

**2021 All Ring Tech Co. Ltd
ESG Report**

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About This Report

Report Scope

This report reflects All Ring Tech Co. Ltd's . (hereinafter referred to as All Ring, The company, Our, Us) economic, environmental and social performances as of January 1 to December 31, 2021. There were no significant operational changes made during time of report. As scope of report is based on All Ring's headquarters, this year's report will not include information on the company's subsidiaries, Allring Tech (Kunshan) Co. Ltd., ALLRING TECH (KUNSHAN) CO., LTD. and Uniring Tech. Co.. Ltd, with the exception of their financial data whereby scope of coverage will be clearly indicated.

Based on this report, energy consumption and greenhouse emissions have increased as compared to previous year. This year, we have adopted the AA1000 SES Stakeholder Engagement Standard, which results in banking institutions newly added to the list of stakeholders. Significant topics are being identified based on a questionnaire, which is conducted to determine the stakeholders' level of interest and their influence on sustainable management.

Report Principles

This report is written in accordance with the Core Option of GRI Stainability Reporting Standards issued by the Global Reporting Initiative GRI, while following AA1000 AccountAbility Principles -- "Rules Governing the Preparation and Filling of Sustainability Reports by TWSE Listed Companies".It includes significant topics concerning the stakeholders, as well as environmental, social and governance related information. All data within this report is based on All Ring's own statistics and findings. The unit of currency is in New Taiwan Dollars. Financial and accounting data are verified and endorsed by PricewaterhouseCoopers (PWC) based on the International Financla Reporting Standards, hereinafter referred as IFRS, whereby product quality has been identified and verified by respective organizations.

Publication and Reporting

This is the seventh ESG report prepared by All Ring (Reports published prior to and in year 2021 are Corporate Social Responsibility Reports). This report is expected to publish in September 2022 and will be published annually.

Last publication date: September 2021

Expected publication date: September 2022

Subsequent publication date: September 2023

Contact Methods

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

- Department: All Ring Tech Co. Ltd- Administrative Office
- Contact Number:07-6071828
- E-mail: huihsuan.lu@allring-tech.com.tw

Message from Our Chairman

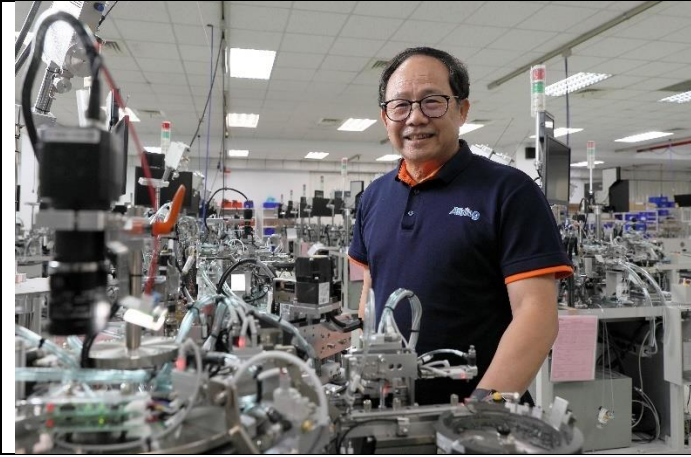
All Ring was established in May 1996. It first started with only \$1.2 million NTD, a 50 square-foot factory and a minimal number of engineers. It was listed as an over-the-counter company during its sixth year of operation. Today, it has evolved into an automation equipment company with strong business 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, Client, 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 clients’ 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 fulfil 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, our company focuses on improving our products and providing satisfactory services to meet our clients’ requirements. While achieving sustainability and meeting our clients’ 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 clients, but we also constantly expand our customer base, focus on research and development, improve on increasing clients’ satisfaction. These are the works 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 clients.

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 listed over-the-counter 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, Client, 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 clients 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 our company’s vision closely in order to provide greater value to the society, technology and economy!



董事長

盧鏡來

All Ring Tech 2021 Performance Review

E-ENVIRONMENTAL
2021 There were no violations against the Environmental Protection Act, hence no major penalties were imposed.
2021 All Ring fulfils all Environmental Monitoring Standards.
2021 All Ring fulfils and exceeds all AirPollution Monitoring Standards.
S-SOCIETY
2021 There were no cases of discrimination.
2021 There were no violations against the Labor Standards Act.
2021 There were no occupational accidents nor death cases.
2021 All Ring fulfils all Industrial Safety standards.
2021 Social Contribution increased by 62% as compared to year 2020.
G-GOVERNANCE
2021 There were no major fines nor compensations made for violating social laws and regulations.
2021 All Ring's annual revenue increased by 72.89% as compared to year 2020.

Chapter 1 Our Sustainability Approach

Sustainability Implementation

Corporate Social Responsibility has emerged as a global trend, Green Management is increasingly becoming our corporate's mission. As a listed over-the-counter company, All Ring must take on this responsibility. As such, we have established an ESG Sustainability Management Committee responsible for proposing and implementing Corporate Social Responsibility measures. The committee consists of the company's Administrative, Finance, General Manager's, Procurement and Sales Department, led by Deputy General Manager Li Jian De. 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 Corporate Social Responsibility stakeholders. Depending on severity, reports are made to the chairman and board of directors on a regular basis, while review sessions are conducted yearly to assess and improvise each topic. The board of directors have reported the results of their past year's evaluation to the directors on 21st February 2022, whereby important decisions were recorded as meeting minutes for the respective units to follow up during subsequent meeting. The administrative office 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 year 2021:

1. Corporate Governance Evaluation maintains at top 6-20% for the seventh consecutive year.
2. Legal Briefing conducted with attorneys and stakeholders to update on company's status.
3. Board of directors and senior management to fulfil number of training hours required by authority.
4. Important Information should be officially published in both English and Chinese.
5. English Financial and relevant annual reports to be officially published.
6. Adopt process management methods for the preparation of financial statements.
7. Adopt hiring, dismissal, evaluation and remuneration management methods for internal auditors.
8. Based on regulations, the audit committee adopt a standard operating procedure and relevant control measures.

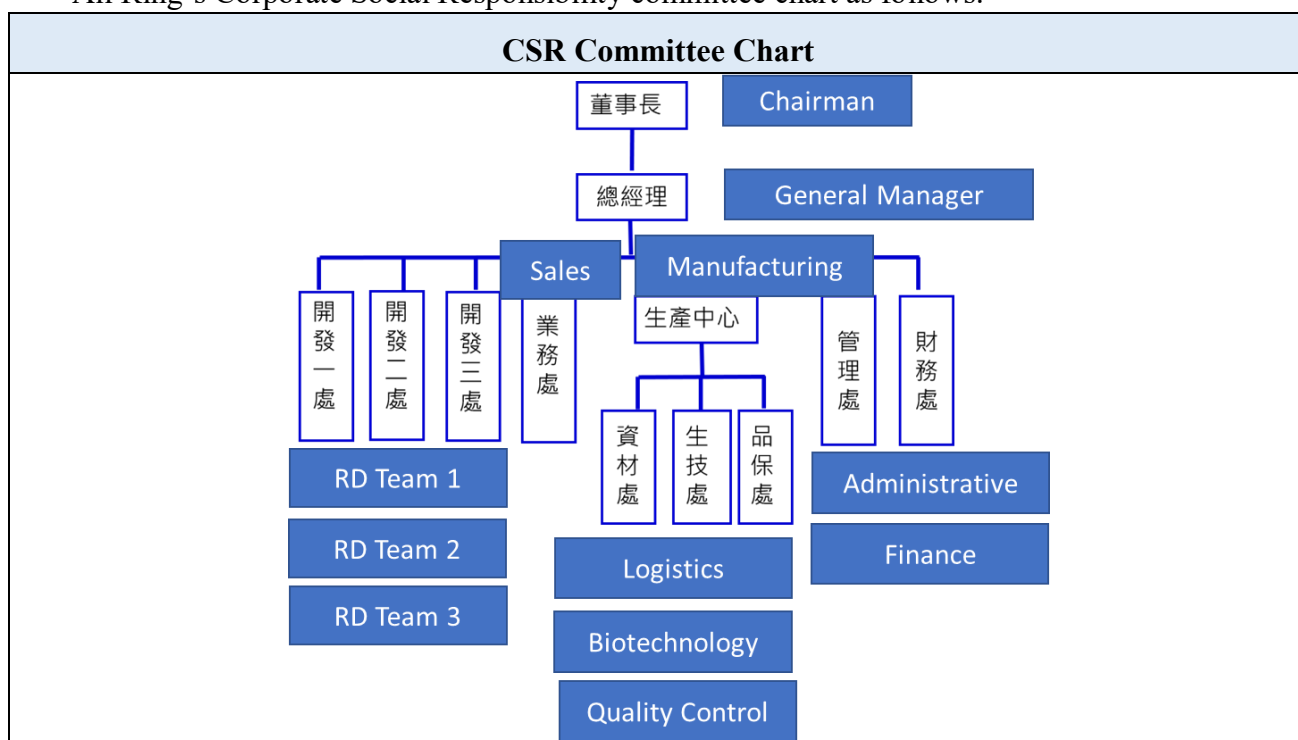
Our board of directors are responsible for leading the company's strategic direction, supervising the senior management, arranging and implementing various systems within the company, answering to the company and its' stakeholders, performing decisions in accordance with the law, the company and the stakeholders, ensuring each senior management fulfils 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 General Manager of the administrative office.

The company’s management and sustainability committee have established a “All Ring Charity Foundation”to promote corporate social responsibility. It’s results and effectiveness are reported to the board of directors during the first quarter of each year.

All Ring’s Corporate Social Responsibility is managed by the administrative and finance office, while supported by various departments to fulfil our short, mid and long-term objectivesand 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:



Communication with Stakeholders

All Ring abides by five principles stated in the AA1000 Stakeholder Engagement Standard, SES: Dependency, Responsibility, Influence, Diverse Perspectives, Tension, we identify stakeholders that may significantly impact All Ring during operation, they include employees, suppliers, shareholders, banking institutions, clients, government sectors, the community and the media. 283 questionnaires were distributed to obtain feedback on All Ring’s sustainability operation, responses and issues of concern were then analysed and included in the company’s job scope and annual goal, serving as a reference for the report. Issues of concern and communication channels between stakeholders are stated as follows:

Stakeholders	Issues of concern/ topics	Communication channels and frequency	Results of communication
Employees	<ul style="list-style-type: none"> ● Occupational Safety and health ● Innovative new products and technologies ● Information security ● Equality and diversity within employees ● Training and education 	<ul style="list-style-type: none"> ● Monthly announcements via mail and bulletin news: Employees welfare (Health checks, festival bonuses), welfare /operation committee updates, information on training and performance bonus ● Provision of suggestion box for employees to feedback 	<p>Festival gifts, bonuses and training-related information are announced by the administrative office</p> <ul style="list-style-type: none"> ● Welfare committee to update on past and upcoming events
Suppliers	<ul style="list-style-type: none"> ● Sales performance ● Procurement practice ● Innovative new products and technologies ● Supplier Environmental Assessment ● Intellectual Property Management 	<ul style="list-style-type: none"> ● Visits ● Assess suppliers' knowledge of the management system ● Contact person available when required 	<ul style="list-style-type: none"> ● Visits to suppliers's factories to learn about operations processes Suppliers to join All Ring's charity events (ex. Marathons)
Shareholders	<ul style="list-style-type: none"> ● Image in the market ● Sales performance ● Innovative new products ● Integrity ● Employee relations 	<ul style="list-style-type: none"> ● Important announcements, financial and management status to be published on company's website ● Conduct annual shareholders' meetings ● Attend legal briefings conducted by the authorities ● Receiving of local and foreign attorneys ● Contact person available when required 	<ul style="list-style-type: none"> ● Public announcements made in both English and Chinese ● Attend local and overseas Investor Conference (Attended 5 investor conferences in 2021)
Banking institutions	<ul style="list-style-type: none"> ● Innovative new products and technologies ● Sales performance ● Obey environmental protection laws ● Management of Intellectual property rights ● Taxation 	<ul style="list-style-type: none"> ● public information available online ● Contact person available when required 	<ul style="list-style-type: none"> ● Maintain close contact with banking institutions to update on company's operational status and secure endorsement on credit contract to assist with company's financial needs.
Client	<ul style="list-style-type: none"> ● Client service management ● Client's privacy ● Customer's health and safety ● Information security ● Training and education 	<ul style="list-style-type: none"> ● Provision of different contact methods, customer hotlines and email address for feedback. ● Regular customer visits to keep abreast 	<ul style="list-style-type: none"> ● Updated on sales figures and instant feedback provided ● Clients to join All Ring's charity events (ex. Marathons)

Stakeholders	Issues of concern/ topics	Communication channels and frequency	Results of communication
		<ul style="list-style-type: none"> of sales and equipment status ● Invitations for clients to visit company ● Visit Semiconductor Exhibition yearly ● Designated account handler 	
Government sectors	<ul style="list-style-type: none"> ● Indirect impact to the economy ● Local community ● Image within the market 	<ul style="list-style-type: none"> ● Participate in trainings and meetings conducted by respective authorities regularly. ● Cooperate with supervision and inspection processes conducted by respective authorities ● Designated person-in-charge, maintain close relations with respective authorities. ● Designated account handler 	<ul style="list-style-type: none"> ● Declaration to be completed by deadline set by the respective authorities ● Complete training hours and report required by respective authorities.
Community	<ul style="list-style-type: none"> ● Indirect economic impact ● Local community ● Air Pollution ● Regulations based on environmental protection ● Innovative new products and technologies 	<ul style="list-style-type: none"> ● Constant caring for the community ● Financial support for students in need, sponsor school resources and organize charity events ● Public donations 	<ul style="list-style-type: none"> ● Charity events and information to be published on company's website.
News Media	<ul style="list-style-type: none"> ● Public Policy ● Taxation ● Client's privacy ● Marketing and Labeling ● Labor relations 	<ul style="list-style-type: none"> ● Contact number, email address ● Public website 	<ul style="list-style-type: none"> ● Company's operational status to be announced in both English and Chinese. ● Participate in local and foreign legal briefings (Attended 5 legal briefings in year 2021), so as to update investors on latest information.

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 2021, please refer to the report to the Board of Directors dated February 21, 2022.

Identification of Key Topics

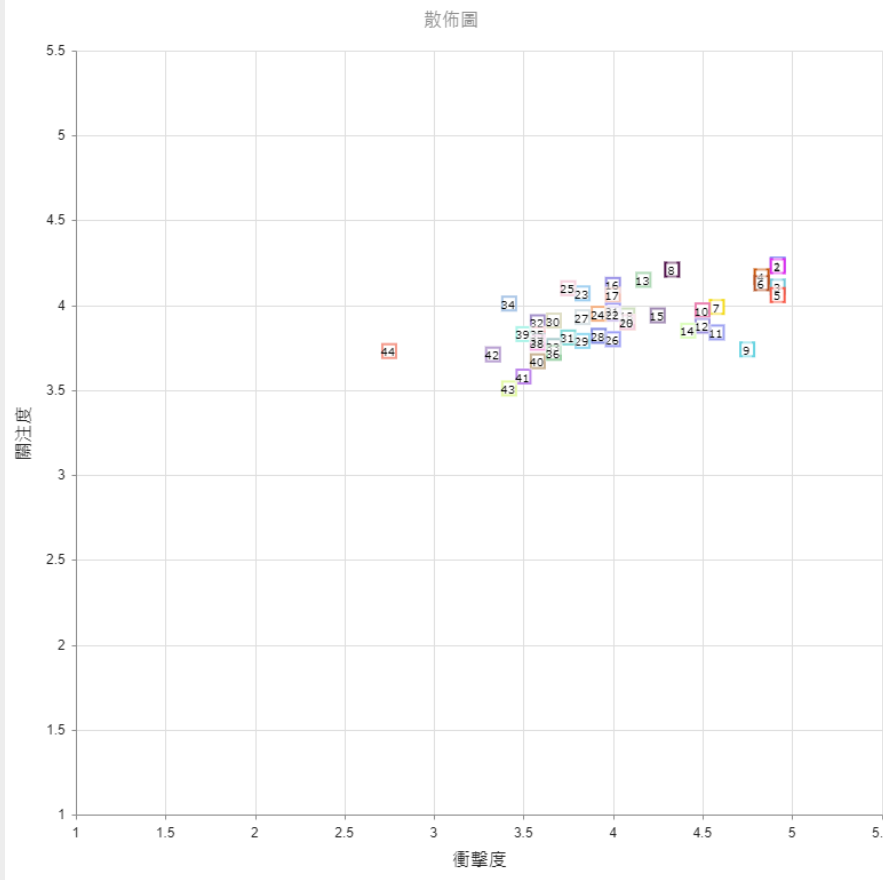
All Ring adopts materiality analysis, abides the GRI sustainability reporting standards and AA 1000SES to identify key topics of concern to All Ring and it's stakeholders. Key topics identified are then used as the basis of information for this report, providing the management policy and performance for each key topic, developing the sustainability management objectives and ensuring that the report's content contains both internal and external challenges faced by All Ring. Based on the following five steps, All Ring had identified 13 major topics this year, inclusive of intellectual property management, economic performance, information security, innovation of new products and technologies, integrity and anti-corruption, customer service, corporate governance, training and education, law compliance (social and environment), labor relations, consumers' health and safety, occupational safety and health, social care.

Step 1: identification of stakeholders	Upon All Ring's internal discussion and with reference to the industry, 8 major stakeholders were identified using the AA1000 SES Standard.
Step 2: Sustainability topics collection	Due to it's context, topics based on sustainability are collected as per GRI standards and recent international trends. 44 key topics were organized and designed as survey questions, inclusive of topics such as company's management policies and it's economic, environmental and society aspect.
Step 3: Key Topic Analysis	A survey was conducted to understand stakeholders' level of interest and degree of impact on sustainable management, these indicators serve as reference for the ranking of topics. A total of 295 surveys were collected, 283 surveys on stakeholders' level of interest, while the remaining 12 on the degree of impact.
Step 4: Identification of major topics	Upon internal discussions and survey results collection, 13 major topics were identified, their management policies are indicated in each chapter.
Step 5: Verification and Discussion	Major themes are key elements to boundary value analysis, which are being assessed by the respective departments and published in this report.

New topics such as intellectual property rights, information security, innovative new products and technologies, customer service, corporate governance, social care, low market status, indirect economy impact, procurement procedures, anti-competitive measures, materials, energy, water, biodiversity, emissions, wastewater and waste, supplier environment evaluation, employee diversity and equality, discrimination, freedom of association and collective consultation, child labor, forced labor, security measures, aboriginal rights, human rights assessment, local communities, supplier association evaluation, public policies, marketing and labeling are included as compared to year 2020.

Key Topics Identification and Boundary Value Analysis

Major topics Analysis Matrix



Key topics

- 1 Management of Intellectual property rights
- 2 Financial results
- 3 Information Security
- 4 Innovative new products and technologies
- 5 Integrity and anti-corruption
- 6 Customer service management
- 7 Corporate Governance
- 8 Trainings and Education
- 9 Law compliance (Social, environment)
- 10 Labor relations
- 11 Client's health and safety
- 12 Occupational safety and hygiene
- 13 Social care

Secondary topics

14 Risk management	15 Anti-corruption	16 Employee diversity and equality	17 Customer and privacy	18 Market image	19 Forced labor
20 Marketing and labelling	21 Environmental laws	22 Labor relations	23 Discrimination	24 Energy	25 Procurement procedures
26 Taxation	27 Reusable energy	28 Supplier environment evaluation	29 Anti-corruption practices	30 Greenhouse gases emission	31 Supplier association evaluation
32 Local community	33 Waste management	34 Child labor	35 Human rights assessment	36 Freedom of association and group consultation	37 Air pollution
38 Water and runoff	39 Materials	40 Financial impact caused by climate change	41 Security measures	42 Biodiversity	43 Aboriginal rights
44 Public policies					

Key topics	GRI Standards/ Respective GRI Standards/ Customised topic	Chapter	Boundary value analysis			
			Internal	External		
			All ring	Supplier	client	Community
Intellectual Property Management	Customised	Chapter 3 Innovation and energy conservation	■	●	●	-
Economic results	GRI 201	Chapter 2 Working with Integrity	■	-	-	-
Information Security	Customised	Chapter 2 Working with Integrity	■	-	●	-
Innovative new products and technologies	Customised	Chapter 3 Innovation and energy conservation	■	●	●	-
Integrity and anti-corruption	GRI 205	Chapter 2 Working with Integrity	■	●	-	-
Customer service management	Customised	Chapter 3 Innovation and energy conservation	■	-	●	-
Corporate Governance	Customised	Chapter 2 Working with Integrity	■	-	-	-
Training and education	GRI 404	Chapter 3 Innovation and energy conservation	■	-	-	-
■Customer health and safety	GRI 201	Chapter 3 Innovation and energy conservation	■	●	●	-
Occupational safety and hygiene	GRI 403	Chapter 4: Working together to build	■	●	●	-
Social Care	Customised	Chapter 4: Working together to build	■	-	-	□

■ : Direct impact ● : Commercial impact □ : Impacted

Chapter 2 Working with Integrity

Management Policy

Key Topic: Financial Results	
Report Requirements	Sustainable management policy
Reason for topic	Business performance is not only crucial for the company's survival, it is of major concern to the stakeholders.
Objective of topic	Ensure the company's performance grows steadily.
Strategy/ objective	<p>Our company's strategies on the topic can be categorized into four as follows:</p> <ol style="list-style-type: none"> 1. Marketing <ol style="list-style-type: none"> a. Provide complete after-sales services with professional technical consultation, to ensure customer satisfaction. b. Factories set up overseas to respond and service foreign clients, increase competitiveness, and expand market share. 2. Production <ol style="list-style-type: none"> a. Most production are order-based, complemented with pre-planned work to fulfil customers' requirements on products instantly. b. Implement ISO 9001 Quality Management System and constant pursuit of improvisation and transformation of product quality. 3. Product Development <ol style="list-style-type: none"> a. Increase professional training for R&D to develop different innovative products, allow product variety, gain market opportunities and maintain close relations with research or academic institutions to constantly develop high-end products. b. Consumers' needs are the core of our research. On top of developing core products and respective product lines, we strive for product diversification by looking into high-technological industries such as semi-conductors. 4. Scale of operation <ol style="list-style-type: none"> a. Based on our company's scale, along with the diversification of our product development, we dive into different industry fields and work with MIS Management Information System to accelerate and simply work processes in order to enhance management performance. b. Through international division of labor and strategic alliances, we strive to work with giant semi-conductors, passive components, LEDs and testing equipment suppliers, so as to increase company's production capacity, operational scale, and evolve into an internationally-renowned company.
Department in charge/ Investors/ Action plan	<p>Department in charge: Finance Office</p> <p>Upon obtaining ISO 9001, company is able to adjust to suit market trends, obtain client's trust and connect with the world.</p>
Management Evaluation	Monthly operating performance is compared against each year's budget.
Results and improvement	Our company makes monthly assessment on our budget, suggestions and improvements are made for unachieved figures.

Key Topic: Corporate Governance	
Report Requirements	Sustainable management policy
Reason for topic	Should a company be unable to provide complete and safe services, It loses trust from it's customers and faces the risk of losing them, which affects the support costs. Apart from abiding laws and regulations, our company implements a management system.
Objective of topic	Manage products and services effectively, establish well functioning corporate governance system.

Strategy/ objective	<p>1、Build an effective corporate governance structure.</p> <p>2、Ensure shareholders' rights and interests.</p> <p>3、Greater autonomy for the board of directors.</p> <p>4、Respect stakeholders' rights and interests.</p> <p>5、Enforce information transparency.</p> <p>Short and medium term goals:</p> <p>1.Rank Top 6-20% in Corporate Management Evaluation</p> <p>2.Complete Board of Directors and members' performance evaluation yearly.</p> <p>3.Board of directors' attendance rate to maintain above 90%.</p> <p>Long-term goals:</p> <p>1.Rank Top 5% in Corporate Management Evaluation.</p> <p>2.Completely Board of Directors and members' performance evaluation yearly.</p> <p>3.Board of directors' attendance rate to maintain above 90%.</p>
Department in charge/ Investors/ Action plan	<p>Department in charge: Financial Office</p> <ul style="list-style-type: none"> ● To build a well-functioning management system, we abide by regulations formulated by the Taiwan Stock Exchange Corporation (hereinafter referred to as the Stock exchange) and Taipei Exchange (hereinafter referred to as TPEx), which stipulates our company's management guidelines and assists to build an effective management structure. The above stated are being published on the company's website. ● Participate in corporate governance evaluations, conduct assessments on Board of Directors and members.
Management Evaluation	<ul style="list-style-type: none"> ● Results of company's management to be reported to the Board of Directors once a year. ● Adopts self-assessment questions formulated by the respective authorities.
Results and improvement	<ul style="list-style-type: none"> ● Ranked Top 6-20% in Corporate Management Evaluation in Year 2021, achieving our short-term objectives. ● The Board of Directors and its members have completed their performance evaluations, results are being reported on 21st February 2022.

Key Topic: Integrity and Anti-Corruption	
Report Requirements	Sustainable management policy
Reason for topic	Build a corporate culture based on integrity is the primary objective of the company.
Objective of topic	The company is committed to building a corporate culture based on integrity in order to maintain a framework for well-functioning business operations.
Strategy/ objective	Operation results and effectiveness to be reported to the Board of Directors every year's first quarter (Once per year).
Department in charge/ Investors/ Action plan	<p>Department in charge: Financial Office</p> <ul style="list-style-type: none"> ● Employees are not allowed to receive any form of incentives, directly or indirectly during business transactions. Internal and accounting controls are strengthened, ISO Management Procedures are adopted, along with the implementation of asset handling, endorsement and guarantee, capital loan and other procedures involving respective parties punishment systems, in order to prevent integrity breaches. ● Monthly and weekly meetings are conducted to make important internal announcements and sharing of regulations regarding integrity management standards. Through case studies, employees are informed on behaviors to take note of, so as to prevent integrity breaches. ● Employees can feedback to different management levels through many communication channels (for instance: they can make full use of the company's website, annual reports, corporate social responsibility reports includes stakeholders' relations and Integrity Reporting and Complaint Policy). ● Integrity Management is incorporated into employee's performance review and human resource policy to establish a disciplinary system . ● Our company has a whistleblowing system and protection mechanism against whistleblowers.
Management Evaluation	"Code of integrity Management" , "Integrity Reporting and Complaint Policy"

Results and improvement	The company is assembled by Li Jian De, our vice president of the General Management office, establishing a Corporate Management and Sustainability Committee. Based on each department's job scope, we ensure integrity management is being complied with, and reports the operational results and effectiveness to the Board of Directions during first quarter of every year. (Once per year). The results were bring reported to the Board of Management on 21 st February 2022.
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Key Topic: Information security	
Report Requirements	Sustainable management policy
Reason for topic	Production and management efficiency has increased with the advancements of technology and the internet, however, this results in information being easily exposed to threats. Information Security, Threat identification and Privacy Management is one of the key projects to be worked on.
Objective of topic	To keep company and client's information under protection, and minimize risk of security breach.
Strategy/ objective	In order to strengthen information security, we build a safe and reliable electronics-based enterprise to ensure the security of information, systems, equipments and the internet. Our company has built a dedicated department to assess information security risks, ensure operations fulfil security protocols, implement suitable and sufficient security measures, and allow safe collection, treatment, transfe, storage and circulation of company's internal and external information.
Department in charge/ Investors/ Action plan	Department in charge: Management office The information security team implements the security plan and assesses results for specific project items.
Management Evaluation	The information unit inspects the internal operating environment for abnormalities at irregular basis and conducts regular assessments to verify the operation.
Results and improvement	Our company makes irregular information security announcements to reduce and prevent security threats.

Key Topic: Law Compliance (Social, Environment)	
Report Requirements	Sustainable management policy
Reason for topic	Gain understanding on the law and regulations formulated by the respective authorities (Financial Supervisory Commission, OTC, Taxation Bureau and Environmental Protection Agency) to avoid any form of legal penalties.
Objective of topic	Prevent any forms of legal penalties during business operations.
Strategy/ objective	<ul style="list-style-type: none"> ● Ensure if there are penailties through company's financial report. ● Finance team must attend legal seminars regularly at the Foreign Affairs Office. ● Ensure company's environment fulfils criteria through regular environmental assessments. Objective: 1. Fines imposed by authorities (Financial Regulatory Commission, OTC, Taxation Bureau and Environmental Protection Unit) should be less than \$10,000. 2. Employees must participate in external training courses to be updated on knowledge and understanding of law regulations. 3. Company to conduct regular environmental assessments to fulfil regulated criteria.
Department in charge/ Investors/ Action plan	Department in charge: Finance Office Finance Office must attend seminars conducted by the IRS, OTC authorities regularly.
Management Evaluation	Company Law, Securities and Exchange Law, Rules and regulations of competent authorities, Taxation Law.
Results and improvement	1. All Ring was not penalized for any social or environmental violations in year 2021. 2. In 2021 Accounting Supervisor, Accounting Agent, Auditing Supervisor and Auditing Agent have fulfilled and completed the number of training hours required by the law.

Transparent and Sustainable Operation

All Ring was founded in year 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.

Our company was ISO 9001 certified in year 2000 and listed on OTC upon approval by TPEx, with an estimated capital of 830 million. All Ring has invented many technology patents and received recognition from the industry. We stand by our company’s belief “Focus, First” to bring our technology and services to greater heights.

Since it’s founding, All Ring has been active in it’s 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.

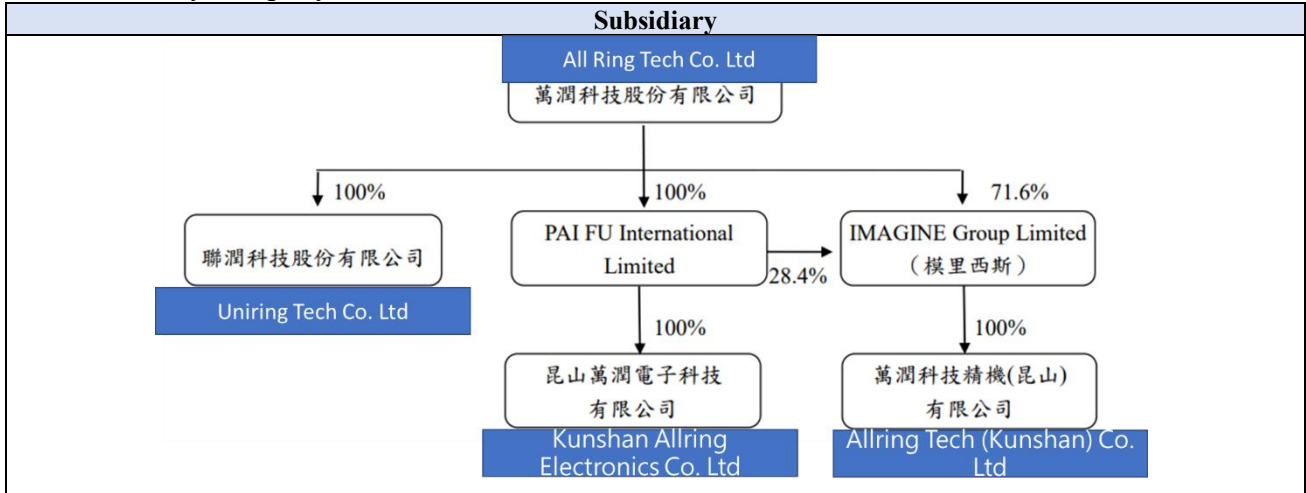
To align with international and market trends, as well as marketing strategies, All Ring is committed to increasing it’s competitiveness in the export market. We strive to constantly improve our product’s quality, prevent environmental pollution and implement factory plant safety as part of our sustainable management strategies. In addition, we invest resources and effort in corporate governance, environmental protection and social care. We upload the spirit of sustainable management, in hopes of achieving both growth and sustainability.

Overview of company’s status and relevant information as follows:

Overview of All Ring 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 Jing Lai
Number of employees	262, inclusive of employees from subsidiary company
Base of operations	Kaohsiung Headquarters: No.1, Luke 10 th Road, Luzhu District, Kaohsiung City (Luzhu Science Park), Taiwan Kunshan Plant, China: No. 299, Yushan Town, Shansong Road, Kunshan City, Jiangsu Province, China. Hsinchu Factory: 2F, No. 24-2, Industrial East 4 th road, Hsinchu City, Hsinchu Science Park
Base Capital	830 million
Revenue (Thousand)	2,604,316 Thousands



Subsidiary company structure as follows:



Shareholders	Number	Shares	Proportion of shares (%)
Locals	19,450	47,322,197	56.79
Local legal personnel	290	33,892,784	40.68
Foreigners and foreign legal personnels	47	2,108,921	2.53

Remarks: Scope of data includes All Ring Tech Co. Ltd, dated 11th April 2022 (Closign date prior to the shareholders meeting)

● Operation Performance

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

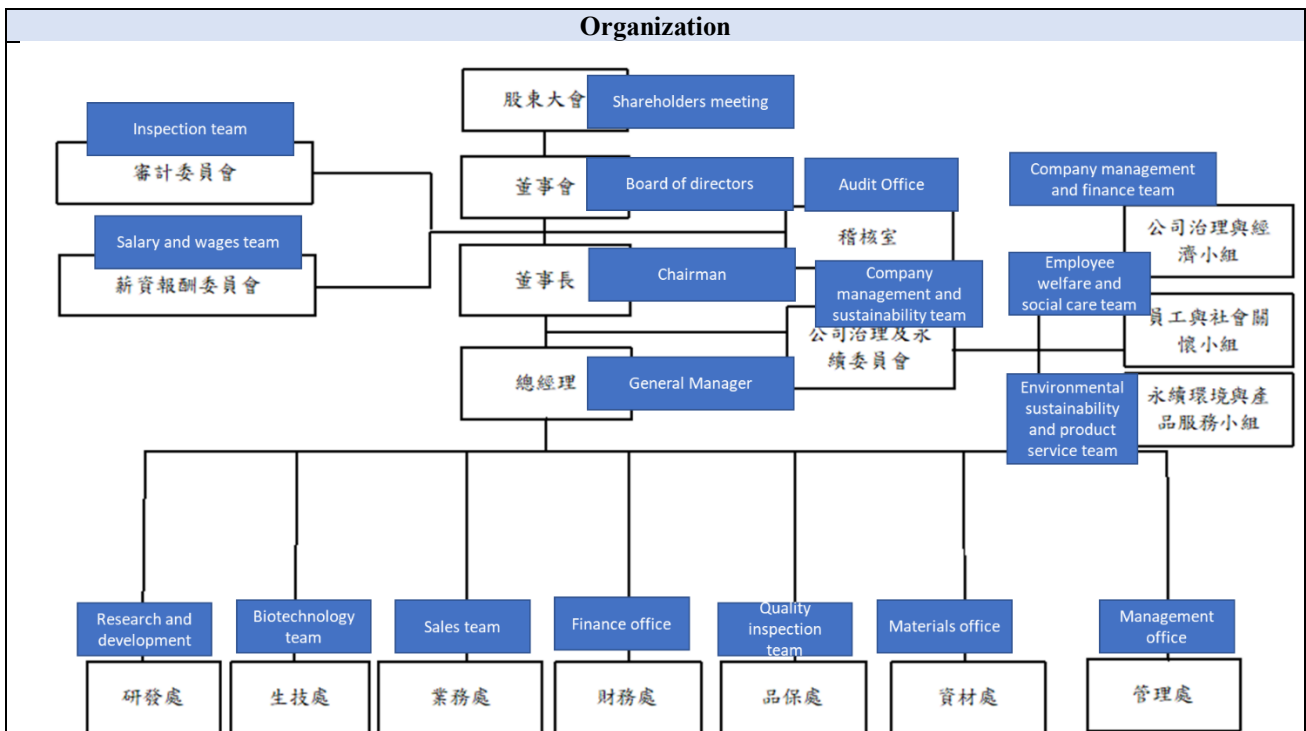
Item/ Year	2019	2020	2021
Operating Income (Thousands)	1,032,376	1,506,320	2,604,316
Operating Revenue (Thousands)	466,038	738,774	1,217,183
Operating loss and profit (Thousand)	83,504	301,125	635,778
Non-operating income and expenses (Thousands)	10,475	-5,347	12,561
Net profit before tax (Thousands)	93,979	295,778	648,339
Net profit after tax (Thousands)	83,441	246,844	541,223
Total Loss and Profit	77,626	406,704	642,923
Earnings per share	1	3.01	6.64
Dividends	74,992	228,071	366,543
Employee salaries (Thousands)	230,938	309,292	409,751
Investor expenditure (Thousands)	124,986	244,362	366,543
Government expenditure	47,479	31,271	70,751

(Thousands)			
Public investments (Thousands)	2,280	5,040	10,640
Remarks			
<ol style="list-style-type: none"> 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. Public investments refer to donations. Scope of data includes Allring Tech, Uniring Tech and Chinese subsidiaries Allring Kunshan electronics and All ring Tech (Kunshan) Co. Ltd. 			

During time of report, Allring received financial subsidies from government sectors:

2021 Government subsidiaries		
Item	Government Sector	Subsidized amount(NTD)
Heatsink project subsidiary fund	Industrial Development Bureau, Ministry of economic affairs	5,773,873

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.
Management office	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 team	Responsible for the company's finance, accounts, and stocks.

Sales team	Responsible for market evaluation, expansion, plan, development, sales, customer credit, payment collection of semi-conductors, passive components and LED process automation.
Biotechnology, Materials team, Quantity inspection office	Responsible for design, manufacture, sales, service, quality inspection and control, material purchase, storage of semi-conductors, passive components and LED process automation.
Research and Development	Responsible for the design and development of new product machinery, electricity, software and hardware of semi-conductors, passive components and LED process automation.
Corporate governance and sustainability team	The Board of directors appointed Li Jian De, Deputy General Manager to take charge of corporate governance and social responsibility work on 26 th February 2019. Based on it's job scope, he is responsible for the promotion and operation of all respective work, and should report regularly to the board of directors.

● Board of Directors

All Ring's Board of Directors include chairman Lu Jing Lai, General Manager Zheng Xin Yao, 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 fulfil All Ring's requirements. Our company's future development plans and board members information as follows:

Title	Name	Gender	Elected date	Experience	Current designation
Chairman	Lu Jing Lai	Male	1996.05.27	Philips Jiann Yuan Technology Co., Ltd.	Director of Pai Fu Co. and Chairman of Uni-Ring Tech. Co., Ltd.
Director	Zheng Xin Yao	Male	2005.06.07	E&R Engineering Corporation	Director of Imagine Group Limited and Director of Uni-Ring Tech. Co., Ltd.
Director	Qiu Huang Jing Han	Male	2017.06.15	Director of Han Ling construction	The person in charge of Han Ling construction
Director	Zhong Yu Ru	Female	2017.06.15	Director of Feng Qiao investment	The person in charge of Feng Qiao investment
Director	Chen Jian Zhang	Male	2011.06.22	Director of Fu Du Construction	The person in charge of Fu Du Construction
Director	Cai Jin Shu	Male	2021.07.20	Director of Ding Ji Machinery	The person in charge of Ding Ji Machinery
Independent director	Li Ming Xian	Male	2020.06.10	Deputy Director of PwC Taiwan	Deputy Director of Zhi Cheng Accounting Firm
Independent director	Guang Zhuo Hua	Male	2020.06.10	Retired professor from Zhongshan University Department of Mechanical and Electro-Mechanical Engineering	Professor from Zhongshan University Department of Mechanical and Electro-Mechanical Engineering
Independent director	Chen Chang Ren	Male	2020.06.10	Secretary-General of Green Technology Alliance	Director of Kunshan Technology 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.

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

1. Basic conditions 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 obtain possess more than one qualification stated as follows:

1. Qualified as a lecturer in either public or private universities of business, legal, finance, accounting or respective subjects required for business management.
2. Legal judges, prosecutors, lawyers, accountants, or other professional and technical workers who have passed national examinations and received certificates required for company's business management.
3. Working experience in the field of business, legal, finance, accounting or business management.

Election of directors (inclusive of independent directors) are based on Article 192-1 of the company law to ensure elected members fulfil criteria stated in Article 30 as well as the educational and professional qualifications required. The election of independent and non-independent directors are 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. Our company has also established a performance evaluation system to assess the board of directors so as to ensure operating efficiency.

Item Name	Nativity	Gender	Concurrent employee	Age			Seniority			Operational Management	Leadership & Decision- Making	Industr Know- how	Financial Accounting	Crisis Measures	Environemtal Protection
				51- 60	61- 70	71- 80	3 years above	3- 9	9 years above						
Jing-Lai, Lu	R. O. C.		V		V					V	V		V	V	
Xin-Yao, Zheng	R. O. C.		V	V						V	V		V		
Jian-Zhang, Chen	R. O. C.				V					V	V		V		
Yu-Ru, Zhong	R. O. C.			V						V	V		V	V	
Jing-Han, Qiu Huang	R. O. C.				V					V	V		V		
Jin-Shu, Cai	R. O. C.			V						V	V		V		
Ming-Xian, Li	R. O. C.				V		V			V	V	V	V		
Zhuo-Hua, Guang	R. O. C.					V	V				V	V	V		
Chang-Ren, Chen	R. O. C.				V		V				V	V	V		

● Benefits of Avoidance

Companies should draft a thorough system for directors to avoid any conflicts of interests. Based on respective laws and regulations, company should clearly define situations that directors ought to avoid. Also, the management level and subsidiaries should lay out rules and regulations with regards to transactions with parties of interest. With the company's interests as utmost priority, directors

should partake fair trading practices and avoid any opportunities for personal gain. All Ring's Benefits of avoidance mechanism are listed as follows: Should any parties of interest are involved during any decision making processes, members should withdraw from process and sign the letter of integrity. On top of avoidance during conflicts of interests, we provide a communication channel for employees to provide feedback. Employees can make feedback through mailbox located at the staff canteen, or report to their direct supervisors or to the management office. A webpage is specially created for stakeholders on the company's website.

● Board Training

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 2021 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	Training date	Organizer	Course name	Training hours	Total hours
Directors	2021/11/5	Taiwan Corporate Governance Association	Corporate merger and insider trading	3	6
		Taiwan Corporate Governance Association	Corporate mergers, acquisitions practices and case studies	3	

Our 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 2021 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:

Item	Items for evaluation
Level of participation in business operations	<ol style="list-style-type: none"> 1. If the average attendate rate reaches 70% and above. 2. If more than half of the directors attend the shareholders meeting. 3. If directors understand the meeting agenda beforehand, and if they participate actively during meeting. 4. If the board of directors and management team maintain good interaction. 5. If the board of directors views law and regulations compliance as an important issue. 6. Are the directors making contributions to the board? 7. Are the directors capable of promoting corporate governance measures, supporting company's participation in evaluation process, and protecting the rights and interests of shareholders to enhance company's governance measures. 8. Are the board members clearly aware of the company, it's management team and respective industry. 9. Are the board directors evaluating and monitoring the potential risks within the company? Are they reviewing and monitoring the status of internal control operations? 10. Do the directors communicate with the certified accountants? 11. Were any of the company's directors or managers been prosecuted for violating the Securities and Exchange Law, Company Law, Banking Law, Financial Holding Company Law,

	<p>Commercial Accounting Law, or committing corruption, dereliction of duty, fraud, breach of trust or embezzlement</p> <p>12. Do the board of directors conduct regular review and reward sessions based on the management team's performance?</p> <p>13. Are the board of directors capable of obtaining business reports on time, and manage all types of adverse situations.</p>
Improvement of directors decision making quality	<p>1. If the board of directors establish the company's core values (values such as discipline, mission, honor, vision) and clearly define the company's strategic objectives.</p> <p>2. Are the company's business plans, budget plans, and formulation processes suitable?</p> <p>3. If director meetings are conducted more than six times per year</p> <p>4. If information provided to the board are accurate and of time, allowing the board to fulfil their responsibilities.</p> <p>5. If meeting minutes accurately record contents of discussion, feedback and concerns raised by individuals or groups.</p> <p>6. Sufficient time for directors meeting.</p> <p>7. Are the proposed topic of discussion appropriate for discussion?</p> <p>8. Is there sufficient time allocated to discuss important issues in meeting agenda organized by the board of directors?</p> <p>9. Is there a good communication channel for directors to communicate properly with independent directors?</p> <p>10. Is there proper follow-up to the issues of concern raised during board meeting?</p> <p>11. When there are interest conflicts, did the director withdraw on his own accord, did the chairman expect withdrawal from the director?</p> <p>12. If the board of directors and different management committees conduct effective evaluation regularly?</p>
Directors committee and structure	<p>1. If the board includes independent directors, and if their numbers fulfil criteria.</p> <p>2. If the company's independent directors are concurrently serving as directors or supervisors of more than three other listed companies.</p> <p>3. If the board has established suitable and sufficient number of functional committees.</p> <p>4. If the company's functional committees are capable of performing their responsibilities appointed by the board.</p> <p>5. Did the company engage a diversified board of directors based on its development needs?</p> <p>6. Whether there are more than two directors with spouses or second-degree relatives within the board.</p>
Appointment and training of directors	<p>1. Is the process of appointing board directors strict and transparent?</p> <p>2. Are board elections conducted based on the company's diversity policies?</p> <p>3. If the existing board of directors possess the expertise, knowledge and experience required to fulfil the company's needs.</p> <p>4. If the new directors are introduced to the company by the board, and if the new directors are fully aware of their responsibilities, the company's operations and environment.</p> <p>5. If the directors have fulfilled the required number of training hours per year.</p> <p>6. If the directors consistently take courses related to corporate governance.</p> <p>7. If there is an official record of the training hours and development program for directors to further improve on their knowledge and skills.</p>
Internal Control	<p>1. Did the company take risk assessment and management control into account during decision making?</p> <p>2. If the board of directors assesses and supervises the effectiveness of the company's risk management and internal control systems.</p> <p>3. If the internal control system implemented by the board includes five elements/principles, and covers all operating requirements of the transaction cycle</p> <p>4. Our company conducts assessment view of the internal control system each year, if the board issues statements with regards to the internal control system's inadequacy and deficiencies.</p> <p>5. If the company's auditor attends the board meetings, submits internal audit reports and informs directors of audit reports (inclusive of follow-up reports) based on laws and regulations.</p> <p>6. Are the auditors in the committee suitable for their jobs?</p> <p>7. If there are more than one auditor in the committee with related financial experience.</p> <p>8. Are the job scopes of the auditing committee clear and suitable?</p> <p>9. Are the accountants capable of maintaining their objectivities and independence when reporting non-audit related services?</p> <p>10. If the board of directors comprehend and supervisor the company's accounting system, financial status and reports, audit reports and respective tracking.</p>

● Remuneration and Reimbursement Committee

All Ring has established a system for the Board of Directors and the Rewards and Remuneration Committee. The remuneration received by the board of directors are based on stakeholders' opinions. According to the remuneration system, directors, independent directors, and the chairman of All Ring can be categorized as follows:

I. Remuneration of independent directors

1. Remuneration

(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 committee based on their degree of participation in the business and the value of their contributions.

(2)Add-ons: All Ring does not offer independent directors with additional remuneration.

(3)Resignation funds: All Ring does not offer pension to independent directors who resign from their positions.

(4)Bonuses: All Ring does not provide independent directors with work bonuses .

2. Retirement pension: All Ring does not offer retirement pension funds to independent directors.

3. Profit sharing: The company does not offer profit-sharing to independent directors.

4. Operating Expenses:

(1)Travel Expenses: Travel expenses for members to attend board meeting shall be covered.

(2)Other expenses: The company does not cover other expenses for independent directors.

(3)Allowances: The company does not provide independent directors with allowances.

(4)Other business operating costs: Should there be business trips required for company's needs, travel subsidies will be offered based on company's business travel regulations.

5. Other forms of reimbursement: Should there be other forms of expenses not stated in above list, based on the company's risk appetite and industry standards, our committee will review the necessity, practicality, suitability of the expenditure before reporting to the board of directors for further discussion. Our company will not cover expenses other than items listed above.

II. Directors' remuneration

1. Directors' remuneration

(1)Director's salary: The committee pays the director 0% - 150% of the industry's standards, based on his level of participation and contribution to the company's business. The aforementioned basis of assessment is done by monthly or annual remuneration.

(2)Resignation funds: All Ring does not offer pensions to directors who resign from their positions.

(3)Bonuses: In addition to the director's salary, based on company's daily operation and management, bonuses 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 & Salary Committee and submitted to the Board of Directors for discussion and determination.

2. Retirement pension: Company does not offer retirement pension funds except to directors who are company's employees.

3. Profit Sharing:

(1) Profit sharing: According to the company's articles of association, the committee reviews the overall performance of the directors, company, its future operations and risk appetite and reports to the shareholders for approval. Profit is distributed according to the level of participation of company's directors in the business and the value of contribution.

(2) Profit and weights are distributed to above-stated directors based on their level of participation in the business and value of contribution.

(3) Profit distribution.

Calculation formula: $\text{Director's profits and individual directors' earnings} = \text{director's remuneration decided by shareholders meeting} \times \frac{\text{lots of individual directors}}{\text{total lots of all directors participating in the distribution}}$

4. Operating Costs

(1) Travel Expenses: Travel expenses for members to attend board meeting shall be covered.

(2) Other expenses: The company does not cover other expenses for directors except for those participate in daily operation and management.

(3) Travel Expenses: The company does not cover travel expenses for directors except for those participate in daily operation and management.

(4) Allowances: The company does not provide directors with allowances, except for those participate in daily operation and management.

(5) Part-time employees: Part-time employees engaged by the directors will be paid according to the company's regulations.

(6) Other business operating costs: Should there be business trips required for company's needs, travel subsidies will be offered based on company's business travel regulations.

5. Other forms of reimbursement: Should there be other forms of expenses not stated in above list, based on the company's risk appetite and industry standards, our committee will review the necessity, practicality, suitability of the expenditure before reporting to the board of directors for further discussion. Our company will not cover expenses other than items listed above.

III. Remuneration of Chairman

1. Chairman's Salary:

(1) The committee pays the chairman 0% - 150% of the industry's standards, based on his level of participation and contribution to the company's business. Foundation basis is evaluated each month and year.

(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.

2. Basis of calculator: Adjustable salary is based on company’s performance.

(1)Financial performance indicators: revenue and profit, targeted budgets, growth and new markets.

(2)Talent growth: talent nourish and retainment.

(3)Quality and risk: To abide by respective law and regulations.

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 committee should also perform their duties faithfully and provide substantial feedback to the board of directors, which include regular assessments of regulations, suggestions for improvement, review of annual and long-term performance goals, as well as the salaries, systems, 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.

REMUNERATION AND REIMBURSEMENT COMMITTEE OPERATIONS					
Title	Name	Attendance	Attendance on-behalf	Attendance Rate	Remarks
Independent Director	Li Ming Xian	4	0	100	None
Independent Director	Guang Zhuo Hua	4	0	100	None
Independent Director	Chen Chang Ren	4	0	100	None
Meeting Date	Topic of discussion		Committee’s decision		Feedback from board of directors
2021/02/24	Proposal 1: 2020 Annual Proposal based on the remuneration distribution of directors, supervisors and employees. Proposal 2: To offer incentives and bonuses for internal staff.		Agreed by all participating members.		None
2021/05/03	Proposal 1: Adjustment of internal salaries.		Agreed by all participating members.		None
2021/07/28	Proposal 1: Detailed proposal of 2020 annual directors and employees’ salaries		Agreed by all participating members.		None
2021/11/05	Proposal 1: Ou Cheng En, Technical Chief to promote as Chief Operating Officer of the company. Proposal 2: Jiang Zheng Yan appointed as company’s deputy manager. Proposal 3: Issuance of company’s year end bonuses for Year 2021.		Agreed by all participating members.		None

● **Audit Committee**

All Ring’s Audit Committee comprises of independent directors of the Board, operating status and relevant information indicated as follows:

AUDIT COMMITTEE OPERATIONS					
Title	Name	Attendance	Attendance on-behalf	Attendance Rate	Remarks
Independent Director	Li Ming Xian	5	0	100	無
Independent Director	Guang Zhuo Hua	5	0	100	無
Independent Director	Chen Zhang Ren	4	0	80	無
Meeting Date	Topic of discussion		Committee’s decision		Feedback from board of directors
110/02/24	Proposal 1: Company’s 2020 Business report, individual and consolidated financial reports submitted. Proposal 2: Company’s 2020 earnings distribution submitted. Proposal 3: Company’s reserves distribution submitted. Proposal 4: Issuance of company’s internal control system statement based on our self-assessment and internal audit results Proposal 5: Evaluation of 2021’s accountant submitted. Proposal 6: Company endorses for its subsidiary company Uniring Tech. Proposal 7: Amendment of company’s Articles of Association.		Agreed by all participating members.		None
110/05/03	Proposal 1: Company’s 2021 first quarter financial report submitted. Proposal 2: Amendment of company’s “Directors’ self-evaluation measures”: Proposal 3: Subsidiary Pai Fu International Limited to increase investment amount in Imagine Group Limited by \$50,000 USD submitted.		Agreed by all participating members.		None
110/07/28	Proposal 1: Company’s 2021 second quarter financial report submitted. Proposal 2: Kunshan All Ring Electronic Technology Co. Ltd to provide capital funding to it’s subsidiary Allring Technology Machinery (Kunshan) Co. Ltd.		Agreed by all participating members.		None
110/08/23	Proposal 1: Purchase of real estate (factory plant) by company.		Agreed by all participating members.		None
110/11/05	Proposal 1: Company’s 2021 third quarter financial report submitted. Proposal 2: Audit plan for year 2022 submitted. Proposal 3: Change of company’s audit supervisor submitted. Proposal 4: Company to issue fourth batch of corporate bonds.		Agreed by all participating members.		None

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, our 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 our 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, analyse the exchange rate trends, settle foreign exchanges at the appropriate time, select suitable financial tools to avoid exchange rate risks. ● Finance office 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, impact on company's loss and profits is not huge.
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".
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 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 purchasing concentration	(1) Purchase (2) Sales	<ol style="list-style-type: none"> 1. Imports All Ring has established long-term and stable working relationships with various suppliers. 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 our company is not from one sole

		<p>supplier, and we have established a long-term working relationship with our suppliers. Our 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. Purchases</p> <p>To avoid facing impacts of fluctuations caused by certain industries, our company aims to develop different sorts of products, apart from semi-conductors, passive components and LED equipments. 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>
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All Ring has developed measures to manage the company's evaluation, such as intellectual property management plan, integrity and feedback management, information security management measures, environmental, social and corporate governance assessment, personal data protection, work safety and health and training. We make use of quantitative and qualitative measure technologies to identify, monitor and report the company's potential risks, so as to effectively manage the company's risks.

● Risks 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 fulfil 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	
Risk category	<ol style="list-style-type: none"> 1. Unstable supply of water and electricity 2. Typhoon, flood, earthquakes 3. Rising temperatures
Governing Unit	Finance office
Strategy	<ol style="list-style-type: none"> 1. Energy saving, reducing water and electricity costs 2. Improve on disaster prevention and management, reduce risks of operational interruption 3. Energy saving and costs reduction
Risk Management	To fulfil it's social responsibility to protect the environment, All Ring disallows the use of harmful substances as per the laws and regulations during it's production, while conveying relevant information to different units to ensure products fulfil 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. As All Ring focuses on equipment design and assembly, we produce the most electricity, hence low level of pollutions. Liekwise, we make use of green assembly to put products together. The company’s carbon emission can be obtained from each month’s bill. To achieve carbon neutrality, we have also planted trees in our factory, whereas development and assembly of our products are also implemented based on similar concepts.								
Impact on finance	1. Impact on the assembly process,increase in operating costs 2. Impact on operations lead to a reduction in revenue and profits 3. Increase in electricity consumptions, costs and carbon emissions								
Indicators and objectives	Based on the “Sustainability Development Roadmap” issued by the Financial Supervisory Commission in March 2022, our company has developed a schedule for greenhouse inventory and verification. The schedule was submitted to the board of directors on 14 th June 2021. Scheduled timings as follows: <table border="1" data-bbox="667 792 1353 1144"> <thead> <tr> <th>Project Item</th> <th>Expected time of delivery</th> </tr> </thead> <tbody> <tr> <td>Identify full-time (part-time) departments, the number of full-time (part-time) employees and their job scopes</td> <td>June, 2023</td> </tr> <tr> <td>Develop an inventory plan</td> <td>September 2026</td> </tr> <tr> <td>Develop a verification plan</td> <td>September 2028</td> </tr> </tbody> </table>	Project Item	Expected time of delivery	Identify full-time (part-time) departments, the number of full-time (part-time) employees and their job scopes	June, 2023	Develop an inventory plan	September 2026	Develop a verification plan	September 2028
Project Item	Expected time of delivery								
Identify full-time (part-time) departments, the number of full-time (part-time) employees and their job scopes	June, 2023								
Develop an inventory plan	September 2026								
Develop a verification plan	September 2028								

● Management of information security

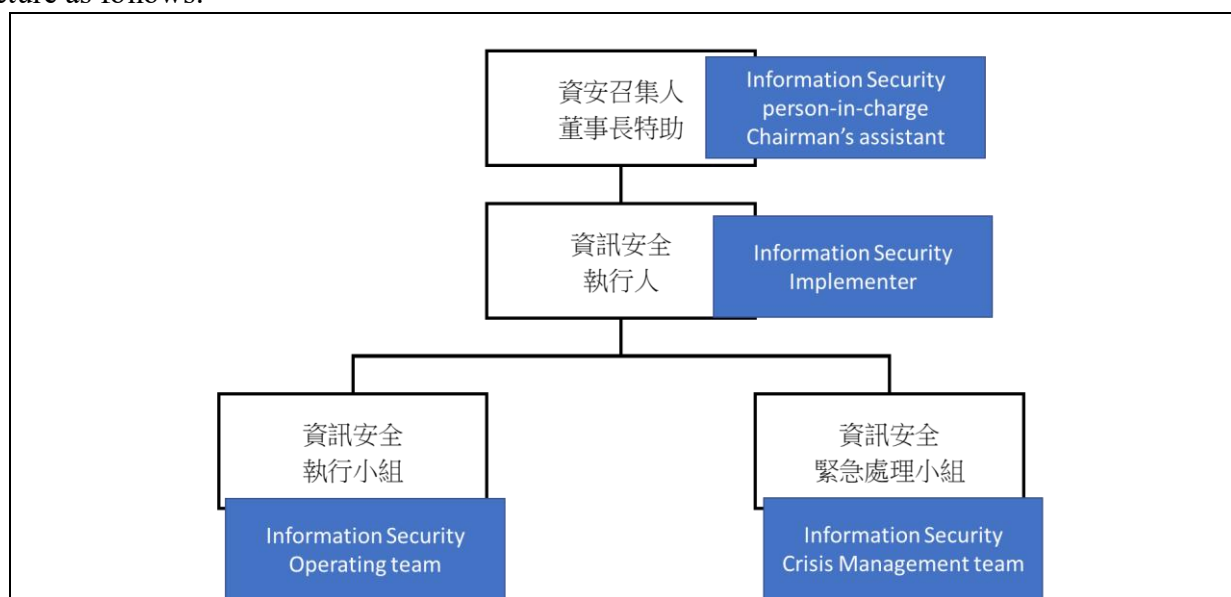
All Ring has established an information security committee. With the management office as the main team in charge, our strategies and management plan as follows:

1. Information Security Unit has developed plans based on the following issue of concerns while assessing their performances regularly:
 - (1)Development of information security management measures
 - (2)Work and rights distribution of the information security unit
 - (3)Education and training of the information security unit
 - (4)Management of the computer systems’ security
 - (5)Network security management
 - (6)Management of system access control
 - (7)Management of system development and maintenance safety
 - (8)Management of security of information assets
 - (9)Management of physical and environmental safety
 - (10)Management plan of sustainable operations
 - (11)Other information security management plans
2. Protection measures for malicious cyber attacks

WannaCry are viruses that spread around the world's network. The 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) Shared network to be closed.
- (3) Websites and files from unknown sources must not be opened.
- (4) Installation of Microsoft's security patches to fix operating systems' vulnerabilities
- (5) Open Windows Update to upgrade the system and fix bugs at any time.

Here comes the Organization Chart of Information Security Team: Update computer's systems and fix vulnerabilities by updating the computer's operating system. Information Security Team's structure as follows:



Information Security Team implements strategic plans based on issues of concern as follows, while assessing their results regularly:

Responsibility	Job Scope	Mission	Safety 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. Hacked accounts	Time to time
		4. Handling of suspicious mails	Time to time
Anti-hacking Anti-virus	Prevent computer invasions, data leakages, and system abnormalities	1. Installation and update of antivirus softwares	Time to time
		2. Notification and announcements on information security	Time to time
		3. Troubleshoot on unusual activities	Time to time
		4. Patch processing updates on operating systems	Time to time
Account management	System permission changes when new employees join or resigns	Mail account management	Time to time

Responsibility	Job Scope	Mission	Safety frequency
Account and network management	System permission changes when new employees join or resigns, data sharing, internet access control, management of unusual traffic	1. AD Account Management	Time to time
		2. Employees Account Management	Time to time
		3. Website Account Management	Time to time
		4. Barcode system account management	Time to time
		5. Management of resource sharing	Time to time
Network Management	Data sharing, internet access control, management of unusual traffic	1. Internet control	Time to time
		2. Handling of hackers and unusual activities	Time to time
		3. Firewall settings	Time to time

Compliance with Laws and Regulations

Since its founding, All Ring strictly prohibits any acts of corruption, bribery, and extortion. To ensure it's employees comply with 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 company website includes feedback systems, annual reports, corporate, social, responsibility reports.
Regular inspection	All employees	Integrity management serves as one of the indicators when reviewing employees' performance. It is also listed as a human resource policy, while our company has established a disciplinary system.

Law Compliance

All Ring expects all employees to be mindful of their conduct, words and actions. They must not make use of their positions to obtain personal gains or conduct acts of fraud. Our company pays taxes as per law regulations, and does not implement any form of tax avoidance plan. Our company is committed to environmental protection policies and ensures work safety. We abide by social and economic policies implemented by the government, and fulfil our societal responsibilities. All Ring did not violate any laws in 2021, nor did we make any political donations.

Governance related Law	Labor right and interest	Law compliance of envi	Product Law
<ul style="list-style-type: none"> No violations of the Company Law No violations of the Commercial Law No violations of the financial securities law 	<ul style="list-style-type: none"> No violations of sexual equality No forced labor No child labor No violations of aboriginal rights 	<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 	<ul style="list-style-type: none"> No use of prohibited or controversial products No violations of voluntary codes or any

Governance related Law	Labor right and interest	Law compliance of envi	Product Law
<ul style="list-style-type: none"> • No corruptions • No political donations • No participation in any anti-competitive, anti-trust, monopoly practices 		<ul style="list-style-type: none"> • No incidents of any severe breaches 	<ul style="list-style-type: none"> • marketing-related regulations • No violations of laws related to use of products and services, hence no major fines were imposed. • No client's privacy were invaded, no client's information were lost

To ensure the company's daily operations align with our beliefs and values, our company has established a behavioral standards 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. Our company also provides a reporting and protection system for employees to report through following channels.

Reporting channels	
Receiving unit	Audit Office
Address	1F, Road 10, LuKe Road, Luke District, Kaohsiung City
Contact number	07-607-1828
Email address	amy-su@allring-tech.com.tw

Chapter 3 Innovation and Energy Conservation

Management Policy

Key Topic: Innovative New Products and Technologies	
Report Requirements	Sustainable Management Policy
Reason for topic	All Ring, being a Research and Development focused company, innovation of its core products is required for the company's 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.
Objective of topic	Align technological development's directions and product's positioning in the market
Strategy/ objective	<ul 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 departments each year, from division levels to developers while reviewing their progress and adjusting KPI content and objectives according to market demands. <p>Short-term goals: Nurish talents and their product design skills, improve production of equipment, eliminate production challenges.</p> <p>Long-term goals: To lead, develop and evaluate projects independently to produce valuable products.</p>
Department in charge/ Investors/ Action plan	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.
Management Evaluation	Setting of KPI goals Based on the number of patent applications each year, we evaluate the accuracy of the BOM equipment table, stability of equipment production, number of customer complaints and workers' efficiency.
Results and improvement	<ul 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 new products and technologies. All Ring assesses R&D departments every year, trains managers and the research team to improve on our R&D in the future.

Key Topics: Management of Intellectual Property Rights	
Report Requirements	Sustainable Management Policy
Reason for topic	Our company produces products in the PC, LED, and IC industries. Most of our clients are giant international manufacturers. Facing fierce competition in the industry, we are highly aware of intellectual property rights protection and invest huge amounts in R&D. We have to protect intellectual property rights and obtain opportunity advantages due to the high risks, protection and competitiveness.
Objective of topic	Manage company's intellectual property rights effectively to obtain market and client's trust.
Strategy/ objective	Our company's intellectual property rights are "extensive, avoidant of designs, innovative and planned continuously". Objective: KPI indicators are each year's number of patent applications, approval rate, intellectual property budget, training and education.
Department in charge/ Investors/ Action plan	<ul style="list-style-type: none"> Our company prepares a patent budget each year. The budget for this year is 6.96 million (exclusive of manpower costs). The intellectual property team comprises of three professionals with more than ten years of working experience, a legal consultant and four patent and trademark firms to support us. Our subsidiary office in China has one management staff and two patent and trademark firms for support.

	<ul style="list-style-type: none"> Local and foreign R&D team can report to the Legal Intellectual Property Office through video conference, phone or emails, while external suppliers and customers can feedback directly on issues of concern. The Legal Intellectual Property Office has workers responsible for case assignment, sending and receiving of official documents, control of annual fees and other relevant processes. They are also responsible for formulating intellectual property management plans, patent approval processes and various incentive measures.
Management Evaluation	Our company has built an assessment system to review patent proposals, and patent annual fee maintenance to review its effectiveness and necessity.
Results and improvement	Patent achievement rate in 2021 was 133%, exceeding the company's target for the year. We continue to research and develop patents in the future.

Key Topic: Client's Health and Safety	
Report Requirements	Sustainable Management Policy
Reason for topic	Establishing a trusting relationship with our clients is one of our company's priorities, hence we are obliged to ensure the quality of our products, for clients to work long-term with us.
Objective of topic	Manage the health and safety of our clients effectively.
Strategy/ objective	Our company abides by "R&D, innovation, and excellence", while working with "safe equipment operation" as our safety principle.
Department in charge/ Investors/ Action plan	<ul style="list-style-type: none"> Our semi-conductor processor fulfils the requirements of "SEMI", and is being assessed by a third-party unit. In addition, raw materials used on our equipment are being tested to ensure safety of our workers. We ensure the health and safety of our clients across all operations. All product quality are being reviewed based on standards formulated by the TQIC team. We have introduced international quality management systems such as ISO9001 while announcing the importance of work safety and fulfilling clients' requirements internally.
Management Evaluation	Based on our products, we have established a cross-departmental design group TQIC. To ensure the health and safety of our clients, there are dedicated colleagues that are responsible for liaising with and managing clients. They will then provide feedback to the company. Our company conducts internal management reviews based on ISO 9001 quality standards, and discusses any regulatory or safety adjustments.
Results and improvement	As of 2021, we strive to maintain a 100% fulfilment rate meeting clients' requirements, and will continue to take clients' health and safety into consideration.

Key Topic: Management of Customer Service	
Report Requirements	Sustainable Management Policy
Reason for topic	We have developed customer service management in order to build and maintain relationships with clients. We provide various products and prices to fulfil customers' requirements at suitable timings.
Objective of topic	Maintain company's good reputation and retain existing clients.
Strategy/ objective	Social Responsibility, Sustainable development, International Development
Department in charge/ Investors/ Action plan	Each head office consists of a promotional team, who evaluates All Ring's products based on clients' reviews and satisfaction levels. This is done for future improvement of our products, and to provide customers with more high-quality products and services. There is also a feedback mechanism whereby customers can feedback to the managing team via email, phone and other communication channels.
Management Evaluation	ISO 9001
Results and improvement	We have received 4.5 (out of 5) in terms of customers' satisfaction level this year.


Management of Products and Services

All Ring Tech Co. Ltd, founded in year 1996, is headquartered in Kaohsiung Nanke Science Park. It is the first technological company to mass produce within the park. It is a professional technology company that specializes in processing, manufacturing, assembly, design and development of computer softwares. Today, All Ring has operating branches in Kaohsiung's Head Office, China's Kunshan Factory Plant and Hsinchu Factory Plant (opened in June 2022).

Product or service	Region of sales	Revenue	Sales Quantity	Unit of sales
Semi conductor automation equipment	Taiwan/ China	966,593	1,073	A set of
Passive components automation equipment	Taiwan/ China	1,416,220	1,280	A set of
Production of LED equipment	Taiwan/ China	113,891	199	A set of
Others	Taiwan/ China	107,612	179,597	Unit varies due to different components and equipments

In pursuit of a sustainable operation and to fulfil our 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, our 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, our company have also received international system verifications and is ISO 9001 certified. Our certifications and initiatives are listed as follows:

External certifications and initiatives	Certificates
ISO9001	

AEO	
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 Electronics Export Association	Member
Taiwan Sustainable Supply Association	Member
Taiwan Precision Engineering Society	Member
Chinese Mechanical Engineering Society,	Member/ Management
Chinese Mechanical Engineering Society	Member/ Supervisor
Taiwan Precision Engineering Society	Member
Passive Component Industry Association	Member/ Management
Republic of China Automation Technology Society.	Member

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
Automated Press Machine (7V3/7V4/7S3/7Q6/7Q7/7G2)	SEMI	100%
	GB-30981-2020 Safe Paint Hazardous Material Limit	50%
Automatic Dispensing Machine(779) adopting T75A6	GB-30981-2020 Safe Paint Hazardous Material Limit	50%
Automatic Dispensing Machine(779) adopting T75A1	TBC Earthquake-resisting Specification	100%
Remarks: Percentage = (Total number of products or services reviewed by clients/ total number of products and services produced for clients) x 100		

Clients of today's society have higher expectations and demands for product labeling. Clear labeling allows clients to obtain accurate information and make wise decisions during purchase. As such, our products have information and labels clearly stated. As of 2021, All Ring did not violate any labeling, marketing, or communications related regulations (inclusive of advertising, promotion and sponsorship). Our product labeling fulfils the following criteria:

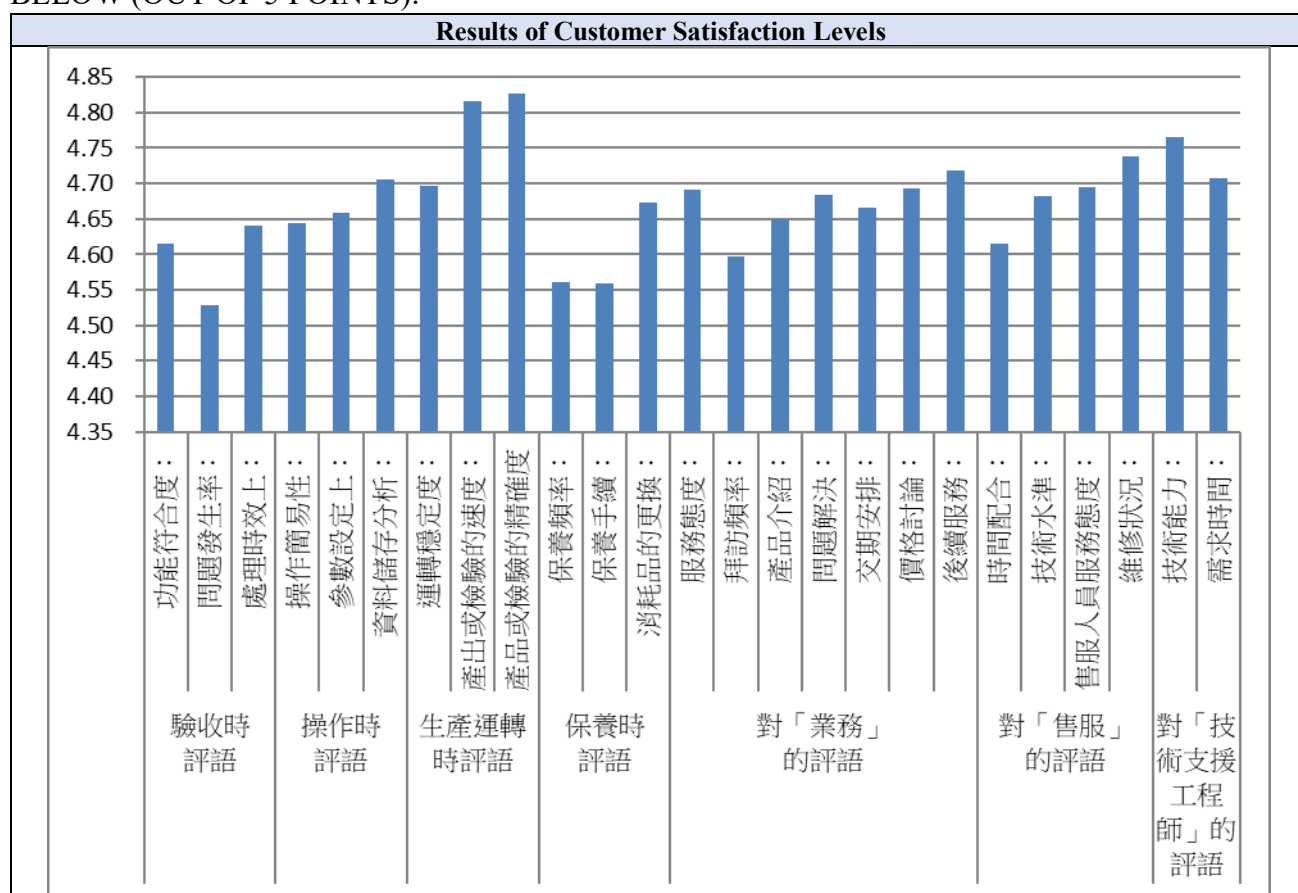
1. Based on Safety Sign requirements and other criteria (such as SEMI), we ensure the safety of equipment operations.
2. We fulfill machines' specifications and post-sales service requirements.

● Management of Customer Service

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 2021, our 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 clients view our products as a basis for future improvement and to provide clients 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 2021 ARE SHOWN IN CHART BELOW (OUT OF 5 POINTS):



Vendor Management and Assessment

● Vendor 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. Our 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 respective 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.

VENDOR OVERVIEW							
Item		2020			2021		
		Count	Amount	Percentage	Count	Amount	Percentage
Labor (Contract-based/ service)	Local	4	54,162	5.37%	6	114,087	6.65%
	Foreign	0	0	0%	0	0	0%
Raw Materials	Local	416	926,325	91.84%	484	1,532,033	89.36%
	Foreign	9	28,131	2.79%	10	68,415	3.99%
Total		355	412,426	100%	355	1,008,618	100%

● Vendor 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 softwares. Our company's supplier management regulations as follows:

1. Operating process and types of processing equipment
2. Precision Machining capabilities
3. Number of days required for urgent delivery
4. Staff Turnover rate
5. Inspection on types of equipment
6. Maintenance frequency (inclusive of repairs)
7. Quality control capabilities

Our company conducts evaluations once per year, dependent on the situation, we may increase assessments on various manufacturers. There are 46 suppliers who have completed supplier evaluation, whereas the percentage of suppliers who have completed evaluation process is 100%, with 2 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 undergo observation for a period of three months → reduce number of orders from suppliers → Suspension, we stop ordering from supplier for one month → Ban, we will not work with respective supplier.

Resource Control

Carbon neutrality caused by global climate change has emerged as an international crisis, and faces potential risks for environmental protection regulations. 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	2019	2020	2021
Electricity Usage	Joule/ Year	1,211,024	1,451,528	1,630,496
	GJ	4,359.69	5,225.50	5,869.79
Organization Metrics	Total number of employees	219	221	262
Total Energy Consumption	GJ	4,359.69	5,225.50	5,869.79
Energy strength	GJ/ Total number of employees	19.91	23.64	22.40

Remark:

1. Conversion factor calculates the calorific value of fuel using the EPB Gas Emission Factor Management Table version 6.0.4. The calorific value of electricity is converted as 1kWh=0.0036GJ.

Apart from improving energy efficiency, our 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	Our 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. Energy-saving plans as follows: (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	(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 to reduce standby loss. (7) Implement energy-saving plants for air conditions, electric lighting and other electricity consumption. Conduct regular inspections and

	replace energy-consuming equipment. (8) Install water saver in the factory to save water. (9) Install two-stage toilet flusher and replace toilet facilities in the factory. (10) Use sufficient amount of water and water-saving equipment in the factory.
3. Use of E-signature to ensure environmental sustainability	Our company encourages and enforces environmental and global 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 it's opportunities

To fulfil our social responsibility, All Ring Technology disallows the use of harmful substances regulated by the government when producing equipment. Relevant information are announced to the respective departments to ensure company's products fulfil clients' requirements. Our 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 2021, 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 it's 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, hence solar energy equipment are 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) Machine used 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 factory plants.
- (5) Purchase local products, shorten transportation to achieve carbon neutrality.
- (6) Set up 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 client's 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	2019	2020	2021
Scope 2: Indirect greenhouse gas emissions(kgCO ₂ e)	616,411.22	728,667.06	829,922.46
Total emissions (kgCO ₂ e)	616,411.22	728,667.06	829,922.46
Intensity of greenhouse emissions (kgCO ₂ e/number of full-time employees)	2,814.66	3,297.14	3,167.64
Remark: 1. Scope 2 refers to inter-energy emissions such as purchased electricity. Electricity Emission factor is calculated based on the latest figures issued by the Bureau of Energy, Ministry of Economic Affairs. 2. Types of greenhouse emissions: Carbon Dioxide, Methane, Nitrous Oxide 3. The emission coefficient announced by the Bureau of Energy, Ministry of Economic Affairs is based on purchase power. Emission Coefficient in 2019 and 2021 is 0.509kgCO ₂ e; Emission Coefficient in 2020 is 0.502kgCO ₂ e.			

Accessibility of Water Resource

● **Water Usage**

Water intake, consumption and drainage of a company affects the ecological environment significantly. In response to this phenomenon, All Ring adopts the "Water Risk Atlas" issued by the World Resources Institute to inspect local venues that are of low-medium (1-2). In 2021, the amount of wastewater discharged by the company is 40m³.

Climate has changed the use of water resources and its conditions over the years, water quantity and quality has emerged as an urgent global crisis. Our company's main water source comes from tap water, with rainwater as a secondary source for irrigation. Water consumption over the past three years stated in table below:

Quantative Index	2019	2020	2021
Water intake (million liters)	10.498	9.589	10.448
Water discharge (million liters)	6.169	3.612	3.533
Water Consumption (million liters)	4.329	5.977	6.915
Remark: 1. Water consumption = water intake – water discharge			

Material Usage and Waste Management

● Waste Management

Waste produced by All Ring is mostly packaging waste, which is classified and disposed of according to environmental protection regulations. Due to our company's nature of work and industrial processes, raw packaging materials cannot be recycled nor reused. Hence, products and their packaging materials are not recycled. Use of raw and non-renewable packaging materials used by All Ring stated as follows:

Unit: Ton

Use of Packaging materials			
Raw Material	2019	2020	2021
Non-renewable raw packaging materials			
Plastic Bags	0.77	0.9	1.2
Shrink Films	2.7	3.4	4.5
Renewable raw packaging materials			
Cardboard boxes	7.7	8.6	10.65
Wooden Boxes	18.5	17	19.5

In order to remove waste effectively and prevent waste pollution, our 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 Gangshan Waste Incernation Plant or recycled to avoid environmental pollution. Non-hazardous waste produced by our company stated as follows:

Non-hazardous waste		
Waste composition	Disposal	
Item	Waste amount (ton)	Handling Method
General Waste	3.20	Incineration (and recycling of energy)

Chapter 4 Working Together to Build

Management Policy

Key Topic: Training And Education	
Report Requirements	Sustainable Management Policy
Reason for topic	Manpower is the most value asset of a company. Building an attractive workplace environment for talents will indefinitely increase the competitiveness of a company, at the same time achieve sustainable management.
Objective of topic	<ol style="list-style-type: none"> 1. Recruit talents and nourish them within the company, so as to help the company achieve sustainable management, while enhancing the company's image and increasing competitiveness. 2. Create a friendly and enjoyable working environment, take care of employees health, show concern for their families, achieve work-life balance.
Strategy/ objective	<p>Build a healthy and friendly workplace for employees to feel ease and unity, this helps to increase company's competitiveness, and achieve sustainable development to obtain long term business objectives.</p> <p>Building a complete training system for employees to receive all-rounded education while working in the company, this provides a win-win situation for both the company and it's employees.</p>
Department in charge/ Investors/ Action plan	<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 are 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 power, softwares, product quality. Internal and external trainings are planned for employees to improve their skills and increase competitiveness of the company.
Management Evaluation	Employees can provide feedback through various communication channels when met with unreasonable demands.
Results and improvement	Our company has a remuneration and reimbursement committee comprising of independent directors to review employees' salaries. 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 servers as the basis of their appraisal results.

Key Topic: Labor Relations	
Report Requirements	Sustainable Management Policy
Reason for topic	Labor-employer relations is one of the key factors of success in our business operations. Due to the rapid economic growth in recent years, all industries have faced the challenge of structural transformation. This also highlights the importance of labor-employee relations within the company.
Objective of topic	The company is responsible for providing employees with good welfare and management measures.
Strategy/ objective	Provide a safe, secure and free working environment to unite employees
Department in charge/ Investors/ Action plan	<ol style="list-style-type: none"> 1. Employees' salaries are reviewed regularly to ensure company's competitiveness in the job market. 2. Conduct talks with employees regularly to listen to their voices and feedback

	3. Team building activities planned each year to encourage communicate and interaction between employees
Management Evaluation	1. Zero number of labor-related penalties imposed by government agencies 2. Annual turnover rate of <10%
Results and improvement	All Ring won the Nanke Workplace Excellence Awards for two consecutive years in 2017 and 2018.

Key Topic: Occupational Safety and Hygiene	
Report Requirements	Sustainable Management Policy
Reason for topic	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.
Objective of topic	Based on laws and regulations of occupational safety, we are committed to creating a zero-accident environment and a management involving all employees.
Strategy/ objective	<p>Strategy</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 discover potential factory risks immediately and prevent accidents. Engage a labor safety manager and set up a dedicated environmental safety department to supervise and ensure safety in the factory. <p>Objective:</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.
Department in charge/ Investors/ Action plan	<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 sandmills, 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 level in the factory.
Management Evaluation	Based on environmental safety and health laws regulated by the government, designated environmental safety departments.
Results and improvement	Our company has published the results on its official website. We comply with the overall environmental standards regulated by the law.

Key Topic: Social Care	
Report	Sustainable Management Policy

Requirements	
Reason for topic	Apart from it's operations, companies should fulfil their social responsibilities and contribute to society.
Objective of topic	In order to fulfil it's social responsibility, we give resources to the society, make use of our industry to meet goals targeted by the United Nations SDGs and align with international standards.
Strategy/ objective	<ol style="list-style-type: none"> 1. Corporate Governance and sustainability committee formed, based on each work unit's job scopes, we promote and implement respective work and report to the Board of Directors regularly. 2. Trust fund foundation established for employees to perform social care on local groups. 3. Surveys are conducted regularly to obtain employees feedback. 4. Organise charity events with local libraries regularly and evaluate it's effectiveness through joint discussions.
Department in charge/ Investors/ Action plan	<p>Corporate governance and sustainability committee and trust fund foundation are being established to promote ESG and CSR-related activities, while supporting disadvantaged groups, promoting cultural heritage and reading. We organize charity events for disadvantaged students to participate and work with local communities, schools to achieve social integration. Actions implemented:</p> <ol style="list-style-type: none"> 1. Contribute to nearby community, neighbours 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
Management Evaluation	Corporate Governance and Sustainability Committee
Results and improvement	Our company's public welfare expenditure had increased by 62% in 2021. 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.

Talent Development and Workplace Safety

● Human Resources

Employees are crucial to a company's development and sustainable operation. All Ring sees great importance to each and every one of its employees, abiding by local labor laws and regulations. As of 2021, we have a total of 262 employees (excluding 2 interns), there are no non-employees. The number of employees and non-employees over the past three years as follows:

Item/ Gender		Number of employees											Total	
		Female						Male						
Region	Contract type	Full-time			Temporary			Full-time			Temporary			
	Age	30 below	30-50	51 above	30 below	30-50	51 above	30 below	30-50	51 above	30 below	30-50	51 above	
All Ring	Full Time	6	26	5	2	1	1	47	149	17	4	1	3	262
	Part Time	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	6	26	5	2	1	1	47	149	17	4	1	3	262

To ensure harmonious relationship between employees and increase work stability, All Ring

recruits mainly locals, 100% of the upper management are Taiwanese. In 2021, there are 36 executives and 214 workers. Employees distribution and positions as follows:

Year		2019	2020	2021
Item/ Gender	Age	(Counts)	(Counts)	(Counts)
Executive level	Male	30 below	0	0
		30-50	27	29
		51 above	5	5
	Female	30 below	0	0
		30-50	3	5
		51 above	1	1
Number of executive employees		36	40	36
Non-executive employees	Male	30 below	35	47
		30-50	95	117
		51 above	17	18
	Female	30 below	5	3
		30-50	26	25
		51 above	3	4
Number of non-executive employees		181	184	214
Number of full-time employees		217	224	250

Company's turnover rate in 2021 is 11.54%, which is relatively lower compared to that of the previous year. This is mainly due to the increase in the total number of employees in the company. The new entrant rate in 2021 is slightly higher than that of the previous year, due to the factory expansion in 2021 and increase in talent recruitment. Information of new employees stated as follows:

Information of new employees												
Year	2019				2020				2021			
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(%)
30 below	13	30.95	0	0.00	9	22.5	5	100	28	54.9	2	25.00
30-50	21	15.44	1	5.55	19	14.07	5	22.72	23	15.43	5	18.51
51 above	0	0.00	0	0.00	0	0.00	0	0.00	1	4.76	0	0
Total number of newcomers	35				38				59			
Total employees	219				221				262			
Total Entrant Rate	15.98				17.19				22.52			
Remark:												
1. New employees are exclusive of employees who have resigned.												
2. Recruitment rate within age group = number of new employees in age group in current year / total number of employees in age group at the end of the year												
3. New employees employment rate = number of new employees in current year / total number of employees at the end of the year												

Resigned employees												
Year	2019				2020				2021			
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(%)

30 below	2	4.76	0	0.00	8	20	1	20	8	15.68	0	0.00
30-50	18	13.23	0	0.00	28	20.74	2	9.09	19	12.75	1	3.7
51 above	4	21.05	0	0.00	0	0.00	0	0.00	1	4.76	1	16.66
Total number of resignations	24				39				30			
Total number of employees	219				221				262			
Turnover rate	10.96				17.65				11.45			
Remark: 1. Definition of employees who have left the company: Resignation, Dismissal, Retirement, Death during work 2. Turnover rate = Number of employees of the same age group who left in the current year/ number of employees of the same age group who left by the end of the year 3. Employment rate of resigned employees = number of employees who left the company in current year/ total number of remaining employees 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 through their language, attitude, conduct. No incidents of discrimination and sexual harassment were reported. In 2021, we have hired 2 employees with disabilities. Distribution and employment status of employees over the past three years stated in table below:

Year		2019	2020	2021
Item/ Gender	Age	(Count)	(Count)	(Count)
Disabled	Male	30 below	0	0
		30-50	2	2
		51 above	0	0
	Female	30 below	0	0
		30-50	0	0
		51 above	0	0

● 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:

1. 10 days notice for those who work more than 3 months but less than 1 year.
2. 20 days notice for those who work more than 1 year but less than 3 years.
3. 30 days notice for those who work more than 3 years.

● Employees Salaries

Country/ Region	Highest annual salary of individual (Thousands)	Median of employees annual salaries (Exclusive of highest paid)	Ratio
Taiwan/Kaohsiung	6,103.2	935.72	6.52

Remark:

Ratio = Highest annual salary of individual / Median of annual salaries of employees (Exclusive of highest paid)

Talents are retained to increase company's competitiveness and market status. Employees' scope of work and salaries are reviewed and adjusted regularly to provide a smooth communication and

promotion channel. The ratio of highest annual salary of an individual to the total employees salaries as follows:

Country/Region	Highest growth rate of annual salary of individual (percentage)	Percentage median of growth of employees annual salaries (Exclusive of highest paid)	Ratio
Taiwan/Kaohsiung	71.09	10.69	6.65
Remark: Ratio= Highest growth rate of annual salary of individual/ Percentage median of growth of employees annual salaries (Exclusive of highest paid)			

Item	2020	2021	Compared to previous year (%)
Number of Full time employees that are not of executive levels	218	234	7.34
Total salaries of full time employees that are not of executive levels (Thousands)	203,329	262,325	29.02
Average salaries of full-time employees that are not of executive levels(Thousands)	932	1,121	20.28
Median salaries of full-time employees that are not of executive levels (Thousands)	854	962	12.65

Remark:

1. Full-time employees: Employee whose working hours reach number required or specified by the company. Employees who work more than 35 hours per week are considered full-time employees; if not they are deemed as part-time employees. (They can work part-time, based on hourly wage, or interns).
2. "Total Salary": Total Salary refers to the employee's salary for the year. As per accrued rights regulated by legal authorities, total salary includes recurring salaries (basic pay and monthly bonuses and allowances), overtime pay, and non-recurring salaries (other forms of bonuses and allowances). In addition, cash and stock units distributed to employees are considered as part of "Total Salary", whereas remaining stock shares (such as employee stock options, transfer of shares) are excluded.
3. Employees not of executive levels: Refer to ordinary employees that are not managers. Managers are defined as: (1) General Managers and others of the same level; (2) Vice Presidents, Managers, and others of the same level; (3) Deputy managers and others of the same level; (4) Head of the financial team;(5) Head of the accounting department; (6) Other management positions that can endorse for the company.
4. Data included in table above is calculated based on employees' salaries in 2021.

All Ring has established a performance assessment system to encourage employees' career growth. The assessment system remains the same for both genders.

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 Welfare

Adhering the "Labor Standards Act" and "Gender-Work Equality Act", our 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 parent leaves over the past three years stated as follows:

Year	2019			2020			2021			
	Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees who quality for		15	2	17	7	2	9	11	0	11

Year Gender/Total	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
parental leave application - A									
Number of employees who applied for parent leaves - B	0	0	0	0	1	1	0	0	0
Number of employees who should be reinstated from unpaid paternal leave - C	0	0	0	0	1	1	0	0	0
Number of reinstated employees from unpaid parental leave - D	0	0	0	0	1	1	0	0	0
Number of employees who were reinstated from unpaid parental leave in previous year - E	0	0	0	0	0	0	0	1	1
Number of employees who were reinstated and continued working in previous year - F	0	0	0	0	0	0	0	1	1
Parental leave reinstatement rate (D/C)	-	-	-	-	100%	100%	-	-	-
Parental leave retention rate % (F/E)	-	-	-	-	-	-	-	100%	100%

Method of calculation:

Number of employees who should be reinstated = number of employees expected to be reinstated upon taking unpaid paternal leaves in current year.

Retention rate in 2021: Number of employees who were reinstated in 2020 and remained in the company by 31st December 2021.

Reinstatement rate % = actual number of employees who were reinstated from unpaid parental leave/ number of employees who should be reinstated from unpaid parental leave in current year

Retention rate % = number of employees who continued working one year after their unpaid parental leave/ actual number of employees who resumed work after their unpaid parental leaves in the previous year.

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. Our company also encourages employees to give birth as we comply with regulations implemented by the local childcare system. All Ring organizes festive activities each year to not only celebrate the joyous occasions with our employees, but also improve employee relationships and provide a joyous working environment. 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:

- Employee pension plan: 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, our 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	3,000
Festive Funds	Employee	3,000/Festival
Childcare grants	Employee and spouse	5,000/Person
Wedding Subsidies	Employee	10,000/Person
Death Gratuities	Employee and spouse	3,000
	Employee and spouses' parents	3,000
	Employees' children	3,000
	Employees grandparents	1,500

- Other welfare benefits

1. Insurance: Apart from the statutory labour and health insurance, we offer group insurance (accident insurance, medical insurance) for employees.
2. Employees health and health checks are of great important to our company. With their consent, we follow up on employees with special conditions, displaying unusual inspection results and arrange free health assessments each year. Apart from the basic health checks, we also offer inspections on rheumatoid arthritis, thyroids, digestive systems, arteriosclerosis etc.
3. We care about our employees' personal lives and hence, their families. Our company and the employee welfare committee plans and offer all kinds of welfare benefits such as wedding subsidies, birthday funds, festive funds, childcare grants.
4. Our 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	Contents
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
Accommodation	Hostel	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, 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
	Sports Field	Billards, Pool table, basketball courts 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 domestic and overseas travel



杉林溪踏青趣



- Year End Bonus and Profit Sharing

With “Caring, Sharing” as our company spirit, All Ring shares profits with employees based on its financial status of the year. Our 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 our company, employees’ work, roles, contributions, potention 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 Bonus	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. A good remuneration and welfare system can not only increase employees’ unity, but also fulfil a company’s corporate social responsibility and enhance sustainable development. The Financial Supervisory Commission had officially launched the new blueprint for Corporate Governance, Taipei Exchange expressed that it will continue announcing information regarding “number of employees not of executive levels, and employee welfare difference between this 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.

Our company has established a Remuneration and Reimbursement committee with directors as members to review salary-related information. 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.

● Other welfare implementations

<p>Effective communication channels for employees</p>	<p>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, our 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 management team 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.</p>
<p>Staff Lounge</p>	<p>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 everyday 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.</p> 
<p>Gym</p>	<p>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.</p>

	
Boxing Cardio	<p>Boxing aerobics make use of inhaling and exhaling through the abdominal to control punches. Not only does it burn calories, it reduces body fat so that employees can exercise and relief pressure at the same tiem.</p> 
Library	<p>All Ring has set up a mobile library and magazine area for employees. 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 materialas regularly, children’s books are also provided in order to build a foundation for reading.</p>

	
Hotel-like dormitories	<p>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.</p>
Year end dinners	<p>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, electric cars etc. 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.</p> 
Appraisals and rewards	<p>Based on "Employee reward management system", All Ring awards outstanding teams and individuals to affirm and thank their contributions in our company.</p>

	<p>①Praises</p> <p>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 (ex. Year-end dinners, monthly meetings)</p> <p>b. Outstanding employees: 1-2 outstanding employees are elected to represent our company overseas each year. Regardless of the results, they are being praised internally.</p> <p>②Rewards</p> <p>a. Upon completion of a project, incentives and bonuses are issued based on each member's contribution.</p> <p>b. Bonuses are issued based on R&D and patent results.</p> <p>c. Other forms of rewards are provided based on employees' work performances.</p>
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● **Important Festive Events**

Our company organizes activities during various festivals, activities as follows:

Festival	Activity
Lantern Festival	Eat glutinous rice balls, Guess riddles, Play games
Mother's Day	Photo taking with mothers and giving out carnations
Father's day	Free eye massager
Grandparents' Day	Photo taking and giving out photo frames
Moon Festival	Mid-autumn gift boxes and mooncakes
Christmas	Gift exchange, Parties and games



祝福同仁有個美好的中秋佳節！

晶華酒店月餅禮盒 星巴克咖啡捲心酥禮盒



● **RETIREMENT**

All Ring views it's 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. Our company has also established a retirement system according to Labor Standards law and Labor Pension act to take care of the work and lives of retired employees.

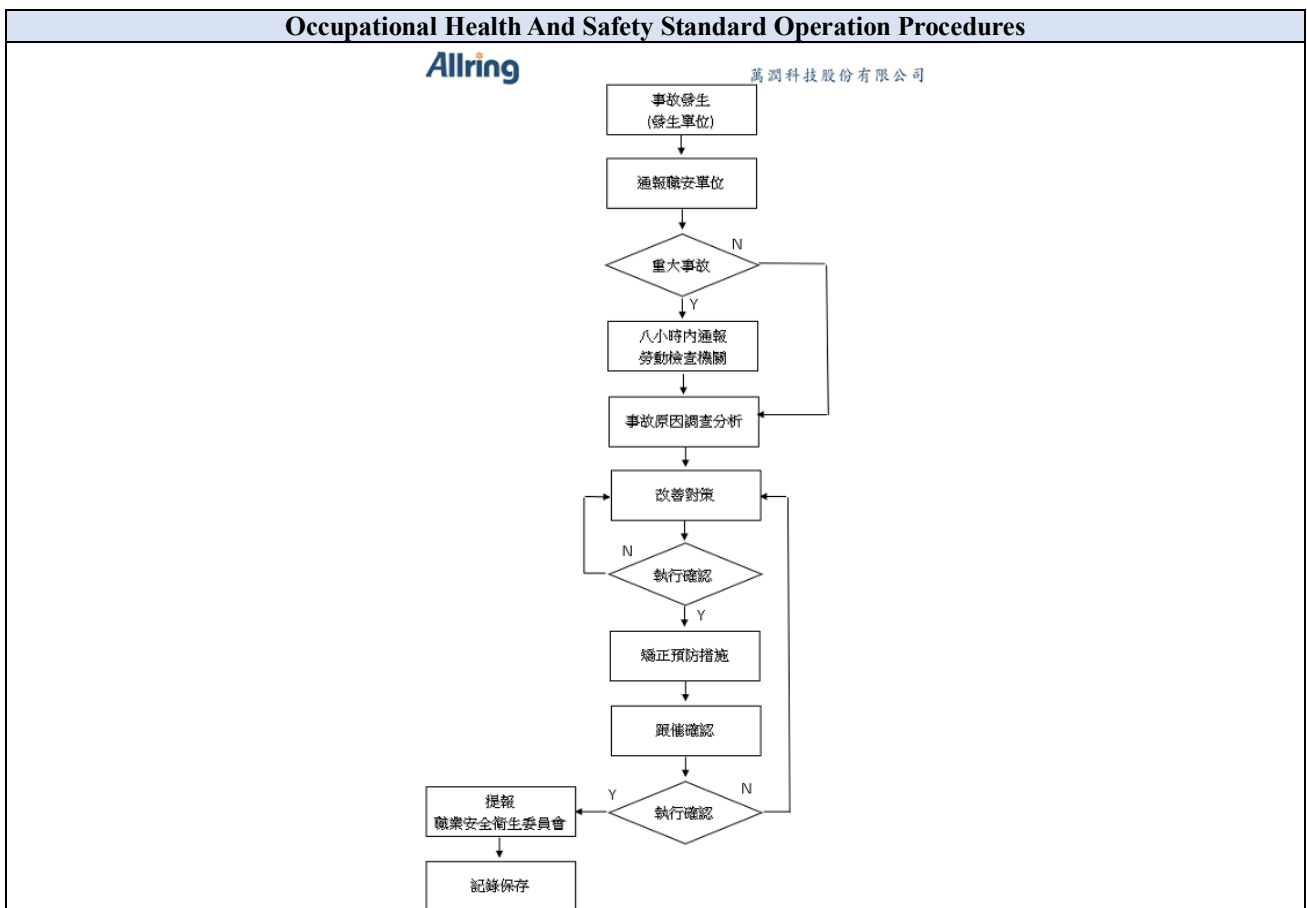
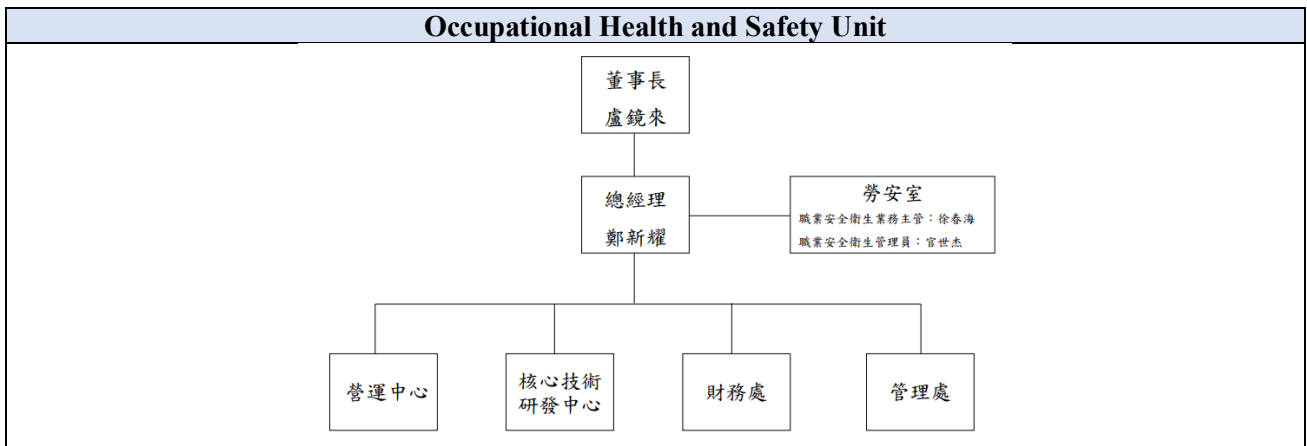
- Implementation of the company's retirement system

Pension System	Implementation
Old pension system	According to the Supervisory guidance of the Labor Retirement Fund issued by the Supervisory Committee since 20 th May 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 1 st July 2005, based on the "Labor Pension Regulations", our 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.
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.

● Occupational Safety Evaluation

All Ring 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. Our 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 management office 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 hygiene requirements in the workplace are fulfilled, accidents are avoided, company assets are protected and employees' are well-equipped with workplace safety knowledge.



All Ring reminds employees that “Work is a part of life!”, and 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. Should there be any unusual detections, professional staff will assist to follow up and show concern.

Count of employee joining body examination and statistics of total amount list



General Examination				
Health Checks	<ul style="list-style-type: none"> ● Basic Health Check ● Eye examination ● Hearing test ● Urine test ● Routine blood test ● Uterine and ovarian ultrasound 	<ul style="list-style-type: none"> ● White blood cells classifications ● Liver test ● Test for alcoholic hepatitis ● Biliary test ● Renal test ● Abdominal ultrasound ● Prostate Ultrasound 	<ul style="list-style-type: none"> ● Renal test ● Gout test ● Test for diabetes ● Screening for cardiovascular diseases ● Bone density test ● Electrocardiogram test 	<ul style="list-style-type: none"> ● Cancer screening ● Breast cancer screening for females ● Prostate cancer screening for males ● X-ray tests ● Consultation with doctors
No of employees who went for health checks(人)	222			
Total health check costs(元)	190,400			

Note: These checks are chargeable to employee directly from hospital, hence, their payable is unavailable here.

Employees' health check statistics

Year	Number of employees	Number of employees who undergo health cares	Participation rate
2019	221	210	95%
2020	225	225	100%
2021	222	222	100%

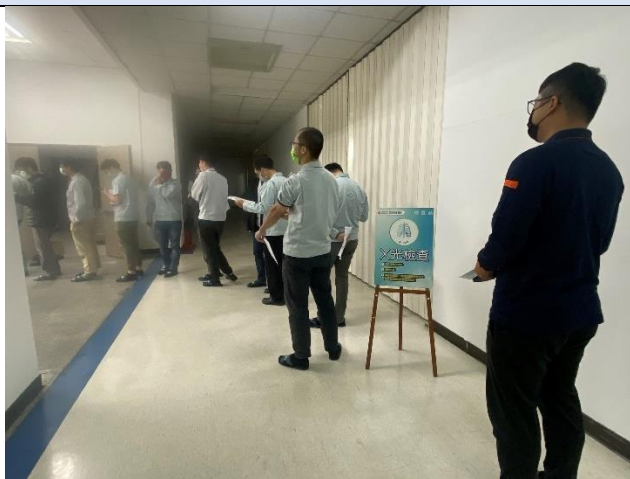
Pictures of health checks

	
Electrocardiogram test	Bone Density test

Pictures of health checks



Blood test



X-ray checks for lungs



X-ray checks for lungs



Registration Area



Blood pressure test



Ultrasounds

Employees's 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 nor health issues in 2021. In the upcoming future, All Ring strives to continue with this level of service and commitment to it's employees.

Occupational Health and Safety Statistics				
Category	Item	2019	2020	2021
Total number of working hours	Female's working hours	62,000	69,720	75,696
	Male's working hours	376,000	370,512	446,208
	Total number of working hours	438,000	440,232	521,904
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 injuries sustained by women	0	0	0
	Total number of severe injuries sustained by males	0	0	0
	Total number of employees with severe occupational injuries	0	0	0
Recordable occupational insurances (including number of fatalities and severe injuries)	Total number of severe injuries sustained by females	0	0	0
	Total number of severe injuries sustained by males	0	0	0
	Total number of occupational injuries	0	0	0
Fatality rate due to occupational injuries		0	0	0
Occupational Injury rate		0	0	0
Recordable occupational injury rate (inclusive of fatalities and severe occupational injuries)		0	0	0
Note:				
1. Fatality rate due to occupational injuries = (number of deaths due to occupational injuries/ working hours) * 1,000,000				
2. 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.				



Professional Training and Welfare

Developing employees' skills bring about positive effects to the company. All Ring is committed to develop 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 2021, a total of 85 employees participation 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. Our company conducts training regularly. The amount of training and occupational safety related statistics are stated in table below:

Occupational Safety and Hygiene Training Statistics			
Date	Item	Count	Hours
4/14	AEO Cargo Safety Training	8	1.5
4/15	Fire drills	12	3
7/23	Eviction and notification of suspicious characters	20	1
8/24	AEO Revalidation meeting	10	1
10/23	KPI setting practice	35	6

Training hours statistics					
Item/Category		Management		Non-management	
Unit/ Gender		Male	Female	Male	Female
Total number of employees	Person	31	7	193	31
Number of training Hours	Hour	99	36	899.5	71
Average number of training hours	Hour/Person	3.2	5.1	4.7	2.4
Training fees	NT\$	106,758	20,224	1,778,654	1,400

Photos taking from trainings	
Training items	Product Quality Training
Pictures	
Training item	Software education courses
Pictures	

Social Care and Sponsorship

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 it’s efforts, All Ring hopes to instil positivity into the society and nourish talents for the country. Charity events participated by All Ring in 2021 are stated as follows:

Event	Donation	Description
All Ring New Year Plan	296,400	For 8 consecutive years, All Ring had donated New Year dishes for 8 consecutive years, 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	160,730	For 8 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	1,446,000	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 Kunshan University of Science and Technology had organized creative competitions for the 14 th year. In 2021, we have received a total number of 338 applications from masters, doctors, colleagues, university, high schools and vocational schools. A total of 145 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	124,945	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" 10 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 fulfil their dreams. These students get to complete the Dream Fulfilment Card and deliver to the respective departments for dream fulfilment. We hope to provide students with a memorable experience.
Scholarship program	270,000	We place great emphasis on youth development and education, hence we have worked with various schools from Tainan, Luzhu, Guanmiao, Gangshan to provide scholarships and bursaries to encourage students. A total of 60 scholarships were offered.
Emergency rescue plan	48,000	We hope to give back to the community. Working with local schools in Luzhu and Gangshan, 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	45,000	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.
Talent Development Program	560,000	Committed to youth development, All Ring works with National Cheng Kung University to promote cooperation of industry and university and develop students' professional skills. It also provides students with opportunities to visit the company, in hope that the site visits can inspire their daily school work. Along with professional lectures and education provided by the teachers, we can increase students' competitiveness, encourage social integration and develop new talents for the country.
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. This helps students from economically challenged families increase their competitiveness in society.
Youth sports donation program	220,000	To support sports development in Taiwan, we have sponsored Kaohsiung diving team with video feedback systems, in order to provide a better training environment for players. All Ring places emphasis on the development of youth sports, through baseball

		sponsors and purchase of baseball equipment, we help children from remote areas fulfil their dreams. We hope to assist youths in sports industry, encourage new visions and experiences, resilience, teamwork and self-acceptance in these children.
Donation to Taroko and fire accidents in the country	1,500,000	We hope to instil positivity through donations. The value of donations serves more than just the money itself, but the ability to connect with society and provide assistance for people in need, the meaning behind the donations offer great value. We take from society, hence we ought to contribute to the society. Through donations, we provide victims with medical care and living expenses as a form of support, and to help them overcome the crisis as soon as possible.
Donation of police equipment	495,000	All Ring had donated a total number of 1500 equipment during a charity event with Kaohsiung Fire Department as part of our social corporate responsibility. Through our donations, we can help vulnerable groups and the elderly, providing them with home safety and achieving social integration.



All Ring New Year plan



All Ring Mid-autumn plan



All Ring creative competition – thesis writing finals



All Ring Creative Competition – Group photo taken during Collage and high school finals





All Ring Dream Fulfilment Project



Scholarship programs – Group photo taken in Luzhu and Gangshan High School



Talent development program, University students to visit compny



Donation of 1500 equipment pieces to Kaohsiung's firefighting department

Appendix

Appendix 1: GRI Sustainability Reporting Guidelines

「 * 」 refers to significant topics

GRI Standard Category/Topic	Serial Number	Details Unvailed for GRI Guideline	Correspondent Chapter	Page No.	Remarks
1. Overview of Organization					
GRI102 General Discloser 2016 : Core	102-1	Organizational Name	Transparent and sustainable operation	16	
	102-2	Events, Brands, Products and services	Transparent and sustainable operation Management of products and services	16 35	
	102-3	Location of headquarters	Transparent and sustainable operation	16	
	102-4	Location of operations	Transparent and sustainable operation	16	
	102-5	Ownership and legal form	Transparent and sustainable operation	16	
	102-6	Servicing market	Transparent and sustainable operation	16	
	102-7	Organization size	Transparent and sustainable operation Management of products and services	16 35	
	102-8	Information of employees and workers	Talent Development and worksfaety	45	
	102-9	Supplier Chain	Vendor management and assessment	38	
	102-10	Significant changes to organization and supply chains	Scope of adjustment	1	
	102-11	Precautionary principle	Risk Assessment and Response	27	
	102-12	External Initiatives	Management of products and services	35	
	102-13	Membership of the association	Transparent and sustainable operation	16	
2. strategy					
GRI102 General 2016: Core	102-14	Statement from policy makers	Message from our chairman	3	
GRI102Normal disclosure 2016 : General	102-15	Impact, risks and opportunities	Risk assessment and response	27	
3. Ethics and Integrity					
GRI102 General 2016: Core	102-16	Values, Principles, Standards and code of conduct	Regulatory Compliance	31	
GRI102 Normal 2016 : General	102-17	Ethical suggestions	Regulatory Compliance	31	
4. Governance					
GRI102 General 2016: Core	102-18	Corporate Governance Structure	Corporate Governance	18	
GRI102 General 2016: Full-scale	102-19	Rights and responsibilities	Sustainable Implementation	6	
	102-20	Management is responsible for Economic, Environmental and social topics	Sustainable Implementation	6	
	102-21	Consultation with stakeholders on economic, environmental and social topics	Communication to stakeholders	7	
	102-22	Comprises of committee members of the top-level governance unit	Corporate Governance	18	
	102-23	Chairman of the top-level governance unit	Corporate Governance	18	
	102-24	Nomination of the top-level governance unit	Corporate Governance	18	
	102-25	Conflict of interest	Corporate Governance	18	
	102-26	Role of the top-level governance unit in developing purpose, values and strategies	Sustainable Implementation	6	
	102-27	Group intelligence of the top-level governance unit	Corporate Governance	18	
	102-28	Performance assessment of the top-level governance unit	Corporate Governance	18	
	102-29	Identification and management of economic, environmental and social impact	Identification of key topics	7	
	102-30	Effectiveness of risk assessment procedures	Risk Assessment and Repsponse	27	
	102-31	Assessment of economic, environmental and social topics	Sustainable Implementation	6	
	102-32	Role of top-level governance unit in sustainability	Sustainable Implementation	6	
	102-33	Communicatation of key topics	Sustainable Implementation	6	
	102-34	Nature and total number of key topics	Sustainable Implementation	6	
	102-35	Salary and remuneration policies	Corporate Governance	18	
	102-36	Salary decision procedures	Corporate Governance	18	
	102-37	Stakeholder involvement	Corporate Governance	18	
	102-38	Total remuneration rate	Talent development and work safety	45	

GRI Standard Category/Topic	Serial Number	Details Unvaild for GRI Guideline	Correspondent Chapter	Page No.	Remarks
	102-39	Increase in total rumeration rate	Talent development and work safety	45	
5. Communication with Stakeholders					
GRI102 General 2016: Core	102-40	Stakeholder group	Communication with Stakeholders	7	
	102-41	Group agreement	-	-	It is not applicable.
	102-42	Identification and selection of stakeholders	Communication with Stakeholders	7	
	102-43	Communication with stakeholders	Communication with Stakeholders	7	
	102-44	Issue of concern and key topics	Communication with Stakeholders	7	
6. Reporting practices					
GRI102 General 2016: Core	102-45	Topics of concern included in consolidated financial statement	Transparent and sustainable operation	16	
	102-46	Definition of content and scope of report	Identification of key topics	10	
	102-47	List of key topics	Identification of key topics	10	
	102-48	Restatement of information	Report scope	1	
	102-49	Report adjustments	Report scope	1	
	102-50	Period of report	Report scope	1	
	102-51	Last reporting date	Report scope	1	
	102-52	Report cycle	Report scope	1	
	102-53	Contact person when there are report enquiries	Contact methods	2	
	102-54	Report declaration that complies with GRI guidelines	Report Principles	1	
	102-55	GRI content index	Appendix 1: GRI Sustainability Reporting Guidelines	66	
102-56	External endorsement	-	-	Report is not endorsed externally.	
Specific Topic Guideline: Series 200 (Economy)					
*Economic performance					
GRI 103 Economic performance 2016 Management Guideline	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 2: Working with integrity	10 13	
	103-2	Management policies and key points	Chapter 2: Working with integrity	13	
	103-3	Evaluation of management policies	Chapter 2: Working with integrity	13	
GRI 201 經濟績效主題 2016 Unveiling Topic regarding economic performance	201-1	Direct economic value generated and distributed by the company	Green transparent operation	16	
	201-2	氣候變遷所產生的財務影響及其它風險與機會 Financial impac, risks and opportunities of climate change	Risk management and response	27	
	201-3	Definition of welfare and retirement plans	Talent development and work safety	45	
	201-4	Financial aids from the government	Green transparent operation	16	
Market position					
GRI 202 2016Unveiling Topic regarding market position	202-1	Proportion of basic employees and minimum wages between genders	Talent development and work safety	45	
	202-2	Percentage of locals employed as senior management	Talent development and work safety	45	
Indirect impact on economy					
GRI 203 2016 Unveiling topic regarding indirect impact on economy	203-1	Infrastructure investments, development and impact of support services	Corporate Social Responsibility and sponsorship	61	
	203-2	Indirect economic impact	Corporate Social Responsibility and sponsorship	61	
Procurement Practices					
GRI 204 2016 Unveiling topic regarding procurement practices	204-1	Purchase proportion of local suppliers	Vendor management and assessment	38	
* Anti-corruption					
GRI 103 2016 Management Guideline of Anti- corruption	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 2: Working with integrity	10 13	
	103-2	Management policies and key points	Chapter 2: Working with integrity	13	
	103-3	Evaluation of management policies	Chapter 2: Working with integrity	13	
GRI 205 2016 Unveiling Topic regarding anti-corruption	205-1	Risk evaluation of operating processes that may have been corrupted	Regulatory Compliance	31	
	205-2	Communication and training on anti-corruption policies and procedures	Regulatory Compliance	31	
	205-3	Actions taken on corruption	-	-	None of corruption event occurred in 2021

GRI Standard Category/Topic	Serial Number	Details Unveiled for GRI Guideline	Correspondent Chapter	Page No.	Remarks
Anti-competing Behavior					
GRI 206 2016 Unveiling Topic regarding anti-competing behavior	206-1	Legal implementations on anti-competitive, anti-trust and monopoly behavior	Law-abiding	32	None of behavior involved with anti-competition, antitrust and monopoly in 2021
Specific Topic Guideline: Series 300 (On topic of environment)					
Materials					
GRI 301 2016 Unveiling Topic regarding Materials	301-1	Weight and volume of materials used	Material usage and waste management	41	
Energy					
GRI 302 2016 Unveiling Topic regarding Energy	302-1	Energy consumption within the organization	Resource control	39	
	302-2	External energy consumption	Resource control	39	
	302-3	Energy intensity	Resource control	39	
	302-4	Reduction of energy consumption	Resource control	39	
	302-5	Reduction of products' and services' energy requirements	Resource control	39	
Water and water discharge					
GRI 303 2018 Unveiling Topics of Water and water discharge	303-3	Water intake level	Usage of water resources	41	
	303-4	Water displacement level	Usage of water resources	41	
	303-5	Water consumption level	Usage of water resources	41	
Emissions					
GRI 305 2016 Unveiling Topic of Emissions	305-2	Indirect energy of greenhouse gas emissions	Resource control	39	
	305-4	Intensity of greenhouse gas emissions	Resource control	39	
	305-5	Reduction of greenhouse gases	Resource control	39	
Waste					
GRI 103 Wastes 2020 Management Guideline of Wastes	306-1	Waste produced and its impact	Material usage and waste management	41	
	306-2	Management of impact of waste production	Material usage and waste management	41	
GRI 306 2020 Unveiling Topic of Wastes	306-3	Production of waste	Material usage and waste management	41	
	306-4	Location of waste transfer	Material usage and waste management	41	
	306-5	Direct handling of waste	Material usage and waste management	41	
* Regulations regarding environmental protection					
GRI 103 2016 Management Guideline Regarding Law Compliance of Environmental Protection	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 2: Working with integrity	10 13	
	103-2	Management policies and key points	Chapter 2: Working with integrity	13	
	103-3	Evaluation of management policies	Identification of key topics Chapter 2: Working with integrity	13	
GRI 307 2016 Unveiling Topic of Law Compliance of Environment Protection	307-1	Violation of environmental laws	Law-abiding	32	None of violation in 2021
Evaluation of suppliers' environment					
GRI 308 供應環境評估主題 2016	308-1	New suppliers are assessed based on environmental regulations	Vendor management and assessment	38	
	308-2	Negative impact of the supply chain on the environment and respective actions taken	Vendor management and assessment	38	
Specific Topic Guideline: Series 400 (On topic of society)					
* Employer-employee Relationship					
GRI 103 2016 Management Guideline of Employer-employee Relationship	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 4 Working together to build	10 43	
	103-2	Management policies and key points	Chapter 4 Working together to build	43	
	103-3	Evaluation of management policies	Chapter 4 Working together to build	43	
GRI 401 2016 Unveiling Topic of Employer-employee Relations	401-1	New and resigned employees	Talent development and work safety	45	
	401-2	Provision of employees welfare (excluding part time or temporary employees)	Talent development and work safety	45	
	401-3	Parental leaves	Talent development and work safety	45	
Labor Relationship					
GRI 402 2016 Unveiling Topic of Labor Relationship	402-1	Minimum notice period required should there be any operating adjustments	Talent development and work safety	45	
* Occupational safety and hygiene					

GRI Standard Category/Topic	Serial Number	Details Unveiled for GRI Guideline	Correspondent Chapter	Page No.	Remarks
GRI 103 2018 Management Guideline of Occupational Safety and Hygiene	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 4 Working together to build	10 43	
	103-2	Management policies and key points	Chapter 4 Working together to build	43	
	103-3	Evaluation of management policies	Chapter 4 Working together to build	43	
GRI 403 2018 Unveiling Topic of Occupational Safety and Hygiene	403-1	Occupational safety and hygiene management system	Talent development and work safety	45	
	403-2	Risk identification, assessment and investigation	Talent development and work safety	45	
	403-3	Occupational health services	Talent development and work safety	45	
	403-4	Participation, consultation and communication with employees on safety and hygiene	Talent development and work safety	45	
	403-5	Employee training on safety and hygiene	Talent development and work safety	45	
	403-6	Improve workers' health	Talent development and work safety	45	
	403-7	Prevent and reduce the direct impact of occupational safety and hygiene	Vendor management and assessment	38	
	403-8	Operational safety and hygiene management system that includes all employees	Talent development and work safety	45	
	403-9	Occupation injuries	Talent development and work safety	45	
	403-10	Occupational disease	Talent development and work safety	45	
* Training and education					
GRI 103 2016 Management Guideline of Training and Education	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 4 Working together to build	10 43	
	103-2	Management policies and key points	Chapter 4 Working together to build	43	
	103-3	Evaluation of management policies	Chapter 4 Working together to build	43	
GRI 404 2016 Unveiling Topic of Training and Education	404-1	Average hours of training received by each employee	Professional training and employee benefits	60	
	404-2	提升員工職能及過渡協助方案 Improve staff functional roles and assist with transition	專業訓練與福祉 Professional training and employee benefits	60	
	404-3	Proportion of employees that receive performance and career development reviews	Talent development and work safety	45	
Diversification and equal opportunities for employees					
GRI 405 2016 Unveiling Topic of Diversification and opportunity of equality	405-1	Diversity of corporate governance unit and its employees	Talent development and work safety	45	
Local community					
GRI 413 2016 Unveiling Topic of Local Community	413-1	Operational activities through communication, evaluation and planning of local communities	Corporate social responsibility and sponsorship	61	
	413-2	Operating activities that have actually impacted, or will potentially impact local communities	Corporate social responsibility and sponsorship	61	
供應商社會評估 Suppliers evaluation in society					
GRI 414 2016 Unveiling Topic of Supplier evaluation in society	414-1	New suppliers are assessed based on social regulations	Vendor management and assessment	38	
	414-2	Negative impact on the supply chain and relevant actions taken	Vendor management and assessment	38	
Public policies					
GRI 415 2016 Unveiling topic of Public Policies	415-1	Political donations	Law-abiding	32	None of political donation in 2021
* Customers health and safety					
GRI 103 2016 Management Guideline of Customer Health and Safety	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 3 innovation and energy consumption	10 33	
	103-2	Management policies and key points	Chapter 3 innovation and energy consumption	33	
	103-3	Evaluation of management policies	Chapter 3 innovation and energy consumption	33	

GRI Standard Category/Topic	Serial Number	Details Unvailed for GRI Guideline	Correspondent Chapter	Page No.	Remarks
GRI 416 2016 Unveiling topic of customer health and safety	416-1	Evaluation of the impact of products and services on health and safety	Product and service management	35	
	416-2	Violations of health and safety regulations due to products and services	Product and service management	35	
Marketing and Labelling					
GRI 417 2016 Unveiling topic of marketing and labelling	417-1	Requirements for products and services' information and labelling	Product and service management	35	
	417-2	Violations of information labelling regulations	Product and service management	35	
	417-3	Incidents that do not adhere to marketing communication related laws	Product and service management	35	
Customer privacy					
GRI 418 2016 Unveiling topic of customer privacy	418-1	Complaints due to invasion of customers' privacies or loss of data	Product and service management	35	
* Compliance with social-economic regulations					
GRI 103 2016 Management Guideline of Law Compliance with social-economic regulations	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 2 Working with Integrity	10 13	
	103-2	Management policies and key points	Chapter 2 Working with Integrity	13	
	103-3	Evaluation of management policies	Chapter 2 Working with Integrity	13	
GRI 419 2016 Unveiling topic of Law Compliance with social-economic regulations	419-1	Violation of laws and regulations socially and economically	Law Abiding	32	None of violation of laws and regulations goerning society and economy in 2021

* Customized topic	No.	Details unvailed for GRI Guideline	Correspondent Chapter	Page	Omission/Remark
* Social Care					
GRI 103 Manageent Guideline of Integrity and Corporate Governance	103-1	Explanation of key topics and their scopes	Identification of key topics	10 43	
	103-2	Management policies and key points	Chapter 4 Working together to build	43	
	103-3	Evaluation of management policies	Chapter 4 Working together to build	43	
* Intellectual Property Rights Management					
GRI 103 Management Guideline of Risk Management	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 3 innovation and energy consumption	10 33	
	103-2	Management policies and key points	Chapter 3 innovation and energy consumption	33	
	103-3	Evaluation of management policies	Chapter 3 innovation and energy consumption	33	
* Information Security					
GRI 103 Management Guideline of Information Security	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 2 Working with Integrity	10 13	
	103-2	Management policies and key points	Chapter 2 Working with Integrity	13	
	103-3	Evaluation of management policies	Chapter 2 Working with Integrity	13	
* Innovative new products and technologies					
GRI 103 Management Guideline of economy cycle	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 3 innovation and energy consumption	10 33	
	103-2	Management policies and key points	Chapter 3 innovation and energy consumption	33	
	103-3	Evaluation of management policies	Chapter 3 innovation and energy consumption	33	
* Management of customer service					
GRI 103 Management Guideline of Customer service management	103-1	Explanation of key topics and their scopes	Identification of key topics Chapter 3 innovation and energy consumption	10 33	
	103-2	Management policies and key points	Chapter 3 innovation and energy consumption	33	
	103-3	Evaluation of management policies	Chapter 3 innovation and energy consumption	33	
* Corporate Governance					
GRI 103	103-1	Explanation of key topics and their	Identification of key topics	10	

* Customized topic	No.	Details unvailed for GRI Guideline	Correspondent Chapter	Page	Omission/Remark
Management guideline of air pollution		scopes	Chapter 2 Working with Integrity	13	
	103-2	Management policies and key points	Chapter 2 Working with Integrity	13	
	103-3	Evaluation of management policies	Chapter 2 Working with Integrity	13	

Appendix 2: “Preparation and application of sustainability reports by listed companies” issued by Taiwan Stock Exchange (Article 4, Item 4)

Item No.	Details of Index	Correspondent Chapter	Page
(一)	Based on the number of full-time employees not of executive positions, the average and medium salaries of full-time employees not of executive positions, the comparison between figures stated above and the previous year.	Talent development and work safety	45
(二)	Corporate governance of climate-related risks and opportunities, actual and potential climate-related impacts, identification, assessment and management of climate-related risks, as well as indicators and objectives of climate-related issues.	Risk assessment and response	27

Appendix 3: Sustainable Accounting Guideline SASB Checklist (Resource Transformation_Industrial Machinery & Goods)

Topic unveiled	Index No.	Index unveiled	Nature	Reference of chapter for the report	Page
Energy management	RT-IG-130a.1	(1) Total energy consumption (2) Percentage of electricity consumption (3)Percentage of electricity consumption that are renewable	Quantification	Chapter III Energy Efficiency and Innovation Control and Management of Resource usage	33 39
Employee health and safety	RT-IG-320a.1	(1) Recordable occupational injury rate (2) Fatality rate (3) Frequency of false alarms	Quantification	Chapter IV Deep efforts altogether Talent structural development and occupational safety	43 45
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 oxies (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	-
Purchase of ingredients	RT-IG-440a.1	Risk management for the use of important materials	Discussion and Analysis	Not suitable	-