance, authorization, supervision, communication, self-discipline, internal control, and risk management and 20 questions of indicator content via the evaluation methods of questionnaires and field interviews in order to evaluate the performance of the Board of Directors. The institution and evaluation experts had no business dealings with the Company and were independent. The evaluation report was submitted on November 9, 2022. The Company has used the evaluation results as the reference for continuous future improvement of the functions of the Board of Directors, in order to continuously improve and optimize the quality of Board affairs. Please refer to page 30 of the 2022 Annual Report and the Company's website for relevant details.

<https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/board-of-directors/>

► Remuneration Policy for Directors and Senior Management

1. The remuneration of directors of the Company includes transportation allowance and earnings distribution. The transportation allowance is paid according to the standard adopted by the same industry. As for the earnings distribution of the director's compensation, it is handled in accordance with Article 24 of the Articles of Incorporation of the Company: if there is any remaining amount after reserving and making up accumulated losses from the income before tax prior to the deduction of the distribution of remuneration of employees and the remuneration of directors, the Company shall appropriate 10 to 16% as remuneration to employees and no less than 2% as remuneration to directors. It is subsequently reviewed by the Remuneration Committee and approved by the Board of Directors. Regarding the remuneration payment policy, the "Regulations for Calculation and Distribution of Directors' Remuneration" and the "Regulations for Performance Evaluation of the Board of Directors" are used as the evaluation basis, as well as the directors' participation level in the operation of the Company, understanding of the Company's objectives and project tasks, contribution value, awareness of the responsibilities of directors, professionalism and continuing education of directors, and attendance rate of directors, along with consideration of the payment standard adopted in the same industry.
2. The Company's Managerial Officers:
 - 2.1 The compensation payment standard for managerial officers of the Company is established according to the human resource development strategy and managerial officer remuneration policy of the Company.
 - 2.2 Compensation payment structure: Fixed salary, three festival bonuses, business performance bonus, employee profit sharing bonus, annual salary adjustment, managerial officer related benefits, etc.
 - 2.3 Fixed salary is determined according to the academic background, skills and experience (educational background, relevant work experience, professional competence, job rank and responsibility, special license, etc.) related to the job functions of the managerial officers.
 - 2.4 Salary change is linked to the performance evaluation method related equations for calculation. Bonus and compensation are distributed according to the employee's own department group evaluation score, personal performance evaluation score, annual goal achievement rate and the level of contribution to the overall operation of the Company.
 - 2.5 The Company participates in the relevant domestic and foreign industry salary and benefit market surveys every year, and the evaluation data of the survey report is considered along with the standard adopted by the same industry in the market in order to establish the annual salary (fixed salary/variable salary) principle and regulation of the Company. After it is submitted to the Remuneration Committee for review and approval, it is further submitted to the Board of Directors for approval in order to become effective for implementation.

3.3 Functional Committees

To improve the operational performance of the Board of Directors, the Company has established the "Audit Committee", "Remuneration Committee", and "Sustainable Development Committee" under the Board of Directors, in order to be in charge of the establishment and review of the promotion and implementation of relevant policies and systems, to enhance the operation of the Board and assist the Board to fulfill its supervisory responsibility. The committees regularly report the implementation status and resolutions to the Board of Directors. The committee members are summarized in the following table:

Title	O Convener		
	Audit Committee	Remuneration Committee	Sustainable Development Committee
Wei-Jen Chu, Independent Director	O	O	V
Chung-Jen Chen, Independent Director	V	V	V
Chun-Chung Chen, Independent Director	V	V	V
Yung-Ta Lin, Director/Senior Vice President			O
Chen-En Ko, Committee Member		V	
Yen-Jung Li, Committee Member		V	

▶ Audit Committee

The Board of Directors appointed members of the Audit Committee on June 16, 2020; the members were 3 independent directors. The responsibilities include: Review of financial reports: The Board of Directors prepared the Company's 2021 and 2022 Q2 business reports, financial statements, and earnings distribution proposal. The aforementioned financial statements have been audited and reviewed by KPMG retained by the Company, and audit and review reports have been issued respectively. The aforementioned business reports, financial statements, and earnings distribution proposal have been reviewed and determined to be proper by the Audit Committee. Evaluation of the effectiveness of the internal control system: The Audit Committee evaluates the effectiveness of the policies and procedures of the internal control system of the Company and also reviews the audit department and CPAs as well as the periodic reports of the management of the Company.

In 2022, 5 Audit Committee meetings were convened; the committee member attendance status was as follows:

Title	Name	Number of Actual Attendances	Number of proxy attendance	Ratio of Actual Attendance (%)
Independent Director (Convener)	Wei-Jen Chu	5	0	100
Independent Director	Chung-Jen Chen	5	0	100
Independent Director	Chun-Chung Chen	5	0	100

Remuneration Committee

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 Regulations for Salaries of Employees 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 2 meetings in 2022; the attendance status of the committee members was as follows:

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

Proposals approved by the Remuneration Committee in 2022 were as follows:

Remuneration Committee Date and Session	Proposal Content and Subsequent Handling	Resolution Result	The Company's Handling of Opinions of the Remuneration Committee
1st Meeting in 2022 2022.01.19	<ol style="list-style-type: none"> 1. Approved the 2022 appropriation ratio of the remuneration for directors 2. Approved the 2022 distribution ratio of the remuneration for employees 3. Approved the amendment of the "Regulations for Salaries of Employees" 4. Approved the amendment of the "Regulations for Leave Application and Overtime Work of Employees" 5. Approved the 2021 operation performance bonus for managerial officers for the second half of the year 6. Approved the 2021 year-end bonus for managerial officers 7. Approved the 2021 performance evaluation of managerial officers and 2022 annual salary adjustment for managerial officers 	Approved by all committee members	Submitted to the Board of Directors and approved by all attending directors
2nd Meeting in 2022 2022.08.01	<ol style="list-style-type: none"> 1. Approved the "Regulations for Calculation and Distribution of Directors' Remuneration" 2. Approved the amendment of "Regulations for Salaries of Employees" 3. Approved the amendment of "Regulations for Leave Application and Overtime Work of Employees" 4. Approved the amendment of the "ATEN International Co., Ltd. Remuneration Committee Organizational Charter" 5. Approved the 2022 operation performance bonus for managerial officers for the first half of the year 6. Approved the 2021 employee compensation and bonus for managerial officers 	Approved by all committee members	Submitted to the Board of Directors and approved by all attending directors

In 2022, the ratio of President's annual total salary and the median of the annual total salary of other employees was 15.56 times, and the annual total salary remuneration change ratio was -3.81 times.

> Sustainable Development Committee

The Company changed the name of the “ATEN Corporate Social Responsibility Management Committee” to “Sustainable Development Committee” in 2022, and the directors and independent directors serve as the committee members in order to establish sustainable development policies and plans. The Sustainable Operation Task Force has been established under the Sustainable Development Committee, and discussion sessions are organized monthly in order to stipulate and execute tasks resolved by the Committee, including the topics of net zero emissions, environmental protection actions, green energy and greenhouse gas inventory, stakeholder communication, social participation and volunteer activities, etc. Reports are submitted to the Sustainable Development Committee and the Board of Directors annually.

The Sustainable Development Committee convened 1 meeting in 2022; the attendance status of the committee members was as follows:

Title	Name	Number of Actual Attendances	Number of proxy attendance	Ratio of Actual Attendance (%)
Director (Convener)	Yung-Ta Lin	1	0	100
Independent Director	Wei-Jen Chu	1	0	100
Independent Director	Chung-Jen Chen	1	0	100
Independent Director	Chun-Chung Chen	1	0	100

> Scope of responsibilities of the Sustainable Development Committee:

1. Establishment of sustainable development policies of the Company.
2. Establishment of sustainable development plans of the Company.
3. Review, follow-up, and revision of the sustainable development implementation status and results of the Company, and regular reporting to the Board of Directors.
4. Monitoring topics of concern of all stakeholders, including shareholders, customers, suppliers, employees, government, community and media, and supervising communication plans.
5. Other matters required to be handled by the Committee according to the resolutions and instructions of the Board of Directors.

With regard to the 2022 sustainable development and risk management status, the annual risk management report was submitted at the Sustainable Development Committee meeting held on October 31, 2022, and the Board of Directors’ meeting held on November 3, 2022, in order to explain the risk management implementation status and progress, including the types of risks faced by the Company, risk management focus, and risk assessment. All units responsible for managing the various types of risks have adopted appropriate response measures for the risks faced, and risk management procedures and their execution results have been properly recorded. Furthermore, the sustainable development risk management policy and procedure as well as the Sustainable Development Committee Organizational Charter have been approved. After the Board of Directors reviewed the report submitted by the Sustainable Operation Task Force, it provided support for the current implementation status and future sustainable development promotion direction. In addition, for the topics of net zero emissions, environmental protection actions, green energy and greenhouse gas inventory, stakeholder communication, social participation and volunteer activity, etc., the Board of Directors also proposed future goals, established strategies, and provided various types of recommendations.

The 2022 stakeholder communication status has been reported at the Board of Directors’ meeting held on November 3, 2022.

3.4 Risk Management

▶ Risk Management Policies and Procedures

The Company's risk management policies are to establish and maintain an effective risk management framework, to shape the risk management culture, and, through risk identification, to ensure that risks that may be faced during the operation can be controlled within the acceptable range, thereby protecting the interests of stakeholders.

The Company's risk management procedures are handled in accordance with the Company's policies, internal control system, and other operational regulations, in order to perform the relevant risk identification, risk measurement, risk monitoring, risk response and risk report, and to implement appropriate measures, in order to ensure the effective management of relevant operational risks.

▶ Scope of Risk Management

The scope of risk management of the Company includes but is not limited to operational risk, market risk, financial risk, environmental risk, climate change risk, information security risk, and other risks that may cause material losses of the Company. The Task Force performs risk management according to the topics of its job function management and continues to monitor the development status of international and domestic risk management, in order to identify new emerging risks.

▶ Risk Management Organizational Structure

The risk management organizational structure of the Company includes the Board of Directors, Sustainable Development Committee, and Audit Office.

1. The Board of Directors is the highest directing unit for risk management of the Company, in order to ensure the effective operation of the risk management mechanism.
2. The Sustainable Development Committee assists the Board of Directors to perform risk management operations to establish risk management policies and reports the risk management implementation status to the Board of Directors. The Sustainable Operation Task Force (hereafter referred to as the "Task Force") has been established under the Sustainable Development

Committee in order to assist the Sustainable Development Committee to perform its risk management related tasks, including submission of risk management reports, integration and coordination of cross-department common risk management topics, and promotion and communication of important risk management matters.

3. The Audit Office is under the Board of Directors in order to assist the Board of Directors to review and inspect the effectiveness and reasonableness of the internal control system, and to report the audit implementation results to the Audit Committee and the Board of Directors.

▶ Status of operation

The Company provided explanation on the risk management implementation status during the Sustainable Development Committee meeting held on October 31, 2022, and the Board of Directors' meeting held on November 3, 2022. The annual risk management report (risk management implementation status and progress) includes the types of risk faced by the Company, risk management focus, and risk assessment. All units responsible for the management of the various types of risks have adopted appropriate response measures for the risks faced, and risk management procedures and their execution results have been properly recorded.

To enhance the implementation of the risk management mechanism, directors have been arranged to participate in continuing education, and relevant employees also receive risk related courses. In 2022, the number of trainees was 57 people for a total of 171 hours, in order to enhance the operational risk culture awareness and understanding of the Company.

➤ Risk Response Explanation

Risk Item	Response Explanation
Financial Risk	<p>(1) Interest rate risk: The Company has always maintained a sound financial structure and has also established responsible personnel to maintain close interaction with banks along with the effective use of various financial tools, in order to reduce the risk of interest rate changes. The change of net interest income and expenses for the most recent two years was still within 2.5% of the net income after tax of the Company; therefore, interest rate changes had no material impact on the Company.</p> <p>(2) Exchange rate risk: The Company understands and manages the timing for the exchange rate account settlement related to the payment collection for sales of goods and the payment for the purchase of goods, and sets targets for the exchange rate costs. The Company also engages in pre-sale forward exchange transactions for hedging operation, maintains close contact with banks, and collects exchange rate related information, in order to properly understand exchange rate trends and prevent or reduce the risk of exchange rate fluctuation.</p>
Operational Risk	<p>(1) Legal compliance: The Audit Office performs operations according to the relevant operational regulations of ATEN in order to assist the Board of Directors to review and inspect the effectiveness and reasonableness of the internal control system. It reports the audit implementation results to the Audit Committee and the Board of Directors.</p> <p>(2) Intellectual property management: The Company's intellectual property rights related regulations include the patent management regulations, patent contest implementation and reward regulations, patent labeling management regulations, trademark management regulations, intellectual property right awards regulations, etc. For relevant management measures, please refer to the explanation provided in the intellectual property management plan on the Company's website for details: https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/intellectual-property-management/</p>
Information Security Risk	<p>(1) The Company has obtained the ISO 27001 information security certification in 2022. For relevant information security risk control measures and response strategies, please refer to the explanation provided in the information security risk management plan on the Company's website for details: https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/information-security-risk-management/</p>

3.5 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 being approved by the resolution of the Board of Directors. On August 4, 2022, and March 14, 2023, the Board of Directors approved the distribution of dividends for the 2nd quarter and the 4th quarter of 2022, respectively. The 2nd quarter distribution of dividends was NT\$2.4 per share, and the distribution of dividends was made on December 14, 2022; the 4th quarter distribution of dividends is NT\$3.3 per share, and the distribution is planned to be completed in the second half of 2023. For the total distribution of earnings for 2022, cash dividends of NT\$5.7 per share were distributed, with the distribution rate reaching 93%.

	2018	2019	2020	2021	2022
Earnings per Share (NT\$)*	13.19	6.05	12.55	5.33	6.11
Shareholders' Dividends (NT\$)	8.0	5.3	5.5	5.2	5.7
Cash Dividends (NT\$)	8.0	5.3	5.5	5.2	5.7
Stock Dividends (NT\$)	0	0	0	0	0
Dividend payout ratio	61%	88%	44%	98%	93%

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.

3.6 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.

To establish an ethical management corporate culture and sound development, the Company's Board of Directors has approved the establishment of the "Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct". The ethical management policies, methods and commitments of the Board of Directors and management for active implementation of operational policies are also specified in these principles and procedures, which also specify prevention plans for unethical action, relevant operation procedures and punishment for violations, in order to prohibit the giving or accepting of bribes and the provision of illegal political contributions by the Company and directors, managerial officers and employees for proper compliance. 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 2022 sustainable development on November 5, 2022. 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 whistleblower@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. The three independent directors receive the e-mails and handle matters in a proper and timely manner. In addition, to provide a communication channel for different stakeholders to communicate with the Company, the Company has set up the e-mail address atencorp@aten.com, with the President's Office in charge of receiving various comments on the Company from different sectors.

In 2022, there were no illegal employer violations announced by the Labor Affairs Department due to violation of Labor Standards Act related regulations, nor major violations of penalty fines exceeding NT\$1 million due to violation of social and economic laws. In addition, the Company was not subject to any complaints due to infringements of customer privacy or violations of ethical conduct.



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 the 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 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 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 Sustainable Development Committee Employee Care Group – 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.

› ATEN International Co., Ltd. Human Rights Policy

ATEN International Co., Ltd. properly complies with the local laws of all global business locations and adopts internationally recognized human rights standards such as the International Bill of Human Rights, International Labour Organization - Declaration of Fundamental Principles and Rights at Work, and Ten Principles of the United Nations Global Compact, and also engages in actions consistent with the Responsible Business Alliance, in order to treat and respect all employees, contract and temporary personnel, interns, etc. with dignity.

› Our Implementation Policy

- Provide a safe and healthy working environment.
- Prohibit all discrimination due to region, race, ethnicity or personal background, social status, ancestry, religion, physical disability, gender, sexual orientation, pregnancy, marriage status, occupational union member, appearance, age or political inclination. Everyone has the right to enjoy equal protection without any discrimination.
- Do not provide wages and insurance inferior to the minimum requirements specified by the local laws to employees.
- Prohibit child labor.
- Prohibit forced labor.
- Establish an environment with proper communication and build an open management model.
- Assist employees to maintain physical and mental health as well as work and living balance.
- Periodically inspect and evaluate relevant system and actions.

Commitment, Actions, and Goals

Commitment	2022 Execution item	2022 Execution Outcome	Future Goals and Actions
The Company Grows as Employees Develop	In 2022, 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 human resource e-school platform, the 30/60/90-day learning program is implemented in order to assist new employees to quickly adjust to their job duties and to understand department tasks, allowing new employees to effectively communicate job duties with supervisors and obtain the necessary assistance from supervisors and mentors periodically.	In 2022, a total of 218 new employees were recruited, and 79 new employees resigned in the same year (reason: most of the new and resigned employees were direct employees and operators OP and migrant workers OP of the Manufacturing Department returning to their own countries after expiration of the employment period), with a total of 139 new employees successfully retaining their jobs. The new employee retention rate was 64%, and the indirect employee retention rate was 85.32%.	The Company will continue to enhance the quality of the execution of the mentor program, 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% for the first year.
	[Trends Seminars] [Project Seminars]	The project learning design launched by the Human Resource Department in 2022 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 2022, ATEN collaborated with the Institute for Information Industry to organize trend seminars quarterly, such as Metaverse introduction and industrial opportunities, great trends for the stay-at-home economy, smart manufacturing development trends from smart technology fusion, AI/deep-learning that may change the world, etc. Through these trend seminars, the latest and most appropriate models related to the market, technology, trends, channels, marketing and brand management promotion, etc. can be shared and discussed and industry cases can be shared. The satisfaction reached 91.25 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 2022, due to the continuous impact of the COVID-19 pandemic, numerous internal and external physical trainings have been affected or canceled due to the epidemic control measures implemented. Nevertheless, ATEN Private Learning School internal instructors have been able to transition to 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 2022, a total of 6 internal instructor lecture courses continued to be organized, with an average overall satisfaction score of 90.45 points, with 655 participants in total and an accumulated total training hours of 429.78 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 2023, 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 the demands of different job functions, the Company organized courses for different aspects of management functions, professional functions, core functions and self-growth, etc., opening a total of 545 courses. The total number of participants was 10,963 and the accumulated total number of training hours was 16,294.31 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 2022, a total of 5 seminars was held, and a total of 442 people attended, with an average satisfaction score of 96.3. In 2022, the Human Resource Department organized a weight loss contest, and a total of 42 employees applied for the contest. For a period of 60 days, 39 employees completed the course with a total weight loss of 139.1kg.	The Company will continue to promote and encourage employee health seminars and sports contests.
	[Employee Relationship: Physical and Mental Balance] [Core Values Seminars: Respect and Care]	Professional counseling teachers and psychologists of the "Employee Assistance Programs (EAPs)" were invited to provide seminars to employees: This is not terrifying! It just needs greater understanding, communication between two genders - listen to the voice of happiness from your heart. A total of 199 employees participated, with an average satisfaction score of 97.	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 2022, a total of 14 seminars were organized, and a total of 1,134 people participated, with an average satisfaction score of 94.8.	In view of the regulatory requirements of the nation and the safety protection of workers in the workplace and work environment, in 2023, 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 was honored with the "Asia's Best Enterprise Employer Award", and in 2022, ATEN received the "Asia's Best Enterprise Employer Award" for the third time and also received the "WeCare (Evaluation Team Award)". 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. In 2022, in the anonymous employee questionnaire surveys, for the evaluation items of "the Company's respect for employees", "Employee spontaneous work motivation", and "Employee team awareness and cooperative 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 2023, ATEN was nominated for the 2023 Asia's Best Enterprise Employer Award for the fourth time; 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.

> 4.1.1 Human Resource and Structure

According to the calculation conducted on December 31, 2022, the number of employees in the region of Taiwan is 728 employees, and all of the employees are full-time employees without part-time or temporary employees (male employees account for 53%; female employees account for 47%). Among these employees, there are 109 senior management supervisors (male supervisors account for 78%; female supervisors account for 22%), and 484 independent professional personnel, 135 direct technical personnel, with an average age of 40.47 years old, average years of services of 8.80 years, and employees with an educational background above college and university account for 83.2%. 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	31	34	4.67%
	31-50 years old	9	81	90	12.35%
	>51 years old	2	15	17	2.34%
Direct Employees Total		14	127	141	19.36%
Indirect Employees	<30 years old	41	36	77	10.58%
	31-50 years old	283	147	430	59.07%
	>51 years old	50	30	80	10.99%
Indirect Employees Total		374	213	587	80.64%
Overall Total		388	340	728	100%

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

> 4.1.2 Equal Employment and Care

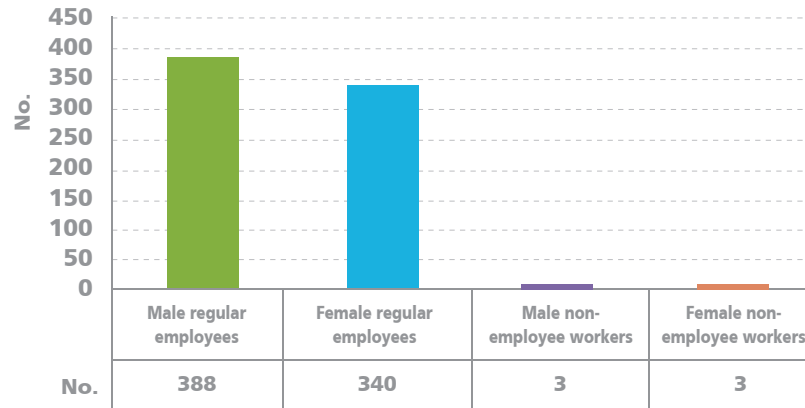
The talent recruit channel of the Company includes: online recruiting, newspapers, magazines and media, school recruiting, manpower agents, job fair, internal employee referrals, and employee internal transfer methods, etc. Based on the three main principles of "fair employment, non-discrimination, and equal opportunity", the Company recruited a total of 218 new employees in 2022, among which were 139 female employees accounting for 63.76% and 79 male employees accounting for 36.24%; 102 direct employees accounted for 46.8% and 116 indirect employees accounted for 53.2%. In the same year, 167 employees resigned from the Company, among which were 95 female employees accounting for 56.9% and 72 male employees accounting for 43.1% (most of the resigned employees were production line migrant workers returning to their own countries after the expiration of the employment period). The annual resignation rate was 22.9% and the monthly average resignation rate was 1.9%. 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	Rate
New Employees	<30 years old	32	51	83	74.8%
	31-50 years old	45	86	131	25.2%
	>51 years old	2	2	4	4.1%
	Rate	20.4%	40.9%	--	--
Ratio of New Employees	(Number of New Employees of the Year/Current Employee Number on December 31, 2022) = 29.9% (the majority of new employees refers to production line migrant workers)				
Resigned Employees	<30 years old	14	24	38	34.2%
	31-50 years old	55	60	115	22.1%
	>51 years old	3	11	14	14.4%
	Rate	18.6%	27.9%	-	--
Ratio of Resigned Employees	(Number of Resigned Employees of the Year/Current Employee Number on December 31, 2022) = 22.9% (the majority of resigned employees were production line migrant workers returning to their own countries after the expiration of the employment period) Monthly Resignation Rate = Annual Resignation Rate/12=1.9%				

(Calculation of ratios of new employees and resigned employees in each category: Number of new or resigned employees of the category / Total number of employees of the category)

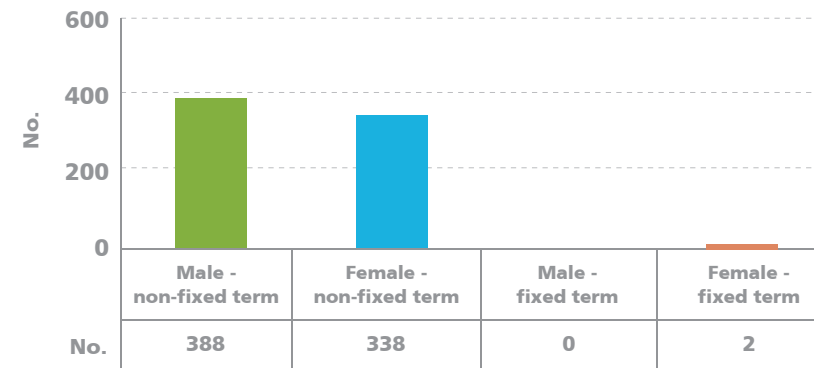
In 2022, the total number of employees of ATEN was 728 people (male regular employees: 388 people, female regular employees: 340 people), there were a total of 6 non-employee workers (male non-employee workers: 3 people, female non-employee workers: 3 people), and their job category refers to security and cleaning personnel that are under non-fixed term contracts.

[Labor Force Composition]



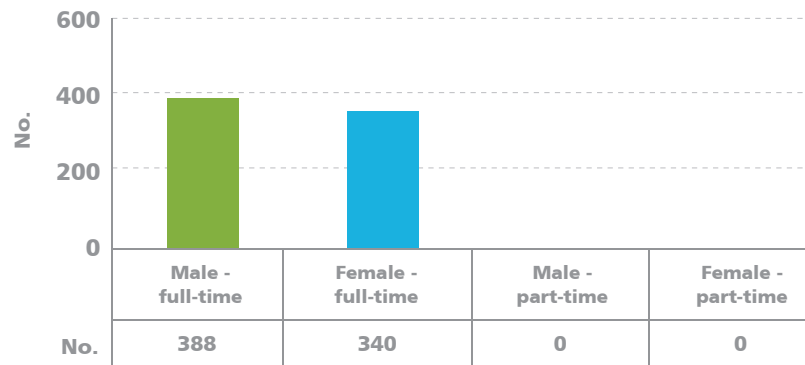
Classification according to contract type: Male - non-fixed term contract: 388 people; Female - non-fixed term contract: 338 people, female - fixed term contract: 2 people.

[Contract Type]



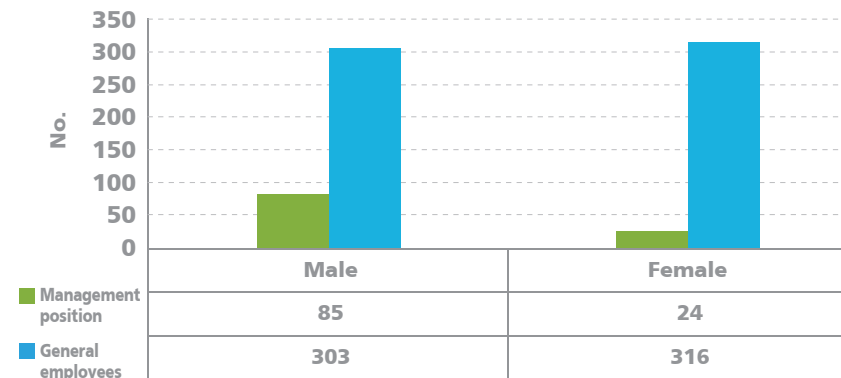
Classification according to employment type: Male - full-time: 388 people; female - full-time: 340 people, No part-time personnel.

[Employment Type]



Classification according to job position type: Male management positions: 85 people, male general employees: 303 people; female management positions: 24 people, female general employees: 316 people.

[Job Position Type]



We encourage employees to have children and offer childbirth subsidies of NT\$120,000 (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 amount in 2021 amounted to NT\$2.07 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. The Company provides warm and comfortable specialized breastfeeding (milk collection) rooms and has also signed a contract with a well-known kindergarten chain in order to allow employees to work with security and to arrange child care conveniently. We further provide male employees with paternity checkup accompaniment and paternity leave (8 days), and employee paternity checkup leave (8 days), which is superior to the requirements specified in the Labor Standards Act. In addition, the Company also appropriates retirement pension, 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
2022 Number of Employees Entitled to Maternity Leave Without Pay	46	20	66
2022 Number of Employees Applying for Maternity Leave Without Pay	1	6	7
2022 Number of Employees Expected to Return to Work After Maternity Leave Without Pay (A)	1	4	5
2022 Number of Employees Actually Returning to Work After Maternity Leave Without Pay (B)	1	4	5
Job Resuming Rate (B/A)	100%	100%	100%
2021 Number of Employees Returned to Work After Maternity Leave Without Pay (C)	1	2	3
2021 Number of Employees Returned to Work After Maternity Leave Without Pay and Continuing to be Employed After One Year (D)	1	2	3
Retention Rate (D/C)	100%	100%	100%

(Calculation standard: Number of employees applying for maternity Leave without pay up to December 31, 2022. 2020/01/01~2022/12/31 applications for maternity leave (20 female employees) + applications for paternity leave (46 male employees). New employees with children less than 3 years old when reporting for work are excluded from the calculation.)

In September 28, 2022, ATEN received the honor of Outstanding Enterprise for “Friendly Family and Work Equality Measures” evaluated and announced by the New Taipei City Government, and the award was presented by the New Taipei City Mayor.

Pension System:

In accordance with the regulations of the “Labor Standards Act”, ATEN has established the retirement system and also the Labor Retirement Reserve Fund Supervisory Committee. According to the account statement for the first quarter of 2023 issued by the Bank of Taiwan, as of 2023/03/31, the pension reserve fund appropriated under the old retirement system is approximately NT\$104 million (appropriated in full amount).

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 2022, 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 88.8% and the completion rate for the second half of the year was 87.9% (calculation of the completion rate refers to actual number of employees under evaluation/total number of employees).

2022	Gender	Direct employees	Indirect employees	Total	Percentage over total number of employees
First Half of the Year	Male	46	317	363	52.1%
	Female	26	230	256	36.7%
Percentage over total number of employees (Total number of employees of first half of the year: 697 people)		10.3%	78.5%	88.8%	---
Second Half of the Year	Male	13	357	370	50.8%
	Female	59	213	272	37.3%
Percentage over total number of employees (Total number of employees in the second half of the year: 728 people)		9.8%	78.3%	88.1%	---

In addition, to promote workplace harmony, the Company also quarterly and 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 Resource 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.

▶ 4.1.4 Organization Communication

Action Background:

As an international enterprise, ATEN has 23 business locations worldwide and 1,763 employees with different nationalities from 36 countries. Most of the employees are in a cross-department, cross-border or cross-culture enterprise environment every day. Accordingly, proper and healthy communication actions are essential to the establishment of a sound corporate culture.

Corresponding action plans:

- (1) Convention of labor-management meetings quarterly
- (2) Employee assistant programs (EAPs) (service scope expands to employees' parents, children and spouses)
- (3) Employee satisfaction survey
- (4) Employee dedication survey
- (5) Signing of Employee Code of Conduct
- (6) Convention of management meetings
- (7) Organization of employee education and training and health LOHAS seminars
- (8) Employee relationship activities
- (9) Proposals for improvement activities
- (10) Internal communication and announcements (including writing and e-mails)

Outcomes achieved:

Employee dedication survey received high recognition from employees, and the Company received the Asia's Best Enterprise Employer Award three times. The award refers to the evaluation survey organized for all enterprise employers in Asia. After evaluation by the review committee formed by industry experts and government representatives and based on the indicators of corporate reports and employee anonymous online questionnaire surveys, etc., outstanding enterprise employers in different sectors are elected via a comprehensive evaluation system. ATEN, particularly, received great recognition in the form of high scores exceeding the overall industry for numerous evaluation indicator items such as "Employee's own emotional motivation and support", "Occupational environment's inclusion for employees", and "Employee team awareness and cooperative spirit".

4.2 Comprehensive Occupational Competency Training

In 2022, the total number of training hours of education and training courses organized by ATEN in Taiwan reached 16,294.31 hours, and the average number of training hours per person was 22.38 hours, among which the total number

of training hours for professional skills was 6,578.49 hours, accounting for 40.4% of the total training hours of the entire year. and the number of professional skills courses reached 317 courses, accounting for 58.2% 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 2022, the "Job Analysis and Job Description Course" was held as extension of the course in 2020, in order to improve supervisors' skills in talent recruitment and selection. To cope with the future challenges of the organization and based on the principle of comprehensive development of employees, the courses "Structural Talent Selection" and "New Generation Leadership and Communication Skills" were specially designed. Furthermore, diverse professional trend and self-growth courses and seminars were also provided, including "Business Presentation Skills", "Cross-Department Collaboration and Communication", "Business Negotiation Skills", "Metaverse Introduction and Industrial Opportunity", "Smart Manufacturing Development Trend From Smart Technology Fusion", "AI/Deep-learning that may change the world" courses, etc. In addition, through three-party connection, employees of subsidiaries in the Asia-Pacific region were able to participate in learning synchronously in order to cultivate employees' professional competence and to provide industry latest news and technology development trend.

Complete and Comprehensive Educational Training and Talent Cultivation System: In 2019, 2021 and 2022, ATEN consecutively received the "Asia's Best Enterprise Employer Award", and in 2022, the Company also received the Evaluation Team Awards "WeCare Best Employee Care Award" again. 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. In 2022, in the anonymous employee questionnaire surveys, ATEN received scores higher than the average scores in the industry for the evaluation items of "The Company's respect for employees", "Employee spontaneous work motivation", "Employee team awareness and cooperative spirit".



Training Type	Training Time	Total number of people receiving training	Total hours of training
Management Skills	6	217	396
Professional Skills	317	4113	6578.49
Core Skills	23	2201	2577.5
Personal Growth	5	433	848
New Employee Training	9	484	1344.75
Digital Course	185	3515	4549.57
Total	545	10963	16294.31

Employee Type	Total hours of training	No.	Average training hours
Direct Employees	879.46	141	6.24
Indirect Employees	15414.85	587	26.26
Total	16294.31	728	22.38

Employee Type	Total hours of training	No.	Average training hours
Male Employees	10061.93	388	25.93
Female Employees	6232.38	340	18.33
Total	16294.31	728	22.38

> 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 solutions 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 2022, 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.

- Hello 總機
- HR服務中心
- 新進人員專區
- 2022年新進人員訓練
- 新進人員手冊
- Orientation-HR Policy
- 活動相簿
- FAQ問答集
- 互動管理中心
- 學習互動中心
- 學習管理中心
- 單位主管中心
- 觀察中心
- 系統管理中心
- HCM 工具箱
- 測試瀏覽相容性

班級簡介

能力標籤: --

【數位課程】新進人員訓練

--

課程大綱: --

班級名稱/編號:	2022年度第003梯次 / CLASS-06187
課程型式:	線上課程(隨到隨上)
標準時數:	2小時45分鐘
課程修課時數:	30天
班級上課起迄日期:	2022-08-23 ~ 2023-04-17
班級報名起迄日期:	2022-08-23 ~ 2023-04-17
報名型態:	自由報名
各狀態人數:	預備: 10000 / 成功: 0 / 審核: 0 / 退班: 0 / 已結業: 34
班級限制人數:	10000人
課程結訓條件:	<ul style="list-style-type: none"> 完成所有學習項目。 閱讀教材時數達100分鐘以上 參與所有考試, 且考試分數達每場考試的及格標準
其他標籤:	

報名 上一步

▶ 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 2022, due to the continuous impact of the COVID-19 pandemic, numerous internal and external physical trainings have been affected or canceled due to the epidemic control measures implemented. Nevertheless, ATEN Private Learning School internal instructors have been able to transition to small-classroom learning method, allowing internal knowledge to be conveyed and passed on in order to establish the foundation for sustainability. In 2022, a total of 6 internal instructor lecture courses were organized, with an average satisfaction score of 90.45 points, a total number of participants of 655 people, and a total of 429.78 training hours. Since the opening date of the ATEN Private Learning School, the accumulated total number of participants is 4,148 people, with a total number of training hours of 5,311.32 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 of the online learning platform, we also integrated the Advanced Course Series (ACS) professional product training course lead by the Global Customer Service Division in order to assist employees at the headquarters and overseas subsidiaries to learn about the four main product lines (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 7,562 people, and the overall satisfaction score of the course is 91.8 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”.

In 2022, the ATEN Human Resource Department organized a weight loss contest, and a total of 42 employees applied for the contest. For a period of 60 days, 39 employees completed the course with a total weight loss of 139.1kg. 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 11 committee members, including 6 labor representatives, accounting for 55% 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 2022, 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.





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)
Accident at work	0	6	6	29	178731	1429848
Commute Traffic Accidents	1	0	1	1 (Male)	176,273	1,410,184
Occupational Disaster Thousand-People Rate	Number of people receiving occupational disaster insurance compensation throughout the year / Annual average number of people enrolled in labor insurance $\times 1,000\%$ = 0					
Disabling Injury Frequency Rate (FR)	(Total number of injuries and deaths / Total number of working hours of all employees) 10^6 (calculated based on million working hours) = 6.29					
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) = 27					

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	340	667786	391.1	2268.6	13240.6	0	15900.3	2.38%
Male	388	762062	306.4	0	7561.7	0	7868.1	1.03%
Total	728	1429848	697.5	2268.6	20802.3	0	23768.4	1.66%

> 4.3.2 Employee Activities

In 2022, the Human Resource Department organized a weight loss contest, and a total of 42 employees applied for the contest. For a period of 60 days, 39 employees completed the course with a total weight loss of 139.1kg.

In 2022, for the senior employee award presentation, the theme of "Wonderful ATEN" was adopted in order to design a special award presentation event for senior employees of all teams with seniority of 5 to 30 years.

The Human Resource Department collaborated with the Occupational Safety and Health Office to invite physicians from various major medical centers 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 2022, a total of 14 seminars was held, including: "Attention Deficit Hyperactivity Disorder (ADHD)", "Blood pressure and glaucoma", "The secret of urinary diseases", "Understanding neuropathic pain", "Cardio-vascular disorders", "Safety and health education and training", "Fire safety", etc., with a total of 1134 participants and an average satisfaction score of 94.8 points.

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 44 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 ten years since the initial implementation of employee assistance programs (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 2022, telephone consultation services were provided a total of 34 times (excluding face-to-face consultation).



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	管理諮詢	心理諮詢
 <ul style="list-style-type: none">買賣糾紛車禍和解財產繼承	 <ul style="list-style-type: none">團隊領導人員管理同仁關懷	 <ul style="list-style-type: none">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

幸福企業・友善職場・與自己有約



Active Social Participation

**5.1 Education Care and
Cultural Asset Promotion**

**5.2 Elderly Activities and
Care to 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 Sustainable Development 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 professional welfare services, etc., the Company shall invest resources in organizations solving social or environmental issues via business models, or shall participate in public organizations 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 ESG Task Force 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 ESG Task Force 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 for different social issues.

		<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 gardens, support for 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>

› Commitment, Actions, and Goals

Commitment	2022 Execution Outcome	Future Goals and Actions
Education and Care and Intangible Cultural Asset Promotion	<p>In 2022, the total budget invested in this topic jointly by “ATEN”, “Ching-Tang Education Foundation” and operators was approximately NT\$2.3 million.</p> <ul style="list-style-type: none"> • Presented the 2022 Xizhi District Graduate Scholastic Achievement Award, number of student beneficiaries: 100 students. • Offered the 2022 Xizhi District Student Emergency Subsidiary, number of student beneficiaries: 197 students. • Offered the 2022 Xizhi District Disadvantaged Student Scholarship, number of student beneficiaries: 239 students. • Organized the 2022 Xizhi District School Volunteer Thanksgiving Ceremony, number of volunteer beneficiaries: 248 volunteers. • Donated teaching monitors to Xiufeng Elementary School. <p>Intangible Cultural Asset Promotion:</p> <ul style="list-style-type: none"> • Sponsored the Aurora Percussion Group activities. • Donated the Future Magazine for Kids Monthly Journal to 100 schools and hospitals in New Taipei City. • Sponsored the Qingshan Elementary and Junior High School badminton activities. 	<ol style="list-style-type: none"> 1. Continued to invest a budget of over NT\$2 million in education care and intangible cultural assets annually. 2. Assisted children in Xizhi and other areas to a great extent to have fairer education and learning resources. 3. Continued to support Taiwanese culture 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 2022, the donation amount of the Company for “Elderly Activities and Care for the Disadvantaged” and “Community Environment Maintenance” exceeded NT\$1.12 million.</p> <p>The volunteer club launched a physical employee donation drive during the three main holidays and the donation amount for disadvantaged groups was approximately NT\$550,000.</p> <p>In 2022, the Company organized 21 volunteer activities through the “ATEN Volunteer Club” with employees and external stakeholders participating in these activities; a total of 1,461 people participated.</p> <p>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 Boccia Sports Federation sports events. • Donated supplies for the Warmth-Delivery Event for Winter; 237 people participated in the event, and 237 sets of supplies were donated. • Organized one session of the World Peace Organization charity food box event; more than 30 people participated in the event. • Donated supplies for the Warmth-Delivery Event for Dragon Boat Festival and Mid-Autumn Festival; 559 employees of ATEN participated in the event, and 1,039 sets of supplies were donated. • Selected as a New Taipei City outstanding enterprise volunteer team. • Purchased products of the Eden Social Welfare Foundation as employees’ birthday gifts. • Provided donations and support to the Genesis Social Welfare Foundation’s Hiking Together Event. • Participated in the Meal for Love and One Good Meal per Month Event; 351 people participated in the event. <p>Community Environment Maintenance:</p> <ul style="list-style-type: none"> • Organized one session of butterfly habitat maintenance; number of participants: 18 people. • Organized five sessions of the Fulong Beach cleaning activity; number of participants: 171 people. • Adopted two fields in the My One Acre of Farm Adoption and Farming Experience Activity; number of participants: 108 people. • Xinshan Dream Lake mountain cleaning activity; number of participants: 38 people. 	<ol style="list-style-type: none"> 1. Continued to invest a budget of over NT\$1 million and labor power for issues related to elderly activities, care for the disadvantaged, and community environment maintenance. 2. Organized more than 20 sessions of volunteer activities. 3. Continued to invite all external stakeholders to participate in relevant volunteer activities organized by ATEN. 4. Expanded the participation of overseas branches in order to allow ATEN to implement ESG in different areas of the world.

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.

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

› Commonwealth "Future Magazine for 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 'Future Magazine for Kids' Monthly for Creating a Shared Knowledge Platform for 2,678 elementary schools nationwide". This was the eighth year for the Company to donate the "Future Magazine for Kids" Monthly journal for a period of two years to elementary schools with relatively small classes in New Taipei City, in hope of providing assistance 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. In 2022, due to the worsening of the COVID-19 pandemic in Taiwan, in addition to schools, we also extended our service to hospitals in order to donate books to children at children's hospitals, so that they could receive warmth from reading of books.

For the past eight years, our care and love have spread to 25 townships and districts and 100 schools in New Taipei City, and we have donated 1,200 magazines, moving the hearts of tens of thousands of people.

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



► Sponsored the Qingshan Elementary and Junior High School Badminton Training Budget

The New Taipei Municipal Qingshan Elementary and Junior High 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. To allow students in the Xizhi area to participate in badminton activities, ATEN promotes badminton with the badminton team of Qingshan Elementary and Junior High School. Since 2017, a 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]

► Donated teaching equipment to Xiufeng Elementary School

Due to the impact of the COVID-19 pandemic, schools cooperated with the Department of Education to implement the remote online teaching policy. To maintain the normal learning activities of students and to reduce the impact of the pandemic on students' learning, Xiufeng Elementary School submitted a request for monitors and teaching equipment. To improve the hardware of the school, ATEN purchased professional monitor equipment and donated them to Xiufeng Elementary School, in order to continue the cultivation and education of students.

► Issuance of the 2022 Ching-Tang Education Foundation "Scholarship" and "Family Support Fund"

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 a "Scholarship" and "Family Support Fund" to students in a total of 15 public elementary schools, junior high schools, and senior high schools in Xizhi District, in order to provide economic support to students, as well as to encourage students in financial hardship to strive for learning and thereby contribute to society. [Number of Benefited People: 436 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]



5.2 Elderly Activities and Care for the Disadvantaged

With the upcoming era of the aging society with few new children, we can imagine that the number of elderly people living alone and requiring assistance and company will continue to increase. As economic growth slows down, and under an environment of insufficient population benefits and low income, disadvantaged groups requiring assistance will continue to exist in 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.

› 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. [Number of Employees Donating Blood: 351 people]



› Blood Donation Activity

Donate a bag of blood to save a life! Employees of ATEN participated in the blood donation activity organized by the Taipei Blood Services Foundation in 2022, and a total of 42 employees participated in the blood donation and 68 bags of blood were collected. This helps protect people with needs from the shortage of blood that may cause life threatening situations to such people. [Volunteers Participated: 42 people]





›World Peace Organization charity food box.

Since hunger and malnutrition due to poverty still occur in some dark corners of society in Taiwan, 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. The Company continues to collaborate with the "World Peace Organization", and employees were invited to donate foods suitable for children and with expiration periods above 6 months in January. The foods included milk powder, cereal, high fiber cookies, noodles, canned foods, etc., to assist children in poverty and protect them from hunger.



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

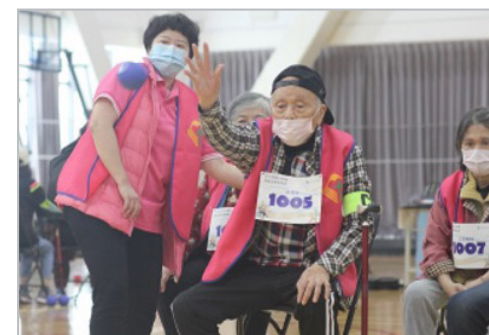
ATEN has for a long time cared for disadvantaged groups, in particular for the needs of seniors living alone. At Lunar New Year's Eve, ATEN Volunteer Club engaged in cooperation with the Heng Chun Christian Hospital for the "ATEN and Heng Chun Delivery of Chicken Soup for Seniors Living Alone". With the enthusiastic donation and participation of Director Tung of the Volunteer Club and employees of ATEN, 237 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 for Senior Boccia Sports Federation

Earth Boccia is an official contest of the Boccia Sports Federation, and the sport is suitable for people with disabilities. In recent years, it has also been promoted to seniors. To implement the concept of ESG, the Company started to participate in the preparation works for the Asia Open of the Boccia International Sports Federation (BISFed) organized by the "Boccia Taiwan Sports Federation" in 2018. In addition to financial sponsorship, the Company also integrated ATEN's professional technology and equipment in order to assist with the live broadcast of the competition. The Company looks forward to combining such sports with elderly activity projects and has received positive feedbacks from elderly. In 2022, the "Boccia Taiwan Sports Federation" organized the eighth "Senior Boccia Sports Federation", and ATEN sponsored the proceedings of the games in Taipei and invited employees to act as event volunteers in the field, in order to participate in this sports event together with the elderly.

[Volunteers Participated: 11 people]



› Dragon Boat Festival and Moon Festival Moon Cake Donation

Before each festival, ATEN Volunteer Club invites employees to care for the disadvantaged and to purchase festival supplies and goods, in order to allow them to enjoy a warm Lunar New Year together with each other. For each of the Dragon Boat Festival, Moon Festival and Lunar New Year, hundreds of employees of ATEN participated in each event and also actively invited their friends and relatives to participate in the collection of supplies and goods. ATEN's employees collaborated with the Xizhi and Wanli District Offices of New Taipei City in order to distribute care and love to elderly living alone, high risk families and rehabilitation centers requiring assistance. ATEN Volunteer Club collaborated with the Xizhi Family Support Center in order to donate goods and supplies, and also to provide family relief funds to families facing economic difficulties, in order to reduce their burdens. [Number of Beneficiaries: More than 1,300 people]



› 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. Their 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 come into contact with people, 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 Percussion Group 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.

5.3 Community Environment Maintenance

› Fulong Beach Cleaning Activity

Since 2012, ATEN has adopted a 360-meter 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 beach cleaning performed at least once quarterly, we also exert our influence and invite instructors from the Society of Wilderness to lead the volunteers to perform beach cleaning using proper methods. We further hope to manage the sources of waste and reduce waste at the source and to promote environmental protection concepts on how to reduce the impact of people's living on the environment. In the past, the Company has also organized family days and other events on the beach adopted by the Company, in order to allow employees to understand the topic of ocean pollution. In 2022, ATEN planned to expand its influence. Accordingly, we invited members and friends of the badminton team of New Taipei Municipal Qingshan Elementary and Junior High School supported by the Company to proceed to the beach and participate in the beach cleaning, thereby allowing students to understand the cause of increasing ocean pollution and how to mitigate ocean pollution through practical actions. During the activity, students also actively raised questions and participated in action. As the activity has received great feedback, we expect to further invite family members to participate in the activity together.

[Volunteers Participated: 171 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 fifth 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 experience the efficiency of mechanized cultivation. Through the seeding and harvesting experience activities, we look forward to achieving the ESG 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: 108 people]



▶ Xinshan 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 area is not large, but a fish species *rasborinus formosae* under protection lives in the lake, and the lake also includes a species of carnivorous plant named *utricularia aurea* capable of catching wigglers as well as more than 40 species of dragonflies and damselflies in the area. Despite the lake’s 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, namely that the mud scorned down from Xinshan had caused the area of 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]



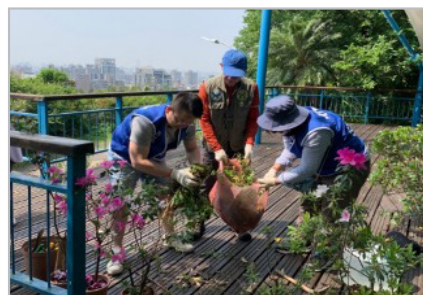


▶ Butterfly Habitat Protection, Planting and Weed Removal, Sustainable Home for Butterflies

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 Volunteer Club cooperated with the "Butterfly Conservation Society of Taiwan" for the eleventh year. In addition to sponsoring parts of the budget, 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 understand 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 a sustainable work, and a lot of employees bring their children to participate in the society volunteer activities such that they are able to not only enhance the parent-children relationship but also gain rich butterfly ecology and environmental protection knowledge. Consequently, we are able to cultivate next generation of pioneers in environmental protection in order to continue to exert greater efforts in the environmental sustainability.

[Volunteers Participated: 18 people]



▶ Syin-Lu – Hiking Together Event

To support people with mental disabilities to leave home and come into contact with society, to learn mutual understanding, respect and create a friendly and co-prosperous living environment, the Company has supported the "Syin-Lu Foundation" for a long period of time, and has organized the 9th "Hiking Together" event jointly with the Foundation in order to call on the general public and people with disabilities to participate in the hiking event together.

Through the organization of experience events and speeches, employees are able to further understand the Syin-Lu Foundation and to also understand the proper concept for getting along with people with intellectual and developmental disabilities in a friendly manner, in order to provide a friendly environment for people with intellectual and developmental disabilities. In 2022, due to the impact of the pandemic, the physical activity of the Hiking Together Event could not be organized, and it was changed to an online event. The Company's volunteer club and jogging club jointly responded to the event and called on employees to participate in the event. A total of 35 employees and 23 families and friends applied to participate in the event. In addition, the Company also donated NT\$50,000 to demonstrate its care and support for disadvantaged groups. [Number of participants: 83 people]





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 the 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

1. Qualified ISO 14001: 2015 version of environment management system certification.
2. Passed ISO14064-1:2018 greenhouse gas external inspection, tracking of greenhouse gas emissions.
3. Convey environment knowledge through seminars and activities.

Commitment, Actions, and Goals

Commitment	2022 Execution item	2022 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. Reduce electric current density by 1% from the previous year. 2. Reduce personal water usage carbon emissions by 1% from the previous year. 3. Simplify structures and facilitate disassembly design to reduce fixation points by 20%. 4. Continue to use lightweight material for 10%. 5. Product energy saving with reduction of power consumption by 3%.
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 2022, the power consumption intensity was 7.16 (power consumption in thousand kWh/average number of employees). 2. In 2022, the water usage carbon emissions per person were 4.1. (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 224 REACH SVHC items for suppliers. 2. Continue to update the RMI_CMRT 6.22 "No Conflict Mineral Report Public Survey". 	
Green Product Design	Design for Lightweight Products with Maximized Performance	<p>1. Simplified structure and easy-to-disassemble design: The CM1942 front frame uses a locking hook structure to replace the tongue structure, thereby reducing the fixation points by 50%. (reduced from 10 original screws to 5 screws for fixation).</p> <p>2. Use light-weight material: The KX9970 footpad whole-unit weight can be reduced by 35%. (The original footpad with a full side cover with a total weight of 116.9g is changed to a four-corner structure with a total weight of 76g, reducing the weight by 40.9g).</p> <p>3. Product energy saving: The KG6900 series of models adopts an aluminum die casting heat sink design with a fanless cooling design, enabling it to reduce product output power by approximately 3%. (The original total power consumption was 4.64W and the actual output power consumption is 4.5W, indicating a decrease in output power consumption of 0.14W).</p>	

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.

Global climate change has stimulated ATEN to implement environmental sustainability into the Company’s DNA. We are committed to responsive actions for climate change, and we will continue to implement the aspects of 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, etc., in order to continue to improve the environmental analysis and environmental management solution controls, to actively establish effective mitigation and adjustment policies as well as implementation thereof. Therefore, through systematic management and monitoring of energy resources and periodic reviews by senior managers, the Company is able to excel further toward the committed goals of 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 continued effectiveness of enacting company environmental policy and doing our part in protecting a green global village.



› Energy Sustainability Management Policy

To fulfill corporate social responsibility, the Company is dedicated to energy saving and carbon reduction, and complies with relevant laws in order to perform environmental pollution prevention, 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 checking mechanism according to the ISO14064-1 international standard, in order to actively perform voluntary greenhouse gas emission inventory. The Company continues to invest in energy saving plans and improvements in energy utilization in order to reduce the overall impact on the environment, thereby achieving the objective of reducing carbon dioxide emissions.

3. Water saving and 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, after vehicles enter the public parking lot, they are required to turn off their engines as soon as possible in order to reduce exhaust emissions. In addition, the air circulation has been 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 structure and easy-to-disassemble designs for product recycling, along with the use of eco-friendly materials. In addition, the Company also bears the manufacturer's responsibility for material recycle, in order to reduce the negative impact on the environment and ecology.

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 processes and products comply with 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 to 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 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 2022, 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 ESG Task Force established under the "Sustainable Development 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 "Sustainable Development Committee", the highest level organization for ATEN's sustainable development management.

Strategy

ATEN's ESG Task Force 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 based on a 10-year period respectively. In addition, the Company also actively seizes the opportunities associated with greenhouse gas emissions such 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 complies with the TCFD Framework Directive, and the ESG Task Force engages in discussion to complete the climate risk identification and establishment of risk list, which is also reported to the Corporate Social Responsibility Committee for continuous monitoring and management.

Transformation Risk

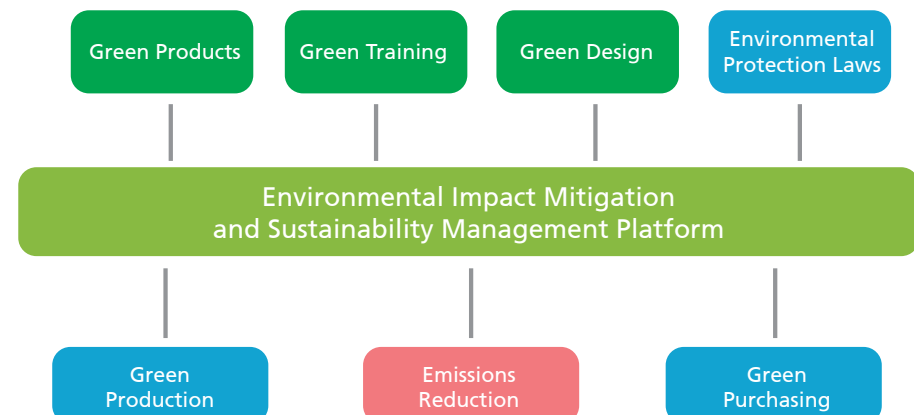
Type	No.	Risk Description	
Transformation Risk	Carbon Tax/Renewable Energy	Since the law specifies that payment of fees is required for the greenhouse gas emissions generated during the business operation of companies, while additional fees will also be incurred for the use of renewable energy to reduce 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.
Transformation Risk	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 and rising sea levels due to the impact of extreme climate, business locations will face the risk of flooding that may cause interruptions of operations and related financial losses.	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) with RCP 8.5, the main business locations of ATEN in Taiwan have been 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 a 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

ATEN has introduced the ISO 14001 environmental management system in 2006 and has obtained the ISO 14001:2015 version of environment management system certification in November 2017; the certificate valid period is from November 12, 2020, to November 12, 2023.

We have started implementing greenhouse gas inventory operations in 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.

Resource Management Achievement

According to the energy monitoring and inventory results, 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 manufacturing processes for a long time. In recent years, we have greatly promoted the energy saving of processing equipment and continued 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 the 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.
Climate Change Adaption	<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 amount in 2022 was 5,042.73 thousand kWh (equivalent to 18,153.884 million joules). The Company will continue to monitor the improvement of management solutions. 2. In 2022, the power consumption intensity was 7.16 (power consumption in thousand kWh/average number of employees), an increase from the last year, which was mainly due to the increase of production capacity of Xiwan Plant. 3. The greenhouse gas emission carbon emission intensity in 2022 was 0.70, indicating a decrease from the last year (tCO₂e/year/parent company only financial statement revenue in NT\$ million). 4. The overall water consumption amount in 2022 was 17,947.06 cubic meters (equivalent to 17.9471 ML), a decrease of 10.76% from last year. The Company will continue to promote water saving measures and promote the concept of water saving to all employees. 5. In 2022, the water usage carbon emission per person was 4.1, a decrease of 4.65% from 2019 (total average water usage degree per person * water usage carbon emission per person (KgCO₂e)). 6. The total cubic meters of water usage in 2022 was 4.77, a decrease of 19.28% from last year (total water usage degree/parent company only financial statement revenue in NT\$ million). 7. The diesel consumption of the power generator was 40 L (equivalent to 1.405824 million joules) and the gasoline consumption of company vehicles was 1,690 L (equivalent to 55.153488 million joules).

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

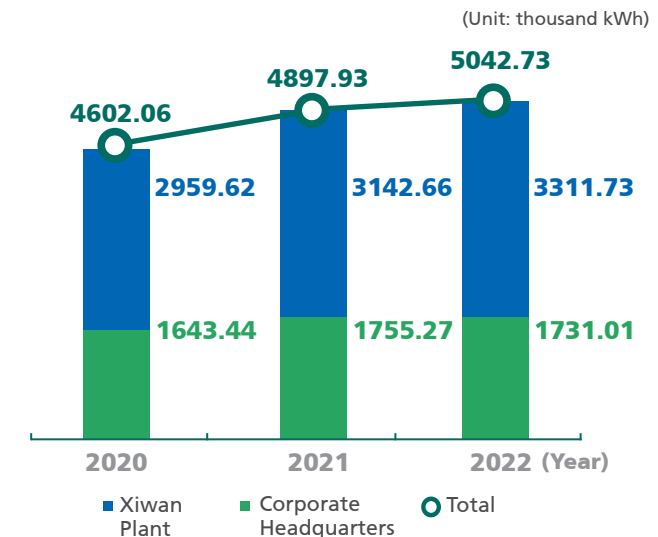
Note 3: 1 m³ of water = 1,000 L = 0.001 ML

Note 4: Fixed source diesel consumption of 1 L = 8,400 Kcal/L calories

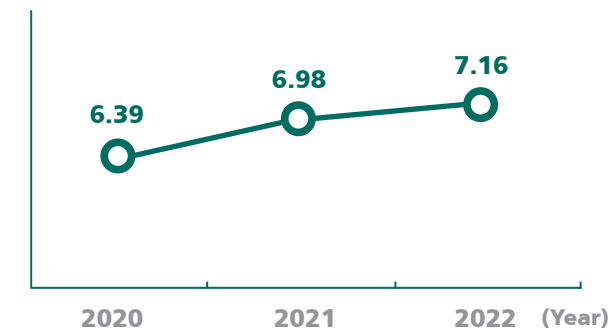
Note 5: Moving source vehicle gasoline consumption of 1 L = 7,800 Kcal/L calories

Note 6: 1 calorie = 4.18400 joules

Headquarters and Xiwan Plant Power Consumption



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

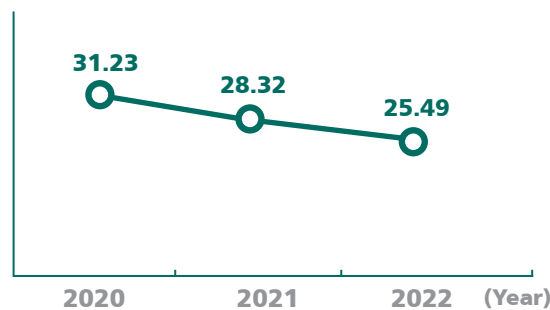
The water intake of the Company and Xiwan Plant is provided by a third-party water company, and it is mainly used for the cooling water tower, cafeteria, living water consumption and toilets. The total water intake of the headquarters and Xiwan Plant was 17.94 ML.

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.

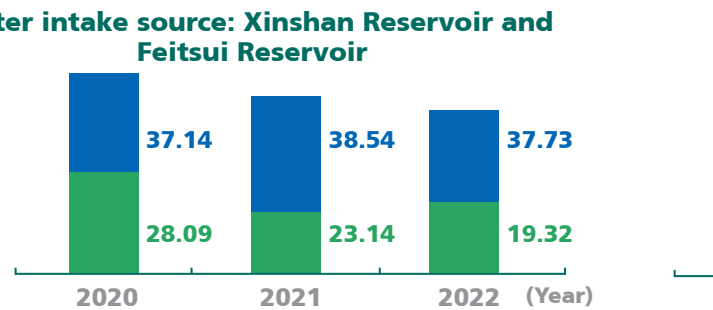
Regional Water Pressure Assessment:

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.

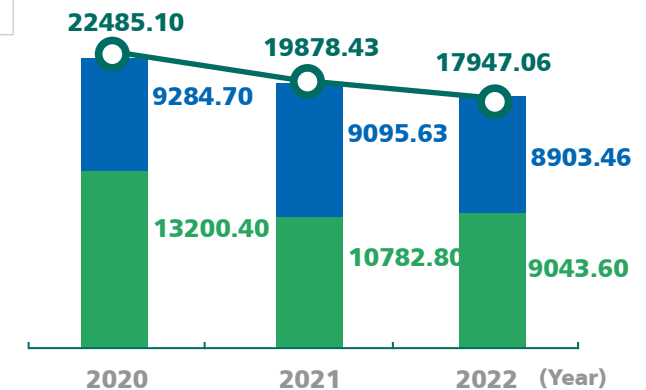
Taiwan - Xizhi area (assessment item)	WRI water consumption level	Water source stability	Regional supply-demand ratio	Overall risk assessment
Risk level (high, medium, low)	Low	Low	Low	Low



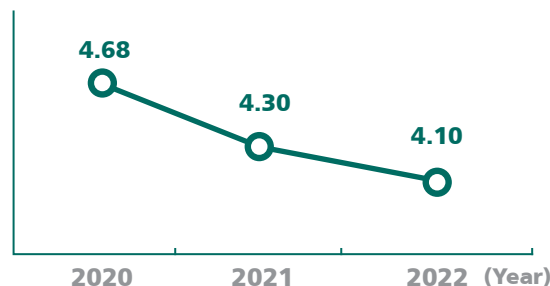
○ Total Average Water Consumption per Person (unit: cubic meter)



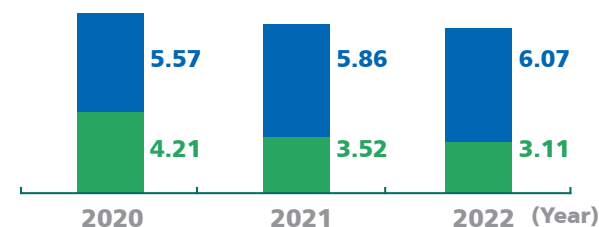
■ Average Water Consumption Per Person in the Xiwan Plant
■ Headquarters Average Water Consumption per Person (unit: cubic meter)



■ Xiwan Plant
■ Corporate Headquarters
○ Total



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



■ Xiwan Plant Water Consumption 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 2021, the latest value being 0.161 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 ($\leq 1,000$ mg/L total dissolved solids).

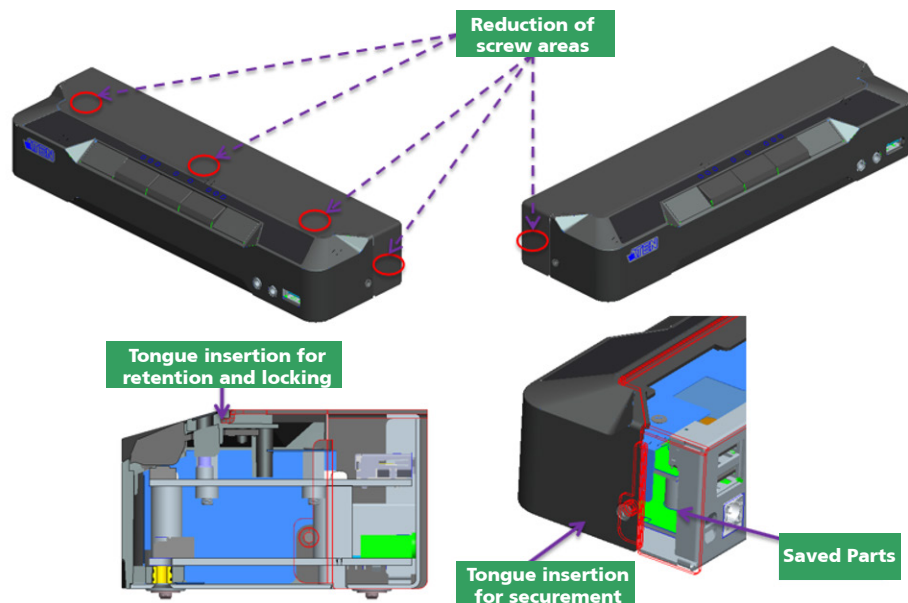
>6.4.3 Green Product Design

ATEN is a global leader in the field of digital information sharing. For a long time, the Company has developed various new and innovative 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 costs, 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

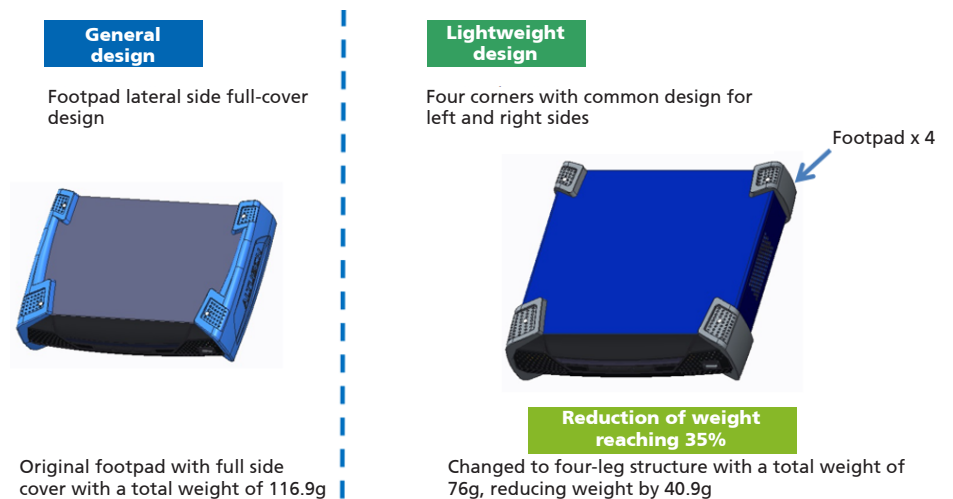
CM1942 front frame uses locking hook structure to replace the tongue structure, thereby reducing the fixation points by 50%.
(reduced from original 10 screws to 5 screws for fixation)



* Use light weight material

The KX9970 footpad fixation method uses a fastening structure to replace the insertion pin structure, thereby reducing the fixation points by 100%.

(The original 8 areas for screws are changed to use insertion pins without a fastening structure)



* Product energy saving

The KG6900 series of models adopts an aluminum extrusion top cover with a fanless cooling design, enabling it to reduce product output power by approximately 3%. (The original total power consumption was 4.64W and the actual output power consumption is 4.5W, indicating a decrease in output power consumption of 0.14W).



Fanless cooling design, capable of reducing product output power by 3% (The original total power consumption was 4.64W and the actual output power consumption is 4.5W, indicating a decrease in output power consumption of 0.14W)

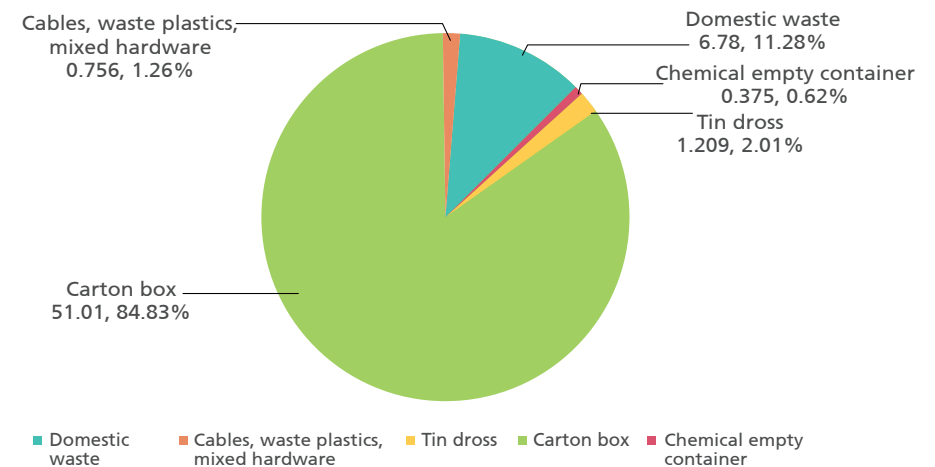
> Waste Management

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 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 & domestic waste ratio (ton)



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 2022, 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
2022 Response Management Measures <ol style="list-style-type: none"> Greenhouse Gas Risk Monitoring Group: Monitor the use condition of each energy and resource, and reduce the carbon emission and environmental impact risk. Energy Saving and Carbon Reduction Project Implementation: Increase energy efficiency, reduce energy consumption. Promote data inventory checking. Obtain ISO 14064-1:2018 greenhouse gas inventory (passing third-party verification). 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 seven 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, 2022 to December 31, 2022, 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 & Category 4 (Energy indirect greenhouse gas emissions)
<ul style="list-style-type: none"> Transportation of raw material, product 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 Source: Such as septic tank, coolant...etc. 	Externally purchased electricity/externally purchased energy related to production (electricity and oil consumption), but excluding the greenhouse gas emissions of Categories 1 and 2

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).

Greenhouse gas inventory can be divided into Category 1 and Category 2

- Direct greenhouse gas emissions (Category 1): Carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride, such as gasoline and diesel, etc.
- Indirect greenhouse gas emissions (Category 2): Carbon dioxide
- Indirect greenhouse gas emissions (Category 4): Carbon dioxide

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.

If the sub-category has no identifiable indirect greenhouse gas emission source items, it is indicated as "None", and subsequent evaluation operation is not required. If the sub-category contains identification item, then after the greenhouse gas emission source items are listed sequentially, evaluation operation is subsequently performed. The indirect greenhouse gas emission evaluation result is obtained according to the average score of each item. Those with evaluation scores greater than the significance threshold setting of 350 points or more are listed as significant indirect emission sources. After discussion on the significant indirect emission sources, the items and content included in the calculation are further verified.

The evaluation item and weight includes the regulatory requirement of 30%, event data or acquisition difficulty of 20%, customer requirement of 30% and emission ratio of 20%.

The significance the evaluation result indicates that the indirect emission of input power is 440 points, and after internal discussion, the input power is considered as a main indirect emission. Accordingly, electricity bills are collected to perform statistical analysis.

The greenhouse gas quantification principle uses the emission quantity of each greenhouse gas emission source for calculation and the "discharge coefficient method" is adopted. According to different sources of various greenhouse gas emissions, the unit is converted into the weight and volume unit of ton or kiloliter. For each emission generation source, the greenhouse gas emission quantity calculation is performed according to the calculation of the "Greenhouse Gas Inventory Checking Resignation Form 3.0.0 (revised)" and by considering the discharge coefficient. After selecting the discharge coefficient, according to the global warming potential (GWP) for each type of greenhouse gas in the fourth announcement in 2007, all of the calculation results are converted into CO₂e (carbon dioxide equivalent value), and the unit is in ton/year.

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 2022, the greenhouse total emission quantity was 2636,7459 tCO₂e. The total quantity of each category and the seven main greenhouse gases emissions is as shown in the following table:

2022 Greenhouse Gas Emission Total Quantity

Greenhouse Gas Emission Inventory Period: January 1, 2022 - December 31, 2022

- Greenhouse Gas Emission Total Quantity Category 1 + Category 2: 2,636.7459 tCO₂e, including:
 - Direct Greenhouse Gas Emission Quantity (Category 1): 69.9940 tCO₂e
 - Energy Indirect Greenhouse Gas Emission Quantity (Category 2): 2,566.7519 tCO₂e
- Externally purchased energy for production related electricity and oil consumption (Category 4): 444.7691 tCO₂e

Disclosing Greenhouse Gas Data:

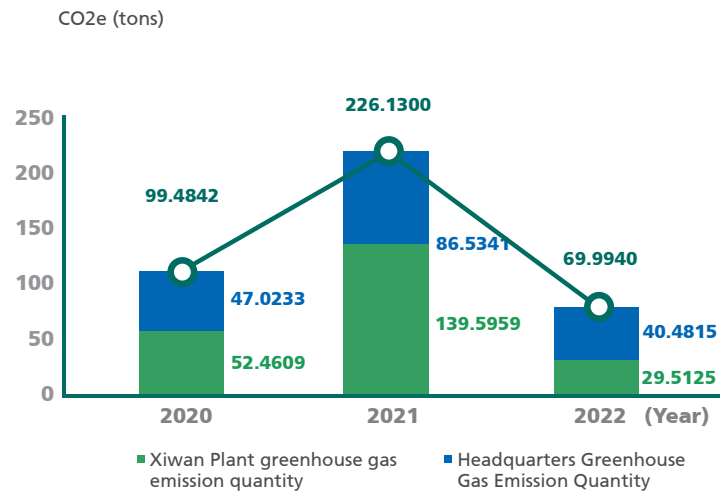
ATEN adopts an open attitude to disclosing information on greenhouse gas emissions related to ATEN and environmental information on the platform of the Company website. We have also established the (voluntary) greenhouse gas inventory operation system since 2010. In addition, we have also passed the ISO 14064-1 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 2022, we passed the international third-party inspection.

Emission Source	2022 (base year)
Externally Purchased Power	2566.7519
Movable Combustion	3.9913
Stationary Combustion	0.1042
Non-standard fuel combination and dissipation (refrigerant)	8.9260
Non-standard fuel combination and dissipation (septic tank)	56.9725
Externally purchased energy related to production (electricity and oil consumption)	444.7691
Total	3081.5150

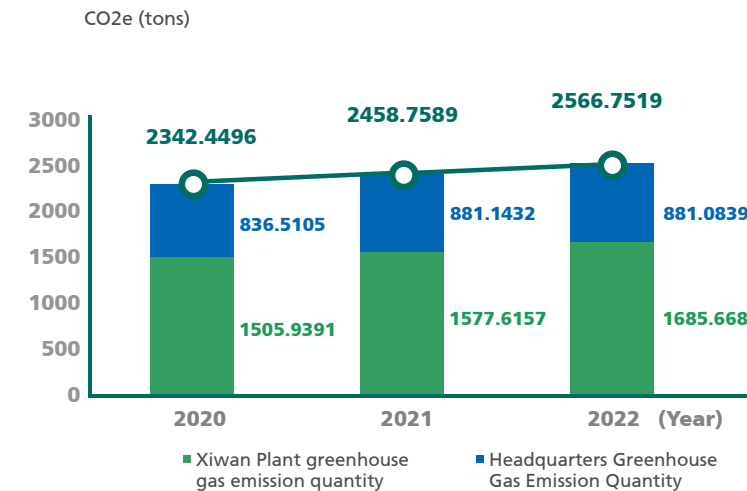
(Unit: tCO₂e/year)

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:

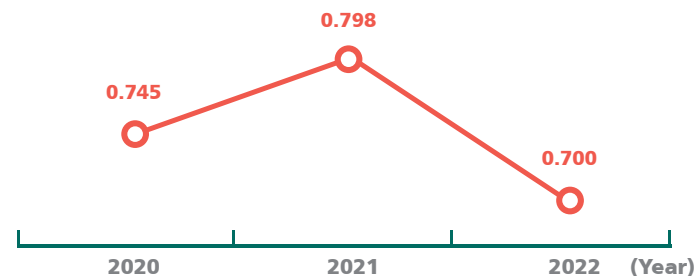
[Category 1 Greenhouse Gas Emission Quantity]



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



[Greenhouse Gas Emission Intensity]





Supply Chain Management

**7.1 ATEN Supply Chain
Management**

**7.2 Sustainable Supply Chain
Management Standards**

**7.3 Supply Chain Management
Performance**




**7.4 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>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<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. [Corresponding to SDGs Section: 12.4]</p>
 <p>13 CLIMATE ACTION</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. [Corresponding to SDGs Section: 13.3]</p>
 <p>5 GENDER EQUALITY</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. [Corresponding to SDGs Section: 5.c]</p>

› 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 a time limit and termination of the purchase agreement

› Commitment, Actions, and Goals

Commitment	2022 Execution item	2022 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 21 new suppliers for new supplier evaluation.	Jointly implement corporate social responsibility (Responsible Business Alliance Code of Conduct) with suppliers.
Qualified Supplier Monthly Evaluation	The Quality Control implements supplier evaluation monthly according to the delivery status of suppliers.	There were 9 Class C and D suppliers. The External Contact form (QI008-06) has been issued for improvement and guidance. After improvement guidance, and suppliers are subsequently evaluated to be Class A, B and C.	
Hazardous substance management and supplier promotion and investigation RoHS EU Directives & REACH regulation update	Through irregular update of laws, perform mail investigation on suppliers complying with the requirements of international environmental protection laws.	Surveyed the existing suppliers and new suppliers for compliance with the regulations of the 224 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.

The Company upholds the attitude of seeing suppliers as partners in order to continuously 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 the global sustainability policy in order to gradually achieve the sustainable development direction and goal. Furthermore, ATEN further specifies corporate social responsibility and environmental safety and health evaluation related items in the "Supplier Evaluation Regulations Standard Operation Procedure", in order to continuously urge suppliers to fulfill corporate social responsibility and to comply with international environmental protection regulations and customer requirements. Through our influence, we convey and promote relevant concepts and methods to upstream and downstream supply chains.

7.2 Sustainable Supply Chain Management Standards

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

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.

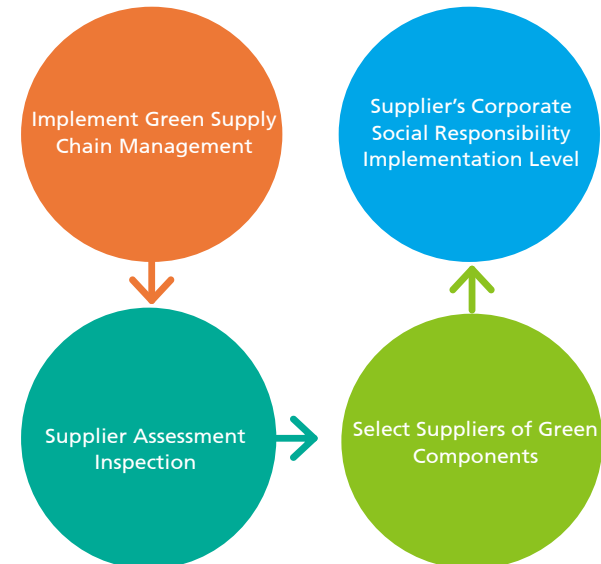
7.3 Supply Chain Management Performance

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: 21 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 224 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%

7.4 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 materials.
- Request our suppliers to inform us immediately in case 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.

▶ 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 so that not all suppliers were invited to participate together, this concept was nevertheless able to receive great feedback from the suppliers invited. Consequently, we believe that ATEN is not alone on the road of promoting CSR, and we have faith that this concept of goodness will continue to expand, so that more companies, organizations, and individuals will join to protect our environment and achieve ATEN's commitment in environmental sustainability. For the cleaning event in 2022, the total number of participants was 145 people, and the total amount of waste collected was 361.6kg.



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**

Major Topics

Service Quality, Customer Partnership

>[Corresponding SDGs]



Under the goal of sustainable development, corporations continue to profit and maintain proper operational performance and seek the maximum profit for shareholders and stakeholders, in order to create greater employment opportunities, to drive economic growth and to improve the social growth with best effort.

> Responsible Units

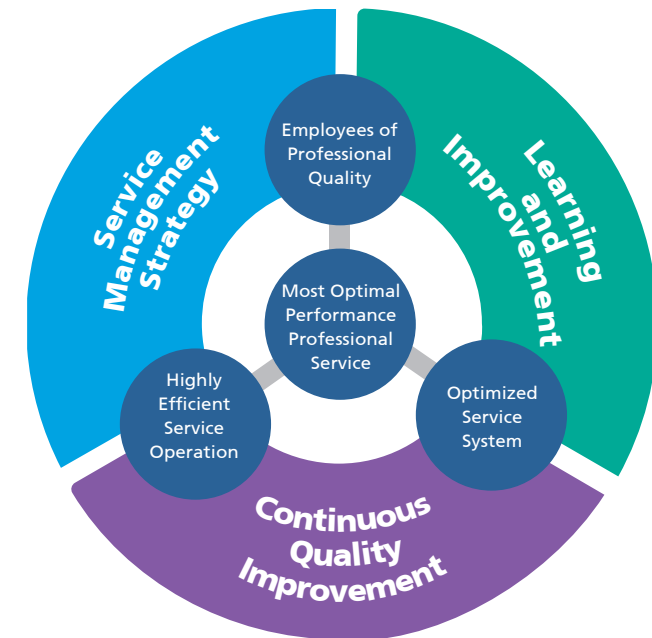
Quality Assurance and Customer Service Division

> Management Mechanism

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 physical course training for global branches in technical support for the full product line at the headquarters in order to cultivate technical staff with thorough and professional technical problem-solving abilities. ATEN is committed to providing high quality products and services; satisfying customers is our key to success.

Commitment, Actions, and Goals

Commitment	2022 Execution item	2022 Execution Outcome	Future Goals and Actions
1. Conduct the "Global Customer After-Sales Service Satisfaction Survey" 2. Product Knowledge Education and Training	1. Global Customer After-Sales Service Satisfaction Survey 2. Product Education Course Preparation	1. Global Customer After-Sales Service Satisfaction Survey in 2022 reached 90% 2. Launched the Chinese and English online education and training course for the new product Pro Audio in 2022	1. Continue to conduct the customer after-sales service satisfaction survey, in order to use it as the reference for future development 2. Update online education and training courses according to the Company's product development schedule



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

8.1 Complete Customer Service System

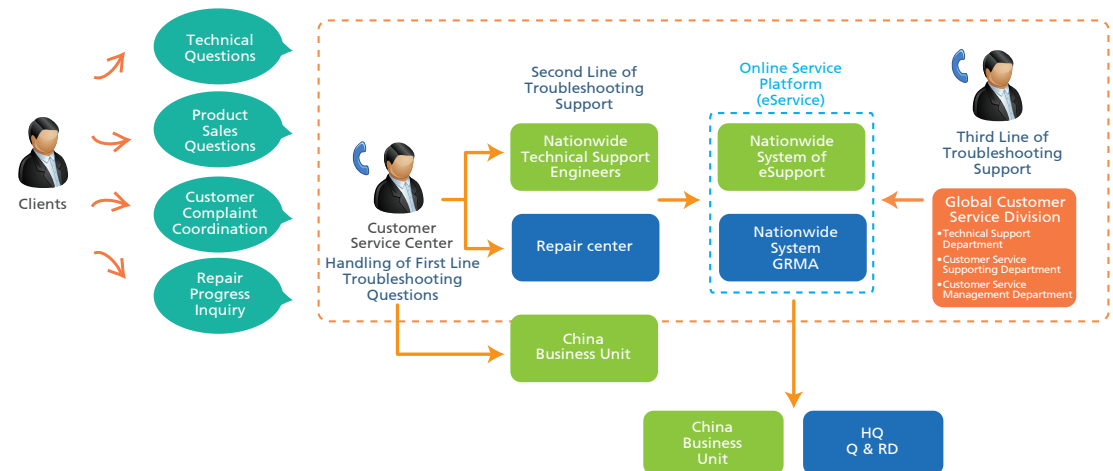
Under the existing policy for global marketing, the customer service network of ATEN expands to various overseas locations. We established the “Global Customer Service Division” in the headquarters in order to integrate all customer service resources and to ensure timely and professional customer services,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



Specific service system is described in the following:

> 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 better local services for the market in China, we established the “China Customer Service Center” in 2014 and provided the direct line of 400-810-0-810 (400-ATEN-LOVE-ATEN). In addition, we further established the pre-sale product consultation professional service in 2017 in addition to the after-sale service window. The “China Customer Service Center” provides end-user technical services and uses the functional marketing platform for positioning in order to establish and rigorously implement the “Question Answering Duty System” and “Customer Question Classification and Priority Handling” regulations in order to ensure that customer demands can be replied to and resolved within the shortest time.



The eService platform integrates the following functions:

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.

By filling out an online application form, customers can request repair services. Our dedicated Return Material Authorization (RMA) 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. The CFR Report is submitted during the monthly material quality meeting and is submitted to relevant units, in order to further monitor the quality status of products and to propose recommendations and improvement strategies.

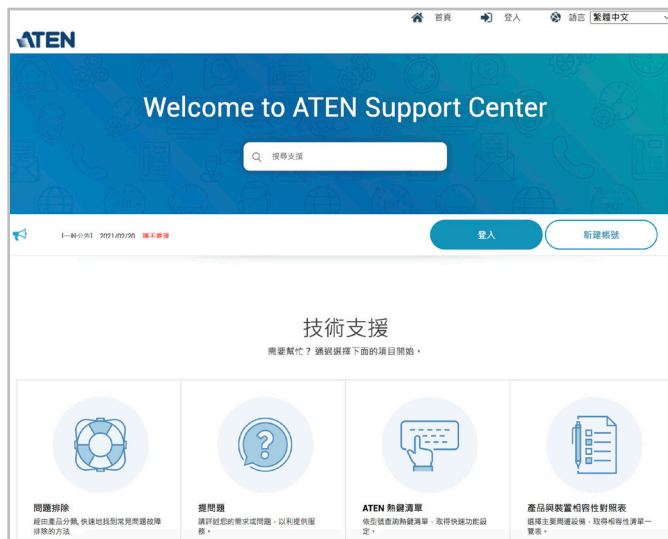


Inquiry of Frequently Asked Questions (FAQ)

Up to 2022, 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 inquiry, 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.

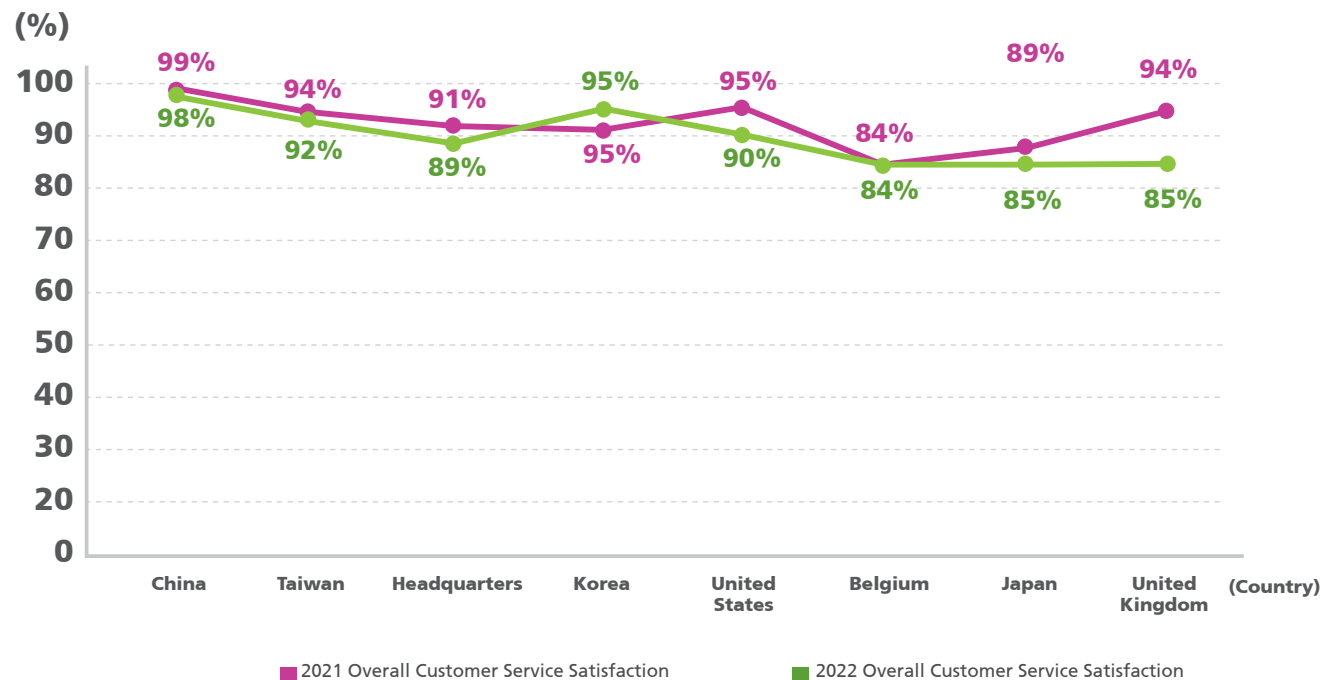
Two years of warranty service are provided for ATEN's products. For A+ models, the quality service of three years of warranty service is provided. In addition, the strengthening of after-sales service with local support is the most important direction for improving customer satisfaction and global brand promotion.



8.2 Global Customer After-Sales Service Satisfaction Survey

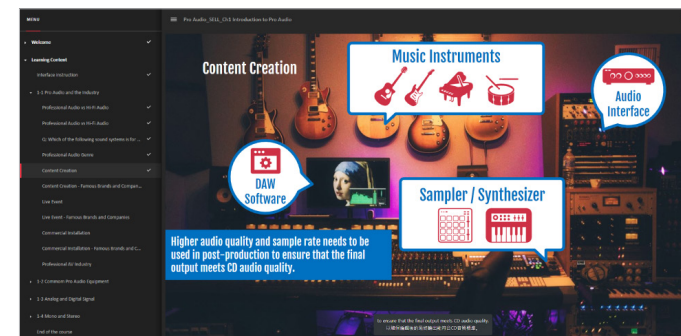
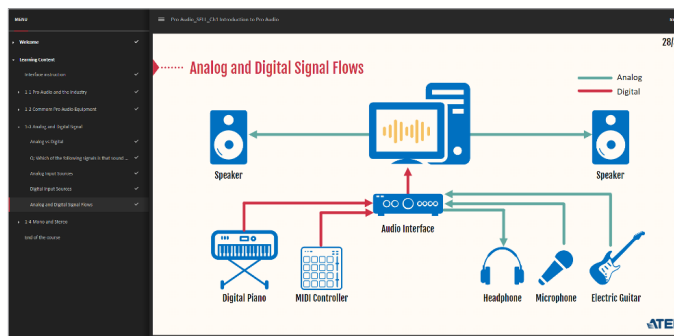
The “Global Customer Service Division” periodically conducts the “Global Customer After-sales Service Satisfaction Survey” on product technical support, and uses comprehensive first-hand feedback to understand client experiences and use this as the basis for improving our services accordingly. For items not yet completed, we also perform in-depth analysis and establish an inspection tracking mechanism in order to ensure that customer demands are resolved. Over the past two years, the overall customer service satisfaction has been maintained above 90%. 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.

[2022 Global Customer After-Sales Service Satisfaction Survey Statistics]



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. In 2022, the Chinese and English online education and training course for the new product line ProAudio has been launched. 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.



8.4 Customer Health and Safety

ATEN upholds the corporate principle of “integrity” to provide customers with high value-added innovative product selections. In addition, we also use the provision of the most flexible, speedy, professional client services as an important indicator in continuing to enhance the Company’s competitiveness. Furthermore, with regards to material safety, manufacturing environment, and life cycle of our products, we make sure to fulfill customers’ requirements as well as international standards and regulations, actively implementing health and safety assessment and improvement programs, and establishing self-examination and oversight mechanisms to ensure our customers’ use safety.

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.



8.5 Information Security and Guaranteeing Customers’ Rights to Privacy

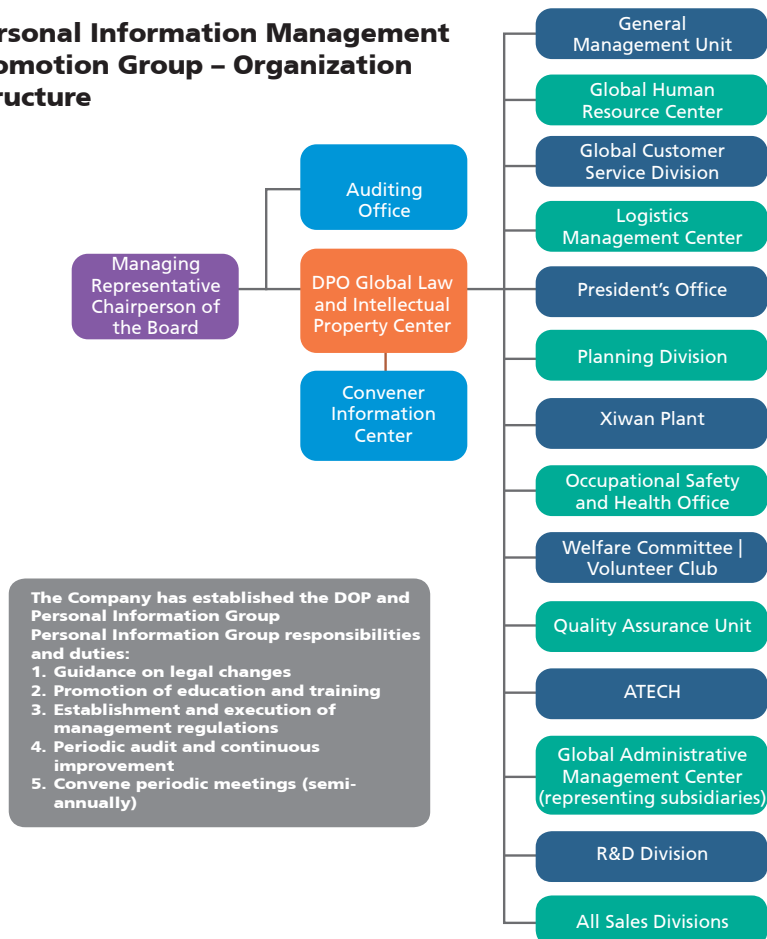
ATEN values the security and privacy of customer data significantly. In 2022, there were no records of infringement of customer privacy or customer complaints on infringement of privacy. ATEN is a globally operating company with products sold worldwide. Regardless of the regions or countries of customers, ATEN bears the responsibility to properly protect the data and privacy of customers.



As the remote office or work from home model is being applied widely at an increasing rate, the risk of information systems being attacked from external networks is also increased. Accordingly, ATEN has continued to improve the governance system and enhance defense capabilities with respect to information security. In 2022, the Company has obtained the ISO 27001 information security certification, in order to implement network security, information operations, physical and environmental security control, authority access control, information asset management, password management, handling of information security events, vulnerability scanning, and data backup, in order to establish “internal control”. In addition, ATEN also performs disaster recovery simulation drills and ensures the appropriateness and effectiveness of the system via annual review of the security regulations, procedures and system security measures, in order to continuously strengthen the information security defense capabilities.

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 responsible for routine personal information security promotion and also convenes a group meeting every half year. The responsible

Personal Information Management Promotion Group – Organization Structure



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 Resource e-School".



Under the joint effort and collaboration of all departments, in 2022, 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.

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

› GRI 2: General Disclosures 2021

Statement of Use		ATEN has reported content for the period from January 1 to December 31, 2022, according to the GRI Standards.	
GRI 1 Used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard		None	
Indicator	Disclosure Item Content	Page	Notes
GRI 2 General Disclosures 2021			
2-1	Organizational details	P3, P18, P28	
2-2	Entities included in the organization's sustainability reporting	P3	
2-3	Reporting period, frequency and contact point	P3	
2-4	Restatements of information		None
2-5	External assurance	P3	
2-6	Activities, value chain and other business relationships	P28, P18, P30, P53, P89	
2-7	Employees	P37, P7, P38	
2-8	Workers who are not employees	P38	
2-9	Governance structure and composition	P38	
2-10	Nomination and selection of the highest governance body	P38	
2-11	Chair of the highest governance body	P38	
2-12	Role of the highest governance body in overseeing the management of impacts	P11, P38	
2-13	Delegation of responsibility for managing impacts	P36, P34	
2-14	Role of the highest governance body in sustainability reporting	P9	
2-15	Conflicts of interest	P34	
2-16	Communication of critical concerns	P34	

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

Indicator	Disclosure Item Content	Page	Notes
2-17	Group Knowledge of the Highest Governance Unit	P38	
2-18	Performance Evaluation of the Highest Governance Unit	P34	
2-19	Remuneration Policy	P34	
2-20	Remuneration Determination Procedure	P34	
2-21	Annual Total Remuneration Ratio	P34	
2-22	Sustainable Development Strategy Statement	P5	
2-23	Policy Commitment	P3, P18, P28, P34, P51, P61, P72, P95	
2-24	Implement Policy Commitment	P51	
2-25	Negative Impact Remedial Procedure	P14, P53	
2-26	Mechanism for Seeking Recommendations and Proposing Concerned Matters	P11, P48	
2-27	Legal compliance	P49	
2-28	Membership of Unions and Associations	P33	
2-29	Policy for Stakeholder Engagement	P11	
2-30	Collective Bargaining Agreements		Comply with the collective bargaining agreements according to the laws, and no collective bargaining agreements have been signed
Major Topics	Role of the highest governance body in sustainability reporting		
3-1	Process to determine material topics	P14	
3-2	List of material topics	P14	
Material topic: Ethical management and legal compliance			
GRI 3-3	Management of material topics	P35, P72	
Self-defined material topic	Ethical management and legal compliance of social and economic aspects		
Material topic: Corporate governance			
GRI 3-3	Management of material topics	P35	

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

Indicator	Disclosure Item Content	Page	Notes
Self-defined material topic	Corporate operation governance		
Material topic: Operational achievements			
GRI 3-3	Management of material topics	P18, P28	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	P30, P61	Please refer to the 2022 Annual Report of the Company
201-3	Defined benefit plan obligations and other retirement plans	P53	
201-4	Financial assistance received from government		There were no government subsidies for the reporting year
Material topic: Service quality and customer partnership			
GRI 3-3	Management of material topics	P95	
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	P103	
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling		All products of ATEN comply with relevant information and labeling requirements. Please refer to ATEN's official website for detailed product information
Material topic: Social benefit and returns			
GRI 3-3	Management of material topics	P61	
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	P63	
203-2	Significant indirect economic impacts	P63	
Material topic: Employee Welfare			
GRI 3-3	Management of material topics	P51	
GRI 401: Employment 2016			

Appendix 1 Global Reporting Initiative Standards (GRI Standards) Index

Indicator	Disclosure Item Content	Page	Notes
401-1	New employee hires and employee turnover	P53	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P53	
401-3	Parental leave	P53	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	P56	Please refer to the 2022 Annual Report of the Company
404-3	Percentage of employees receiving regular performance and career development reviews	P56	
Material topic: Environment friendliness			
GRI 3-3	Management of material topics	P62	
Self-defined material topic	Global warming and ecological environmental protection topic		
Material topic: Green Products	Assessment of the health and safety impacts of product and service categories		
GRI 3-3	Management of material topics	P72, P90	
Self-defined material topic	Promote green products through product design and advantages of industrial characteristics		

› Other Topic Standard Disclosure

Item	GRI Specific Topic	Disclosure Item Content	Page	Notes
GRI 302: Energy 2016	302-1	Energy consumption within the organization	P81	
	302-3	Energy Intensity	P81	
GRI 303: Water and Efluent	302-3	Water withdrawal	P82	
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	P88	
	305-2	Energy indirect (Scope 2) GHG emissions	P88	
	305-4	GHG emissions intensity	P88	
GRI 306: Waste 2020	306-3	Waste generated	P84	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	P92	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes		Handled according to the relevant regulations of the Labor Standards Act
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	P38, P53	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	P92	
GRI 415: Public Policy 2016	415-1	Political contributions		No political contributions were made in 2022
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P103	



INDEPENDENT ASSURANCE OPINION STATEMENT

2022 ATEN International Sustainability Report

The British Standards Institution is independent to ATEN International Co., Ltd. (hereafter referred to as ATEN International in this statement) and has no financial interest in the operation of ATEN International other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of ATEN International only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by ATEN International. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to ATEN International only.

Scope

The scope of engagement agreed upon with ATEN International includes the following:

1. The assurance scope is consistent with the description of 2022 ATEN International Sustainability Report.
 2. The evaluation of the nature and extent of the ATEN International's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.
- This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2022 ATEN International Sustainability Report provides a fair view of the ATEN International sustainability programmes and performances during 2022. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the ATEN International and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate ATEN International's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that ATEN International's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to ATEN International's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 7 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness and Impact of AA1000AP (2018) and GRI Standards is set out below.

Inclusivity

This report has reflected a fact that ATEN International has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the ATEN International's inclusivity issues.

Materiality

ATEN International publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of ATEN International and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the ATEN International's management and performance. In our professional opinion the report covers the ATEN International's material issues.

Responsiveness

ATEN International has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for ATEN International is developed and continually provides the opportunity to further enhance ATEN International's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the ATEN International's responsiveness issues.

Impact

ATEN International has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. ATEN International has established processes to monitor, measure, evaluate and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the ATEN International's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

ATEN International provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported or omitted. In our professional opinion the self-declaration covers the ATEN International's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the ATEN International's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:


Peter Pu, Managing Director BSI Taiwan



Statement No: SRA-TW-2022073
2023-06-21

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<http://www.aten.com>



Integrity



Caring



Ambition



Novelty

