

2024

ATEN
SUSTAINABILITY REPORT

Sustainability Report



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Independent Assurance Opinion Statement

About "ATEN Sustainability Report"

Welcome to read the 14th Sustainability Report published by ATEN.

Since 2012, ATEN has interacted and communicated with all stakeholders through its sustainability reports every year, conveying its commitment to sustainability to society.

In addition to operational activities, we look forward to leveraging the power of our company to improve society, the environment, and governance in order to achieve sustainable goals. At the same time, we hope to receive feedback and guidance from all stakeholders, allowing us to harness the strength of our enterprise and move forward together on the path to sustainability.

Integration of 'Sustainable Development' and 'Corporate Core Values'

ICAN Integrity, Caring, Ambition, Novelty 「 Integrity, Practicality 」 , 「 Respect and Caring 」 , 「 Optimism and Proactivity 」 , 「 Value Innovation 」 . (ICAN:) is ATEN's core value, which is not only implemented in the company's operational decisions but also applied with the same attitude to promote corporate sustainability. Continuously taking action to bring positive impacts to all stakeholders in order to achieve sustainability goals.



2011



2012



2013



2014



2015



2016



2017



2018



2019



2020



2021



2022



2023

About "ATEN Sustainability Report"

Report Period and Scope

The data disclosed in this report covers the period from January 1, 2024, to December 31, 2024, regarding the concepts and actions in the areas of "Corporate Governance," "Environmental Protection," and "Social Participation." The content of this report is primarily based on the corporate headquarters located in Taiwan: "ATEN Technology, Inc." with financial statements based on the scope of consolidated financial statements.

Principles for Writing Reports

This report is compiled in response to the growing global emphasis on sustainable development, referencing the latest sustainability reporting standards proposed by the Global Reporting Initiative (GRI) and striving for comprehensive disclosure. It is published annually in both Chinese and English versions on the company's official website.

Verification

After the preparation of this year's sustainability report is completed, it will be submitted to the general manager and the board of directors for approval before being publicly issued. The content of the report is entrusted to a third-party verification organization, the British Standards Institution (BSI), to conduct verification based on the moderate assurance level of Type 1 under AA1000AS v3 and GRI Standards. Please refer to the appendix of this report for the independent assurance statement.

Report Issuance

Previous Version : August 2024

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 In response to environmental protection and to cherish Earth's resources, this report is announced only in a paperless electronic version on the company's Chinese and English websites.

Message from the Management

In the face of the ongoing changes in the global political and economic landscape and the dramatic evolution of the industrial ecosystem, ATEN remains steadfast in its core business in 2024, continuing to advance towards sustainable development with a steady pace. Although the semiconductor market has just begun to recover and the international economy is still full of challenges, ATEN has demonstrated solid operational resilience, achieving a consolidated revenue of NT\$4.993 billion, a consolidated gross margin of 60%, and a net profit after tax of NT\$500 million, laying a solid foundation for sustainable operations.

We firmly believe that innovation is the key driving force behind sustainable business practices. In 2024, ATEN has made remarkable achievements in various fields, including control room and conference room applications, AI server applications, remote intelligent monitoring, Secure KVM security devices, smart environmental control and audio-visual systems, as well as AI voice synthesis. Research and development investment reached 519 million, accounting for 10.4% of annual revenue. This not only integrates AI and security technologies into product design but also earned multiple international design awards, such as the German iF, Red Dot, and Japan Good Design, in recognition of our innovative results. These honors not only enhance brand value but also highlight our pursuit of balance between intelligent technology and human-centered design.

Sustainability is not just a concept, but a practice at ATEN. From corporate governance to talent development, from product design to social responsibility, we embody the spirit of corporate sustainability in every aspect. We have consistently received top ratings in corporate governance evaluations and have been recognized in various awards such as the "CommonWealth Sustainable Citizen Award," "Taiwan's Best International Brand," "HR Asia Best Companies to Work for in Asia," and the "Ministry of Labor's Happy Workplace Certification." These achievements are the result of the collective efforts of all ATEN employees and reflect our sincere commitment to our employees, society, and the environment.

Year 2024 marks the 45th anniversary of ATEN, and the company has officially launched the green building construction project for the Yangmei factory office building, demonstrating our commitment to ESG. The determination of commitment and inject momentum for future performance growth. We will continue to uphold our brand belief, deepen our core business, expand our international perspective, and continuously strengthen our sustainable governance structure and stakeholder communication mechanisms.

In the future, we will adopt a more proactive approach to promote low-carbon transformation, green manufacturing, and supply chain responsibility management, working hand in hand with employees, customers, and partners to create long-term value and bring more positive impacts to the world. ATEN will continue to prioritize innovation and integrity, moving forward steadily and achieving sustainable co-prosperity.



Chairman and
General Manager

A handwritten signature in black ink, appearing to be "J. J. Chen", written over a white background.

A large, light gray background graphic depicting a stylized person holding a globe. The person is shown from the waist up, with their arms wrapped around the globe. The globe is detailed with latitude and longitude lines. The overall style is minimalist and modern.

Ch1

Implementation of Sustainable Development

- 1.1 Systematic Operation of Sustainability**
- 1.2 Sustainability Committee**
- 1.3 Stakeholder Identification**
- 1.4 Stakeholder Communication**
- 1.5 Major Topic Management**

Implementation of Sustainable Development

Since 2022, ATEN has established the "ATEN Corporate Social Responsibility Management Committee" under the supervision of the board of directors to promote corporate social responsibility and sustainable development-related work, and renamed the "ATEN Corporate Social Responsibility Management Committee" to "Sustainable Development Committee". The Sustainability Committee, composed of directors and independent directors, is responsible for formulating policies and programs for sustainable development through various aspects such as corporate governance, environmental protection, corporate commitment, and social participation. It integrates employees, society, the environment, and all stakeholders to gradually implement corporate social responsibility, spread sustainable operational energy, and attract more stakeholders to work together towards a better life in pursuit of sustainability.

After the United Nations officially launched the 17 Sustainable Development Goals (SDGs) in 2016, ATEN reviewed its internal factors related to sustainable development, corporate capabilities, and stakeholders' concerns regarding CSR issues in 2017. The company decided to actively respond to the 10 goals of "No Hunger", "Health and Well-being," "Quality Education," "Gender Equality," "Decent Work and Economic Growth," "Climate Action," "Life Below Water," "Life on Land," "Peace, Justice, and Strong Institutions" and "Partnerships for the Goals". It also continues to assess the relevance and feasibility of the other 7 goals in relation to ATEN, striving to align with global standards for sustainable development.



※This table was translated and produced by CSROne Sustainability Reporting Platform

Implementation of Sustainable Development

1.1 Institutionalized Operation of Sustainable Development

2012 After the year, ATEN has successively passed six internal regulations related to sustainable development in the board of directors (as follows In addition to meeting the basic requirements of the stock exchange for listed companies, the company understands that through good organizational design and systematic active operation, it can more effectively implement sustainable development-related businesses and integrate them into ATEN's corporate culture.

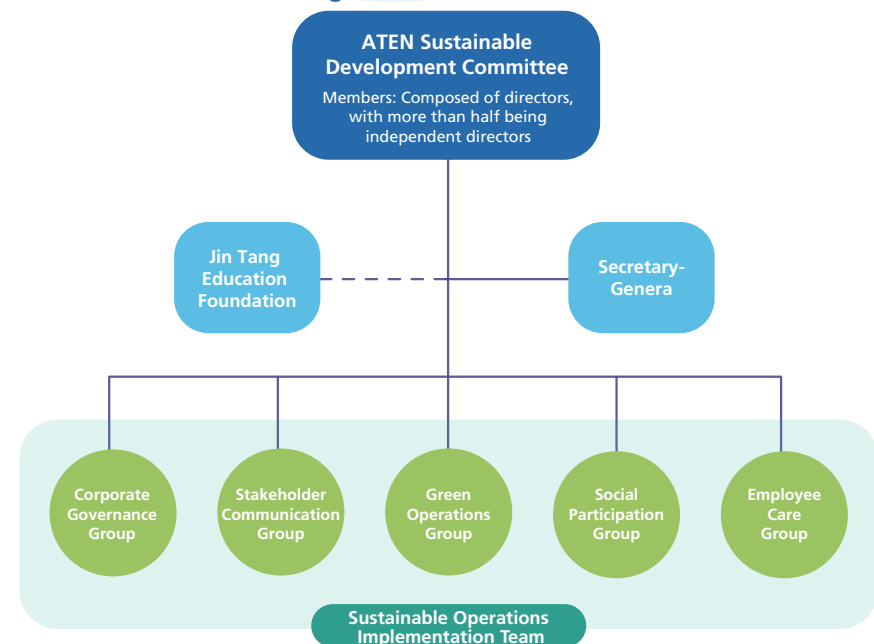


In addition to the system and regulations, the company also integrates sustainable development with ATEN's core corporate values (ICAN: Integrity, Respect, Optimism, and Innovation), establishing reward mechanisms such as the "Solar Medal" and "Volunteer Points" to encourage employees to engage in social participation initiatives and activities promoted by the company while working, helping every ATEN employee better understand and identify with the company's related activities, and internalize them as personal social responsibility.

1.2 Sustainable Development Committee

The "ATEN Sustainable Development Committee" is the highest internal sustainable development organization within ATEN. The committee members are composed of directors, with more than half being independent directors.

"ATEN Sustainable Development Committee" Organizational Structure



Implementation of Sustainable Development

The committee establishes a sustainable operation execution team based on relevant business promotion, and appoints a secretary-general. The secretary-general is responsible for managing the committee's affairs, integrating the annual plans and execution of each execution team. The secretary-general convenes monthly meetings of the sustainable operation execution team to discuss and follow up on topics such as "Corporate Governance," "Corporate Commitment," "Social Participation," and "Environmental Protection," and regularly reports to the "Sustainable Development Committee" on the resolutions regarding sustainable development policies and directions made during committee meetings. In addition, the annual goals and execution status of various sustainable development areas resolved by the committee are also reported to the board of directors regularly.

On November 4, 2024, the Sustainable Development Committee and on November 6, 2024, the Board of Directors reported to the committee on the implementation of sustainable development operations, including the annual risk management report (risk management implementation status and progress), and through the preparation and assurance procedures of the sustainability report. The Board listened to the report from the Sustainable Operations Executive Team, supporting the current implementation status and future directions for promoting sustainable development; additionally, regarding topics such as greenhouse gas inventory, social participation volunteer activities, environmental protection, elderly care support, educational assistance, and stakeholder communication, the Board also proposed future goals, strategy formulation, and various recommendations.

Committee Organization and Mission Description

Secretary-General

Office of the General Manager

Executive Committee resolutions and coordination of the daily operations and related work progress of each team, with regular reports on the implementation status presented to the committee meetings.

Jintang Education Foundation

Office of the General Manager

Connect and integrate company and foundation affairs.

Corporate Governance Team

Investor Relations and Capital Markets Department

Integrate relevant departments to establish various corporate governance regulations and systems. Implement the core values of integrity and honesty, as well as the business philosophy of information transparency, emphasis on shareholder rights, and good internal control.

Stakeholder Communication Team

General Manager's Office/ Investor Relations and Capital Markets Department / Marketing Promotion Center

Identify stakeholders, establish communication channels and mechanisms, and compile and respond to stakeholder concerns. Compile the sustainability report and coordinate and publish various sustainability-related information externally.

Green Operations Team

Quality System Department / Management Department / Factory Affairs Department

Establish green design capabilities and systems, develop tools and monitoring analysis mechanisms that comply with relevant environmental regulations, and promote various projects such as waste reduction, resource reuse, and greenhouse gas reduction. Coordinate with government policies externally and be responsible for promoting energy-saving and water-saving policies throughout the company internally. Responsible for promoting the company's green processes and green product-related work.

Social Participation Team Employee Care Team

General Manager's Office / Volunteer Society

Responsible for promoting communication between the group and external communities and society, continuously committed to cooperation in technology research and development, long-term educational assistance, cultural and sports activities, and other social welfare activities.

Employee Care Team

Global Human Resources Center / Occupational Safety Office / Factory

Affairs Department Planning and promotion of labor relations, employee benefits, healthy workplaces, training and promotion, gender equity, safety and health, employee care, cultural heritage, etc.

Implementation of Sustainable Development

1.3 Stakeholder Identification

ATEN defines stakeholders as individuals, groups, or organizations that can affect or be affected by ATEN. ATEN's stakeholders include customers, shareholders, employees, suppliers, community organizations, media, and government agencies. Through diverse communication channels, ATEN understands the issues that stakeholders care about, discusses significant topics based on this understanding, and formulates relevant management policies and execution plans to respond to stakeholders' needs and expectations.



1.4 Stakeholder Communication

ATEN places great importance on communication with stakeholders. In addition to setting up a dedicated stakeholder section on its official website (<http://www.aten.com/tw/zh/aten-info/csr/page-stakeholders/>), which clearly lists the contact methods for different types of stakeholders, ATEN also provides a questionnaire. Stakeholders can express their level of concern regarding 20 selected issues across economic, social, and environmental dimensions through the questionnaire, and they can also provide different opinions for the company's reference.

➤ Stakeholder Section

Stakeholders	Contact Methods
Customers	Online Customer Service https://www.aten.com/global/en/ (12 languages)
Community Groups	General Manager's Office Manager Ding Email : csr@aten.com
Shareholders	Investor Relations and Capital Markets Department Ms. Hsu Email : ir@aten.com.tw
Media	Corporate Marketing Department Deputy Manager Li Email : pr@aten.com.tw
Other Stakeholders	General Manager's Office Manager He Email : atencorp@aten.com

Implementation of Sustainable Development

›List of issues of concern to stakeholders and methods of communication with the company

Stakeholders	Issues of Concern	Communication Channels	Communication Frequency
Customers	<ul style="list-style-type: none"> Product Pricing Product and Service Responsibilities Customer Partnerships Technology Research and Development Use of raw materials and recycled materials 	Customer satisfaction survey	Annually
		e-support website platform	Regularly
		Partner Center webpage section	Regularly
		Customer service hotline	Regularly
		Agent conference	Annually
Shareholders	<ul style="list-style-type: none"> Operational performance Profit situation Investment plan Corporate governance Corporate sustainability 	Hold regular (or extraordinary) shareholder meetings	Annually
		Corporate Briefing	Irregular
		Financial Report	Quarterly
		Annual Report	Annually
		Spokesperson System	Regularly
		Establish Investor Relations Department	Regularly
		Company Website Announcement	Regularly
		Corporate Governance Evaluation	Annually
		ir@aten.com.tw	Regularly
Employees	<ul style="list-style-type: none"> Salary and Benefits Labor Relations Talent Development Occupational Health and Safety Employee Diversity and Equal Opportunities 	Employee Welfare Committee	Regularly
		Human Resources Academy	Regularly
		Labor-Management Meeting	Quarterly
		Occupational Safety and Health Committee Meeting	Quarterly
		Proposal Improvement System	Regularly
		Employee Feedback Channels, such as Employee Complaint Hotline3333 , and dedicated complaint email emap@aten.com.tw	Irregular
		Company Announcement	Regularly

Stakeholders	Issues of Concern	Communication Channels	Communication Frequency
Suppliers	<ul style="list-style-type: none"> Procurement Price Agreed Terms Green Product Management Use of Raw Materials and Recycled Materials 	Regular Quality Assessment	Monthly
		Foreign-related Orders	Irregular
Community Groups	<ul style="list-style-type: none"> Greenhouse Gas Management Water and Resource Management Environmental Safety Social Welfare Contributions 	Company Website	Regularly
		Sustainability Report	Annually
		Jintang Education Foundation	Regularly
		Employee Welfare Committee	Regularly
		csr@aten.com	Regularly
Media	<ul style="list-style-type: none"> Operational Performance Talent Recruitment Investment Plans Corporate Governance Social Welfare 	Press Release	Regularly
		Press Conference	Irregular
		Interview	Irregular
Government Agency	<ul style="list-style-type: none"> Compliance with Laws and Regulations Environmental Safety Tax Obligations Policy Alignment 	Briefing held by the competent authority	Irregular
		Corporate Governance Evaluation	Annually
		Issuance of Orders	Regularly
		Government Agency Website	Regularly

Implementation of Sustainable Development

› Whistleblower mailbox

According to the company's "Corporate Governance Best Practice Principles" and related regulations, in order to enable independent directors to timely discover potential issues within the company and to establish communication channels for employees, shareholders, and other stakeholders with the supervisors, a "Whistleblower Mailbox" has been set up on the company's official website.

If employees, shareholders, or other stakeholders have any suggestions or reports regarding the company, they can send the relevant information to: whistleblower@aten.com. All emails will be received by the company's four independent directors and will be handled promptly and appropriately. The company will also fulfill its duty to safeguard and keep confidential the information provided by whistleblowers.



The screenshot shows a webpage titled "檢舉信箱" (Whistleblower Mailbox) in large white characters on a dark blue header. To the right of the title is a breadcrumb trail: "首頁 > 聯絡我們 > 檢舉信箱". Below the header, the page content is on a white background. It starts with the title "「檢舉信箱」處理程序說明：" followed by three bullet points in Chinese. At the bottom left, there is a blue button with the text "檢舉信箱".

檢舉信箱

首頁 > 聯絡我們 > 檢舉信箱

「檢舉信箱」處理程序說明：

- 依本公司「公司治理實務守則」及相關規定，為利獨立董事及時發現公司可能弊端，應建立員工、股東及利害關係人與獨立董事溝通管道。
- 若員工、股東及利害關係人對本公司有任何建議或檢舉情事，請將相關內容寄送至：whistleblower@aten.com 郵箱。
所有電子郵件，將由本公司三名獨立董事收件，並做及時妥善之處理。
- 對於檢舉人提供之資料，本公司亦將善盡保管與保密義務。

檢舉信箱

› Sharing internal and external experiences in promoting ESG sustainability

In order to share ATEN's years of experience in promoting ESG with more people, the company communicates messages about integrity management, corporate governance, environmental protection, social participation, etc., to stakeholders through the official website, internal employee portal, press releases, special lectures, speeches by senior executives, and other means. This also establishes communication channels to obtain feedback from stakeholders, while also inviting other companies, students and teachers from schools, employees' friends and family, suppliers, etc., to work together with ATEN to promote ESG. Through repeated events and information dissemination, it is believed that this will help establish long-term cooperation and interaction with stakeholders.

Implementation of Sustainable Development

1.5 Major Topic Management

➤ Significant Issue Analysis

In recent years, ATEN has established a significant stakeholder analysis based on sustainability context, materiality, completeness, and stakeholder inclusiveness, through a cycle of five steps: collection, identification, prioritization, confirmation, and review.

Materiality Issue Matrix



※ This year's eight major thematic items remain unchanged from the previous year.
 ※ The "Integrity Management" and "Regulatory Compliance" have been combined into a Material Topic.
 ※ The "Service Quality" and "Customer Partnership" have been merged into a Material Topic.

Significant Issue Analysis

Collect

Based on the daily interactions of team members with various stakeholders, and considering significant issues in the industry both domestically and internationally, as well as international sustainable development trends (such as the 17 Sustainable Development Goals of the United Nations), collect the issues of concern from stakeholders.

- The team compiles the collected issues of concern and lists them.
- Team members discuss the degree of economic, environmental, and social impacts of each issue within and outside the organization, as well as the level of stakeholder concern, and integrate these into a matrix diagram of significant issues for recommendations.

Sort

- According to the responses from various types of stakeholders in the "Stakeholder Questionnaire" and the statistical analysis results, review and reorder the issues.
- Team members discuss the degree of economic, environmental, and social impacts of each issue within and outside the organization, as well as the level of stakeholder concern, and integrate these into a matrix diagram of significant issues for recommendations.

The preliminary results will be submitted to the Sustainable Development Committee for review, and after considering the opinions of senior management, adjustments will be made based on the 20 items. In the key issues of ESG, eight topics have been summarized and listed as the "Material Topics" for the year 2023, serving as the focal points of disclosure in this report, detailing the response strategies and performance results for each issue.

Review

The materiality issue matrix will be reviewed regularly to ensure its relevance, and the communication methods with stakeholders will be strengthened to gather more opinions from stakeholders, which will serve as a basis for future adjustments.















Identify

Confirm

Implementation of Sustainable Development

Major Topics, GRI Guidelines Correspondence and Impact Boundaries

Based on the five-step cycle of materiality analysis, the major topics from various aspects and their corresponding GRI specific topics, management policies, impact value chain boundaries, and sustainable development goals are organized in the table below:

No.	Major	Major	Reason	Corresponding GRI Specific Topic Standards	Description of Positive and Negative Impacts	GRI Management Policy Corresponding Section	Value Chain Impact Boundaries							Corresponding Sustainable Development Goals (SDGs)
							Supplier	Employee	Customer	Shareholder	Community Group	Government Agencies	Media	
1	Economic	Integrity in Operations and Compliance with Regulations	Integrity and adherence to the law are fundamental principles of corporate management that are of great concern and expectation to most stakeholders.	Custom Material Topics	(- Potential) Events of corruption may harm the company's interests. (- Potential) Violations of legal regulations may face penalties, which could impact the company's reputation.	Ch3 Introduction to Corporate Governance Ch6 Introduction to Environmental Protection	Direct	Direct	Direct	Direct	---	Direct		
2		Corporate Governance	Investors and government agencies place great importance on whether the company enhances the execution level of corporate governance.	Custom Material Topics	(+ Potential) Adhering to the principle of integrity in business operations, strictly following ethical and behavioral standards, and safeguarding the interests of stakeholders. (+ Actual) Complying with government regulations, implementing corporate governance, focusing on business ethics, executing internal controls, ensuring the company's operations, and fully fulfilling corporate responsibilities.	Ch3 Introduction to Corporate Governance	---	Direct	Direct	Direct	---	Direct	---	  
3		Operational Performance	The continuous profitability of the enterprise and the maintenance of good operational performance are significantly related to the sustainable execution of ESG.	201 Operational Performance	(+ Actual) Under the goal of sustainable development, the enterprise continues to be profitable and maintains good operational performance, seeking maximum benefits for shareholders and stakeholders.	2.1 Company Profile 2.2 Global Layout	Indirect	Direct	Direct	Direct	Indirect	Direct	Indirect	
4	Social Aspect	Service Quality and Customer Partnership	The company summarizes important issues based on annual customer satisfaction surveys and daily customer feedback to continuously improve and enhance service quality.	416 Customer Health and Safety 417 Marketing and Labeling	(+ Potential) Understanding customer needs through customer satisfaction surveys, continuously improving to strengthen the connection between customers and the company, and preventing customer rights from being harmed.	Ch8 Customer Satisfaction Service Introduction	---	---	Direct	---	---	---	---	
5		Social Welfare Contribution	Continuous support for disadvantaged groups, education, the elderly, and cultural promotion is a common need in society today.	203 Indirect Economic Impact	((+ Potential) ATEN strives to maintain economic growth while also shouldering corporate social responsibility. Implementing educational care and community building to seek shared value.	Ch5 Active Social Participation Introduction	---	Indirect	Indirect		Direct	Direct	Indirect	 
6		Employee Benefits	The maintenance of employee relations and the enhancement of employee benefits are issues of great concern to employees.	401 Labor-Management Relations 404 Training and Education	(+ Actual) Establishing compensation and benefits that exceed industry standards can attract and retain talent, boost employee morale and satisfaction, and enhance the company's image. (+ Potential) Providing systematic training that meets job requirements can quickly enhance employee skills, thereby increasing productivity and making employees feel valued. (+ Potential) Managing and implementing workplace safety, health management policies, and employee assistance programs can ensure employees' mental and physical safety, reducing occupational safety incidents.	Ch4 Employee Care Introduction	---	Direct	---	---		Indirect	---	  
7	Environment Aspect	Environmentally Friendly	Global warming and ecological conservation are currently the most concerned issues globally, actively seeking solutions.	Custom Material Topics	(+ Potential) The ecological environment is fundamental to human survival; maintaining biodiversity is essential for the sustainable preservation of the Earth's ecology.	Ch5 Active Social Participation Introduction (Regarding Community Environment Maintenance Section)	Indirect	---	Indirect	---	Direct	Indirect	---	 
8		Green Products	Utilizing ATEN's advantages in product design and KVM products/industry characteristics to actively promote green products that meet the expectations of governments and the public.	Custom Material Topics	(+ Potential) ATEN strives to develop energy-saving products through technological innovation to reduce energy consumption. (+ Actual) Ensuring that production processes and products comply with international regulations and customer environmental requirements to reduce environmental burdens.	Ch6 Environmental Protection Introduction Ch7 Supply Chain Management Introduction	Indirect	---	Direct	---	---	Indirect	---	

Indirect: (Impact caused by business relationships or through their business relationships)



Corporate Management

2.1 Company Overview

2.2 Global Layout and Management

2.3 Operational Performance

2.4 Honorary Records

2.5 External Organization Participation

Business Operations

Material Topics

Operational Performance

➤ [Response to SDGs]



Under the goal of sustainable development, the company continues to generate profits and maintain good operational performance, seeking maximum benefits for shareholders and stakeholders, creating more job opportunities to drive economic growth, and striving to enhance social growth.

➤ Responsible Units

The company's R&D Department, Business Unit, Manufacturing Department

➤ Management Mechanism

1. Balanced development of R&D, manufacturing, and sales to generate synergies
2. Expand key industries and vertically integrate market applications to provide diverse solutions for maximizing product value.
3. Enhance the operational functions of existing overseas sales locations and implement matrix management, while balancing operational risks and cost control during the process of deepening the local market.

➤ Commitment, Action, and Goals

Commitment	2024 Annual Implementation Projects	2024 Annual Implementation Results	Future Goals and Actions
Global Layout Local Deepening	<ol style="list-style-type: none">1. Assist subsidiaries or offices in deepening overseas markets to provide comprehensive local support services2. Develop new products to meet industry demands	<ol style="list-style-type: none">1. A total of 25 sales locations and over 30 demonstration centers have been established globally2. In 2024, new products will be developed across different product lines, with product designs receiving international awards. The flagship video wall image processor series (VW3620) won the 2024 German iF Design Award, the German Red Dot Design Award, and the 2023 Japan Good Design Award, making it the only video wall processor in the industry to simultaneously receive these three major design awards. The networked audio-visual extender series also received the prestigious Japan Good Design Award, marking the fourth consecutive year that ATEN has been recognized with the Japan Good Design Award.	<ol style="list-style-type: none">1. Continuously expand new business locations and demonstration centers based on business needs2. In the future, high-value products will be created in the four major areas of audio processing, cybersecurity, intelligence, and digital technology to enhance competitiveness and strengthen profitability.

Business Operations

2.1 Company Profile

› Corporate Vision

Maintaining a consistent business philosophy, ATEN is committed to creating the beautiful vision of “Simply Better Connections .” By understanding user needs, the company aims to provide innovative solutions that enable more efficient and seamless connections between people and information. This allows ATEN's products and services, through innovative technology that emphasizes sharing and care, to help you connect closely with the world at any time and place, making both work and personal life easier and simpler.

› Important Milestones



ATEN Technology, Inc. (ATEN International Co., Ltd.)

Founded in 1979.
The headquarters is located in Xizhi District, New Taipei City, Taiwan, and is a listed company on the Taiwan Stock Exchange (stock code: 6277)

1979

ATEN was founded by its Chairman, Mr. Chen Shangzhong, driven by his passion for the development of electronic products.



1980s

- Launched a series of central control products for home appliances.
- Started manufacturing power supplies for computers.



1990s

- ATEN brand products were launched.
- Entered the KVM market.
- Established the first ATEN subsidiary in the United States.



2000s

- Listed on the Taiwan Stock Exchange.
- Launched a professional audio and video product line.



2010s

- Highest revenue from KVM switches in Europe and Asia.
- Green energy products Online launch.



2021-

- Thailand factory officially begins mass production.
- Officially launched the Yangmei green building factory office building construction plan.



Business Operations

› Diverse product portfolio

Since its establishment in 1979, ATEN has marketed globally under the ATEN brand, dedicated to launching a variety of connection, control, and management-related products. It is currently a leading provider of information technology (IT) and professional audio-visual (Professional AV) equipment connection and management solutions. ATEN offers integrated solutions such as "KVM multi-computer switchers," "professional audio-visual products," "USB and handheld device peripherals," and "energy-saving sensor power distribution units." Its diverse product portfolio allows for easy control and connection of different electronic devices, widely applied in various fields including corporate, government, education, healthcare, manufacturing, transportation, and broadcasting and media environments.

In addition to its core B2B product line, ATEN has actively developed consumer products for personalized applications in recent years, covering a range of USB and handheld peripheral solutions. It has launched several products including gaming, online teaching, and business live streaming to respond to the new opportunities brought by the personal consumption economy and the post-pandemic era, providing customers with a more complete connection and sharing experience.

"KVM multi-computer switchers," "professional audio-visual products," "energy-saving sensor power distribution units," "USB and handheld device peripherals," and "AI Voice - YouShengXue" each have different development histories and industry positions, with varying sales channels and target customers. However, this is precisely what makes ATEN unique, integrating diverse product lines into distinctive solutions and developing a unique business model to expand revenue.

The company will continue to build on the solid foundation cultivated over many years, adhering to stable operations and enhancing the flexibility of capacity allocation. In the future, it will invest more R&D resources in four major areas: audio processing, cybersecurity, intelligence, and digital technology to create high-value products, enhancing competitiveness and robust profitability.



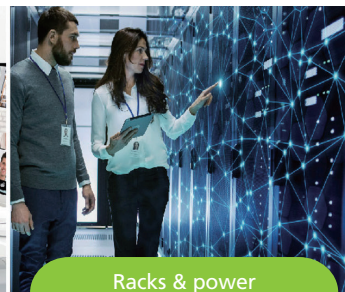
KVM multi-computer
switcher



Professional-grade audio
and video products



USB solutions



Racks & power
distribution



AI voice synthesis -
YouSheng Learning



Business Operations

➤ New Products and Services Planned by the Company

1	Research and development of high-performance (High Performance) KVM matrix system series products is aimed at control room applications for four-screen KVM over IP signal extenders (receiving devices).
2	The new generation DigiKVM all-digital, all-channel multi-computer manager's four-screen KVM over IP console is designed for remote centralized management of server rooms, remote access in control rooms, and remote management of high-tech production lines for 4K high-resolution applications.
3	The development of Secure KVM multi-computer switcher series products complies with the international standard PP PSD (Protection Profile for Peripheral Sharing Device specifically designed for KVM setups.
4	Integration and application of consumer electronics in computer desktop applications and gaming console peripherals.
5	Audio & Video Integration and application of signal connection management products
6	Smart Environmental Control System
7	PE Series Power and Green Energy Integration and Application
8	EC Series Power and Green Energy Integration and Application
9	AI Voice Synthesis Service
10	AI Human-Machine Equipment
11	AI Training Outsourcing Service
12	AI Edge Computing Industrial Computer

For more details, please refer to our company's 113 Annual Report.

Business Operations

➤ New product introduction: Video wall image processor

ATEN Network-based audio-visual extender series utilizes existing local area networks, through a centralized management interface, can be flexibly expanded and integrated with high-quality 4K video resolution and multiple control signals, significantly enhancing the connectivity efficiency of the venue service environment, particularly suitable for applications requiring large-scale, multi-screen display, 4K high-resolution signal transmission needs, such as electronic billboards or creative video walls in shopping malls, airports, and smart buildings. The ATEN Network-based audio-visual extender series not only simplifies operational processes but also presents real-time data and images in stunning 4K quality.



Business Operations

➤ Brand Management

Global brand value authority Interbrand announced in 2024 that ATEN has been awarded the "Taiwan International Brand Potential Star," marking the seventh consecutive year the company has received this award. The global authority on brands, Interbrand, stated that ATEN is following the major trend of artificial intelligence transformation in the industry, deeply integrating AI application technology into its products and solutions. The company is making strides in the AI voice synthesis market by launching a new AI voice synthesis service – ATEN Voice, which not only broadens the brand's commercial development path but also strengthens its audiovisual product line, showcasing the brand's strategic flexibility and resilience. In terms of marketing, ATEN has dedicated the past year to building emotional connections and interactions with customers through social media, fully implementing its core corporate value of "ICAN," and achieving significant accomplishments in brand interactivity and connectivity.

Since its establishment, ATEN has integrated all its products and services under a single brand, "ATEN," marketing globally. To date, its channel partners have expanded to over 100 countries worldwide. The key factors for the successful management of the ATEN brand, in addition to "adhering to the path of owning its brand," include enhancing service quality and brand value. In recent years, with a C2B (Customer to Business) business mindset, we have deeply embedded the value of our products and services in the hearts of our customers. We provide full support to our cooperating distributors, system integrators (SI), and value-added resellers (VAR), such as offering professional solutions for key target application markets. Guide (Solution Guide) , establish a strong pre-sales support system(Pre-Sales Support) , provide a clear and incentivized partner program (Loyalty Program) , offer comprehensive and convenient online product education Training Program (Training Program) , holding effective product seminars and road shows(Seminar & Road Show) , to make customers willing to collaborate with ATEN in promoting products, thereby enhancing brand strength.

In addition, to continuously deepen ATEN's brand image and brand equity among target customers worldwide, we are standardizing, organizing, and systematizing our business strategies, marketing strategies, and visual communication design, so that ATEN has a consistent corporate identity in the global market.



Business Operations

► Competitive Niche

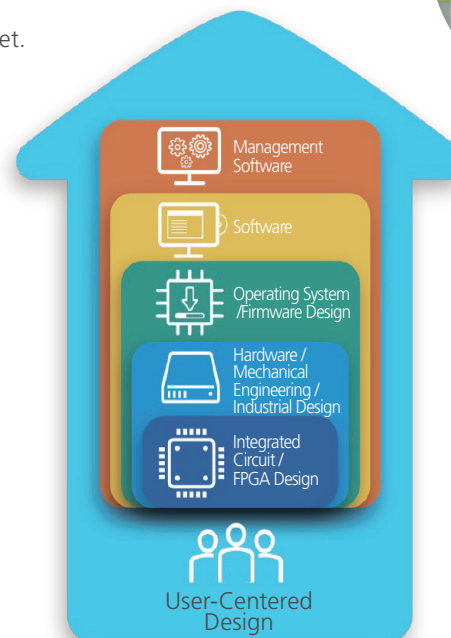
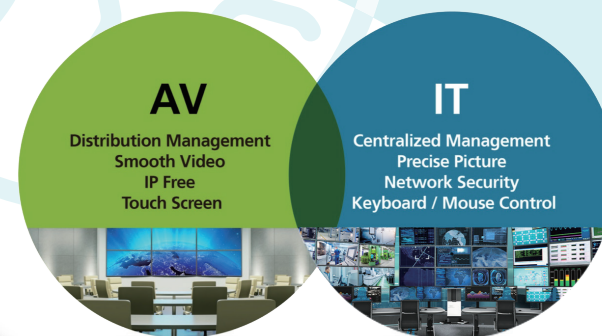
1. Excellent independent R&D capabilities, continuous technological breakthroughs and innovation, grasping the relative advantages of market leadership.
2. Providing comprehensive remote management solutions, with a complete product line of high, medium, and low-end products, and possessing the ability for small-batch customization to meet the diverse needs of different customers (markets).
3. With an international professional management team and a comprehensive global marketing business layout that includes local distribution channels and logistics services, we have established a rapid market response mechanism.
4. Our own brand management, along with the high quality, reliability, excellent customer experience, and overall service level of our products, has gained wide market recognition.
5. Our domestic and overseas manufacturing bases diversify risks and maintain supply chain flexibility, actively optimizing existing production capacity, reducing production costs, and strengthening yield control, while also making every effort to improve quality and cost structure.
6. Global patent layout to resist infringement and protect intellectual property rights.
7. As a leading manufacturer of KVM products, we hold a dominant position in the market.
8. With AV meets IT integrated solutions, meeting the global IT management and professional audio-visual market demands.

► Innovative core technology research and development integration advantages

ATEN has approximately 300 R&D personnel located in Taiwan, mainland China, and Canada, possessing an excellent R&D team that continuously achieves technological breakthroughs and research innovations. The legal protection of design patents and intellectual property rights raises market entry barriers. Through the innovative core technology research capabilities and technological integration advantages, remote server management and core technologies for digital audio-visual processing are integrated and applied across various product lines, emphasizing user experience. (User Experience) design delves into users' latent needs, creating a world-class brand.

► Global patent layout

"Innovative R&D" has always been a significant focus and source of pride for ATEN, applying patented technologies in products, which not only promotes high market value but also gains numerous successful cases from clients worldwide, establishing ATEN's strong capabilities in developing patented technologies. By 2024, nearly 600 patents have been granted. The company actively invests in and maintains important technological R&D achievements, ensuring effective guarantees for future growth.



ATEN Patent Wall

Business Operations

► Favorable Factors for Development Prospects:

1. The KVM product line has been deeply cultivated for over a decade, establishing the ATEN brand reputation in the global market.
2. Won multiple prestigious awards, solidifying its position as an international brand and enhancing brand recognition.
3. Focused on refining sales systems in major global regions and localized service strategies, laying a favorable foundation for future revenue growth.
4. Concentrating on niche markets while continuously exploring new market opportunities, gradually expanding from IT infrastructure management solutions to professional audio-visual products, green power management solutions, USB peripheral devices, and cabinet products, while also venturing into the latest AI voice technology applications, establishing a foundation for future growth through more diversified solutions.
5. An excellent and experienced in-house research and development and production technology team.
6. Core technologies include chip design, hardware, monitoring software/firmware, image network communication, and other advanced technologies, and patents applied for to protect intellectual property rights.
7. Integrity and practicality are the business principles.
8. Continuously enhancing ESG sustainable impact, strengthening the positive image of the enterprise.
9. Harmonious cooperation with suppliers and a high-quality, stable customer base.
10. Continuously cultivating and introducing outstanding talent.
11. Sound financial structure.
12. The new production facility is put into operation and automated equipment is invested, increasing the flexibility of capacity allocation.

► Disadvantages of Development Prospects:

1. The global economic slowdown and inconsistent economic growth across regions.
2. Severe fluctuations in exchange rates and ongoing inflation affecting performance and profitability.
3. New competitors entering the market, thereby changing the industry landscape.
4. Consumers lacking product knowledge, impacting market demand and the introduction of new products.
5. Counterfeit and infringing products disrupting the market, affecting brand image and consumer confidence.
6. Changes in business models in the post-pandemic era.
7. The vulnerability of global supply chains.
8. Geopolitical impacts on market operations, such as the Russia-Ukraine war and the Israel-Palestine conflict.
9. The new trade policies implemented by the United States may lead to increased operating costs, affecting competitiveness and profits.
10. Impact of Declining Birth Rates and Evolving Work Values on Talent Recruitment and Retention

► Countermeasures and Opportunities:

1. By implementing a global layout strategy, the company reduces the impact of fluctuations in a single country and market, while the introduction of products across diverse industries and application fields helps to mitigate the risks associated with individual industry economic cycles and optimize production and sales management, thereby reducing inventory pressure.
2. Closely monitor exchange rate fluctuations of various transaction currencies and market price trends to adjust product prices in a timely manner, effectively avoiding foreign exchange loss risks. On the other hand, ensure that the financial health of both internal and external subsidiaries is sound, effectively managing the capital portfolio to address financial risks.
3. Leveraging strengths in product design, R&D, manufacturing, and logistics services to provide product differentiation, customized services, and optimized product quality and customer experience, thereby solidifying competitive advantages. Additionally, enhancing solution planning capabilities to create added value can further avoid price competition.
4. By establishing global product application demonstration centers, gathering successful case studies, and employing precise marketing techniques, potential customers can more easily understand the company's products and application scenarios, as well as the benefits of energy saving, environmental protection, space saving, and improved efficiency.
5. Strengthen actions against counterfeit product checks and infringing defenses, and take concrete measures to protect the sales rights of patented products.
6. In response to the new normal of remote work, hybrid offices, and flexible working hours post-pandemic, the company not only utilizes remote communication and various digital tool platforms to communicate directly with customers but also expands through diverse sales methods that differ from traditional single sales channels.
7. To avoid the global supply chain being impacted again by large-scale pandemics, natural disasters, and geopolitical issues, the company will continue to minimize the impact of stock shortages through agile R&D design, providing customers with alternative products or solutions, and optimizing the allocation of production capacity and logistics across global production bases.
8. The Russia-Ukraine war and the Israel-Palestine conflict directly affect ATEN's sales situation in Central Asia, Eastern Europe, and the Middle East region. In the face of short- to medium-term uncertainties, ATEN not only strictly controls shipments to affected areas to ensure the safe recovery of customer payments, but also continues to adhere to the latest consensus and regulations in Taiwan and internationally to protect the company's best interests.
9. In response to the evolving global economic and trade situation characterized by high uncertainty, ATEN has not only continued to closely monitor the developments but has also proactively laid out production bases, adjusted supply chain configurations, and increased investment in research and development to develop new products with high added value. Through technological upgrades, the company aims to enhance product quality and production efficiency to maintain and strengthen its competitiveness in the international market.
10. The company continuously provides superior benefits and growth opportunities to attract outstanding talent. At the same time, it values employee needs, creates a good working environment, and offers career development opportunities to retain excellent talent.

Business Operations

2.2 Global Layout and Management

ATEN fully utilizes global resources in the three most critical aspects of business operations: "Sales," "R&D," and "Manufacturing," to achieve optimal benefits.

➤ Sales

ATEN is steadily expanding its global presence by establishing sales subsidiaries or offices to deepen its overseas market penetration, providing comprehensive local support services, establishing direct communication channels, gaining customer trust, and exploring potential emerging markets. Localized sales points include the establishment of subsidiaries and product application demonstration centers (Showrooms), with a total of 25 sales points and 30 demonstration centers established globally. In addition to existing regional distribution channels, the company is also committed to expanding the bidding market, implementing the marketing strategy of "From Distribution to System Integration." Meanwhile, in response to the development of internet technology and changes in consumer behavior brought about by the pandemic, ATEN is actively laying out diverse sales channels such as e-commerce to reach potential customer groups, enhance sales opportunities, and meet the needs of consumers across different channel types.

From Distribution to System Integration:

In order to escape the fierce competition of low-end products, the products are gradually evolving towards high-end. The sales channels for high-end products are no longer simply based on distribution models, but are actively moving towards a sales strategy of "From Distribution to System Integration," seeking cooperation with local system integrators (SI) worldwide, managing channels, and shortening pathways.

➤ Research and Development

In terms of research and development, in addition to the R&D center in Taipei and Tainan, the company also has two overseas R&D bases in Canada and Wuhan, China. With approximately 300 R&D personnel possessing expertise in various fields from different countries, the company is able to provide ample research and development capacity for new product development and patent protection.

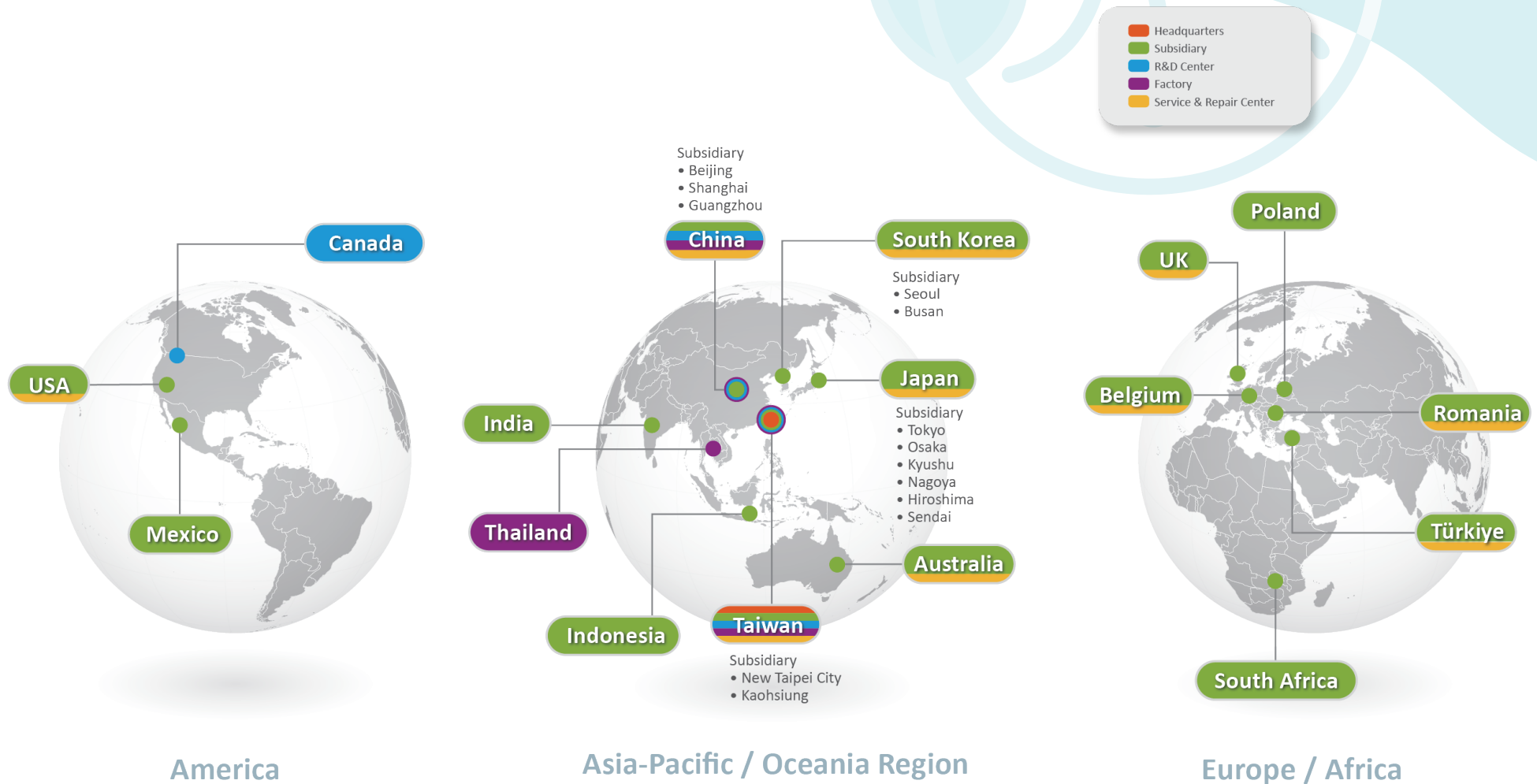
➤ Manufacturing

In manufacturing, ATEN has established production bases in Taiwan, mainland China, and Thailand, flexibly adjusting production capacity to establish the flexibility and capability for global product supply, while minimizing risks and impacts through capacity control across different manufacturing bases. The company allocates appropriate production lines based on demand to achieve optimal benefits in quality, cost, and efficiency.

ATEN's proactive global layout strategy not only lays the foundation for high gross margins but also solidifies a long-term competitive advantage for future revenue growth.

Business Operations

Global Layout Local Deep Cultivation



Business Operations

2.3 Operating Performance

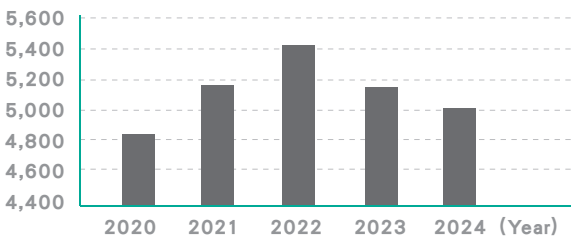
In 2024, the global economy was affected by cyclical factors such as inflation and interest rate hikes, leading to limited end demand. The pace of inventory reduction in the industry was slower than expected, and the growth momentum for the year faced challenges. The consolidated revenue for the year was 49 billion 9 million 3 hundred thousand, a decrease of 3% compared to the same period last year. The consolidated gross profit margin was 60%; the net profit after tax for the period was 5 billion 2 hundred million, with earnings per share after tax amounting to NT\$ 4.14.

Through optimizing production allocation and promoting diverse sales strategies across multiple channels and products, revenue and profit performance were enhanced, creating additional corporate value.

For detailed operational data, please refer to our company's 113th annual report.

[Operating Revenue]

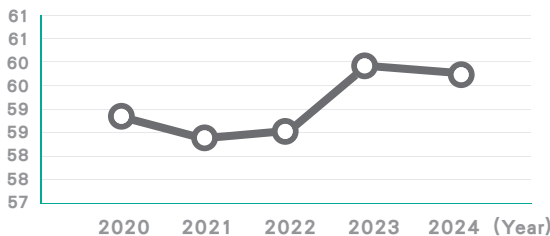
(New Taiwan Dollar in millions)



(Vertical axis unit: New Taiwan Dollars in millions. Horizontal axis: Year)

[Gross Profit Margin]

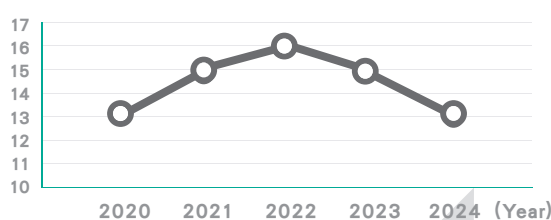
(%)



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

[Operating Profit Margin]

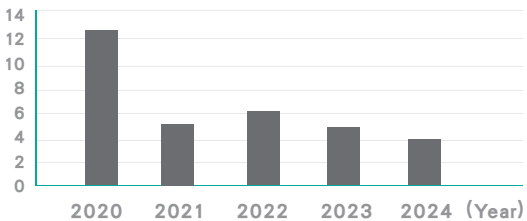
(%)



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

[Earnings Per Share]

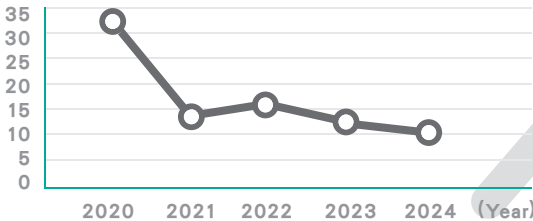
(New Taiwan Dollar)



(Vertical axis unit: New Taiwan Dollars. Horizontal axis: Year)

[Return on Equity]

(%)



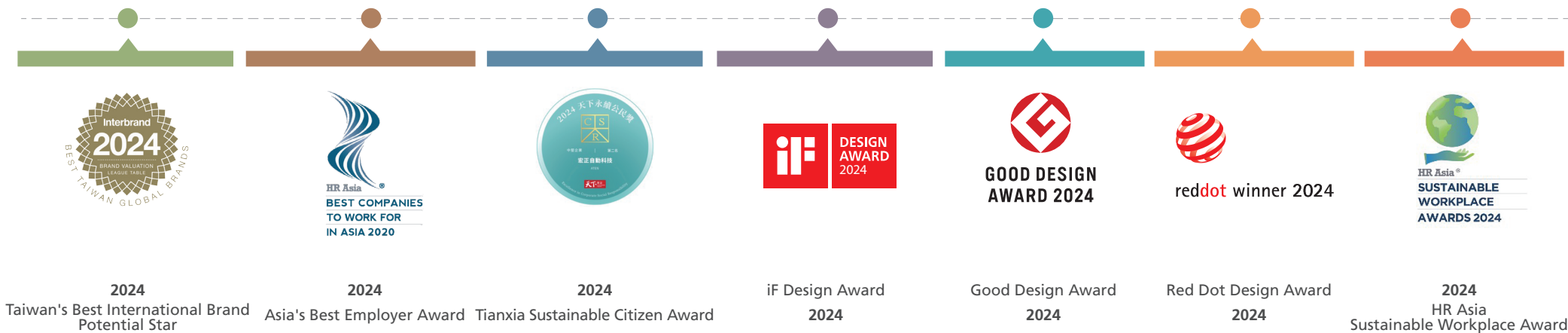
(Vertical axis unit: % . Horizontal axis: Year)

Business Operations

2.4 Honorary Chronicle (2024)

The company has received recognition from various sectors for its achievements in product, design, corporate management, corporate social responsibility, and other areas over the years.

2024



Business Operations

2.5 External Organization Participation

The company strengthens its connection with the industry and the latest technologies by participating in various domestic and international associations related to industrial development. In addition to enhancing product competitiveness and exerting industry influence, it also increases opportunities for strategic alliances, creating operational growth opportunities.

Association Organization Name	
Audinate	GS1 Taiwan
AVIXA	Internal Audit Association of the Republic of China
Bluetooth SIG	Taiwan Electrical and Electronic Manufacturers' Association
Digital Content Protection LLC(HDCP)	Taipei Computer Association
HDBaseT Alliance	National Taiwan University International Industry-Academia Alliance
HDMI Licensing, LLC	Chinese Republic International Economic Cooperation Association
USB Implementers Forum	Taiwan Cybersecurity Executive Alliance
VCCI	Taiwan CERT / CSIRT Alliance
VESA	



Ch3

Corporate Governance




- 3.1 Corporate Governance Structure
- 3.2 Board of Directors
- 3.3 Functional Committees
- 3.4 Risk Management
- 3.5 3.5 Shareholder Rights
- 3.6 Ethics and Integrity

Corporate Governance

Material Topics

Corporate Governance, Integrity in Operations, and Regulatory Compliance

➤ [Response to SDGs]

	<p>"Integrity and Pragmatism" is one of ATEN's core values. Each year, lectures or courses related to integrity and pragmatism are held, and they are included as mandatory courses for new employees to ensure that all staff understand and adhere to the code of conduct for integrity and pragmatism. Additionally, for key units such as: Audit, Finance, Investor Relations and Capital Markets Department, and the Board of Directors, internal or external courses related to corporate governance are arranged annually to clarify the company's commitment to integrity in operations and the consequences of violating integrity.</p> <p>[Corresponding to SDGs detail: 4.7]</p>
	<p>All members of the ATEN Board of Directors are professionals with various expertise, with female directors accounting for 10%. This aligns with the 5th goal of gender equality among the 17 Sustainable Development Goals proposed by the United Nations. The aforementioned diverse policies also demonstrate ATEN's ongoing pursuit of long-term sustainable management goals.</p> <p>[Corresponding to SDGs detail: 5.5]</p>
	<p>Among ATEN's four core corporate values, the first is "Integrity and Pragmatism." Regardless of the stakeholders involved, the company pursues the principle of honesty and credit and strives for transparent corporate governance. Under the approval of the Board of Directors, regulations such as the "Code of Integrity in Operations," "Code of Ethical Conduct," and "Integrity in Business Operations Procedures and Guidelines" have been established for directors and employees to follow. Several email addresses have also been set up as reporting channels for different stakeholders, aiming to establish a fair and just interactive relationship between the company and its stakeholders.</p> <p>[Corresponding to SDGs detail: 16.5, 16.6, 16.7]</p>

Corporate Governance

➤ Responsible Units

The company's board of directors

➤ Management Mechanism

The board of directors is the highest governance unit and decision-making center of the company, overseeing the overall operational management of the company.

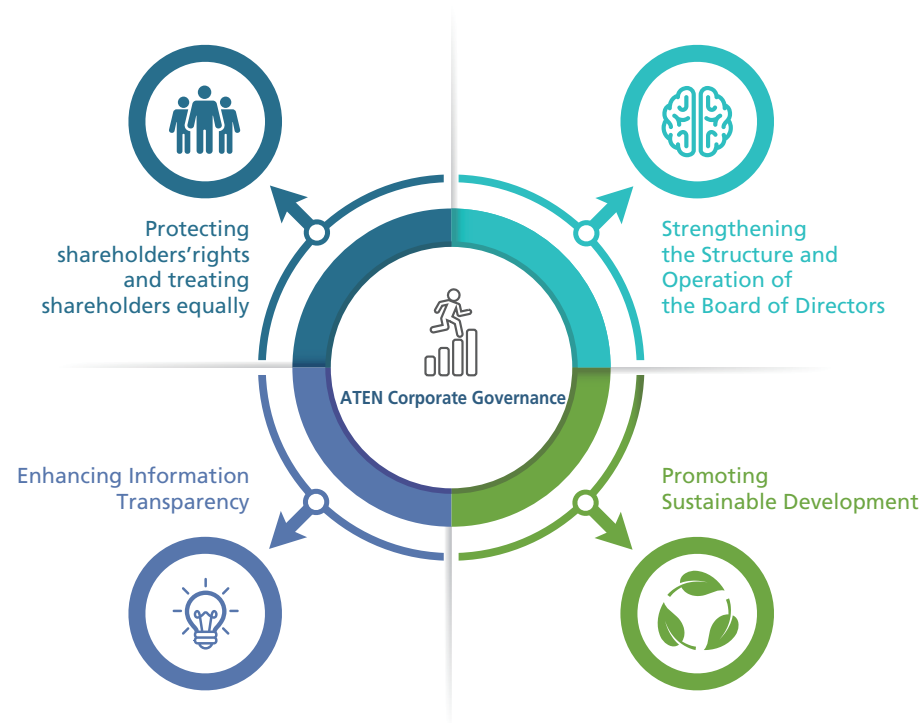
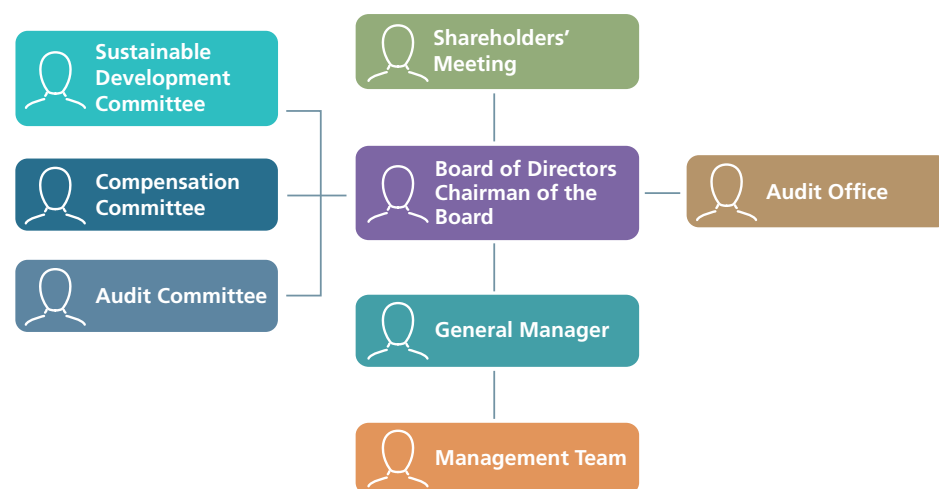
➤ Commitment, Action, and Goals

Commitment	2024 Annual Implementation Projects	2024 Annual Implementation Results	Future Goals and Actions
<ul style="list-style-type: none"> > Protecting shareholder rights > Enhancing information transparency 	<ol style="list-style-type: none"> 1. Providing shareholders with information about the shareholder meeting in both Chinese and English, allowing them to understand the company's financial and non-financial information 2. Holding corporate briefings 3. Announcing the revenue announcement calendar for 2024 	<ol style="list-style-type: none"> 1. Releasing Chinese information about the shareholder meeting in advance, including the agenda booklet (to be provided voluntarily at least 21 days before the regulatory shareholder meeting and at least 30 days before the shareholder meeting), and the annual report (to be provided voluntarily at least 7 days before the regulatory shareholder meeting and at least 18 days before the shareholder meeting); voluntarily preparing and providing English versions of the shareholder meeting information, including the English notice of meeting, agenda booklet, minutes, and annual report 2. The company holds or is invited to participate in corporate briefings every quarter, with 4 online corporate briefings planned for 2024 3. Publishing the revenue announcement calendar for 2024 on the official website 4. Disclosure of the English version of the annual consolidated and individual financial reports 	<ol style="list-style-type: none"> 1. The English information disclosed on the official website is more comprehensive, allowing investors to better understand the company's financial and non-financial information, including: the execution status of functional committees, communication between independent directors, internal audit supervisors, and accountants. 2. Depending on the company's operational situation, overseas Roadshows will be held to help investors gain a better understanding of the company.
Strengthen the structure and operation of the board of directors	<ol style="list-style-type: none"> 1. Diversity policy of the board of directors. 2. Enhance the operation of the board of directors. 	<ol style="list-style-type: none"> 1. Complete the internal performance evaluation of the board of directors by January 2024, and report to the board of directors on February 29, 2024. 2. Deepen the risk management mechanism, establish a sustainable development committee, and on November 6, 2024, the sustainable development committee will report the risk management situation to the board of directors. 	<ol style="list-style-type: none"> 1. To strengthen corporate governance, it is expected that the proportion of female directors on the board will increase to 1/3 in the future.

Corporate Governance

3.1 Corporate Governance Structure

Through strict internal audit and internal control mechanisms, the company implements compliance matters, requiring the management team, overseas subsidiaries, and all employees to adhere to the highest standards. Regular internal control self-assessments and irregular internal control audits are conducted to repeatedly review the implementation of laws and internal control systems. If deficiencies or anomalies in the internal control system are discovered, the issues will be immediately reported, and the relevant departments will continuously review and track until improvements are made to comply with all laws and regulations. After compiling the audit reports from various units, the audit supervisor will regularly report the audit business to the Audit Committee and attend board meetings to report. To enhance the operational efficiency of the board of directors, the company has established the "Audit Committee," "Compensation Committee," and "Sustainable Development Committee" under the board, responsible for formulating and reviewing the promotion and implementation of relevant policies and systems, strengthening the operation of the board, assisting the board in fulfilling its supervisory responsibilities, and regularly reporting their execution status and resolutions to the board. In terms of risk assessment, the company first establishes various objectives and connects them with different levels of the organization, while also considering the suitability of the company's goals. Based on the results of the risk assessment, the company adopts appropriate policies and procedures to keep risks within acceptable limits. The Sustainable Development Committee assists the board in risk management operations, formulates risk management policies, and reports at least once a year to the board regarding the implementation of risk management.



Corporate Governance

3.2 Board of Directors

The board of directors is the highest governance unit of the company. According to the company's articles of association, the board consists of 7 to 10 members. In the 2023 annual general meeting of shareholders, the election of directors resulted in 10 seats, including 6 general directors and 4 independent directors, with a term of 3 years. The election of directors is fully based on a candidate nomination system, and the selection of directors should consider the overall configuration of the board. Board members should generally possess the knowledge, skills, and qualities necessary to perform their duties. The qualifications and selection of independent directors must comply with the "Regulations Governing the Establishment of Independent Directors and Compliance for Publicly Listed Companies." The responsibilities of the board include evaluating the company's business strategies and significant operational financial matters, ensuring the appropriateness of the company's financial reports, and striving to maximize shareholder interests.

The Board of Directors meets at least once every quarter. In 2024, a total of 5 board meetings were held, with an average attendance rate of 94%. The attendance of directors and important resolutions of the board for the year 2024 are as follows. In the operation of the board, if a conflict of interest arises and a director must abstain, the company follows Article 16 of the "Rules of Procedure for Board Meetings," which states: "A director who has a conflict of interest with respect to a matter discussed at the meeting, whether personally or on behalf of a legal entity, shall explain the important content of such interest at the current board meeting. If there is a risk of harm to the company's interests, the director shall not participate in the discussion or voting, and shall abstain from the discussion and voting, and shall not act as a proxy for other directors to exercise their voting rights." For related abstention situations, please refer to page 19 of the 2024 annual report. The chairman of the company also serves as the general manager. To strengthen corporate governance, the company arranges training courses for directors each year to effectively enhance their functions. The company has also added one independent director, bringing the total to 4 independent directors, and more than half of the directors do not hold concurrent positions as employees or managers, further strengthening the supervisory function of the board and complying with the regulations on conflict of interest abstention. The chairman's concurrent role as general manager is primarily to leverage the general manager's extensive experience in the industry to improve operational efficiency. For important resolutions of the board, please refer to the corporate governance report section of the 2024 annual report. In addition, there are no cross-shareholding situations between the company and stakeholders.

2024 Annual Board Meeting Attendance

Title	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)
Chairman	Chen Shangzhong	5	0	100
Vice Chairman	Chen Shangjen	5	0	100
Director	Lin Yongda	5	0	100
Director	Liao Hsiuta	3	0	60
Director	Chen Sese	5	0	100

Title	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)
Director	Guo Zhenlin	4	0	80
Independent Director	Zhu Weiren	5	0	100
Independent Director	Chen Zhongren	5	0	100
Independent Director	Chen Junzhong	5	0	100
Independent Director	Zhang Jingren*1	5	0	100

Note:*1 : Zhang Jingren was appointed as an independent director on June 15, 2023.

Corporate Governance

► Diversity in Board Composition:

The company's "Corporate Governance Best Practice Principles" stipulate in Article 20 the policy for board member diversity, requiring directors to have different professional backgrounds, genders, or fields of work, with all members possessing diverse expertise in finance, accounting, and industry knowledge. The current board of directors consists of 10 members, including 6 directors and 4 independent directors, with independent directors accounting for 40%. For additional information, please refer to the table below and the corporate governance report section in the 2024 annual report. Except for Mr. Chen Shangzhong, the chairman, and Mr. Chen Shangren, the vice chairman, who are relatives within the second degree of kinship, there are no other relationships by marriage or within the second degree of kinship among the remaining board members.

Director's Name	Gender	Age	Diverse Background				
			Industry Knowledge	Industry Experience	Management	Accounting Audit	Business Finance
Chen Shangzhong	Male	61-70	V	V	V		
Chen Shangjen	Male	61-70	V	V	V		
Lin Yongda	Male	51-60	V	V	V		
Chen Sese	Female	71-80	V		V		
Liao Hsiuta	Male	71-80	V		V		

Director's Name	Gender	Age	Diverse Background				
			Industry Knowledge	Industry Experience	Management	Accounting Audit	Business Finance
Guo Zhenlin	Male	81-90	V		V	V	
Zhu Weiren	Male	71-80	V		V	V	
Chen Zhongren	Male	51-60	V		V		V
Chen Junzhong	Male	51-60	V		V		V
Zhang Jingren	Male	61-70	V		V	V	

► Strengthening Corporate Governance Matters of the Board

To strengthen corporate governance and emphasize the interests of customers, communities, employees, shareholders, and other stakeholders in achieving the vision of sustainable business operations, the company resolved at the board meeting on May 5, 2020, to establish the position of Corporate Governance Officer. On March 14, 2023, the appointment of Senior Manager Tian Qingwei as the current Corporate Governance Officer was approved, responsible for matters related to corporate governance. The main responsibilities of the corporate governance personnel include safeguarding shareholder rights and ensuring fair treatment of shareholders, providing necessary information for directors to execute their duties, assisting in compliance with laws and regulations, and handling matters related to the Audit Committee, Board of Directors, and Shareholders' Meeting (a total of 5 board meetings, 5 audit committee meetings, and 1 annual shareholders' meeting in 2024), managing company registration and changes, preparing minutes for board and shareholders' meetings, arranging training courses for directors (planning 2 courses in 2024), and holding legal briefings (conducting 4 online legal briefings in 2024). In addition to releasing financial information, it also helps investors understand non-financial information and establishes diverse communication channels with investors.

In addition to encouraging directors to participate in relevant professional training courses, the company also proactively arranges for professionals to give lectures on related topics after board meetings. All directors' training hours for the year 2024 meet the requirements of Article 4 of the "Implementation Guidelines for Continuing Education of Directors and Supervisors of Listed Companies." For those who continue their terms, they must complete at least 6 hours of training each year. Attendance and training details are disclosed on the "Market Observation Post System" for reference by all stakeholders. For information regarding the directors' training courses and hours, please refer to the 2024 Annual Report, Corporate Governance Section.

Corporate Governance

► Board Performance Evaluation

The company's board of directors approved the "Board Performance Evaluation Measures" on May 5, 2021, stipulating that the board should conduct a performance evaluation at least once a year, and every three years, an evaluation should be conducted by an external professional independent organization or a team of external experts and scholars. Internal evaluations should be conducted at the end of each fiscal year in accordance with these measures. The company completed the internal board performance evaluation in January 2025 and submitted it to the board on February 25, 2025. The company submitted the external evaluation report on November 9, 2022, and presented it to the board on March 14, 2023. The relevant explanations are as follows:

1. Internal Board Performance Evaluation:

The performance evaluation of the board of directors for the year 2023 was conducted through a self-assessment questionnaire, completed by 10 directors who submitted their written self-evaluations. The summarized evaluation results are as follows:

Board Operation Performance Self-Assessment: The performance evaluation indicators for the board of directors include 5 major aspects and a total of 45 indicators. The evaluation results range from excellent (5) to good (4), indicating that the board has effectively fulfilled its responsibilities in guiding and supervising the company's strategy, major business, and risk management, and has established appropriate internal control systems. Overall, the operation is sound and meets the requirements of corporate governance.

Board Member Performance Self-Assessment: The performance evaluation indicators for board members include 6 major aspects and a total of 23 indicators. The evaluation results range from excellent (5) to good (4), showing that the directors received positive evaluations regarding the efficiency and effectiveness of the operation of each indicator.

2. External Board Performance Evaluation:

At the end of 2022, the company commissioned an external organization, the Chinese Corporate Governance Association, to conduct a board effectiveness evaluation for the period from September 1, 2021, to August 31, 2022. The organization assigned two evaluation experts to assess the board's effectiveness based on 8 major aspects, including composition, guidance, authorization, supervision, communication, self-discipline, internal control, and risk management, using a questionnaire and on-site visits. The organization and the executing experts have no business dealings with the company, ensuring their independence, and submitted the evaluation report on November 9, 2022. The company has used the evaluation results as a reference for continuously improving the functions of the board of directors and optimizing the quality of board meetings. For more information, please refer to the corporate governance section of the 2024 annual report and the official website.

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

► Compensation Policy for Directors and Senior Management

1. The compensation for directors of the company includes transportation fees and director remuneration from profit distribution. The transportation fees are paid based on industry standards; the remuneration from profit distribution is governed by Article 24 of the company's "Articles of Incorporation":

The company's annual profit before tax shall be deducted for employee compensation and director remuneration. After compensating for accumulated losses, if there is a surplus, 10% to 16% of employee compensation and no more than 2% of director remuneration shall be allocated.

Subsequently, the compensation policy is reviewed by the Compensation Committee and approved by the board of directors. The payment of compensation is based on the company's "Director Remuneration Calculation and Distribution Method" and "Board Performance Evaluation Method" as guidelines for assessment, considering the degree of directors' participation in the company's operations, understanding of company objectives and project tasks, contribution value, recognition of director responsibilities, professional development, and attendance rates, while also referencing industry standards for payment.

2. Company Managers:

2.1 The compensation standards for the company's managers are formulated based on the company's human resource development strategy and manager compensation policy, while also considering the implementation of corporate core values, leadership and management capabilities, and ESG (Environmental, Social, and Governance) sustainable development strategies.

2.2 Compensation structure: fixed salary, year-end bonuses, operational performance bonuses, employee profit sharing, annual salary adjustments, and manager-related benefits.

2.3 Fixed salary is determined based on the manager's professional competencies (education, relevant work experience, professional skills, job responsibilities, special certifications, etc.).

2.4 Variable compensation is calculated based on performance assessment methods linked to relevant formulas, awarding bonuses based on departmental assessment results, individual performance assessment results, annual goal achievement rates, and contributions to the overall operations of the company.

2.5 The company participates annually in domestic and international industry compensation and benefits market surveys, using the comparative data from the survey reports and considering the market levels of peers to establish the company's annual compensation (fixed compensation / variable compensation) principles and methods, which are then reviewed and approved by the compensation committee before being submitted to the board of directors for approval to take effect.

For information regarding the company's retirement benefits, please refer to the 2024 annual report, pages 93-95.

Corporate Governance

3.3 Functional Committees

To enhance the operational efficiency of the board of directors, the company has established the "Audit Committee," "Compensation Committee," and "Sustainability Development Committee" under the board of directors. These committees are responsible for formulating and reviewing relevant policies and systems, promoting and implementing them, strengthening the board's operations, assisting the board in fulfilling its supervisory responsibilities, and regularly reporting their execution status and resolutions to the board. The composition of each committee is summarized in the table below:

Title	Audit Committee	Compensation Committee	Sustainability Development Committee
Zhu Weiren Independent Director	O	O	V
Chen Zhongren Independent Director	V	V	V
Chen Junzhong Independent Director	V	V	V
Zhang Jingren Independent Director	V		V
Lin Yongda Director/ Senior Vice President			O
Ke Chengen Committee Member		V	
Li Yanrong Committee*1		V	
Zeng Zhiyang Committee*2		V	

Note: *1: Commissioner Li Yanrong resigned (passed away) on January 26, 2024.
*2: Cheng Chih-Yang was newly appointed as a committee member on July 5, 2024.

➤ Audit Committee

2020 On June 16 of the year, the board of directors appointed members to the audit committee, consisting of 4 independent directors. Their duties The responsibilities include: reviewing financial reports: The board of directors prepared the company's 2023 annual and 2024 second quarter business reports, financial statements, and profit distribution proposals, among which the financial statements have been audited and reviewed by Deloitte & Touche Certified Public Accountants, and respective audit and review reports have been issued. The aforementioned business reports, financial statements, and profit distribution proposals have been reviewed by this audit committee and found to be compliant. Assessing the effectiveness of the internal control system: The audit committee evaluates the effectiveness of the company's internal control system policies and procedures, and reviews the regular reports from the company's audit department, certified public accountants, and management.

2024 The Audit Committee met 5 times, and the attendance of the members is as follows:

Title	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)
Independent Director (Chairperson)	Zhu Weiren	5	0	100
Independent Director	Chen Zhongren	5	0	100
Independent Director	Chen Junzhong	5	0	100
Independent Director	Zhang Jingren	5	0	100

Corporate Governance

➤ Compensation Committee

2020 On July 10, the Board of Directors appointed members of the Compensation Committee, consisting of 5 members, including 3 independent directors and 2 committee members. Their responsibilities include establishing and regularly reviewing the annual and long-term performance objectives for the company's directors and managers. Policies, systems, standards, and structures related to compensation and salary. Regularly assess the performance goals achieved by the company's directors and managers, and determine the content and amount of their individual compensation. Director remuneration includes transportation expenses and profit distribution compensation. Transportation expenses are based on general industry standards, while the amount of profit distribution is determined according to the company's articles of association, proposed by the compensation committee, and submitted to the shareholders' meeting for approval after being resolved by the board of directors. The profit distribution will consider relevant operational performance, ESG (Environmental, Social, and Governance) sustainable development strategies, and other related indicators. Manager remuneration includes salary, bonuses, and employee bonuses from profit distribution, with payment standards managed according to the company's employee salary management regulations. The function of the compensation committee is to evaluate the salary and remuneration policies and systems for the company's directors and managers from a professional and objective standpoint, and to provide recommendations to the board of directors for their decision-making reference. For information regarding committee attendance rates and the passage of proposals, please refer to the 2024 Annual Report, Corporate Governance Section.

2024 The ratio of the annual total compensation of the general manager to the median annual total compensation of other employees is 17.35 times, and the change ratio of the median annual total compensation is 2.59 times.

➤ Sustainability Development Committee

In 2022, the company renamed the "Hong Zheng Corporate Social Responsibility Management Committee" to the "Sustainable Development Committee," and the committee is composed of directors and independent directors to formulate policies and plans for sustainable development. The Sustainable Development Committee has an execution team for sustainable operations that meets monthly to discuss and develop the implementation of the tasks resolved by the committee, including net-zero emissions, environmental protection actions, green energy and greenhouse gas inventory, stakeholder communication, social participation volunteer activities, and other topics, and reports regularly to the Sustainable Development Committee and the Board of Directors each year.

2024 The annual Sustainable Development Committee met once, and the attendance of the members is as follows:

Title	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)
Director (Chairperson)	Lin Yongda	1	0	100
Independent Director	Zhu Weiren	1	0	100
Independent Director	Chen Zhongren	1	0	100
Independent Director	Chen Junzhong	1	0	100
Independent Director	Zhang Jingren	1	0	100

Corporate Governance

➤ Scope of authority of the Sustainable Committee:

1. Formulation of the company's sustainable development policy.
2. Development of the company's sustainable development plan.
3. Review, tracking, and revision of the company's sustainable development implementation status and effectiveness, and regular reporting to the Board of Directors.
4. Focus on issues of concern to various stakeholders, including shareholders, customers, suppliers, employees, government, community, and media, as well as supervising communication plans.
5. Other matters that the committee is instructed to handle by resolutions of the board of directors.

Regarding the 2024 annual sustainable development and risk management work, the annual risk management report will be presented at the Sustainable Development Committee on November 4, 2024, and at the board of directors on November 6, 2024, explaining the implementation status and progress of risk management, including the types of risks faced by the company, key points of risk management, and risk assessment. Each responsible unit for the various risk categories has taken appropriate response measures to the risks faced and has properly documented the risk management procedures and their execution results; at the same time, the sustainable development risk management policies and procedures and the organizational regulations of the Sustainable Development Committee have been approved. After listening to the report from the sustainable operation execution team, the board of directors expressed support for the current implementation status and future direction of sustainable development promotion, and also proposed future goals, strategy formulation, and various recommendations regarding net-zero emissions, environmental protection actions, green energy and greenhouse gas inventory, stakeholder communication, and social participation volunteer activities.

2024 The communication situation with stakeholders has been reported to the board of directors on November 6, 2024.

3.4 Risk Management

➤ Risk Management Policies and Procedures

The company's risk management policy is to establish and maintain an effective risk management framework, shape a risk management culture, and ensure that risks faced during operations are controlled within acceptable limits through risk identification, in order to protect the interests of stakeholders.

The company's risk management procedures are based on company policies, internal control systems, and operational guidelines, conducting relevant risk identification, risk measurement, risk monitoring, risk response, and risk reporting, and implementing appropriate measures to ensure effective management of related operational risks.

➤ Scope of Risk Management

The company's risk management scope includes, but is not limited to, operational risks, market risks, financial risks, environmental risks, climate change risks, information security risks, and other risks that may cause significant losses to the company. The execution team manages risk management for the issues under its jurisdiction and continuously monitors the developments in international and domestic risk management to identify emerging risks.

Corporate Governance

➤ Risk Management Organizational Structure

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

1. The Board of Directors is the highest guiding unit for the company's risk management, ensuring the effective operation of the risk management mechanism.
2. The Sustainable Development Committee assists the Board of Directors in risk management operations, formulates risk management policies, and reports on the execution of risk management to the Board annually. The Sustainable Development Committee has an Executive Team (hereinafter referred to as the Executive Team) to assist in executing risk management-related tasks, including presenting risk management reports, integrating and coordinating cross-departmental common risk management issues, and communicating important risk management matters.
3. The Audit Office is subordinate to the Board of Directors and assists the Board in examining and reviewing the effectiveness and reasonableness of the internal control system, regularly reporting the results of audits to the Audit Committee and the Board.

➤ Operational Status

On November 4, 2024, the Sustainable Development Committee and on November 6, 2024, the Board of Directors explained the execution of risk management to the members, reporting the annual risk management report (risk management execution status and progress), which includes the types of risks faced by the company, key points of risk management, and risk assessments. Each responsible unit for the various risk categories has taken appropriate response measures to the risks faced and has properly documented the risk management procedures and their execution results. In 2024, the number of trained personnel was 1,597, totaling 1,820 hours, to strengthen the company's operational risk culture awareness and understanding.

➤ Risk Response Explanation

Other risks are not listed here as their impact is relatively low.

Risk Items	Response Explanation
Financial Risks	<p>(1) Interest Rate Risk: The company's financial structure has always been sound, with dedicated personnel maintaining close interaction with banks and effectively utilizing various financial instruments to reduce the risk of interest rate fluctuations. In the past two years, the net interest income and expenses have remained within 5.5% of the company's after-tax net profit, so interest rate changes do not have a significant impact on the company.</p> <p>(2) Exchange Rate Risk: The company monitors the exchange rate at the time of sales receipts and purchase payments, locking in exchange rate costs, engaging in hedging operations through forward foreign exchange transactions, and maintaining close contact with banks to gather exchange rate-related information, fully grasping exchange rate trends to avoid or minimize the risks of exchange rate fluctuations.</p>
Operational Risks	<p>(1) Compliance: The Audit Department assists the Board of Directors in examining and reviewing the effectiveness and reasonableness of the internal control system according to ATEN's relevant operational procedures, and regularly reports the results of the audit execution to the Audit Committee and the Board of Directors.</p> <p>(2) Intellectual Property Management: The company's intellectual property-related regulations include patent management regulations, implementation and reward regulations for patent competitions, patent marking management regulations, trademark management regulations, and intellectual property reward regulations. For related management measures, please refer to the company's intellectual property management plan description on the website. https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/intellectual-property-management/</p>
Cybersecurity risks	<p>(1) Our company obtained the ISO27001 information security certification in 2022, with the certificate valid from October 2, 2022, to October 2, 2025. For information on the control measures and response strategies related to information security risks, please refer to the information security risk management plan description on our company's website. https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/information-security-risk-management/</p>

Corporate Governance

3.5 Shareholders' Equity

The shareholders' meeting is divided into regular meetings and extraordinary meetings. The regular meeting is held once a year, convened by the board of directors within six months after the end of each fiscal year, in accordance with the law. The extraordinary meeting is convened as necessary in accordance with relevant laws and regulations. The company holds an annual regular shareholders' meeting to report to shareholders on the company's operations and financial status. Shareholders may submit proposals for the regular shareholders' meeting in writing. The company will notify the proposing shareholders of the handling results before the notice of the shareholders' meeting is issued, and proposals that comply with legal regulations will be included in the meeting notice. For shareholder proposals not included in the agenda, the board of directors shall explain the reasons for their exclusion at the shareholders' meeting.

The company cares for all stakeholders, including employees, customers, suppliers, and community groups, based on its core corporate values of "Integrity and Pragmatism," "Respect and Care," "Optimism and Proactivity," and "Value Innovation." Recently, ATEN's dividend distribution policy has retained a portion of the dividends due to legal regulations and other factors, while the remainder is distributed to shareholders, allowing them to share in the company's profits.

2019 The annual shareholders' meeting approved the amendment of the company's articles of association, adopting a quarterly distribution frequency for profit allocation. If the distribution method is in cash, it can be distributed after being approved by the board of directors. August 8, 2024 and February 25, 2025 board of directors
The dividends will be distributed in the 2nd and 4th quarters of 2024, with a dividend of 1.7 NTD for the 2nd quarter, which was distributed on January 8, 2025; the 4th quarter dividend of 2.1 NTD is planned to be completed in the second half of 2025, totaling a cash dividend of 3.8 NTD for the 2024 fiscal year, with a distribution ratio of 92%.

	2022	2023	2024
Earnings per Share (NT\$)*	6.11	4.73	4.14
Shareholder Dividend (NT\$)	5.7	4.3	3.8
Cash Dividend(NT\$)	5.7	4.3	3.8
Dividend Payout Ratio	93%	91%	92%

Note: The company has not distributed stock dividends in the past three years

In accordance with the principle that publicly listed companies must fully disclose information, in addition to the information required by law to be disclosed on the Public Information Observation Station, the company also provides various operational and financial conditions in its annual report and on its official website to help investors understand the company's business. Furthermore, a spokesperson system and an investor relations department have been established to handle shareholder suggestions. Shareholders can provide various opinions to the company through the investor mailbox ir@aten.com.tw, and relevant contact information is also disclosed on the company's website for stakeholders to inquire.

Corporate Governance

3.6 Ethics and Integrity

2022 In March of the year, the board of directors approved the revision of the "Corporate Social Responsibility Practice Code" to the "Sustainable Development Practice Code," strengthening sustainable development and incorporating it into the company's management and operations.

To establish a corporate culture of integrity and sound development, the company, with the approval of the board of directors, has formulated the "Integrity Management Code" and the "Integrity Management Operating Procedures and Conduct Guidelines." These documents outline the policies and practices for integrity management, as well as the commitments of the board of directors and management to actively implement management policies. They also include measures to prevent dishonest behavior, related operating procedures, and penalties for violations, and stipulate that the company, its directors, managers, and employees are prohibited from bribery and accepting bribes, as well as from providing illegal political donations. According to the "Integrity Management Operating Procedures and Conduct Guidelines," the company promotes corporate integrity management-related advocacy and execution, with the General Manager's Office designated as the responsible unit, fully promoting corporate integrity management and reporting the implementation status to the board of directors once a year. Along with the 2024 Sustainable Development Work Status, this report was submitted to the board of directors on November 6, 2024. In accordance with the "Corporate Governance Practice Code" and the "Integrity Management Operating Procedures and Conduct Guidelines," the company has established several email addresses on its website for different stakeholders to report issues, such as: "Whistleblower Boxwhistleblower@aten.com " for independent directors to timely identify potential issues within the company, establishing a communication channel between employees, shareholders, and other stakeholders and the independent directors, with three independent directors receiving the reports for timely and proper handling. Additionally, to provide communication channels for different stakeholders with the company, an email address atencorp@aten.com has been set up, which is managed by the General Manager's Office to receive various opinions from the public regarding the company.

2024 In the year, there were no violations of labor laws that resulted in the labor bureau announcing the company as an illegal employer, nor were there any significant violations resulting in penalties exceeding 1 million yuan for violations of social and economic-related laws, nor were there any complaints regarding infringement of customer privacy or violations of integrity and practicality. No complaints regarding integrity and practicality were received.



Ch4

Employee Care

- 4.1 Employees as Important Assets
- 4.2 Comprehensive Workplace Skills Training
- 4.3 Friendly Workplace and Healthy Living




Employee Care

Material Topics

Employee Benefits

› Significance of Material Topics to ATEN and ATEN's Key Contributions to SDGs

ATEN hopes that the growth of the company and the development of employees progress hand in hand, complementing each other, while creating a friendly workplace that promotes the physical, mental, and spiritual health of employees and a work-life balance.

	Participate in industry salary surveys every year to ensure that compensation and benefits remain competitive in the talent market. Under the performance reward system based on merit, we expect employees to grow together with the company and jointly promote employment and economic growth. [Corresponding to SDGs details: 8.5]
	Special attention is given to the physical and mental health of employees, with daily meals supervised by a nutritionist, weekly on-site medical services, and annual health check-ups arranged for employees. Any work or life-related concerns (such as legal consultation, management consulting, psychological counseling, etc.) can also be addressed through EAPs hotline consultations. [Corresponding to SDGs details: 3.8]
	Welcome fresh graduates; both new and existing employees can receive systematic and planned training through physical or online learning (e-learning). Through ATEN's internal lecturer platform, internal knowledge can be exchanged and shared more effectively. [Corresponding to SDGs details: 4.4]

› Responsible Units

ATEN Sustainable Development Committee - Employee Care Group

Employee Care

› Management Mechanism

1. A personal development plan and performance management system that match talents to positions, along with a highly competitive compensation design.
2. A training mechanism that focuses on strategy and practical application, welcoming fresh graduates to join the Cow Shed Project training.
3. Create a newcomer-friendly workplace with benefits that exceed legal requirements, along with employee relations project activities.

› ATEN Human Rights Policy

ATEN strictly adheres to the laws and regulations of all operational locations, following internationally recognized human rights standards such as the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the United Nations Global Compact. The company takes actions consistent with the Responsible Business Alliance Code of Conduct, treating and respecting all employees, contractors, temporary staff, interns, and others with dignity. Any violations of human rights are strictly prohibited, as the company undertakes to respect human rights as part of its corporate responsibility.

- ATEN commits to upholding and respecting the human rights of all types of workers, including regular employees, migrant workers, contract workers, outsourced contract workers, and any other types of employees, based on the aforementioned conventions and guidelines. The relevant policies are as follows:
- Construct a safe, healthy, and hygienic working environment.
- Employment relationships are established on the basis of mutual consent, and forced labor is prohibited.
- The use of modern slavery, trafficked labor, bonded labor, involuntary or coerced prison labor, slavery, or services obtained through coercion is prohibited.
- Comply with local laws and regulations regarding the minimum age for employment, and child labor is prohibited.
- Provide fair and reasonable wages and working conditions, which shall not be less than the minimum wage and insurance required by local laws.
- Respect workplace equality, prohibiting discrimination based on region, race, ethnicity, background, language, social class, lineage, religion, physical disability, gender, sexual orientation, pregnancy, marital status, union membership, appearance, age, political inclination, or any other distinguishing characteristics; everyone has the right to equal protection without discrimination or differential treatment.
- Strive to create a friendly communication environment, strictly prohibiting any form of workplace harassment, sexual harassment, corporal punishment, mental or physical coercion, and establishing an open management model.
- Working hours should not exceed the maximum limits set by local laws.
- Caring for employees' physical and mental health, and valuing the balance between work and life.
- Establishing a comprehensive personal data protection management system to safeguard the privacy and rights of employees and customers.
- Respecting employees' rights to organize and participate in unions, collective bargaining, and peaceful assembly in accordance with local laws; while also respecting employees' rights to choose not to participate in such activities. Employees can openly communicate and share their thoughts with management regarding working conditions and management methods without fear of discrimination, retaliation, threats, or harassment.
- Regularly reviewing and assessing relevant systems and actions to improve implementation effectiveness.

Human Rights Policy announced on the ATEN official website.
<https://www.aten.com/tw/zh/aten-info/csr/human-rights-policy/>

Employee Care

➤ Commitment, Action, and Goals

Commitment	2024 Target Items	2024 Annual Implementation Results	Future Goals and Actions
The growth of the company and the development of employees progress in parallel, complementing each other -A friendly workplace that promotes physical, mental, and spiritual health and a balance between work and life	The 2024 ATEN [Mentor- New Employee Mentoring Program] continues building on past training for new employees, the ATENer/ Mentor mentoring system is integrated, and through the Human Resources Academy systematic platform, a 30/60/90 day learning plan is introduced to assist new employees in quickly getting up to speed, understanding department functions and operations, enabling them to regularly communicate effectively with supervisors and mentors about work tasks and the assistance needed.	In 2024, the company hired 79 new colleagues, while 11 of the new colleagues left the company during the same year, (in 2024 the staff mainly consists of direct operators from the manufacturing departmentOP and foreign workersOP with a tenure of full service returning to their home country) 2024 A total of 68 new employees successfully retained, with an overall retention rate of 86.08%.	Continuously strengthen the quality of the counselor program execution, including the design of the new employee90 day training program content and Mentor leading skills, with the goal of achieving a retention rate of80% or above for new employees in their first year.
	[Trend Lecture] [Special Project Lecture]	2024 The project-based learning design launched by the Human Resources Department is aimed at the Research and Development Department and the Planning Department (Product Development Center, Marketing Promotion Center), design project seminars on industry development and technology trends for the entire year. 2024 In collaboration with the Resource Strategy Association, trend seminars are held every season, such as: Generative AI in the development trends of smart offices, and Trends in data center development under the wave of AI, case studies and trends of artificial intelligence applications in the manufacturing industry, analysis of the impact of carbon pricing on the electronics industry under the global zero-carbon trend, legal trends in the era of generative AI, exploration of 6G development trends and issues, and observation of international low-orbit satellite innovative applications and operator development dynamics; through trend seminars, sharing the latest and most appropriate models in market, technology, trends, channels, marketing, and brand management promotion, along with industry case sharing. Satisfaction rate reached 93 points.	Based on organizational needs and the expansion of overseas locations, we will continue to hold product development consensus workshops at global sites to cultivate more talents in product development, brand promotion, and marketing, becoming the backbone of each global location.
	"Human Resource E-Academy" Introduces a brand new large-scale learning and development system	In 2023~2024, ATEN invested in the acquisition and implementation of a large-scale learning and development education training platform system, integrating four major functional systems: employee competencies, employee learning development maps, learning management, and multilingual training materials. This system is designed with key information visualization to fully integrate employee learning and development with the organizational operational goals of corporate education and training.	Increase various professional competency series and online courses on technology trends each year, includingAI in intelligence The development trends of smart office, the development trends of data centers under the wave of generative AI, application cases and trends of artificial intelligence in the manufacturing industry, and leadership and management at the mid to senior levels. Objectives are expected to assist the organization in developing and managing structured short-, medium-, and long-term talent development plans based on training planning, execution, inspection, and results, combined with the application of e-learning, to co-create corporate operational performance.
	[ATEN Private Academy& Human Resource Academy] The benefits of "in-person courses" are disseminated through "digital courses."	In 2024, ATEN's internal instructors designed a variety of content-rich courses, laying a solid foundation for internal knowledge transfer. 2024 In the entire year, a total of 7 physical courses were held, and further, 3 of them were converted into digital courses to expand learning.Effectiveness. A total of 483 participants were involved, accumulating 484.5 training hours, with an overall average satisfaction score of 94.9 points.	We will continue to select outstanding internal instructors to share internal knowledge and experiences, and further pass it on in a digital format. The target is to have 10 courses. In 2025, we will continue to provide professional training for various functional positions and enhance the teaching skills and expressiveness of internal instructors to improve the transmission of internal professional knowledge. Additionally, we will increase the annual learning credits for employees from 16 credits to 20 credits.
	[Comprehensive Workplace Competency Training]	According to the different job requirements, courses are planned and organized in areas such as management skills, professional skills, core competencies, and self-growth. In addition, this year, the manufacturing department has introduced On-the-Job Training (OJT) to provide practical guidance during work, helping employees to quickly improve and accumulate key competencies. A total of 2,862 courses were held throughout the year, with total participation reaching 46,129, and the accumulated total training hours are In the past 24461 hours, the total number of employee training sessions, total hours, and the number of participants have all reached a new high in nearly 5 years. Investment in talent training (excluding the costs of the education and training platform system) has also increased by 16% compared to last year.	Through a new large-scale learning and development system, enhance autonomous learning: Provide rich digital learning resources(e-learning), encouraging colleagues to engage in personalized learning according to their job requirements.
	[Health and Wellness Seminar] [Self-Growth Award]	To create a friendly workplace that balances work and life, ATEN plans a variety of wellness and self-growth courses each year. In 2023, a series of seminars titled "The Second Half of Life" was held to promote the physical and mental well-being of middle-aged and older colleagues, covering topics such as financial management. Topics such as planning, nutrition and health care, and active living are organized to help colleagues find a balance between work and life.2024 A total of 5 Lecture attendance, total participants567 people, average satisfaction score 96.8 points.	Continue to promote and encourage employee health seminars and sports competitions.
	[Employee Relations: Work-Life Balance] [Core Values Seminar: Respect and Care]	Inviting professional counseling psychologists from the Employee Assistance Programs (EAPs) to hold seminars related to physical and mental balance for employees. In 2024, the courses focused on "Mental Prescriptions and Care Principles for Caregivers of Cancer and Dementia," with a total of 3 sessions held, accumulating 293 participants, and an average satisfaction score of 96.3.	Continuously arrange seminars related to physical and mental balance and mental health, allowing employees to have proper guidance and consultation in adjusting between work, family, physical, and psychological self.

Employee Care

› Commitment, Action, and Goals

Commitment	2024 Target Items	2024 Annual Implementation Results	Future Goals and Actions
	[Employee Relations: Work-Life Balance] [Core Values Seminar: Respect and Care]	Invite professional consultants and psychologists from the Employee Assistance Programs (EAPs) to arrange lectures for employees: It's not scary! Just get to know it better. Number of participants: 177, average satisfaction score: 95.	Continuously arrange seminars related to physical and mental balance and mental health, allowing employees to have proper guidance and consultation in adjusting between work, family, physical, and psychological self.
	[Occupational Safety and Health]	The Occupational Safety Office, organized by the Human Resources Department, invited physicians from major medical centers and fire department experts to the company to give relevant lectures, and conducted occupational safety and health hazard prevention for all employees. In 2024, a total of 28 lectures were held, with a total participation of 2,546 people, and an average satisfaction score of 95.2 points.	Based on national legal regulations and the safety assurance of the labor working environment, the Occupational Safety and Health Office and the Human Resources Department will continue to plan and arrange relevant and advanced courses in 2025 to strengthen occupational safety and labor safety.
	Honored as [Asia's Best Corporate Employer]	2019 In 186, it stood out among competing companies and won the "Best Employer in Asia" award for the first time, in 2024. 368 In the competitive business landscape, we once again stand out, winning the "Asia's Best Employer" award for the fifth time and retaining the "Employer Care" title. Recognition of the "Award." At the same time, it also won two new jury awards for the year 2024: the "Diversity, Equity, and Inclusion Award" and the "Sustainable Workplace Award," making it a total of four major awards received from the organizers in 2024. In the anonymous survey conducted for employees, the key evaluation indicators "Core Values and Cultural Organization (CORE)", "Employees' Emotional Belonging and Motivational Factors (SELF)", and "Employees' Perception of Work Environment and Team Awareness (GROUP)" all significantly exceeded the industry average level.	Continuously fulfilling corporate commitments to employees, ATEN has registered for the 2025 Asia's Best Employers award.
Employee Relations: Work-Life Balance Core Values Seminar: Respect and Care	Recognized by the New Taipei City Government as a "Family-Friendly and Work-Equal" Outstanding Enterprise	In September 2024, it was awarded the title of "Outstanding Enterprise for Family-Friendly and Equal Work Measures" by the New Taipei City Government for the third time.	Will continue to promote workplace friendliness and equal employment programs.
	Recognized by the New Taipei City Government as a "New Taipei City Friendly Migrant Worker Enterprise"	In May 2024, after the review and on-site inspection of the experience book, the awards were announced in September. ATEN is one of the three awarded companies in New Taipei City.	Will continue to promote friendly workplace and equal employment programs for migrant workers.
	Honored with the "Excellence Award" for the "Friendly Workplace Certification for Middle-aged and Elderly Workers" by the New Taipei City Government Labor Bureau.	In June 2024, ATEN won the "Friendly Workplace Certification for Middle-aged and Elderly Workers" awarded by the New Taipei City Government's Labor Bureau (received 3 The highest award, the "Excellence Award," for the annual effective certification) is valid for a period of 3 years.	Will continue to promote work redesign for middle-aged and elderly individuals and age-friendly workplace programs.
	Won the Global Sustainable Citizen Award	In 2024, ATEN was awarded the second place in the "Global Sustainable Citizen Award" for medium-sized enterprises for the 16th consecutive time. Especially in the "Corporate Commitment" category, it has consistently ranked among the top three for 16 years.	We will continue to promote CSR, ESG, DEI, and other programs to implement corporate sustainability.
	Honored with the "Global Talent Sustainability Award"	In September 2024, we were awarded the third place in the "Global Talent Sustainability Award" for medium-sized enterprises for the second time.	We will continue to promote talent cultivation and other programs.
	Honored with the first "Global Friendly Family Workplace Award"	Second place in the "Global Friendly Family Workplace Award" (held every two years).	We will continue to promote workplace friendliness and other programs.
	Honored with the "CHR Healthy Corporate Citizen Award"	Selected as one of the 15 companies in the medium-sized enterprise category for the "Healthy Corporate Citizen Award" in November 2024.	We will continue to promote a comprehensive health and sustainable workplace program.
	Ministry of Labor "Friendly Workplace and Work-Life Balance Enterprises": National Award	In May to July 2024, the review process will include document review and on-site evaluation by industry, government, and academia, with the announcement of winners in October.	We will continue to promote a comprehensive friendly workplace program.
	TTQS National Training Quality Award: National Certification	In May to September 2024, the review process will include document review and on-site evaluation by industry, government, and academia, with the announcement of the bronze award in October.	We will continue to promote a comprehensive learning and development and education training program.
	Global Taiwan Talent Sustainable Action Alliance: Taiwan Talent Sustainable Action Enterprise Certification	In March 2024, for the third time, all six indicators of ATEN passed the review by industry, government, and academia. [Diversity and Inclusion][Rewards and Incentives] [Nurturing and Growth][Communication and Experience] [Physical and Mental Health][Meaning and Value]	We will continue to promote the six indicators of talent sustainability, including ESG and DEI, in the workplace.

Employee Care

4.1 Viewing Employees as Important Assets

ATEN has always regarded employees as the most important asset and believes that high-quality products and technologies come from the happiest employees. With a corporate spirit of "Respect and Care," ATEN provides equal treatment in employment opportunities; with a corporate philosophy of "Value Innovation," it offers equitable performance rewards; adhering to the corporate principle of "Integrity and Pragmatism," it operates steadily and reliably; and finally, with a corporate culture of "Optimism and Positivity," it fosters resilience and enthusiasm.

> 4.1.1 Human Capital and Structure

As of December 31, 2024, ATEN has 717 employees in Taiwan, all of whom are full-time staff with no part-time or temporary employees (male employees account for 55%; female employees account for 45%). Among them, there are 117 middle and senior management personnel (male managers account for 78%; female managers account for 22%), 486 indirect professional personnel, and direct technical personnel. 114 The average age is 41.85 years, and the average tenure is 9.64 years, with 85.8% holding a college degree or higher. In addition, ATEN employs 8 individuals with disabilities, which is 1.14 times higher than the legal requirement (the legal requirement is 7 individuals).

Employee Category	Age	Number of Males	Number of Females	Total	Proportion
Direct colleagues	<30 Years Old	1	27	28	3.91%
	30-50 Years Old	3	71	74	10.32%
	>50 years old	2	10	12	1.67%
Direct Colleagues Total		6	108	114	15.90%
Indirect Colleagues	<30 Years Old	46	30	76	10.60%
	30-50 Years Old	277	154	431	60.11%
	>50 years old	62	34	96	13.39%
Indirect Colleagues Total		385	218	603	84.10%
Overall Total		391	326	717	100%

(Direct personnel: Employees engaged in production-related work; Indirect personnel: Employees engaged in auxiliary production-related work)

> 4.1.2 Equal Employment and Care

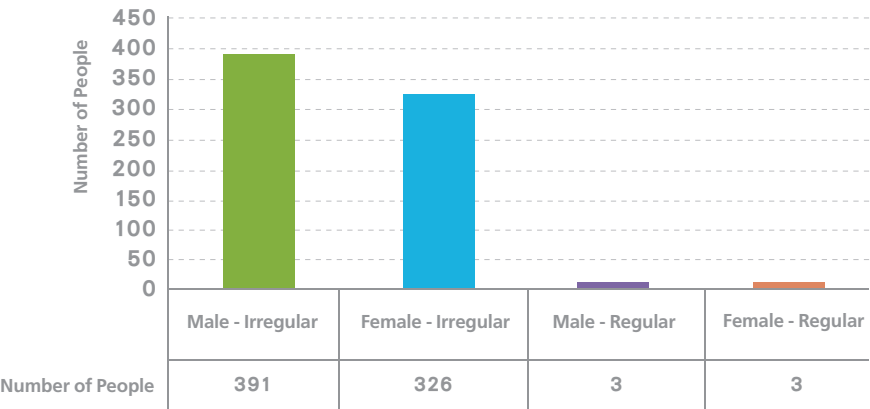
The company's talent recruitment channels include: online recruitment, newspaper and magazine media, campus recruitment, human resource agencies, job fairs, internal employee referrals, and internal transfers. Upholding the three principles of "Fair Employment, Rejecting Discrimination, and Equal Opportunity," a total of 79 new colleagues were recruited in 2024, with 36 being women, accounting for the proportion. 45.57% , Male43 individuals account for54.43% ; Direct personnel12 individuals account for15.2% , Indirect personnel67 individuals account for 84.8% ; In 2024, there will be86 colleagues leaving, with44 females accounting for51.2% and42 males accounting for48.8% (mostly foreign worker on the production line returning to their home countries). The annual turnover rate is12.0% , with a monthly average turnover rate of1.0% ; based in data from the past three years, the monthly average turnover rate has been between 1%-2%.

Employee Category	Age	Number of Males	Number of Females	Total	Proportion
New Colleagues	<30 Years Old	14	16	30	38.0%
	30-50 Years Old	22	19	41	51.9%
	>50 years old	7	1	8	10.1%
	Proportion	54.4%	45.6%	--	--
New Hire Ratio	(Number of new hires in the year /Number of employees on December 31, 2024) =11.0% (Mostly foreign workers on the production line)				
Departed Employees	<30 Years Old	10	10	20	23.3%
	30-50 Years Old	27	31	58	67.4%
	>50 years old	5	3	8	9.3%
	Proportion	48.8%	51.2%	-	--
Turnover Rate	(Number of employees who left in the year / Number of employees on December 31, 2024)=12.0% (Mostly foreign workers on the production line returning home after their contracts end). Monthly Turnover Rate= Annual Turnover Rate/12=1.0%				

(The proportion of new and departing employees in each category is calculated as: Number of new or departing employees in that category/ Total number of employees in that category)ATEN's total number of employees in 2024 is 717 (Male full-time employees: 391 , Female full-time employees: 326) , with 6 non-employed workers (Male non-employed workers: 3 , Female non-employed workers: 3) , whose job categories are security and cleaning staff, all on irregular contracts. ATEN's total number of employees in 2024 decreased by11 compared to2023 , mainly due to direct operational staff OP in manufacturing and for eign workers OP completing their contracts and returning home, while the number of non-employed workers remained unchanged.

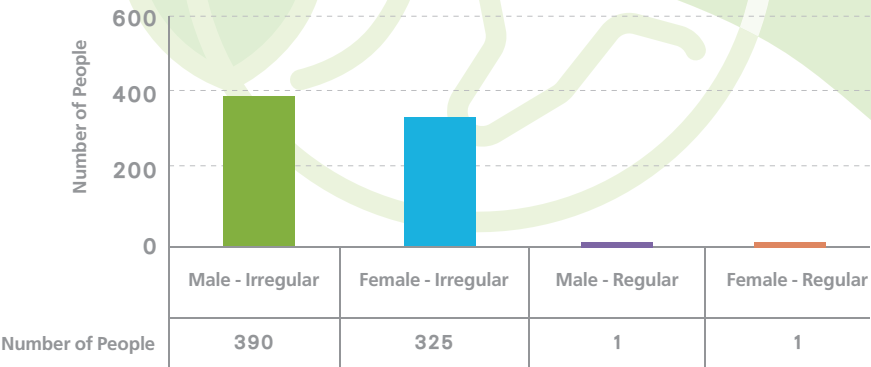
Employee Care

[Labor Force Composition]



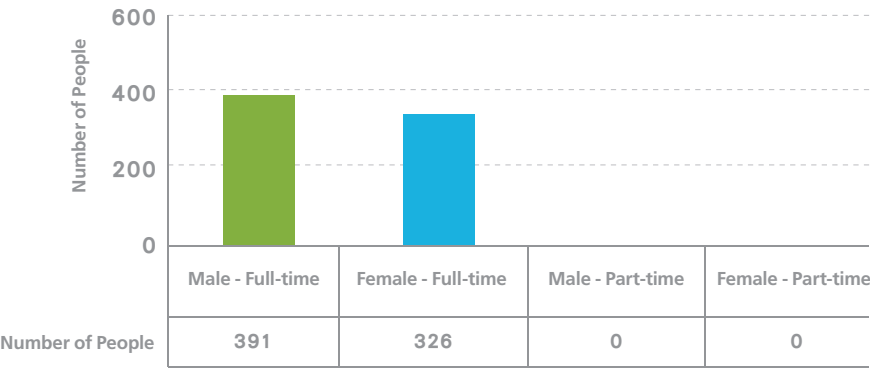
Distinguished by contract type : Male - Non-regular contract: 390 persons;
 Female - Non-regular contract: 325 persons, Male - Regular contract: 1 person;
 Female - Regular contract: 1 person.

[Contract Type]



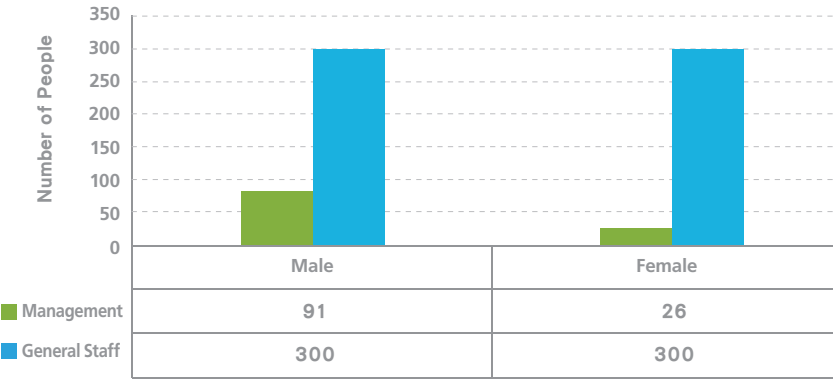
Distinguished by Employment Type:
 Male - Full-time: 391 people; Female - Full-time: 326 people, no part-time staff.

[Employment Type]



Distinguished by job category :
 Male management positions: 91 individuals, male general staff: 300 individuals;
 Female management positions: 26 individuals, female general staff: 300 individuals.

[Job Category]



Employee Care

ATEN encourages childbirth by providing a maternity subsidy of NT\$130,000 for the first child (distributed over 12 months, with an additional NT\$10,000 bonus upon reaching one year old), making the subsidy amount the highest in the industry. The total subsidy amount for 2024 is NT\$1.7 million. The company has a warm and comfortable dedicated breastfeeding room and has signed contracts with well-known chain nurseries, allowing employees to work with peace of mind and have nearby childcare; it also offers male employees paternity leave and accompanying leave (8 days) that exceed the Labor Standards Act, as well as employee prenatal check-up leave (8 days). Additional friendly workplace welfare measures include educational subsidies for children: an annual subsidy of NT\$10,000 for children aged 3 to 6 (not yet 6), with NT\$5,000 for each semester. Maternity leave has been increased to 10 weeks. Assistance for artificial reproduction (NT\$30,000 for in vitro fertilization and NT\$10,000 for artificial insemination). Physiological leave is paid for up to three days per year. Employees who have been with the company for more than 3 months can enjoy 2 days of special leave in advance for those who have been employed for "more than 6 months but less than 1 year." Family care leave is paid for up to three days per year (including care for pets), with half salary paid. Moreover, ATEN has taken the lead in the industry by introducing a work position substitute allowance for parental leave/maternity leave (NT\$10,000 per month), a pioneering measure in Taiwan's industry, which has been praised by the Friendly Family Workplace Award jury as the "most creative" design. In addition, the company legally allocates retirement funds, group insurance (including life insurance, accident insurance, hospitalization medical insurance, and cancer medical insurance), and has also specifically added comprehensive insurance plans such as family and parental insurance, providing employees and their families with comprehensive protection and care.

Project Description	Number of Males	Number of Females	Total
2024 Number of individuals enjoying parental leave without pay per year	36	29	65
2024 Number of individuals applying for parental leave without pay per year	1	3	4
2024 Number of individuals who should return to work after parental leave without pay per year (A)	1	5	6
2024 Number of individuals who actually returned to work after parental leave without pay per year (B)	1	4	5
Return rate (B/A)	100%	80%	83%
2023 Number of employees returning to work after maternity leave(C)	1	3	4
2023 Parental leave without pay reinstatement and still employed one year later(D)	1	3	4
Retention rate(D/C)	100%	100%	100%

(Calculation standard: The number of employees eligible for parental leave without pay until December 31, 2024: 2021/01/01 ~2024/12/31 Number of employees applying for maternity benefits(Female: 29 , Male: 36) . New employees with infants under 3 years old at the time of employment were not included in the calculation.)

On September 25, 2024, ATEN was awarded the "Friendly Family and Work Equality Measures" Outstanding Enterprise by the New Taipei City Government, receiving the award from the Mayor of New Taipei City.

On October 30, 2024, ATEN received the Friendly Family Award from the Ministry of Labor as part of the "2024 Work-Life Balance Award," receiving recognition from the Deputy Minister of Labor.

Retirement pension system:

ATEN has established a retirement system in accordance with the provisions of the Labor Standards Act, forming a Labor Retirement Reserve Supervision Committee for the old pension system, and allocating 2% of the total salary each month for the old pension fund. According to the Taiwan Bank's statement for the first quarter of 2025, as of 2025/03/31, the amount allocated for the old pension reserve is approximately NT\$116,600,000 (fully allocated). At the same time, ATEN allocates 6% of the insured salary each month for the new pension system to the Labor Insurance Bureau for employees who are eligible for the new pension. The average salary of full-time employees not holding managerial positions at ATEN in 2024 is NT\$1,125,000, with a median of NT\$954,000, reflecting an average change of 0.9% and a median change of 0.6% compared to the previous year.

> 4.1.3 Regular Assessment and Communication

The company conducts performance evaluations twice a year, providing a communication platform for supervisors and subordinates to discuss job performance and develop future plans. The evaluation results will also serve as a reference for future job changes, salary adjustments, and bonus distributions. Additionally, to strengthen the company's commitment to promoting CSR internally, employees are encouraged to engage in CSR activities, and the level of participation in CSR is specifically included in the performance evaluation indicators.

The actual number of male and female employees participating in the performance evaluation in 2024, excluding new hires who have not completed their probation period, employees on leave without pay, and migrant workers, is as follows: all remaining employees participated in the mid-year and year-end performance evaluations, with a completion rate of 88.13% in the first half of the year and 88.01% in the second half (the completion rate is calculated as the actual number of evaluated employees divided by the total number of employees).

2024	Gender	Direct Employees	Indirect Employees	Total	Percentage of Total Employees
First Half of the Year	Male	9	361	370	51.68%
	Female	49	212	261	36.45%
Percentage of Total Employees (Total number in the first half: 716 people)		8.10%	80.03%	88.13%	---
Second half	Male	6	368	374	52.16%
	Female	46	211	257	35.84%
Percentage of Total Employees (Total number of people in the second half: 717 people)		7.25%	80.75%	88.01%	---

In addition, to promote workplace harmony, labor-management meetings are held regularly each quarter to discuss issues related to labor rights, and the minutes of each meeting are updated in the HR e-academy in real time. A special position of General Secretary for the Employee Welfare Committee has been established to handle employee welfare matters. Since 2017, a workplace sexual harassment complaint hotline #3333 and a dedicated email address emap@aten.com.tw have been set up. Any illegal workplace bullying behavior can be reported through the hotline or email.

Employee Care

➤ 4.1.4 Organizational Communication

Background of Action:

Hong Zheng Technology is a multinational enterprise with 42 global locations (including 36 sales offices, 3 R&D centers, and 3 manufacturing plants), employing 1,627 staff from 38 different nationalities. Most colleagues work daily in a cross-departmental, and even cross-national, cross-cultural corporate environment, where healthy communication behaviors are essential to shaping a sound corporate culture.

Corresponding Action Plan:

- (1) Hold labor-management meetings every quarter
- (2) EAPs Employee Assistance Program (service scope expanded to include employees' parents, children, and spouses)
- (3) Employee satisfaction survey
- (4) Employee Respect Survey
- (5) Employee Code of Conduct
- (6) Management Meeting
- (7) Employee Education and Health Wellness Seminars
- (8) Employee Relations Activities
- (9) Proposal Improvement Activities
- (10) Internal Communication Announcements (including written and email)

Results Generated:

The employee engagement survey received high recognition from employees, winning the "Asia's Best Employer Award" five times. This award is based on a comparative survey of employers across Asia, conducted by a review committee composed of industry experts and government representatives. It selects outstanding employers in various fields through a comprehensive evaluation system based on corporate reports, anonymous online employee surveys, and other indicators. In 2024, it was also awarded the "Employer Care Award" and received two new jury awards: "Diversity, Equity, and Inclusion Award" and "Sustainable Workplace Award," achieving four major awards from the organizers within a single year. ATEN scored higher than the industry average in areas such as "Employee Care," "Employee Intrinsic Motivation," "Diversity, Equity, and Inclusion," "Employee Team Awareness and Cooperation Spirit," and "Digital Transformation." It received high scores in multiple evaluation indicators, surpassing the overall industry.



Employee Care

4.2 Comprehensive Workplace Skills Training

2024 In the year, the total training hours of educational training held by ATEN in the Taiwan region reached 24,479.53 hours, which averages to each person per year. The average training hours are approximately 34.14 hours, of which the total training hours for professional competencies amount to 11,252.13 hours. The total hours of professional training account for 45.96% of the entire year, with the number of courses reaching 514 sessions (including On Job Training from various departments in the manufacturing division), which represents 70.21% of the total courses for the year. In 2024, the overall number of employee education and training, total hours, and number of trainees all reached a five-year high; the overall investment in education and training (excluding costs for the education and training platform system) also increased by 16% compared to the previous year, indicating a significant investment in talent training. This demonstrates the company's strong emphasis on the development of professional competencies and the frequent sharing and inheritance of knowledge through internal training.

2024 In the year, a series of courses on "Intergenerational Communication" and "Situational Management: A Must-Learn for Managers to Drive Organizational Accountability" were established. 13 "The Art of Persuasion" and "Management Practical Principles: 16 Private Management Tools and Methods of the CEO" to enhance the main Management and leadership capabilities; in response to future challenges of the organization and the comprehensive development of employee, a variety of professional trends and self-growth courses are provided, including "Creative Thinking Triz", "Green Design", "Software Lifecycle Safety", "Market Size Statistics and Inference", "Trends in the Development of Generative AI in Smart Offices", "Trends in Data Center Development under the Generative AI Wave", "Application Cases and Trends of Artificial Intelligence in Manufacturing", "Analysis of the Impact of Carbon Pricing on the Electronics Industry under Global Zero Carbon Trends", "6G Development Trends and Issues Exploration", "Observations on International Low Earth Orbit Satellite Innovative Applications and Operator Development Dynamics", etc., and through tripartite connections, employees' professional capabilities are cultivated while providing industry dynamics information and technology development trends in sync with colleague from subsidiaries in the Asia-Pacific region.

Comprehensive and Rich Education and Training System for Talent Development: ATEN was awarded the "Asia's Best Employer Award" for the fifth time in 2024, and also won the Jury's Grand Prize for the "We Care Best Employee Care Award," while additionally receiving 2024 Two new annual jury awards: "Diversity, Equity, and Inclusion Award" and "Sustainable Workplace Award," ATEN won four major awards in one go. In an anonymous employee survey, ATEN scored higher than the industry average in multiple Evaluations. In the 2024 anonymous online employee survey, ATEN received scores above the industry average in "Employee Care," "Employee Intrinsic Motivation," "Diversity, Equality, and Inclusion," "Employee Team Awareness and Cooperation Spirit," and "Digital Transformation." The scores in several evaluation indicators surpassed the overall industry, receiving high recognition.



Employee Care

Training Category	Course Number	Total Number of Trainees	Total Training Hours
Management Competencies	4	107	200.5
Professional Competencies	514	7991	11252.13
Core Competencies	61	3043	3424.85
Self-Growth	17	1100	1285
New Employee Training	37	203	628.7
Digital Courses	99	3872	7688.35
Total	732	16312	24479.53

Personnel Category	Total Training Hours	Number of People	Average Training Hours
Direct Personnel	3483.27	114	30.56
Indirect personnel	20996.26	603	34.82
Total	24479.53	717	34.14

Personnel Category	Total Training Hours	Number of People	Average Training Hours
Male employees	13676.91	391	34.98
Female employees	10802.62	326	33.14
Total	24479.53	717	34.14

4.2.1 New Human Resources, New CapabilitiesMentor New Employee Mentoring Program

2018 Annual "ATENer, Freshman Tycoon," emphasizes that newcomers can familiarize themselves with and explore the company according to the provided guidelines. The existing processes/ systems/ forms and various service response windows of the department, in 2019, ATEN strengthened Mentorand leadership skills of supervisor through training courses based on the four major steps of "listening, speaking, reading, and writing," embedding the "right core ideas,right interactions" into the hearts of Mentor and supervisors. By standing from the perspective of newcomers and recalling their own experiences as fresh graduates entering the workforce, they understand e confusion of newcomers and enhanceMentor and supervisors' communicationand management skills in leading newcomers.

2020 In order to help newcomers quickly adapt to the organization,Mentor and supervisors have specially created a program for new employees. 30/60/90 day professional competency training courses, including environmental introduction, product structure, and professional technical courses. In addition Mentor will conduct monthly interviews with new employees to understand their learning progress and adaptation status, and can promptly resolve any issue faced by new employees during their learning process. Throughout this process, Mentor will assist new employees in focusing on their work and clarifying prolems, and together they will seek the best solutions. Unit supervisors will periodically check in on new employees and conduct face-to-face interviews at 90 days to confirm the learning status of new employees and to collaboratively confirm work direction and job functions.

2022 In addition to implementing a systematic platform to execute the new employee 30/60/90 day learning plan, it is aimed at all new hires.

New employees are required to complete the mandatory e-learning courses, which include: company introduction and core values, human resources regulations and benefits system, internal control system, quality and environmental system, financial expertise, intellectual property protection, information security, labor safety and health, asset management, procurement system and introduction to the welfare committee, gender equality and prevention of sexual harassment. In conjunction with the "New Employee Adaptation Questionnaire," if it is found that an employee's mental and physical stress index exceeds the standard, they will be referred to a third-party cooperative employee assistance program (EAPs) professional psychological consulting company.

In 2023, ATEN invested in the acquisition and implementation of a large-scale learning and development training platform system to integrate employee competencies, The employee learning development map, learning management, training materials multilingual functionality, and other four major functional systems are designed to visualize key information, fully integrating employee learning development with the corporate education and training system to align with organizational operational goals. In 2024, ATEN will continuously enhance its learning platform and education training system, aiming to assist the organization in structurally implementing and managing short, medium, and long-term talent development plans through training planning, execution, verification, and results, combined with e-application, to cultivate and develop the necessary talent for the organization and co-create corporate operational performance.

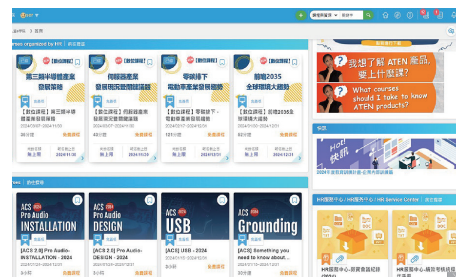


Employee Care

➤ 4.2.2 Knowledge Transfer Dual Platform

"ATEN Academy" is a dedicated platform for internal instructors at ATEN, aimed at three principles: the circulation and dissemination of internal know edge, creating an atmosphere of a learning organization, and building the internal instructor team at ATEN. 2022 was still affected by Covid-19 The pandemic impact has caused many internal and external training sessions to be unable to be held due to epidemic prevention factors. However, ATEN's internal instructors shifted to small class learning, establishing a sustainable foundation for internal knowledge transfer. In 2024, intenal instructors successively designed 7 rich content courses, laying a solid foundation for internal knowledge transfer, and further converted 3 of these courses into digital formats to expand learning effectiveness. The total number of participants was 483 person-times, accumulating 484.5 training hours, with an overall average satisfaction score of 94.9 points.

"Human Resource Academy" online learning platform records the learning and development of every colleague at ATEN. It consolidates various internal and external training, physical courses, digital courses, learning resources, and records, providing a complete learning journey and human resource development record. In addition, through the online learning platform's far-reaching transmission method, combined with the ACS (ATEN Certified Specialist) professional product training courses led by the global customer service department, it assists colleagues from the headquarters and various overseas subsidiaries in learning about the four major product lines (KVM/Pro AV/PDU/Control System). The overall satisfaction score for the 2024 courses is 92.23 points, while the product knowledge courses are 10,709. Since its launch, the total number of course participants has accumulated to 10,709.



4.3 Friendly Workplace and Healthy Living

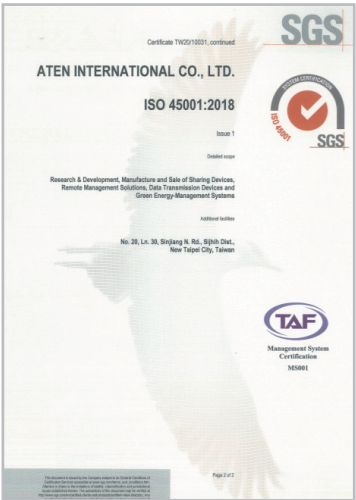
ATEN received the Sports Enterprise Certification in 2018 and was honored with this recognition for the third time in 2024 (Sports Enterprise Certification) - responding to "Enterprise i SPORTS, Workforce NON STOP." ATEN has always been committed to the health of its employees, including the establishment of a comprehensive fitness center, which features a billiards area, a reading area, a weight training area, a fitness area, an aerobic classroom, separate male and female saunas, a steam room, and changing rooms. It also supports various clubs such as a volunteer club, yoga club, boxing aerobics club, jogging club, after-work leisure sports club, basketball club, and fitness club, creating a balanced work and life environment for employees. In the future, the company will continue to encourage employees to exercise regularly, fulfilling its corporate social responsibility (CSR) towards employee care.



Employee Care

4.3.1 Safe Working Environment

ATEN follows the “Occupational Safety and Health Management Regulations” to establish the “Occupational Safety and Health Committee Organization Charter.” Quarterly meetings of the Occupational Safety and Health Committee are held to review various indicators, and potential or possible safety issues are continuously planned and executed using the PDCA method. In 2022, the company also passed ISO 45001 certification. Currently, the committee has a total of 11 members, including 6 labor representatives, accounting for 55%. During the meetings, the Occupational Safety Office regularly reports to the committee members on the audit and verification of the Occupational Safety and Health Management System (ISO 45001) to ensure that all employees can work in a healthy and safe environment.



Occupational Accident Categories	Gender (Male)	Gender (Female)	Frequency	Incident Days	Total Working Days (D)	Total Working Hours (H)
Work-related accidents	1	2	11	10	177,376	1,419,008
Commute traffic accidents	1	2	3	5	177,376	1,419,008
Occupational injury incidence rate per thousand	Annual recipients of occupational injury insurance benefits0 person-times / average annual number of insured laborers ×1,000‰=0					
Disability injury frequency (FR)	(Total number of casualties / Total working hours of all employees) 10 ⁶ (per million working hours)=7.75					
Disability Injury Severity Rate(SR)	(Total loss days / Total working hours of all employees) 10 ⁶ (In million work hours)=7					

(Commuting accidents are not included in the disability injury statistics: According to the “Occupational Safety and Health Management System Performance Review Application Form,” it has been stated that the reported occupational accident statistics do not include commuting traffic accidents, but traffic accidents that occur while performing duties should still be included in the statistics.)

2024 A total of 11 accidents occurred during work, including injuries and falls. The main causes are: Improper operations, insufficient safety awareness, and panic responses caused by earthquakes. We have strengthened earthquake response training, personal protective equipment usage, electrical safety, and other work instructions. Currently, there are no cases of occupational diseases or work-related fatalities among internal employees. Additionally, there are no cases of occupational injuries or work-related fatalities among contractors, subcontractors, security personnel, and cleaning staff.

Absenteeism rate (Calculated in hours / Gender) is calculated as follows:

Gender	Number of People	Total working hours for the year	Work-related injury	Menstrual leave	Sick leave	Sick leave (Residence)	Total Absence Hours	Absence Rate
Female	326	652,000	leave	4,088.6	8,901.7	1,127.6	14,194.2	2.18%
Male	391	782,000	103.6	0	5,055.1	20	5,178.7	0.66%
Total	717	1,434,000	179.9	4,088.6	13,956.8	1,147.6	19,372.9	1.35%

Employee Care

➤ 4.3.2 Employee Activities

2024 A special recognition ceremony for long-serving employees with service ranging from 5 to 40 years is held, themed around "ATEN 45 Olympic Games," featuring a ceremony to pass on the Olympic torch, symbolizing the spirit of continuity, and honoring the contributions and efforts of long-serving employees over the years. Additionally, the global human resources department plans to hold a "Brave New Office- Scenario Puzzle Competition" in the fourth quarter, where various challenges designed around the company's products will allow employees to experience and gain a deeper understanding of the innovative applications of the company's products. The event combines fun competition to cultivate innovative thinking, problem analysis, and solving abilities, while also promoting cross-departmental teamwork, receiving positive feedback.

The global human resources department collaborates with the occupational safety office to invite physicians and psychological counselors from major medical centers to give lectures on health and wellness, and to conduct occupational safety and health hazard prevention training for all employees. In 2024, the occupational safety office will hold a total of 28 lectures, including "Chronic Cough, Chest Tightness, Asthma, Coughing Up Phlegm and Blood- Beware of Lung Diseases Coming to You!", "Embrace a Joyful New Life- Good Ways to Protect Your Joints," "A Brief Discussion on Fibromyalgia," "Understanding Glaucoma," "Diseases and Treatments of Prostate Enlargement," "The Shout from the Respiratory Tract- Common Obstructive Respiratory Diseases," "Introduction and Treatment of Fibromyalgia," "The First Step Out of Depression," etc. The total number of participants reached 2546 people, with an average satisfaction score of 95.2 points.

The company also employs a full-time welfare committee secretary to plan various welfare activities centered around "vitality, enthusiasm, and support," including monthly birthday meals, domestic employee trips, Christmas parties/ spring banquets, wedding and funeral celebrations / childbirth/ birthdays/ and holiday bonuses. In addition to the various benefits provided by the welfare committee, unlike other companies, since its establishment 46 years ago, the chairman personally takes time each month to present birthday gifts and handwritten greeting cards to every employee celebrating their birthday. These continuous thoughtful gestures warm the hearts of every employee and leave a lasting surprise and memory for new colleagues who receive birthday gifts for the first time.



➤ EAPs / Employee Assistance Programs

ATEN not only cares for its employees but also for their families. The company has implemented EAPs (Employee Assistance Programs) for 12 years. Since 2018, the service has been expanded to include the direct first-degree relatives and spouses of employees, aiming to assist employees and their relatives through professional consultations provided by the "Employee Assistance Program," offering solutions to work or life-related issues, allowing employees to live with peace of mind and focus on their work. If issues cannot be resolved through telephone consultations, employees can also utilize face-to-face counseling provided by the "Employee Assistance Program." In 2024, a total of 35 telephone counseling services will be provided (excluding face-to-face counseling).



讓心情變美麗
員工諮詢EAPs

週一至週五 10:00-22:00
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
買賣糾紛 車禍和解 財產繼承	團隊領導 人員管理 同仁關懷	家庭婚姻 親子教養 人際關係

員工諮詢三步驟

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

全球人力資源處
員工關係專案

幸福企業 · 友善職場 · 與自己約



Ch5

Active Social Participation

5.1 Educational Care and Cultural Heritage Promotion

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

5.3 Community Environmental Maintenance

Active Social Participation





Material Topics

Social Contribution and Environmental Sustainability

› The significance of active social participation for ATEN and ATEN's main contributions to the SDGs

The existence and development of a business should not solely aim to seek investment profits for shareholders or promote the prosperity and progress of the national economy. A deeper value should be to take from society and give back to society, utilizing the organization and financial capabilities of the enterprise to seek "mutual benefits" for the environment or marginalized groups overlooked by society, starting small and expanding outward.

In our company's sustainable development code, it is mentioned: "The company should assess the impact of its operations on the community and appropriately employ local human resources to enhance community recognition. Resources should be invested in organizations that address social or environmental issues through business models, or participate in relevant activities of civic organizations, charitable groups, and government agencies that promote community development through equity investment, business activities, donations, corporate volunteer services, or other public welfare professional services." ATEN's actions and approaches to social participation have gradually progressed toward a systematic and organized manner over the years, aiming to gather greater and broader strength through cooperation with public sectors, schools, public welfare organizations, and social enterprises, to provide the most practical attention to the society and environment we care about, and the greatest warmth to the people we care for.

		When ATEN implements educational care and community relationship building, its concern and emergency assistance support for impoverished students, elderly people, and disadvantaged families can directly or indirectly achieve two goals, including "eliminating hunger" and "quality education." [Corresponding SDGs Details: 2.1, 4.5]
		Beach cleanups, butterfly garden restoration, and rice field adoption are community environmental maintenance actions that demonstrate our commitment to improving issues related to "marine ecology" and "terrestrial ecology." [Corresponding SDGs Details: 14.1, 14.2, 15.1, 15.5, 15.8]

› Responsible Units

ATEN Sustainable Development Committee - Social Participation Group, Jintang Education Foundation, ATEN Volunteer Society.

› Management Mechanism

Through the monthly discussion meetings of the ESG group, composed of representatives from various functional departments under the "ATEN Sustainable Development Committee," planning, discussion, and execution progress on social participation-related issues are conducted. For charitable donations by the company, they must be discussed in the ESG group meetings according to the company's "Integrity Management Operating Procedures and Code of Conduct," and can only proceed after being reported to and approved by the chairman. This rigorous management mechanism ensures that the use of resources is arranged and allocated most effectively under thorough discussion and authorization from the highest management.

Additionally, through the combination of the "Jintang Education Foundation" and the "ATEN Volunteer Society" with ATEN's social participation policy, various donations and public welfare activities are executed collaboratively. By integrating the strengths and resources from these three aspects, attention and support are given to different social issues.

Active Social Participation

➤ Commitment, Action, and Goals

Commitment	2024 Annual Goals	2024 Annual Implementation Results	2025-2026 Annual Goals
Educational care and promotion of intangible cultural assets	<ol style="list-style-type: none"> 1. Assist in the educational development of Xizhi District by providing scholarships and related activities 2. Support local sports events and cultural activities. 	<p>2024 In the year, through "ATEN," "Jintang Education Foundation," and joint investment from operators, the funding for this topic amounts to NT\$ 2.1 million for execution. The situation and benefits are summarized as follows.</p> <ul style="list-style-type: none"> • Scholarships for diligent students in the Xizhi area, benefiting students: 113. • Family assistance funds in the Xizhi area, benefiting students: 198. • Scholarships in the Xizhi area, benefiting students: 249, with a total participation of: 600. • Volunteer appreciation event in the Xizhi area, benefiting volunteers: 250, with a total participation of: 420. • Anti-drug activities in the Xizhi area, benefiting over 1,000 students. <p>Promotion of intangible cultural heritage:</p> <ul style="list-style-type: none"> • Sponsorship of the Aurora Percussion Group event. • Donation of Future Children magazine to 100 schools and hospitals in New Taipei City. • Sponsorship of the badminton team activities at Qingshan Junior High School. • Sponsored the Tianmu Cup Youth Basketball Invitational. 	<ol style="list-style-type: none"> 1. Every year, we continuously invest over NT\$ 2 million in education care and the promotion of intangible cultural heritage. 2. From near to far, we help children in Xizhi and other areas to have more equitable education and learning resources. 3. We continue to support arts and cultural activities in Taiwan to facilitate the preservation of intangible cultural heritage.
Activities for the elderly, care for the disadvantaged, and community environmental maintenance.	<ol style="list-style-type: none"> 1. ATEN's corporate volunteer services promotion. 2. Care for the disadvantaged and activities for accompanying the elderly. 3. Environmental maintenance activities. 	<p>2024 Each year, the company's donations for activities related to the elderly, care for the disadvantaged, and community environmental maintenance exceed NT\$ 1.12 million.</p> <p>The volunteer association called on colleagues during the three festivals to collect physical donations, with a total donation amount of approximately NT\$ 550,000 for disadvantaged groups.</p> <p>2024 Each year, the ATEN Volunteer Association organizes 22 volunteer activities, with participation from employees and external stakeholders, totaling Reached a total of 1,458 participants. A summary of the execution status of related activities is as follows:</p> <p>[ATEN Volunteer Society Annual Activity Statistics]</p> <p>Understanding the Elderly Activities and Care for the Disadvantaged:</p> <ul style="list-style-type: none"> • Sponsorship of the Bowling Game for Grandparents, with 10 ATEN employees volunteering on-site. • Winter Warmth Donation, with a total of 263 participants responding and 458 items donated. • Two fundraising events for the World Peace Association's Love Food Box, with over 30 participants responding. • Donations for the Dragon Boat Festival and Mid-Autumn Festival, with a total of 452 participants responding and 1,305 items donated. • Selected as an Outstanding Corporate Volunteer Team in New Taipei City, attending the Volunteer Festival event with the New Taipei City Government. • Purchasing products from the Eden Social Welfare Foundation or other ESG products as birthday gifts for employees. • Exchanging meals for love, with a total of 372 participants responding. • Jia Medical Care understands elderly volunteer services 2 locations, with volunteer participation: 21 people. • On the day of the Genesis Foundation's event, a donation of 50,000 yuan was made, with 71 participants present. • Two blood donation events were held, with 90 participants. <p>Community Environmental Maintenance:</p> <ul style="list-style-type: none"> • Two butterfly habitat maintenance events were held, with 51 participants. • Four Fulong beach cleanup activities were conducted, with 97 participants, collecting 302.5 kilograms of trash. • One "My Acre of Rice" contract farming adoption event was held, with 48 participants. 	<ol style="list-style-type: none"> 1. Continuously investing over 1 million yuan in funding and manpower for activities related to elder care, support for disadvantaged groups, and community environmental maintenance. 2. At least 20 volunteer activities were organized. 3. Continuously inviting various external stakeholders to participate in volunteer activities organized by ATEN.

Active Social Participation

5.1 Education Care and Cultural Heritage Promotion

Education is a fundamental element for social progress and economic development. ATEN's commitment to social welfare began with a focus on education. As the gap between the rich and the poor continues to widen and social issues arise, there are children in need of assistance in both rural and urban areas. We hope that when they face family problems or sudden changes, they will still have the strength and courage to continue learning and growing, without deviating in character and behavior. Additionally, our company responds to the United Nations Educational, Scientific and Cultural Organization (UNESCO) by encouraging the preservation of intangible cultural heritage, and we have long supported Taiwan's unique traditional folk arts, culture, and literary activities, ensuring that the unique cultural heritage of this land can be preserved forever.



➤ ATEN's donations of books and publications reach hundreds of schools, and the Jin Tang Education Foundation's educational awards continue uninterrupted

The Jin Tang Education Foundation is aware that the gap between the rich and the poor in society continues to widen, and low- to middle-income families often struggle with educational expenses for their school-age children. Coupled with other unexpected incidents and changes, this affects the next generation's right to education. Therefore, the foundation provides scholarships and assistance twice a year to 15 public elementary, middle, and high schools in the Xizhi area for students facing difficulties, hoping to provide economic support and encourage underprivileged students to strive for education, thereby contributing to society. In addition to scholarships, since 2014, ATEN has responded to the public welfare initiative of the Vision and Global Cultural Group by supporting the monthly publication "Future Children," creating a knowledge-sharing platform for 2,678 elementary schools nationwide. In its eleventh year of donations, the company has provided a two-year subscription of "Future Children" to elementary schools in New Taipei City with fewer classes, aiming to assist students in smaller schools with relatively scarce resources. Over the years, our charitable efforts have reached 25 townships in New Taipei, 100 schools and hospitals, and distributed 1, 200 magazines, creating over 100,000 touching moments! In addition to scholarships, we continue to uphold the spirit of lifelong learning for graduates moving on to the next level. Every year, before graduation season, we hold a diligent study award to select outstanding students from the graduating classes of 15 public elementary, middle, and high schools in the Xizhi area, providing them with vouchers and certificates as encouragement. Schools also publicly recognize the award-winning students during graduation ceremonies, hoping for their success in future academic pursuits.



Active Social Participation

➤ Sponsoring the training activities of the Tianmu Elementary School basketball team and the Qingshan Junior High School badminton team

ATEN has received the Sports Enterprise Certification from the Ministry of Education's Sports Administration, embodying the spirit of a sports enterprise. It not only promotes sports interests within the company but also encourages employees to actively cultivate their interest in sports. Additionally, ATEN collaborates with Tianmu Elementary School in Taipei to sponsor the ATEN Tianmu Cup Youth Basketball Invitational. In Xizhi, ATEN actively promotes the localization of badminton by co-hosting the 4th ATEN Qingshan Cup with Qingshan Junior High School. Besides financial sponsorship, the company also live-streams the event using its broadcasting equipment and invites Olympic athlete Li Yang as a guest to serve the opening ball. The aim is to inspire more students to unlock their potential while enjoying the fun of badminton, encouraging more students to join the sport.



➤ Xizhi District Public Schools Volunteer Appreciation Conference

The Jintang Education Foundation expresses gratitude to the volunteer friends who have long served 15 public schools of various levels in the Xizhi area. Their time and effort have ensured the smooth development of school education and the safety of students. To show appreciation, the foundation holds an annual gratitude event at the end of the year, inviting school volunteers, principals, and teachers to come together to encourage each other. It is hoped that the power of educational care from volunteers will continue to thrive, and more vibrant and passionate volunteers will be encouraged to join in protecting our children.



➤ Sponsoring the Paper Windmill Anti-Drug Theater Performance

Protecting our children is the goal that ATEN and the Jintang Education Foundation have been striving for. According to a survey by the Ministry of Health and Welfare, there are nearly 10,000 underage drug users in Taiwan, with an average age of 14.8 years old when they start using drugs. To prevent more minors from becoming drug users, the Jintang Education Foundation began a long-term collaboration with the Paper Windmill Theatre in 2015, performing an anti-drug stage play titled "Saving Faust" for junior high school graduates in the Xizhi area. Through drama, the concept of anti-drug awareness is deeply instilled in students' minds, reminding teenagers of the dangers of drugs. In recent years, more young students have come into contact with drugs. In 2024, we will advance to elementary schools for the first time to promote awareness, receiving widespread support and positive feedback.



Active Social Participation

5.2 Understanding activities for the elderly and caring for the disadvantaged

With the arrival of an aging population and declining birth rates, it is foreseeable that the number of lonely elderly people needing help and companionship will continue to increase; In an environment of slow economic growth, insufficient demographic dividends, and low wages, disadvantaged groups needing assistance will always exist in some corner of society. "Respect and care" is one of ATEN's core values, and the company follows this spirit in fulfilling its corporate social responsibility, hoping to provide timely care and necessary assistance to those in need within society. ATEN's ESG team members regularly maintain connections with public sectors, disadvantaged groups, social welfare organizations, elderly care institutions, etc., aiming to provide assistance and care to vulnerable groups such as the elderly, people with disabilities, or impoverished families through corporate volunteers and the company's financial and material resources. Regarding the three sustainable development goals of "No Poverty," "Zero Hunger," and "Good Health and Well-being" in the SDGs, we can gradually implement them in our step-by-step process.

➤ ATEN understands elderly volunteers

Since 2016, ATEN has collaborated with the Hsinchu Jia Medical Nursing Home to conduct 3-4 elderly volunteer activities each year. Volunteers utilize the paid volunteer leave provided by the company to serve at Jia Medical. They engage in caring visits and rehabilitation assistance through group games, promoting the physical fitness and vitality of the elderly, hoping to create beautiful memories for them during these brief moments of companionship. Additionally, ATEN is concerned about the needs of elderly individuals living alone, so before each festival, they collaborate with Hengchun Christian Hospital, Xizhi District Office, and other organizations to invite colleagues to care for the disadvantaged, collecting chicken soup and supplies to distribute love to elderly individuals living alone, high-risk families, and reconstruction centers in various districts, helping them feel warmth and alleviate their burdens during the festive season.

➤ Exchange meals for love, monthly meal sharing

Globally, 80% of the population can only share 20% of the world's resources. ATEN employees enjoy company benefits, including monthly birthday afternoon tea meals, which for many hungry children is not a joyful experience. ATEN responds to the World Peace Association by inviting employees to donate child-appropriate food supplies with a shelf life of over 6 months, including milk powder, cereals, high-fiber biscuits, noodles, canned goods, etc., to help children from impoverished families. Additionally, in collaboration with the Genesis Foundation, employees can choose to donate the afternoon tea fund provided by the company each month to patients who lack the ability to chew and require expensive high-protein nutritional supplements, allowing them to receive the nutrition needed to sustain life. These activities have received enthusiastic responses from employees, with nearly fifty participating each quarter. In addition to the above material donations, ATEN initiates at least two blood donation events each year, allowing friends in need to avoid life-threatening situations due to blood shortages.



Active Social Participation

› Volunteers for the Grandparents' Floor Bowling Sports Event

ATEN has been recognized as a sports enterprise for many years, thus our colleagues fully support sports charity projects. Floor bowling, or Boccia, is an official competition event in the Paralympics. This activity is suitable for individuals with disabilities and has recently been promoted to the elderly population. The company implements sustainable principles and began participating in the preparation work for the Asia-Pacific Open Championship organized by the Taiwan Floor Bowling Alliance in 2018. In addition to providing financial sponsorship, we also combine ATEN's professional technology and equipment to assist with live broadcasting of the events. We hope to integrate this sport with the Elderly Care Project, which has received positive feedback from many organizations. Furthermore, the company has long supported the "Good Day Walk Together" event organized by the Heart Road Foundation, calling on the public to walk together with friends with intellectual disabilities. Through experiential activities and lectures, we aim to help our colleagues better understand the Heart Road Foundation and learn the correct concepts of how to interact kindly with individuals with intellectual disabilities, creating a friendly environment for them. In 2024, in addition to donations, the volunteer club and running club members will also respond to the event, calling on company colleagues to participate, in order to practice our care and support for the disadvantaged.



› Sponsoring the Aurora Percussion Group

The Aurora Percussion Group was founded in 2004 by He Hongqi, the deputy leader of the Zhu Zongqing Percussion Group, bringing together members with various disabilities such as visual impairment, hearing impairment, physical disabilities, intellectual disabilities, and autism. The aim is to allow individuals with different disabilities to broaden their world and integrate into society through continuous practice and collaboration with team members, transforming their self-doubt into confidence and earning applause on stage through their own efforts. ATEN admires the members for conveying this positive energy of not bowing to fate, and has therefore sponsored the rent of the Aurora Percussion Group for many years, providing them with substantial support, allowing them to focus on their work without worries. We hope to expand this concept from this base, enabling more friends with disabilities to find their footing in the field of percussion and rediscover themselves, while also allowing their families and the outside world to witness the power of rebirth.

Active Social Participation

5.3 Community Environmental Maintenance

➤ Recognizing the nurturing of Fulong Beach, mitigating ocean pollution and sustainable butterfly gardens, habitat conservation

ATEN has always placed great importance on environmental protection. Since 2012, we have adopted a section of the beach approximately 360 meters long in front of the Dongxing Temple in Fulong, Gongliao District, New Taipei City, under the supervision of the Northeast Coast National Scenic Area Administration of the Tourism Bureau of the Ministry of Transportation and Communications and the New Taipei City Environmental Protection Bureau. We have continued to implement our commitment to environmental protection for the Earth for thirteen years. During our beach clean-up activities, which occur at least once each season, we also strive to exert our influence. In addition to inviting instructors from the Wilderness Conservation Association to lead volunteers in proper beach cleaning methods, we hope to promote concepts of waste source management, source reduction, and how human activities can minimize ecological impacts. In addition, habitat maintenance is also a concern for ATEN. The Jianan Butterfly Garden and Jianan Butterfly Trail in Neihu, Taipei City, are rare butterfly conservation sanctuaries within the urban area, with rich butterfly ecological resources, making them an excellent location for ecological education in the Greater Taipei area and the Yangmingshan mountain range. Unfortunately, the invasive species *Mikania micrantha* has caused severe damage to the habitat. Therefore, ATEN's corporate volunteers, in collaboration with the Taiwan Butterfly Conservation Society, conduct activities on weekends under the guidance of butterfly society volunteers, including the removal of invasive harmful plants, planting nectar plants, maintaining stone pathways, and setting up plant information signs. The maintenance of the ecological environment is a sustainable effort, and we hope to continue to invest more energy into environmental sustainability through our small contributions.



➤ My one-acre rice paddy contract farming adoption

The rice fields hold multiple values for Taiwanese society. In addition to providing food, rice cultivation also helps to conserve groundwater, prevent land subsidence, regulate the climate, and beautify rural landscapes. Rice paddies cultivated using organic farming methods can serve as temporary shelters for water birds and aquatic animals, enhancing ecological richness. Since 2017, the company has adopted a contract farming approach to support rice farmers in Yilan for the eighth consecutive year. To give employees and their families the opportunity to connect with the land and experience agricultural practices, the company invites staff to the fields each year to participate in rice planting and harvesting activities. In addition to manual labor, participants also have the chance to operate rice transplanters and harvesters, experiencing the efficiency of mechanized farming. These planting and harvesting experiences serve multiple ESG purposes, including environmental education, land care, and fostering employee relationships. The activities combine explanations, parent-child interactions, and local delicacies, allowing both adults and children to connect with the land and appreciate its beauty. The company also arranges to gift the harvested white rice to employees as a holiday present before the Mid-Autumn Festival, receiving a positive response from participating employees and their families.

➤ Keelung River and Kangao Stream

Starting from August 2024, ATEN Volunteer Society colleagues initiated a monthly "Riverside Patrol and Biological Observation Action." Colleagues voluntarily formed patrol teams to regularly visit the nearby Kangao Stream and Keelung Riverbanks for environmental inspections and biological recording. The activity integrates the citizen science platform iNaturalist, accumulating local biodiversity data through field observations and uploaded records, while enhancing colleagues' awareness and concern for the ecological environment. This action not only demonstrates the company's commitment to a sustainable environment but also aims to encourage more people to care for and protect the natural environment we share.

A large, light gray background graphic depicting a stylized person holding a globe. The person is shown from the waist up, with their arms wrapped around the globe. The globe is detailed with latitude and longitude lines. The overall style is minimalist and modern.

Ch6

Environmental Commitment

6.1 Commitment to Environmental Sustainability

6.2 Commitment to Green Sustainable Products

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

6.4 Environmental Sustainability Management

6.5 Greenhouse Gas Inventory Management




Environmental Commitment

Material Topics

Environmentally Friendly, Green Products

➤ The significance of environmental protection to ATEN and ATEN's main contributions to the SDGs

Climate change impacts human life and the global ecological environment, which is a highly prioritized issue in the international community. In response to climate change, countries face the dilemma of economic development versus environmental sustainability, which undoubtedly presents a significant challenge. ATEN not only continuously monitors climate change trends and complies with government environmental regulations but also tracks developments and responses to this issue in various countries. Furthermore, ATEN has long been committed to energy conservation and carbon reduction, actively taking environmentally friendly actions. In the ongoing pursuit of maintaining a balance between ecological environment and sustainable development, ATEN strives to develop energy-saving products through technological innovation, enhancing product competitiveness by improving quality, reducing manufacturing costs, and shortening production processes, thereby strengthening the ability to respond to climate change and expanding ATEN's influence. This, in turn, leads suppliers to jointly establish a green supply chain, reducing climate risks and impacts on corporate operations.

	Adopt sustainable consumption and production patterns to significantly reduce waste generation through prevention, reduction, recycling, and reuse. [Corresponding SDGs Details: 12.4, 2.5]
	Take urgent action to combat climate change and its impacts, strengthen education and awareness on climate change mitigation, adaptation, impact reduction, and early warning, and enhance the capacity of personnel and institutions in this regard. [Corresponding SDGs Details: 13.3]
	Protect, restore, and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and curb biodiversity loss. [Corresponding SDGs Details: 15.1, 15.2, 15.4]

Environmental Commitment

➤ Responsible Units

ATEN Sustainable Development Committee - Green Operations Team

➤ Management Mechanism

1. Through ISO 14001 : 2015 Edition Environmental Management System Certification.
2. Through ISO 14064-1 : 2018 external verification of greenhouse gases and tracking greenhouse gas emissions.
3. Transmitting environmental knowledge through lectures and activities.

➤ Commitment, Action, and Goals

Commitment	2024 Annual target items	2024 Annual Implementation Results	Future Goals and Actions
Greenhouse gas verification	Conducting ISO 14064-1 external verification of greenhouse gases.	Passing 2023 & 2024 ISO 14064-1 external verification.	<p>Upon re-evaluation, we have set the following carbon reduction and energy-saving targets:</p> <ol style="list-style-type: none"> 1. Electricity intensity reduced by 1% compared to the previous year. 2. Per capita water-related carbon emissions reduced by 1% compared to the previous year. 3. Simplified structure and easy-to-disassemble design reduce fastening points by 30% . 4. Continuously select lightweight materials 10% . 5. Energy-saving products reduce energy consumption 3%.
Monitor energy usage, implement energy-saving and carbon reduction measures	Monitor energy risks and promote the implementation of energy-saving and carbon reduction projects	<ol style="list-style-type: none"> 1. 2024 electricity consumption intensity 5.72 (electricity consumption per thousand kWh/average number of employees) . 2. 2024 per capita water carbon emission 3.57 (total average water consumption per person* per capita water carbon emission (KgCO₂e). 	
Implement environmental protection regulations	Focus on RoHS & REACH regulatory updates and conflict minerals investigation	<ol style="list-style-type: none"> 1. Continuously update suppliers REACH SVHC 240 compliance requirements. 2. Continuous Update RMI_CMRT 6.4 "Conflict-Free Minerals Report Public Version Survey." 	
Green Product Design	Design lightweight and high-performance products	<ol style="list-style-type: none"> 1. Simplified structure and easy disassembly design: CS1942/CS1944DPA replaces the locking structure of the front frame with a tongue structure, reducing the locking point design by 30%. 2. Use lightweight materials: The VW3620 model uses lightweight materials (AL) for the chassis and panel without compromising structural strength, achieving a weight reduction of 27.8% (weight reduced from 22.3kg to 16.1kg, a reduction of 6.2kg). 3. Product energy saving: The KX9980 reduces the single fan design, using only a cooling fan module, which decreases the main unit's output power consumption by 3.1% (original total power consumption 44.9W, actual power consumption 43.5W, reducing output power consumption by 1.4W). 	

Environmental Commitment

6.1 Environmental Sustainability Commitment

ATEN, as a global leader in digital information sharing, upholds the brand core spirit of "simplifying complexity to share technology," emphasizing care for "humanity and land." With the aim of "creating emotional connections between people and the environment, and people and the world," ATEN responds to industry trends and climate change issues by leveraging its R&D capabilities and the concept of green product design. The company takes environmentally friendly actions, continuously developing products that reduce energy resource consumption, and aspires to advance towards green, energy-saving, and environmentally friendly solutions that promote overall human well-being through innovative thinking and technology.

Global climate change has embedded environmental sustainability into ATEN's DNA. We commit to responding to climate change by continuously improving energy management, water resource management, pollution prevention, supplier environmental performance, green products, chemical substance management, compliance with environmental regulations, and controlling risks from external environmental impacts. We actively formulate effective mitigation and adaptation strategies and implement them, systematically managing and monitoring energy resources, with regular reviews by senior management, committing to continuous improvement and progress towards reduction targets.



Environmental Commitment

► Environmental Sustainability Management Policy

ATEN's environmental policy refers to the mission and belief in social responsibility and environmental protection. In the pursuit of maintaining the overall ecological environment and sustainable development, in addition to striving for technological enhancement and breakthroughs, we adopt a prudent attitude to comprehensively and actively promote the environmental management system and related activities, implement pollution prevention, create a good working environment, protect the physical and mental health of employees, fulfill legal responsibilities, social obligations, and corporate responsibilities for environmental protection. We adhere to the following commitments as the highest guiding principles for the company's environmental management decisions:

1. Implement Environmental Protection Laws and Regulations:

Execute checks on environmental protection-related laws and regulations, and comply with the requirements of regulatory agencies regarding environmental laws.

2. Utilize Resources Creatively:

Make good use of available resources, reduce wasteful behaviors, and lower environmental pollution and energy consumption.

3. Continuous Green Production:

Regular audits and reviews to ensure the effective implementation and continuous improvement of environmental policies, jointly maintaining a green global village.



► Sustainable Energy Management Policy

In order to fulfill corporate social responsibility, we are committed to energy conservation and carbon reduction, and comply with relevant regulations for environmental pollution prevention, green product design, and continuous improvement to achieve energy-saving benefits and goals. We uphold our commitment to environmental protection and continuously implement environmentally friendly practices as follows:

1. Regular Review Targets:

Regularly hold management review meetings to assess energy usage.

2. Improve Equipment Efficiency:

Conduct regular maintenance and seek more effective energy-saving improvement measures.

3. Procurement of Energy-Saving Products:

Prioritize the purchase of products with energy-saving labels, water-saving labels, Energy Star certification, and energy-saving facilities.

4. Enhance Employee Awareness:

Communicate and promote energy-saving concepts to all employees.



► Green Sustainable Product Policy

In response to the threats posed by environmentally harmful substances to the Earth and human health, global consumers and governments are paying attention to the development of this issue. In this regard, ATEN actively promotes green supply chain management, providing customers with green products free of harmful substances, which is our ongoing commitment and goal.

Environmental Commitment

➤ Code of Conduct for Social Responsibility

Environmental Protection: The company complies with national environmental protection regulations and manages the environment as follows:

1. Energy Management Reduction:

The energy used by the company is primarily supplied by Taiwan Power Company. In the past, we have long relied on process control methods to reduce energy consumption caused by process waiting. In recent years, we have increased efforts to promote energy-saving measures for process equipment, continuously replacing old chillers with new ones, such as the KLTW-200S-1RCH* 2 magnetic levitation chiller replacement project. The energy efficiency is rated at level one, enhancing the efficiency of air conditioning energy saving and optimizing process management plans. We continue to promote various energy-saving measures and management plans to reduce energy consumption and environmental impact.

2. Greenhouse Gas Management:

The company is committed to reducing energy consumption and greenhouse gas emissions. We have established an internal auditing mechanism based on the international standard ISO 14064-1 and actively conduct voluntary greenhouse gas emission audits. We continuously invest in energy-saving programs and improvements in energy utilization to minimize the overall environmental impact and achieve the goal of reducing carbon dioxide emissions.

3. Water Resource Conservation Management:

In addition to implementing water-saving measures internally, the company has replaced handwashing facilities with water-saving faucets marked with the "Water Saving Label." With the spirit of conserving resources, we continue to promote water-saving measures and advocate for water conservation awareness among employees. We also post "Save Water" slogans at faucet locations to remind employees to implement and cooperate in reducing water resource consumption. Additionally, we conduct environmental monitoring and management of wastewater discharge.

According to the provisions of Article 20, Paragraph 3, Article 22, and Article 31, Paragraph 1 of the Water Pollution Control Act, water quality is tested once a year, including items such as hydrogen ion concentration index pH value(6~9) , water temperature(<38) , suspended solids(<50) , chemical oxygen demand(<150) , biochemical oxygen demand(<50) , and coliform bacteria (CFU/100mL).The test results all meet the standards.

4. Raw Material Usage Management:

By collaborating with upstream and downstream supply chain partners, we aim to jointly reduce the various environmental impacts of our products, minimize the resources and pollutants consumed by our products, and strive to improve the efficiency of raw material usage while reducing the amount of materials required for packaging and shipping.

5. Hazardous Chemicals & Management of Harmful Substance Concentrations in the Work Environment

The company strictly adheres to occupational safety, health, and environmental regulations to prevent significant impacts on safety, health, and the environment that may arise during operations. This includes ensuring the procurement, use, storage, and labeling of hazardous chemicals, as well as annually outsourcing to qualified professional firms to monitor the concentrations of harmful substances in the air of the work environment.

6. Waste Recycling and Disposal:

The company's production operations primarily involve the assembly of electronic products, generating non-hazardous industrial waste such as tin dross, waste plastics, and mixed metals. These process wastes are uniformly collected and recycled by qualified professional disposal firms, which then create various recycled products for use in other industries.

7. Emissions Management

When the gases emitted by official vehicles enter the public parking area, the vehicles should be turned off as soon as possible to reduce emissions. Additionally, ventilation equipment such as fans and exhaust fans should be installed in the parking lot to enhance air circulation. Official vehicles must also undergo regular maintenance and inspection according to the regulations of the inspection station to ensure that emissions meet the standards. ATEN's manufacturing operations do not have fixed air pollution sources, and there are no emissions of nitrogen oxides (NOx), sulfur oxides (SOx), or other air pollutants, and the products do not use substances that harm the ozone layer (ODS).

8. Providing Eco-friendly Product Services

The company's approach to providing eco-friendly products and services involves leveraging research and development capabilities and the concept of green product design. This includes selecting materials, lightweight design, and maximizing performance to reduce heat generation, minimize equipment space, and save energy.

9. End of Product Life Cycle

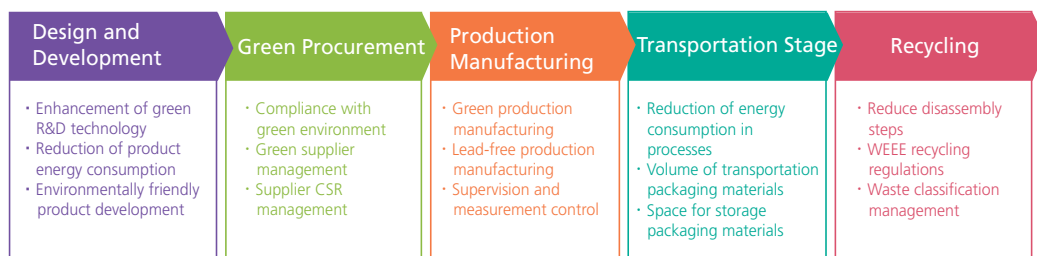
The company adopts a simplified structure for products and designs them for easy disassembly and recycling, using environmentally friendly materials, while taking on the manufacturer's responsibility for recycling to reduce negative impacts on the ecological environment.

Environmental Commitment

6.2 Green Sustainable Product Commitment

To maintain the ecological environment and implement corporate green responsibility, in addition to ensuring that products and operations comply with international standards such as the WEEE directive and environmental regulations, ATEN believes that effective source management is the primary factor in mitigating environmental impact. We insist that raw materials obtained from the green supply chain to the final disposal of products sold in the market comply with environmental regulations in various countries, adopt designs that are easy to recycle and environmentally friendly, and take on the manufacturer's responsibility for recycling products sold in the European Union, implementing various preventive green management measures to reduce the negative impact on the ecological environment during product design, production, and use.

Through the practical actions of developing environmentally friendly green products, we convey the green concept of ecological maintenance and caring for the Earth through a management platform of green design, green procurement, green production, and green education. We hope that the three parties—companies, employees, and suppliers—can jointly realize the green commitment.



➤ Product Hazardous Substance Management Measures

To fulfill our responsibilities as global citizens, we combine our core corporate values with management policies as follows:

- 1. Integrity and Pragmatism:** Purchase green raw materials and implement green production.
- 2. Respect and Care:** Promote environmental education, strengthen the environmental awareness and goals of all employees and supplier partners, and achieve the company's sustainable business objectives.
- 3. Optimistic and Proactive:** Comply with environmental regulations and customer requirements to become the best green product partner for customers.
- 4. Value Innovation:** Design green products that emphasize the absence of harmful substances.

➤ Comply with international product environmental regulations

ATEN continuously monitors international environmental regulations and customer environmental requirements to ensure that its production processes and products comply with international laws. This is achieved by periodically updating the regulations on the restriction of hazardous substances and establishing a "Hazardous Substance Restriction Management" project, which clearly defines the standards for the use of hazardous substances in products and the related environmental control requirements. This ensures that all products comply with various requirements, reflecting ATEN's commitment to corporate social responsibility.

Environmental Commitment

6.3 Climate change response and risk management assessment

Climate change impacts human life and the global ecological environment, making it a highly prioritized environmental issue for the international community. ATEN believes that businesses will inevitably be affected by climate change and should actively take on the responsibility of mitigation. In the "Environmental Sustainability, Energy Sustainability, and Green Sustainable Product Management Policy" approved by the Chairman, it is declared that responding to climate change is a responsibility of the company's sustainable operations.

By actively participating in various domestic environmental sustainability-related activities and understanding the concerns of stakeholders such as the government, investors, customers, and the general public regarding environmental issues, we identify the risks and opportunities associated with significant environmental issues. In the future, we will continue to pay attention to climate change trends and the government's response directions, comply with government environmental regulations, actively take environmentally friendly actions, and lead suppliers to jointly establish a green supply chain, thereby reducing the climate risks and impacts of corporate operations.



➤ TCFD Climate-related Financial Disclosures

Climate change is currently the most important issue, bringing not only environmental problems but also a common social issue for humanity. In 2022, ATEN referred to the climate-related financial disclosures (Recommendations of the Task Force on Climate-related Financial Disclosures, hereinafter referred to as TCFD) to analyze the financial impacts that climate change may bring and disclose future response strategies.

Governance

ATEN continues to focus on domestic and international sustainability and climate change-related issues to formulate specific sustainability policies. Through the "Sustainability Development Committee" and the ESG group, we assess the risks that climate change may bring and formulate relevant policies and mitigation plans, regularly reporting to the highest-level organization for sustainability management at ATEN, the "Sustainability Development Committee."

Strategy

The ATEN ESG group evaluates the risks and opportunities that climate change may bring, using a 10-year benchmark to assess the impacts on the company's operations and finances based on the timing and degree of impact. We seize opportunities by actively focusing on the potential benefits of greenhouse gas emissions, incorporating environmental impacts into product design to reduce carbon emissions at all stages. In terms of company operations, we continuously improve energy efficiency and install solar panels in available factory space to enhance the use of renewable energy.

Risk Management

ATEN follows the TCFD framework directives, with the ESG group discussing and completing climate risk identification and risk list establishment, reporting to the Sustainability Development Committee, and continuously monitoring and managing these risks.

Environmental Commitment

Transition Risks

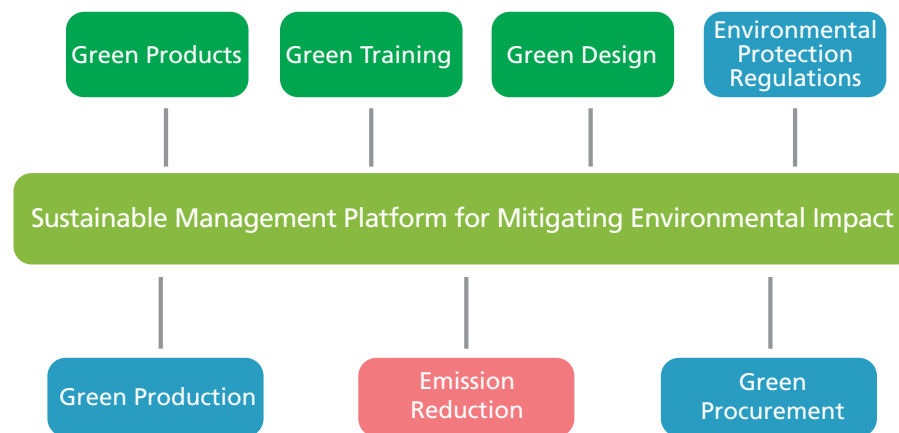
Category	Item	Risk Description	
Transition Risks	Carbon Tax/ Renewable Energy	Due to regulatory requirements, the company will need to pay for greenhouse gases generated during its operations. Additionally, adopting renewable energy to reduce greenhouse gas emissions will incur extra costs.	The company will actively enhance energy efficiency and install solar photovoltaic systems in its own facilities to reduce the amount of purchased renewable energy.
Transition Risks	Stakeholder Demands	If the company fails to take corresponding actions under the premise of sustainable development, it may affect the company's image and lead stakeholders to be unwilling to cooperate, potentially impacting the company's performance.	Continuously communicate with external parties about the company's operations and impact on sustainable development through sustainability reports and related platforms.
Transition Risks	Low-carbon alternatives for existing products and services	Under the international net-zero carbon emission goals, customers have begun to pay attention to low energy consumption when selecting products. If the company cannot provide relatively low-carbon products, it may potentially impact performance.	When designing products, consideration is given to the potential environmental impacts to reduce carbon emissions at all stages.
Physical risks	Flooding	Due to extreme weather effects such as heavy rainfall or rising sea levels, operational sites will face the risk of flooding, resulting in operational interruptions and related financial losses.	According to the disaster potential map analysis by the National Disaster Prevention and Rescue Center, the likelihood of flooding due to heavy rainfall affecting major operational sites in Taiwan is currently low. However, we will continue to monitor its impact in the future.
Physical risks	Rising average temperatures	Due to extreme weather effects leading to rising average temperatures, operational sites will use more electricity to supply air conditioning, which may cause financial impacts.	Based on the Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform under the scenario of RCP 8.5, it is analyzed that ATEN's major operational sites in Taiwan will see an increase in electricity usage due to rising temperatures. In line with the global trend towards net-zero emissions, ATEN will continue to improve the energy efficiency of air conditioning equipment.

Indicators and Targets

ATEN tracks key climate indicators, including: energy, carbon emissions, and water resources. It continuously reviews the potential environmental impacts and performance at each stage of the product life cycle, striving to improve every possible aspect of operations and business to make concrete contributions to environmental sustainability. For climate-related information of publicly listed companies, please refer to our company's 113th annual report, pages 48-51.

➤ Mitigating Environmental Impact

To effectively mitigate environmental impact, ATEN not only actively implements energy-saving and carbon-reduction measures but also continuously monitors various environmental issues and closely observes global climate change trends and environmental impacts. Through the "Sustainable Management Platform for Mitigating Environmental Impact," it regularly identifies risks related to climate change and implements energy-saving and carbon-reduction actions to mitigate climate change and environmental impacts. This is achieved through continuous monitoring and analysis, policy implementation, and the establishment of various standard procedures, as well as conducting regular environmental audits and reviews according to the annual plan to achieve energy-saving and carbon-reduction goals and reduce impacts on the environment and climate.



Environmental Commitment

6.4 Environmental sustainability management

ATEN regularly identifies climate change-related risks in accordance with the "Sustainable Management Platform for Mitigating Environmental Impact." It establishes operational response standards within the organization for environmental changes brought about by extreme weather and key factors that may affect operations. The company adopts a P-D-C-A (Plan-Do-Check-Act) cycle for routine management to achieve energy-saving and carbon reduction environmental goals.



➤ Environmental Management System Performance

ATEN introduced the ISO 14001 Environmental Management System in 2006 and obtained ISO certification in November 2017. 14001 :2015 Edition of Environmental Management System Certification, certificate valid from November 12,2023 to November 12, 2026.

Since 2010, we have promoted greenhouse gas inventory operations and established an internal inventory mechanism based on the ISO 14064-1:2018 greenhouse gas inventory standard. We actively conduct voluntary greenhouse gas emission inventories and engage in environmental management and related environmentally friendly activities. We continue to invest in energy-saving programs and enhance energy utilization to reduce the overall impact on the environment, implement pollution prevention, improve environmental performance, and raise employees' awareness of environmental protection. Through full participation and corporate commitment, we aim to achieve environmental protection and corporate sustainable development goals.

Environmental Commitment

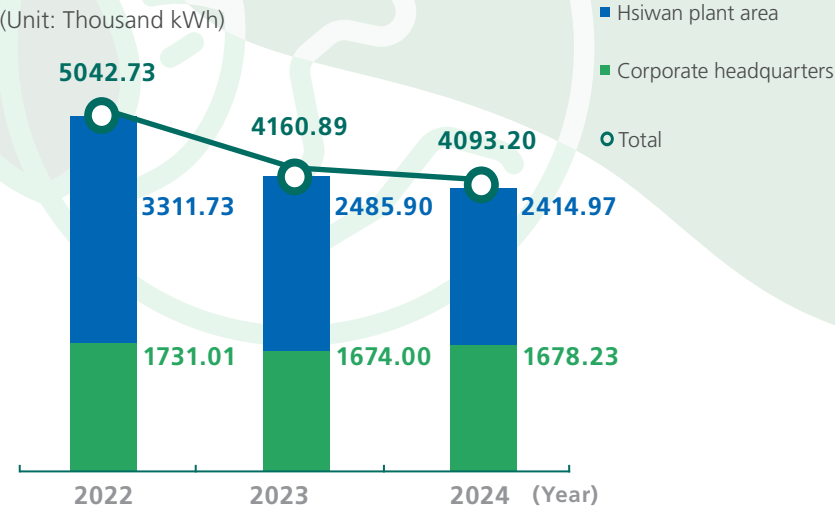
Energy Management Achievements

According to the energy monitoring and auditing results, ATEN primarily relies on energy supplied by Taiwan Power Company. In the past, the company has long used process control methods to reduce energy consumption caused by process waiting. In recent years, ATEN has intensified efforts to promote energy-saving measures for process equipment, continuously introduced energy-efficient air conditioning systems, and optimized process management plans. Through these initiatives, the company continues to implement various energy-saving measures and management plans to reduce energy consumption and minimize environmental impact.

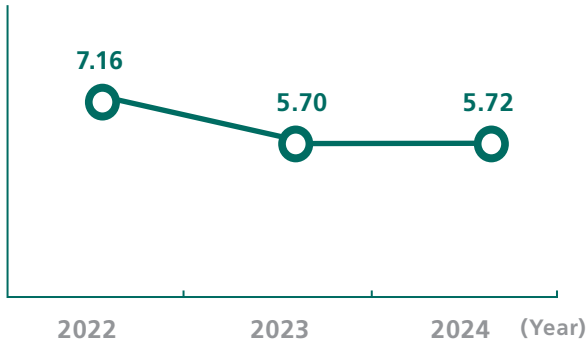
Strategies and Objectives	
Climate Change Mitigation	Make every effort to promote various energy-saving measures and management plans to reduce energy consumption and environmental impact.
Climate Change Adaptation	<div>1. Establish process control methods to reduce energy consumption caused by process waiting.</div> <div>2. Promote energy-saving process equipment and introduce energy-saving devices (T5 and LED lighting).</div> <div>3. Enhance performance management programs (air conditioning energy saving).</div> <div>- Increase chilled water temperature to reduce energy consumption for ice-making water.</div> <div>- Reset the main machine's start and stop times to start later and shut down earlier.</div> <div>4. In the current year, replace old air conditioning chilled water main units with KLTW-200S-1RCH * 2 magnetic levitation chilled water units, with energy efficiency rated at level one, now operational</div>
2024 Annual Performance	<div>1. In 2024, the total electricity consumption is 4093.20 thousand kilowatt-hours (equivalent to 14,735,524 million joules), continuously focusing on strengthening the monitoring of management programs.</div> <div>2. The electricity consumption intensity for 2024 is 5.72 (kWh / average number of employees), a decrease compared to the previous year, mainly due to improved air conditioning efficiency management.</div> <div>3. The carbon emission intensity for greenhouse gas emissions in 2024 is 0.84, a decrease from the previous year (metric tons CO2e / year / revenue in million NTD).</div> <div>4. The total water consumption for 2024 is 16,350.71 (which is 16.3507 million liters), an increase of 0.45% compared to the previous year. We will continue to promote water-saving measures and advocate for water conservation among employees.</div> <div>5. The per capita water-related carbon emission for 2024 is 3.57, an increase of 2.56% compared to the previous year (total average water consumption per person * per capita water-related carbon emission (KgCO2e)).</div> <div>6. The overall water intensity for 2024 is 4.66, a decrease of 3.65% compared to the previous year (overall water consumption / revenue in million NTD).</div> <div>7. The diesel consumption for generators is 378 liters (which is 13.667772 million joules) and the gasoline consumption for official vehicles is 1,834.67 liters (which is 58.408656 million joules).</div>

Note: 1. Energy consumption is calculated based on the Taiwan Power Company electricity bill (no renewable energy used in 2024).
2. One kilowatt-hour = 1 kW x 1 hour = 1,000 watts x 3,600 seconds = 3.6 x 10^6 joules.
3. One cubic meter of water = 1,000 liters = 0.001 million liters.
4. Fixed source diesel: 1 liter = 8,642 Kcal/L calories.
5. Mobile source gasoline: 1 liter = 7,609 Kcal/L calories.
6. 1 Calorie=4.18400 Joules

Headquarters/ Non-renewable energy electricity consumption in the Hsiwan plant area



Energy intensity
(Electricity consumption in thousand kWh/ Average number of employees)



Note: Energy intensity is the ratio of electricity consumed internally to the number of employees

Environmental Commitment

In ATEN's operations and production, although process water is not required, the awareness of climate change and global warming leading to the increasing scarcity of water resources is another significant environmental impact that humanity will soon face, in addition to energy conservation and carbon reduction. The headquarters and the Hsiwan plant obtain water entirely from a third-party water supply company, primarily for cooling towers, restaurants, and domestic washing and bathing. The total water intake for the headquarters and the Hsiwan plant is 16.35 million liters. Based on the protection of water resources and sustainable business operations, in addition to grasping information on water scarcity, the company implements water-saving measures internally. All handwashing facilities are equipped with "water-saving label" faucets, and in the spirit of resource conservation, the company continues to promote water-saving measures and advocates the concept of water conservation among employees.

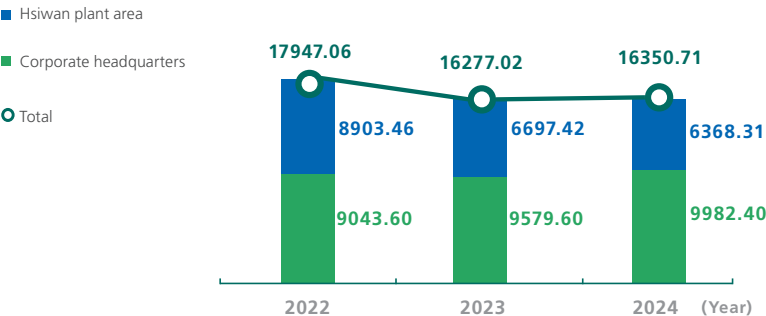
Water Pressure Area Assessment:

To further understand the water source pressure and water usage risks at each plant, ATEN utilizes the water risk assessment tool developed by the World Resources Institute (WRI) and aligns it with the water resource distribution situation in Taiwan, such as water source stability and regional supply-demand ratios. The assessment indicates that the ATEN plant in the Xizhi area is not classified as a high water risk area, but rather as a low-risk level.

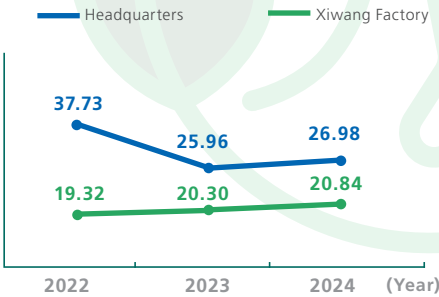
Taiwan-Xizhi Area (Evaluation Item)	WRI Water Scarcity Level	Water Source Stability	Regional Supply and Demand Ratio	Overall Risk Assessment
Risk Level (High, Medium, Low)	Low	Low	Low	Low

Water Sources: Xinshi Reservoir and Jade Water Reservoir

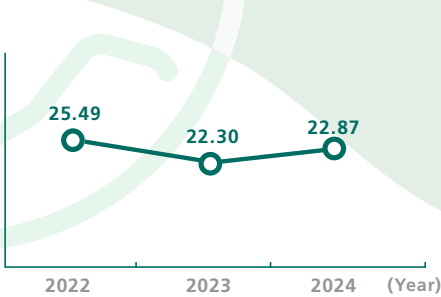
Total water consumption of each plant (degrees)



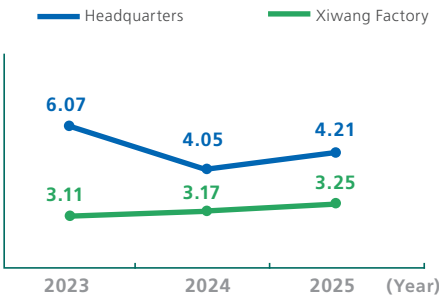
Average Water Usage per Person in Each Plant(Unit: Unit)



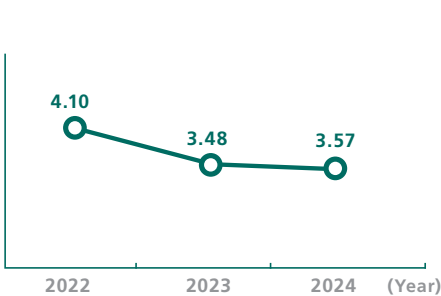
Overall Average Water Usage per Person(Unit: Unit)



CO2 Emission Equivalent per Person's Water Usage in Each Plant



Overall average water usage per personCO2 emission equivalent



Note1: The carbon emission benchmark uses the Taiwan Water Corporation's112 annual water usage to calculate the carbon dioxide equivalent emissions per unit of water, with the latest value being0.156kgCO2/ unit

Note2: The third-party water includes both tap water and reclaimed water, with the tap water provided by the local water company, sourced from surface water, and is freshwater (≤1,000 mg/L total dissolved solids).

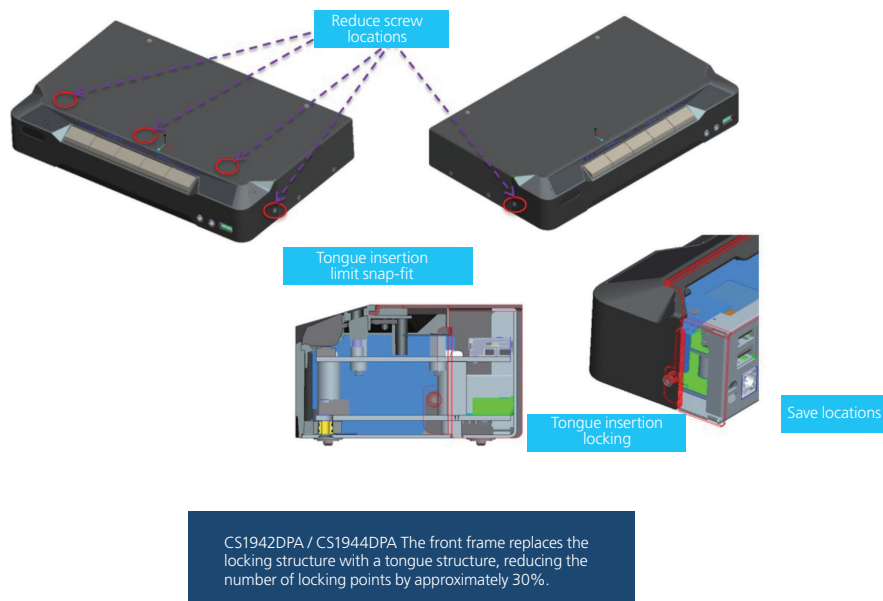
Environmental Commitment

➤6.4.3 Green Product Design

ATEN is a global leader in digital information sharing, having long innovated and developed various novel electronic information products. Based on core technology and the concept of green product design, the company adopts environmentally friendly actions through its research and development capabilities, continuously enhancing resource efficiency to achieve green product goals such as energy savings, improved product quality, reduced manufacturing costs, and shortened production line processing times.

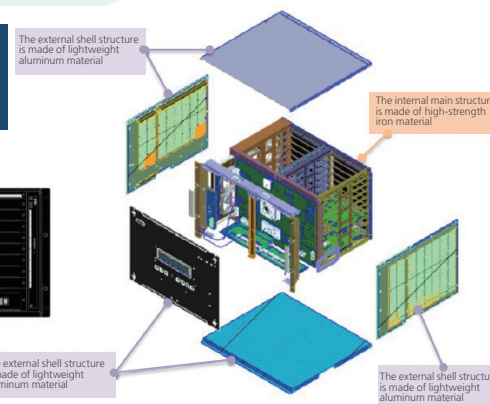
Green design "designing lightweight and high-performance products," involves research and development design across four major aspects: simplified product structure and easy disassembly design, material selection, product energy consumption, and environmental impact, which is our commitment to environmental protection.

*Simplified structure and easy disassembly design

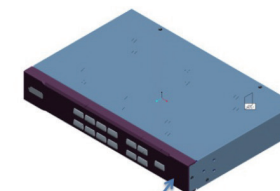


*Use of lightweight materials

VW3620 Model uses lightweight materials (AL) for the chassis and front panel without compromising structural strength, achieving a weight reduction of 27.8% (weight changed from 22.3kg to lightweight material (AL) 16.1kg, reducing weight by 6.2kg).



VE1843A Model uses lightweight materials (AL) for the top cover, which not only reduces weight by 4% but also has heat dissipation functionality (original iron top cover weight 240g, changed to lightweight material (AL) 230g, reducing weight by 10g).



VP2440 Model uses lightweight materials (AL) for the front panel, achieving a weight reduction of 66.5% (original front panel weight 242g changed to lightweight material (AL) 81g, reducing weight by 161g).

Environmental Commitment

*Energy-saving Products



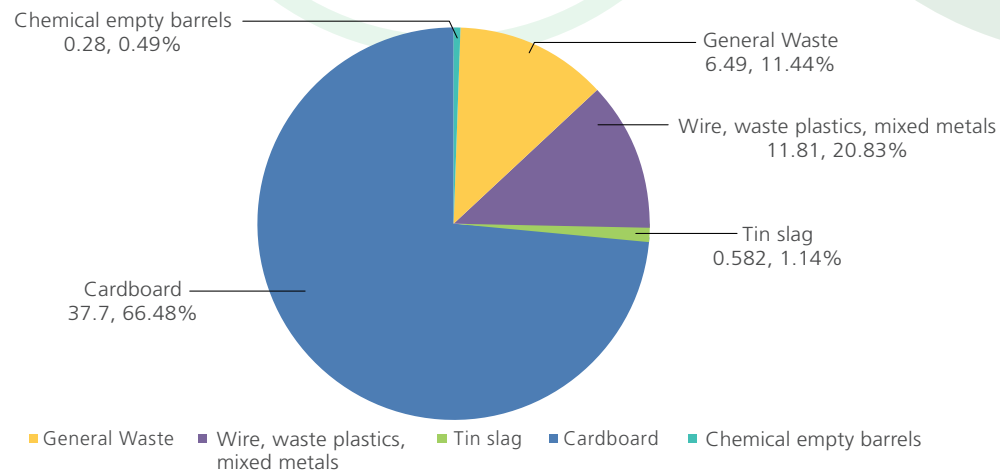
KX9980 Reduces single fan design, using only cooling fan module, reducing main unit output power 3.1% (Original total power consumption 44.9W, actual power consumption 43.5W, reduced output power 1.4W).

➤ Waste Management

Waste recycling management is ATEN's top priority for green production. In the face of a production model primarily focused on electronic product assembly and ensuring sustainable resource utilization and proper waste disposal, we continuously promote source reduction and in-house waste recycling. We prioritize in-house reuse (Reuse) to fully circulate raw materials and delay disposal as waste. Secondly, we utilize recycling (Recycle) for "material recovery," mainly for tin dross, which is directly recovered by suppliers and replaced with the same weight of tin bars. Additionally, we recycle and reuse cardboard boxes through "resource recover sales." For recovery (Recovery), non-hazardous industrial waste, such as wire, waste plastics, and mixed metals, is uniformly collected and recycled by qualified professional processing companies each year, and then remanufactured into various recycled products for use in other industries.

Flammable industrial waste C-0301 Waste liquid flash point below 60°C (excluding alcoholic waste with ethanol volume concentration below 24%) is uniformly collected and treated by qualified professional processing companies. General waste generated by employees and business activities is transported to the Bali Waste Incineration Plant for processing by a qualified professional company commissioned by the building management committee.

Weight (metric tons) and proportion of industrial waste & general waste



For a long time, ATEN has been committed to waste reduction initiatives. In addition to implementing awareness campaigns for all employees and strengthening production waste management, we have clearly marked waste classification signs within the factory and promoted proper waste sorting activities, which are part of our daily management practices.

Environmental Commitment

➤ Delivering friendly environmental knowledge

ATEN continues to promote energy-saving, carbon reduction, and environmental protection concepts, providing education and advocacy for all employees internally and incorporating relevant environmental protection and management into the mandatory training curriculum for new employees. This is combined with the company's internal online learning platform. (e-learning) To strengthen employees' awareness of environmental protection, enhance their motivation for eco-friendly actions, and post energy-saving and environmental protection slogans and activity promotion posters on various public bulletin boards, restrooms, elevator cabins, and internal websites, thereby improving employees' concepts of environmental protection and energy saving, and reinforcing their awareness of environmental protection, allowing them to understand the company's environmental actions and deeply instill the concept of environmental protection in their work and daily lives.



Externally, ATEN actively promotes green supply chain management, leveraging its corporate influence to collaborate with suppliers in establishing environmental and health standards. It requires suppliers to implement waste recycling and reduction, control sources of environmental impact, and enhance suppliers' awareness of environmental protection through the sharing of environmental information, while ensuring compliance with regulations on restricted substances.

Environmental Commitment

6.5 Greenhouse Gas Inventory Management

ATEN adopts a prudent approach to comprehensively and actively promote environmental management and related activities, having introduced ISO in 2006. 14001 Environmental management system, through practical actions to comply In accordance with relevant government environmental laws and regulations, we also implement pollution prevention, enhance environmental performance, and promote environmental awareness among our colleagues; furthermore Since 2010, we have been promoting greenhouse gas inventory operations, while establishing an internal inventory mechanism based on the international standard ISO 14064-1:2018. We actively conduct voluntary greenhouse gas emission inventory operations and continuously invest in energy-saving programs and energy utilization improvements to reduce the overall environmental impact. We aim to pass ISO greenhouse gas third-party verification by 2024. Through the participation of all employees and corporate commitment, we achieve the goals of environmental protection and corporate sustainability.



Risk considerations	
Legal requirements	Other requirements
<ul style="list-style-type: none">Greenhouse Gas Reduction and Management ActGreenhouse Gas Inventory	<ul style="list-style-type: none">Stakeholder requirements (including government, investors, customers, employees, and the general public, etc.)Green supply chain in response to climate change
2024 Management Measures for the Year <ol style="list-style-type: none">Greenhouse Gas Risk Monitoring Team: Monitor the usage of energy resources and reduce carbon emissions and environmental impact risks.Energy Saving and Carbon Reduction Project Implementation: Improve energy efficiency and reduce energy consumption.Promote data inventory.Obtain ISO 14064-1:2018 Greenhouse Gas Inventory (Verified by a third party).Communicate greenhouse gas information on carbon reduction and emissions, and share results with suppliers.	

➤ Greenhouse gas inventory

In accordance with the requirements of international standards, ATEN has been promoting voluntary greenhouse gas (GHG) inventory operations since 2010. An internal inventory mechanism has been established based on the ISO 14064-1:2018 international standard, and for seven consecutive years, the emissions have been verified by the third party BV (Bureau Veritas Group), effectively demonstrating the organization's actions.

ATEN (corporate headquarters + Xizhi plant) defines the boundary for greenhouse gas

inventory based on the ISO 14064-1:2018 international standard and the Greenhouse Gas Inventory Protocol (GHG Protocol). The principles for setting organizational boundaries are defined, and the operational control approach is used to aggregate facility-level greenhouse gas emissions and removals. The actual operational control scope of ATEN Co., Ltd. from January 1, 2024, to December 31, 2024, is the defined boundary.

Address:

City	Region	Street	Building Number	Floor
New Taipei City	Xizhi District	Section 2, Datong Road	125,127,129,131,133,135,137,139,141,143,145,147,149	3~6 Floors
New Taipei City	Xizhi District	30 Lane, New Jiangbei Road	17, 20	-

Greenhouse Gas Emission Source Identification Summary

Category 1 (Direct Greenhouse Gas Emissions)	Category 2& Category 4 (Energy Indirect Greenhouse Gas Emissions)
<ul style="list-style-type: none">Transportation of raw materials, products, and employee commutingCarbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, hexafluorine, trifluoride, such as gasoline and diesel, etc.Sources of diffuse greenhouse gas emissions: such as septic tanks, refrigerants, etc.	Purchased electricity/ production-related external energy (electricity and fuel consumption), but not including greenhouse gas emissions inCategory 1 and 2.

Note1: Category 1, Category 2, and the calculation types of greenhouse gas emissions include the following greenhouse gases: Carbon dioxide(CO2), Methane(CH4), Nitrous oxide(N2O),Hydrofluorocarbons(HFCs), Perfluorocarbons(PFCs), Sulfur hexafluoride (SF6), and Nitrogen trifluoride (NF3).

Environmental Commitment

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 hexafl oride, nitrogen trifluoride, such as gasoline and diesel, etc.
- Indirect greenhouse gas emissions(Category 2) : Carbon dioxide
- Indirect greenhouse gas emissions (Category 4): Carbon dioxide

The principles for assessing significant indirect greenhouse gas emission sources

Our company identifies indirect greenhouse gas emission sources in categories 2 to 6 based on the classification of ISO 14064-1:2018, scores the identified indirect emission sources according to the assessment principles, and confirms the final significant indirect greenhouse gas emission sources through internal discussions.

If there are no identifiable indirect greenhouse gas emission source items in that subclass, write "none," and no further scoring is required. If there are identifiable items in that subclass, list the greenhouse gas emission source items in order, then proceed with the scoring process. The indirect greenhouse gas emission score is obtained by averaging the scores of each item, and those with scores greater than or equal to the significance threshold of 350 points are classified as significant indirect emission sources. The significant indirect emission sources are confirmed through discussions regarding the items and content included in the calculations. The scoring items and weights include regulatory requirements 30%, activity data or ease of acquisition 20%, customer requirements 30%, and the proportion of emissions 20%.

The result of the significance assessment for indirect emissions from electricity input is 440 points. After internal discussions, electricity input is confirmed as a major indirect emission source, and electricity bills are collected for statistics.

The principles for quantifying greenhouse gases calculate the emissions from each greenhouse gas emission source, primarily using the "emission factor method." The emissions of various greenhouse gases are unitized into metric tons or weight and volume units based on their sources. The emission sources are calculated according to the "Greenhouse Gas Inventory Registration Form 3.0.0 (Revised)" method, and the emission factors are referenced for calculating greenhouse gas emissions. After selecting the emission factors, all calculation results are converted into CO2e (carbon dioxide equivalent) based on the global warming potential (GWP) of various greenhouse gases announced in 2023, with the unit being metric tons/year.

According to the requirements of ISO 14064-1:2018, our company's operational boundary covers direct greenhouse gas emission sources (Category 1) and energy indirect greenhouse gas emission sources (Category 2). The total greenhouse gas emissions for 2024 are 2,900.6612 metric tons CO2e. The total emissions for each category and the seven major greenhouse gases are shown in the table below:

2024 Total annual greenhouse gas emissions

- Greenhouse gas emission inventory period: 2024/1/1 ~ 2024/12/31
- Greenhouse gas emissions total category one + category two: 2,900.6612 metric tons of carbon dioxide equivalent, including:
 - Direct greenhouse gas emissions (Category 1): 960.4839 metric tons of CO2 equivalent
 - Indirect greenhouse gas emissions from energy (Category 2): 1,940.1773 metric tons of carbon dioxide equivalent
- Purchased energy related electricity and oil(Category 4) : 398.2685 metric tons of carbon dioxide equivalent

► Disclosure of greenhouse gas information:

ATEN adopts an open attitude by disclosing information related to corporate greenhouse gas emissions and environmental data through the company's online platform. Since 2010, it has established a voluntary greenhouse gas inventory system.

2015 In the first year, it passed the verification of ISO14064-1, disclosing the company's greenhouse gas inventory information annually, and continues to do so.

Invest in energy-saving programs and improve energy utilization, 2024 year through international third-party verification.

Emission Source Category	2022 (Base Year)	2023	2024
Purchased Electricity	2566.7519	2055.4773	1940.1631
Mobile Combustion	3.9913	3.3071	3.7010
Stationary Combustion	0.1042	0	0.9851
Non-standard fuel combustion& dissipation (refrigerant)	8.926	42.9896	952.4522
Non-standard fuel combustion& dissipation(septic tank)	56.9725	65.7352	63.0986
Production related to purchased energy (electricity and oil consumption)	444.7691	404.8541	398.2655
Summary	3081.515	2572.3633	3358.6655

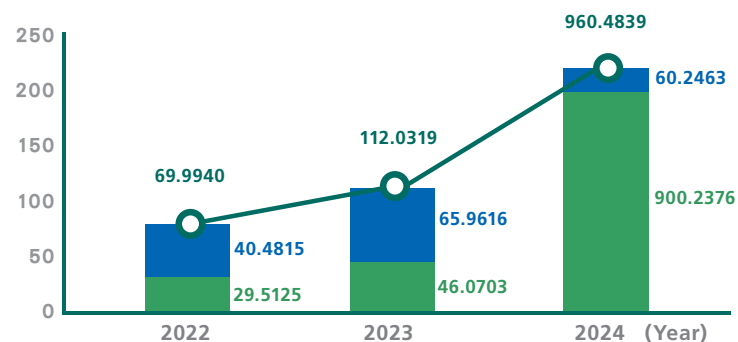
(Unit: Metric tonsCO2e/ Year)

Environmental Commitment

ATEN (including headquarters and the Hsinchu plant) historical carbon emissions, disclosed by category one and category two as shown in the table below:

[Category One Greenhouse Gas Emissions]

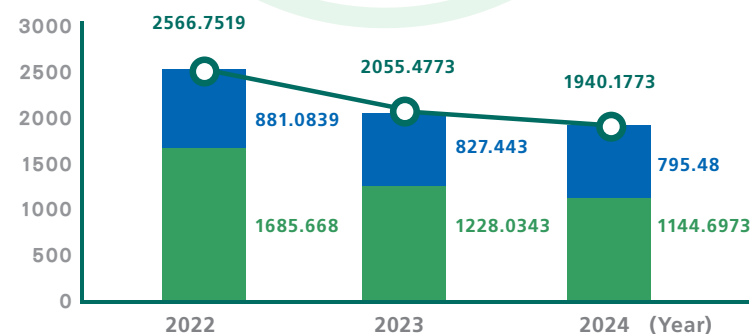
Carbon Dioxide Equivalent
(Metric Tons)



■ Greenhouse Gas Emissions of the Headquarters ■ Greenhouse Gas Emissions of the Hsiwan Plant

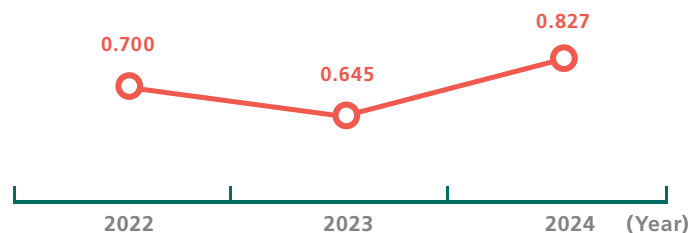
[Category Two Greenhouse Gas Emissions (Location-Based Calculation)]

Carbon Dioxide Equivalent
(Metric Tons)



■ Greenhouse Gas Emissions of the Headquarters ■ Greenhouse Gas Emissions of the Hsiwan Plant

[Greenhouse Gas Emission Intensity]



Category one and category two emissions/ individual financial report revenue(million NTD)

PS. The replacement of the old air conditioning chiller units at the Ximan plant this year involved the replacement of KLTW-200S-1RCH * 2 magnetic levitation chillers, which used R-134a refrigerant, resulting in an overall increase in greenhouse gas emissions compared to the previous year.



ch7

Supply Chain Management

7.1 ATEN Supply Chain Management

**7.2 Sustainable Supply Chain Management
Guidelines**

7.3 Supply Chain Management Performance

**7.4 Sustainable Supply Chain Co-Growth
Program**




Supply Chain Management

Material Topics

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

➤ The significance of supply chain management to ATEN and ATEN's main contributions to the SDGs.

ATEN upholds its core corporate values and builds new partnerships with suppliers with a sustainable attitude. We clearly understand that collaborating with suppliers is a key factor in promoting the achievement of sustainability goals, continuously enhancing suppliers' awareness of social responsibility, and gradually achieving sustainable development directions and goals. ATEN will continue to leverage our influence to promote corporate sustainability concepts and practices throughout the supply chain.

	Achieve harmless environmental management of chemicals and all waste throughout their lifecycle, significantly reducing their discharge into the atmosphere and the likelihood of leakage into water and soil, and minimizing their negative impact on human health and the environment as much as possible. [Corresponding SDGs Details:12.4]
	To reduce the risk of raw material supply interruptions, suppliers are required to provide a safe and healthy working environment and mitigate the impacts of climate change. Through on-site evaluation mechanisms, we ensure that suppliers' working environments, environmental impact source control, waste management, regulatory compliance, and greenhouse gas management are all on track, enhancing suppliers' green sustainability capabilities. [Corresponding SDGs Details:13.3]
	To ensure equal rights to work regardless of gender and to uphold the spirit of the constitution in eliminating gender discrimination and promoting substantial gender equality, ATEN actively exerts influence through the supply chain. In the management strategy of the supply chain, in addition to formulating various sustainability clauses and standards, we actively communicate with suppliers and incorporate relevant regulations into evaluation items. We also integrate this with procurement, establishing corresponding management mechanisms and risk identification for different types of suppliers. Through comprehensive and continuously deepening supply chain management, we practice corporate social responsibility together with suppliers. [Corresponding SDGs Details:5.c]

Supply Chain Management

➤Green Supply, Sustainable Commitment

To maintain the ecological environment and implement corporate green responsibility, in addition to ensuring that products and operations comply with international environmental protection regulations, ATEN believes that effective source management is the primary factor in mitigating environmental impacts. We insist that raw materials obtained from the green supply chain to the final disposal of products comply with environmental protection regulations in various countries, adopting designs that are easy to recycle and environmentally friendly. Products sold in the European Union are subject to the manufacturer's recycling responsibility, and we implement various preventive green management measures to reduce negative impacts on the ecological environment during product design, production, and usage processes.

Through practical actions in developing environmentally friendly green products, we convey the green concept of ecological maintenance and caring for the Earth through a management platform of green design, green procurement, green production, and green education. We hope that enterprises, employees, and supplier partners can jointly realize the green commitment.

➤Responsible Units

ATEN Sustainable Development Committee - Green Operations Team

➤Management Mechanism

Corporate Sustainability (Plan)	Supplier Planning and Evaluation
Risk Assessment and Control (Do)	Source Risk Control
Audit Confirmation (Check)	Audit of the Implementation Level of Corporate Sustainability
Take Action (Action)	Including deadlines for improvement and termination of procurement contracts

➤Commitment, Action, and Goals

Commitment	2024 Annual target items	2024 Annual Implementation Results	Future Goals and Actions
Implementation of a Green Sustainable Supplier Evaluation System	For the evaluation of new suppliers, in addition to quality-related system management, evaluation items also include ensuring the safety of the supplier's working environment, greenhouse gas management, respect for human rights, prohibition of child labor, conflict mineral management, and compliance with EU regulations, etc....	2024 There are a total of 22 new suppliers, targeting on-site evaluations (environmental aspects, social Meeting) Co-executed 2 companies: including processing outsourcing and key component manufacturers.	Practicing corporate social responsibility together with suppliers (Responsible Business Alliance Code of Conduct).
Qualified suppliers are evaluated monthly	Quality control conducts monthly evaluations of suppliers' delivery performance.	There are 3 manufacturers at C and D levels. Issued external contact forms for improvement and guidance. After improvement guidance, subsequent supplier evaluations are at A, B, and C levels.	
Management of hazardous substances and supplier advocacy and investigation RoHS EU Directive & REACH regulation updates	Through irregular regulatory updates, email investigations are conducted to ensure suppliers comply with international environmental regulations.	Survey of existing suppliers and new suppliers REACH SVHC 240 items Compliance rate of suppliers meeting regulatory requirements 100%.	

Supply Chain Management

7.1 ATEN Supply Chain Management

Our suppliers consist of various manufacturers of raw materials, materials, and electronic components, including chips, converters, connectors, PC boards, product enclosures (metal, plastic, etc.), wires, electronic components, packaging materials, and other materials. With a partnership attitude towards suppliers, we continuously enhance their awareness of social responsibility, including issues of environmental and ethical management. We invite manufacturers to respond to global sustainability policies together, gradually achieving sustainable development directions and goals. ATEN has also added corporate social responsibility and environmental health and safety evaluation items in the "Supplier Evaluation Procedure Standard Operating Procedures" to continuously encourage suppliers to fulfill their corporate responsibilities and comply with international environmental regulations and customer requirements. Through our influence, we promote relevant concepts and practices throughout the upstream and downstream supply chain.

7.2 Sustainable Supply Chain Management Guidelines

To implement a deeper recognition of suppliers' corporate social responsibility, ATEN introduces the ISO international standard management system for "energy saving and carbon reduction." In the supplier risk assessment and control mechanism, "social participation" and "gender equality" are used as influencing factors for risk assessment. We hope to effectively control procurement quality and costs through ATEN's corporate social responsibility influence, gradually enhancing and emphasizing suppliers' performance in areas such as human rights and labor conditions, health and safety, environmental protection, regulatory compliance, and business ethics.

Risk Assessment Identification Mechanism

Type	Regularly	Irregular
Frequency	Monthly& Semi-annually	Irregular (On-site audits and visits)
Evaluation Level	A Level: $90 \leq \text{Score} \leq 100$ B Level: $75 \leq \text{Score} < 90$ C Level: $60 \leq \text{Score} < 75$ D Level: $\text{Score} < 60$	A Level: $90 \leq \text{Score} \leq 100$ B Level: $75 \leq \text{Score} < 90$ C Level: $60 \leq \text{Score} < 75$ D Level: $\text{Score} < 60$

> Supply Chain Management Strategy

In order to effectively enhance the sustainability awareness of suppliers and ensure that the services and products provided by suppliers meet ATEN's "Supply Chain Management Standards" and requirements, the process planning for supply chain management strategies is as follows:



First, the newly introduced suppliers will be systematically identified as key suppliers based on their industry. Through deepened management and mechanisms for assessing and controlling supplier risks related to quality and systems, development and equipment, production and capacity, operations and services, as well as environment and hygiene, we aim to continuously improve the depth and implementation of management. We hope to create a win-win situation with suppliers while balancing corporate profits and corporate social responsibility.

Supply Chain Management

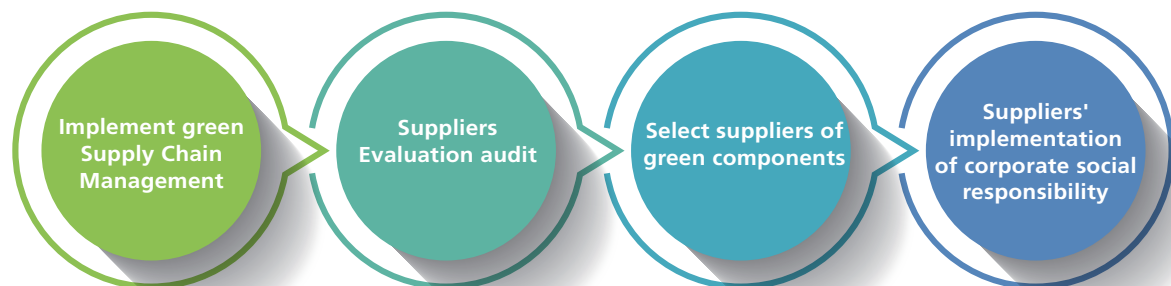
7.3 Supply Chain Management Performance

ATEN adopts a sustainable approach to deepen the auditing of various suppliers through regular and irregular on-site audits and visits, enhancing suppliers' awareness of social responsibility. By conducting on-site audits and interviews, ATEN gains a clearer understanding of suppliers' knowledge of sustainability-related regulations and shares its core values and business philosophy, assisting suppliers in integrating these concepts into their corporate culture, and growing together with them.

Supplier Management Performance	Implementation Practices	Achieved Performance
Enhance on-site evaluations and identify new suppliers' awareness of social responsibility	Evaluation items added: "Contributions to social participation," "Gender equality and anti-sexual harassment policies," "Energy conservation, carbon reduction, and greenhouse gas inventory"	100%
Implement supplier evaluation system	Green / Sustainable Supplier Risk Assessment: Based on the ISO document supplier management procedures (QP-024) and supplier evaluation methods (QI-008), conduct on-site and written green risk assessments of suppliers, ensuring a safe working environment, respect and dignity for employees, environmentally friendly business operations, and adherence to ethical standards.	100%
New suppliers comply with international environmental regulations	International environmental regulations update: Directive 2011/65/EU & (EU)2015/863 RoHS 2.0 , REACH SVHC240 items	100%
Implement supplier operational procedures	For suppliers identified with violations of quality, environmental, and corporate social responsibility concerns, they are required to improve within a specified period, submit a written report, and accept periodic audits and guidance.	100%

7.4 Sustainable Supply Chain Co-Growth Program

Facing the threat of harmful substances to the earth and human health, global consumers and governments are paying attention to the development of this issue. In response, ATEN actively promotes green supply chain management, implements corporate green responsibility, and actively promotes green environmental management systems. In addition to ensuring that products and operations comply with environmental regulations, we are committed to providing customers with green products free of harmful substances from green supply chain raw materials, which is our ongoing goal and commitment.



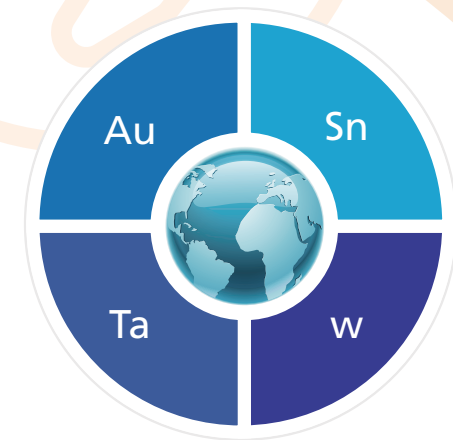
Supply Chain Management

➤ Procurement of Non-Conflict Mineral Raw Materials

Based on the practice of corporate social responsibility and international justice, ATEN adheres to the “Three No’s” principle: “Do not support,” “Do not accept,” and “Do not use” metals sourced from the Democratic Republic of the Congo (hereinafter referred to as Congo) and its surrounding countries and regions that are associated with armed conflict, illegal mining, and poor working conditions. For commonly used metals such as gold, tantalum, tungsten, and tin, ATEN will comply with the Responsible Business Alliance (RBA) Code of Conduct and the GeSI Conflict Minerals Reporting Template to standardize self-management practices and make commitments to customers.

ATEN's expectations for suppliers include the following requirements:

- Suppliers are required to conduct reasonable due diligence on their supply chains to ensure that the materials provided to ATEN do not contain conflict minerals.
- Suppliers of ATEN must immediately inform ATEN if any conflict minerals are used in the items supplied to ATEN.
- Suppliers are expected to align their supply chains with customer needs and the practice of international justice, gaining a deeper understanding of their suppliers' management of conflict minerals, and conducting investigations in accordance with the RBA Code of Conduct and the GeSI Conflict Minerals Reporting Template.



➤ Conveying Corporate Core Values

ATEN's corporate core values of "Integrity and Practicality," "Respect and Care," "Optimism and Positivity," and "Value Innovation" are promoted through sustainable supply chain management principles and strategies, enhancing suppliers' awareness of corporate social responsibility and conveying the concept of sustainable behavior standards for suppliers. It is expected that suppliers will comply with relevant management systems and codes of conduct regarding labor, health and safety, environment, and ethics.

➤ Protecting Environmental Sustainability and Expanding Green Influence

Suppliers are important partners for ATEN in promoting sustainable development. Since 2017, the company has invited suppliers to participate in the Fulong Beach Clean-up event. Although the number of volunteers required for the event is limited, preventing us from inviting all suppliers to join, this idea of starting small has received enthusiastic responses from the invited suppliers. It reassures us that ATEN will not be alone on the path of continuous promotion and gives us confidence that this positive concept will continue to spread, allowing more businesses, organizations, or individuals to join in protecting the environment and fulfilling ATEN's commitment to environmental sustainability. In the 2024 beach clean-up event, a total of 97 participants were involved, and the waste collected amounted to 267.3 kilograms.



Ch8

Customer Satisfaction Service

8.1 Comprehensive 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 Data Security and Customer Privacy Protection

Customer Satisfaction Service

Material Topics

Service Quality, Customer Partnership

➤ [Response to SDGs]

17 全球夥伴



Successful brand promotion must be built on customer satisfaction and the achievement of optimal performance through professional services. Starting from the customer's perspective, we tailor innovative value and competitive energy in product combinations and service platforms, while providing comprehensive education and training.

➤ Responsible Units

Global Customer Service Department, Quality Assurance Department

➤ Management Mechanism

Since its launch of the own brand ATEN in 1991, the company understands the challenges of global brand promotion. Successful brand promotion must be based on customer satisfaction and the achievement of optimal performance through professional services. In a competitive environment where B2B is the main business model, it is essential not only to know where ATEN's customers are but also to understand their needs and how those needs can be met. Since 2016, the company has conducted a series of customer interviews in one selected country in Asia and Europe for the Pro AV professional audio-visual product line. With the assistance of professional brand consultants, ATEN has set aside past burdens and existing biases to simply listen to the voices of current and potential future customers regarding products, services, marketing, brand positioning, and other aspects. After statistical analysis, the most important concerns of customers were organized into meaningful MOT (Moment of Truth). In 2017, the company expanded its product line to KVM multi-computer switches, understanding and discussing MOTs from different product lines, starting from the customer's perspective. After fully understanding customer needs, we tailored innovative value and competitive energy in product combinations and service platforms. In 2018, we provided comprehensive online product knowledge technical training, systematically introducing the technical knowledge, product specifications and features, and market application examples of ATEN's various product lines, and held physical training courses for the entire product line at the headquarters for global subsidiaries. Starting in 2023, global subsidiary technical support staff are required to complete KVM9, ProAV5, and Control System, totaling 3 levels of technical certification and training, to cultivate a more comprehensive and professional technical solution capability among technical staff.

ATEN is committed to providing higher quality customer satisfaction, which is the key to our success.

Customer Satisfaction Service

Commitment, Action, and Goals

Commitment	2024 Annual target items	2024 Annual Implementation Results	Future Goals and Actions
<ul style="list-style-type: none"> Execute the "Global Customer After-Sales Service Satisfaction Survey" Product knowledge education and training 	<ol style="list-style-type: none"> Global Customer After-Sales Service Satisfaction Survey Production of online courses for product education and technical certification training Held 	<ol style="list-style-type: none"> Achieve over 90% in the 2024 Global Customer After-Sales Service Satisfaction Survey Launch KVM online education training in both Chinese and English based on different course orientations in 2024 	<ol style="list-style-type: none"> Continue conducting customer after-sales service satisfaction surveys to serve as a direction for future efforts Update online education training courses according to the company's product development schedule



Global Customer Service Mission:
Committed to providing excellent global service operations, optimal service quality, and customer satisfaction.

Customer Satisfaction Service

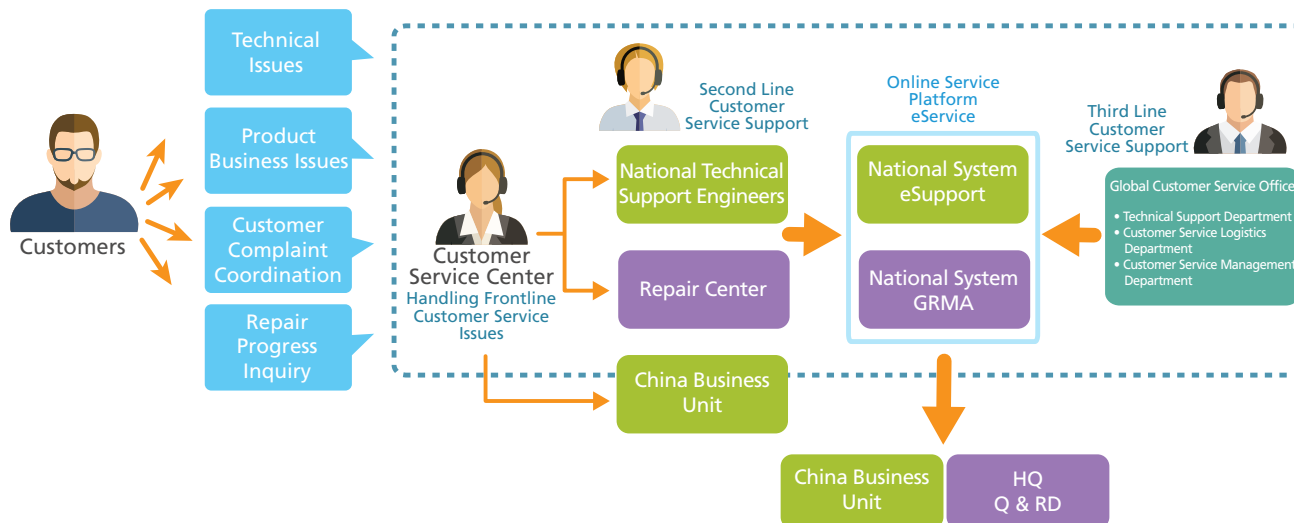
8.1 Complete Customer Service System

Under the established policy of globalization, ATEN's customer service network spans overseas locations, with the establishment of a "Global Customer Service Center" at the headquarters to integrate all customer service resources, ensuring the timeliness and professionalism of customer service, sustaining customer relationships, and enhancing customer satisfaction.

The specific service system description is as follows:

➤ Customer Service Hotline

To allow customers to immediately express their needs and receive prompt support, a customer hotline system has been established, providing 0800 dedicated lines, technical hotlines, and other customer services, with professional technicians communicating directly with customers to assist in resolving issues. To provide better local service in the Chinese market, the "China Customer Service Center" was also established in 2014, offering a 400-810-0-810 hotline (400-ATEN-love-ATEN). Starting from 2017, in addition to the after-sales service window, a dedicated service for pre-sales product consultation was added. The "China Customer Service Center" is positioned as a technical service platform for end users and a marketing function platform, implementing and strictly enforcing the "first inquiry responsibility system" and "customer issue classification and tiered handling" regulations to ensure that customer needs are responded to and resolved in the shortest time possible.



Customer Satisfaction Service

➤Online service platform eService

The single-entry online service platform eService (<http://eservice.aten.com>) provides convenient, immediate, comprehensive, and time-zone-free after-sales service for customers worldwide in different languages. eService platform consolidates the following functions:

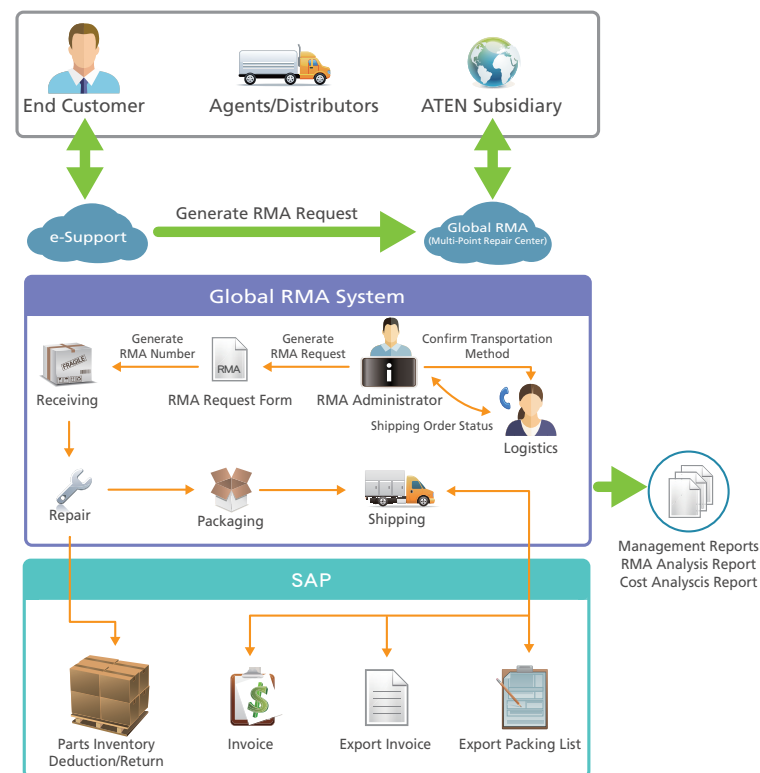
Online technical support service eSupport

When global customers encounter product-related issues that require service, technicians can communicate directly with customers through the eSupport online platform, effectively assisting global customers in resolving technical problems, eliminating obstacles, and providing necessary information. Each inquiry case will ultimately be recorded on the eSupport platform for future tracking. Important issues will also be documented as FAQ (Frequently Asked Questions) or integrated into the knowledge base, which can be queried and shared on the eService platform, and can also be found on the search platform. Starting from 2018, in addition to text-based FAQ, instructional videos on common installation and operation issues have been gradually added to the eService platform.



Online Repair Service Global-RMA System

Customers can fill out an application form online for repair services. Professional RMA (Return Material Authorization) personnel will take the order and provide an RMA number and shipping address. Through the online records, customers can obtain warranty information for the product and real-time updates on the repair process, as well as check past repair records. Additionally, customers can provide feedback on satisfaction survey results via the link in the repair report. This complete RMA operation process system can consolidate repair records from global locations and report them monthly in major quality meetings through the CFR Report, providing feedback to relevant units to further monitor product quality and suggest improvement measures.



Customer Satisfaction Service

Customer Frequently Asked Questions FAQ

As of 2022, there are a total of seven languages (English, Traditional Chinese, Simplified Chinese, Japanese, Korean, German, Russian) with over 12,000 FAQs available on the eService platform for customer inquiries, among which the English version FAQ has more than 3400 entries, and the average monthly FAQ webpage views are around 30,000, indicating that this service is widely used by customers, and shows that many customers globally will thus enhance their familiarity with product operations, which is an economically beneficial practice for both ATEN and its customers. ATEN will continue to strive to provide a more comprehensive FAQ to meet customers' self-service needs.

Partner Center

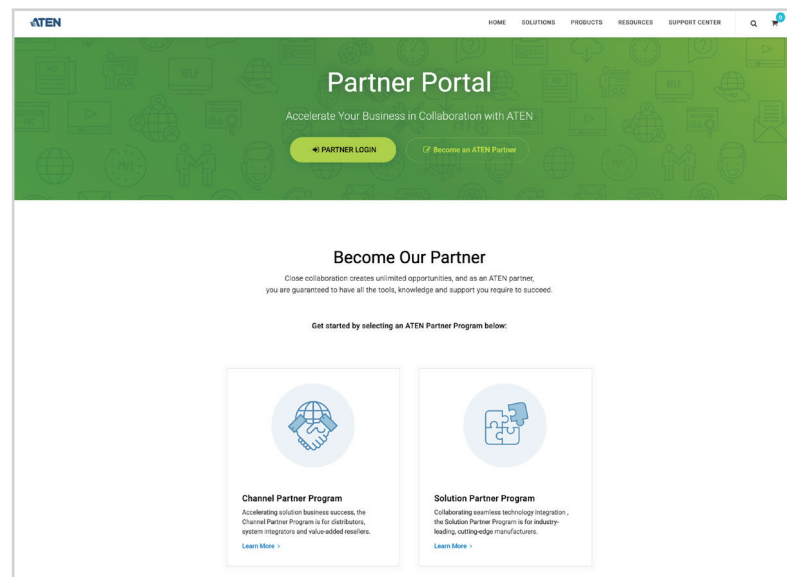
ATEN has established a dedicated information sharing platform for distributor partners, providing the most up-to-date market intelligence and product information. This allows global distributor partners to utilize the resources within the sharing platform to assist in delivering the highest quality service to end customers.

> Global RMA Repair Service System Architecture

Comprehensive after-sales service and product warranty

To provide nearby and prompt after-sales service to customers in various regions worldwide, ATEN has set up global customer service units at its headquarters in Taiwan and at each overseas subsidiary, divided into two main units: "Technical Support" and "RMA." When customers encounter issues with product usage, they can seek assistance through the customer service system, and their inquiries will be promptly addressed by professional engineers from the technical support team. If a customer's product is diagnosed by a technical support engineer as needing repair, it can be immediately sent back to technical support locations worldwide for inspection and repair by RMA engineers.

ATEN products offer a 2-year warranty service, with a premium 3-year warranty service for A+ models, and enhancing localized support for after-sales service is a key direction for improving customer satisfaction and promoting the global brand.

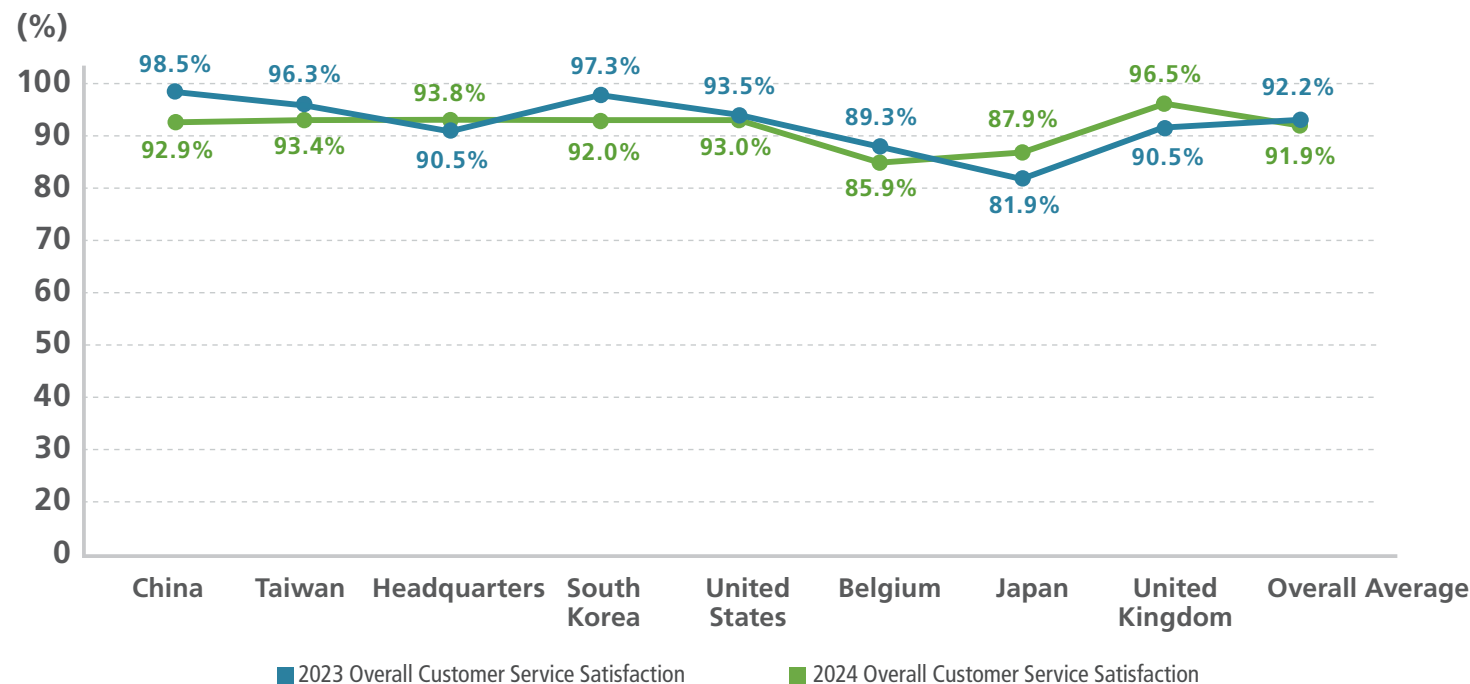


Customer Satisfaction Service

8.2 Global Customer After-Sales Service Satisfaction Survey

The “Global Customer Service Office” regularly conducts a “Global Customer After-Sales Service Satisfaction Survey” regarding product technical support and other items. By gathering comprehensive first-hand feedback, it understands customer experiences and voices, using this as a basis for service improvement. Items that are not yet perfect will undergo in-depth analysis and an audit tracking mechanism will be established to ensure customer needs are addressed. Over the past two years, overall customer service satisfaction has consistently remained above 90%. Customer feedback will continue to drive ATEN’s review and improvement efforts. When satisfaction responses fall short of expectations, immediate inquiries will be made to understand and request improvements. Additionally, ATEN has built two-way, diverse customer communication channels, such as satisfaction feedback forms attached to repair reports, customer response sections on regional websites, and webpages and contact emails available in over 12 languages, ensuring that customer needs receive prompt replies and support, thereby deepening the trust relationship between customers and ATEN, and solidifying customer loyalty and brand trust.

2024 Global Customer After-Sales Service Satisfaction Survey Statistics



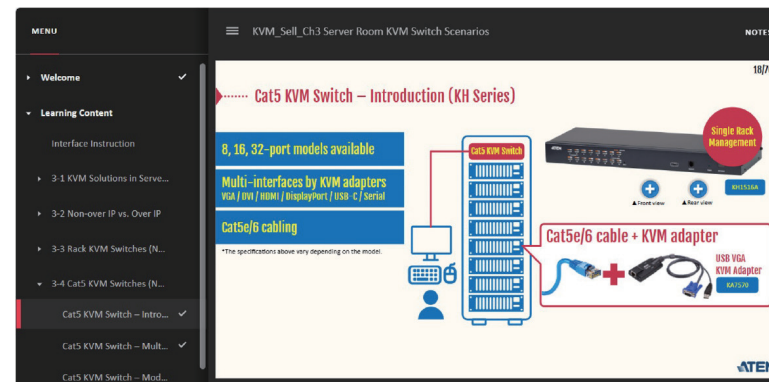
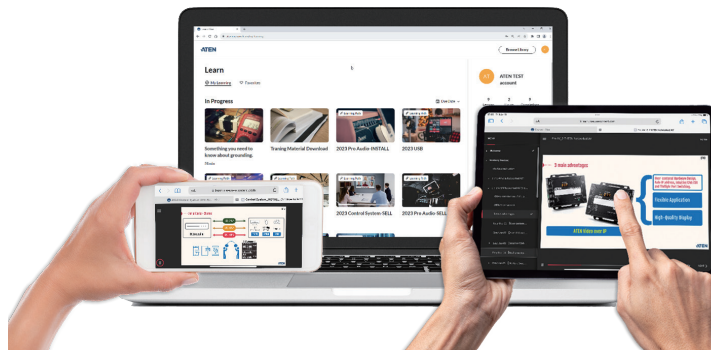
Customer Satisfaction Service

8.3 Product Knowledge Education Training

Since 2017, ATEN has been providing online education training in both Chinese and English for various product lines (ProAV/Control System/KVM/PDU/Pro Audio) to internal employees and external customers. Starting in 2020, Korean, Japanese, and Simplified Chinese versions have been gradually introduced. In 2022, a new product line, ProAudio, launched online education training courses in Chinese and English. In 2023, online education training for Control System products with different course orientations was introduced, and in 2024, a brand new online education training in Chinese and English for KVM products will be launched. The online training courses are designed for sales personnel, distributors, FAE, and technical support staff, featuring a new operational interface with visual image teaching and a large number of interactive elements. They systematically introduce ATEN, product technical knowledge, product specifications and features, and application examples in the market. In addition to online product knowledge education training, multiple physical technical training courses are continuously held to cultivate the technical staff's comprehensive and professional technical solution capabilities.



ACS = ATEN Certified Specialist



Customer Satisfaction Service

8.4 Customer Health and Safety

ATEN adheres to the corporate principle of “integrity and pragmatism,” prioritizing customer needs. In addition to providing customers with a high-value innovative product portfolio, it also considers offering the most flexible, rapid, and professional customer service as an important indicator of continuously enhancing the company's competitiveness. Furthermore, ATEN places great importance on product material safety, process environment, and life cycle management, striving to meet the requirements of customers and international standards.

The company actively promotes health and safety assessments and establishes self-review and monitoring mechanisms to ensure the safety of product usage and protect customer rights. ATEN established the “Management of Restricted Substances” project in 2005, and currently, 100% of all products comply with global regulations such as REACH and RoHS 2.0 certifications. In addition, through the implementation of international legal regulations such as: ErP, WEEE, while simultaneously adhering to the new regulations issued by the European Parliament and Council, to provide customers with comfortable, health, and safety products and services.



8.5 Data Security and Customer Privacy Protection

ATEN, as a global operating company, places great importance on the security of customer data and privacy. With products marketed worldwide, ATEN has the responsibility to properly protect customer data and privacy, regardless of the region or country in which the customer is located.



With the significant increase in remote work models, the risk of information systems being attacked from external networks has also risen. Therefore, ATEN continues to enhance its governance system and strengthen its defense capabilities regarding information security. In 2022, ATEN obtained ISO27001 Information Security Certification, establishing an “internal control system” for network security, information operations, physical and environmental security controls, access control, information asset management, password management, information security incident handling, vulnerability scanning, data backup, etc. Regular disaster recovery simulation drills are conducted, and security regulations, procedures, and system security measures are reviewed annually to ensure their appropriateness and effectiveness, continuously strengthening information security defense capabilities.

Customer Satisfaction Service

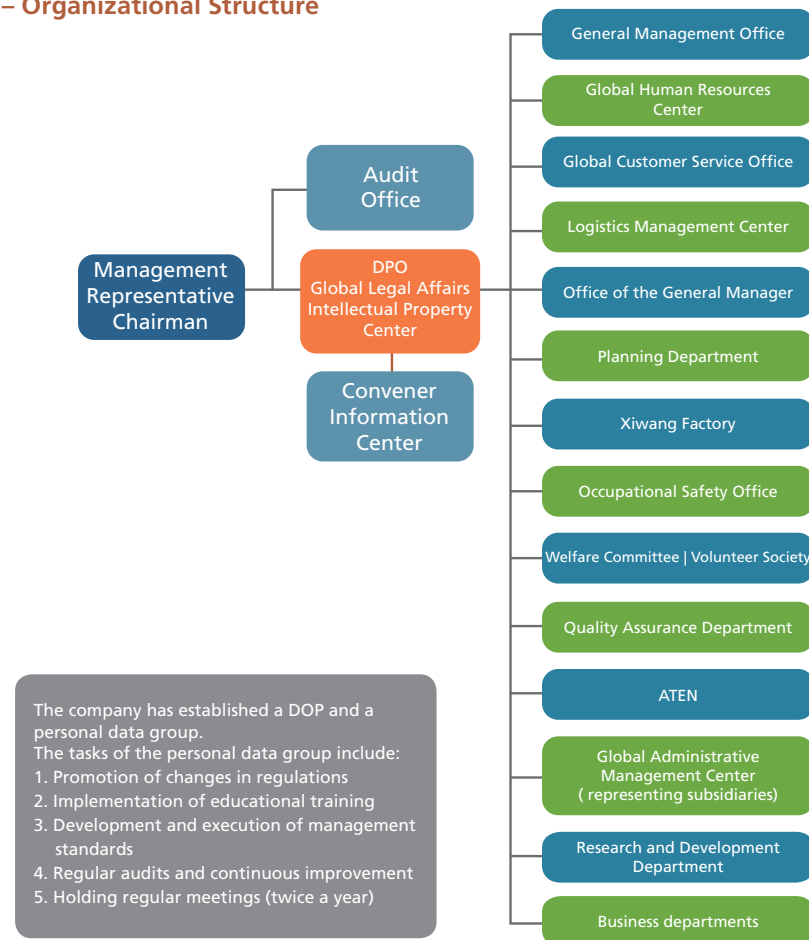
In addition, to ensure the protection of customer personal data and the proper handling procedures in case of incidents, ATEN has established the position of DPO (Data Protection Officer) and the “Personal Data Management Promotion Team” to promote the group’s personal data management affairs. The “Personal Data Management Promotion Team” is responsible for daily personal data security advocacy and holds team meetings every six months, inviting dedicated contacts from “various departments” as well as the “Welfare Committee” and “Volunteer Society” to review the implementation of personal data management, and to discuss and share the latest privacy laws and cases from around the world.

To strengthen awareness and compliance regarding personal data protection, ATEN requires all employees to undergo relevant education and training based on the “ATEN Personal Data Protection Management Policy.” The company has established a complete digital learning curriculum covering key regulations such as the “Personal Data Protection Act of the Republic of China,” “GDPR (General Data Protection Regulation of the EU),” CCPA (California Consumer Privacy Act), and provides learning resources through the “HR e-Academy” digital platform to ensure employees possess the necessary regulatory knowledge and practical skills in data protection, thereby enhancing the overall data protection governance mechanism of the organization.

With the cooperation of all departments, ATEN has ensured that in 2024, there were no incidents of infringing on customer privacy or complaints regarding privacy violations, and continues to respond to the highest requirements of international cybersecurity trends and privacy regulations, ensuring that customer data and privacy rights are protected at the highest level in every aspect.



Personal Data Management Promotion Team – Organizational Structure



The company has established a DOP and a personal data group.
The tasks of the personal data group include:

1. Promotion of changes in regulations
2. Implementation of educational training
3. Development and execution of management standards
4. Regular audits and continuous improvement
5. Holding regular meetings (twice a year)

Appendix 1

Sustainability Reporting Guidelines (GRI Standards) Index

The following indicators refer to the sustainability reporting standards proposed by the Global Reporting Initiative (GRI) that correspond to the content of this report.

›GRI 2: General Disclosures 2021

Usage statement		ATEN has reported the content for the period from January 1, 2024, to December 31, 2024, in accordance with GRI standards.		
Used GRI 1		GRI 1: Foundation 2021		
Applicable GRI industry standards		None		
Indicators	Disclosure item content	Section	Explanation	Page Number
2-1	Organizational Details	About ATEN Sustainability Report / CH 2 Company Profile / CH 2 Global Layout and Management		3, 17, 24
2-2	Entities included in the organizational sustainability report	About the "ATEN Sustainability Report"		3
2-3	Reporting Period, Frequency, and Contact Person	About the "ATEN Sustainability Report"		3
2-4	Information Reorganization		None	
2-5	External Assurance/ Confirmation	About the "ATEN Sustainability Report"		3
2-6	Operational Activities, Value Chain, and Other Business Relationships	CH 2.2 Global Layout and Management / Ch 2.1 Company Profile / CH 2.2 Global Layout and Management / CH 2.3, CH 4.1, CH 7 Supply Chain Management / CH 2.1 Company Profile		17, 24, 26, 47, 85
2-7	Employees	CH 4.1 viewing Employees as Important Assets / CH 2 Global Layout and Management		24, 47
2-8	Non-employee workers	CH 4.1 view employees as important assets		47
2-9	Governance structure and composition	CH 3.1 Corporate governance structure / CH 1 Implementation of sustainable development / CH 3.2 Board of Directors		8, 32, 33
2-10	Nominations and selections of the highest governance unit	CH 3.2 Board of Directors		33
2-11	The highest governance unit is responsible for overseeing impact management	CH 3.2 Board of Directors		33
2-12	Authorization of impact management responsibilities.	CH 1.4 Stakeholder Communication / CH 3.2 Board of Directors		10, 33
2-13	The highest governance unit is responsible for sustainability reporting	CH 1 Implementation of Sustainable Development / CH 3 Corporate Governance		8, 29
2-14	Conflict of Interest	CH 1.2 1 Sustainable Development Committee		8
2-15	Communication of Key Significant Events	CH 3 Corporate Governance		29
2-16	Communication of Key Significant Events	CH 3 Corporate Governance		29

Appendix 1

Sustainability Reporting Guidelines (GRI Standards) Index

Indicators	Disclosure item content Section Explanation	Section	Explanation	Page Number
2-17	The collective intelligence of the highest governing body	CH 3.2 Board of Directors		33
2-18	Performance Evaluation of the Highest Governance Unit	CH 3Corporate Governance		29
2-19	Compensation Policy	CH 3Corporate Governance		29
2-20	Procedure for Determining Compensation	CH 3Corporate Governance		29
2-21	Annual Total Compensation Ratio	CH 3Corporate Governance		29
2-22	Sustainable Development Strategy Statement	Message from the Management		5
2-23	Policy Commitment	About "ATEN Sustainability Report"/ CH 3Corporate Governance / CH 2.1 Company Profile / CH 2.2 Global Layout/ CH 3 Introduction to Company Governance / CH 4 Introduction to Employee Care / CH 5 Introduction to Active Social Participation / CH 6 Introduction to Environmental Protection / CH 8 Introduction to Customer Satisfaction Services		3, 17, 24, 31, 44, 57, 66, 91
2-24	Implementation of Policy Commitment	CH 4 ATEN Human Rights Policy		44
2-25	Compensation Procedures for Negative Impacts CH 1	CH 1.5 Material Topic Management / CH 4.1 Viewing Employees as Important Assets		13, 47
2-26	Mechanism for soliciting suggestions and raising concerns	CH 1 Stakeholder Communication / CH 3.5 Ethics and Integrity		10, 41
2-27	Regulatory Compliance	CH 3Corporate Governance / CH 6		41, 66
2-28	Membership of the Association	CH 2.5 Participation of External Organizations		28
2-29	Guidelines for Engaging with Stakeholders	CH1.3 Identification of Stakeholders		10
2-30	Collective Agreement		In accordance with laws and regulations, collective negotiation agreements, no signed collective agreement	

Appendix 1

Sustainability Reporting Guidelines (GRI Standards) Index

Indicators	Disclosure item content Section Explanation	Section	Explanation	Page Number
Material Topics				
3-1	Major Topic Identification Procedure	CH 1.5 Material Topic Management		13
3-2	Significant Topics List	CH 1.5 Material Topic Management		13
Material Topic: Integrity Management and Regulatory Compliance (Custom)				
GRI 3-3	Significant Topic Management Policy	CH 3 Introduction to Company Governance / CH 6 Introduction to Environmental Protection		31, 66
Material Topic: Corporate Governance (Custom)				
GRI 3-3	Significant Topic Management Policy	CH 3 Introduction to Company Governance		31
Material Topic: Operational Performance				
GRI 3-3	Significant Topic Management Policy	CH 2.1 Company Profile/ CH 2.1 Global Layout		17, 24
GRI 201 : Economic Performance 2016				
201-1	Direct economic value generated and distributed by the organization	CH 2.3 Operating Performance CH 5 (Community Welfare)	Please refer to the company's 113 annual report, consolidated income statement	26, 58
201-3	Define benefit plan obligations and other retirement plans	CH 4.1 Viewing Employees as Important Assets		48
Material Topic: Service Quality and Customer Partnerships				
GRI 3-3	Significant Topic Management Policy	CH 8 Introduction to Customer Satisfaction Services		89
GRI 416: Customer Health and Safety 2016				
416-1	Assessing the impact of product and service categories on health and safety	CH 8.4 Customer Health and Safety		96
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 regulations, for details, please refer to the product information on the ATEN official website	

Appendix 1

Sustainability Reporting Guidelines (GRI Standards) Index

Indicators	Disclosure item content Section Explanation	Section	Explanation	Page Number
Material Topics: Social Welfare Contribution				
GRI 3-3	Material Topics Management Policy	CH 5 Introduction to Active Social Participation		57
GRI 203: Indirect Economic Impacts 2016				
203-1	Investment in Infrastructure and Development and Impact of Support Services	CH 5 Commitment, Action, and Goals		58
Material Topics: Employee Benefits				
GRI 3-3	Material Topics Management Policy	CH 4 Introduction to Employee Care		44
GRI 401: Labor-Management Relations 2016				
401-1	New Employees and Departing Employees	CH 4.1 Viewing Employees as Important Assets		47
401-2	Benefits Provided to Full-Time Employees	CH 4.1 Viewing Employees as Important Assets		47-49
401-3	Parental Leave	CH 4.1 Viewing Employees as Important Assets		49
GRI 404: Training and Education 2016				
404-1	Average Training Hours per Employee per Year	CH 4.2 Treating Employees as Important Assets		51
404-3	Percentage of employees regularly receiving performance and career development assessments	CH 4.2 Treating Employees as Important Assets		51
Material Topics: Environmentally Friendly (Custom)				
GRI 3-3	Material Topics Management Policy	CH 5 Introduction to Active Social Participation (Regarding Community Environmental Maintenance)		58
Material Topics: Green Products (Custom)				
GRI 3-3	Material Topics Management Policy	CH 6 Introduction to Environmental Protection / CH 7 Introduction to Supply Chain Management		66-84

Appendix 1

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➤ Disclosure of Other Topic Criteria

Item	GRI Specific Topics	Disclosure item content Section Explanation	Section	Explanation	Page Number
GRI 302: Energy 2016	302-1	306-3	CH 6.4 Environmental Sustainability Management		74
	302-3	402-1	CH 6.4 Environmental Sustainability Management		74
GRI 303: Water and Effluents 2018	303-3	Water Withdrawal	CH 6.4 Environmental Sustainability Management		74
GRI 305: Emissions 2016	305-1	Direct (Scope 1) Greenhouse Gas Emissions	CH 6.5 Greenhouse Gas Inventory Management		79
	305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	CH 6.5 Greenhouse Gas Inventory Management		79
	305-4	Greenhouse Gas Emission Intensity	CH 6.5 Greenhouse Gas Inventory Management		79
GRI 306: Waste 2020	306-3	Waste Generation	CH 6.4 Environmental Sustainability Management		77
GRI 402: Labor / Management Relations 2016	402-1	Minimum Notification Period for Operational Changes		In accordance with the relevant provisions of the Labor Standards Act.	
GRI 405: Employee Diversity and Equal Opportunity 2016	405-1	Governance Units and Employee Diversity	CH 3.2 Board of Directors CH 4.1 Human Capital and Structure		33, 47
GRI 415: Public Policy 2016	415-1	Political Contributions		2024 No political contributions in the year	
GRI 418: Customer Privacy 2016	418-1	Complaints confirmed to have violated customer privacy or lost customer data	8.5 Data Security and Customer Privacy Protection		97

Appendix 1

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➤ SASB Index : Hardware

Disclosure Topic	Indicators Number	Nature	Disclosure Indicators	Remarks	Corresponding Section
Product Security	TC-HW-230a.1	Qualitative	Description of product information security identification and management methods	Please refer to the information security risk management plan description on our company's website https://www.aten.com/tw/zh/aten-info/investor-relations/corporate-governance/information-security-risk-management/	
Diversity and Inclusion of Employees	TC-HW-330a.1	Quantitative	Percentage of employees in (1) management,(2) technical staff, ad (3) allother employees by gender / race / ethnic group represetation	Please refer to4.1 Treating employees as important assets for explanation	CH 4 Employee Care
Product Lifecycle Management	TC-HW-410a.1	Quantitative	Percentage of revenue from products containing IEC 62474 declarable sustances	ATEN products comply withROHS / REACH requirements, and have not executedIEC62474 declaration proceduces.	
	TC-HW-410a.2	Quantitative	Percentage of revenue from products that meet EPEAT registration requirements or equivalent conditions	ATEN products comply with local regulatory requirements and have not conductedEPEA registration application procedures.	
	TC-HW-410a.3	Quantitative	Percentage of qualified products that meet ENERGY STAR® standards or equivalent requirements (by revenue).	ATEN has not applied for ENERGY STAR certification.	
	TC-HW-410a.4	Quantitative	iveigheht and percentage of recycled discarded products and electronic waste.	ATEN products comply with WEEE regulations to reduce electronic waste. Information collection on recycled discarded products is challenging, only electronic waste is disclosed.	CH 6 Environmental Commitment
Materials Sourcing	TC-HW-430a.1	Quantitative	Percentage of first-tier suppliers that have accepted RBA VAP or equivalent audits (CMP), categorized as follows: (a) All suppliers and (b) high-risk suppliers	ATEN conducts on-site and written green risk assessments of suppliers in accordance with the supplier management procedures and supplier evaluation methods, ensuring a safe working environment for suppliers, respect for employees, compliance with environmental regulations in business operations, and adherence to ethical standards. Please refer to the explanation in Chapter 7.	
	TC-HW-430a.2	Quantitative	First-tier suppliers (1) Percentage of audited suppliers that have not passed RBA VAP or equivalent audits (CMP); and (2) Improvement rats for audit results regarding (a) major deficiencies (b) other deficiencies	ATEN conducts on-site and written green risk assessments of suppliers in accordance with the supplier management procedures and supplier evaluation methods, ensuring a safe working environment for suppliers, respect for employees, compliance with environmental regulations in business operations, and adherence to ethical standards. Please refer to the explanation in Chapter 7.	CH 7 Supply Chain Management
Materials Sourcing	TC-HW-440a.1	Qualitative	Describe risk management related to the use of critical materials.	ATEN's suppliers must take responsibility for social and environmental protection. • ATEN's "Three No's" principle means not supporting, not accepting, and not using materials from the Democratic Republic of the Congo. The metals derived from armed conflicts, illegal mining, and poor working conditions in the republic and its surrounding countries and regions, known as "conflict minerals."	CH 7 Supply Chain Management

Appendix 2 Sustainability Disclosure Indicators — Computer and Peripheral Equipment Industry

Number	Indicators	Indicators Type	Annual Disclosure Status	Unit
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Total energy consumption: 14,735 GJ Percentage of purchased electricity: 100% Renewable energy usage rate: 0	Gigajoules (GJ), Percentage (%)
2	Total water intake and total water consumption	Quantitative	See Environmental Commitment	Cubic meters (m ³)
3	Weight of hazardous waste generated and recycling percentage	Quantitative	See Waste Management	Metric tons (t), Percentage (%)
4	Explanation of occupational hazard categories, number of cases, and rates	Quantitative	Refer to a safe working environment	Rate (%), Quantity
5	Disclosure of product life cycle management: including the weight of discarded products and electronic waste, as well as the percentage of recycling	Quantitative	Weight of discarded products: 0.930 Weight of electronic waste: 11.81 Recycling percentage: 87%	Metric tons (t), Percentage (%)
6	Description of risk management related to the use of critical materials	Qualitative description	Refer to Chapter 7 Supply Chain Management	Not applicable
7	Total monetary losses caused by legal actions related to anti-competitive behavior regulations	Quantitative reporting currency	Refer to 113 Annual Report107 Page	Local currency
8	Main product output by product category	Quantitative	Refer to Annual Report Operational Overview	Amount

Appendix 3

Appendix Three Independent Assurance Opinion Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

2024 ATEN INTERNATIONAL SUSTAINABILITY REPORT

The British Standards Institution is independent to ATEN International Co., Ltd. (hereafter referred to as ATEN in this statement) and has no financial interest in the operation of ATEN 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 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. 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 only.

Scope

The scope of engagement agreed upon with ATEN includes the followings:

1. The assurance scope is consistent with the description of 2024 ATEN INTERNATIONAL SUSTAINABILITY REPORT.
2. The evaluation of the nature and extent of the ATEN'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 2024 ATEN INTERNATIONAL SUSTAINABILITY REPORT provides a fair view of the ATEN sustainability programmes and performances during 2024. 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 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'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'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'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.
- 6 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 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's inclusivity issues.

Materiality

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

Responsiveness

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

Impact

ATEN has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. ATEN 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's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

ATEN 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'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'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 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-2024013

2025-06-17

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Caring



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