

**2022 All Ring Tech Co., Ltd.
ESG Report**

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About This Report

Report Scope

In accordance with the “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies,” All Ring Tech Co., Ltd. has prepared this report to cover material issues of concern to stakeholders as well as environmental, governance, and social information. The ESG Report was issued for the first time in 2016 (reports published prior to and in 2021 are CSR Reports), and a regular ESG Report will be issued annually thereafter. This is the eighth ESG Report to be published by the Company and will be published in September 2023.

The scope and timing of disclosure in this report covers the information of All Ring Tech Co., Ltd. (hereinafter referred to as “All Ring Tech,” “All Ring,” “the Company,” and “we”) for the period from January 1, 2022 to December 31, 2022, with some parts also going back to information and data in 2020 and 2021. The information in the report covers the operating areas in Taiwan (Headquarters in Kaohsiung and the plant in Hsinchu), while the financial information covers the operating information in Taiwan and China. There are no significant changes in the scope and subjects compared to 2021. If other report scopes are covered, they will be described separately in the report. In addition to the materiality disclosure principle of GRI, we have adopted a more stringent standard for compilation, with continuous improvement in reviewing the process and scope of data collection, to enhance the quality of various data year after year.

All data in this report are based on the Company's own statistics and findings. The financial data have been verified and endorsed by PricewaterhouseCoopers (PWC) Taiwan based on the International Financial Reporting Standards (hereinafter referred to as “IFRS”). The currency of the data is expressed in New Taiwan dollars.

This report has not been verified by a third party to ensure the accuracy of all financial, environmental and social information and data contained herein and will be issued after review and approval by the Chairman and the Sustainable Development Committee.

Report Principles

This report has been prepared with reference to the GRI Association’s Universal Standards 2021, which was issued in 2021, as the main framework, and echoing the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB).

Publication and Reporting

This is the eighth ESG Report prepared by All Ring, which is expected to publish in September 2023, and will be published annually thereafter on a regular basis as the "ESG Report."

- Last publication date: September 2022
- Expected publication date: September 2023
- Subsequent publication date: September 2024

Contact Methods

Feel free to contact us should there be further clarifications required on this report's contents.

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Message from Our Chairman

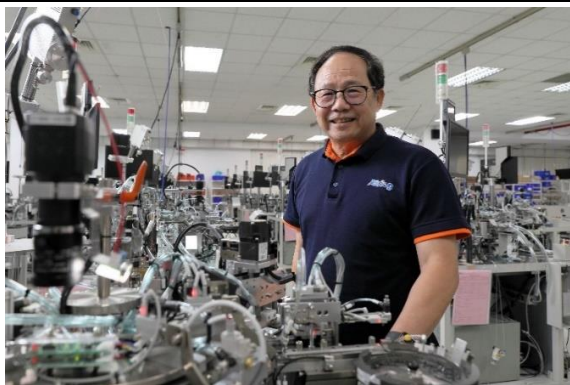
All Ring was established in May 1996. It first started with only NT\$1.2 million, a 50 square-foot factory, and a minimal number of engineers. It was listed as an over-the-counter company during its sixth year of operation. Today, it has evolved into an automation equipment company with strong business foundation. Keeping our entrepreneurial spirits in mind, we take these results into account, and are grateful for all the help that we have received from various organizations and individuals. With "Innovation, Customers, Speed, Frugal, Harmony and Trust" as our core business values, we vision a business based on "Caring and Sharing", with "Integrity" as our utmost business ethic.

Since its founding, All Ring is committed to the research and development of new technology. On top of increasing our customers' competitiveness, we perform well at our roles while striving to contribute and value-add to society. Not only do we aim to gain recognition from our stakeholders, we hope to give back our supportive partners who had been with us since the beginning. To fulfill our responsibility in sustainable management, we aim to develop more "Happy Robots" in Taiwan via the works of Industry-University collaboration. As such, we can lead by example, promote the act of sharing and caring to create a harmonious environment for organizations.

As a leading manufacturer in the semiconductor, passive components and LED equipment industries, the Company focuses on improving our products and providing satisfactory services to meet our customers' requirements. While achieving sustainability and meeting our customers' expectations, we continue to innovate and produce advanced energy-saving equipment while developing artificial intelligent robots, with the hopes of providing greater comfort and convenience to humans. Not only do we work hard to retain existing customers, but we also constantly expand our customer base, focus on research and development, improve on increasing customers' satisfaction. These are the work implemented in order to bring greater benefits to the Company and maintain our top market share. We can only gain competitive advantage in the market by maintaining close relationships with our customers.

The world's economy had been deeply affected by COVID-19. Companies from around the world have demonstrated their abilities to adapt to global trends and changes. As a TPEX-listed company, All Ring will strive hard to prepare itself for all kinds of challenges. Since All Ring's Corporate Social Responsibility Report in 2013 and ESG Report in 2022, the Company has officially published its goal to contribute in the field of sustainability. With "Innovation, Customers, Speed, Frugal, Harmony and Trust" as our core business values, "Focus, First" as our entrepreneurial spirit, we continue to develop core technologies while adapting to marketing trends and the government's localization of industrial equipment, so as to provide our customers with value-for-money machines and increase Taiwan's competitiveness in the international market.

All Ring continues striving for a better future. We will design and produce innovative products in the automation equipment industry, improve human's quality of life, provide social care, be friendly to the Earth. Our sustainability efforts shall follow the Company's vision closely in order to provide greater value to the society, technology and economy!



董事長

盧鏡來

All Ring 2022 Performance Review

E-ENVIRONMENT
There were no violations against the Environmental Protection Act in 2022, hence no major penalties were imposed .
All Ring fulfilled all Environmental Monitoring Standards in 2022.
All Ring fulfilled and exceeded all Air Pollution Monitoring Standards in 2022.
S-SOCIETY
There were no cases of discrimination in 2022.
There were no violations against the Labor Standards Act in 2022.
There were no occupational cases, nor material occupational disasters or death in 2022.
All Ring fulfilled all Industrial Safety Standards in 2022.
Social Contribution reached NT\$3,250,000 in 2022.
G-GOVERNANCE
There were no major fines nor compensations made for violating social laws and regulations in 2022.
All Ring's gross profit in 2022 increased by 1% as compared to 2021 due to product mix adjustments .

Chapter 1 Our Sustainability Approach

1.1 Sustainability Implementation

Sustainable Development encouragement has emerged as a global trend, Green Management is increasingly becoming our corporate's mission. As a TPEX-listed company, All Ring must take on this responsibility. As such, we have established an ESG Sustainable Development Committee responsible for proposing and implementing Corporate Social Responsibility measures. The committee consists of the Company's Administrative Division, Finance Division, President's Office, Material Division, and Sales Division, led by the Vice President Li, Chien-Te. It is responsible for the formulation and implementation of sustainable development policies. The management structure and operating systems adopted by our board of directors, senior management and operating team have implemented and responded to the economic, environmental, and social issues that are of concern to stakeholders in the sustainable development framework. Reports are made to the Board of Directors on a regular basis, while review sessions are conducted to discuss and improve the implementation items. The board of directors have reported the results of their past year's evaluation to the directors on February 22, 2023, whereby important decisions and suggestions were recorded as meeting minutes for the relevant units to follow up during subsequent meeting. The Administrative Division are responsible for topics as follows:

- Environmental issues: Suitable management systems, Improvisation of Resource Utilization and Efficiency, Climate change assessment, Greenhouse gas emissions
- Social issues: Human rights, employee welfare and safety

Corporate Governance Evaluation System in 2022:

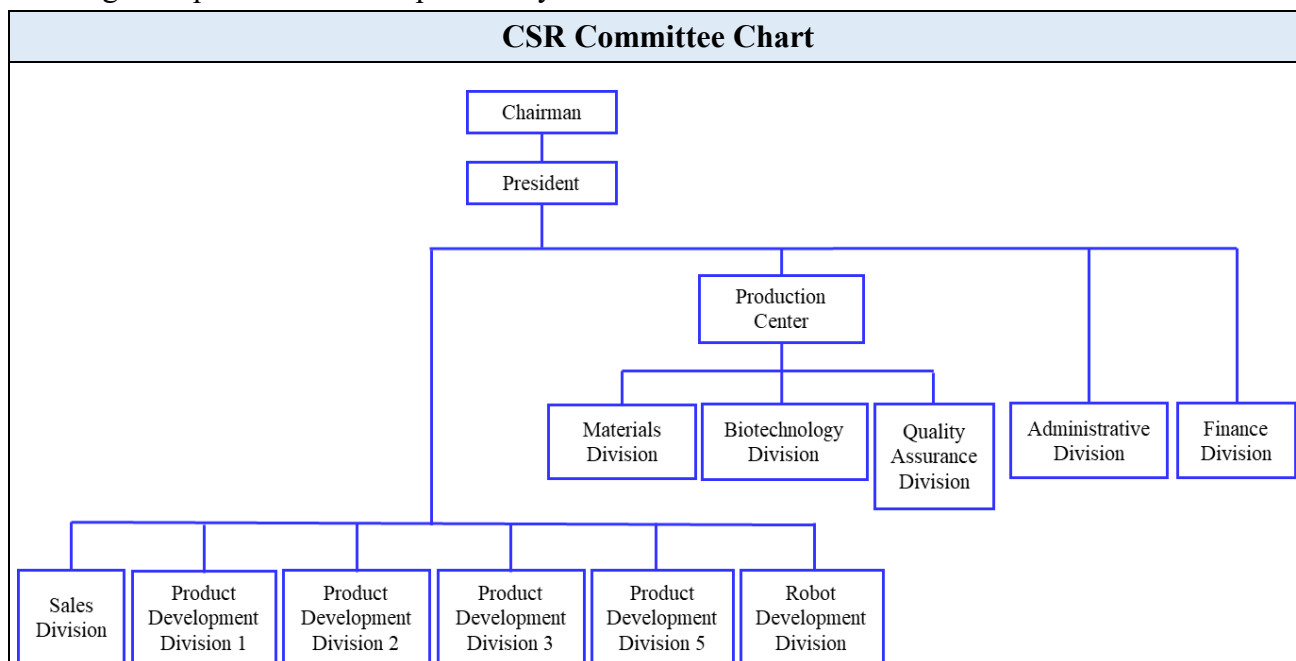
1. Shareholders' rights and interests were protected, while internal control and investor communication were maintained. All Ring continued to be the top 6%-20% in the 9th Corporate Governance Evaluation.
2. Four corporate presentations were conducted with the legal person and investors to update on the Company's condition.
3. Directors and the Corporate Governance Officer fulfilled the training hours required by competent authorities.
4. Important Information should be officially published in both English and Chinese.
5. The ESG Report was prepared in accordance with GRI and SASB.
6. English financial reports, annual reports, and ESG reports were prepared and uploaded.
7. The Intellectual Property Management Plan was implemented and the annual implementation results were reported to the Board of Directors. The Information Security Risk Group was organized and the annual implementation results were reported to the Board of Directors.
8. In accordance with the regulations of the competent authorities, we disclosed the implementation of sustainable development, ethical management and employee benefits on our website.
9. The internal control system was revised in a timely manner to comply with regulations.

Our board of directors are responsible for leading the Company's strategic direction, supervising the senior management, arranging and implementing various systems within the Company, answering to the Company and its' stakeholders, performing decisions in accordance with the law, the Company and the stakeholders, ensuring each senior management fulfills their responsibilities and obligations. The board of directors ought to supervise and manage the Company. This year's ESG Report should only be published upon approval by the Chairman and the President of the Administrative Office.

The Corporate Governance and Sustainable Development Committee have established an "All Ring Charity Trust Fund" to promote sustainable development related matters with the Company. The implementation results and effectiveness of last year are reported to the Board of Directors during the

first quarter of each year.

All Ring's sustainable development is managed by the Administrative Division and Finance Division, while supported by various divisions to fulfill our short, mid and long-term objectives and achieve precise and effective results. Meanwhile, All Ring constantly reviews and keeps ourselves updated with economic, environmental and social issues in order to ensure sustainability performance. All Ring's Corporate Social Responsibility committee chart as follows:



1.2 Communication with Stakeholders

All Ring has identified eight categories of stakeholders that may have a significant impact on it in its operations: employees and other workers, suppliers, shareholders, financial institutions, customers, governmental organizations, community residents, and the news media. The identification results of stakeholder were slightly different from those of last year, with the addition of banking institutions as stakeholders. The issues of concern to the Company's stakeholders and the communication channels were as follows:

Stakeholders	Stakeholders' significance to the Company	Communication channels	Communication frequency	Results of communication
Employees and other workers	Employees are crucial to a company's development and sustainable operation. All Ring sees great importance to each and every employee.	Monthly meeting	Monthly	<ul style="list-style-type: none"> ● Gifts, bonuses and training-related information are announced by the Administrative Division in the monthly meeting.
		Mail and bulletin board	Time to time	<ul style="list-style-type: none"> ● Welfare committee updates on past and upcoming events each month.
		Provision of suggestion box for employees to feedback	Promptly	<ul style="list-style-type: none"> ● Information on employee welfare (health checks, festival bonuses), Welfare Committee, operation, training, and performance bonus is announced.

Stakeholders	Stakeholders' significance to the Company	Communication channels	Communication frequency	Results of communication
Suppliers	All Ring regards suppliers as important partners. Only by strengthening and ensuring good cooperation with suppliers can we provide excellent products and services.	Visits	Time to time	<ul style="list-style-type: none"> ● Visits to suppliers' factories to learn about operation irregularly ● Invited suppliers to join All Ring's charity events (e.g., marathons)
		Assess suppliers' knowledge of the management system	Regularly	
		Contact person available when required	Time to time	
Shareholders	Shareholders are the stockholders of All Ring Tech and play an essential role in the operation of the Company, and that's why we must be held accountable for them.	Important announcements, financial and management status to be published on the Company's website	Regularly	<ul style="list-style-type: none"> ● Public announcements made in both English and Chinese ● Participated in a total of 4 local and overseas corporate presentations (earnings presentations)
		Conduct shareholders' meetings	Once a year	
		Attended corporate presentations conducted by the competent authorities and securities institutions	At least twice a year	
		Received visits from local and overseas corporate analysts	Promptly	
		Contact person available when required	Promptly	
Financial Institutions	Only by establishing close communication channels with financial institutions can they be informed of the Company's operations in a clear and timely manner in order to achieve the Company's objectives.	Market Observation Post System	Regularly	<ul style="list-style-type: none"> ● Maintain close contact with banking institutions to update on the Company's operational status and secure endorsement on credit contract to assist with the Company's financial needs.
		Contact person	Promptly	
Customers	In order to establish and maintain good relationship with customers, the Company takes into account the needs and feelings of customers to provide them with the Company's products and services.	Provision of different contact methods, customer hotlines and email address for feedback.	Promptly	<ul style="list-style-type: none"> ● Updated on sales figures and instant feedback provided ● Invite customers to join All Ring's charity events (e.g., marathons)
		Customer visits to keep abreast of sales and equipment status	Time to time	

Stakeholders	Stakeholders' significance to the Company	Communication channels	Communication frequency	Results of communication
		Invitations for customers to visit company	Time to time	
		Visit semiconductor exhibition	Every year	
		Designated contact person	Promptly	
Government sectors	To establish good communication channels with governmental organizations help ensure that the Company can contact and correct any possible errors in its operations to achieve its goals.	Participate in trainings and meetings conducted by competent authorities	Time to time	<ul style="list-style-type: none"> ● Declaration to be completed by deadline set by the competent authorities ● Complete training hours required by competent authorities and report to them
		Cooperate with supervision and inspection processes conducted by competent authorities	Time to time	
		Designated person-in-charge, maintain close relations with competent authorities	Promptly	
		Designated contact person	Promptly	
Community	With the vision of "improving the intelligent life of human beings with innovative technologies", All Ring Tech serves the community to contribute to society's shared prosperity.	Care for the community	Time to time	<ul style="list-style-type: none"> ● Charity events and information are published on the Company's website.
		Financial support for students in need, sponsor school resources and organize charity events	Time to time	
		Public donations	Time to time	
News Media	It's necessary to establish close contact with the news media and to regularly announce the Company's relevant operating information.	Contact number and e-mail	Promptly	<ul style="list-style-type: none"> ● The Company's operations were announced in both English and Chinese ● Participated in local and overseas corporate presentations (attended 4 corporate presentations in 2022), so as to update investors on latest information
		Public website	Time to time	

Contact number and e-mail have been declared in the "Investors" page on the website for public search, while the situation of communication with every stakeholder also has been reported to the board of directors once a year, for details of communication in 2022, please refer to the report to the board of directors dated February 22, 2023.

Contact methods of stakeholders

Outsiders such as customers and suppliers can learn about the Company and its products and services by telephone, fax, and e-mail. In contrast, other stakeholders such as shareholders, government agencies, neighbors, and the news media can track the latest information through the Company's website, shareholders' meetings, annual reports, and magazine reports. Contact persons are available as basic communication channels between the Company and the stakeholders.

Communication channels	Contact person	Contact method
Stocks agency	President Securities Corporation	02-27478266 B1, No.8, Dongxing Rd., Songshan District, Taipei City
Shareholder Investors	Vice President Li at the President's Office	07-6071828 (lee@allring-tech.com.tw)
Stocks Division	Assistant Vice President Wang at the Finance Division	07-6071828 (whm@allring-tech.com.tw)
Customers	Manager Lu at the Sales Division	07-6071828 (Debbie.lu@allring-tech.com.tw)
Suppliers	Assistant Vice President Hung at the Materials Division	07-6071828 (chen@allring-tech.com.tw)
Employees and communities	Special Assistant Lu at the Administrative Division	07-6071828 (huihsuan.lu@allring-tech.com.tw)
Auditor	Assistant Manager Lien at the President's Office	07-6071828 (paohui.lien@allring-tech.com.tw)

1.3 Identification of Material Topics

Procedures for determining material topics

The selection of the Company's material topics refers to the GRI Topic Standards and Sustainability Accounting Standards Board (SASB). The identification is completed by the Company representatives, department heads, and external experts, based on the Company's actual or potential negative impacts and positive impacts on the economy, the environment, and the society (people and human rights) in these topics.

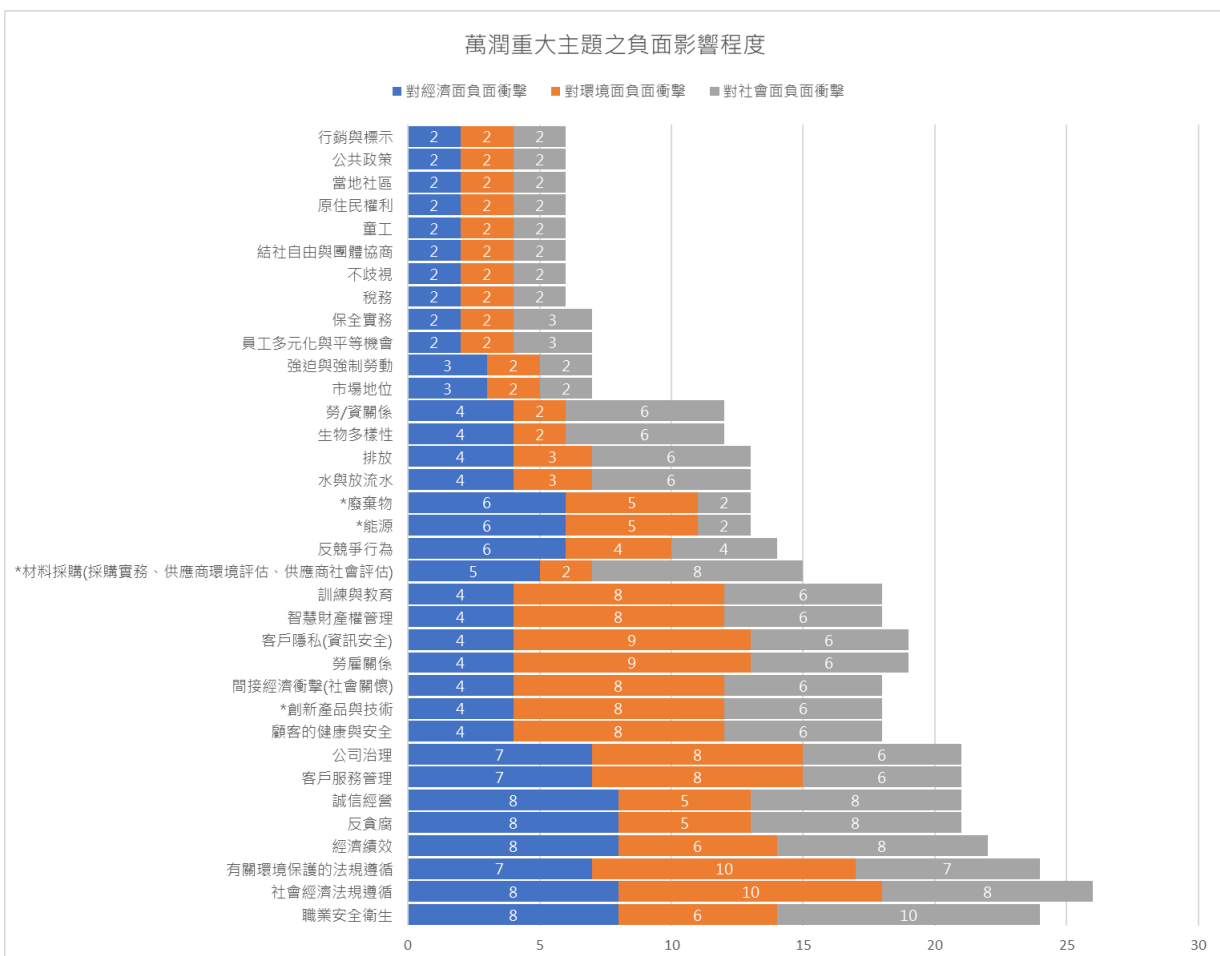
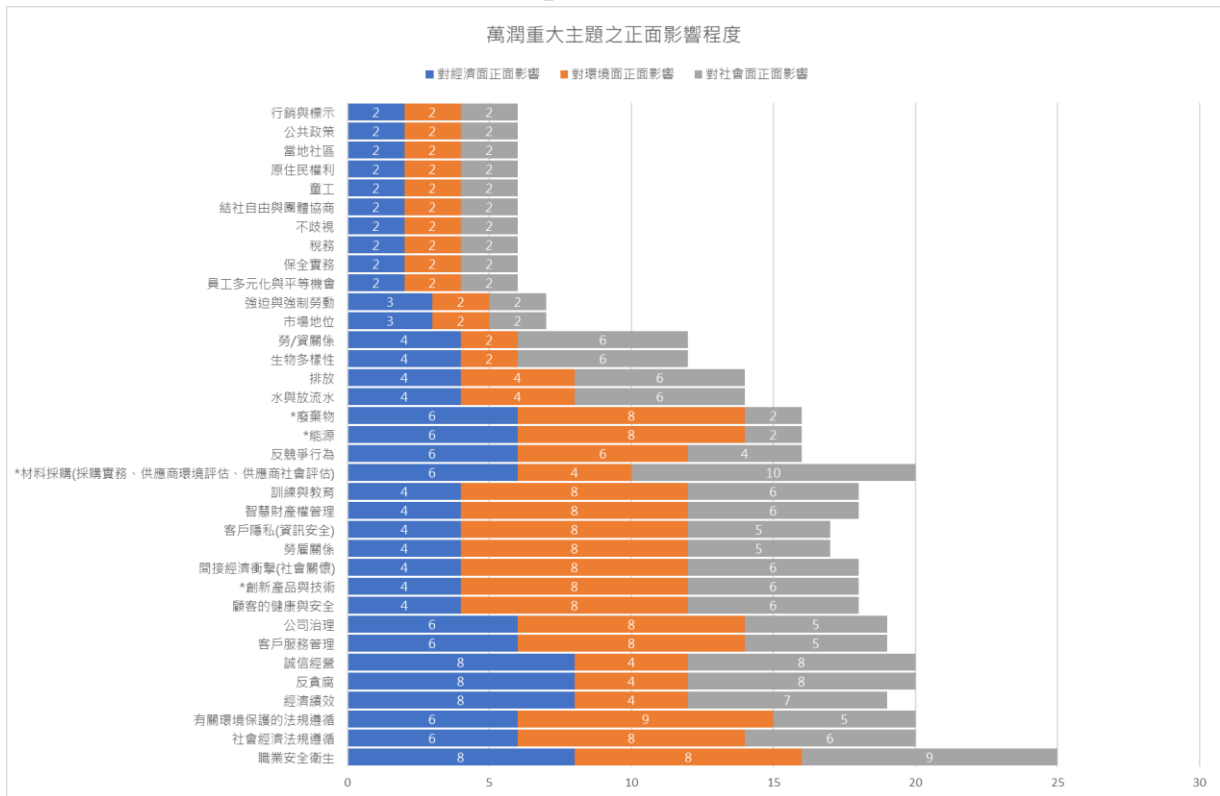
In comparison to 2021, in addition to preparing the ESG Report to comply with the revised provisions of GRI 2, “Energy,” “Procurement Practices,” “Environmental Assessment of Suppliers,” and “Social Assessment of Suppliers” have been added as material topics based on the decision of the heads of departments.

The assessment can be divided into four stages:

I. Understand the organization’s context	A total of 38 sustainable development topics have been sorted out with reference to the GRI Topic Standards and Sustainability Accounting Standards Board (SASB).
II. Identify the actual and potential impacts	Company representatives, department heads, and external experts rated the Company's actual or potential negative impacts and positive impacts on the economy, environment, and society (people and human rights) for the sustainable development topics, and then added up the scores of actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts on the economy, environment, and society (people and human rights) for each topic. The scores were ranked and a total of 19 topics were found with a total score greater than 30 points.
III. Assess the significance of impacts	After the Company representatives and the department heads had engaged with the stakeholders, meetings were held with external experts for discussion. Based on our past operating experience, we discussed the significance and possibility of the impacts of the topics and finally selected 19 topics as material topics for the Company.
IV. Prioritize the most significant impacts for reporting	Company representatives and department heads conducted a comprehensive assessment with external experts based on the nature of the topics, and consolidated the 19 topics to 14 material topics . The material topics were assigned to each chapter of the report for disclosure

The 14 material topics identified by the Company were: “compliance with laws and regulations,” “economic performance,” “integrity and anti-corruption,” “customer service management,” “corporate governance”, “customer health and safety,” “innovative products and technologies,” “social care,” “labor/employment relations,” “information security,” “intellectual property management,” “training and education,” “material procurement,” and “energy.”

Identification Results of Material Topics



Identification Results of Material Topics				
Material topics				
1. Compliance with laws and regulations (occupational safety and health, socio-economic regulatory compliance, and compliance with environmental regulations)	2. Economic performance	3. Integrity and anti-corruption	4. Customer service management	5. Corporate governance
6. Customer health and safety	7. Innovative products and technologies	8. Social care (indirect economic impacts)	9. Labor/employment relations	10. Information Security
11. Intellectual property management	12. Trainings and Education	13. Material procurement (procurement practices, supplier environmental assessment, and supplier social assessment)	14. Energy	
Secondary topics				
15. Anti-competitive behavior	16. Energy	17. Waste	18. Water and effluents	19. Emissions
20. Biodiversity	21. Labor/management relations	22. Market presence	23. Forced or compulsory labor	24. Diversity and equal opportunity
25. Security practices	26. Tax	27. Non-discrimination	28. Freedom of association and collective bargaining	29. Child labor
30. Rights of indigenous peoples	31. Local communities	32. Public policy	33. Marketing and labeling	

List of material topics

List of material topics	Description of the organization's policies or commitments relevant to the material topics	Description of the impacts [economy, environment, people (including their human rights)]	Actual/potential Positive/negative	Main objects with influence	Corresponding Chapter
Compliance with laws and regulations (occupational safety and health, socio-economic regulatory compliance, and compliance with environmental regulations) (GRI 403)	<p>Compliance with laws and regulations (social, environmental): Keep abreast of the regulations formulated by the competent authorities (government agencies such as the Financial Supervisory Commission, the Securities and Futures Bureau, the National Taxation Bureau, and the Ministry of Environment) to avoid any legal penalties.</p> <p>Occupational safety and health: Healthy employees are important to a company's success. It is the Company and its employees' responsibilities to build a safe working environment. All Ring abides by the government's regulations on environmental safety and health, maintains environmental quality and aims to achieve zero workplace accidents.</p>	<p>Environment and economy: The Company complies with the social and environmental regulations on occupational safety and health. The Administrative Division is responsible for planning and promoting the implementation of policies on environment, safety and health. Regular inspections to prevent accidents are carried out in order to maintain the Company's image and control operating costs.</p> <p>People/human rights: The division heads identify the relevant risks and hold regular division heads' morning meetings as well as management meetings to discuss and propose countermeasures. Regular occupational safety education and training are organized to help employees build up concepts of workplace safety.</p>	Actual positive/ actual negative/ potential negative	<p>All Ring Tech (to cause) Government organizations (to facilitate) News media (to facilitate) Shareholders (to facilitate) Employees and other workers (to directly relate) Community residents (to directly relate)</p>	Chapter 2 Working with Integrity
Economic performance (GRI 201)	As a TPEX-listed company, the Company is accountable to the investing public for its operating results and performance. Hence, it publishes relevant financial information regularly as per the legal requirements and publishes quarterly financial reports audited/reviewed by certified public accountants in both English and Chinese, allowing the local and overseas investing public to have a clear and immediate understanding of the Company's operations.	Economy: The Company's operations can be enhanced by developing and formulating a sound financial strategy. Meanwhile, we recognize the related accounts in accordance with the tax law and file the reports on time, which are audited and reviewed by certified public accountants to avoid any risk of penalties.	Actual positive/ potential positive	<p>All Ring Tech (to cause) Government organizations (to facilitate) Financial institutions (to facilitate) Employees and other workers (to facilitate) Customers (to facilitate) Shareholders (to directly relate) Community residents (to directly relate)</p>	Chapter 2 Working with Integrity

<p>Integrity and anti-corruption (GRI 205)</p>	<p>Any fraudulent event will harm the Company's and its shareholders' rights and interests and result in a lack of trust in the Company by its customers and suppliers, with incalculable potential losses arising from such an event. As a result, All Ring pays greater attention to preventing corruption than remedial measures.</p>	<p>Economy: If there is any fraud or corruption in the Company, not only will shareholders, customers, and suppliers lose trust in the Company, but it will also harm the Company's image and incur losses.</p>	<p>Actual negative/ potential negative</p>	<p>All Ring Tech (to cause) Government organizations (to facilitate) Shareholders (to directly relate) Employees and other workers (to directly relate) Customers (to directly relate)</p>	<p>Chapter 2 Working with Integrity</p>
<p>Customer service management (Customized topic)</p>	<p>We have developed customer service management in order to build and maintain relationships with customers. We provide various products and prices to fulfill customers' requirements at suitable timings.</p>	<p>Economy: It provides a basis for future improvement to understand the customer's evaluation of the Company's products and services, hence offering customers more satisfactory products and services to enhance the Company's market value and image. People/human rights: The Company provides products and services meeting the needs of our customers, taking into account their feelings. To provide our customers with more satisfactory products and services, there is also a feedback mechanism whereby customers can give feedback to the managing team via email, phone and other communication channels.</p>	<p>Actual positive/ potential positive</p>	<p>All Ring Tech (to cause) Employees and other workers (to facilitate) Customers (to directly relate)</p>	<p>Chapter 3 Innovation and Energy Conservation</p>
<p>Corporate governance (Customized topic)</p>	<p>The Corporate Governance Best Practice Principles covers a wide range of regulations, including disclosure of financial and operational decisions. As a TPEX-listed company, the Company is accountable to the investing public for its decisions. Thus, it is the Company's goal to comply with the principles to disclose its operations so that the local and overseas investing public as well as the competent authorities can be informed in a clear and timely manner.</p>	<p>Economy: In order to achieve sustainable corporate governance, we strictly follow various corporate governance evaluation standards and relevant laws and regulations, which enhances the Company's sustainable competitiveness in the market.</p>	<p>Actual positive/ potential positive</p>	<p>All Ring Tech (to cause) Government organizations (to facilitate) Financial institutions (to facilitate) Shareholders (to directly relate) Employees and other workers (to directly relate)</p>	<p>Chapter 2 Working with Integrity</p>

Customer health and safety (GRI 416)	Since the Company supplies advanced process equipment and believes that the end-user operators are the ultimate customers, it provides easier operation for operators to achieve safe and efficient output, which is a manifestation of considering the customer's feelings.	Economy: Producing high-quality and safe products can strengthen the Company's market competitiveness and image. People/human rights: Clear labeling helps consumers gain correct purchasing information and protects their physical and mental health.	Actual positive/ potential positive	All Ring Tech (to cause) Government organizations (to facilitate) Customers (to directly relate)	Chapter 3 Innovation and Energy Conservation
Innovative products and technologies (Customized topic)	The Company is an R&D focused company. Innovation of core products is required for its sustainability. With technological development as its foundations, it makes consistent breakthroughs through R&D, increases its product competitiveness and market advantages so as to gain a position in this industry.	Economy: Providing innovative products and technologies can enhance the Company's market value and competitiveness, thus assisting the Company in achieving sustainable development.	Actual positive/ potential positive	All Ring Tech (to cause) Shareholders (to facilitate) Customers (to facilitate) Employees and other workers (to directly relate)	Chapter 3 Innovation and Energy Conservation
Social care (Indirect impact on economy) (GRI 203)	Apart from its operations, companies should fulfill their social responsibilities and contribute to society.	Economy: Apart from its operations, the Company should fulfill its social responsibilities by contributing to society, which is conducive to enhancing its image.	Actual positive/ potential positive	All Ring Tech (to cause) Community residents (to directly relate)	Chapter 4 Working Together to Build
Labor/employment relations (GRI 401)	Labor/employment relations is one of the key factors of success in our business operations. All industries have faced the challenge of structural transformation, highlighting the recognition and importance of labor-employment relations to the enterprise.	Economy: Failure to manage labor-employment relations may result in operational risks, penalties under relevant regulations, and even higher turnover rates. People/human rights: The Company is based on the principle of creating a fair workplace and provides comprehensive salaries and benefits, which is effective in retaining talent.	Actual positive/ potential positive	All Ring Tech (to cause) Employees and other workers (to directly relate)	Chapter 4 Working Together to Build
Information Security (GRI 418)	Information security is an important topic for the Company, since there is plenty of news about information security outside the world. We need to avoid disasters and recover quickly if we unfortunately encounter one.	Economy: With a comprehensive information security management system, we can provide our suppliers and consumers with reassurance, which is conducive to the development of the Company.	Actual positive/ potential positive/ potential negative	All Ring Tech (to cause) Government organizations (to facilitate) Employees and other workers (to facilitate)	Chapter 2 Working with Integrity

		People/human rights: If the Company suffers a severe information security breach, it will harm its image, resulting in a loss of operations.		Customers (to directly relate)	
Intellectual property management (Customized topic)	As an R&D-oriented enterprise, the Company values research and innovation stimulation and intellectual property protection, as well as avoidance of infringement.	Economy: The Company has established comprehensive rules and regulations to manage the protection of its patents.	Actual positive/ potential positive/ potential negative	All Ring Tech (to cause) Employees and other workers (to facilitate) Government organizations (to facilitate) Customers (to directly relate)	Chapter 3 Innovation and Energy Conservation
Trainings and Education (GRI 404)	Employees are the greatest asset of an enterprise. Building an attractive workplace for talent will indefinitely enhance the competitiveness of the Company and help achieve sustainable management.	People/human rights: The Company carries out regular employee training and education to strengthen employees' professional skills, which helps to improve the Company's sustainable competitiveness.	Actual positive/ potential positive	All Ring Tech (to cause) Employees and other workers (to directly relate)	Chapter 4 Working Together to Build
Material procurement (procurement practices, supplier environmental assessment, and supplier social assessment) (GRI 204, GRI 308, GRI 414)	The progress of raw material procurement will have an impact on the delivery of products.	Environment: Effective supplier management can help enterprises and suppliers establish good relationships and optimize the supply chain in a harmonious manner. People and human rights: The Company strictly follows international standards such as the United Nations Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights, as well as national policies and norms. We establish a code of ethical conduct for suppliers and require suppliers to sign a written commitment to ensure management to jointly fulfill our corporate social responsibility and enhance company competitiveness for sustainable development.	Actual positive/ actual negative/ potential positive/ potential negative	All Ring Tech (to cause) Suppliers (to directly relate)	Chapter 3 Innovation and Energy Conservation

<p>Energy (GRI 302)</p>	<p>Energy management is an unavoidable topic in the operations of a company. In future times of high electricity prices, if not controlled, it will have a direct influence on the Company's profitability. Responsible management reduces the Company's operational risk and enhances the competitiveness of its products on sustainability issues.</p>	<p>Environment: We need to implement the goal of energy saving and carbon reduction and to reduce the negative impact of energy emissions on the environment.</p> <p>Economy: In order to follow the European Union's Carbon Boundary Adjustment Mechanism (CBAM) and China's 2050 Net Zero Emission Targets, the Company will endeavor to improve its energy performance, thereby enhancing the sustainable competitiveness of its products in the market.</p> <p>People and human rights: The Company holds green and sustainable environmental protection initiatives and encourages all employees to participate, thereby enhancing their sense of social responsibility and commitment to sustainability.</p>	<p>Actual positive/ potential positive</p>	<p>All Ring Tech (to cause) Suppliers (to facilitate) Employees and other workers (to facilitate) Community residents (to directly relate)</p>	<p>Chapter 3 Innovation and Energy Conservation</p>
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Chapter 2 Working with Integrity

2.1 Management Approach

Material Topics: Economic Performance and Corporate Governance	
Reason for topic	The Company is accountable to the investing public for its operating results and governance decisions. Hence, it publishes relevant operational and financial information regularly as per the legal requirements and publishes quarterly financial reports audited and (reviewed) by certified public accountants in both English and Chinese, allowing the investing public at home and abroad as well as competent authorities to have a clear and immediate understanding of the Company's operations, which is a goal we strive to achieve.
Policy/Strategy	In accordance with relevant regulations, the Company regularly announces the indicators listed in the corporate governance evaluation information and related financial information, in order to execute the disclosure and planning of the Company's information. With respect to financial information, the Company publishes financial reports audited and (reviewed) by certified public accountants in both English and Chinese for reference to foreign investors and competent authorities, enhancing the transparency of the Company's information.
Objective	In accordance with regulations, the Company gradually increases the disclosure of essential financial information and gradually advances the timing of information disclosure to allow investors to obtain important information in a more timely manner. In corporate governance, the Company has long ranked between 6% and 20% among the TPEX listed companies. Its medium- and long-term goal is to move into the top 5% among the TPEX listed companies.
Management Evaluation	Relevant financial information and information on announcement decisions are disclosed on a timely and regular basis in order to avoid penalties for failure to disclose information.
Results and improvement	The Company reviews the difference between the budget and the actual revenue and profit each month, and proposes improvement measures in case of failure to achieve. For unscored items in corporate governance, the Finance Division proposes suggestions and plans, which will be implemented upon approval by the division head. In 2022, the Company responded to routine inspections and inquiries from the competent authorities in a timely manner, and was not penalized or suffered any loss. The Company scored 88 in the ninth Corporate Governance Evaluation in 2022, maintaining a ranking between 6% and 20% among all TPEX listed companies.
Preventive or remedial measures	We maintain close contact with the Taipei Exchange, stockbrokers and brokerage firms, and the Securities and Futures Institute in order to review the Company's disclosed financial information and corporate governance indicators and to ensure that there is no negligence resulting in discrepancies in the data of the disclosed information. Meanwhile, we investigate with the contact person of the relevant units for any suspect parts to ensure that faults are addressed and corrected as soon as possible and that the Company's objectives are met.

Material Topic: Integrity and Anti-Corruption	
Reason for topic	Any fraudulent event will harm the Company's and its shareholders' rights and interests and result in a lack of trust in the Company by its customers and suppliers, with incalculable potential losses arising from such an event. As a result, All Ring pays greater attention to preventing corruption than remedial measures.
Policy/Strategy	The Company regularly announces cases of litigation and penalties for violating laws and regulations within the Company or as reported in the news at monthly meetings as a warning to employees. In addition, the Company agrees with its suppliers and customers that if there are any signs or incidents of breach of integrity in the transaction, they may contact the Company's auditing unit directly and submit the relevant records to the Company for auditing. The Company will handle the matters based on the procedures for handling complaints or whistle-blowing. If any abnormal signs of the Company's suppliers and customers are found by our colleagues, we will notify the audit department of the relevant company and put the Company on the control list for more attention.
Objective	In order to prevent the occurrence of any fraud or corruption, the Company revises its internal rules and approval procedures from time to time by referring to laws and regulations. Through publicity and systematic support for implementation, we reduce the occasion for human judgment or operation to reduce the frequency of errors and losses due to misinterpretation,

	miscalculation, or intentional errors. The implementation results are reported to the Board of Directors in the first quarter of each year (once a year).
Management Evaluation	By formulating regulations and auditing, the Company examines, through random audits, whether each division has performed its work in compliance with the internal control measures. It sets up a deficiency list for non-compliance, notifies the employee's direct supervisor of the deficiency, and reports the deficiency to the President and Chairman on a monthly basis. Besides, it keeps tracking the improvement of deficiency.
Results and improvement	The Company did not identify or receive reports of fraud or corruption in 2022.
Preventive or remedial measures	The Company conducts education and training for its employees on a regular basis so that they are fully aware of the Company's commitment to, policies and prevention plans for ethical management, as well as the consequences of violating honest behavior. The Company establishes a whistle-blowing channel and maintains absolute confidentiality of the whistle-blower and the reporting. The Company shall have the auditing unit conduct an in-depth investigation for all reporting cases. If any of the cases are true, the auditing unit shall contact the Administrative Division to handle the case in accordance with the relevant disciplinary measures and immediately disclose the violator's title, name, date of violation, details of violation, and treatment.

Material Topic: Information Security	
Reason for topic	Information security is an important topic for the Company, since there is plenty of news about information security outside the world. We need to avoid disasters and recover quickly if we unfortunately encounter one.
Policy/Strategy	We have formulated information management rules and regulations. Besides, we organize information-related seminars from time to time and provide operation manuals to our employees.
Objective	Short-term: To regulate the circulation of information equipment by administrative order. Medium-term: To develop basic information security awareness among colleagues in all divisions. Long-term: To avoid information security incidents.
Management Evaluation	Organize irregular information security drills, such as phishing simulation testing.
Results and improvement	Enhance the training of employees with unsatisfactory performance in the information security drills. Strengthen the establishment of a backup mechanism.
Preventive or remedial measures	Enhance the publicity of information security through monthly meetings, posters in the living environment, videos in the lobby, and screen savers programs.

Material Topic: Compliance with laws and regulations (Occupational Safety and Health, Socio-Economic Regulatory Compliance, and Compliance with Environmental Regulations)	
Reason for topic	Compliance with laws and regulations (social, environmental): Keep abreast of the regulations formulated by the competent authorities (government agencies such as the Financial Supervisory Commission, the Securities and Futures Bureau, the National Taxation Bureau, and the Ministry of Environment) to avoid any legal penalties. Occupational safety and health: Healthy employees are important to a company's success. It is the Company and its employees' responsibilities to build a safe working environment. All Ring abides by the government's regulations on environmental safety and health, maintains environmental quality and aims to achieve zero workplace accidents.
Policy/Strategy	Compliance with laws and regulations (social, environmental): We send our employees to attend irregular training and seminars organized by the Financial Supervisory Commission, the Securities and Futures Bureau, the National Taxation Bureau, other government agencies, and accounting firms to update our knowledge of current regulations and to plan for decisions applicable to the Company.

	<p>Occupational safety and health:</p> <ol style="list-style-type: none"> To build a safe and healthy management system to promote workplace safety and health in the factory. Through its implementation, we can effectively discover potential factory risks and make immediate improvement to prevent accidents. Engage a labor safety manager and set up a dedicated environmental safety department to supervise and ensure safety in the factory.
Objective	<p>Compliance with laws and regulations (social, environmental): Avoid losses due to violating the regulations.</p> <p>Occupational safety and health:</p> <ol style="list-style-type: none"> Ensure the safety and health of all workers entering the factory while abiding with laws and regulations. Adopt risk management practices to control and prevent hazards in the factory. Encourage all employees to participate and improve overall health and safety knowledge in the factory. Assess and improve health and safety environment and performance regularly.
Management Evaluation	<p>Compliance with laws and regulations (social, environmental): Company Law, Securities and Exchange Law, rules and regulations of competent authorities, and Taxation Law.</p> <p>Occupational safety and health: Governmental regulations on environmental safety and health, and designated environmental safety units.</p>
Results and improvement	<p>Compliance with laws and regulations (social, environmental):</p> <ol style="list-style-type: none"> All Ring was not penalized for any social or environmental violations in 2022. In 2022 Accounting Supervisor, Accounting Agent, Auditing Supervisor and Auditing Agent have fulfilled and completed the number of training hours required by the law. <p>Occupational safety and health: The Company has published the results on its website. We comply with the overall environmental standards regulated by the laws and regulations.</p>
Preventive or remedial measures	<p>Compliance with laws and regulations (social, environmental): Finance Office must attend seminars conducted by the Taxation Bureau, OTC authorities regularly.</p> <p>Occupational safety and health:</p> <ol style="list-style-type: none"> Safety Helmet: Safety helmets must be worn at workplaces whereby objects may fall and injure heads. Safety glasses: Safety glasses must be worn at workplaces whereby sparks, fine dust and flying chips are produced. When working with sand mills, lathes that may injure operators' eyes, safety glasses must be worn. Ear protective gear: When entering noisy areas (85 decibels and above), such as the air compressor room, earplugs must be worn. Hand and foot protection: When cleaning or transporting iron fillings, hands may be injured, therefore gloves must be worn to avoid injuries. (Gloves are strictly forbidden when using rotating machines). Assembly workers must wear safety shoes. Management unit within the factory should teach employees on ways to use protective equipment during their health and safety trainings. Fire drills and emergency response trainings must be conducted regularly. Management must walk around, patrol, inspect, and implement various health and safety measures to prevent accidents, protect company assets and increase workers' awareness of workplace health and safety. Monthly meetings are conducted to maintain discipline, announce regulation updates to avoid workplace hazards. Conduct in-plant risk assessments, identification and statistical analysis of in-plant hazards, post machinery safety reminders, conduct regular trainings, implement updated and improved systems, conduct emergency and preventive drills, assess risky operations, control humidity in the factory.

2.2 Transparent and Sustainable Operation


All Ring was founded in 1996, with headquarters located in Kaohsiung Nanke Science Park. It is the first technology-based company that mass produces within the science park. All Ring is a professional technology-based company that specializes in semi-conductors, passive components, LED process automation and mechanical design, as well as the procession, production, assembly, design and development of computer software.

The Company was ISO 9001 certified in 2000 and listed on OTC upon approval by TPEX in 2002, with a current capital of around NT\$830 million. All Ring has invented many technology patents and received recognition from the industry. We stand by the Company's belief "Focus, First" to bring our technology and services to greater heights.

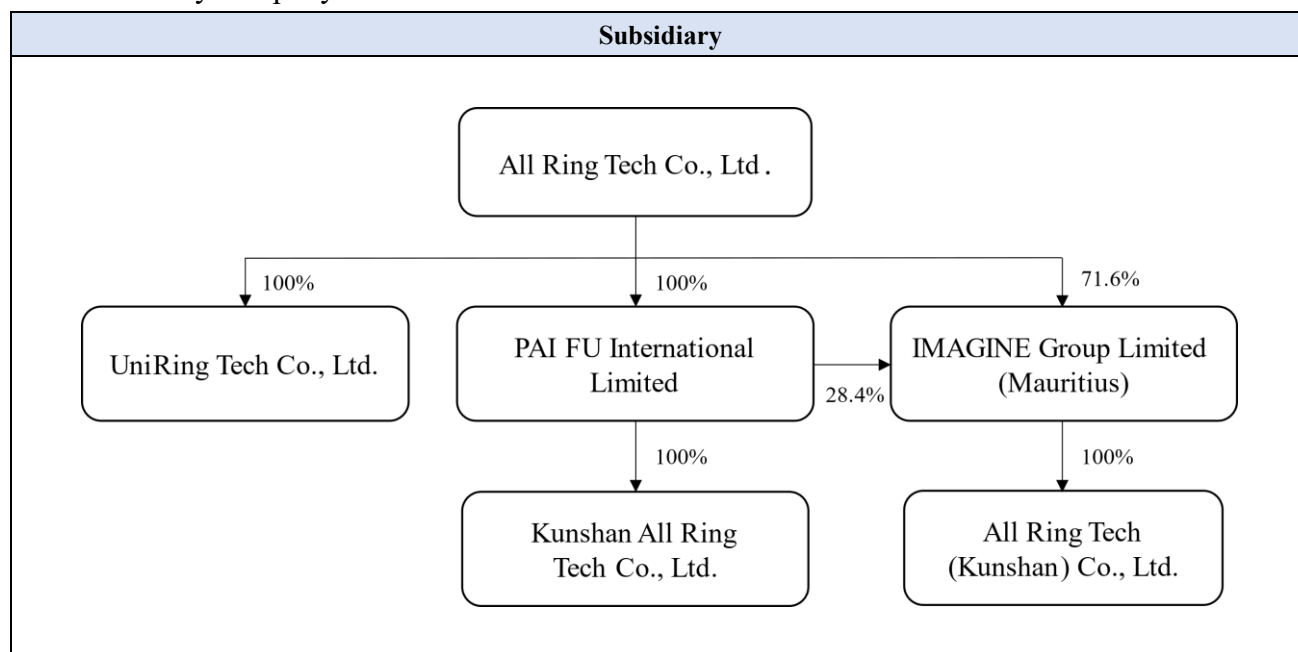
Since its founding, All Ring has been active in its Research and Development investments, from passive components and semi-conductors to LED equipment. We will continue to nourish talents, strengthen our core skills, develop high-end products in the mainstream market to provide efficient, cost-effective and high-quality products.

To align with international and market trends, as well as marketing strategies, All Ring is committed to increasing its competitiveness in the export market. In addition, we invest resources and effort in corporate governance, environmental protection and social care. In addition, we invest resources and effort in corporate governance, environmental protection and social care. We uphold the spirit of sustainable management, in hopes of achieving both growth and sustainability.

Overview of the Company's status and relevant information as follows:

Overview of All Ring's company status	
Company Name	All Ring Tech Co., Ltd.
Established Date	1996-05-24
Market	Listed
Stock Code	6187
Industry	Equipment production and manufacture
Listed Date	2002-09-27
Core Products	Semi-conductors, passive components, LED Process Automation
Chairman	Lu, Ching-Lai
Number of employees	277 people
Operations	Headquarters in Kaohsiung: No.1, Luke 10th Road, Luzhu District, Kaohsiung City (Luzhu Science Park), Taiwan Plant in Kunshan, China: No. 299, Yushan Town, Shansong Road, Kunshan City, Jiangsu Province, China Plant in Hsinchu: 2F, No. 24-2, Industrial East 4th Road, Hsinchu City, Hsinchu Science Park
Base Capital	NT\$830 million
Revenue (NT\$ thousands)	2,248,713 thousand
Company appearance	

Subsidiary company structure as follows:



Shareholder Structure		
As of April 17, 2023		
Shareholders	Shareholding (shares)	Shareholding Ratio (%)
Natural domestic person	65,352,756	78.4
Juridical domestic person	16,435,345	19.7
Foreigners and foreign legal personnels	1,535,801	1.9

External accreditation and organizational engagement

In pursuit of a sustainable operation and to fulfill the Company's social responsibilities, we actively participate in different associations and committees, which include: Hong Kong Entrepreneurs Association, SME Awards Association, Republic of China SME Association, Taiwan Science Park Association, Nanke Production Association, Kaohsiung Manufacturing Association, Taiwan Electronics and equipment association, Taiwan Green Technology association, Taiwan Electronics Export Association, Taiwan Sustainable Supply Association, Taiwan Precision Engineering Society, , Taiwan Precision Engineering Society, Passive Component Industry Association, and the Republic of China Automation Technology Society. Also, the Company's main objective is to obtain sustainable development within the industry and the environment, hence we constantly join the above associations to promote our social development. In recent years, the Company have also received international system verifications and is ISO 9001 certified. The following table shows external certifications and initiatives:

International Certification System and Safety Projects Obtained by All Ring Tech

 <p style="text-align: center;">ISO 9001</p>	 <p style="text-align: center;">AEO</p>	 <p style="text-align: center;">SEMI S2</p>
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Organizations All Ring Tech being engaged with	Membership
Hong Kong Entrepreneurs Association	Member
SME Awards Association	Member
Republic of China SME Association	Member
Taiwan Science Park Association	Member
Nanke Production Association	Member
Kaohsiung Manufacturing Association	Member
Taiwan Electronics and equipment association	Member
Taiwan Green Technology association	Member
Taiwan Technology Industrial Park Electrical and Electronic Manufacturer's Association	Sponsored member
Taiwan Sustainable Supply Association	Member
Taiwan Precision Engineering Society	Member
Chinese Society of Mechanical Engineers	Standing supervisor

Operation Performance

All Ring's revenue and gross profit have increases significantly in the past three years, due to active expansions of water and passive component factories. Financial data of All Ring stated as follows:

Item/ Year	2020	2021	2022
Operating Income (NT\$ thousands)	1,506,320	2,604,316	2,248,713
Operating costs (NT\$ thousands)	767,546	1,387,133	1,171,181
Operating Revenue (NT\$ thousands)	738,774	1,217,183	1,077,532
Operating loss and profit (NT\$ thousands)	301,125	635,778	464,896

Non-operating income and expenses (NT\$ thousands)	(5,347)	12,561	137,125
Net profit before tax (NT\$ thousands)	295,778	648,339	602,021
Net profit after tax (NT\$ thousands)	246,844	541,223	499,039
Total Loss and Profit (NT\$ thousands)	406,704	642,923	408,377
Earnings per share (NT\$)	3.01	6.64	6.15
Dividends (NT\$ thousands)	228,071	366,543	249,723
Employee salaries (including employee benefits) (NT\$ thousands)	309,292	409,751	428,741
Investor expenditure (NT\$ thousands)	228,071	366,543	249,723
Government expenditure (NT\$ thousands)	31,271	70,751	80,779
Public investments (NT\$ thousands)	5,040	10,640	-

Note:

- Investor Expenditure refers to dividends paid to all shareholders, loan interests (inclusive of any forms of debt interest and borrow) and unpaid dividends to be paid to preferred stockholders.
- Government expenditure refers to all taxes (including sales tax, income tax, property tax) and penalties.
- Employee benefits under “Employee salaries (including employee benefits)” include labor health insurance premiums/pension fees and the other total amount of benefits provided to employees in the form of money (excluding education and training, protective equipment costs, or other costs directly related to employees’ duties). The other item, “employee benefits amount,” refers to the total cost of non-monetary benefits the Company provides to the Welfare Committee for employees, such as employee trips, health check-ups, and gift boxes for the three festivals.
- Public investments refer to donations.
- The amounts are denominated in NT\$.
- This financial information provides data from the consolidated financial statements of All Ring Tech Co., Ltd.

During the reporting period, All Ring received financial subsidies from government sectors:

Item	Government Sector	Subsidized amount (NT\$)
Supplement to the Heatsink project	Taiwan Small & Medium Enterprise Counseling Foundation	7,182,621
Total		7,182,621

Note: Tax exemptions, subsidy programs, and epidemic subsidies are all considered government financial assistance.

All Ring Tech’s tax approach strictly complies with the current income tax and business tax regulations issued by the competent authorities.

The Company has established the following tax policies:

- Regulatory compliance principle - Follow tax regulations and the spirit of legislation, file correct tax returns, and prepare proper supporting documents.
- Comprehensive decision-making principle - We focus on changes in local and international tax laws, assess their impacts comprehensively, and formulate corresponding strategies.
- Information transparency principle - Disclose tax information regularly through public channels, such as financial statements and annual reports, to ensure information transparency.
- Positive communication principle - Maintain open and honest communication with tax authorities to help improve the tax environment and policies.

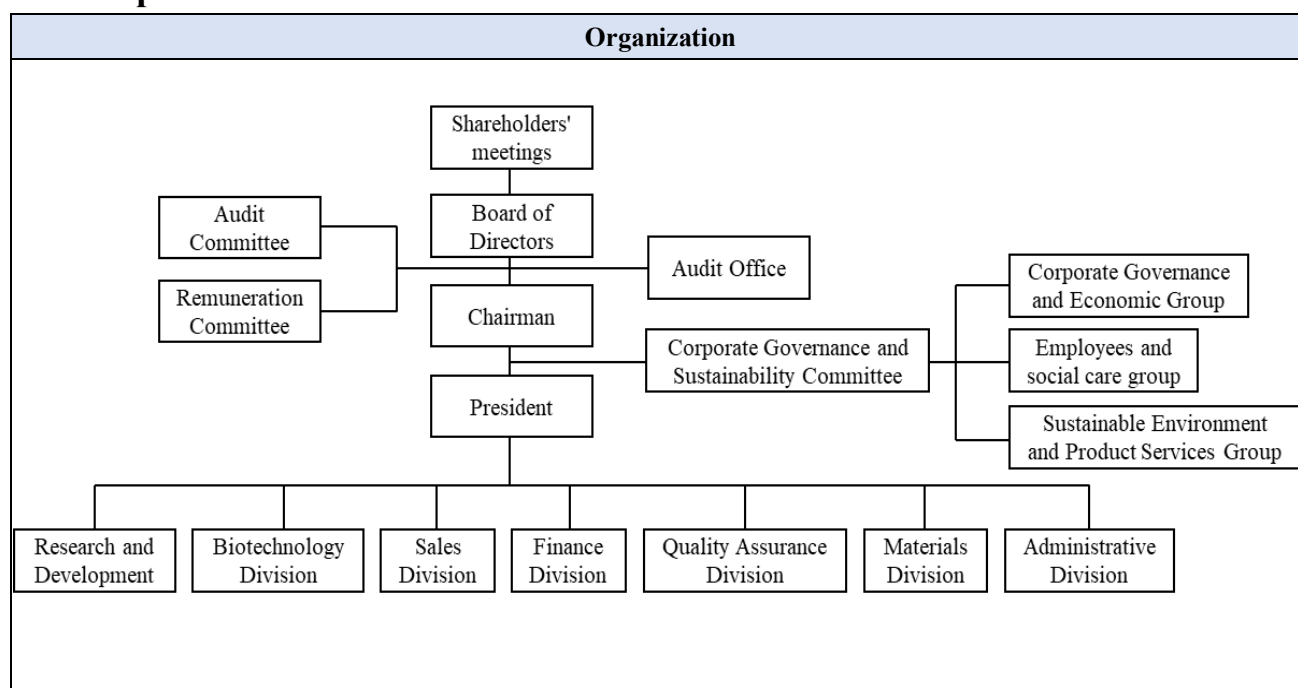
- Reasonable tax saving principle - Take advantage of legal and transparent tax incentives rather than illegal tax evasion.
- Reasonable structure principle - The corporate structure and transaction arrangements are economically sound and do not take advantage of special arrangements for tax avoidance.
- Risk management principle - When making and executing tax decisions, we evaluate the related risks and adopt appropriate strategies.
- Business substance principle – The related party transaction is in line with economic substance and the decision maker bears the risk and receives a reasonable return on the transaction.
- Arm's length principle - The price and terms of related party transaction should be similar to those of non-related parties in similar transactions.
- Tax authorities - If there are any concerns about the application of laws and regulations, we will take the initiative to consult and discuss with the tax authorities. Upon receipt of a letter from the tax authorities requesting information, we fully cooperate in submitting the relevant documents and specifications on schedule.
- Independent directors and investors - The Board of Directors communicates with independent directors on tax issues to effectively grasp tax risk control. We also explain to investors the reasons for changes in the effective tax rate and the results of tax governance in the tax governance section of the website.

At the tax governance, control and risk management level, the Finance Division keeps in close contact with the audit firm to ensure that the Company is aware of potential tax risks and that tax planning is carried out at an early stage. Under the effective operation of the risk management mechanism, the frequency and amount of tax disputes are controlled at a low level of risk.

The Company actively communicates with stakeholders through various channels. It is involved in tax advocacy to support the implementation of new tax policies and help build a sound and favorable tax environment.

Note: Please refer to the Market Observation Post System for the Company's annual report of shareholders' meeting.

2.3 Corporate Governance



Departments and their respective job scope

Department	Job scopes
Audit Office	Responsible for efficient implementation of internal audit and control system, ensure laws and regulations are abided, and provide suggestions for improvements.
Administrative Division	Responsible for planning and management of company's general affairs, human resources, computer software and hardware system, designing and editing programs based on system, and maintaining computers' operations.
Finance Division	Responsible for the Company's finance, accounts, and stocks.
Sales Division	Responsible for market evaluation, expansion, plan, development, sales, customer credit, payment collection of semi-conductors, passive components and LED process automation.
Biotechnology, Materials, Quantity Assurance Division	Responsible for design, manufacture, sales, service, quality inspection and control, material purchase, storage of semi-conductors, passive components and LED process automation.

Board of Directors

All Ring's Board of Directors include the Chairman Lu, Ching-Lai, the President Cheng, Hsin-Yao, and the CEO Ou, Cheng-En to develop business strategies and coordinate various departments based on market trends and competitiveness.

All Ring's board of directors include 6 directors and 3 independent directors. Coming from professional corporate backgrounds and being highly experienced with business operations, our board members are committed to maximizing shareholders' gains. Each board members fulfill All Ring's requirements. The Company's future development plans and board members information as follows:

Title	Name	Gender	Age	Elected date	Experience	Current designation
Chairman	Lu, Ching-Lai	Male	Above 50	1996.05.27	Chairman of All Ring Tech Co., Ltd.	Director of Pai Fu Co. and Chairman of Uni-Ring Tech. Co., Ltd.
Director	Cheng, Hsin-Yao	Male	Above 50	2005.06.07	President of All Ring Tech Co., Ltd.	Director of Imagine Group Limited and Director of Uni-Ring Tech. Co., Ltd.
Director	Representative of Han Lin Construction Co., Ltd.: Chiu Huang, Ching-Han	Male	Above 50	2012.12.17	Person in charge of Hanlin Construction Co., Ltd.	Person in charge of Hanlin Construction Co., Ltd.
Director	Chong, Yu-Ru	Female	Above 50	2017.06.15	Person in charge of Li Chiao Investment Co., Ltd.	Person in charge of Li Chiao Investment Co., Ltd.
Director	Chen, Chien-Chang	Male	Above 50	2011.06.22	Person in charge of Fudu Construction Co., Ltd.	Person in charge of Fudu Construction Co., Ltd.
Director	Representative of Chin Cheng Investment Limited: Tsai, Chin-Shu	Male	Above 50	2021.07.20	Person in charge of Chin Cheng Investment Limited	Person in charge of Chin Cheng Investment Limited
Independent director	Li, Ming-Hsien	Male	Above 50	2020.06.10	Deputy Director of PwC Taiwan	Deputy Director of Chih-Cheng Accounting Firm
Independent director	Kuang, Cho-Hua	Male	Above 50	2020.06.10	Adjunct Professor, Department of Mechanical and Electro-Mechanical Engineering, National Sun Yat-sen University	Adjunct Professor, Department of Mechanical and Electro-Mechanical Engineering, National Sun Yat-sen University
Independent director	Chen, Chang-Jen	Male	Above 50	2020.06.10	Professor, Department of Mechanical Engineering, Kun Shan University	Director of Kun Shan University, Department of Mechanical Engineering

Note:

1. There are a total of 0 board members in the age between 30 to 50 and 9 board members above 50 years old.
2. Term of the current Board of Directors: June 10, 2020 to June 9, 2023

Board of directors have devised an all-rounded strategic plan based on the Company's operations, management and development, which includes:

1. Basic requirements and values: gender, age, nationality, and culture.
2. Professional skills and knowledge: Professional background (such as law, accounting, industry, finance, marketing or technology), professional skills, and experience in industry.

Independent directors should have more than five years of working experience and possess more than one qualification stated as follows:

1. Qualified as a lecturer or above in either public or private universities of business, legal, finance, accounting or relevant disciplines required for the Company's business.
2. Judges, prosecutors, lawyers, accountants, or other professional and technicians who have passed national examinations and received certificates required for the Company's business.
3. Working experience in business, legal, finance, accounting or others required for the Company's business.

Election of directors (inclusive of independent directors) are based on Article 192-1 of the Company law to ensure elected members fulfill criteria stated in Article 30 as well as the educational and professional qualifications required. The election of independent and non-independent directors is based on the number of elections set by the Company's articles of association. Elections of all directors are conducted during the same session, independent and non-independent directors are selected separately through drawing of lots. The chairman will redraw for directors who have the same number of lots, or are absent from session. Our board of directors focuses on the functions and transparency of independent operations. All directors perform their duties and exercise their powers independently. The Company has also established a performance evaluation system to assess the board of directors so as to ensure operating efficiency.

Item Name	Nationality	Gender	Concurrent employee	Age			Seniority			Operational Management	Business marketing	Research and Development	Financial Accounting	Information Technology	Risk management
				51-60	61-70	71-80	Less than 3 years	3-9	9 years above						
Lu, Ching-Lai	R.O.C.	Male	V		V					V		V		V	V
Cheng, Hsin-Yao	R.O.C.	Male	V	V						V		V		V	V
Chen, Chien-Chang	R.O.C.	Male			V					V					V
Chong, Yu-Ru	R.O.C.	Female		V						V					V
Ching-Han Chiu Huang	R.O.C.	Male			V					V					V
Ching-Hsu Tsai	R.O.C.	Male		V						V					V
Li, Ming-Hsien	R.O.C.	Male			V		V			V			V		V
Kuang, Cho-Hua	R.O.C.	Male				V	V								V
Chen, Chang-Jen	R.O.C.	Male			V		V								V

Interest avoidance

When independent directors are nominated, the Company assesses their experience and independence. Furthermore, it informs all directors of their responsibilities and issues to be aware of, and requires them to sign statements upon their election. If there is a conflict of interest between the board of directors' proposal and the directors, the Chairman reminds the directors to refrain from discussing and voting. In this way, the board of directors' decisions are made with the Company's and its shareholders' interests as the priority. All Ring's interest avoidance mechanism is listed as follows: The directors of the Company shall avoid the resolution of the board of directors' meeting if they are involved in an interest in it, and the directors and managers shall all sign the declaration of good faith, to ensure that the directors and managers are fully aware of the standards and duties they are expected to follow.

Currently, there are 3 independent directors (accounting for 33.33%) in All Ring Tech, all of which are independent. In addition, for the purpose of business development and practical operation, 2 directors serve as managers of the Company. Regarding the resolutions made by the board of directors, if there is a situation where a member should recuse themselves due to a conflict of interest, the Chairman will appoint a proxy Chairman to preside over the proceedings and record the details in the minutes. The record of situations requiring interest avoidance in the 2022 board meeting of All Ring is as follows:

Board of Directors Date/term	Topic of discussion	Situation of interest avoidance	Participation in voting
The 11th Session of the 10th Board of Directors (2022/2/21)	Proposal 13: Distribution of incentive bonuses to internal staff.	The Chairman Lu, Ching-Lai appointed the Independent Director Li, Ming-Hsien as the Proxy Chairman.	Approved unanimously after consulting all the Directors (including the Independent Directors) present by the Proxy Chairman.
The 12th Session of the 10th Board of Directors (2022/4/27)	Proposal 6: Amendment to the Company's "Regulations Governing the Remuneration of Directors."	The three independent directors were asked to refrain from voting as the amendment was related to the remuneration of the independent directors.	Approved unanimously after consulting all the Directors present by the Chairman.
	Proposal 7: The distribution of 2021 remuneration to directors and internal employees.	The Chairman Lu, Ching-Lai appointed the Independent Director Li, Ming-Hsien as the Proxy Chairman.	Approved unanimously after consulting all the Directors (including the Independent Directors) present by the Proxy Chairman.
	Proposal 8: Adjustment of internal salaries.	The Chairman Lu, Ching-Lai appointed the Independent Director Li, Ming-Hsien as the Proxy Chairman.	Approved unanimously after consulting all the Directors (including the Independent Directors) present by the Proxy Chairman.
The 15th Session of the 10th Board of Directors (2022/11/9)	Proposal 9: Distribution of the Company's year-end bonuses to insiders for 2022.	The Chairman Lu, Ching-Lai appointed the Independent Director Li, Ming-Hsien as the Proxy Chairman.	Approved unanimously after consulting all the Directors (including the Independent Directors) present by the Proxy Chairman.
	Proposal 10: Distribution of incentive bonuses to internal staff.	The relevant insiders were asked to recuse themselves from this proposal.	Approved unanimously after consulting all the Directors (including the Independent Directors) present by the Chairman.

Continuing education of the Board of Directors

To enhance the work and operations of the board of directors and to cooperate with the government's projects, All Ring's directors and supervisors are to undergo training as per Article 4. All directors elected in 2022 are not new, thus they ought to undergo at least six hours of training per year. A detailed plan is drafted to train directors, in order to improve their working and management abilities.

Title	Name	Training date	Organizer	Course name	Training hours	Total hours
Independent director	Kuang, Cho-Hua	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Independent director	Chen, Chang-Jen	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Independent director	Li, Ming-Hsien	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Director	Chen, Chien-Chang	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Director	Cheng, Hsin-Yao	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Director	Lu, Ching-Lai	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Representative of Corporate Director	Ching-Han Chiu Huang	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate	Employee	3.00	

			Governance Association	Compensation Strategies and Tools for Enterprises		
Representative of Corporate Director	Ching-Hsu Tsai	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	
Representative of Corporate Director	Chong, Yu-Ru	2022/04/27	Taiwan Corporate Governance Association	Corporate Mergers & Acquisitions and Practical Sharing	3.00	6.00
		2022/11/09	Taiwan Corporate Governance Association	Employee Compensation Strategies and Tools for Enterprises	3.00	

Performance Evaluation of the Board of Directors

The Company has established assessment plan to evaluate directors' performances, while board of directors are to perform self-evaluation annually. Evaluation indicators include directors' level of participation in business operations, awareness of their own rights and responsibilities, smoothness and clarity of their communication, their professionalism, as well as the progress of their trainings. The evaluation results will be reported to the board of directors to improve operational performance and efficiency. In the 2022 Annual Assessment, results have shown that all directors have fulfilled their responsibilities managing the Company and there are no further improvements to be made. Evaluation indicators and standards are indicated as follows:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content														
Once a year	2022/1/1~ 2022/12/31	<ol style="list-style-type: none"> Board of Directors Individual Board members Remuneration Committee Audit Committee 	<ol style="list-style-type: none"> Self-evaluation of the Board of Directors Self-evaluation of Board members Self-evaluation of the functional committees 	<table border="1"> <thead> <tr> <th colspan="2">Performance Evaluation of the Board of Directors</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Level of participation in business operations</td> </tr> <tr> <td>2.</td> <td>Quality of Board Decisions</td> </tr> <tr> <td>3.</td> <td>Directors committee and structure</td> </tr> <tr> <td>4.</td> <td>Election and continuing education of the directors</td> </tr> <tr> <td>5.</td> <td>Internal Control</td> </tr> <tr> <td colspan="2">The results of the 2022 performance evaluation of the Board of Directors were excellent.</td> </tr> </tbody> </table>	Performance Evaluation of the Board of Directors		1.	Level of participation in business operations	2.	Quality of Board Decisions	3.	Directors committee and structure	4.	Election and continuing education of the directors	5.	Internal Control	The results of the 2022 performance evaluation of the Board of Directors were excellent.	
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Board of Directors' attendance

A total of 6 meetings (A) of the Board of Directors were held in 2022. The attendance of the directors is as follows:

Title	Name	Attendance in person	Attendance by proxy	Attendance rate [B/A] (%)	Note
Chairman	Lu, Ching-Lai	6	0	100%	None
Director	Cheng, Hsin-Yao	6	0	100%	None
Director	Chen, Chien-Chang	6	0	100%	None
Director	Representative of Li Chiao Investment Co., Ltd.: Chung, Yu-Ju	6	0	100%	None
Director	Representative of Han Lin Construction Co., Ltd.: Chiu Huang, Ching-Han	6	0	100%	None
Director	Representative of Chin Cheng Investment Limited: Tsai, Chin-Shu	6	0	100%	None
Independent director	Li, Ming-Hsien	6	0	100%	None
Independent director	Kuang, Cho-Hua	6	0	100%	None
Independent director	Chen, Chang-Jen	6	0	100%	None

Remuneration Committee

All Ring has established regulations governing the remuneration of directors and the Remuneration Committee. The remuneration of the board of directors will be adjusted and revised in consideration of the opinions of the stakeholders. Based on the regulations governing the remuneration of directors, the Company's remuneration to independent directors, directors, and the Chairman can be categorized as follows:

I. Remuneration of independent directors

1. Remunerations:

- (1) Salary: Regardless of the Company's operating profit or loss, independent directors will receive remuneration each month should they perform their required duties in the Company. Amount received can be adjusted by the Remuneration Committee based on the value of their participation in and contribution to the Company's operations.
 - (2) Duty allowance: All Ring does not offer independent directors additional duty allowance.
 - (3) Severance pay: All Ring does not offer additional severance pay to independent directors.
 - (4) Bonus: All Ring does not provide independent directors with additional bonus.
2. Retirement pension: All Ring does not offer retirement pension to independent directors.
 3. Earnings distribution: All Ring does not offer earnings distribution to independent directors.

II. Directors' remuneration

1. Directors' compensation

- (1) Directors' salaries: The committee pays the director 0% - 150% of the industry's standards, based on his participation in and contribution to the Company's operation. The aforementioned basis of assessment is done by monthly or annual remuneration.
 - (2) Severance pay: All Ring does not offer additional severance pay to directors.
 - (3) Bonus: In addition to the director's salary, based on the Company's daily operation and management, bonus may be offered to directors (can converted to monthly remuneration), with which annual conditions of finance and operational performance shall be assessed by the Remuneration Committee and submitted to the board of directors for discussion and determination.
2. Retirement pension: The Company does not offer retirement pension except to directors who are company's employees.

III. Remuneration of the Chairman

The Chairman's Salary:

- (1) The Remuneration Committee pays the Chairman 0% - 150% of the industry's standards, based on his participation in and contribution to the Company's operation.
- (2) Monthly salary: Based on number of working years and values, the chairman's annual salary increase shall not exceed 15% of the upper limit, as the upper limit is three times the average annual salary of managers.
- (3) Adjustable salary: The chairman can only receive year-end bonuses, performance bonuses and dividends when he is an employee of the Company.

All board members work independently. The Remuneration and Reimbursement Committee's role is to evaluate the remuneration policies and systems for upper management professionally and objectively, while providing the board of directors with suggestions for their decision-making processes. The suggestions include regular assessments of regulations, suggestions for improvement, review of annual and long-term performance goals, as well as the salaries, policies, standards, structures, performance of directors and managers. Referring to industry standards and their performances, directors and managers' remuneration are then determined. More than half of the members must agree before confirming on a proposal. Should there be no objections during proposal, the proposal is deemed as confirmed, as per voting process. The results shall be reported and recorded immediately during voting session.

The Remuneration Committee held 4 meetings (A) in 2022, with the qualification and attendance of its members as follows:

Remuneration Committee Operations					
Title	Name	Attendance	Attendance by proxy	Attendance Rate (%)	Note
Independent director	Li, Ming-Hsien	4	0	100	-
Independent director	Kuang, Cho-Hua	4	0	100	-
Independent director	Chen, Chang-Jen	4	0	100	-

Meeting Date	Topic of discussion	The Remuneration Committee's resolution	Feedback from the Board of Directors
The 6th Session of the 4th Term 2022/02/21	<p>Proposal 1: The distribution of 2021 remuneration to directors and employees.</p> <p>Proposal 2: Distribution of the incentive bonuses to insiders.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 7th Session of the 4th Term 2022/04/27	<p>Proposal 1: Amendment to the Company's "Regulations Governing the Remuneration of Directors," Resolution.</p> <p>Proposal 2: The distribution of 2021 remuneration to directors and internal employees.</p> <p>Proposal 3: Adjustment of internal salaries.</p> <p>Proposal 4: The promotion of an insider, Assistant Vice President Yeh, Shih-Lung, to the Vice President.</p> <p>Proposal 5: The appointment of a new Assistant Vice President, Mr. Chang, Chun-Ting.</p> <p>Proposal 6: The appointment of a new Assistant Vice President, Ms. Hung, Hui-Chen.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 8th Session of the 4th Term 2022/06/14	<p>Proposal 1: The Company's handling of the employee stock ownership trust.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 9th Session of the 4th Term 2022/11/09	<p>Proposal 1: Distribution of the Company's year-end bonuses to insiders for 2022.</p> <p>Proposal 2: Distribution of the incentive bonuses to insiders.</p> <p>Proposal 3: Adjustment of internal salaries.</p> <p>Proposal 4: The promotion of an insider, Assistant Vice President Chiang, Cheng-Yen, to the Vice President.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.

Audit Committee

All Ring Tech establishes the Audit Committee, which is comprised of independent directors, and meets at least once a quarter. It is responsible for the proper presentation of the Company's financial reports, the selection (dismissal) and evaluation of the independence and performance of the certified public accountants, the effective implementation of the Company's internal controls, the Company's compliance with the relevant laws and regulations, and the control and management of the Company's existing or potential risks.

Its main terms of reference are set out below:

(1)	Formulation of or amendment to the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
(2)	Assessment of the effectiveness of the internal control system.
(3)	Formulation or amendment to the procedures for material financial business behavior involving acquiring or disposing of assets, engaging in derivative transactions, lending funds to others and making of endorsements/guarantees in accordance with the provisions of Article 36-1 of the Securities and Exchange Act.
(4)	Matters involving the directors' own interests.
(5)	Material asset or derivative transactions.
(6)	Material loans, endorsements, or guarantees.
(7)	Offering, issuance or private placement of securities with the nature of equity.
(8)	Appointment, dismissal, or remuneration of certified public accountants.
(9)	Appointment or removal of the head of Finance, Accounting or Internal Audit.
(10)	Annual financial statements signed or sealed by the Chairman, Manager, and Accounting Manager.
(11)	Other material matters as required by the Company or the competent authorities.

A total of 6 meetings (A) of the Audit Committee were held in 2022. The attendance of independent directors is as follows:

Audit Committee Operations					
Title	Name	Attendance	Attendance by proxy	Attendance Rate (%)	Note
Independent director	Li, Ming-Hsien	6	0	100	-
Independent director	Kuang, Cho-Hua	6	0	100	-
Independent director	Chen, Chang-Jen	6	0	100	-

Meeting Date	Topic of discussion	Committee's decision	Feedback from the Board of Directors
The 8th Session of the 1st Term 2022/01/27	Proposal 1: The change of the Company's Audit Supervisor submitted.	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 9th Session of the 1st Term 2022/02/21	<p>Proposal 1: The Company's 2021 Business Report, individual and consolidated financial reports.</p> <p>Proposal 2: The Company's 2021 earnings distribution.</p> <p>Proposal 3: Issuance of the Company's internal control system statement based on our self-assessment and internal audit results</p> <p>Proposal 4: The Change in Certified Public Accountant of the Company.</p> <p>Proposal 5: The evaluation of 2022's certified public accountants' independence and suitability.</p> <p>Proposal 6: The Company's intention to make an endorsement for its subsidiary, UniRing Tech Co., Ltd.</p> <p>Proposal 7: Amendment of the Company's Articles of Association.</p> <p>Proposal 8: Amendment of the Company's "Operational Procedures for Acquisition and Disposal."</p>	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 10th Session of the 1st Term 2022/04/27	<p>Proposal 1: The Company's consolidated financial statements for the first quarter of 2022.</p> <p>Proposal 2: Amendment of the Company's Corporate Governance Best Practice Principles.</p>	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 11th Session of the 1st Term 2022/06/14	Proposal 1: The purchase of a plant in the central part of Taiwan by the Company.	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 12th Session of the 1st Term 2022/08/09	<p>Proposal 1: The Company's consolidated financial statements for the second quarter of 2022.</p> <p>Proposal 2: The intention of its second-tier subsidiary Kunshan All Ring Tech Co., Ltd. (hereinafter referred to as "Kunshan All Ring Electronics") to provide funds to its second-tier subsidiary All Ring Tech (Kunshan) Co., Ltd. (hereinafter referred to as "All Ring Machinery").</p> <p>Proposal 3: The Company's intention to reduce the capital of its subsidiary, UniRing Tech Co., Ltd. (hereinafter referred to as "UniRing"), to make up for its losses.</p>	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.

	Proposal 4: The Company's intention to buy back the Company's shares and transfer them to its employees in accordance with the relevant regulations.		
The 13th Session of the 1st Term 2022/08/09	<p>Proposal 1: The Company's consolidated financial statements for the third quarter of 2022.</p> <p>Proposal 2: The Company's Audit plan for 2023.</p> <p>Proposal 3: The Company's intention to invest in a new subsidiary in Japan.</p> <p>Proposal 4: Revision of the Company's Internal Control System Statement based on its self-inspection and audit results.</p> <p>Proposal 5: Amendment of the Company's "Operational Procedures for Loaning Funds to Others."</p> <p>Proposal 6: Amendment of the Company's "Operational Procedures for Endorsements and Guarantees."</p>	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.

Sustainable Development Committee

The Corporate Governance and Sustainable Development Committee, convened by Vice President Li, Chien-Te, is composed of the Administrative Division, the Finance Division, the President's Office, the Materials Division, and the Sales Division. It is responsible for proposing and implementing the Company's sustainable development policies, reporting to the Board of Directors annually on the results of the implementation of the ESG program and the goals set in response to regulatory changes. Besides, it responds to questions from the Board of Directors on implementing the ESG program and adjusts the details. Meanwhile, in addition to judge the likelihood of success of these strategies, the Board of Directors must constantly review their progress and urge the management team to make adjustments when necessary. After the completion of the first draft of the ESG Report, a meeting will be held to review the appropriateness of the contents and make necessary revision. The Report will be forwarded to the Vice President, Mr. Li, Chien-Te and the Chairman, Mr. Lu, Ching-Lai, for review and issuance after the final draft is completed.

In order to enhance the Company's respect and support for human rights, the Board of Directors has formulated the "Code of Ethical Conduct", the "Code of Ethical Management", the "Ethical Management Complaint Procedures and Whistle-Blowing System", and the "Human Rights Policies." The Company's human rights policies are announced by the Administrative Division at the monthly meeting each year (at least once), which emphasizes the principle of creating a fair workplace and gives high priority to establishing a working environment that is safe, dignified, and free of discrimination and harassment. In addition, the Administrative Division announces the Company's whistle-blowing channels, current employee benefits policies, and resources. Besides, the Company presents awards and certificates to employees with outstanding KPIs, which is also announced on the Company's website, in the hope of encouraging employees' centripetal force towards the Company to focus more on improving their responsibility.

The person in charge of impact management of each responsible unit will continuously control the operation of the internal team to ensure that it meets the environmental, economic, and social sustainability criteria. The details of the communication items are listed in the table below:

Nature	Total number of material events	Communication method and frequency	Results of communication
Environment	Total 4 for the year	Report of the Board of Directors/At least once a quarter	Report the progress to the Board of Directors on a quarterly basis to plan the greenhouse gas inventory and verification schedule of the parent company and subsidiaries in the Group, following the greenhouse gas inventory and verification schedule plan specified in the "Sustainability Development Roadmap" issued by the Financial Supervisory Commission in March 2022.
Economy	Total 49 for the year	Convene the Board meeting/at least once a quarter	Report to the Board of Directors on significant financial matters such as the Company's quarterly financial reports audited/reviewed by certified public accountants, details of assets acquired or disposed of by the Company, endorsement and guarantee of subsidiaries, approval of inter-subsidiary loans, distribution of annual earnings, transfer of treasury stocks bought back to employees, and plans for the establishment of overseas subsidiaries. In response to the questions of the Board members, the Company submits relevant information for their review. In addition, we have the supervisors with corresponding functions attend the meeting to answer the questions of the directors, thus allowing the Board of Directors to make decisions in the interests of the Company and the public.
	Total 1 for the year	Report of the Board of Directors/At least once a quarter	Report to the Board of Directors on the Company's intellectual property management program and its implementation.
	Total 1 for the year	The Company holds annual management review meetings and conducts monthly and quarterly management reviews to confirm whether there is significant feedback and tracking on the topics of product and customer issues.	There have been no complaints of violating regulations. We continue to work with qualified suppliers to our major customers in each of the divisions.
Society	Total 32 for the year	Report of the Board of Directors/ Once a month	Report to the Board of Directors on important internal rules and regulations updated in accordance with laws and regulations, the contents and results of communication with stakeholders, the implementation of recent corporate governance affairs, and other matters related to corporate social responsibility. Make timely adjustments to corporate decisions based on the guidelines of the Board of Directors.
	Total 2 for the year	Convene the Board meeting/ At least once a year	<ol style="list-style-type: none"> 1. Report to the Board of Directors on the charitable activities carried out by the All Ring Charity Trust Fund once a year. 2. The Board of Directors approves a grant to the All Ring Charity Trust Fund once a year.

Human rights policies

In order to verify compliance with the Company's CSR human rights policies, internal and external audits will be conducted periodically based on the specifications of the sustainability management measures to ensure that the management system's goals, approaches, and regulatory compliance are adequately, effectively, and appropriately operated.

The following principles for compliance with material human rights topics are set out below:

- I. Comply with laws and regulations on labor, health and safety, and environment in the countries where we operate as well as relevant international standards.
- II. Prohibit the use of child labor. Never force labor or prisoners. Do not accept any supplier or subcontractor who uses child or forced labor.
- III. Respect the freedom of employees and prohibit any forms of forced labor.
- IV. We are committed to environmental protection to provide safe and hygienic working and living environment for our employees to ensure their safety and health.
- V. Boost labor-management cooperation and respect employees' freedom of association, collective bargaining and peaceful assembly.
- VI. Provide an equal and fair workplace and prohibit any forms of discrimination.
- VII. Arrange reasonable production plan as well as employees' working hours and rest time.
- VIII. Respect the basic human rights of employees and prohibit any form of degrading behavior.
- IX. Provide reasonable salary, benefits, and equal conditions to meet the basic needs of our employees.
- X. Avoid any forms of corruptions, extortion and misappropriation of public funds.
- XI. Continuous improvement.

In addition, the Company controls its suppliers with reference to international standards such as the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Universal Declaration of Human Rights. We require suppliers to sign a written commitment and to strictly comply with the management standards of the sustainability management measures and assume corporate social responsibility.

In order to maintain a high degree of professional ethics and prioritize sustainable management, All Ring Tech does not tolerate any unethical behavior under the established integrity rules. When a crisis occurs, it will plan to analyze the reasons to propose appropriate preventive measures and minimize the impact to maintain smooth operations. The Company has also set up a section for stakeholder communication on its website, announcing contact numbers and mailboxes for all stakeholders to contact the Company's authorized personnel in a timely manner for immediate improvements and remedies in response to the incident. The contact methods are available on the Company's website: Investors section→Shareholder Service→Contacts.

2.4 Risk Response and Management

Scope of Risk Control		
Type	Potential Risk	Countermeasures
Adjustments in interest and exchange rates	(1) Impact of interest rates fluctuations	Adopting the principle of sound, conservative financial management, the Company maintains close contact with the bank, gains first hand updates on real time interest rates changes so as to minimize the impact of interest rate fluctuations on the Company.
	(2) Impact of Exchange rates fluctuations	<ul style="list-style-type: none"> ● Based on natural hedge's characteristics, foreign currencies received from product sales are also used for purchase, hence it is crucial for us to review foreign currency fluctuations, analyze the exchange rate trends, settle foreign exchanges at the appropriate time, select suitable financial tools to avoid exchange rate risks. ● Finance team should closely monitor international financial status, collect information on exchange rate fluctuations, maintain close contact with banks, and refer to relevant information provided by banks and investment institutions to keep themselves updated of exchange rate trends. ● Sales team should adjust product prices according to latest exchange rates while quoting and negotiating for prices to reflect the most accurate exchange rate.
	(3) Impact of inflation	<ul style="list-style-type: none"> ● Costs of raw materials required by the Company are stable, while inflation rate is subtle and has little impact on the Company's loss and profits.
Engagement in high-risk, high-leverage investments, loans and endorsement guarantees	Derivatives transactions, profits and losses	Company loans to others shall abide "Fund Loan operation procedures" and "Endorsement guarantee operation procedures." Besides, the Company does not engage in any other derivative operation.
Future research and development plans and estimated costs	Future development plans	<ol style="list-style-type: none"> 1. Full comprehension of the market and consumer needs, level of satisfaction as the main axis. Long-term R&D professionals in the Company are constantly developing new technologies for the mainstream market. 2. Successful R&D processes include quality assurance standards, complete standardized information and the inheritance of research and development experience. 3. Constant interactions with research and academic institutions to learn from experts and scholars, in order to strengthen the Company's research and development. 4. Work with R&D manufacturers to provide guidance and develop new technologies to minimize costs and risks.

		5. Work with foreign professional manufacturers and partners to develop new products and gain technological knowledge for self.
Risks and countermeasures of selling and purchasing concentration	(1) Purchase (2) Sales	<p>1. Purchase: If suppliers are unable to deliver goods on time, or provide a stable source of goods, we source for other manufacturers and suitable raw materials. The raw materials used by the Company is not from one sole supplier, and we have established a long-term working relationship with our suppliers. The Company assesses the quality of materials regularly, and constantly seek for new manufacturers in the market that can work with our suppliers in order to diversify the risks of purchasing concentration.</p> <p>2. Sales: To avoid facing impacts of fluctuations caused by certain industries, the Company aims to develop different sorts of products, apart from semi-conductors, passive components and LED equipment. In recent three years, as electronic products are light in weight, thin and small, the costs of semi-conductors, passive components have increased, there are no risks of purchasing concentrations, hence our biggest customers are well known manufacturers in the industry.</p>

Risk of climate change

Global Warming and Climate change have worsened in recent years, with companies around the world taking measures to tackle this crisis. Sustainability and green economy have become corporate trends. As such, All Ring takes climate change impact into consideration, implement strategic plans against each risk, strives to reduce energy consumption, carbon emissions, and improves performance of carbon reduction management, so as to fulfill the Company's sustainability goals. In order to highlight the importance of energy conservation and carbon reduction, employees are trained to implement energy conservation and carbon reduction measures during work, improve energy efficiency, and take action to reduce the consumption of natural resources. All Ring adopts the framework of Task Force on Climate-related Financial Disclosures (TCFD) to identify relevant climate change risks as below:

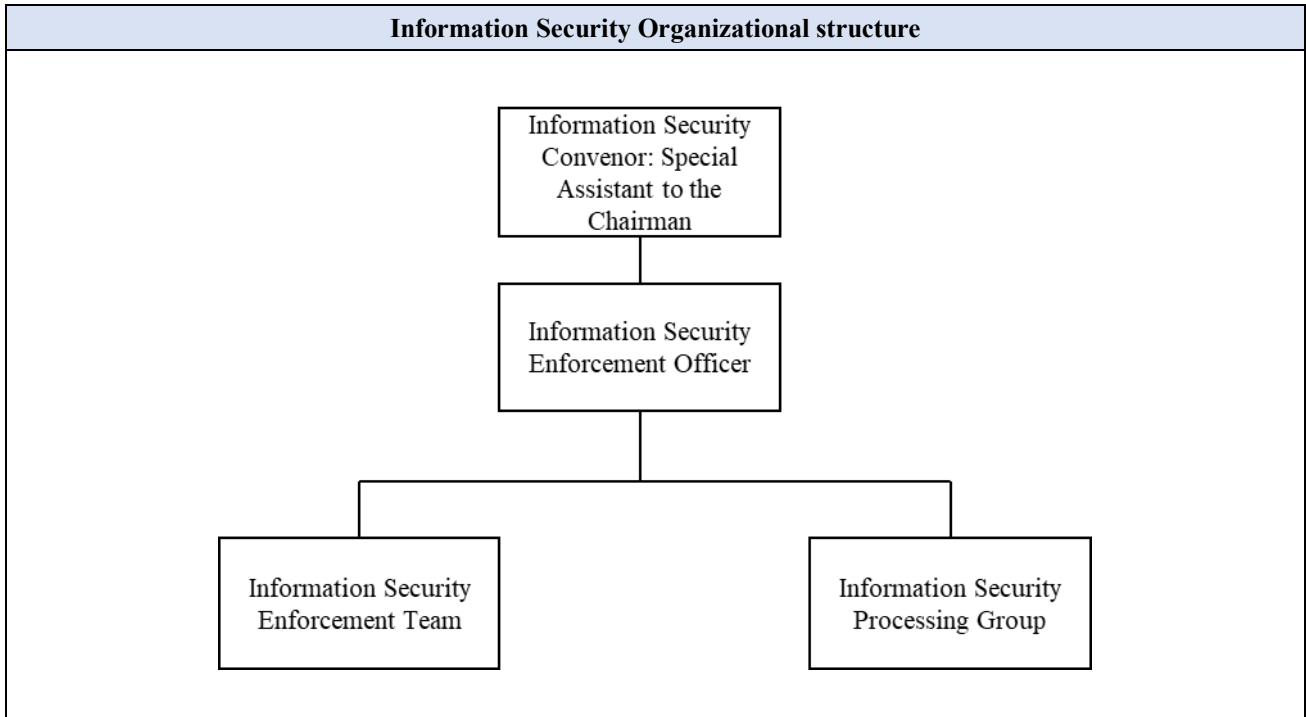
Risk of climate change	
Governance body	Climate change has an impact on the development of industries and business operations. The Company continues to pay attention to and fulfill the climate action goals followed the Paris Agreement, incorporating them into its sustainable development strategies. The Corporate Governance and Sustainable Development Committee of the Company will continue to assess the

	<p>potential risks of climate change on the Company's operations and the need to adjust its operations in response to regulatory changes, to promote the management of climate action topics and objectives, which will be presented to the Board of Directors regularly each year. Horizontal cross-divisional coordination and cooperation is carried out based on the goals set by the Board of Directors to implement the sustainability strategy and climate action issues in products, operations and value chain management.</p>
Risk category	<p>[Significant climate risks]</p> <ul style="list-style-type: none"> ● Policies and regulations – The obligations of emission reporting and constraints on suppliers are strengthened. ● Market – The energy costs are increased. ● Immediate/physical – The severity and frequency of extreme weather events are increased. <p>[Potential risk impacts]</p> <ul style="list-style-type: none"> ● The change of suppliers results in increased costs. ● Revenues decrease as a result of customer transfers. ● The costs of renewable energy are increased. ● Power instability leads to disruption of operations or compromises work safety.
Category of opportunities	<p>[Significant climate opportunities]</p> <ul style="list-style-type: none"> ● Resource efficiency - Reduce paper usage and increase use of recycled resources. ● Products and services-Develop low carbon products and services. ● Toughness - Participate in renewable energy projects and adopt energy-saving measures. <p>[Potential opportunities]</p> <ul style="list-style-type: none"> ● Adjust daily operation process (paperless). ● Develop innovative customer service solutions to increase revenue. ● Enhance corporate image and company market capitalization.
Strategy	<ol style="list-style-type: none"> 1. As the threat of climate change grows, "Net Zero Emissions by 2050" has become a consensus under global climate actions. Nearly 140 countries have pledged to achieve Net Zero Emissions by 2050, accounting for 88% of global carbon emissions, indicating that the world is moving toward Net Zero Emissions. According to the Net Zero Economy Index 2021 published by PwC, it will be difficult to reach net zero by 2050 unless the global decarbonization rate increases fivefold to halve carbon emissions by 2030 and reach net zero by 2050. This means that industries around the world must accelerate their transformation to achieve net zero emissions. 2. The Company is engaged in designing and assembling semiconductor production equipment, so there is no waste gas and wastewater generated in the production process. The carbon emissions will mainly be caused by the suppliers in the production process and the colleagues in the transportation process of after-sales service. Therefore, the Company's main objective will be the assessment and guidance to suppliers in the inventory process. Only with early communication with the suppliers can we minimize the impact of changing suppliers on the cost of production.
Risk management	<p>All Ring Tech's risk management not only includes risk response plans that may affect financial performance, but also includes risk assessment and emergency response plans for natural disaster, environment, and information. The concept of prevention is deeply embedded in the corporate culture, and identifiable and avoidable risks are eliminated as much as possible to minimize possible losses from operational disruptions. The Company's business operations face major risks such as sales market, production operations, human resource planning, new product development, and financial accounting control. In addition to the existing policies and regulations, the Company is actively developing advanced and more sensitive procedures and standards for supervising, evaluating, and controlling risks in order to balance safety and efficiency and to establish a more cost-effective mode of business operation, such as strengthening the information system, enhancing early warning and control capabilities.</p> <p>In terms of environment, to respond to possible accidents or emergencies, the Company establishes and maintains emergency response procedures as a reference for developing response processes and plans. These include the scope of the emergency response plan, organizational authority, responsibility and structure, activation process, hazard identification and risk assessment, rescue plan, escape route map, and emergency response auditing methods. The units follow the above operational procedures and related methods to immediately reduce or mitigate the impacts and damages caused by man-made or natural disasters and other major</p>

	<p>contingencies, such as injuries to personnel, loss of property, and production interruptions, and quickly resume normal operations. Besides, to fulfill its social responsibility to protect the environment, All Ring prohibits the use of harmful substances as per the laws and regulations during its production, while conveying relevant information to different units to ensure products fulfill customers' requirements. While striving for energy and source conservation, reduction of waste and environmental pollution, All Ring consistently invests in research and development to improvise our production processes and increase efficiency, hence reducing energy consumption during production. In order to reduce minimize environmental risks, we reduce and control greenhouse gases supply through our product designs, supplier management, machine assembly and customer service. The units follow the above operational procedures and related methods to immediately reduce or mitigate the impacts and damages caused by man-made or natural disasters and other major contingencies, such as injuries to personnel, loss of property, and production interruptions, and quickly resume normal operations.</p> <ol style="list-style-type: none"> 1. Objective: To understand the global economy and the risks of climate change and energy supply, formulate the Company's development strategy, adjust the operation mode in advance, and actively implement the relevant countermeasures. 2. Commitment: Pay attention to the global industry dynamics and climate change, timely adjust the development objectives and business strategies to reduce potential risks. 3. Measures: In response to operational risks, management meetings are convened from time to time to review and adjust the direction of operations and to prevent risks in advance.
Indicators and objectives	In response to the transformation opportunities arising from the challenges of climate change under the "Climate Emergency", we expect to lead our customers to transform into a low-carbon and green economy to mitigate the impact of climate change.
Impact on finance	<ul style="list-style-type: none"> ✓ Category of financial impact: Major customers require the Company to screen suppliers due to supply chain carbon emissions constraints. ✓ Risk description: The Company is engaged in designing and assembling semiconductor production equipment, and there is no waste gas and wastewater generated in the production process. The carbon emissions will mainly be caused by the suppliers in the production process and the colleagues in the transportation process of after-sales service. Therefore, the Company's major customers' control of carbon emissions in the supply chain is mainly affected by the Company's suppliers. The Company's communication and screening of suppliers will increase the Company's raw material procurement costs. ✓ Potential financial impact: The impact cannot be estimated for the time being as the inventory and verification have not yet been completed. ✓ Financial impact statement: The impact cannot be estimated for the time being as the inventory and verification have not yet been completed.
Carbon pricing basis	<p>No waste gas or wastewater is generated in the Company's manufacturing process. The carbon emissions are mainly the general electricity consumption in the operation. Hence, the carbon emissions generated by the power company in the electricity generation process can be attributed to the carbon emissions indirectly generated by the Company's departments in the daily operation.</p> <p>However, due to the Company's industrial model, there is no production line designed internally in the form of an assembly line, so it is difficult to categorize the electricity consumed by each department in its daily operations. In addition, there is no significant consumption of electricity in the operations. Therefore, there is no need to set internal carbon pricing to restrict the use of energy by each department. We encourage colleagues to conserve energy, reduce carbon emissions, and utilize renewable energy and resources only through publicity.</p>
Greenhouse gas inventory plan	The Financial Supervisory Commission plans to complete the greenhouse gas inventory of TWSE/TPEX Listed Companies by 2027, while the Company expects to complete the inventory of its parent company by the end of 2026 and its subsidiaries by the end of 2027.
External endorsement or assurance	<p>The Company expects to complete the inventory of its parent company by the end of 2026 and its subsidiaries by the end of 2027. It is also expected to complete the verification of the parent company by the end of 2028 and the subsidiaries by the end of 2029.</p> <p>In order to practice and step on the path of sustainability, we have set the strategic goal of green management, launched various projects, and carried out green management and effectiveness evaluation. We plan to complete the Group's verification by the end of 2029. Through external verification of the performance results, we put the goal of protecting the earth's environment into practice.</p>

Information Security Management

In order to strengthen information security management, the Company establishes an information security organization, with the Administrative Department as the dedicated department. We build a safe and reliable electronics-based enterprise to ensure the security of information, systems, equipment and the Internet. The Company has built a dedicated department to assess information security risks, ensure operations fulfill security protocols, implement suitable and sufficient security measures, and allow safe collection, treatment, transfer, storage and circulation of company's internal and external information. All Ring has established an information security team. Its organization chart, information security policy, and management style are as follows:



1. Information Security Team implements strategic plans based on issues of concern as follows, while assessing their results regularly:
 - (1)Development of information security management measures
 - (2)Work and rights distribution of information security
 - (3)Education and training on employee management and information security
 - (4)Computer system security management
 - (5)Network Security Management
 - (6)System access control management
 - (7)System development and maintenance security management
 - (8)Information asset security management
 - (9)Physical and environmental security management
 - (10)Management plan of sustainable operations
 - (11)Other information security management matters
2. Information Security Team implements strategic plans based on issues of concern as follows, while assessing their results regularly:

Responsibility	Job Description	Mission	Information Security frequency
MAIL	Control of sending and receiving, handling of abnormalities	1. Control of sending and receiving	Time to time
		2. Filtering of junk mail	Daily
		3. Detect and exclude hacked accounts	Time to time
		4. Handling of suspicious mails	Time to time
Anti-hacking and anti-virus	Prevent computer invasions, data leakages, and system abnormalities	1. Installation and update of anti-virus software	Time to time
		2. Notification and announcements on information security	Time to time
		3. Troubleshoot on unusual	Time to time

Responsibility	Job Description	Mission	Information Security frequency
		activities	
		4. Patch processing updates on operating systems	Time to time
Account management	System permission changes when new employees join or resigns	1. Mail account management	Time to time
		2. AD account management	Time to time
		3. Employees account Management	Time to time
		4. Website account management	Time to time
		5. Barcode system account management	Time to time
Network management	Data sharing, internet access control, management of unusual traffic	1. Management of resource sharing	Time to time
		2. Internet control	Time to time
		3. Handling of hackers and unusual activities	Time to time
		4. Firewall settings	Time to time

3. Protection measures for malicious cyber attacks

WannaCry are viruses that spread around the world's network. The ware worm targets computer systems that are vulnerable. Company's network may be infected so long as the internet is connected. Hence, the Information Department implements following steps to prevent virus attacks:

- (1) Important data to be backed up with USB, external hard drives or cloud spaces.
 - (2) Close the network shared folder.
 - (3) Websites and files from unknown sources must not be opened.
 - (4) Patch computer operating system related bugs. Check Microsoft security patches for ransomware virus/ransomware worm WannaCry/Wcry from time to time to download and install the patches.
 - (5) Activate Windows Update to upgrade the system and fix bugs at any time.
4. Education and training on information security:

We establish the awareness of information security protection of all staff and conduct information security education and training, with the purpose as follows:

1. Confirm the applicability of the training content and the target audience, which will aid in the rooting and implementation of the idea of information security.
2. Establish a basic concept of information security. Generally speaking, the most vulnerable part of information security is the staff, as it is easy to be lured by security awareness fraud in a virtual online world. Hence, it is important to have a strong training mechanism and continuous effective verification.
3. Establish four main goals for education and training: ensure employees understand the importance, raise the awareness of existing threats, focus on key tactics (phishing and social attacks), and improve the information security concepts for privileged accounts (supervisors and even suppliers).

In 2022, the Company conducted two training courses by the Information Technology Department. The topics and hours of the training were "Email Scams You Must Know" for 2 hours on June 22, 2022, and "Explaining the Information Security Framework" for 2 hours on September 21, 2022.

In October 2022, the Information Department of the Company conducted a phishing exercise and requested that employees who accidentally clicked phishing letters complete an online course on cyber threat prevention.

2.5 Compliance with Laws and Regulations

Anti-corruption policies

Since its founding, All Ring strictly prohibits any acts of corruption, bribery, and extortion. To ensure its employees comply with the Company's ethical standards, employees must be cautious with their words and actions, while upholding integrity in their conduct. We provide regular trainings and assessments on employees while enforcing a disciplinary system.

Activity	Target audience	Content
Law of order	All employees	Monthly and weekly meetings are conducted to announce updated Code of Integrity Management and relevant materials. Case studies are shared to highlight issues of concern with existing employees, so as to prevent any forms of dishonest behaviors.
Reporting mechanism	All employees	Employees can provide feedback to upper management through various communication channels. Our website includes feedback systems, annual reports, corporate, social, responsibility reports to disclose stakeholder communication channels, ethical management complaint procedures and whistle-blowing system, providing employees with whistle-blowing channels related to integrity management
Regular inspection	All employees	It is also listed as a human resource policy, while the Company has established a disciplinary system.

The Company is fully committed to promoting the Integrity Action Plan. In order to enhance the Company's integrity index and manage the risk of corruption, the Audit Office of the Company, as the operation for corruption risk assessment, conducted audits of various operations in accordance with the "Code of Ethical Management" and the "Ethical Management Complaint Procedures and Whistle-Blowing System." In 2022, All Ring Tech and all its subsidiaries did not identify any corruption that had occurred or was in progress. Besides, there were no anonymous and named reports.

Communication and training on anti-corruption

All Ring Tech has internal rules that prohibit employees from directly or indirectly receiving any improper benefits. We also reinforce the importance of integrity in the orientation training. We have also strengthened our control in policy design and implementation to prevent integrity breaches.

Directors, supervisors, and managers are prohibited from participating in decision-making or voting if there is a conflict of interest in any decision or transaction. All directors, supervisors, and managers of the Company have signed a statement of good faith. The Company has established the "Management and Operational Procedures to Prevent Insider Trading" to prohibit insider trading by all employees, managers and directors of the Company, as well as anyone who has knowledge of the Company's information based on an occupational or control relationship. In addition, the Board of Directors approved the "Ethical Management Complaint Procedures and Whistle-Blowing System" which requires employees to uphold the principle of integrity and confidentiality, and establishes a reporting channel to prevent misconduct.

The Company regularly announces cases of litigation and penalties for violating laws and regulations within the Company or as reported in the news at monthly meetings as a warning to employees. In addition, the Company agrees with its suppliers and customers that if there are any signs or incidents of breach of integrity in the transaction, they may contact the Company's auditing unit directly and submit the relevant records to the Company for auditing. The Company will handle the matters based on the procedures for handling complaints or whistle-blowing. If any abnormal signs of

the Company's suppliers and customers are found by our colleagues, we will notify the audit department of the relevant company and put the Company on the control list for more attention. The Company conducts education and training for its employees on a regular basis so that they are fully aware of the Company's commitment to, policies and prevention plans for ethical management, as well as the consequences of violating honest behavior. The Company establishes a whistle-blowing channel and maintains absolute confidentiality of the whistle-blower and the reporting. The Company shall have the auditing unit conduct an in-depth investigation for all reporting cases. If any of the cases are true, the auditing unit shall contact the Administrative Division to handle the case in accordance with the relevant disciplinary measures and immediately disclose the violator's title, name, date of violation, details of violation, and treatment. In addition, an employee who discovers a forgery or fraudulent claim and prevents it before the Company or its customers suffer losses will be given credit; an employee who reports or attempts to prevent fraud or any other matter that may harm the rights and interests of the Company before the Company suffers losses will be given credit; and an employee who reports or assist in the investigation of illegal and dereliction of duty to save the Company from losses will be given credit.

As of the publishing of the Report, the following training and education has been conducted at the Company's monthly meetings:

- ① At the monthly meeting on July 4, 2022, the Director of Intellectual Property explained to the employees about "Legal Acts Involved in Unauthorized Downloading of Confidential Information", with the actual attendance of 263 people and an attendance rate of 95%.
- ② At the monthly meeting on August 1, 2022, the Head of the Administrative Division promoted the idea of "notifying the appropriate personnel of any program changes or settings on the customer's end of the machine in order to avoid violating the customer's regulations" to the employees, with the actual attendance of 263 people and an attendance rate of 93%.

2.6 Law-abiding

The Company pays taxes as per law regulations, and does not implement any form of tax avoidance plan. The Company is committed to environmental protection policies and ensures work safety. We abide by social and economic policies implemented by the government, and fulfill our societal responsibilities. All Ring did not violate any laws in 2022, nor did we make any political donations.

Corporate governance related law	Labor right and interest	Regulatory compliance with environmental regulations	Product Law
<ul style="list-style-type: none"> No violations of the Company Law No violations of the Commercial Law No infringement of securities finance laws and regulations No corruptions No political donations No litigation involving anti-competitive, anti-trust, and monopoly practices 	<ul style="list-style-type: none"> No violations of gender equality No forced labor No child labor No violations of rights of indigenous peoples 	<ul style="list-style-type: none"> No violation of waste disposal laws No violations of the Air Pollution Control Act No violation of the Water Pollution Control Act No incidents of any severe breaches 	<ul style="list-style-type: none"> No use of prohibited or controversial products No violations of voluntary codes or any marketing-related regulations No violations of laws related to use of products and services; hence no major fines were imposed. No customers' privacy was invaded, no customers' information was lost

To ensure the Company's daily operations align with our beliefs and values, the Company has established a behavioral standard for directors, managers and employees to abide to. The standards include a code of ethical conduct, code of integrity management, code of corporate social responsibility practice. The Company also provides a reporting and protection system for employees to report through the following channels.

Reporting channels	
Receiving unit	Audit Office
Address	Audit Office, No.1, Luke 10th Road, Luke District, Kaohsiung City
Reporting number	07-607-1828
Email address	paohui.lien@allring-tech.com.tw

Chapter 3 Innovation and Energy Conservation

3.1 Management Approach

Material Topic: Innovative Products and Technologies	
Reason for topic	The Company is an R&D focused company. Innovation of core products is required for its sustainability. With technological development as its foundations, it makes consistent breakthroughs through R&D, increases its product competitiveness and market advantages so as to gain a position in this industry.
Policy/Strategy	<ol style="list-style-type: none"> All Ring places emphasis on research and development. During its development stage, we have discussed with the patent unit to ensure a win-win situation for customers without using patents from the industry. We set KPIs for each product development each year, from division levels to developers. The progress is reviewed on a quarter basis and KPI content and objectives are adjusted based on market demands.
Objective	<p>Short-term: To develop staff's basic design skills to enhance their intrinsic learning skills.</p> <p>Medium-term: To develop their practical experience, such as improving the function of the equipment based on customers' needs, and to enhance their problem-solving ability for corresponding problems.</p> <p>Long-term: To lead, develop and evaluate projects independently for product value creation.</p>
Management Evaluation	Setting KPI targets and evaluating the effectiveness of personnel based on the number of patent applications each year, the accuracy of the equipment BOM list (development), equipment function and stability verification (production), and the number of customer complaints (after-sales service).
Results and improvement	<ol style="list-style-type: none"> To adjust operations and promotion direction based on each year's target achievement, constantly train design talents to develop innovative products and technologies. All Ring assesses R&D departments every year and trains the top executives and the research team to improve on our R&D in the future.
Preventive or remedial measures	Individual KPIs and their progresses are tracked regularly and recorded in the Company's system. Upon completion, project leaders will assess the content and target achievement rate.

Material Topic: Intellectual Property Management	
Reason for topic	As an R&D-oriented enterprise, the Company values research and innovation stimulation and intellectual property protection, as well as avoidance of infringement.
Policy/Strategy	The legal and intellectual property departments are responsible for the planning, application, and maintenance of patents. Besides, the Company purchases encryption software to prevent leakage of trade secrets. Software licenses are managed centrally by the Information Technology Department. For necessary usage, the software will be installed and licensed by the information technology colleague in a legal quantity. It will be recycled if it is no longer used.
Objective	<p>[Patent]</p> <p>Short-term: Innovative proposals from R&D units to enhance patent search and avoidant design.</p> <p>Medium-term: Patent portfolio to adopt KPI management developed by the R&D department.</p> <p>Long term: Patent cases stabilize and enter the local top 100 with enhanced quality.</p> <p>[Trade Secret]</p> <p>Short-term: R&D units to strengthen the control of image documents and technical data. To arrange legal education and training for newcomers.</p> <p>Medium-term: To manage the central purchase of software and hardware to reject illegal authorization and infringement.</p> <p>Long-term: To strengthen the management of information security software purchases and to establish the DLP mechanism to avoid data leakage (DLP).</p>

Material Topic: Intellectual Property Management	
Management Evaluation	<p>[Patent] The legal and intellectual property departments manage the KPI of each R&D unit and conduct monthly audit and evaluation.</p> <p>[Trade Secret] The Information Technology Department conducts auditing with encryption software and the Document Management Center has unified control over the flow of data</p>
Results and improvement	<p>[Patent] In 2022, there were 36 patent proposals in total, achieving the KPI target of local patent application. In 2023, the KPI target of patent application is 37 and 13 patents have been applied in the first quarter, with an achievement rate of 35%.</p> <p>[Trade Secret] No leakage of trade secret in 2022.</p>
Preventive or remedial measures	<p>Employees are prohibited from carrying portable storage devices. Access to storage devices is controlled by the DC through GPO. Besides, encryption software shall be installed. If the file is acquired, it cannot be decrypted by unauthorized personnel.</p>

Material Topic: Customer Health and Safety as Well as Customer Service Management	
Reason for topic	<p>In order to establish and maintain good relationship with customers, the Company provides customers with products and services based on their requirements. Since the Company supplies advanced process equipment and believes that the end-user operators are the ultimate customers, it provides easier operation for operators to achieve safe and efficient output, which is a manifestation of considering the customer's feelings.</p>
Policy/Strategy	<p>We have introduced the ISO quality system and obtained certification from SGS, an international testing and certification institution. Our key equipment has also passed the SEMI S2 certification. Furthermore, our quality policy is based on innovative research and development to strive for continuous improvement, in the hope of satisfying our customers' health and safety while considering the Company's benefits.</p>
Objective	<p>Short-term: To establish an immediate customer feedback mechanism, allowing the corresponding unit to perform immediate treatment with the prompt response of the Company's AE colleagues.</p> <p>Medium-term: There will be no unfavorable incidences of the Company in the market owing to violations of the customers' health and safety.</p> <p>Long-term: To keep moving towards the top 5% of social enterprises.</p>
Management Evaluation	<p>With the quality system management, we can adopt the continuous validity of the certification as the basis for measuring the quality system of the Company. Continuous improvement and innovation help create new products.</p>
Results and improvement	<p>In 2022, we successfully passed the audit for certification validity, with our key equipment continuously applying for SEMI S2 certification.</p> <p>We achieved 4.6 (out of 5) points in customer satisfaction this year.</p>
Preventive or remedial measures	<p>The Company conducts regular procedure system review every year. Besides, it takes precautionary measures for continuous improvement such as setting up standardized objectives and building a TQIC team. In terms of customer service management, All Ring conducts customer satisfaction questionnaires to understand customer evaluation, which will serve as a basis for future improvement in providing our customers with more satisfactory products and services. Besides, there is a feedback mechanism whereby customers can give feedback to the managing team via email, phone and other communication channels.</p>

Material Topic: Energy	
Reason for topic	Energy management is an unavoidable topic in the operations of a company. In future times of high electricity prices, if not controlled, it will have a direct influence on the Company's profitability. Responsible management reduces the Company's operational risk and enhances the competitiveness of its products on sustainability issues.
Policy/Strategy	The Company's policy is "energy saving, carbon reduction, and sustainable development."
Objective	Short term: To consolidate office areas in order to reduce waste of energy on air conditioning. Medium term: To replace equipment with higher energy consumption in order to improve energy efficiency systematically. Long term: To expand the installation area of photovoltaic panel in order to reduce demand.
Management Evaluation	Autonomous management (set the air conditioner at the proper temperature according to the season).
Results and improvement	We have adjusted the office areas to avoid energy waste on air-conditioning, which is in line with the Company's short-term objective. We will continue to manage the energy issues in the future.
Preventive or remedial measures	The overall electricity usage is reviewed annually to formulate a strategy for reducing electricity consumption.

Material Topic: Material Procurement (Procurement Practices, Supplier Environmental Assessment, and Supplier Social Assessment)	
Reason for topic	The progress of raw material procurement will have an impact on the delivery of products.
Policy/Strategy	Quality policy: Retain the good and eliminate the bad of our suppliers. Identify and evaluate new and good suppliers.
Objective	Short-term: To identify and evaluate new good suppliers. Medium term: To evaluate suppliers, retain the good, and eliminate the bad. Long term: To enhance our cost advantages.
Management Evaluation	In accordance with ISO Regulations, suppliers are evaluated on a regular basis.
Results and improvement	Suppliers undergo counseling and observation for three months -> reduce the number of orders from suppliers -> Suspension. We will stop ordering from the supplier for one month -> Ban. We will not work with the supplier.
Preventive or remedial measures	Counseling first and observation later.

3.2 Management of Products and Services

All Ring was founded in 1996, with headquarters located in Kaohsiung Nanke Science Park. It is the first technology-based company that mass produces within the science park. All Ring is a professional technology-based company that specializes in semi-conductors, passive components, LED process automation and mechanical design, as well as the procession, production, assembly, design and development of computer software. Today, All Ring has its headquarters in Kaohsiung, plants in Kunshan, China, and Hsinchu.

Product or service	Region of sales	Revenue (NT\$ thousands)	Sales volume (units)	Unit of sales
Semi-conductor automation equipment	Taiwan/overseas	1,766,740	2,901	A set of
Passive components automation equipment	Taiwan/overseas	278,112	352	A set of
Production of LED equipment	Taiwan/overseas	46,693	70	A set of
Others	Taiwan/overseas	157,168	63,749	Unit varies due to different components and equipment
Total		2,248,713	67,022	

All Ring has formulated a set of quality management protocols in each product manufacturing process to ensure that the operation is in sync with the law, contracts, quality policies and the Company's goals.

Overview of certified products or services		
Item or project name	Safety Certification	Customer assessment rate
Baking varnish	Limit of Harmful Substances of Industrial Protective Coatings GB 30981-2020	80%
Equipment security	SEMI S2	100%
Note: Percentage = (Total number of products or services reviewed by customers/total number of products and services produced for customers) x 100		

Consumers in modern society have an increasing demand for product labeling. Clear product labeling enables consumers to gain accurate information before making informed purchase choices. Therefore, the Company offers customers products with clear information and labeling. It has formulated the “Operational Standards for Attaching Warning Labels” to provide standardized labels for product safety usage and protection, which is in line with various industrial equipment safety regulations. In addition, it also produces labels for effective reminders and announcements. As of 2022, All Ring did not violate any labeling, marketing, or communications related regulations (inclusive of advertising, promotion and sponsorship). Our product labeling fulfills the following criteria:

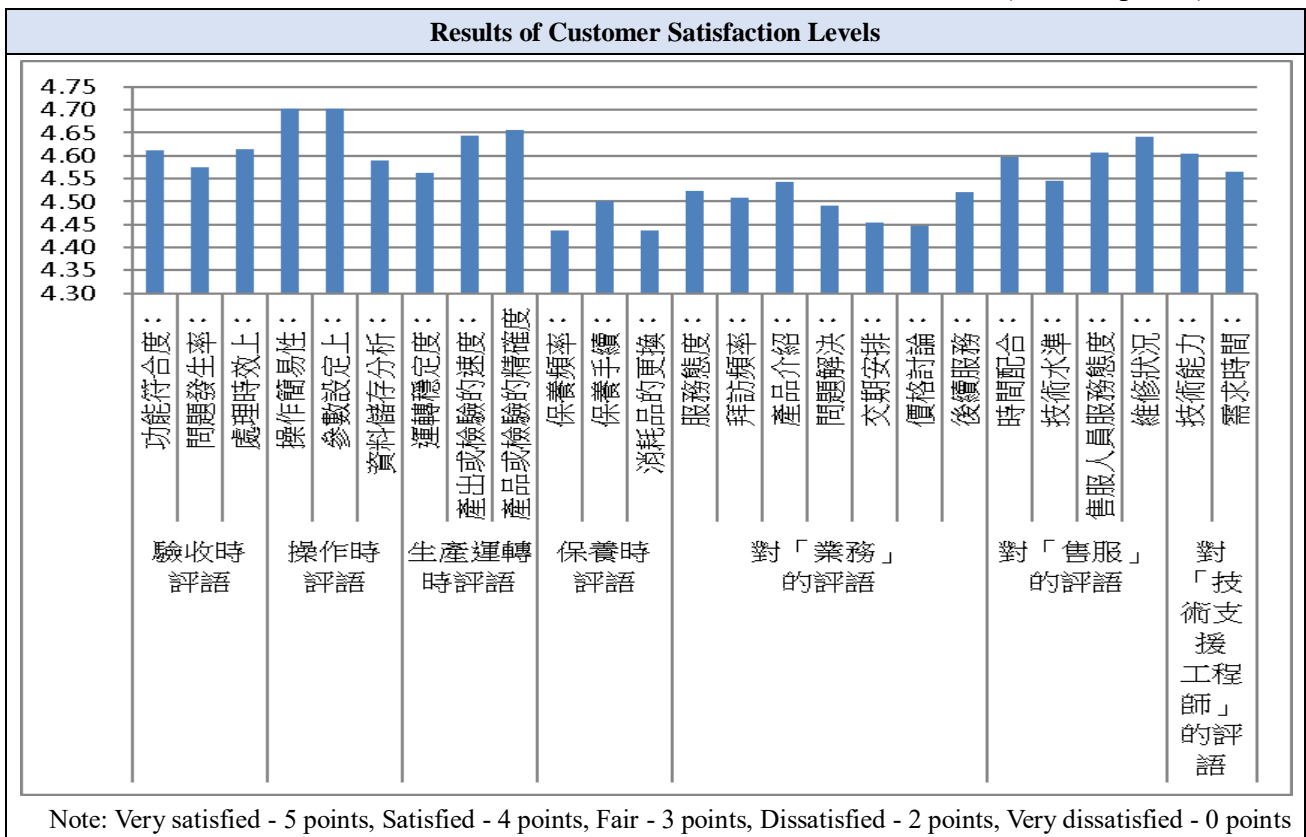
1. Based on Safety Sign requirements and other criteria (for example, SEMI), we ensure the safety of equipment operations.
2. We fulfill machines' specifications and post-sales service requirements.

Customer service management

We collect, process and utilize personal data that are collected, in order to enable protection and management of personal data, reduce company's operational risks, and create a secured environment for personal data and privacy. All customer data obtained are kept in private and will not be shared with any third parties; these data will not be used without permission, and will be deleted upon notification. All Ring will not replicate copies of customer data. As of 2022, the Company had not violated any customer privacies nor data.

We strive to constantly improve our product quality and service, hence surveys are being conducted to gather information on customers' satisfaction levels. Based on the results, we can also comprehend and evaluate how customers view our products as a basis for future improvement and to provide customers with high-quality products and services. Survey questions include feedback when products are delivered, operated, produced, manufactured and maintained, as well as feedback on our sales, service and technical support.

Results of customer satisfaction levels in 2022 are shown in chart below (out of 5 points):



3.3 Supplier Management and Assessment

Supplier Management

All Ring regards all suppliers as significant working partners. In order to ensure work safety of our suppliers, not only do we comply with the Occupational Safety and Health regulations, every operating process implements management mechanisms to enforce the importance of occupational safety amongst suppliers. The Company manages the health and safety of our suppliers according to the Hazard Notification Form, and formulates a supplier qualification review system, which requires all suppliers to complete and is sent for review by relevant departments. Occupational safety and health risks are assessed 3 times per week. Upon review, we can improve the statuses of our suppliers, increase their products' quality and their health and safety standards.

The followings are the Company's procurement items and proportion:

Contract category	Purchasing area	2020		2021		2022	
		Number	Proportion of the purchase amount to the total purchase amount (%)	Number	Proportion of the purchase amount to the total purchase amount (%)	Number	Proportion of the purchase amount to the total purchase amount (%)
Labor (contracting and service)	Local	4	5.37	6	6.65	10	21.37
	Foreign	0	-	0	-	0	-
Property (raw materials)	Local	416	91.84	484	89.36	502	74.51
	Foreign	9	2.79	10	3.99	12	4.12
Total		429	100%	500	100%	524	100%
Note:							
1. Local refers to Taiwan; overseas refers to areas other than Taiwan (e.g., the U.S., Vietnam).							

Supplier assessment

All Ring's core products include semi-conductors, passive components, LED process automation, mechanical and engineering design, processing, manufacturing and assembly, as well as design of computer software.

1. Operating process and types of processing equipment.
2. Precision Machining capabilities.
3. Days required for urgent delivery.
4. Staff turnover rate.
5. Inspection on types of equipment.
6. Frequency of regular maintenance (including calibration) of the gauge.
7. Quality control capabilities.

The Company conducts evaluations once per year, dependent on the situation, we may increase assessments on various manufacturers. In 2022, there are 42 suppliers who have completed supplier evaluation, whereas the percentage of suppliers who have completed evaluation process is 100%, with 4 suppliers unqualified in our list.

Upon evaluation, should there be suppliers who fail to meet our criteria, following measures are being implemented.

Suppliers undergo counseling and observation for three months → reduce number of orders from suppliers → Suspension. We will stop ordering from supplier for one month → Ban. We will not work with the supplier.

All Ring Tech prohibits any form of forced or compulsory labor and the employment of child labor. It requires suppliers to comply with the code of conduct and carries out regular audits to confirm that suppliers meet the Company's standards. If forced labor is identified in the supply chain, the Company will take the following measures for improvement:

1. Investigate the problems and causes of forced labor.
2. Communicate with supplier's management and collect relevant information.
3. The Head of the Sustainable Development Department shall immediately notify the top management of the relevant business unit and discuss measures for treatment.
4. The risk of forced labor is prohibited by the inclusion of corporate social responsibility co-promotion clauses in procurement contracts or cooperation contracts. During the reporting period, no child labor or forced labor occurred.

3.4 Resource Control

Various industries have taken measures to successfully manage climate change. In recent years, United Nations have actively promoted SDGs, in which most manufacturers around the world have adopted. We are committed to reducing pollution, protecting the environment, improving energy efficiency and using resources effectively, reducing waste, in pursuit of the Company's sustainable development.

Energy saving, low carbon emissions, and sustainability

All Ring's energy consumption stated in table below. The Company strives to implement energy-saving measures to achieve a sustainable corporation.

Indicator	Unit	2020	2021	2022
Electricity Usage	Joule/ Year	1,451,528	1,630,496	1,799,652
	GJ	5,225.50	5,869.79	6,478.75
Gasoline usage	Joule/ Year	29,724	41,573	46,440
	GJ	970.70	1,357.65	1,516.59
Diesel usage	Joule/ Year	0	0	2,836
	GJ	0	0	99.74
Organization-specific metrics	Total number of full-time employees	221	262	277
Total Energy Consumption	GJ	6,196.20	7,227.44	8,095.08
Energy strength	GJ/Total number of full-time employees	28.04	27.59	29.22

Note:

1. The heating value of electricity is converted as 1kWh = 0.0036GJ.
2. Conversion factors are calculated based on fuel calorific values of fuel using the EPB Gas Emission Factor Management Table version 6.0.4. Gasoline 7,800 kcal/L; diesel 8,400 kcal/L; natural gas 8,000 kcal/m³; 1 kcal = 4.184 KJ.
3. There were no diesel data for 2020 and 2021 as there were no vehicles purchased.

Apart from improving energy efficiency, the Company implements energy conservation and carbon reduction policies, so as to encourage employees to work together for a sustainable corporation.

1. Conduct training for employees to encourage energy conservation and carbon reduction	<p>The Company conducts monthly meetings among employees to encourage energy-saving plans, such as switching off lights, and brings awareness to environmental protection and energy conservation.</p> <p>Energy-saving plans as follows:</p> <ol style="list-style-type: none"> (1) To adjust air conditioning temperature according to room temperature (Room temperature labeled on on-off switch). (2) Lights to be turned off when not in use. (3) Save water, Reuse chopsticks, cups and handkerchiefs. (4) Encourage walking, reduce use of lifts.
2. Promotion of Energy Efficiency Measures throughout factory office and headquarter office	<ol style="list-style-type: none"> (1) Use LED fluorescent lights in factories. (2) Control of different air conditioning zones. (3) Use storage ice for air conditioning units, air conditioning modes to adjust according to seasons. (4) Change frequency of the air compressor. (5) Ensure windows and doors are tightly sealed to prevent hot air from entering, resulting to an increase in the air conditioning load. (6) Shut down computers and electrical equipment that are not in use

	<p>to reduce standby loss.</p> <p>(7) Implement energy-saving plants for air conditions, electric lighting and other electricity consumption.</p> <p>(8) Conduct regular inspections and replace energy-consuming equipment.</p> <p>(9) Install two-stage toilet flusher and replace toilet facilities in the factory.</p> <p>(10) Use sufficient amount of water and water-saving equipment in the factory.</p>
3. Use of E-signature to ensure environmental sustainability	In response to global energy conservation and carbon reduction, we have developed an electronic inquiry system. Similarly, all requisition, procurement, expense reports are performed online, e-signatures are used to reduce paper wastage.
4. Adopt carbon reduction plans to improve service and sales processes	Service sites and staff dormitory are built next to customers' factories in order to provide first-hand service, improve service efficiency and obtain carbon reduction.

Apart from energy conservation and carbon reduction, All Ring is also committed to achieving product transformation and green production. Not only do we strive to provide excellence to our customers, we hope to contribute to the society and environment by achieving green management. All Ring has implemented action plans as follows:

1. Climate change and opportunities

To fulfill our social responsibility, All Ring Technology disallows the use of harmful substances regulated by the government when producing equipment. Relevant information is announced to the respective departments to ensure company's products fulfill customers' requirements. The Company strives to make consistent improvements to reduce environmental pollution and waste, conserve energy and resources, prevent hazards to reduce potential environmental risks. Hence, through product design, supplier management, machine assembly to customer service, we strive to reduce and control greenhouse emissions to mitigate climate change. As of 2022, there were no penalties on environmental pollutions.

All Ring is a design and assembly company, it mostly emits electricity with little pollutants, while it adopts the use of green assembly for its products, hence our company's emissions can be obtained through each month's bills. In order to achieve carbon neutrality, development and assembly of equipment are conducted in sync with environmental sustainability.

2. Green products

All Ring strives for environmental pollutions prevention. Hence solar energy equipment is installed. We actively reuse and recycle resources, and implement environmental safety management measures. Trainings are regularly conducted to educate employees on the importance of workplace safety, in order to achieve zero workplace pollution and accidents. Also, we use energy efficiently and reduce greenhouse emissions. Apart from abiding local laws, we strive to comply with international regulations to ensure performance growth, environmental protection and workplace safety.

3. Implementation of green assembly as follows:

- (1) The machine is designed to reduce weight and carbon emissions during transportation.
- (2) Multi-function machines are designed to produce for clients, one-stop-production reduces processing time and achieves green energy.
- (3) Increase output efficiency and yield rate of machine to reduce production of defective products.

- (4) Reduce greenhouse emissions at plants.
- (5) Purchase local products, shorten transportation to achieve carbon neutrality.
- (6) Setup service sites with assembly equipment near customers to reduce transportation and carbon emissions.
- (7) Provide car pool services at site of delivery, which reduces energy consumer caused by large number of cars.
- (8) Employees take buses to repair products at customers' office to reduce carbon emissions.

Management of Greenhouse Gases

All Ring is a design and assembly company, it mostly emits electricity with little pollutants, while it adopts the use of green assembly for its products, hence our company's emissions can be obtained through each month's bills. All Ring can implement carbon reduction measures upon knowing the amount of carbon it emits.

Item	2020	2021	2022
Scope 1: Direct greenhouse gas emissions (metric tons CO ₂ e)	70.07	98.00	116.89
Scope 2: Indirect greenhouse gas emissions (metric tons CO ₂)	728.67	829.92	890.828
Total emissions = Scope 1 + Scope 2 (metric tons CO ₂ e)	798.73	927.92	1,007.71
Greenhouse gas emission intensity (metric tons Co ₂ e / total number of full-time employees)	3.61	3.54	3.64

Note:

1. Scope 1 focuses on emission sources owned or controlled by the Company, including stationary combustion sources, process emissions, mobile combustion sources for transportation and fugitive emission sources. The emission coefficients are calculated based on the latest data released by the Energy Administration, Ministry of Economic Affairs, version 6.0.4 (IPCC Sixth Assessment Report).
2. Scope 2 refers to inter-energy emissions such as purchased electricity. Electricity emission factor is calculated based on the latest figures issued by the Energy Administration, Ministry of Economic Affairs.
3. Types of greenhouse emissions: Carbon Dioxide (CO₂), Methane (CH₄), and Nitrous Oxide (N₂O).
4. The purchased electricity is based on the electricity emission factors announced by the Energy Administration, Ministry of Economic Affairs. The electricity emission factor for 2020 = 0.502 kgCO₂e; the electricity emission factor for 2021 = 0.509 kgCO₂e; and the electricity emission factor for 2022 = 0.495 kgCO₂e.

Carbon emission reduction program

In 2022, 375,000 kWh of electricity was saved, equivalent to 185.71 metric tons of CO₂e, saving a total of NT\$2.2 million. The energy-saving projects accumulated since 2017 can achieve a total energy-saving benefit of 14,048,000 kWh in 2021, with a cumulative saving of NT\$38.01 million and a cumulative carbon reduction of 9,202 metric tons of carbon dioxide equivalent, which is equivalent to the carbon sequestration of approximately 17.97 Daan Forest Parks in a year.

We are committed to improving the quality of our air emissions and adhere to strict regulations in manufacturing to ensure that we do not release any substances that could damage the ozone layer. No environmentally hazardous substances were emitted during the reporting period.

3.5 Accessibility of Water Resource

Water Usage

The water for the Taiwan operations is obtained from the Nanhua Reservoir. With tap water as the main source, we also store rainwater for watering purposes. Climate change has altered the conditions of water use, making water quantity and quality a pressing issue around the world. The Company utilizes the World Resources Institute's Water Risk Atlas to monitor its locations and finds that its Taiwan operating bases are at low to medium risks. In 2022, the amount of wastewater discharged by the Company was 3.82 million liters.

The following table shows the results of the water consumption for All Ring in the last three years:

Indicator	2020	2021	2022
Water withdrawal (million liters)	9.59	10.45	10.16
Water discharge (million liters)	3.61	3.53	3.82
Water consumption (million liters)	5.98	6.92	6.34
Organization-specific metrics (Unit)	Total number of full-time employees	Total number of full-time employees	Total number of full-time employees
Organization-specific measurement	221	262	277
Water use intensity	0.043	0.040	0.037

Note:

- Water consumption = Water withdrawal - Water discharge
- Water use intensity is calculated as: Water withdrawal (million liters) / Organization-specific measurement

3.6 Material Usage and Waste Management

Material usage

Waste produced by All Ring is mostly packaging waste, which is classified and disposed of according to environmental protection regulations. Due to the characteristics of the manufacturing process and other constraints, about 23% of the raw materials of packaging materials (cartons) are recycled into the manufacturing process for reuse.

Use of raw and non-renewable packaging materials used by All Ring stated as follows:

Unit: Ton

Use of Packaging materials			
Raw Material	2020	2021	2022
Non-renewable raw packaging materials			
Plastic Bags	0.9	1.2	0.90
Shrink Films	3.4	4.5	4.60
Renewable raw packaging materials			
Cardboard boxes	8.6	10.65	9.20
Wooden Boxes	17	19.5	18.70

Waste management

In order to remove waste effectively and prevent waste pollution, the Company views waste reduction as a significant issue of concern. Hence, we classify, recycle and outsource our waste treatment. All Ring produces no hazardous waste, our general waste is being outsourced to qualified professionals that ensures that waste collected are properly handled at the Kangshan Waste Incineration Plant or recycled to avoid environmental pollution. Waste can be properly handled and recycled to avoid polluting the environment. There were no significant spills in the Company during the reporting period.

Non-hazardous waste produced by the Company stated as follows:

Non-Hazardous Waste Statistics		
Waste composition	Disposal	
	Waste amount (ton)	Handling Method
General Waste	3.20	Incineration (excluding energy recovery)
Cardboard boxes	2.35	Other recycling operations
Packaging material	0.10	Preparation for reuse

Chapter 4 Working Together to Build

4.1 Management Approach

Material Topic: Training and Education	
Reason for topic	Employees are the greatest asset of an enterprise. Building an attractive workplace for talent will indefinitely enhance the competitiveness of the Company and help achieve sustainable management.
Policy/Strategy	Organize complete education and training in order to minimize cognitive errors and standardize the workflow.
Objective	<p>Short-term: To establish sound and complete education policies which allow employees to complete pre-employment training in the shortest possible time, integrate themselves into the workplace as soon as possible, and receive sound education and training. To create an excellent workplace where employees feel at ease and build up a sense of cohesion meanwhile.</p> <p>Medium to long term: To systematically enhance the professional competence and career development of employees. To conduct succession planning through education and training, so that the Company can be competitive and achieve sustainable development and business objectives.</p>
Management Evaluation	Employees can provide feedback through various communication channels when met with unreasonable demands.
Results and improvement	We have also developed an appraisal system based on each employees' work nature. Interviews are conducted to assess each employee's performance and discover their skills and talents, which serves as the basis of their appraisal results. The employee appraisal rate reached 100% in 2022.
Preventive or remedial measures	<ol style="list-style-type: none"> 1. Talent Recruit: On top of interviews conducted by supervisors, candidates are assessed based on a personality scale test after the interviews. 2. Directions and effectiveness of recruitment plans are reported at the monthly business meetings. 3. Adjustment of company's talent remuneration measures: Employees' remuneration is adjusted based on their annual performance review. 4. Company's educational and training are planned based on each department's needs. Internal trainings are conducted to enforce newcomers' basic knowledge on intellectual property, software, and product quality. Internal and external trainings help employees to improve their skills and increase competitiveness of the Company.

Material Topic: Labor/Employment Relations	
Reason for topic	Labor/employment relations is one of the key factors of success in our business operations. All industries have faced the challenge of structural transformation, highlighting the recognition and importance of labor-employment relations to the enterprise.
Policy/Strategy	<p>Build a healthy workplace in the following five aspects:</p> <p>Develop employees' awareness of health: Establish the concept of self-health-management for employees to enhance their health awareness and sense of cohesion, such as providing employees with personal health care and counseling, as well as a wide range of communication channels, graphic publicity, and health seminars.</p> <p>Care for employees in mental health: Supervisors or colleagues take the initiative to care about the effectiveness of the Company's health promotion in meetings and public occasions, provide timely assistance and care to employees in need, and establish comprehensive psychological support and proactive measures to promote employees' mental health, such as organizing mental and physical care activities that extend from employees to their families.</p> <p>Create a healthy environment for employees: Promote and encourage healthy vegetables in the office, healthy exercises, stair climbing and walking. Provide a variety of sports clubs for employees. Avoid fried food and sugary drinks when ordering healthy lunch boxes.</p> <p>Create an environment that is conducive to female employees' maternal health: Ensure that female colleagues can work effortlessly during pregnancy and one year after giving birth, thus helping women achieve a work-life balance. For example, establish breastfeeding rooms.</p> <p>Promote activities with enthusiasm: Actively promote health-related activities by integrating resources from various sectors, such as building healthy workplaces and organizing health-related activities.</p>
Objective	<p>Short-term: To continuously build up a sound employment environment that provides security, peace and freedom so as to build up a sense of cohesion among the colleagues.</p> <p>Long-term: To enhance employee recognition and retention.</p>
Management Evaluation	None of labor-related penalty is imposed by government agencies.
Results and improvement	<ol style="list-style-type: none"> 1. The Company was awarded the Top 100 Sustainable Citizen Award by the Commonwealth Magazine in 2022. 2. Labor-management dispute: 0
Preventive or remedial measures	<ol style="list-style-type: none"> 1. Employees' salaries are reviewed regularly to ensure company's competitiveness in the employment market. 2. Conduct talks with employees regularly to listen to their voices and feedback. 3. Hold activities planned each year to encourage communication and interaction between employees.

Material Topic: Social Care (Indirect Economic Impacts)	
Reason for topic	Apart from its operations, companies should fulfill their social responsibilities and contribute to society.
Policy/Strategy	The Company's principle of social care is to "fulfill corporate social responsibility, uphold the spirit of sustainable development, and move toward the United Nations Sustainable Development Goals (SDGs)."
Objective	<p>Short-term:</p> <ol style="list-style-type: none"> 1. Under the guidance of the Corporate Governance and Sustainable Development Committee, the All Ring Charity Trust Fund ensures the promotion and implementation of the overall work in accordance with the responsibilities of each unit, and regularly reports to the Board of Directors on its implementation. 2. To promote local community care by employees and the care groups. 3. Surveys are conducted regularly to obtain employees' feedback. 4. To organize charity events with local libraries regularly and evaluate its effectiveness through joint discussions. <p>Medium to long term:</p> <p>In the spirit of All Ring's vision of "improving the intelligent life of human beings with innovative technologies", we will continue to leverage our impact on sustainable development, technological innovation, and corporate social responsibility by combining our core technologies to achieve social inclusion.</p>
Management Evaluation	The Corporate Governance and Sustainable Development Committee have established an "All Ring Charity Trust Fund." Its results and effectiveness are reported to the Board of Directors during the first quarter of each year.
Results and improvement	The Company's public welfare expenditure had increased by 29% in 2022, compared to 2020. We will continue investing in social care in the future. Through our efforts and investments, we hope to provide positive energy and encouragement to the society to achieve social integration.
Preventive or remedial measures	<ul style="list-style-type: none"> • Establish a trust fund to promote ESG-related activities, to support disadvantaged groups, to foster cultural heritage and to cultivate literacy. We organize charity events for disadvantaged students to participate and work with local communities, schools to achieve social integration. • Actions implemented: <ol style="list-style-type: none"> 1. Contribute to nearby community, neighbors and schools while organizing charity events. 2. Promote reading, organize "Dream Realization Project" for students to participate in, give green coloring books and encourage sustainability and hope. 3. "All Ring Innovative and Creative Competition" is organized each year to source for talents, cultivate new energy in technology and increase Taiwan's competitiveness in science and technology. 4. Local social care achieving Sustainable Development Goals set by the United Nations.

4.2 Talent Development and Work Safety

Human Resource

Employees are crucial to a company's development and sustainable operation. All Ring sees great importance to each and every employee, abiding by local labor laws and regulations. As of 2022, we have a total of 277 employees, with no non-employees. The number of employees in 2022 is as follows:

Number of employees					
Region/Type		Female	Male	Total	
Taiwan	Number of employees	42	235	277	
	Number of regular employees	42	235	277	
	Total number of full-time employees	42	235	277	

Note:

1. The Company has no employees of other genders or whose gender is not disclosed.
2. The Company does not have employees without guaranteed hours.

In order to strengthen the harmonious relationship with the local community and enhance the employees' work stability, All Ring has recruited mainly local residents. 100% of the executives at the Assistant Vice Presidents level and above are Taiwanese. In 2022, there are 42 executives and 235 workers. Employees distribution and positions as follows:

Year			2020	2021	2022
Item/ Gender	Age		Number	Number	Number
Executive level (Note)	Male	Below 30	0	0	0
		30-50	29	25	30
		Above 51	5	5	6
	Female	Below 30	0	0	0
		30-50	5	5	3
		Above 51	1	1	3
Number of executive employees			40	36	42
Non-executive employees	Male	Below 30	36	47	44
		30-50	97	117	140
		Above 51	18	18	15
	Female	Below 30	4	3	6
		30-50	25	25	24
		Above 51	4	4	6
Total number of non-executive employees			184	214	235
Number of full-time employees			224	250	277

Note: Supervisors at the manager level and above.

Year	2020				2021				2022			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)
Below 30	9	4.07	5	2.26	28	11.2	2	0.8	28	10.11	4	1.44
30-50	19	8.6	5	2.26	23	9.2	5	2	37	13.36	6	2.17
Above 51	0	0	0	0	1	0.4	0	0	0	0	0	0
Total number of newcomers	38				59				75			
Total employees	221				250				277			
Total Entrant Rate	17.19				23.6				27.08			

Note:

1. New employees are exclusive of employees who have resigned.
2. New entry rate of male (female) employees of the age group = Number of new male (female) employees of the age group at the end of the year / Total number of employees at the operations at the end of the year.
3. New employees' employment rate = Number of new employees in current year / Total number of employees at the operations at the end of the year.

Year	2020				2021				2022			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)
Below 30	8	3.62	1	0.45	8	3.2	0	0	10	3.61	2	0.72
30-50	28	12.67	2	0.90	19	7.6	1	0.4	31	11.19	4	1.44
Above 51	0	0	0	0	1	0.4	1	0.4	1	0.36	0	0
Total number of resignations	39				30				48			
Total employees	221				250				277			
Total turnover rate (%)	17.65				11.45				17.33			

Note:

1. Definition of employees who have left the Company: Resignation, Dismissal, Retirement, Death during work, etc.
2. Turnover rate of male/female employees of the age group = Number of male/female employees of the age group who quit in the year / Total number of employees at the operations at the end of the year.
3. Employment rate of resigned employees = Number of employees who left the Company in current year/ Total number of employees at the operations at the end of the year.

Human Rights and Labor Diversity

At All Ring, we strive to create an equal workplace for all, maintaining a working environment with equal opportunities, respect, safety, equality, and anti-discrimination and harassment. Employees must not discriminate nor harass others in speech, attitude, or action based on race, social class, age, marital status, family situation, language, religion, political affiliation, nationality, appearance, facial features, physical and mental disabilities, or other factors. No incidents of discrimination and sexual harassment were reported.

The Company also follows the provisions of the People with Disabilities Rights Protection Act in its employee recruitment. In terms of hiring minority or disadvantaged groups, the Company appointed three employees with disabilities in 2022. Distribution and employment status of employees over the past three years stated in table below:

Year		2020	2021	2022	
Item/ Gender	Age	Number	Number	Number	
Minority or disadvantaged groups	Male	Below 30	0	0	0
		30-50	2	2	3
		Above 51	0	0	0
	Female	Below 30	0	0	0
		30-50	0	0	0
		Above 51	0	0	0

Note: The Company employs people with disabilities under a quota system in accordance with the law.

Minimal Notice Periods for Operational Adjustments

To protect the rights and interests of employees at work, All Ring complies with the rules and regulations of the Labor Standards Law. Should there be major operational adjustments in the future, or dismissal of employees, the contract will be terminated based on local labor laws and regulations. Notice periods will comply with following regulations:

- I. 10 days' notice for those who work more than 3 months but less than 1 year.
- II. 20 days' notice for those who work more than 1 year but less than 3 years.
- III. 30 days' notice for those who work more than 3 years.

Employees' Salaries

Employees are the most critical assets of a company. Regardless of male or female employees, the Company should provide them with fair salaries to ensure their livelihoods. As of the end of the reporting period, the ratios of the standard salary to the local minimum salary for both male and female employees are shown in the table below:

Country/Region	Ratio of standard salary to local minimum salary for male basic employees	Ratio of standard salary to local minimum salary for female basic employees
Taiwan/ Kaohsiung	1.36	1.14

Talents are retained to increase the Company's competitiveness and market status to create win-win development. Employees' scope of work and salaries are reviewed and adjusted regularly to provide a smooth communication and promotion channel. The ratio of the annual total remuneration of the Company's highest paid individual to the annual total remuneration of the employees (excluding the highest paid individual) in 2022 are set forth in the table below:

Country/Region	Ratio of the annual total remuneration of the highest paid individual of the Company to the median of the annual total remuneration of the employees (excluding the highest paid individual)	Increase ratio in the annual total remuneration of the highest paid individual of the Company to the annual total remuneration of the employees (excluding the highest paid individual)
Taiwan/ Kaohsiung	8.44	1.31

Note:

- The Chairman is not the highest paid individual.
- Formula for calculating the median ratio of annual remuneration: Annual remuneration of the highest paid individual for the year / Median individual annual remuneration for the year.
- Formula for calculating the increase ratio of annual remuneration: Percentage increase in the annual remuneration of the highest paid individual for the year / Percentage increase in median individual annual remuneration for the year.

The Company's starting salaries for both male and female employees are in accordance with the basic salary stipulated by the Labor Standards Act. However, the total salaries are still subject to considerations such as seniority and work performance. The Company encourages its employees to show their excellent working ability in order to obtain promotion opportunities. The ratio of the annual remuneration during the reporting period is shown in the table below:

Ratio of remuneration for each position	Number		Total annual remuneration (NT\$)		Ratio of remunerations	
	Female	Male	Female	Male	Female	Male
Management level	8	39	14,471,270	121,343,023	0.58	1
Non-management level	34	196	34,899,722	250,046,427	0.80	1

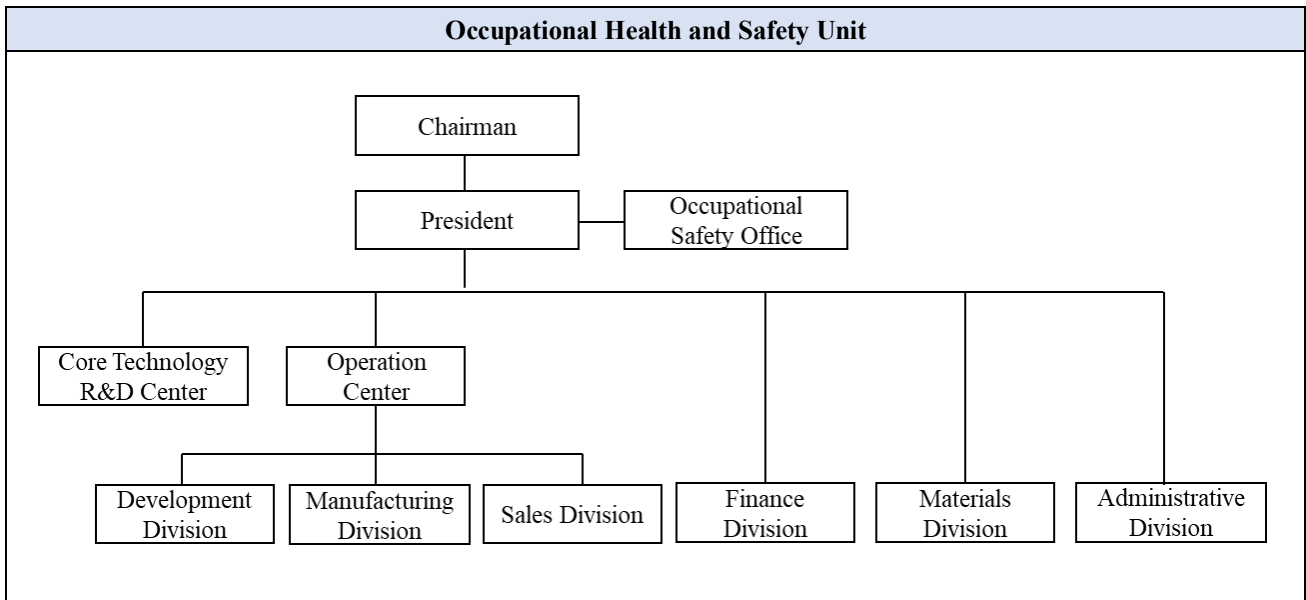
Note: Ratio of female remunerations to male remunerations (annual remuneration ratio): "Average annual remuneration of females in the category / Average annual remuneration of males in the category."

Occupational Safety Evaluation

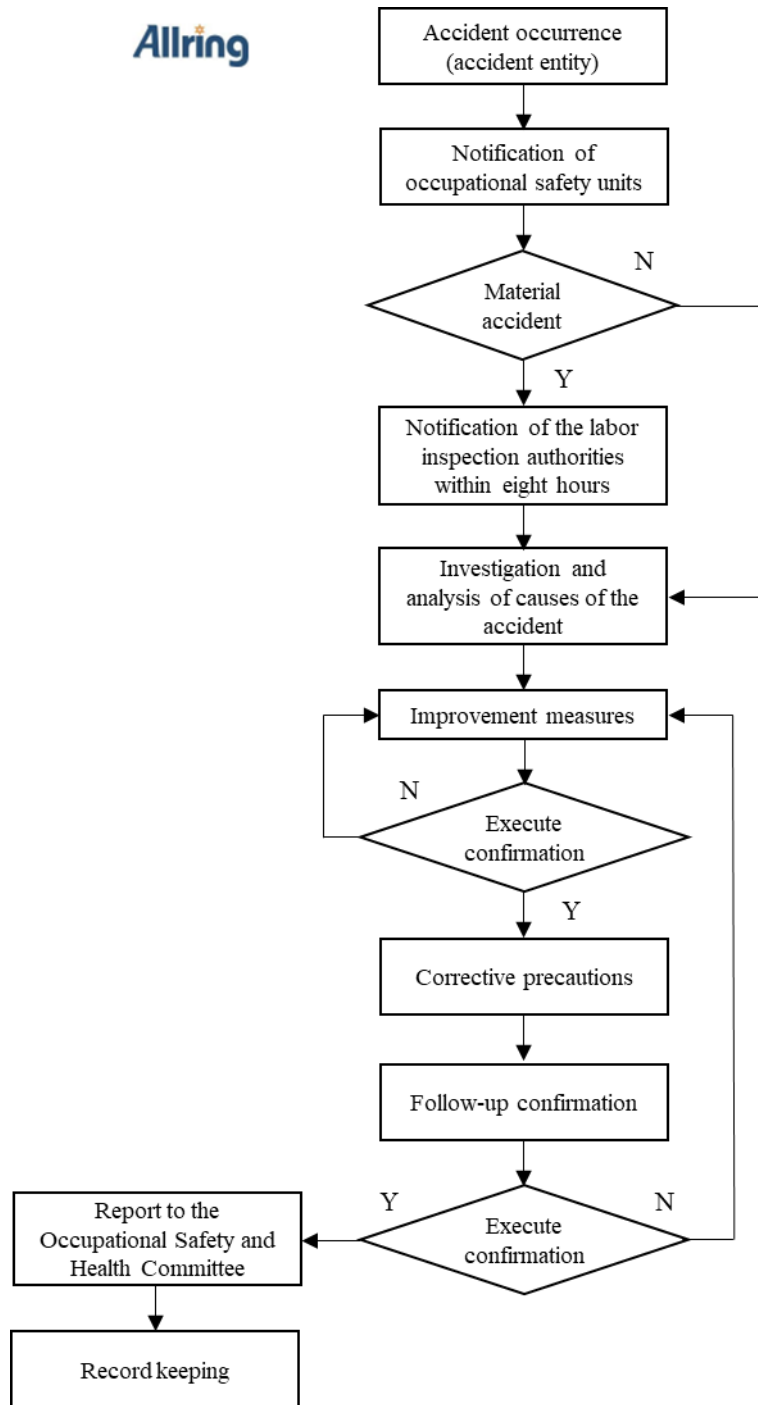
The Company has not developed an occupational safety and health management system. However, in order to provide a safe working environment, we have established an industry safety management committee whereby risks can be easily identified through regular assessments and discussions made by the management team. Should there be any potential risks identified, the committee conducts discussions and offers solutions to the management team during daily and monthly meetings. We then include medium and high-risk operations into our management plan, so as to implement risk control measures, reduce risk levels and ensure the effectiveness of our management system.

The Company has been working with different institutions to provide students with opportunities to learn in workplace environment and improve their social adaptability skills. At the end of each year, we review the management effective of the year, as well as next year's objectives. These are then used as the basis of evaluation for environmental safety and health.

The Administrative Division is responsible for announcing information related to occupational safety and health, implementing relevant policies, and constantly improving the working environment. Work safety managers conduct regular inspections to ensure safety and health requirements in the workplace are fulfilled, accidents are avoided, company assets are protected and employees are well-equipped with workplace safety knowledge.






Occupational Health and Safety Standard Operation Procedures



Health checkups

All Ring reminds employees that “Work is a part of life!” Only a healthy body can work efficiently. On top of the basics, we offer “rheumatoid, tissue inflammation, thyroid, digestive system and arteriosclerosis and six other major checkups” that are fully subsidized professional staff will assist to follow up and show concern.

Count of employee joining body examination and statistics of total amount list				
Health Checks	1. Basic health check	9. Bile function test	17. Cardiac function test	25. Electrocardiogram test
	2. Vision screening	10. Renal function test	18. Tissue inflammation screening	26. Abdominal ultrasound
	3. Hearing test	11. Renal function test	19. Liver cancer screening	27. Prostate ultrasound
	4. Urinalysis	12. Gout screening	20. Colorectal cancer screening	28. Ultrasound of uterus and ovaries
	5. Routine blood tests	13. Diabetes check	21. Breast cancer screening for females	29. Rheumatoid screening
	6. White blood cells classification	14. Blood lipid profile	22. Prostate cancer screening for males	30. Tissue inflammation screening
	7. Liver function tests	15. Hyperlipidemia	23. X-ray (digital radiograph)	31. Thyroid function test
	8. Test for alcoholic hepatitis	16. Atherosclerosis risk index	24. Bone Density test	32. Digestive function check
No. of employees who went for health checks (Persons)	277			
Total health check costs (NT\$)	729,036			
Note: Fees for special health checkups such as rheumatoid checkup, tissue inflammation checkup, thyroid function test, digestive function test, thyroid ultrasound, and arteriosclerosis test are included in the general health checkup fee.				

2022 Health Checkup Photos of All Ring Tech		
		
Blood test	Blood pressure test	X-ray checks for lungs

Occupational injuries and diseases

Employees' health is of great concern to All Ring; hence we provide more than what is required by the law. We have established an environmental safety unit and hired safety management personnels to ensure safety in the factory, provide care for employees, reduce operational safety risks, and offer accident insurance for employees, guarantee for employees' health and safety, reduce medical claims and insurance costs. There were no workplace accidents or health issues in 2022. In the future, All Ring will stay committed to protecting its employees.

Occupational Injuries to Employees				
Category	Item	2020	2021	2022
Total number of working hours	Female's working hours	69,720	75,696	103,432
	Male's working hours	370,512	446,208	414,083
	Total number of working hours	440,232	521,904	517,515
Fatalities caused by occupational injuries	Number of female deaths	0	0	0
	Number of male deaths	0	0	0
	Total number of deaths	0	0	0
Severe occupational injuries (excluding of fatalities)	Total number of severe occupational injuries sustained by females	0	0	0
	Total number of severe occupational injuries sustained by males	0	0	0
	Total number of employees with severe occupational injuries	0	0	0
Recordable occupational injuries (including number of fatalities and severe injuries)	Total number of occupational injuries sustained by females	0	0	0
	Total number of occupational injuries sustained by males	0	0	0
	Total number of occupational injuries	0	0	0
Fatality rate due to occupational injuries %		0	0	0
Severe occupational injury rate %		0	0	0
Recordable occupational injury rate %		0	0	0
Note:				
1. Fatality rate due to occupational injuries = (number of deaths due to occupational injuries/ working hours) * 1,000,000				
2. Severe occupational injury rate = (Number of severe occupational injuries (excluding fatalities)/working hours) * 1,000,000				
3. Recordable occupational injury rate = [number of recordable occupational injuries (inclusive of fatalities and severe occupational injuries)]/ working hours*1,000,000				
4. Severe occupational injuries refer to injuries that require more than 6 months to recover.				
5. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.				

4.3 Professional Training and Welfare

Professional training

Developing employees' skills bring about positive effects to the Company. All Ring is committed to developing a talent training system as it strives to provide employees with complete education and training to improve their abilities and reduce occupational injuries. Our company conducts safety training and courses regularly.

In 2022, a total of 85 employees participated in the human rights training, accumulating a total number of 12.5 hours of training. Training hours differ between male and female employees in the Company, as proportion of males in the Company and R&D department is significantly higher.

Factory workers are required to undergo training according to government regulations. The Company conducts training regularly. The amount of training and occupational safety related statistics is stated in table below:

Occupational Safety and Health Training Statistics		
Training programs	Number of trainees	Hours
KPI setting practice	35	6
AEO Revalidation meeting	10	1
Eviction and notification of suspicious characters	10	1
Fire drills	12	3
AEO Cargo Safety Training	8	1.5
Total	75	12.5

Note: Occupational safety and health related training includes general training or training on specific occupational hazards and dangers.

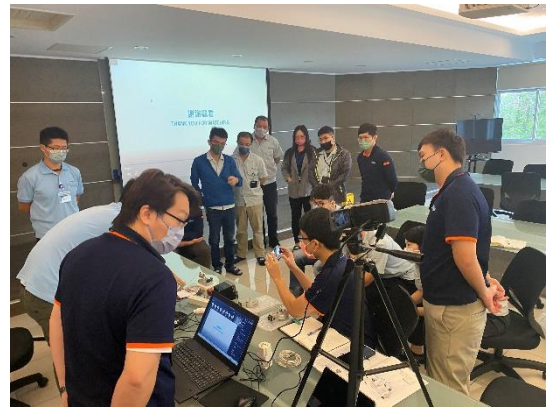
Training hours statistics					
Item/Category		Management level		Non-management level	
Unit/Gender		Male	Female	Male	Female
Total number of employees	Person	34	8	203	32
Number of training Hours	Hour	108	27	1,012	132.5
Average number of training hours	Hour/Person	3.2	3.4	5	4.1
Training fees	NT\$	57,515	21,400	95,710	25,484

Photos taken from trainings

Training program: Product Quality Education and Training



Training program: Education and Training



The Company manages and improves the performance of individuals, departments, and the whole company through a performance appraisal system. The proportion of employees receiving appraisals at the headquarters was 100% in 2022.

Item	Management level	Non-management level	Direct employees	Indirect employees
Percentage of male employees who have undergone performance assessment	100	100	100	100
Percentage of female employees who have undergone performance assessment	100	100	100	100

Employees benefits

All Ring aims to provide a fun and happy working environment for its employees while implementing employee-related policies that abide the law and regulations. We also provide employee welfare programs that are better than required, including health checks, lunch and dinners. The Company also encourages employees to give birth and adhere to local parental leave policies. Every year, All Ring holds activities in special festivals to celebrate with its employees and enhance their relationship with each other. When employees work in a well-functioning environment, we can create a better future for the Company.

All Ring provides a list of employee welfare stated in table below:

I. Care and pension measures:

It is All Ring's mission to take good care of its employees and their families. On top of allowances given by the Employee Welfare Committee, the Company offers wedding subsidies and death gratuities to provide employees with our utmost care and concern. Table below states the list of subsidies and grants provided by All Ring:

Subsidy	Subject	Amount
Birthday Funds	Employee	NT\$3,000
Festive Funds	Employee	NT\$3,000/Festival
Childcare grants	Employee and spouse	NT\$5,000/Person
Wedding Subsidies	Employee	NT\$10,000/Person
Death Gratuities	Employee and spouse	NT\$3,000
	Employees' and spouses' parents	NT\$3,000
	Employees' children	NT\$3,000
	Employees' grandparents	NT\$1,500

II. Other benefits:

1. Insurance: Apart from the statutory labor and health insurance, we offer group insurance (accident insurance, medical insurance) for employees.
2. The Company values employee health checkups and, with their consent, follows up on employees with abnormal or special conditions, and arranges free health checkups on a regular basis every year. Apart from the general basic labor health checkups, we also offer advanced checkups, such as special checkups.
3. We care about our employees' personal lives and hence, their families. The Company and the employee welfare committee plans and offer all kinds of welfare benefits such as wedding subsidies, birthday funds, festive funds, and childcare grants.
4. The Company offers flexible working hours. As employees' family lives differ, they can coordinate with their supervisors and apply for their working hours to be adjusted

Welfare type	Welfare	Content
Food	Delicious food	Free lunch, afternoon tea and dinner for employees
	Lunch gathering	Department gathering once every quarter
Clothing	Clothes	Employees' uniforms, jackets and Dress-down Days
Housing	Temporary Accommodation	Hostels for employees who stay far from company, or employees who are unable to return home due to work
Transport	Car Subsidies	Subsidies for employees with their own cars, and provision of public cars for employees to fetch guests.
Education	Library	Mobile library and magazine corner for employees to encourage the habit of reading
Leisure	Gym	Gym for employees to use after work and to remind them of the importance of physical fitness
	Sports Field	Table tennis, basketball courts, billiards for employees to work out
	Facilities	Resting area with coffee, drinks, hot food for employees to replenish their energies
	Company gathering	Events during festive seasons, games and year-end dinner to improve employees' relationships
	Employees' leisure	Subsidies for local and overseas travel

III. Year-End Bonuses and Profit Sharing:

With "Caring, Sharing" as the Company spirit, All Ring shares profits with employees based on its financial status of the year. The Company can only grow when we retain suitable and efficient talents, place them in suitable ranks, and allow them to perform. Manpower are the greatest assets of the Company, employees' work, roles, contributions, potential are assessed based on company's overall performance and operating objectives. The assessment varies based on the employee's work position and gender. We aim to provide employees with remuneration and welfare above the industry norm, so that they can work with ease and perform to their full potential. The list of company's benefits and bonuses stated as follows:

Item	Description
Employee Salary	As per the Company's "Articles of Association", proportion of salary is proposed and reviewed by the management team based on employee's contribution to the Company.
Employee Stock Option	Share Option Certificates are provided for employees.
Performance Bonus	Taxed profits are set aside for performance bonuses each month. Management team issues bonuses based on employees' contributions to the Company.
Year-end Bonuses	Year-end bonuses are based on employees' two-month salaries.

Bonuses are adjusted according to employees' appraisal results. Employees are a company's valuable assets.

The Financial Supervisory Commission had officially launched "Corporate Governance 3.0 - A Blueprint for Sustainable Development," Taipei Exchange expressed that it will continue announcing information regarding "number of employees not of executive levels, and employee welfare difference between the current and previous years" to enforce organizations' corporate social responsibility and increase standards of corporate government in the market. Also, Legislative Yuan of the Finance Committee will take "basic salary and salary increment in listed companies" into consideration while using it as benchmark for the future.

We have customized a performance appraisal system for different employees based on their job scopes and nature of work. Through performance reviews and interviews, we hope to discover employees' skills and unleash their potential, which also serve as a basis for their appraisals.

IV. Other benefit measures:

Effective communication channels for employees

Healthy communication between employees and a friendly workplace are required for the Company's stable and sustainable development, so as to strengthen manpower capital. By conducting annual appraisals and interviews, employees are able to discuss work statuses, performance, personal expertise and career plans with their direct supervisors. This strengthens employee-employer relationships and strengthen mutual trust. Apart from providing safe and comfortable workplace environments, reasonable salaries and welfare benefits, the Company shows concern for employees' personal lives through formal and informal channels, which creates a sense of belonging for the employee and improve workforce relationships. We have also provided a designated mailbox for employees to provide feedback, whereby the Administrative Division listens to the voices of the employees, responds individually, tackles problems, and promotes efficient communication. This brings about positivity and encouragement for employees to work hard for the Company.

Benefit facility - staff Lounge

Staff lounge is decorated with modern sofas and seats, large windows to gain sight of the green scenery outdoors, and many books for employees to relax, both physically and mentally. Employees' meals (lunch and dinner) are provided by the Company. Fruits are provided every day to promote health. Also, the staff lounge offers a wide variety of food and drinks for employees as a reward to their hard work, in hope that all employees in All Ring can be healthy and happy.



Gym

Exercising can improve the heart and lungs, promote blood circulation, reduce chances of diabetes, heart diseases, high blood pressure, colon cancer, increase joint mobility and slow down aging. Despite the many benefits that can be derived from exercising, these results are not achieved overnight, nor can they be retained for long without commitment. Hence, we must exercise regularly according to our health conditions and interests. By caring for our employees, we have built a gym to remind employees the important of staying healthy despite busy work schedules. Competitions are held regularly to promote team unity and increase employees' sense of belonging in the Company.



Cardio Boxing

Boxing aerobics make use of inhaling and exhaling through the abdominal to control punches. Not only does it burn calories, but it also reduces body fat so that employees can exercise and relieve pressure simultaneously.



Library

This is done so as to encourage the habit of reading. Our library has a wide variety and genre of books. We purchase new reading materials regularly; children's books are also provided in order to build a foundation for reading.



Hotel-like dormitories

All Ring has rented dormitories for foreign or overnight employees to have a resting area. Each room is equipped with basic facilities such as televisions, air conditioners, refrigerators, water dispenses etc., similar to that of a hotel. Employees can use these dormitories freely once they have submitted their applications. Dormitory management is similar to a hotel's, whereby rooms are cleaned daily, comfortable facilities and exclusive parking lots are provided.

Year-end dinners

Year-end dinners are of great importance of All Ring. This is the time to reward our employees. Year-end dinners are filled with fun and excitement, from employees' performances to lucky draws, our year-end dinners give out new and attractive products launched in the market such as mobile phones, 3C products, televisions, and electric cars. At All Ring's year-end dinners, every employee wins a prize home as our chairman sees this as a great opportunity to reward the employees, bonuses prizes are always added for employees to return home with their hands full and have a great year ahead.



Appraisals and rewards

Based on "Employee reward management system", All Ring awards outstanding teams and individuals to affirm and thank their contributions in the Company.

① Praises:

- a. Recognition of senior employees: Employees who have worked in the Company for 5 years, 10 years and such are awarded with badges at public events (e.g., Year-end dinners, monthly meetings).
- b. Outstanding employees: 1-2 outstanding employees are elected to represent the Company overseas each year. Regardless of the results, they are being praised internally.

② Rewards

- a. Upon completion of a project, incentives and bonuses are issued based on each member's contribution.
- b. Bonuses are issued based on R&D and patent results.
- c. Other forms of rewards are provided based on employees' work performances.



Festive Events

All Ring holds related activities during important festivals to promote the connection between employees and the Company and enhance employees' sense of cohesion.

Festive Events are as follows:

1. Lantern Festival: Eating glutinous rice balls, guessing riddles, and playing games
2. Mother's Day: Taking photos with mothers and giving out carnations
3. Father's Day: Free visually-impaired massage
4. Grandparent's Day: Taking photos and giving out photo frames
5. Mid-Autumn Festival: Mid-autumn gift boxes and mooncakes
6. Christmas Day: Gift exchange, parties and games



All Ring's Parent-Child Activity





All Ring's Gift Exchange on Christmas Day



Unpaid parental leave

Adhering the "Labor Standards Act" and "Gender-Work Equality Act", the Company provides unpaid parental leaves. Not only do we assist qualified employees to apply for unpaid parental leave, we arrange for them to return to their original positions after their terms and actively help them reintegrate into the workplace. The number of employees who applied for parental leaves over the past three years stated as follows:

Year	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees who are eligible for unpaid parental leave application - A	7	2	9	11	0	11	13	2	15
Number of employees who applied for unpaid parental leave in the year - B	0	1	1	0	0	0	0	2	2
Number of employees who should be reinstated from unpaid parental leave in the year - C	0	1	1	0	0	0	0	1	1
Number of reinstated employees from unpaid parental leave in the year - D	0	1	1	0	0	0	0	1	1
Number of employees who were reinstated from unpaid parental leave in previous year - E	0	0	0	0	1	1	0	0	0
Number of employees who were reinstated from unpaid parental leave and continued working in previous year - F	0	0	0	0	1	1	0	1	1
Unpaid parental leave reinstatement rate % in the year (D/C)	-	100%	100%	-	-	-	-	50%	50%
Unpaid parental leave retention rate % in the year (F/E)	-	-	-	-	100%	100%	-	100%	100%

Note:

1. Number of employees who should be reinstated = Number of employees expected to be reinstated from unpaid parental leave in the current year.
2. Number of retention employees in 2022 = Number of employees who were reinstated in 2021 and remained in the Company as at December 31, 2022.
3. Unpaid parental leave reinstatement rate % in the year = Number of reinstated employees from unpaid parental leave in the year/Number of employees who should be reinstated from unpaid parental leave in the year (D/C).
4. Unpaid parental leave retention rate % in the year = Number of employees who were reinstated from unpaid parental leave and continued working in previous year/ Number of employees who were reinstated from unpaid parental leave in previous year (F/E).

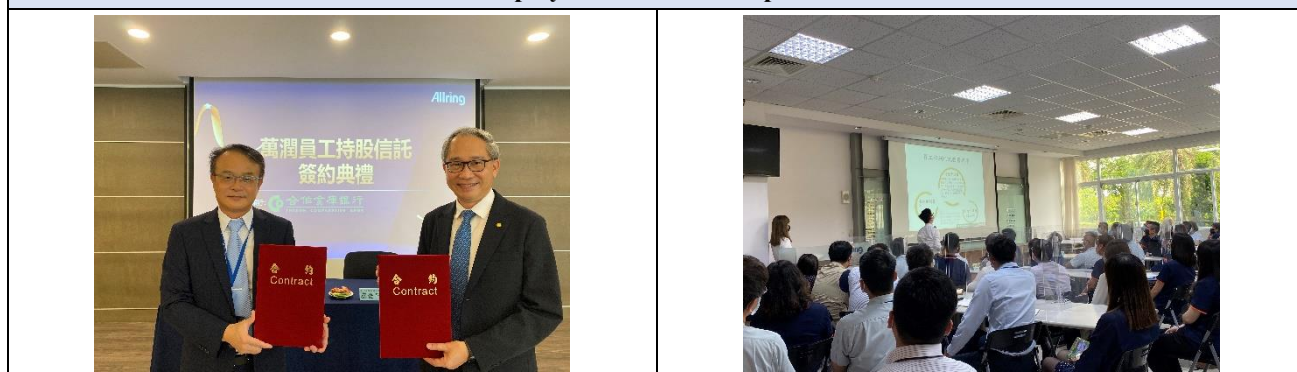
Pension System

All Ring views its employees as partners who have worked hard together, they are also valuable assets to the Company. To secure a comfortable retired life for employees, apart from calculating retirement pensions as per Article 55 of the Labor Standards law, retirement funds comprise 6% of employees' salaries. The Company has also established a retirement system in accordance with the Labor Standards Act and the Labor Pension Act. On June 14, 2022, the Remuneration Committee and the Board of Directors resolved to establish an employee stock ownership trust to provide employees with more diversified remuneration policies to take care of the work and lives of retired employees.

Evolution and implementation of the Company's retirement policies:

Pension System	Implementation
Old pension system	According to the Supervisory guidance of the Labor Retirement Fund issued by the Supervisory Committee since May 20, 2000, 4% of employees' monthly salary is reserved as retirement fund, they are being kept with the committee. All retirement pensions are paid according to the "Labor Standards Act."
New pension system	Since July 1, 2005, based on the "Labor Pension Regulations", the Company has development a retirement system suitable for local employees. For employees who select based on the "Labor Pension Regulations", we pay the Bureau of Labor Insurance no less than 6% of the employee's salary, whereas payment is dependent on the employees' account type and accumulated income, whereby they can choose to collect monthly or collect whole sum.
Employee stock ownership trust	On June 14, 2022, the Remuneration Committee and the Board of Directors resolved to set up an employee stock ownership trust. We join hands with the Taiwan Cooperative Bank to establish a system of employee stock ownership trust, in which employees contribute a fixed amount of money from their monthly salaries, while the Company also relatively contributes an amount in a proportion of 1:1 to deposit into the trust account, helping employees develop a savings habit and accumulate retirement funds early.
Subsidiaries in China	According to the Labor Law of the People's Republic of China, subsidiary companies in China are to allocate a certain percentage of employees' salaries as insurance funds monthly, a part of the money is used by the government, the remaining are offered to employees to provide them a source of income during old age.

Employee stock ownership trust



4.4 Social Care and Sponsorship

In order to promote the communication between the industry and the society and to achieve the integration between the enterprise and the community, All Ring bases on the local sustainable development and combines the industrial core with internal and external resources to develop the seven major activities, including "cultivating semiconductor talents", "helping the disadvantaged", "caring for the yearly festivals", "promoting arts and culture", "scholarship program", "dream project", and "reading publicity." We hope to help and improve the resolutions of social problems through the power of the enterprise and give play to the influence of All Ring on the society.

All Ring, together with the All Ring Charity Foundation and all employees, upholds the spirit of sustainability and the vision of "improving the intelligent life of human beings with innovative technologies" to serve the community, in the hope of pooling everyone's strengths and contributing to shared prosperity of the society.

All Ring stands by the vision of "Caring and sharing" by actively participating in charity events and donating to local schools and communities so as to contribute to society, provide help for the disadvantaged groups, reduce wealth gaps between the rich and the poor, and improve public's general welfare. Through its efforts, All Ring hopes to instill positivity into the society and nourish talents for the country.

Name	Amount (NT\$)	Description
All Ring New Year Plan	478,800	For 9 consecutive years, All Ring had donated New Year dishes, provided care for financially disadvantaged children in the community for them to feel love and concern during Chinese New Year and achieve social integration.
All Ring Mid-Autumn Plan	217,119	For 9 consecutive years, All Ring had purchased 426 mooncakes from disadvantaged groups to donate to economically challenged children in the community. Not only do we support disadvantaged groups and their employment, we provide love and warmth for children during mid-autumn festivals.
All Ring creative competition	1,551,000	All Ring has been committing to charity events for a long term, fulfilling its corporate social responsibility. Talent development is also one of our key objectives. In order to develop students' professional and innovative capabilities, All Ring and Kun Shan University has co-organized All Ring Innovative and Creative Competition for the 15th year. In 2022, we have received a total number of 304 applications from masters, doctors, colleagues, university, high schools and vocational schools. A total of 102 were shortlisted. Our society can only progress with innovation and creativity. We hope that students get the opportunity to interact and gain insights from talents from various fields of expertise through competitions, this increases their professionalism and competitiveness.
All Ring Dream Fulfilment Project	98,559	All Ring actively contributes to the disadvantaged groups, and recognizes the importance of education. All Ring, along with All Ring Charity Foundation had started the "Dream Fulfilment Project" 11 years ago. We donate coloring books to children who applied for the program and aim to inspire children, unleash their creativity and gain new knowledge. For outstanding students who are economically challenged, we make further understanding of their family conditions, while representations from each company department attempt to fulfill their dreams. These students get to complete the Dream Fulfilment Card and deliver to the respective departments for dream fulfillment.
Scholarship program	284,000	We place great emphasis on youth development and education,

Name	Amount (NT\$)	Description
		hence we have worked with various schools from Tainan, Luzhu, Guanmiao, Kangshan to provide scholarships and bursaries to encourage students. A total of 67 scholarships were offered this year.
Emergency rescue plan	169,000	We hope to give back to the community. Working with local schools in Luzhu and Kangshan, we provide assistance to disadvantaged students through emergency rescue plans, so as to provide them with an easeful and happy children.
Breakfast grants for the disadvantaged children	20,000	All Ring collaborates with the World Peace Prayer society, through donations made to starving children, we hope the disadvantaged children can feel love despite challenges faced.
Family Support Foundation, South Branch Office in Tainan City	100,000	We have provided long-term care and concern for the disadvantaged groups. Through donations, we assist the Family Support Center in providing after-school tuition classes and lessons for disadvantaged students, helping them to learn and to enhance their competitiveness.
Family Support Foundation, North Branch Office in Kaohsiung City	100,000	We have provided long-term care and concern for the disadvantaged groups. Through donations, we assist the Family Support Center in providing after-school tuition classes and lessons for disadvantaged students, helping them to learn and to enhance their competitiveness.
Donation Plan for Bo and Young Social Welfare Foundation	250,000	We have provided long-term care and concern for the disadvantaged groups. Through donations, we assist Bo and Young Social Welfare Foundation provide tuition classes and lessons for children in remote areas.
Chinese Christian Relief Association	500,000	We have long been caring for the disadvantaged groups. We have helped the Chinese Christian Relief Association organize assistance for needy students and the elderly living alone by donations.
Kaohsiung Life Source Holistic Care Association	100,000	We have long been concerned about the disadvantaged groups and hope to help the Association to provide care for the disadvantaged groups by donations.
Chinese Society of Mechanical Engineers	60,000	All Ring Tech is committed to nurturing semiconductor talents and hopes to increase the overall competitiveness of Taiwan by donating to Chinese Society of Mechanical Engineers.
Taiwan Babe Ruth Baseball League	128,000	We are committed to helping the development of sports in Taiwan by sponsoring the Taiwan Babe Ruth Baseball League to assist these needed players in getting opportunities for competition. All Ring places emphasis on the development of youth sports and sponsors the competition with action! We hope to assist youths in sports industry, encourage new visions and experiences, resilience, teamwork and self-acceptance in these children.

Photos of Public Welfare

All Ring New Year Plan



All Ring Mid-Autumn Plan



All Ring creative competition



All Ring Dream Fulfilment Project



Scholarship program



Taiwan Babe Ruth Baseball League



Appendix

Appendix I: GRI Sustainability Reporting Standards

Statement of use	All Ring Tech Co., Ltd. has referred to the information quoted in the GRI Content Index Table of the GRI Standards Report for the period from January 1, 2022 to December 31, 2022.
GRI 1 Use	GRI 1: Foundation 2021
Applicable GRI Industry Standards	N/A

GRI Standards Category/Topic	Serial Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
1. Organization and reporting practices					
GRI 2 General Disclosures 2021	2-1	Organization details	2.2 Transparent and Sustainable Operation	23	
	2-2	Entities included in organization sustainability reporting	About This Report	3	
	2-3	Reporting period, frequency and contact person	About This Report	3	
	2-4	Restatement of information	About This Report	3	
	2-5	External endorsement	About This Report	3	
2. Activities and workers					
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	3.2 Management of Products and Services	57	
	2-7	Employees	4.2 Talent Development and Work Safety	67	
	2-8	Workers who are not employees	4.2 Talent Development and Work Safety	67	
3. Governance					
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	2.3 Corporate governance	28	
	2-10	Nomination and selection of the highest governance body	2.3 Corporate governance	28	
	2-11	Chair of the highest governance body	2.3 Corporate governance	28	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Corporate governance	28	
	2-13	Delegation of responsibility for managing impacts	2.3 Corporate governance	28	
	2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainability Implementation 2.3 Corporate governance	7 28	
	2-15	Conflicts of interest	2.3 Corporate governance	28	
	2-16	Communication of critical concerns	2.3 Corporate governance	28	
	2-17	Collective knowledge of the highest governance body	2.3 Corporate governance	28	
	2-18	Evaluation of the performance of the highest governance body	2.3 Corporate governance	28	
	2-19	Remuneration policies	2.3 Corporate governance	28	
	2-20	Process to determine remuneration	2.3 Corporate governance	28	
2-21	Annual total compensation ratio	4.2 Talent Development and Work Safety	67		
4. Strategy, policies and practices					
GRI 2 General Disclosures	2-22	Statement on sustainable development strategy	Message from Our Chairman	5	

GRI Standards Category/Topic	Serial Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
2021	2-23	Policy commitments	2.3 Corporate governance	28	
	2-24	Embedding policy commitments	2.3 Corporate governance	28	
	2-25	Processes to remediate negative impacts	2.3 Corporate governance	28	
	2-26	Mechanisms for seeking advice and raising concerns	2.6 Law-abiding	53	
	2-27	Compliance with laws and regulations	2.6 Law-abiding	53	
	2-28	Membership associations	2.2 Transparent and Sustainable Operation	23	
5. Stakeholder engagement					
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2. Communication with Stakeholders	8	
	2-30	Collective bargaining agreements	-	-	The Company has no collective bargaining agreements or labor union.
Topic-specific GRI Standards: 200 Series (Economic topics)					
Market presence					
GRI 202 Disclosure of the topic market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.2 Talent Development and Work Safety	67	
	202-2	Proportion of senior management hired from the local community	4.2 Talent Development and Work Safety	67	
Anti-competitive behavior					
GRI 206 Disclosure of the topic anti-competing behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.6 Law-abiding	53	
Tax					
GRI 207 Disclosure of Tax management 2019	207-1	Approach to tax	2.2 Transparent and Sustainable Operation	23	
	207-2	Tax governance, control, and risk management	2.2 Transparent and Sustainable Operation	23	
	207-3	Stakeholder engagement and management of concerns related to tax	2.2 Transparent and Sustainable Operation	23	
GRI 207 Disclosure of the topic tax 2019	207-4	Country-by-country reporting	-	-	None
Topic-specific GRI Standards: 300 Series (Environmental topics)					
Materials					
GRI 301 Disclosure of the topic materials 2016	301-1	Materials used by weight or volume	3.6 Material Usage and Waste Management	63	
	301-2	Recycled input materials used	3.6 Material Usage and Waste Management	63	
	301-3	Reclaimed products and their packaging materials	3.6 Material Usage and Waste Management	63	
Water and effluents					
GRI 303 Disclosures of water and effluents management 2018	303-1	Interactions with water as a shared resource	3.5 Accessibility of Water Resource	62	
	303-2	Management of water discharge-related impacts	3.5 Accessibility of Water Resource	62	
GRI 303 Disclosure of the topic water and effluents 2018	303-3	Water withdrawal	3.5 Accessibility of Water Resource	62	
	303-4	Water discharge	3.5 Accessibility of Water Resource	62	

GRI Standards Category/Topic	Serial Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
	303-5	Water consumption	3.5 Accessibility of Water Resource	62	
Emissions					
GRI 305 Disclosure of the topic emissions 2016	305-1	Direct (Scope 1) GHG emissions	3.4 Resource Control	60	
	305-2	Energy indirect (Scope 2) GHG emissions	3.4 Resource Control	60	
	305-3	Other indirect (Scope 3) GHG emissions	3.4 Resource Control	60	
	305-4	GHG emissions intensity	3.4 Resource Control	60	
	305-5	Reduction of GHG emissions	3.4 Resource Control	60	
	305-6	Emissions of ozone-depleting substances (ODS)	3.4 Resource Control	60	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.4 Resource Control	60	
Waste					
GRI 306 Disclosure of waste management 2020	306-1	Waste produced and its impact	3.6 Material Usage and Waste Management	63	
	306-2	Management of impact of waste production	3.6 Material Usage and Waste Management	63	
GRI 306 Disclosure of the topic waste 2020	306-3	Production of waste	3.6 Material Usage and Waste Management	63	
	306-4	Location of waste transfer	3.6 Material Usage and Waste Management	63	
	306-5	Direct handling of waste	3.6 Material Usage and Waste Management	63	
GRI 306 Disclosure of the topic wastewater and waste 2016	306-3	Significant spills	3.6 Material Usage and Waste Management	63	
Topic-specific GRI Standards: 400 Series (Social topics)					
Labor/management relations					
GRI 402 Disclosure of the topic labor/management relations 2016	402-1	Minimum notice periods regarding operational changes	4.2 Talent Development and Work Safety	67	
Diversity and equal opportunity					
GRI 405 Diversity and equal opportunity Disclosure of the topic 2016	405-1	Diversity of governance bodies and employees	4.2 Talent Development and Work Safety	67	
	405-2	Ratio of basic salary and remuneration of women to men	4.2 Talent Development and Work Safety	67	
Non-discrimination					
GRI 406 Disclosure of the topic non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-	-	None
Freedom of association and collective bargaining					
GRI 407 Freedom of association and collective bargaining Disclosure of the topic 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	None
Child labor					
GRI 408 Disclosure of the topic child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	3.3 Supplier Assessment and Management	58	
Forced or compulsory labor					
GRI 409 Disclosure of the topic forced or compulsory	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.3 Supplier Assessment and Management	58	

GRI Standards Category/Topic	Serial Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
labor 2016					
Security practices					
GRI 410 Disclosure of the topic security practices 2016	410-1	Security personnel trained in human rights policies or procedures	-	-	The Company does not employ any security personnel.
Rights of indigenous peoples					
GRI 411 Disclosure of the topic rights of indigenous peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	-		None
Local communities					
GRI 413 Disclosure of the topic local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.4 Social Care and Sponsorship	86	
	413-2	Operations with significant actual and potential negative impacts on local communities	4.4 Social Care and Sponsorship	86	
Public policy					
GRI 415 Disclosure of the topic public policy 2016	415-1	Political contributions	2.6 Law-abiding	53	
Marketing and labeling					
GRI 417 Disclosure of the topic marketing and labeling 2016	417-1	Requirements for product and service information and labeling	3.2 Management of Products and Services	57	
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Management of Products and Services	57	
	417-3	Incidents of non-compliance concerning marketing communications	3.2 Management of Products and Services	57	

Disclosure of material topics

GRI number	Issues	Industry standard number	Serial Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
GRI 3: Material topics 2021	Management Approach	-	3-1	Procedures for determining material topics	1.3 Identification of Material Topics	12	
GRI 3: Material topics 2021	Management Approach	-	3-2	List of material topics	1.3 Identification of Material Topics	12	
Material Topic: Economic Performance (GRI 201)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	2.1 Management Approach	20	
GRI 201	Economic performance Disclosure of the topic 2016	-	201-1	Direct economic value generated and distributed	2.2 Transparent and Sustainable Operation	23	
		-	201-2	Financial implications and other risks and opportunities due to climate change	2.4 Response to Risk Management	45	
		-	201-3	Defined benefit plan obligations and other retirement plans	4.3 Professional Training and Welfare	75	
		-	201-4	Financial assistance received from government	2.2 Transparent and Sustainable Operation	23	
Material Topic: Social Care (Indirect Economic Impacts (GRI 203))							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	4.1 Management Approach	64	
GRI 203	Disclosure of the topic indirect economic impacts 2016		203-1	Infrastructure investments and services supported	4.4 Social Care and Sponsorship	86	
			203-2	Significant indirect economic impacts	4.4 Social Care and Sponsorship	86	
Material Topic: Integrity and Anti-Corruption (GRI 205)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	2.1 Management Approach	20	
GRI 205	Anti-corruption Disclosure of the topic 2016	-	205-1	Operations assessed for risks related to corruption	2.5 Regulatory compliance	51	
		-	205-2	Communication and training about anti-corruption policies and procedures	2.5 Regulatory compliance	51	
		-	205-3	Confirmed incidents of corruption and actions taken	2.5 Regulatory compliance	51	
Material Topic: Material Procurement (Procurement Practices (GRI 204), Supplier Environmental Assessment (GRI 308), and Supplier Social Assessment (GRI 414))							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	3.1 Management Approach	54	
GRI 204	Procurement procedures Disclosure of the topic 2016	-	204-1	Proportion of spending on local suppliers	3.3 Supplier Assessment and Management	58	
GRI 308	Supplier environment evaluation	-	308-1	New suppliers that were screened using environmental criteria	3.3 Supplier Assessment and Management	58	
	Disclosure of the topic 2016	-	308-2	Negative environmental impacts in the supply chain and actions taken	3.3 Supplier Assessment and Management	58	
GRI 414	Supplier association evaluation	-	414-1	New suppliers that were screened using social criteria	3.3 Supplier Assessment and Management	58	
	Disclosure of the topic 2016	-	414-2	Negative social impacts in the supply chain and actions taken	3.3 Supplier Assessment and Management	58	

Material Topic: Energy (GRI 302)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	2.1 Management Approach	20	
GRI 302	Energy Disclosure of the topic 2016	-	302-1	Energy consumption within the organization	3.4 Resource Control	60	
		-	302-2	Energy consumption outside of the organization	3.4 Resource Control	60	
		-	302-3	Energy intensity	3.4 Resource Control	60	
		-	302-4	Reduction of energy consumption	3.4 Resource Control	60	
		-	302-5	Reductions in energy requirements of products and services	3.4 Resource Control	60	
Material Topic: Labor/Employment Relations (GRI 401)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	4.1 Management Approach	64	
GRI 401	Disclosure of the topic labor/employment relations 2016		401-1	New employee hires and employee turnover	4.2 Talent Development and Work Safety	67	
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Professional Training and Welfare	75	
			401-3	Parental leave	4.3 Professional Training and Welfare	75	
Material Topic: Regulatory Compliance (Occupational Safety and Health (GRI 403), Socio-Economic Regulatory Compliance, and Compliance with Environmental Regulations)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	2.1 Management Approach	20	
GRI 403	Occupational safety and health Disclosure of topic management 2018	-	403-1	Occupational health and safety management system	4.2 Talent Development and Work Safety	67	
		-	403-2	Hazard identification, risk assessment, and incident investigation	4.2 Talent Development and Work Safety	67	
		-	403-3	Occupational health services	4.2 Talent Development and Work Safety	67	
		-	403-4	Worker participation, consultation, and communication on occupational health and safety	4.2 Talent Development and Work Safety	67	
		-	403-5	Worker training on occupational health and safety	4.3 Professional Training and Welfare	75	
		-	403-6	Promotion of worker health	4.2 Talent Development and Work Safety	67	
		-	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3 Supplier Assessment and Management	58	
	Disclosure of the topic occupational safety and health 2018	-	403-8	Workers covered by an occupational health and safety management system	4.2 Talent Development and Work Safety	67	
		-	403-9	Work-related injuries	4.2 Talent Development and Work Safety	67	
		-	403-10	Work-related ill health	4.2 Talent Development and Work Safety	67	

Material Topic: Training and Education (GRI 404)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	4.1 Management Approach	64	
GRI 404	Disclosure of the topic training and education 2016	-	404-1	Average hours of training per year per employee	4.3 Professional Training and Welfare	75	
		-	404-2	Programs for upgrading employee skills and transition assistance programs	4.3 Professional Training and Welfare	75	
		-	404-3	Percentage of employees receiving regular performance and career development reviews	4.3 Professional Training and Welfare	75	
Material Topic: Customer Health and Safety (GRI 416)							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	3.1 Management Approach	54	
GRI 416	Disclosure of the topic customer health and safety 2016		416-1	Assessment of the health and safety impacts of product and service categories	3.2 Management of Products and Services	57	
			416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Management of Products and Services	57	
Material Topic: Information Security (Customer Privacy (GRI 418))							
GRI 3: Material topics 2021	Management Approach	-	3-3	Material topics management	3.1 Management Approach	54	
GRI 418	Customer privacy Disclosure of the topic 2016		418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Management of Products and Services	57	

*Customized topic	Serial Number	Disclosure of GRI Standards		Corresponding Chapter	Page No.	Omitted/Note
*Customer service management						
GRI 3 Customer service management Management Approach	3-3	Material topics management		3.1 Management Approach	54	
*Corporate Governance						
GRI 3 Corporate governance Management Approach	3-3	Material topics management		2.1 Management Approach	20	
*Innovative products and technologies						
GRI 3 Innovative products and technologies Management Approach	3-3	Material topics management		3.1 Management Approach	54	
*Intellectual property management						
GRI 3 Intellectual property management Management Approach	3-3	Material topics management		3.1 Management Approach	54	

**Appendix II: Sustainable Accounting Guideline SASB Checklist
(Resource Transformation Industrial Machinery & Goods)**

Disclosed Topics	Index No.	Disclosed Index	Nature	Reference of chapter for the report	Page No.
Energy management	RT-IG-130a.1	(1) Total energy consumption (2) Percentage of electricity consumption (3) Percentage of electricity consumption that are renewable	Quantification	3.4 Resource Control	60
Employee health and safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR)	Quantification	4.2 Talent Development and Work Safety	67
Economy of fuel and usage emissions	RT-IG-410a.1	Fuel efficiency of medium and heavy-duty trucks based on the number of vehicles sold	Quantification	Not suitable	-
	RT-IG-410a.2	Fuel efficiency based on the number of off-road equipment sold	Quantification	Not suitable	-
	RT-IG-410a.3	Fuel efficiency based on the number of generators sold	Quantification	Not suitable	-
	RT-IG-410a.4	Calculations made based on sales of following products: (1) Nitrogen oxides (2) Emissions of suspending particulates: (a) Marine diesel engines (b) Rail locomotive diesel engines (c) Medium/ heavy duty engines (d) Other non-road diesel engines	Quantification	Not suitable	-
Design and design of remanufacturing work	RT-IG-440b.1	Revenue from remanufactured products and services	Quantification	Not suitable	-
Material procurement	RT-IG-440a.1	Risk management for the use of important materials	Discussion and Analysis	Not suitable	-

Appendix III: Climate-related Information for TWSE/TPEX Listed Companies

Item	Corresponding Chapter	Page No.
1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	2.4 Response to Risk Management	45
2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).	2.4 Response to Risk Management	45
3. Describe the financial impact of extreme climate events and transformational actions.	2.4 Response to Risk Management	45
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	2.4 Response to Risk Management	45
5. If scenario analysis is used to assess the resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and key financial impacts should be described.	2.4 Response to Risk Management	45
6. If there is a transition plan for managing climate-related risks, describe the plan as well as the metrics and objectives used to identify and manage entity and transition risks.	2.4 Response to Risk Management	45
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be specified.	2.4 Response to Risk Management	45
8. If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits offset or the amount of renewable energy certificates (RECs) should be described.	2.4 Response to Risk Management	45
9. Greenhouse gas inventory and confirmation.	2.4 Response to Risk Management	45