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2022 Sustainability Report

AmTRAN

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This report is the 2022 Corporate Sustainability Report (this "Report") of AmTRAN Technology Co., Ltd. (referred to as "AmTRAN " or "We"). Since 2016, AmTRAN has published an annual Corporate Sustainability Report. This Report summarizes the governance framework, green products, green operations, employee relations, and social engagement of AmTRAN for the year 2022, covering activities and performance in the three dimensions of governance, environment, and society. Regarding the reporting cycle, scope, contact information, and other relevant information of this Report, please see the following:

Publication Information

This Report was published in July 2023 as the 7th Corporate Sustainability Report of AmTRAN, disclosing the implementation status of sustainability-related matters for the year 2022 and following the requirement of annual publication and disclosure. However, some information is integrated and not limited to the reporting year. The previous Corporate Sustainability Report was published in June 2022.

Preparation Principles

The information in this Report follows the Global Reporting Initiative (GRI) GRI Standards (2021) and is prepared in accordance with the "Operating Procedures for Listed Companies to Prepare and Disclose Sustainability Reports" of the Taiwan Stock Exchange, as well as regulations, guidelines, and directives from regulatory authorities and relevant agencies.

Report Scope

The scope of this Report covers all sustainability-related data of AmTRAN Technology Co., Ltd. and its overseas subsidiaries, Suzhou Raken Technology Co., Ltd., and AmTRAN Technology Vietnam Limited, from January 1, 2022, to December 31, 2022. In addition, "Chapter V: Social Engagement" includes activities of the Credit Suisse Children's Medical Foundation sponsored by AmTRAN.

External Assurance / Verification

Regarding the selected information in the sustainability report, Ernst & Young Certified Public Accountants has been engaged to provide limited assurance in accordance with the Assurance Standard 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" of the Republic of China.

Contact Information

If you have any valuable suggestions regarding this Report or AmTRAN's corporate sustainability development plans, we sincerely welcome you to contact us, and we will respond to you as soon as possible.

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You can download the reports from
our website.

Message from the Chairman

In recent years, the issue of climate change has had a significant impact on businesses. The Paris Agreement proposed that to avoid the crises caused by global climate change, the global average temperature increase should be kept well below 2°C compared to pre-industrial levels, and efforts should be made to limit the temperature increase to 1.5°C. Subsequently, the Intergovernmental Panel on Climate Change (IPCC) released the "Special Report on Global Warming of 1.5°C" in 2018, which made controlling temperature increase to 1.5°C a mainstream target and a necessary goal for global companies to survive by cooperating together. In the wave of sustainability and the global shift towards low-carbon, we have been contemplating the role AmTRAN should play and what contributions we can make to the world.

Looking back on the development of AmTRAN, we started with TV and display products and gradually expanded into audio, wearable devices, and in recent years, we have added high-end gaming monitors, AI companion robots, video conferencing systems, mice, webcams, and other peripheral products. We collaborate with leading global brand customers to meet consumers' audiovisual entertainment electronic product needs in their daily lives and work. Based on this foundation, we have established a sustainable strategy and outlined the blueprint for AmTRAN's sustainable development. We aim to align with the United Nations Sustainable Development Goals (SDGs) and focus on five dimensions: innovative processes, intelligent manufacturing, green thinking, aesthetic design, and people-centric approaches. We leverage our technological advantages in product design and manufacturing to develop green products and production environments that are energy-efficient, resource-efficient, low-consumption, recyclable, and low-hazard. We ensure the dignity, safety, and well-being of every worker in the value chain. We actively participate, engage, and support global sustainability initiatives and actions through practical involvement, interaction, and communication with stakeholders. We continuously strengthen AmTRAN's resilience, undergo substantial transformation and evolution, and empower audiovisual products with new visions and chapters.

In 2022, AmTRAN made progress in sustainable transformation. Firstly, to respond to international climate trends and regulatory requirements, we strengthened our climate governance. In 2022, AmTRAN analyzed climate-related financial disclosures (Task Force on Climate-related Financial Disclosures, TCFD) and explored the risks and opportunities of climate change for the company. Based on the identified significant climate risks and opportunities, we conducted financial impact analysis through climate scenario modeling and developed corresponding action plans and management objectives. Secondly, in terms of sustainable operations, AmTRAN reduced energy consumption by 16.52% in 2022 compared to 2021, and the utilization of renewable materials reached 17.8% of the total material usage for the year. Furthermore, in sustainable products, revenue from AmTRAN's eco-certified products accounted for 69.4% of the total revenue in 2022, and we collaborated with key customers to improve the efficiency of TV products by 10%. In addition, both our Suzhou and Vietnam plants have obtained ISO 45001:2018 occupational health and safety certification, and there were no occupational injuries reported at the Vietnam plant in 2022. For the eighth consecutive year, AmTRAN has made donations to the Raising Children Medical Foundation. In 2022, we donated 3 million NTD to promote the establishment and improvement of child-friendly medical environments. These achievements inspire us to continue moving forward with our sustainable blueprint and goals.

Sustainability issues and actions are not just trends but the core of enterprise risk management. Failure to address sustainability issues will result in operational risks at all levels of the company. Global companies face formidable challenges in sustainability today, and AmTRAN should not stand aside from the global environmental crisis. We should demonstrate our accountability, invest resources based on our core capabilities in product innovation and development, and continuously implement our sustainable development blueprint. We set short, medium, and long-term sustainable goals aligned with ESG considerations, and we translate them into concrete actions. As a responsible corporate citizen, we contribute our part. In addition to reducing physical and transitional risks and maintaining the sustainability of our operations in the face of climate change risks, we also seek opportunities for low-carbon transformation in product development and operational intelligent manufacturing. We aim to create long-term shared value for the company, shareholders, investors, and external stakeholders, fostering sustainable mutual benefits.



Chairman

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Sustainability Actions and SDGs

Note: The corresponding sections are indicated in parentheses.

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<p>3 GOOD HEALTH AND WELL-BEING</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • Long-term donation to the Raising Children Medical Foundation to help children access high-quality basic healthcare services. (Social Engagement) • During the pandemic, donated telemedicine equipment to medical institutions, improving the quality of healthcare services, reducing the risk of infection for healthcare workers, and enhancing healthcare risk management capabilities. (Social Engagement) • During the pandemic, the Vietnam factory donated funds to the local government for vaccine procurement. This contribution enabled the community to afford vaccines and access high-quality basic healthcare services. It helped ensure the availability of safe, effective, and affordable essential medicines and vaccines in the region. (Social Engagement)
<p>4 QUALITY EDUCATION</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • Donation of monitors to underprivileged students in Vietnam during the pandemic to support remote education, promoting educational equality and providing an effective learning environment for children from disadvantaged families. (Social Engagement)
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • Both the Suzhou and Vietnam plants obtained ISO 45001:2018 certification for occupational health and safety management systems. (Employee Relations) • Supplier compliance with the "Supplier Code of Business Conduct and Ethics", "Subcontractor and Supplier Social Responsibility Commitment," and "Supplier RBA Standard Requirements Agreement" to ensure suppliers understand AmTRAN's requirements for responsible supply chains regarding human rights, occupational health and safety, and environmental protection, and to ensure compliance. (Corporate Governance)
<p>10 REDUCED INEQUALITIES</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • AmTRAN recruits employees based on their qualifications, potential, and achievements through open recruitment, without discrimination based on race, gender, age, religion, nationality, or political stance. (Employee Relations) • AmTRAN respects the dignity of every employee and has established a management ethics policy that prohibits the use of child labor, coercion, imprisonment, surveillance, and debt bondage to enslave employees. (Employee Relations)

Sustainability Actions and SDGs

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Note: The corresponding sections are indicated in parentheses.

<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • Compliance with the EU Waste Electrical and Electronic Equipment Directive (WEEE) for European standard products. At the Vietnam factory, the production of scraps and defective products is recycled and reused through granulators, significantly reducing waste generation and moving towards a more sustainable consumption and production model. (Green Products) • Products have obtained environmental certifications and labels from multiple countries such as China, the United States, Canada, Australia, and South Korea, ensuring sustainable management of natural resources and efficient use of resources, fulfilling the responsibilities of producers. (Green Products) • AmTRAN is committed to product repair and implementing a waste machine recycling program to extend the product lifespan. (Green Products)
<p>13 CLIMATE ACTION</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • Completion of the installation of solar power generation at the Suzhou factory, reducing dependence on non-renewable energy and mitigating carbon emissions to minimize environmental impact. (Green Operations) • Quantitative analysis and risk governance of climate-related financial disclosures in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. (Green Operations) • Greenhouse gas inventory conducted at the Suzhou and Vietnam factories. (Green Operations)
<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Action Description</p> <ul style="list-style-type: none"> • Newly hired employees are required to sign the "Code of Ethics for Employees" and other behavior guidelines, and integrity and business ethics education and training are provided to directors and employees to establish a culture of adherence to ethical principles. (Corporate Governance)





ESG Performance Highlights

Corresponding Aspects	Performance Highlights
 <p>Governance Aspect</p>	Average attendance rate of the Board meetings in 2022 was 96%
	Integrity Management Educational Training for Directors and New Employees in 2022 : 100% Completion
	No regulatory violations in the economic, environmental, and social aspects for AmTRAN in 2022.
	Investment of nearly NTD 18.93 million in cybersecurity in 2022, representing approximately 84% growth compared to 2021.
	Local Procurement Ratio for the Group in 2022 : 72%
 <p>Product Aspect</p>	AmTRAN's European-compliant products meet the Waste Electrical and Electronic Equipment Directive (WEEE) of the European Union. They achieve the standard recovery rate of 80% , reuse rate of 70%, and recycling rate of 70% for product composition.
	As of the end of 2022, AmTRAN products obtained a total of 234 environmental labels and certifications in China, the United States, Canada, Australia, South Korea, and other countries.
	Approximately NTD 456 million was invested in innovative research and development expenditures in 2022. The awarded incentives amounted to NTD 850,000 , marking a 39% growth compared to 2021.



ESG Performance Highlights

Corresponding Aspects	Performance Highlights
 <p>Environmental Aspect</p>	Greenhouse gas emissions at the Suzhou plant decreased by 9.91% compared to 2021, and energy consumption decreased by 24.14% in 2022.
	Greenhouse gas emissions at the Vietnam plant decreased by 3.31% compared to 2021, and energy consumption decreased by 4.03% in 2022.
	The solar power generation project at the Suzhou plant generated a total of 2,332,809 kWh of electricity in 2022, accounting for 13.8% of the total electricity consumption at the Suzhou plant. The generated electricity was self-consumed.
	Overall water consumption for AmTRAN (including the Suzhou plant, Vietnam plant, and headquarters) decreased by 30.16% in 2022 compared to 2021.
 <p>Social Aspect</p>	The gender ratio of non-management employees at the Vietnam plant in 2022 was close to 1:1 , and female representation in management positions remained close to 60% .
	Both the Suzhou and Vietnam plants obtained ISO 45001:2018 certification for occupational health and safety management systems.
	In 2022, the corporate headquarters and the Vietnam plant reported 0 fatalities, severe occupational injuries, and recordable occupational injuries (Frequency Rate).
	Occupational safety training was conducted for a total of 31,318 individuals, including new employees, EHS officers, and contractors, throughout the entire AmTRAN Group in 2022.
	Donated an ambulance equipped with specialized equipment for infant and child emergency medical care to the National Taiwan University Hospital, helping with emergency medical services for children. The total donation amount was NTD 4,175,325 in 2022. Donated NTD 3 million to the Raising Children Medical Foundation in 2022, marking the eighth consecutive year of donation by AmTRAN.

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AmTRAN, constructing images for you
Opening a window to envision the world!

Sustainable Pillars

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To provide consumers with better user experiences and a more convenient life, we continuously seek innovative solutions in product technology. To provide consumers with better user experiences and a more convenient life, we continuously seek innovative solutions in product technology. In addition to integrating designs with upstream components, we also consider the practical needs of production and manufacturing.

Talent is the foundation for the sustainable operation of our company. Therefore, talent retention and development are vital issues for us. From the basics of occupational health and safety and labor rights to competitive compensation and benefits, and fostering career development for employees, these are critical factors.

With the advent of the Industry 4.0 era, integrating automated manufacturing with smart technologies (including IoT, cloud platforms, big data analytics) as well as AI and machine learning has become a development trend in the manufacturing industry. AmTRAN has achieved production automation through software, electrical, mechanical, and optical design, integrating design and manufacturing. This enables our workforce to engage in higher value-added tasks, enhancing the value of their work.

We strive to leave no environmental pollution for future generations and develop environmentally friendly products. This includes reducing carbon emissions in product manufacturing, ensuring products are free from toxic substances, and designing products for easy disassembly and recyclability, promoting a circular economy. Furthermore, we are committed to responsible production, continuously reducing greenhouse gas emissions and implementing pollution controls in our facilities (including air pollution prevention, water pollution prevention, waste management, and chemical substance management) to minimize our environmental impact.



AmTRAN's products emphasize functional aesthetics. With our in-house design team, we provide aesthetic designs for major high-end TV brands in the market, pursuing slim and lightweight designs for high-quality displays. We follow a strategic process for each product development and have won numerous design awards such as iF, Red Dot, and Good Design.

Action Plans

01 Innovative Process

Green low carbon Product/Circular Economy

- Product design incorporates green concepts, focusing on reducing, conserving energy, and promoting circularity to enhance resource efficiency during production and use.
- Prioritize the selection of recyclable packaging materials and minimize packaging usage to reduce greenhouse gas emissions during product transportation.
- Factors that may impact the environment throughout the product lifecycle, including production, transportation, usage, and recycling, are considered during the product design stage.
- Ensure that products distributed in the market are energy-efficient, resource-saving, easily recyclable, and low in hazardous substances.
- Extend product lifespan through repair services to reduce environmental footprints during the consumption phase.
- Regularly conduct technical exchange courses with suppliers on carbon reduction, recycling design, and materials.
- Ensure product compliance with the European Union's RoHS Directive, REACH Regulation Article 7(2) guidelines on chemical substance management, and specific customer requirements for halogen-free models.
- Introduced the ezGPM (Green Product Management) system to consolidate and manage regulatory information and upstream material chemical substance usage.

05 People-Centered

Integrity Management / Labor Rights / Occupational Health and Safety

- Establishing labor and human rights policies.
- Providing competitive compensation.
- Offering comprehensive employee welfare systems.
- Continuously conducting employee education and training, including occupational health and safety, integrity in business operations, and compliance with laws and regulations.
- Establishing effective employee communication channels.
- Workplace environment inspections/hygiene management/automatic inspections.
- Implementing measures in response to the COVID-19 pandemic.
- Conducting awareness and education training on the Responsible Business Alliance Code of Conduct (RBA Code).
- Regularly undergoing RBA annual audits and continuous improvement at operational locations.
- Require employees/supplier to sign a commitment to integrity.
- ESG audit management for new and existing suppliers
- Signing supplier code of conduct.
- Continuously monitoring domestic and international policies and regulations related to the company's ESG.



02 Intelligent Manufacturing

Innovation and Research & Development

- Actively exploring and utilizing advanced technologies such as 5G, AIoT, 3D vision, and smart robots.
- Innovation in Automated Development
- Promoting the digitalization and intelligent management of global operational locations and workshops.
- Research and develop new technologies and materials to enhance product efficiency.
- Initiate industry-academia collaboration programs.
- Increase the number of jointly developed products with partner companies.

03 Green Thinking

Energy Management/Greenhouse Gas Emissions/Water Resource Management

- Introduced the ISO 50001 Environmental Management System and implemented energy-saving projects such as replacing traditional lighting fixtures and improving the cooling water circulation system.
- Promotion of energy conservation activities within the plant premises and advocacy for green commuting are encouraged.
- Optimizing production scheduling and energy-saving through centralized production in production line management.
- Using the zero-air consumption air blower heat regeneration adsorption dryers to reduce compressed air consumption.
- Implementing air conditioning discharge water recycling in our Vietnam plant to cool down the plant, reducing air conditioning electricity consumption.
- Continuously adjusting the energy structure and establishing renewable energy facilities. A solar power generation system has been installed on the roof of our Suzhou plant, promoting the transition to green energy.
- Daily inspections of water valves and other fittings are conducted to promptly address water leakage issues.
- Providing training on waste classification and resource reuse to employees and assigning dedicated personnel to supervise waste classification operations in the plant.
- Implementing waste transport control in the plant and promoting waste reduction and recycling.

04

Aesthetic Design Product Aesthetics

AmTRAN continuously enhances industrial design and pursues slim and lightweight designs, creating high-quality displays that are aesthetically pleasing and efficient.

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Short-term Target		Medium Long-term Target
<p>Integrity Management ▶</p>	<p>Continuously comply with laws and regulations, ensure no significant legal violations, and regularly disclose the implementation status.</p>	<p>Continuously improve the operation of the board of directors through training programs for directors and supervisors, and establish supplier integrity commitment clauses and disclosures to encourage suppliers to cooperate in implementing the "Ethical Corporate Management Best Practice Principles" and "Guidelines for the Adoption of Codes of Ethical Conduct."</p>
<p>Environmentally Friendly Products and Life Cycle Management ▶</p>	<ul style="list-style-type: none"> • Develop 2 new low-carbon products in 2023. • Reduce power consumption of existing products by 5% in 2023. • 2023 Establish a list of recycled materials. • 2023 Achieve a ratio of 8% for the use of recycled materials in products. 	<ul style="list-style-type: none"> • Newly Added Low-Carbon Products by 2025: 5 models • Newly Added Low-Carbon Products by 2030: 8 models • Power Consumption Reduction of Products by 10% compared to 2022 by 2025 • Power Consumption Reduction of Products by 20% compared to 2022 by 2030 • Product Carbon Footprint Analysis and Carbon Footprint Emissions by 2025 • Reduce 10% • 30% reduction in Product Carbon Footprint Emissions by 2030 compared to 2025 • 2025 Increase the proportion of in-house material self-production to 40%. • 2025 Achieve a ratio of 10% for the use of recycled materials in products. • 2030 Achieve a ratio of 20% for the use of recycled materials in products. • 2025 Reduce product packaging by 20% comparing to 2022. • 2030 Reduce product packaging by 30% comparing to 2022. • 2025 Modify packaging stacking methods to increase shipment quantity by 10% comparing to 2022.
<p>Circular Economy ▶</p>	<p>2025 Target for the use of recycled materials: Increase by 5% compared to 2021.</p>	<ul style="list-style-type: none"> • 2030 Target for the use of recycled materials: Increase by 10% compared to 2021. • 2050 Target for the use of recycled materials: Increase by 18% compared to 2021.
<p>Innovation and Research & Development ▶</p>	<ul style="list-style-type: none"> • 2023Conduct technical exchange courses with manufacturers on carbon reduction, recycling design, and materials. • 2023Collaborate with partners to jointly develop 2 new products. • 2023Implement 2 new technologies or materials to improve efficiency. • 2023Increase the number of patent acquisitions by 10% compared to the previous year. • 2023Increase R&D investment by 10% compared to the previous year. 	<ul style="list-style-type: none"> • 2025Increase R&D investment by 20% compared to 2022. • 2030 Increase R&D investment by 40% compared to 2022. • 2025 Collaborate with partners to jointly develop 5 new products. • 2030 Collaborate with partners to jointly develop 10 new products. • 2025 Implement 5 new technologies or materials to improve efficiency. • 2030 Implement 10 new technologies or materials to improve efficiency. • 2025 Evaluate the recyclability of packaging cardboard. • 2030 Achieve a revenue contribution of 20% from products with recyclable packaging cardboard.
<p>Greenhouse Gas Emissions ▶</p>	<p>Greenhouse Gas Emission Reduction of 15% in Suzhou and Vietnam plants by 2025 compared to 2020</p>	<ul style="list-style-type: none"> • 30% reduction in Greenhouse Gas Emissions in Suzhou and Vietnam plants by 2030 compared to 2020 • 50% reduction in Greenhouse Gas Emissions in Suzhou and Vietnam plants by 2050 compared to 2020

Short-term Target		Medium Long-term Target
Energy Management ▶	10% reduction in Electricity Usage in Suzhou and Vietnam plants by 2025 compared to 2020	<ul style="list-style-type: none"> • 20% reduction in Electricity Usage in Suzhou and Vietnam plants by 2030 compared to 2020 • 30% reduction in Electricity Usage in Suzhou and Vietnam plants by 2050 compared to 2020
Water Resource Management ▶	3% reduction in Water Consumption in Suzhou and Vietnam plants by 2025 compared to 2020	<ul style="list-style-type: none"> • 5% reduction in Water Consumption in Suzhou and Vietnam plants by 2030 compared to 2020 • 10% reduction in Water Consumption in Suzhou plant by 2050 compared to 2020 • 8% reduction in Water Consumption in Vietnam plant by 2050 compared to 2020
Waste Management ▶	<ul style="list-style-type: none"> • 3% increase in Waste Recycling Rate in Suzhou plant by 2025 compared to 2021 • 2% increase in Waste Recycling Rate in Vietnam plant by 2025 compared to 2021 	<ul style="list-style-type: none"> • 5% increase in Waste Recycling Rate in Suzhou plant by 2030 compared to 2021 • 10% increase in Waste Recycling Rate in Suzhou plant by 2050 compared to 2021 • 4% increase in Waste Recycling Rate in Vietnam plant by 2030 compared to 2021 • 8% increase in Waste Recycling Rate in Vietnam plant by 2050 compared to 2021
Occupational Health and Safety ▶	<ul style="list-style-type: none"> • Work-related Accident Loss of Working Hours in Suzhou plant not exceeding 200 hours • 100% Employee Onboarding Safety Education in Suzhou plant • 95% Hazard Correction Rate in Suzhou plant • Safety Meetings and Advocacy were conducted for all subcontractors in Vietnam plant before entering AVTC premises 	<ul style="list-style-type: none"> • 100% Compliance with EHS (Environment, Health, and Safety) Behavior in Suzhou and Vietnam plants • No more than 3 work-related accidents and no more than 100 hours of lost working hours for employees throughout the year
Labor Rights ▶	<ul style="list-style-type: none"> • Annual Responsible Business Alliance (RBA) Labor Rights Audit conducted to ensure labor rights compliance in Vietnam plant • RBA training conducted twice a year in Vietnam plant 100% employee training in each session • Regular meetings with employees for labor-management communication in Vietnam plant • Continual increase in the proportion of female employees in Vietnam plant • Policy written in Suzhou plant employee handbook and communicated to all employees • Internal training conducted twice a year in Suzhou plant, and relevant policies and regulations included in new employee onboarding training program, achieving 100% training target. 	

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Company Profile

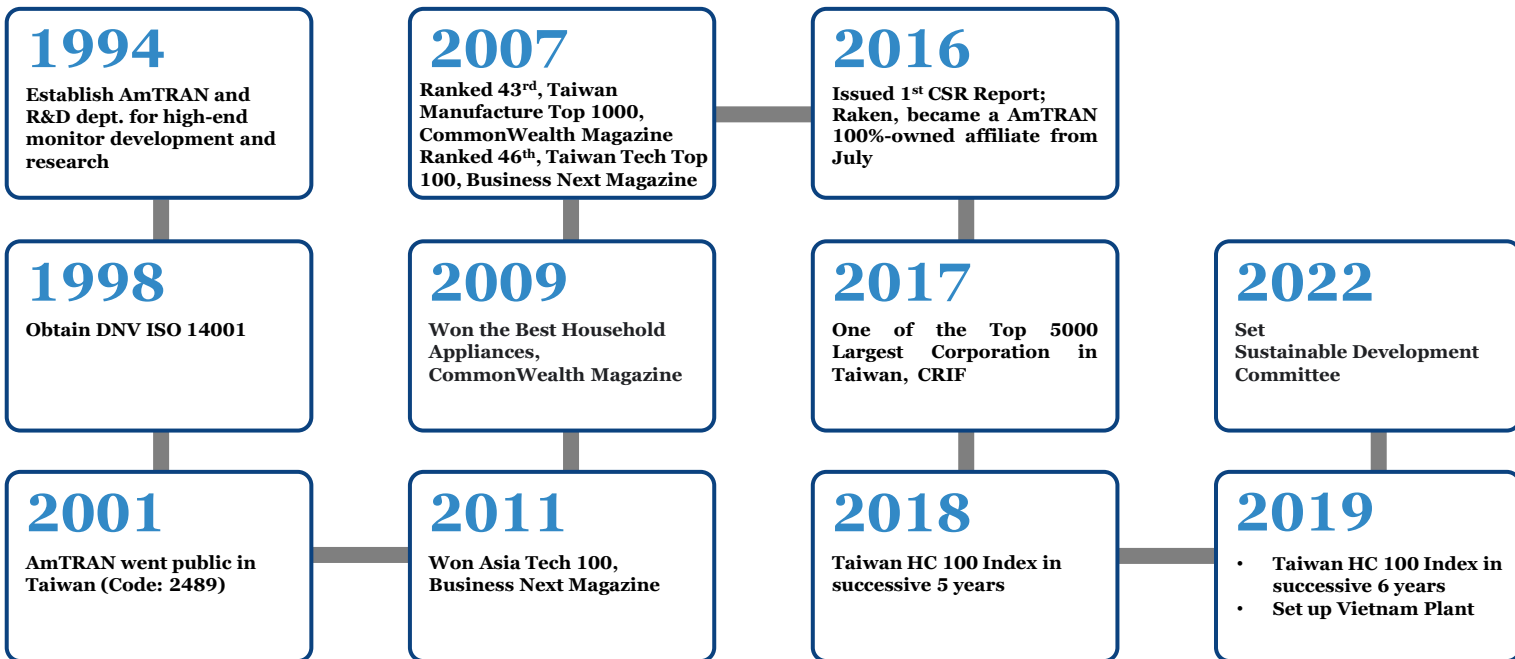
AmTRAN, headquartered in Taiwan, was established in 1994. It operates manufacturing facilities in Suzhou, China, and Hai Phong, Vietnam. Additionally, it has offices in the United States, South Korea, and Japan. As a listed company, AmTRAN has over 5,000 employees worldwide. To enhance consumer convenience and product affordability, the company is dedicated to establishing and improving key technologies and integration capabilities. It has made groundbreaking developments in areas such as mechanics, backlighting, power supply, hardware, and software design, which have allowed it to maintain a significant market lead. AmTRAN's product line continues to expand and innovate, with over 1,200 patented certifications to date.

AmTRAN consistently pushes the boundaries in terms of functionality, design, and technology. In recent years, AmTRAN has received international recognition with its LED LCD TVs, smart TVs, and 3D TVs, winning accolades at CES (Consumer Electronics Show), the IF Design Award, and the Red Dot Design Award. In the field of thin-film transistor liquid crystal displays (TFT-LCD), Taiwan is recognized as one of the top three global exporters alongside Japan and South Korea. AmTRAN holds a leading position in LCD display manufacturing.

AmTRAN Technology Co., Ltd.		(As of December 31, 2022)
Headquarters address	No. 268, Liancheng Road, Zhonghe District, New Taipei City 235	
Authorized Capital (in thousand NTD)	\$7,980,000	
Total Assets (in thousand NTD)	\$19,772,934	
Number of Employees	390 people	
Industry Category	Listed Photovoltaic Industry	
Stock Code	2489	

AmTRAN takes pride in its commitment to quality and has full confidence in its products. It also provides strong support to its partners. Through advanced research and development capabilities and integrated supply chain management, AmTRAN ensures cost reduction without compromising quality. It plays a crucial role as a driving force and partner behind leading global audiovisual brands. In recent years, in response to changes in the global political and economic landscape, AmTRAN has expanded its operations to Vietnam to diversify risks. The Vietnam factory is already in mass production, while the Suzhou factory focuses on selling high-end products such as LCM modules and robots to China and Japan, complementing the Vietnam facility. In 2022, AmTRAN achieved business contributions primarily through diversified products, including TVs, displays, mice, and webcams. In 2022, the company shipped a total of 3.62 million TVs and displays.

History



Product Service

Main Product

Our main customers are renowned foreign manufacturers, and the company primarily focuses on exporting products to the Americas and Asia, which are its major markets. The main products include TVs (home audiovisual equipment) and displays (for personal computers, multimedia, general document processing and typesetting, CAD/CAM graphic systems, home audiovisual equipment, and display screens for instruments and devices). Flat-panel TVs have the highest market share among the products.

We're committed to expanding its product range in three major usage scenarios: at home, providing a comfortable and intelligent living environment with audiovisual equipment and robots; in the office, manufacturing screens, mice, and video conferencing equipment; and in the gaming field, collaborating with Taiwan's top three gaming brands and expanding overseas with leading gaming brands. Furthermore, the company actively develops and explores various products and services to create new business opportunities. For example, it has conducted research and development on companion robots, which integrate artificial intelligence (AI), remote monitoring, image and voice recognition, and servo control technologies. Currently, this solution focuses on the Japanese market to address long-term care issues and the insecurity faced by women due to low birth rates caused by aging populations. Additionally, we've been working on unique technology developments for existing TV products, including "New Generation TV and Display" technology improvements. The related research and performance are listed below:

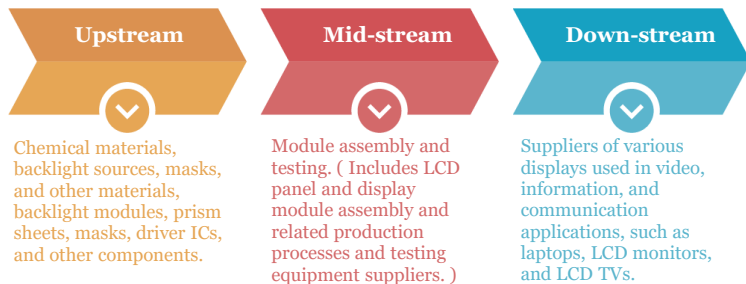
Develop Item	Purpose
OLED 4K UHD Monitor	OLED panels with 4K UHD resolution for gaming monitors, offering smooth gaming experiences and stunning color performance. The design also emphasizes slimness and narrow bezels.
three-in-one monitor	Integration of video, touch, and display into a three-in-one monitor product, reducing the need for peripheral accessories and simplifying desktop setups.
Optical Composite Film Integration Design	After adopting an integrated design, assembly complexity and error rates have significantly reduced, while the materials' stress has increased, lowering the risk of product deformation.
360-Degree Panoramic Video Conferencing System	Creating a 360-degree panoramic effect by stitching images from three cameras and utilizing software algorithms. This solution eliminates the need for everyone to crowd into the camera's field of view during meetings. The development also incorporates sound tracking capabilities to recognize speakers and switch screens accordingly.
Develop new chip	Collaborating with renowned manufacturers to develop a 7nm video conferencing system chip, enhancing chip operation power efficiency by 40%.



Supply Chain

The flat-panel display industry structure is as follows, and AmTRAN is categorized as a downstream company in the flat-panel display industry:

Currently, the major display technology developed in Taiwan for the flat-panel display industry is thin-film transistor liquid crystal display (TFT-LCD). TFT-LCD is a type of LCD that outperforms traditional cathode ray tube (CRT) displays in terms of brightness, contrast, lifespan, and power consumption. TFT-LCDs are widely used in TVs, flat-panel displays, and projectors.



AmTRAN's performance in the downstream industry is driven by its proactive approach to the large-size TV market. While the global TV market is approaching saturation, targeting the large-size TV market allows for potential sales and profit growth. With decreasing prices in the large-size TV market, the adoption of high-end applications such as 8K, QLED, and OLED is expected to drive future growth.

In the upstream industry, although Taiwan has significant influence in the international supply chain, it still relies on Japanese manufacturers for materials such as glass substrates, ITO targets, and PVA films for polarizers. Midstream companies use three key processes—Array, Cell, and Module Assembly—to manufacture optimal electrode substrates and produce display panels that meet various requirements. To meet the product demands of downstream manufacturers, midstream companies must continuously develop new technologies, expand production lines, and enhance their market competitiveness. As for downstream companies, the flat-panel display industry can be divided into two markets: large-size LCD panels and small-to-medium-size panels. The former includes products such as laptops, LCD monitors, and LCD TVs (including 8K TVs heavily promoted by Sharp in recent years, as well as the Micro LED technology actively developed by Taiwan's flat-panel display industry). The latter includes applications such as tablet computers, smartphones, and automotive displays.

External Collaborations

In addition to active business activities, AmTRAN engages in external collaborations. It is a member of the Taiwan Electrical and Electronic Manufacturers' Association. Furthermore, Chairman and many other alumni from Taiwan universities serve as honorary founding members of the Taiwan University Creative Home Association. This initiative aims to establish an exchange platform between academia and industry. The company regularly invites venture capital firms and students for discussions. If student teams have great ideas, there is an opportunity to invite prominent entrepreneurs as mentors.

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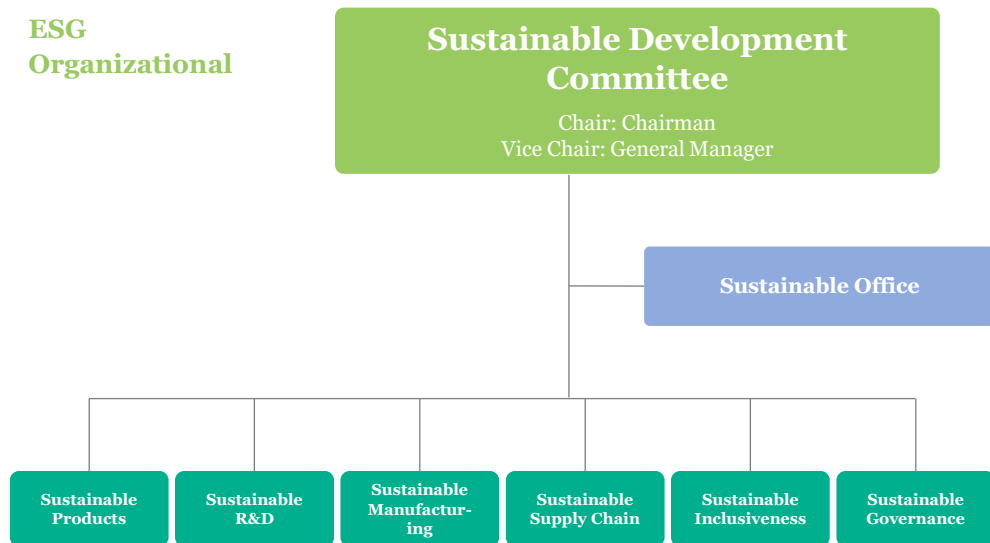
Sustainable Management



Sustainable Development Committee

AmTRAN, in its pursuit of ESG initiatives, ensures that ESG governance and policies are implemented top-down, with the Board of Directors serving as the highest supervisory and guiding body. Recognizing the increasing emphasis on sustainable governance in recent years, AmTRAN established the Sustainable Development Committee in 2022 to strengthen its management. The Chairman of the Board serves as the Committee Chair, and the General Manager serves as the Vice Chair, making it the executing unit responsible for the company's sustainable development operations. Under the Committee, a Sustainable Office is established to develop and revise group-wide sustainable development systems and standards, integrate company-wide sustainable development policies and plans, regularly monitor progress and effectiveness, identify material issues, and publish sustainability reports. Simultaneously, six execution teams are formed based on the sustainability pillars: Sustainable Products, R&D, Manufacturing, Supply Chain, Inclusiveness, and Governance. These teams cover all business units within the company, with the Deputy General Manager-level executives of each unit serving as conveners. They are responsible for executing sustainability initiatives related to products, research and development, manufacturing, supply chain, social inclusion, and corporate governance, respectively. The Sustainable Office and execution teams report their progress to the Sustainable Development Committee on a quarterly basis and present their accomplishments to the Board of Directors annually.

ESG Organizational



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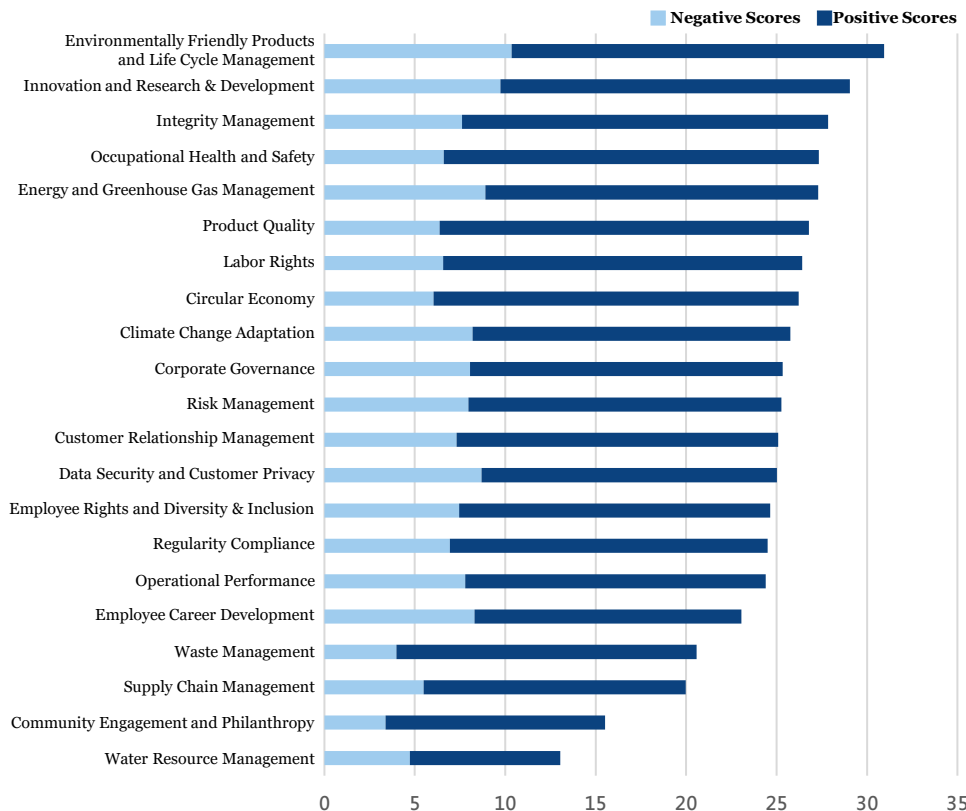
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Process for Material Topic Assessment

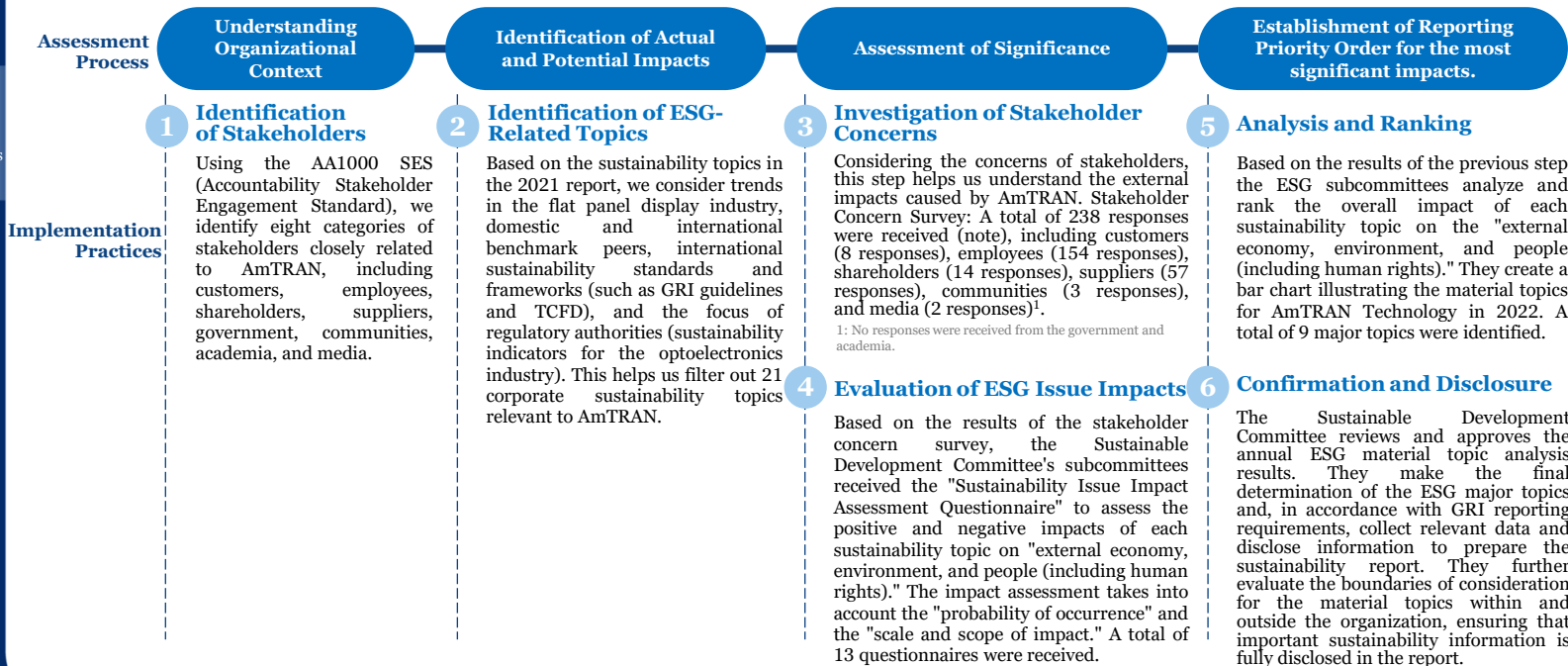
In order to identify and manage sustainability risks, We follow a four-stage process based on the GRI Universal Standards 2021 to assess material topics. This process involves analyzing global trends and collecting sustainability issues of concern to stakeholders. Through internal impact analysis, the significant impacts of sustainability topics on the economy, environment, and human rights are evaluated, resulting in the preliminary selection of major topics. Based on the above analysis, the Sustainable Office conducts a review with senior executives and business units responsible for governance, environment, products, and society. This review aims to identify sustainability topics in these four dimensions, ultimately deciding on 9 material topics to prioritize for disclosure and related performance management for the current year. We conduct an annual review of material topics to periodically assess their impact, providing a basis for sustainable development strategy planning. We also transparently disclose both positive and negative impact information on sustainability topics to enable stakeholders to understand the issues they are concerned about.





Material Topics Assessment Meeting



Results of Positive and Negative Impact Assessment



Explanation of Material Topics

Aspects	Sustainable Topics	Explanation of Impacts	Corresponding GRI Standards	Corresponding Chapters
 Governance (G)	Integrity Management	Through the implementation of integrity and morality education and training programs and the signing of integrity commitments, we ensure that directors, senior management, and all employees adhere to business ethics and moral standards, preventing damage to the company's reputation. Improper management of the code of conduct and ethical standards can lead to corruption events that significantly impact the company's reputation and investor decisions.	205-2~205-3	Chapter I: Corporate Governance
 Product (P)	Environmentally Friendly Products and Life Cycle Management	We offer environmentally friendly products, such as low-carbon and energy-efficient products, green products and eco-friendly packaging materials, aligning with the trends of environmental protection and energy conservation, meeting country standard and customer demands, and reducing environmental negative impacts. Failure to meet environmental requirements, such as low carbon energy efficiency, and the absence of toxic or hazardous substances in products can affect customer orders and the company's image.	302-5 416-1~416-2	Chapter II: Green and low-carbon energy-efficient products
	Innovation and Research & Development	We establish a competitive advantage in product research and development and innovation, maintain market competitiveness, enhance the acquisition and quantity of intellectual property rights and patents, and develop innovative products. Failure to invest in research and development resources can limit the number of intellectual property rights and patents and R&D energy thereby affecting the company's competitive edge and development.	NA	Chapter II: Green and low-carbon energy-efficient products
	Product Quality	Product quality control ensures stability and has positive effects on the company's industry reputation and order performance. It also extends product lifespan, achieving resource savings and avoiding negative environmental impacts. Improper product quality control can result in increased defect rates, leading to additional costs for subsequent improvements and potential loss of customer trust and orders.	NA	Chapter II: Green and low-carbon energy-efficient products

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Explanation of Material Topics

Aspects	Sustainable Topics	Explanation of Impacts	Corresponding GRI Standards	Corresponding Chapters
 Environmental (E)	Energy and Greenhouse Gas Management	By implementing energy-saving measures and utilizing renewable energy sources, we improve the energy structure and enhance energy efficiency. Through carbon reduction initiatives, we reduce greenhouse gas emissions, lower carbon costs, mitigate greenhouse effects, and prevent ozone layer depletion. Failure to implement energy-saving measures can increase electricity consumption, raise electricity costs, and have negative environmental impacts. If uncontrolled carbon emissions from operational sites not only increase carbon costs but also contribute to the greenhouse effect.	302-1/302-3/ 302-4 305-1~305-7	Chapter III: Green operations and climate change
	Circular Economy	By designing products at the source and implementing end-of-life reuse/recycling options for products and packaging materials, we enhance the sustainability of resource usage. If waste/by-products and packaging materials are not recycled or reused as final disposal, the efficiency of reusable resources is diminished.	301-1~301-3	Chapter II: Green and low-carbon energy-efficient products
	Climate Change Adaptation	Understanding the impact factors of climate change on company operations into the overall risk management and control, such as carbon fees or carbon trading in each different operational location needs to pay for local carbon emissions, and physical risks associated with heavy rainfall, typhoons, floods, and droughts, we plan countermeasures to ensure operational sustainability. Failure to reduce climate change risks may cause operational disruptions and increased financial costs associated with climate-related risks.	NA	Chapter III: Green operations and climate change
 Social (S)	Occupational Health and Safety	Providing employees with a healthy and safe working environment safeguards their health and safety rights. Failure to reduce occupational health and safety risks can lead to occupational injuries, occupational diseases, and workplace accidents among employees.	403-1~403-10	Chapter IV: Employees Relationship
	Labor Rights	Respecting human rights, avoiding child labor and forced labor, and safeguarding employees' rights to freedom of association and freedom of speech are priorities for us. Forced labor leading to conditions of overwork and the employment of child labor resulting in illegal incidents may cause negative reputational impacts on the company.	401-1~401-3	Chapter IV: Employees Relationship

In the current year, the identified major topics have been updated. "Product quality" has been added, while "environmentally friendly products" combines the previous categories of low-carbon products and green products. "Energy and greenhouse gas management" has been renamed from energy management, and "integrity in business" has replaced the previous categories of regulatory compliance and ethical standards. Discussed at external and internal materiality assessment meetings, the topics of corporate governance, supply chain management, employee career development, and community engagement have been removed. The total number of major topics has been adjusted from 13 in 2021 to 9 in 2022.

Significant Main Value Chain Boundaries

Below is the list of material topics and impact boundaries for AmTRAN in 2022:

Aspect	Material Topics	Report Boundary					
		Internal to the Organization	External to the Organization				
			Government Agencies	Shareholders	Supplier	Customer	Community
 Governance(G)	Integrity Management	●	●	●	●	●	
 Product (P)	Environmentally Friendly Products and Life Cycle Management	●	●		●	●	
	Innovation and Research & Development	●		●	●	●	●
	Product Quality	●	●	●	●	●	
 Environmental (E)	Energy and Greenhouse Gas Management	●	●	●	●	●	
	Circular Economy	●		●	●	●	
	Climate Change Adaptation	●	●	●	●	●	
 Social(S)	Occupational Health and Safety	●	●		●	●	●
	Labor Rights	●	●		●	●	●

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Stakeholder Communication

We value the expectations of all stakeholders and incorporate their feedback into the formulation of our sustainability strategies. To facilitate communication, we have established a stakeholder contact channel (Email: esg@amtran.com.tw; Phone: 02-82280505). In addition to this communication channel, we've established transparent and effective communication channels and response mechanisms with the following eight categories of stakeholders: customers, employees, shareholders, suppliers, government, communities, academia, and media. We engage in real-time and effective communication with stakeholders through these channels.

Stakeholders	Significance to AmTRAN	Communication Channels and Frequency
 Customer	Customers are concerned about AmTRAN's technological development plans, production strategies, and technical advancements.	<ul style="list-style-type: none"> Email correspondence (ad-hoc) Phone communication (ad-hoc) Participation in customer-supplier conferences and addressing relevant questions (ad-hoc)
 Employee	Employees are crucial partners in AmTRAN's sustainability development. We safeguard their work rights, provide competitive salaries and benefits, and respect and care for our employees. Our aim is to attract more talented individuals who share our values and jointly create greater operational efficiency.	<ul style="list-style-type: none"> Labor-management communication meetings (quarterly) Staff meetings (semi-annually) General Manager's mailbox (ongoing) Training and education programs (ongoing) Employee suggestion box (ad-hoc)
 Shareholders	Shareholders are the company's material contributors and should have fair access to the company's public information to ensure the sustainable realization of the company's market value.	<ul style="list-style-type: none"> Investor conferences (ad-hoc) Shareholders' meetings (annually) Market Observation Post System (ad-hoc)
 Supplier	We prioritize quality assurance in selecting suppliers to ensure stable deliveries and jointly maintain environmental protection while complying with relevant regulations. We establish sustainable development partnerships within our supply chain.	<ul style="list-style-type: none"> Email correspondence (ad-hoc) Phone communication (ad-hoc)
 Government Agencies	Compliance with government regulations is a fundamental requirement for business operations. Through audits, we ensure compliance with all applicable laws and regulations.	<ul style="list-style-type: none"> Participation in government projects (ad-hoc) Official documents (ad-hoc) Attendance at regulatory briefings and seminars (ad-hoc) Proactive visits (ad-hoc)
 Community	We combine our core business with the compassion of our employees to voluntarily participate in various local community care activities, demonstrating our commitment to giving back to society.	<ul style="list-style-type: none"> Participation in community events (ad-hoc)
 Academia	Staying updated with the latest information and technological talent.	<ul style="list-style-type: none"> Staying updated with the latest information and technological talent.
 Media	Acting as a bridge between stakeholders and the company, the media receives timely information released by the company, facilitating stakeholders' access to accurate and transparent information from the company.	<ul style="list-style-type: none"> Press Release (irregular) Press conference (irregular)

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Material Topics	Integrity Management
GRI Index	GRI 3-3 · GRI 205-2 · GRI 205-3
Explanation of Impacts	Integrity Management serves as the foundation for maintaining trust with customers and the general public.
Policy	To enhance the behavioral qualities and professional ethics of all employees at AmTRAN, the company has established the "Ethical Corporate Management Best Practice Principles" and "Guidelines for the Adoption of Codes of Ethical Conduct." The "Ethical Corporate Management Best Practice Principles" aim to establish measures to prevent any dishonest behaviors in the company's operational processes and establish disciplinary and complaint mechanisms for violations, promoting the adherence to integrity principles by the board of directors and management. The "Guidelines for the Adoption of Codes of Ethical Conduct" aim to ensure that employees understand and uphold integrity principles in their business practices.
Target	Short-term Target: Continuously comply with laws and regulations, ensure no significant legal violations, and regularly disclose the implementation status. Medium to long-term Target: Continuously improve the operation of the board of directors through training programs for directors and supervisors, and establish supplier integrity commitment clauses and disclosures to encourage suppliers to cooperate in implementing the "Ethical Corporate Management Best Practice Principles" and "Guidelines for the Adoption of Codes of Ethical Conduct."
Action Plan	<p>Negative Impact Actions</p> <ol style="list-style-type: none"> Publicly announce integrity requirements and request supplier compliance. Require employees to sign a commitment to integrity. Request suppliers to sign three statements: "Anti-Bribery, Corruption, and Fraud Declaration," "Conflict-Free Minerals Declaration," and "Social Responsibility and Ethical Commitment," and simultaneously include these three statements as attachments to procurement contracts. New suppliers must commit to these statements when signing procurement contracts. Publicly announce the internal reporting procedure. <p>Positive Impact Actions</p> <ol style="list-style-type: none"> Regularly conduct integrity management education and training for directors and employees. Integrate the integrity management policy with employee performance evaluations, human resources policies, and rewards and disciplinary systems.
Effectiveness Assessment	<p>Targets Achieved in 2022:</p> <p>100% of new employees signed the Guidelines for the Adoption of Codes of Ethical Conduct, Confidentiality Agreement, and Safety Education Record Card. Regular RBA training on anti-corruption and ethics was provided at each factory site.</p> <p>No incidents of violating the principles of integrity management or relevant anti-corruption laws resulting in penalties imposed by regulatory authorities. No lawsuits or concluded legal actions related to anti-competitive behavior, antitrust, or monopoly regulations.</p>
Grievance Mechanism	AmTRAN has established an audit email (audit@amtran.com.tw) and a reporting hotline (02-82280505). Internal colleagues, suppliers, and customers can report directly through these channels to prevent violations of government regulations, professional ethics, or fraudulent behavior within the company.



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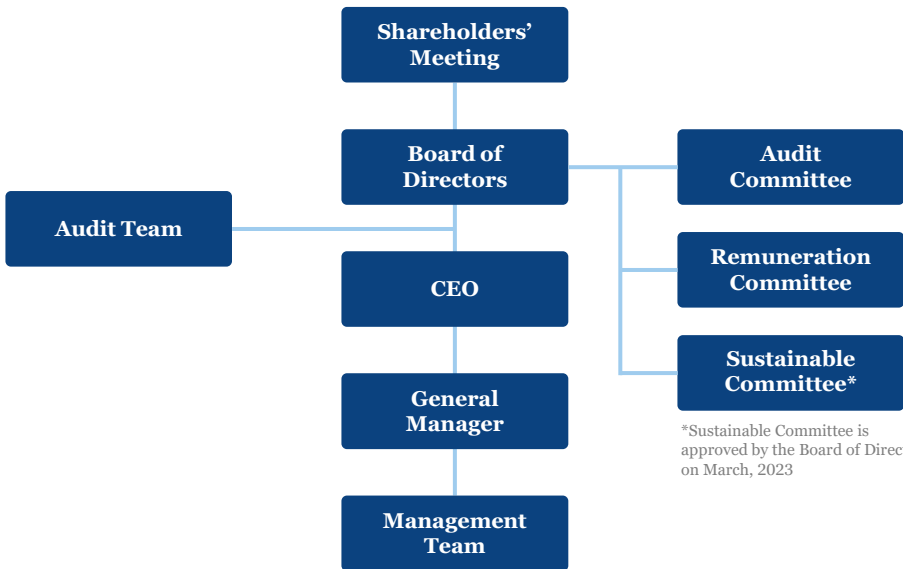
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Organizational Structure

A sound governance structure is an important cornerstone of stable business development. AmTRAN values transparency, diversity, and professionalism. In accordance with the Company Act, Securities and Exchange Act, and other relevant laws and regulations, the company has established an effective corporate governance structure. This includes strengthening the functions of the board of directors, safeguarding shareholders' rights, protecting the interests of stakeholders, enhancing information transparency, and adhering to the principles of integrity management and anti-corruption. Various systems and measures have been formulated, such as the "Corporate Governance Best Practice Principles," "Ethical Corporate Management Best Practice Principles," and "Guidelines for the Adoption of Codes of Ethical Conduct," to implement the spirit of corporate governance. Important internal regulations established by AmTRAN Technology can be found on the company's official website(<https://www.amtran.com.tw/file.php?id=6>).

Furthermore, to enhance corporate governance, AmTRAN has appointed a corporate governance officer since the year 2020.



*Sustainable Committee is approved by the Board of Directors on March, 2023

Board of Directors Composition and Operation

AmTRAN has a comprehensive director selection system, ensuring a fair, open, and impartial appointment process. We select board members in accordance with the "AmTRAN Director Election Procedures" and follow the principles set forth in the "Corporate Governance Best Practice Principles." The selection and composition of members is primarily based on their professional knowledge and diversity, without limitations based on specific gender, nationality, age, or race. AmTRAN conducted a board election on July 29, 2021. The current board consists of 11 directors, including 4 independent directors and 2 female directors. The board members, who serve a three-year term, are composed of professionals with outstanding and diverse experiences in industries, business, and management. They regularly exercise their powers in accordance with relevant laws, the company's bylaws, and resolutions of the shareholders' meeting. They formulate company operational policies, oversee the performance of the management team, and ensure the interests of stakeholders and the maximization of shareholder value. We held five board meetings in the year 2022¹, with an average attendance rate of 96%.

Job Title	Name	Main Education and Experiences
Chairman	WU, CHUN -FA	Education: Department of Electrical Engineering, National Taiwan University Experience: General Manager, Mag Technology Co., Ltd.
Director	WU, LI- HUANG	Education: Tamkang University Experience: HR Manager, Mag Technology Co., Ltd.
Director	WU, HSU- HSUAN	Education: Master's in Chemical Engineering, National Taiwan University Experience: General Manager, AmTRAN Technology Co., Ltd.
Director	WU, HSU- YU	Education: EMBA in Business Administration, National Taiwan University EMBA in Business Administration, Fudan University
Director	CHOU, MING- CHIH	Education: Master's in Management, National Taiwan University of Science and Technology
Director	WU, LI- MING	Education: Department of Information Management, Fu Jen Catholic University Experience: Business Coordinator, Enterprise Services Department, HP TAIWAN INFORMATION TECHNOLOGY LTD.
Director	HSU, CHIH -CHANG	Education: Ph.D. in Engineering, Tokyo University, Japan Experience: Vice President, Japan Branch, MStar Semiconductor, Inc.

Job Title	Name	Main Education and Experiences
Independent Director	CHOU, TA- JEN	Education: Master's in Law, Harvard University, USA Bachelor's in Law, Soochow University, Taiwan Experience: President, Direct Investment Group, Development Industrial Bank Senior Vice President, China Development Financial Holding Corporation General Manager, Jardine Ventures Investment Group Supervisor, L&K Engineering Vietnam Co., Ltd.
Independent Director	CHOU, CHENG- HU	Education: Ph.D. in Public Administration, LaVern University, USA Experience: Deputy Dean, School of Lifelong Education, Shih Hsin University Independent Director, FEDERAL CORPORATION
Independent Director	LIAO, WAN- CHUN	Education: Ph.D. in Electrical Engineering, University of Southern California, USA Experience: Chairman, Department of Electrical Engineering, National Taiwan University Director, Internet of Things Research Center, National Taiwan University Dean of Academic Affairs, National Taiwan University Director-General, Engineering and Technology Development Department, Ministry of Science and Technology Director, Institute for Information Industry
Independent Director	WEI, HUNG- CHENG	Education: Master's in Business Administration, National Chiao Tung University Experience: Legal Representative, Sino-American Silicon Products Inc. Legal Representative, Solartech Energy Corp. Independent Director, Superior Plating Technology Co., Ltd.

1: For details on directors' terms, positions held in other important roles, and agenda items, please refer to the annual report for explanations (<https://www.amtran.com.tw/file.php?id=4>).

For information on the nomination and selection process for directors, please refer to Articles 20-21 of the Corporate Governance Best Practice Principles and the "AmTRAN Technology Co., Ltd. Director Election Procedures" (<https://www.amtran.com.tw/file.php?id=6>).

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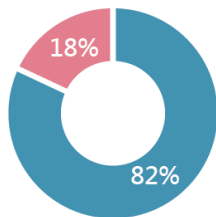
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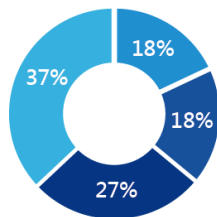
Board of Directors' Diversity

Directors' Gender



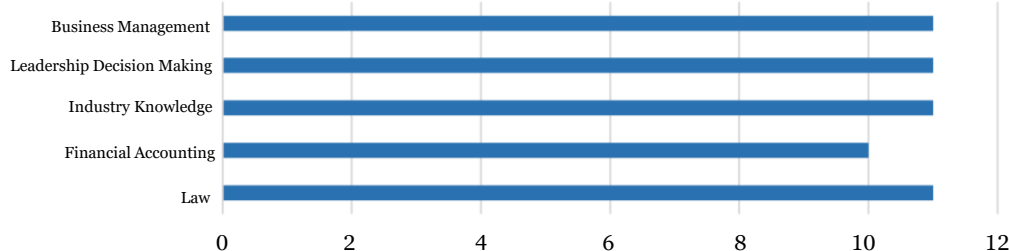
■ M ■ F

Directors' Age



■ <40 ■ 41-50 ■ 51-60 ■ >60

Number of Directors from Various Professional Backgrounds



Conflict of Interest Principle

The directors of AmTRAN adhere to a high level of self-discipline. If a director has a conflict of interest that may be detrimental to the company's interests, they voluntarily abstain from participating in the discussion and voting on the related board agenda item. They also refrain from providing improper mutual support. In the event of a conflict of interest, employees can directly report it to their immediate department supervisor or the Office of the Chairman. Additionally, the Chairman and CEO positions are held by the same person. This is due to the company's streamlined organizational structure. The Chairman is highly familiar with the industry in which the company operates. With the objective of maximizing enterprise value and returning it to shareholders, the Chairman also strictly adheres to the principle of avoiding conflicts of interest while concurrently serving as the CEO (highest executive).

Director Development

AmTRAN encourages directors to engage in continuous education. In 2022, directors were provided with ESG-related courses such as "Corporate and Directors' Duties under the Securities and Exchange Act," "Practical Cross-Border Management for Net Zero Carbon Emissions," and "Taishin 30 Sustainability Net Zero Summit - Commitment to Net Zero, Achieving Sustainable Development 2030." On average, directors received 6.3 hours of training.

Director Performance Evaluation

In accordance with the "Board Performance Evaluation Measures," AmTRAN is required to conduct an internal board performance evaluation at least once annually. The evaluation is conducted at the end of each year and must be completed by the end of the first quarter of the following year. In 2022, the average score for our board performance evaluation was 4.86 out of 5, with the Audit Committee and Remuneration Committee both receiving a perfect score of 5 out of 5. The evaluation results were categorized as "excellent"¹.

1: The evaluation results are classified into five levels: excellent, good, average, needs improvement, and poor.

	6 Key Performance Evaluation Criteria for Board Members (Self or Peer Assessment)	5 Key Performance Evaluation Criteria for the Overall Board Assessment	5 Key Performance Evaluation Criteria for Functional Committees Assessment
1	Mastery of Company Goals and Missions.	Level of Involvement in Company Operations	Level of Involvement in Company Operations
2	Awareness of Director Responsibilities.	Enhancement of Board of Directors' Decision-Making Quality.	Awareness of Functional Committee Responsibilities.
3	Level of Involvement in Company Operations	Board of Directors' Composition and Structure.	Enhancement of Functional Committee Decision-Making Quality.
4	Internal Relationship Management and Communication.	Directors Selection and Continuous Education.	Functional Committee Composition and Member Selection.
5	Director's Expertise and Continuous Education.	Internal Controls.	Internal Controls.
6	Internal Controls.		

To enhance the effectiveness of the board of directors, in accordance with the "Rules for Performance Evaluation of Board of Directors," an external professional independent institution or external expert scholars should conduct a performance evaluation at least once every three years. In November 2022, we commissioned the "Taiwan Investor Relations Institute" to perform the board effectiveness evaluation for the period from November 1, 2021, to October 31, 2022. The institution referred to Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Example 3 of the "Rules for Performance Evaluation of Board of Directors." They also incorporated the "Corporate Governance 3.0 - Sustainable Development Blueprint" guidelines. The evaluation questionnaire designed by the institution assessed five aspects of overall board operations: board composition, board decision-making quality, board operational effectiveness, internal controls and risk management, and the board's engagement in corporate social responsibility. Three experts were appointed to evaluate the board's performance using questionnaires and on-site assessments. The institution and the evaluating experts have no business relationship with AmTRAN, ensuring independence.

The evaluation report provided by the institution included recommendations related to sustainable development, which are: establishing a "Sustainable Development Committee" as a functional committee, obtaining third-party verification for sustainability reports, and publishing an English version of the sustainability report. We will gradually implement improvements based on these recommendations. The first step will be the establishment of the "Sustainable Committee" in March 2023. The company also plans to obtain third-party verification for the sustainability report and prepare an English version of the sustainability report in the future.

Director and Senior Management Remuneration System

According to Article 18 of AmTRAN's Articles of Incorporation, if the company generates profits during the year, the board of directors may allocate a director's remuneration not exceeding 3% of the profit. The allocation of director's remuneration should be reported to the shareholders' meeting. However, if the company has accumulated losses, the amount necessary for offsetting the losses should be reserved first, and then director's remuneration can be allocated based on the aforementioned percentage. The determination of remuneration amounts follows the results of director performance evaluations. It takes into account the company's operational performance, future industry development factors, and provides reasonable compensation based on individual director performance evaluation results and their contribution to company performance. The reasonableness of performance assessments and compensation is reviewed by the Remuneration Committee and the board of directors.

The remuneration for the General Manager and Deputy General Managers is provided according to AmTRAN's relevant compensation policies. The principles for establishing the compensation system mainly involve sharing the company's operational achievements based on the business unit's performance and contribution. They also consider the industry's standards for compensation to ensure competitiveness, motivation, and reasonableness in setting various compensation policies, aiming to align the overall compensation level of the company with industry averages. Managerial compensation primarily includes salary, bonuses, and employee benefits, which are proposed by the Remuneration Committee and approved by the board of directors. Employee benefits are allocated based on the company's operational status and the proportion determined in accordance with the company's articles of incorporation, and the allocation is decided by the board of directors and reported to the shareholders' meeting.

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Functional Committee Composition Operation

As the highest governing body of the company, the Board of Directors establishes the Audit Committee and Remuneration Committee to strengthen financial information disclosure, managerial performance, and stability. Through top-down management and oversight, the Board ensures the sound operation of the company.

	Audit Committee	Remuneration Committee
<p>Responsibilities</p>	<ul style="list-style-type: none"> Ensuring effective implementation of internal controls within the company. Reviewing the appropriateness of the company's financial statements. Overseeing the quality of financial controls within the company. 	<ul style="list-style-type: none"> Developing policies for the evaluation of directors and executives' performance and compensation. Regularly assessing the remuneration of directors and executives to ensure the reasonableness of compensation, attracting top talent.
<p>Composition</p>	<p>Comprised entirely of independent directors. 2022 Composition: WEI,HUNG-CHENG, CHOU,TA-JEN, CHOU,CHENG-HU, LIAO,WAN-CHUN (All members are independent directors.)</p>	<p>Comprised of independent directors. 2022 Composition: WEI,HUNG-CHENG, CHOU,TA-JEN, CHOU,CHENG-HU (All members are independent directors.)</p>
<p>Implementation Status</p>	<p>Regular meetings are held at least quarterly. In 2022, a total of five meetings were held with an average personal attendance rate of 95%.</p>	<p>At least two meetings are held annually, with additional meetings convened as necessary. In 2022, two meetings were held with an average personal attendance rate of 100%.</p>

Corporate Governance Officer

To strengthen corporate governance, AmTRAN established the position of Governance Officer in 2020. The Governance Officer serves as the highest executive in charge of governance-related matters and is held by Senior Vice President of the General Management Center, CHIU,YU-PING. The primary responsibilities of the Corporate Governance Officer are outlined in the table below. In order to continuously enhance the capabilities of the Corporate Governance Officer, a total of 12 hours were dedicated to external training on relevant practices in 2022.

Responsibilities of the Corporate Governance Officer
Conducting meetings of the Board of Directors and Shareholders' Meetings in compliance with the law.
Preparing minutes of the Board of Directors and Shareholders' Meetings.
Assisting directors and supervisors in their appointment and continuing education.
Providing information necessary for the performance of duties by directors and supervisors.
Assisting directors and supervisors in complying with laws and regulations.
Other: Organizing periodic corporate briefings, etc.



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Risk Management

Regulations and Policies

To ensure the company's stability and sustainable operation, and to establish a sound risk management framework, we follow the "Regulations Governing Establishment of Internal Control Systems by Public Companies" issued by the Financial Supervisory Commission, as well as the "Code of Practice for Risk Management of Listed OTC Companies" jointly formulated by the Securities Exchange and the OTC Exchange. In 2020, the Risk Management Policy and Procedures were approved by the Board of Directors. AmTRAN and its subsidiaries define various types of risks in accordance with the company's overall operational principles to establish a risk management framework that enables early identification, analysis, measurement, monitoring, response, reporting of risks, and improvement of response measures. The risk management policies aim to continuously adjust and improve necessary management procedures based on changes in internal and external environments. By operating within the acceptable risk tolerance range, AmTRAN aims to prevent potential losses and safeguard the interests of stakeholders, including employees, shareholders, partners, and customers. In May 2023, the Risk Management Policy was revised to enhance risk management operations. The revision included the addition of management objectives, principles, and modifications to the responsibilities of the management organization, which were subsequently approved by the Board of Directors.

Management Organization and Responsibilities

Board of Directors

As the highest authority for risk management, the Risk Management Unit aims to comply with laws and regulations, promote and implement comprehensive risk management within the company. It identifies and understands the risks faced by operations, ensures the effective implementation of internal controls, and oversees the management of actual or potential risks. The Risk Management Unit also formulates overall risk management policies and makes significant decisions.

Internal Audit

The Internal Audit function reports directly to the Board of Directors and is responsible for internal control and internal auditing. It provides timely information to management regarding existing or potential risk issues related to internal controls, ensuring compliance with established regulations and control procedures.

Sustainable Development Committee

- Formulating risk management policies, procedures, and frameworks;
- Establishing risk appetite and developing qualitative and quantitative measurement standards;
- Analyzing and identifying sources and categories of risks, and regularly reviewing their applicability;
- Consolidating and reporting on the implementation of risk management within the company in a report at least once a year;
- Assisting and overseeing the implementation of risk management activities by various departments;
- Coordinating interdepartmental interactions and communication in risk management operations;
- Implementing risk management decisions;
- Planning risk management-related training to enhance overall risk awareness and culture.

Risk Management Unit

Under the Sustainable Development Executive Committee, there are several risk management units: Sustainable Research and Development Unit, Sustainable Product Unit, Sustainable Manufacturing Unit, Sustainable Supply Chain Unit, Sustainable Integration Unit, and Sustainable Governance Unit (collectively referred to as "risk management units"). Each unit's convener is responsible for the following:

1. Identifying, analyzing, assessing, and responding to risks within their respective units, including establishing relevant crisis management mechanisms when necessary.
2. Regularly reporting risk management information to the Sustainable Development Executive Committee for discussion.
3. Ensuring effective implementation of risk management and related control procedures within their respective units to comply with risk management policies.



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Scope of Management

The company's risk management scope includes but is not limited to market risk, strategic and operational risk, financial risk, climate change and environmental risk, occupational safety risk, information security risk, legal and compliance risk, and other risks that could result in significant losses to the company. Each risk type is described as follows:

Aspects	Risk Type	Risk Description	Risk Management Explanation
<p>Economic</p>	Market Risk	Risks that result from domestic and international political situations, economic and regulatory requirements, or changes in domestic and international technology and industries that affect the company financially or operationally.	Each department analyzes and assesses domestic and international policies, regulations, and technological changes relevant to its functions. Based on the analysis, appropriate response measures are taken to reduce potential operational risks.
	Financial Risk	Risks that affect the company's asset valuation, credit and repayment capabilities, liquidity risk, and accounting policies. Financial assets or liabilities may be subject to market risk factors such as interest rates, exchange rates, stock prices, commodity prices, or changes in the operating conditions of long-term investments, resulting in value changes that affect the company.	The financial unit formulates strategies, procedures, and indicators based on changes in laws, policies, and market conditions. They regularly analyze and evaluate the changes in relevant risks and take appropriate measures to reduce potential financial risks.
	Strategic and Operational Risk	Risks arising from changes in operational models, organizational structure adjustments, sales/purchase concentration, product obsolescence, product and service design and quality management, significant risk management of commercial contracts, internal control system management, patent intellectual property application and maintenance, product quality, price, delivery, and corporate social responsibility issues that affect the company.	The company formulates investment and operational plans, conducts risk assessments, and regularly analyzes relevant indicators, tracks operational performance, and adjusts operational strategies timely based on market competition and consumer trends to ensure that the business strategy aligns with operational goals and vision.
<p>Corporate Governance</p>	Information Security Risk	The risk to the company resulting from the protection and security of corporate information systems, user data breaches, and confidential information being targeted by hackers.	Focus on three aspects: strengthening information security awareness from personnel to the organization, implementing internal information security management regulations, and continuously incorporating information security equipment and technologies.
	Legal and Compliance Risk	The risk of non-compliance with regulations by the company, including but not limited to labor laws, company laws, securities trading regulations, import and export regulations, industry code of conduct, and other legal risks that may harm the company's interests.	To ensure that the company and employees comply with laws and regulations, AmTRAN formulates relevant policies and measures in accordance with Taiwanese and international laws and regulations, including codes of conduct for integrity in business operations, labor conditions, occupational safety and health, and other regulations. To ensure compliance with internal regulations, a control system is established, and auditing measures are implemented to ensure that business operations meet the relevant requirements.

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Aspects	Risk Type	Risk Description	Risk Management Explanation
 <p>Environmental</p>	<p>Climate Change and Environmental Risk</p>	<p>The risk to the company resulting from issues related to climate change, natural disasters, greenhouse gas emissions, carbon management, energy use, and compliance with international standards and local government regulations, such as air and water pollution control or environmental impact assessment requirements.</p>	<p>Implement TCFD (Task Force on Climate-related Financial Disclosures) projects to identify climate risks and opportunities, set energy-saving and emission reduction targets, plan renewable energy deployment, and reduce climate change risks.</p>
 <p>Social</p>	<p>Occupational Safety Risk</p>	<p>The risk to the company resulting from human rights issues related to employees or suppliers, including but not limited to labor-management relations, child labor, forced labor, and risks arising from talent development and management, such as talent recruitment, retention, and development mechanisms. Work environment issues include the occupational safety and health of AmTRAN employees and suppliers, chemical management, safety protection, emergency response, as well as risks resulting from improper or erroneous human management and operations.</p>	<p>Implement the ISO 45001 Occupational Health and Safety Management System, conduct occupational safety and health education and training to enhance employee awareness, implement measures for occupational injury prevention, and provide occupational and non-occupational related health services.</p>

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Internal Audit Mechanism

The Audit Office of AmTRAN is directly under the Board of Directors (please refer to "Corporate Governance - Organizational Structure"). It is headed by one Audit Director who is responsible for overseeing the internal audit operations. The appointment and removal of the Audit Director require the approval of the Board of Directors. An additional auditor is assigned to handle routine audits and project inspections.

1. Planning & Audit

Based on the results of risk assessment, auditors select audit items and frequencies annually and develop an audit plan. The plan is executed after approval by the Board of Directors.



2. Execute

Internal audit reports and work papers prepared by the Audit Office should evaluate the internal control system's provisions and business processes to determine the adequacy of current regulations and procedural controls, the effective implementation of internal controls by management and operating units, and the reasonableness of their effectiveness. Improvement suggestions are provided as needed.



3. Report

Internal audits review the self-assessment of internal controls conducted by each unit and subsidiary to ensure the quality of implementation. Based on the results of the self-assessment, a comprehensive report is submitted to the Board of Directors as a basis for issuing internal control statements.



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Issuing Internal Control Statements

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Economic Performance

Operational Performance

In 2022, due to the unfavorable global economic environment and high inflation, the demand for consumer electronics products decreased. The shipments of televisions and displays were 3.6 million units, while mouse and webcam shipments were 25 million units. AmTRAN's consolidated revenue for the full year of 2022 was NTD 16.35 billion, with a gross profit margin of approximately 9%. The pre-tax net loss for the period was NTD 3.439 billion, and the after-tax net loss was NTD 2.785 billion, resulting in a loss per share of TWD 3.45. For the operational results of AmTRAN in the past three years, please refer to the table disclosed in the Financial Summary chapter of our annual report.

Looking ahead to 2023, as inventory impacts decrease and panel prices have stabilized since the beginning of the year, it is expected that the company's product shipments will gradually recover to previous levels. Furthermore, with the capacity in place at the Vietnam Plant 2, in addition to new orders, AmTRAN is also vertically integrating the production chain, including metal components, plastic components, and surface mounting technology (SMT). Therefore, it is expected that this will increase the company's added value and further improve its economic benefits, resulting in sustained positive growth in operations.

Operational Results of AmTRAN HQ in the Past Three Years

(Unit: in thousand NTD)

	2020	2021	2022
Operating Revenue	\$11,519,807	\$15,579,167	\$11,682,495
Gross Profit	689,774	840,784	945,525
Operating Profit/Loss	(264,719)	(378,534)	40,461
Net Profit (Loss)	553,163	5,016,637	(2,753,662)

Note: Data source is the individual financial statements audited by CPA.

2022 Economic Value Allocation Table of AmTRAN (Unit: in thousand NTD)

Item	Amount
Operating Revenue	\$16,355,412
Operating Costs Costs generated by operating activities	\$14,865,947
Employee Salaries and Benefits Salaries, labor insurance, pension, director remuneration, and other employee expenses	\$1,531,782
Payment to Providers of Capital Interest expenses, dividend payments	\$580,381
Payment to Government Mainly tax payments	\$14,603
Community Investment Mainly support for educational institutions	\$3,000
Retained Economic Value	-640,301

Note: Operating revenue and operating cost data are sourced from the consolidated financial statements audited by a CPA.

Integrity Management and Regulatory Compliance

Regulations and Policies

We've established the "Ethical Corporate Management Best Practice Principles" and "Guidelines for the Adoption of Codes of Ethical Conduct." The former sets forth measures to prevent any unethical behaviors in the company's operational processes and establishes disciplinary and complaint mechanisms for violations, promoting the board of directors and management to adhere to ethical principles in conducting business. The latter ensures that employees understand and uphold ethical principles in carrying out their duties. In addition, in 2021, in compliance with the enactment of the Personal Data Protection Law in Vietnam, the Vietnam Plant conducted an inventory of personal data and developed internal policies and guidelines for personal data protection to ensure compliance with regulations.

Responsibility Unit

In 2023, the Sustainable Development Committee was established, under which the Sustainable Governance Unit operates. The Senior Vice President of the General Management Center serves as the convener. The unit closely collaborates with senior executives and the Sustainable Supply Chain Unit, articulates the company's positions and policies to external stakeholders, and internally coordinates and integrates resources after multiple collaborations and alignment of directions. The unit reports its implementation achievements to the Sustainable Development Committee on a quarterly basis.

Education and Training and Code of Conduct Signing

Upon joining AmTRAN, all our employees are required to sign the "Colleague Code of Ethics," "Intellectual Property Clarification Statement," "Intellectual Property and Trade Secret Ownership and Non-Disclosure Agreement," and "Information Security Compliance Statement," thereby acknowledging and committing to abide by the company's regulations and maintaining the confidentiality of its business. We strictly prohibits illegal political contributions, improper charitable donations or sponsorships, unreasonable gifts, hospitality, or other unethical benefits. In 2022, we did not experience any confirmed corruption incidents, and there were no employees who were dismissed or disciplined due to corruption-related incidents. We're dedicated to upholding corporate integrity and conducts regular education and training for all individuals within the organization through periodic training sessions and ad hoc meetings. The training for new employees includes topics related to ethical business practices, ensuring their understanding and adherence to ethical principles in their work. The company also integrates its ethical business policy with employee performance assessments, human resources policies, and reward and disciplinary systems. The results of our ethical business practices education and training in 2022 are as follows:

Target Audience	Total Number of Trainees	Total Training Hours	Training Completion Rate (Actual number of trainees who completed training/Expected number of trainees)	Training Ratio (Actual number of trainees who completed training/Total number of individuals in the category)
Director	11	69	100%	100%
New Employees (Headquarters)	43	129	100%	100%
New Employees (Suzhou Plant)	231	10,639	100%	100%
New Employees (Vietnam Plant)	530	2,120	100%	100%

We conducts due diligence on prospective business counterparts before engaging in business transactions, excluding entities with records of dishonest behavior. We also includes clauses on ethical conduct in its commercial contracts. During business interactions, AmTRAN informs its counterparts about its ethical business policy and related regulations, explicitly refusing to directly or indirectly provide, promise, request, or accept any form or guise of improper benefits. If any dishonest behavior is discovered, the business transaction is immediately terminated, and the party involved is categorized as a refused business counterpart. In addition to individual explanations provided to business counterparts, we reiterates the relevant guidelines during the annual Excellent Suppliers Conference, collaborating with suppliers to promote clean and ethical business practices. In 2022, we requested suppliers sign three statements: "Anti-Bribery, Corruption, and Fraud Declaration," "Conflict-Free Minerals Declaration," and "Social Responsibility and Ethical Commitment," and simultaneously included these three statements as attachments to procurement contracts. New suppliers must commit to these statements when signing procurement contracts. In 2022, there were no incidents of contract termination or non-renewal due to corruption or violations of regulations by internal employees or business partners.

In addition to the aforementioned documents, in 2022, we implemented a system application form for suspending transactions with suppliers. In cases where suppliers are found to engage in corruption or unethical behavior, once the report and subsequent review are approved, the system will notify the finance and accounting department to cease cooperation and payments with the identified high-risk suppliers. In the future, if there is a need to establish a relationship with such suppliers or their affiliated companies in our supplier database, the system will automatically display a warning window to alert the applicant that they are dealing with a high-risk supplier, thereby preventing transactions with risky suppliers through affiliated entities.

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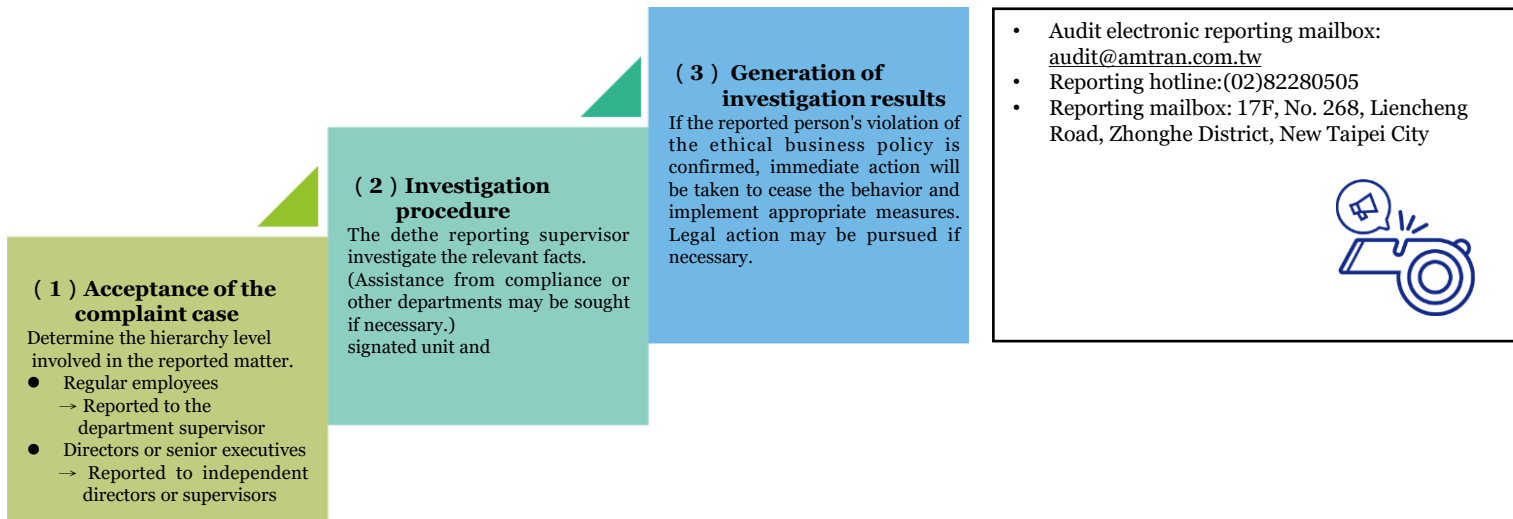
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Grievance Mechanism

We've established an audit complaint mechanism through an electronic reporting mailbox, a dedicated reporting hotline, and a reporting mailbox. Internal employees, external suppliers, and customers can directly report through these channels to prevent violations of government regulations, ethical standards, or fraudulent activities within the company. To encourage employees to report misconduct, the "Code of Ethical Conduct for Employees" includes incentives, where verified whistleblowers are eligible to receive 10% of the total improper gains. The company provides written statements to assure the confidentiality of the whistleblower's identity and the reported content, and guarantees protection against any improper treatment as a result of the whistleblowing. Upon detection of a reported incident, the following process is followed:

All relevant processes are documented in writing and kept for five years. When a reported matter is substantiated, our relevant units will review internal control systems and operational procedures, and propose improvement measures to prevent the recurrence of similar actions. Additionally, the designated unit will report the reported incidents, processing methods, and subsequent review improvement measures to the Board of Directors.



Violations



In 2022, AmTRAN had no incidents of violating the principles of integrity management or relevant anti-corruption laws resulting in penalties imposed by regulatory authorities. No lawsuits or concluded legal actions related to anti-competitive behavior, antitrust, or monopoly regulations. In terms of economic, environmental, and social regulations, AmTRAN had no incidents of violating regulations in 2022, including no significant violations resulting in fines of NT\$100,000 or more ¹.

1: Significant violations refer to cases where the imposed fines amount to NT\$100,000 or more.

Information Security

Regulations and Policies

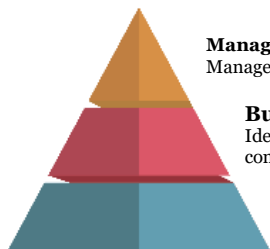
To ensure information security and manage information security risks, AmTRAN established the "Information Security Policy" in 2020, which outlines the information security governance framework, information security strategy, and information security management mechanisms. By implementing information security strategies and internal controls, AmTRAN continuously enhances information security management and strengthens protective capabilities to safeguard important intangible assets such as research and development achievements, strategies, contracts, intellectual property, information systems, and customer data. The Vietnam factory has also established the "Guidelines for Personal Data Protection" to ensure that employees understand the content of newly enacted government regulations and follow the related processes.

AmTRAN's information security management mechanism follows the PDCA and includes the following four dimensions:

Internal control system and regulations (P)	Multiple information security regulations and systems have been established to regulate employees' information security behaviors. These regulations are regularly reviewed to ensure compliance with changes in the operational environment and adjusted as needed.
Implementation of information security measures (D)	The implementation of ISO procedures and various information security regulations is carried out to manage and monitor the security incidents and statuses of all operational systems and network services. Information technology and security equipment are evaluated and implemented accordingly.
Vulnerability and risk assessment (C)	Regular reviews of internal information security are conducted based on the value of assets, vulnerabilities, threats, and impacts. Internal risk levels are analyzed, and security measures are established based on the results of risk assessments to enhance the overall information security environment.
Improvement of information security applications (A)	A multi-layered network architecture design is implemented to prevent various external information security threats. Various information security protection systems are also deployed to enhance the overall security of the information environment. Furthermore, to ensure that employees' operational behaviors comply with company regulations, operational procedures and information security system tools are designed and implemented to enforce personnel information security management measures.

Governance Structure

AmTRAN adopts an information security governance framework as a system to guide and control the overall information security activities of the organization, ensuring that information security objectives align with the organization's operational goals and strategic directions.



Management Layer

Management should focus on the threats faced by the organization and determine response measures and priorities for existing risks.

Business Layer

Identify critical business operations and systems ensure that potential risks associated with important business operations are effectively controlled.

Operational Layer

Based on the management's intentions and the criticality of business operations, ensure comprehensive protection of important information assets.

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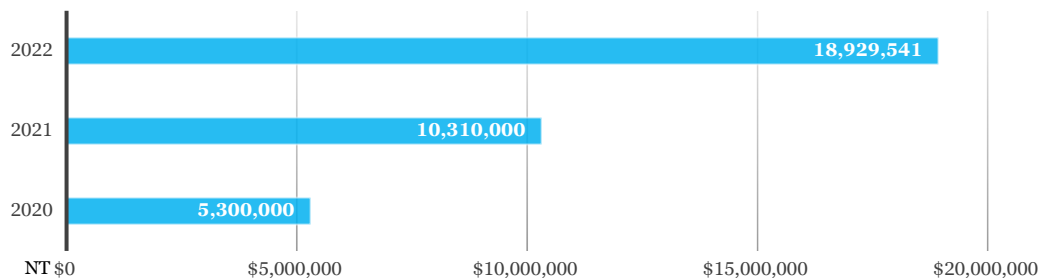
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Investment in Information Security Resources

Investment of nearly NTD 18.93 million in cybersecurity in 2022, representing approximately 84% growth compared to 2021. By effectively preventing various external attacks at various levels of information security defense, no security incidents occurred in 2022, and no complaints were received from regulatory authorities or customers regarding privacy breaches.

The amount of investment in information security in the past three years



The information security protection measures implemented in 2022 are outlined in the following table:

1	Adoption of M365 hybrid cloud services combined with Defender for Enterprise to reduce the risks of external phishing and account theft.
2	Regular internal network vulnerability scanning.
3	Planning of internal network risk analysis and audit services: prevention of APT malware, monitoring of C&C connections, detection of attack activities and characterization, file transmission analysis, detection of malicious network behavior and abnormal network connections, complete presentation of attack processes and impact assessment.
4	Security vulnerability assessment of the group's network architecture, including network architecture security design, redundancy mechanism design, network access control, network device management, and host device configuration.
5	Planning for secure mechanisms for vendor remote services and implementation of log analysis for various vendor services.
6	Engaging external cybersecurity teams to perform scanning and analysis of internal and external network devices and security environments, producing security improvement reports, and implementing comprehensive information security improvement plans.
7	Procurement of firewall security modules to enhance blocking mechanisms.
8	Optimization of backup architecture to mitigate ransomware attacks.

Supply Chain Management

Local Procurement

AmTRAN's supply chain is primarily located in Taiwan, Mainland China, and Vietnam. The upstream of the supply chain consists of raw material or component suppliers, while the downstream includes brand customers. In 2022, the proportion of local procurement amounted to 61% for local materials in Taiwan, 93% in Mainland China, and 55% in Vietnam, with a total of 72% for the entire group's local procurement.

Management of Critical Material Risks

To mitigate the risks of material quality and supply shortages that may affect product delivery, AmTRAN monitors the market price fluctuations of critical materials such as copper, aluminum, and petroleum, particularly in response to the impact of the Russia-Ukraine conflict.

Furthermore, in addressing the issue of conflict minerals, suppliers are required to sign a "Conflict-Free Minerals Declaration" committing to conduct thorough investigations of their supply chains to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn) are not sourced from conflict areas, non-governmental groups, or illegally smuggled from the Democratic Republic of Congo (including countries outside the Democratic Republic of Congo as determined by the United Nations Security Council).

Supplier Evaluation

To fulfill its supply chain management responsibilities, AmTRAN implements sustainable supply chain management through mechanisms such as new supplier screening, supplier code of conduct signing, and supplier audits. For the ESG risk assessment of new suppliers, one of the audit criteria for new suppliers at AmTRAN is the latest version of the Responsible Business Alliance (RBA) Code of Conduct, which includes topics such as labor rights, environment, occupational health and safety, and management systems. In 2022, the percentage of new suppliers screened based on environmental/social standards was 100% for the Suzhou plant and 67% for the Vietnam plant (Note). AmTRAN also conducts social responsibility, environmental, and health/safety assessments for existing suppliers, following the RBA's evaluation framework. The assessment covers four major dimensions: occupational health and safety, human rights, environment, and ethics. Suppliers are deemed qualified if they have fewer than 18 non-compliance items and can continue business transactions; suppliers with 25 or fewer non-compliance items need improvement but can still continue business transactions; suppliers with more than 25 non-compliance items are deemed unqualified and cannot continue business transactions. In 2022, no existing suppliers were identified to have significant actual or potential negative impacts on the environment and society. Note: The reason for not achieving 100% assessment is due to one supplier's declaration still pending acquisition.

Supplier compliance with the "Supplier Code of Business Conduct and Ethics", "Subcontractor and Supplier Social Responsibility Commitment," and "Supplier RBA Standard Requirements Agreement" to ensure suppliers understand AmTRAN's requirements for responsible supply chains regarding human rights, occupational health and safety, and environmental protection, and to ensure compliance. Additionally, all suppliers are required to sign an "Integrity Commitment" pledging not to provide personal benefits to employees or their relatives, faithfully execute various purchasing and trading transactions, and prevent corrupt practices from occurring.

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Investor Communication

AmTRAN values the rights and interests of stakeholders and integrates ESG responsibilities into its business operations while pursuing profitability. Regarding shareholder rights, the company spokesperson engages in stakeholder dialogues, accepts stakeholder suggestions, addresses inquiries and disputes, and delegates relevant departments to handle specific issues.

The goal of AmTRAN and all employees is to maximize the benefits for stakeholders. To maintain effective communication channels with key stakeholders, information is disclosed and made available to them. In addition to the regular annual and semi-annual shareholders' meetings, corporate briefings, and periodic institutional investor conferences where the company reports on its operations, finances, and other aspects to investors, relevant information is also provided on the company's official website. This includes financial statements, information and materials from analyst conferences, company regulations, corporate governance practices, ESG aspects covering the environment and society, as well as significant information disclosures. The company strives for information transparency to provide important stakeholders with references and understanding.

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Material Topics	Product Quality	
GRI Index	GRI 3-3	
Explanation of Impacts	AmTRAN is committed to optimizing product quality and strengthening its quality management system to provide the best products and services to global customers. We always approach our work from the customer's perspective, listening to their needs and desired improvements to ensure that the product quality exceeds their expectations.	
Policy	<p>We adhere to product safety compliance standards.</p> <p>We maintain and improve our quality management system to continuously enhance product quality.</p> <p>We prioritize user experience and satisfaction by putting ourselves in the customer's shoes.</p>	
Target	Our annual goals include obtaining external audits and certifications for our quality management system (ISO 9001/IAT 16949), achieving a customer satisfaction rate of over 90%, and ensuring that our products 100% comply with relevant regulations regarding harmful substances.	
	Target Timeline	Product Quality Targets
	Short-term Target (2023)	Achieve cost savings of NT\$20 million through annual improvement activities.
	Medium-term Target (2025)	Achieve cost savings of NT\$25 million through annual improvement activities.
	Long-term Target (2030)	Achieve cost savings of NT\$30 million through annual improvement activities.
Action Plan	<p>Negative Impact Actions</p> <ul style="list-style-type: none"> • Enhance process yield and strengthen quality management during production processes. • Implement effective quality control processes, including routine inspections, shipment quality control, and laboratory testing. <p>Positive Impact Actions</p> <ul style="list-style-type: none"> • Allocate more resources to product research and development and design stages to improve initial product quality. • Strengthen supply chain management to ensure that all raw materials meet our quality requirements. • Optimize production processes to minimize product defects. • Expand the scope of product testing and acceptance. 	
Effectiveness Assessment	Obtain third-party audit certifications to ensure ongoing compliance with ISO 9001/IATF 16949 requirements for quality management systems. Achievement rate of annual goals related to product quality.	
Grievance Mechanism	esg@amtran.com.tw	

Material Topics	Innovation and Research & Development									
GRI Index	GRI 3-3									
Explanation of Impacts	Product innovation is a key element for businesses to maintain market competitiveness and internal research and development momentum. Therefore, AmTRAN values external innovation collaboration opportunities and incentivizes internal R&D talents to foster innovation, making it a vital driving force for the company's continuous growth.									
Policy	By ensuring innovative and advanced core technologies through research and development, AmTRAN enhances its competitiveness in the industry.									
Target	<table border="1"> <thead> <tr> <th>Target Timeline</th> <th>Targets for Innovation and R&D</th> </tr> </thead> <tbody> <tr> <td>Short-term Target (2023)</td> <td> <ul style="list-style-type: none"> Conduct technical exchange courses with manufacturers on carbon reduction, recycling design, and materials. Collaborate with partners to jointly develop 2 new products. Implement 2 new technologies or materials to improve efficiency. Increase the number of patent acquisitions by 10% compared to the previous year. Increase R&D investment by 10% compared to the previous year. </td> </tr> <tr> <td>Medium-term Target (2025)</td> <td> <ul style="list-style-type: none"> Collaborate with partners to jointly develop 5 new products. Evaluate the recyclability of packaging cardboard. Implement 5 new technologies or materials to improve efficiency. Increase R&D investment by 20% compared to the previous year. </td> </tr> <tr> <td>Long-term Target (2030)</td> <td> <ul style="list-style-type: none"> Collaborate with partners to jointly develop 10 new products. Achieve a revenue contribution of 20% from products with recyclable packaging cardboard. Implement 10 new technologies or materials to improve efficiency. Increase R&D investment by 40% compared to the previous year. </td> </tr> </tbody> </table>	Target Timeline	Targets for Innovation and R&D	Short-term Target (2023)	<ul style="list-style-type: none"> Conduct technical exchange courses with manufacturers on carbon reduction, recycling design, and materials. Collaborate with partners to jointly develop 2 new products. Implement 2 new technologies or materials to improve efficiency. Increase the number of patent acquisitions by 10% compared to the previous year. Increase R&D investment by 10% compared to the previous year. 	Medium-term Target (2025)	<ul style="list-style-type: none"> Collaborate with partners to jointly develop 5 new products. Evaluate the recyclability of packaging cardboard. Implement 5 new technologies or materials to improve efficiency. Increase R&D investment by 20% compared to the previous year. 	Long-term Target (2030)	<ul style="list-style-type: none"> Collaborate with partners to jointly develop 10 new products. Achieve a revenue contribution of 20% from products with recyclable packaging cardboard. Implement 10 new technologies or materials to improve efficiency. Increase R&D investment by 40% compared to the previous year. 	
	Target Timeline	Targets for Innovation and R&D								
	Short-term Target (2023)	<ul style="list-style-type: none"> Conduct technical exchange courses with manufacturers on carbon reduction, recycling design, and materials. Collaborate with partners to jointly develop 2 new products. Implement 2 new technologies or materials to improve efficiency. Increase the number of patent acquisitions by 10% compared to the previous year. Increase R&D investment by 10% compared to the previous year. 								
	Medium-term Target (2025)	<ul style="list-style-type: none"> Collaborate with partners to jointly develop 5 new products. Evaluate the recyclability of packaging cardboard. Implement 5 new technologies or materials to improve efficiency. Increase R&D investment by 20% compared to the previous year. 								
Long-term Target (2030)	<ul style="list-style-type: none"> Collaborate with partners to jointly develop 10 new products. Achieve a revenue contribution of 20% from products with recyclable packaging cardboard. Implement 10 new technologies or materials to improve efficiency. Increase R&D investment by 40% compared to the previous year. 									
Action Plan	<p>Positive Impact Management</p> <p>Initiate industry-academia collaboration programs.</p> <p>Prioritize the selection of packaging materials that are recyclable and non-composite.</p> <p>Achieve waste reduction (Reduce), reuse, and recycling goals.</p> <p>Improve product energy efficiency (reduce LED usage and energy consumption).</p> <p>Use product packaging cardboard made from 100% recycled pulp.</p> <p>Increase the number of jointly developed products with partner companies.</p> <p>Research and develop new technologies and materials to enhance product efficiency.</p> <p>Regularly conduct technical exchange courses with suppliers on carbon reduction, recycling design, and materials.</p> <p>Explore the utilization of packaging cardboard in extended applications.</p> <p>Increase the number of patent applications.</p>									
Effectiveness Assessment	We regularly review the annual recycling rate of packaging materials and the usage of recycled materials in each plant through meetings, making dynamic adjustments to related measures to ensure the progressive realization of short-term, medium-term, and long-term goals.									
Grievance Mechanism	Telephone : 02-82280505 #1986 Email : cliff.lin@amtran.com.tw									

Material Topics	Environmentally Friendly Products and Life Cycle Management	
GRI Index	GRI 3-3、GRI 302-5、416-1、416-2	
Explanation of Impacts	To respond to the trend of depleting natural resources and increasing consumer environmental awareness, AmTRAN is committed to developing green products and low-carbon energy-saving products that comply with international environmental regulations, safety laws, and are environmentally friendly. By reducing environmental impact, the company can also improve the resource efficiency of its products and provide customers with more efficient solutions. As global carbon neutrality goals and policies are being established, AmTRAN accelerates its carbon reduction initiatives by developing products that enhance energy efficiency and reduce carbon footprint.	
Policy	<ul style="list-style-type: none"> Factors that may impact the environment throughout the product lifecycle, including production, transportation, usage, and recycling, are considered during the product design stage. Ensure that products distributed in the market are energy-efficient, resource-saving, easily recyclable, and low in hazardous substances. Ensure product compliance with the European Union's RoHS Directive, REACH Regulation Article 7(2) guidelines on chemical substance management, and specific customer requirements for halogen-free models. 	
Target	Target Timeline	Environmentally Friendly Products and Life Cycle Management
	Short-term Target (2023)	<ul style="list-style-type: none"> Develop 2 new low-carbon products. Reduce power consumption of existing products by 5%. Establish a list of recycled materials. Achieve a ratio of 8% for the use of recycled materials in products.
	Medium-term Target (2025)	<ul style="list-style-type: none"> Develop 5 new low-carbon products. Conduct product carbon footprint analysis and reduce carbon emissions by 10 for selected products. Reduce power consumption of existing products by 10%. Reduce product packaging by 20%. Achieve a ratio of 10% for the use of recycled materials in products. Modify packaging stacking methods to increase shipment quantity by 10%. Increase the proportion of in-house material self-production to 40%.
	Long-term Target (2030)	<ul style="list-style-type: none"> Develop 8 new low-carbon products and reduce product carbon emissions by 30%. Reduce power consumption of existing products by 20%. Reduce product packaging by 30%. Achieve a ratio of 20% for the use of recycled materials in products.
Action Plan	<p>Negative Impact Management</p> <ul style="list-style-type: none"> Product design incorporates green concepts, focusing on reducing, conserving energy, and promoting circularity to enhance resource efficiency during production and use. Implement the ezGPM Green Supply Chain Management System to consolidate and manage regulatory and upstream raw material chemical usage information, ensuring the management of chemical substances across the value chain to ensure products are free from toxic and hazardous chemicals. <p>Positive Impact Management</p> <ul style="list-style-type: none"> Prioritize the selection of recyclable packaging materials and minimize packaging usage to reduce greenhouse gas emissions during product transportation. Extend product lifespan through repair services to reduce environmental footprints during the consumption phase. TV products comply with brand customers' use of packaging made from recycled pulp and meet the standards of the United States (CEC/DoE) and Canada (NRCam) for reducing power consumption. 65% of TV product packaging uses 100% recycled paper cartons. Display products 100% achieve energy certifications, including the United States (CEC), European Union (ERP), Australia (GEMS), China (CEL), and South Korea (e-standby). 	
Effectiveness Assessment	Utilize XRF instruments to inspect incoming materials on the production line and use sampling methods to prevent the use of non-compliant materials, ensuring that green components are properly used and products comply with chemical substance management regulations. Obtain RoHS reports. Import and manage the ezGPM Green Supply Chain Management System to ensure compliance with regulations in the production of products.	
Grievance Mechanism	Telephone : 02-82280505 #1833 Email : penny.wang@amtran.com.tw	

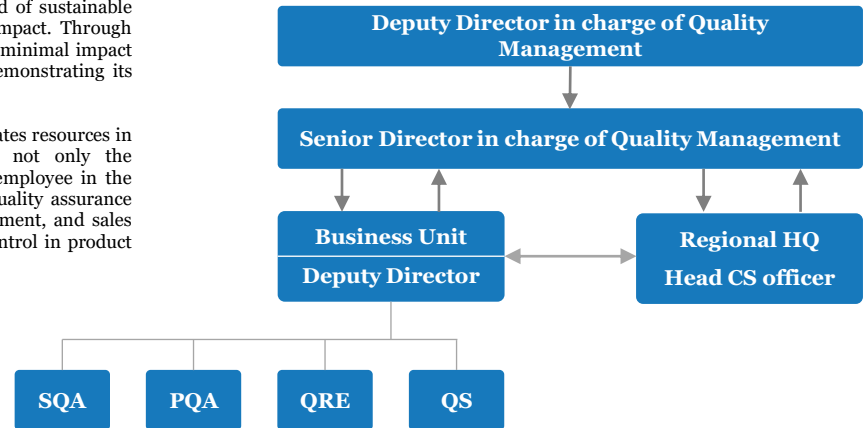


Product Quality

Product quality is not only the foundation of AmTRAN's competitiveness but also a crucial element in building reputation and customer trust. In the trend of sustainable development, effective product quality management has a profound impact. Through rigorous quality management, AmTRAN ensures that its products have minimal impact on the environment and society throughout their life cycle, further demonstrating its commitment to sustainable development.

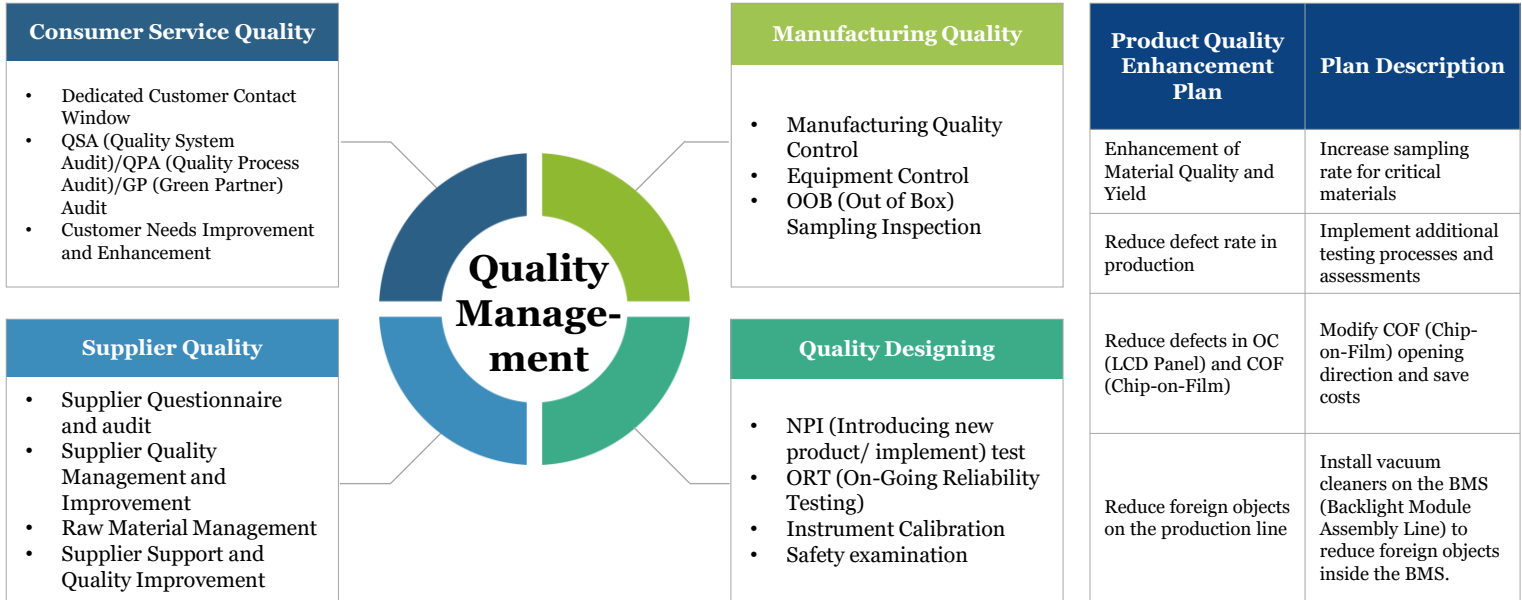
AmTRAN's product quality management organizational structure integrates resources in a cross-functional manner, ensuring that quality management is not only the responsibility of the production line but also a shared task of every employee in the company. The organizational structure includes senior management, quality assurance department, production department, research and development department, and sales department. Through this structure, AmTRAN ensures strict quality control in product development, production, and sales stages.

AmTRAN Product Quality Management Framework



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- Environmentally Friendly Products and Life Cycle
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- Intelligent Manufacturing
- Customer Relationship Management

AmTRAN's product quality management covers four major aspects: "Process Quality," "Quality Design," "Supplier Quality," and "Customer Service Quality." For each aspect of product quality management, AmTRAN formulates relevant operational procedures and implementation guidelines to ensure that the management processes are well planned, executed, reviewed, and improved. The following are the steps in AmTRAN's product quality management process: 1. Allocate more resources to product research and development and design stages to improve initial product quality. 2. Strengthen supply chain management to ensure that all raw materials meet our quality requirements. 3. Optimize production processes to minimize product defects. 4. Expand the scope of product testing and acceptance to ensure that every product delivered meets the highest quality standards.



AmTRAN's product quality management process is based on the internationally recognized ISO 9001 quality management system. From product design, material procurement, production manufacturing, to final product testing and acceptance, there are clear standards and guidelines to ensure product quality. For panel-related products supplied to car manufacturers, AmTRAN implements the IATF 16949 system for process management. This system is not only recognized by international mainstream car manufacturers but also ensures passenger safety. AmTRAN regularly invites third-party organizations certified by ISO to conduct external audits to ensure that the product quality management system complies with the requirements of ISO 9001 and continues to improve and enhance. These external audits not only provide an effective means for AmTRAN to maintain product quality but also transparently demonstrate their commitment and efforts to quality.

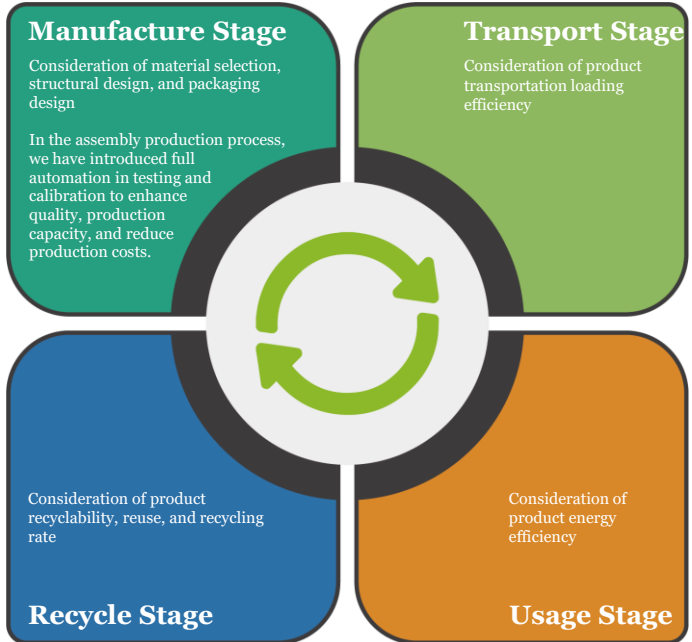
In addition, AmTRAN utilizes advanced big data and artificial intelligence technologies to analyze and predict quality management processes, enabling early detection of potential quality issues and implementation of preventive measures. Currently, AmTRAN's production line is partially automated, including stamping machines, TV assembly point gluing, spraying, flipping, welding, and more. At the same time, AmTRAN strengthens employee training on quality consciousness, making every employee part of the quality management process.

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Environmentally Friendly Products and Life Cycle Management

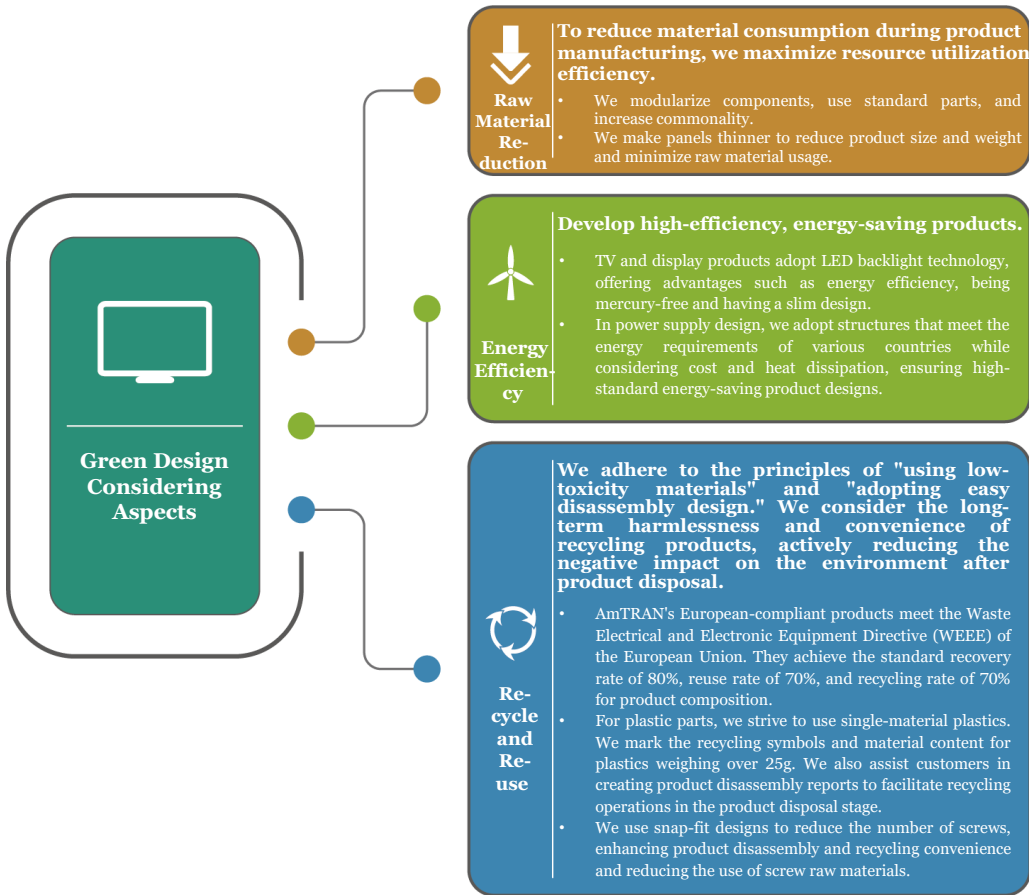
With the gradual depletion of natural resources and increasing consumer awareness of environmental protection, the introduction of green design to reduce the Earth's burden and ensure the use of safe and non-hazardous products has become an important focus for AmTRAN. Therefore, we are committed to researching and designing green products that comply with international environmental standards and safety regulations. Our goal is to ensure that products circulating in the market are energy-efficient, reduce resource consumption, are easy to recycle, and have low hazardous characteristics, thereby making a contribution to the environment and society. Currently, AmTRAN's main products, such as televisions and displays, fully comply with the requirements of the EU RoHS directive and also meet the guidelines of Article 7(2) of the REACH directive. For specific customers' requirements for non-halogen models, we adhere to their demands and seek components that meet non-halogen specifications, ensuring that our production processes comply with international standards and protect the health of customers and the safety of the environment.

During the product design phase, AmTRAN considers the factors that may impact the environment in the product life cycle, including production, transportation, use, and recycling. Based on these factors, we propose specific design considerations for each stage:

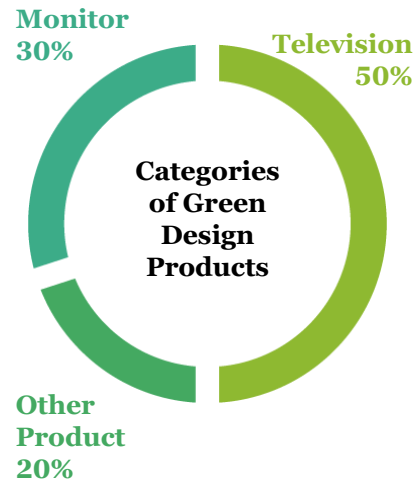


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Our green design strategy focuses on three aspects: reduction, energy efficiency, and recycling. We incorporate concepts of environmental protection, energy conservation, and circular economy. We prioritize selecting environmentally friendly, low-carbon, and sustainable raw material suppliers. We also emphasize improving the resource efficiency of our products, aiming to reduce resource consumption during the manufacturing process and achieve energy-saving benefits during product use while ensuring user health and safety.



Up to 80% of our total revenue comes from display and TV products. To ensure that the concept of green design is implemented in our products, we focus on low-energy research and development for key products. By reducing the environmental impact of our products, we bring energy-saving benefits to every customer. Therefore, every screen and TV product we produce has passed energy efficiency certification.



Hazardous Management Strategy

All product lines of AmTRAN fully comply with the EU RoHS regulations. Furthermore, we are committed to meeting customer requirements by not using specific hazardous substances during the manufacturing process. For example, we avoid using halogen flame retardants in the production of plastic casings to prevent the release of toxic gases. We produce LED backlight modules without mercury and avoid using PVC packaging that emits dioxins during incomplete combustion. These efforts reduce the impact of our products on human health and the environment throughout their life cycle. In 2022, AmTRAN had no incidents of violating health and safety regulations related to products and services.

Before introducing chemicals, we conduct safety assessments based on safety data sheets (SDS) to avoid the use of prohibited substances. Each year, we conduct risk assessments and identify high-risk job positions related to occupational hazards. We place risk notification cards at high-risk job positions, require and provide personal protective equipment to personnel in hazardous positions, and conduct pre-employment, on-the-job, and exit medical examinations to ensure the health and safety of our employees in the work environment.

Regulation Item	RoHS 2.0	REACH	Halogen Free
Regulation Content	Single-material lead (Pb), mercury (Cd), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs), bis(2-ethylhexyl) phthalate (DEHP), butyl benzyl phthalate (BBP), dibutyl phthalate (DBP), and diisobutyl phthalate (DIBP) (collectively referred to as BBP) <1000 ppm.	Article 7(2) of the REACH directive: The product does not contain substances of very high concern (SVHC) exceeding 0.1% weight by weight.	Bromine and chlorine content of single-material components <900 ppm.
	Cd <100ppm		Total Br and Cl <1500ppm
Percentage of compliance with regulations in 2022	100%	100%	100%

Note:

- RoHS (Restriction of Hazardous Substances) is a directive by the European Union that restricts the use of certain hazardous substances in electrical and electronic equipment.
- REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) is a regulation by the European Union that aims to protect the environment and human health through the registration, evaluation, authorization, and restriction of chemicals.

Green Supply Chain Management system

Given the constantly evolving and increasing regulations related to hazardous substances internationally, effectively managing restricted substances to comply with international standards has become an important focus for companies. In 2009, AmTRAN introduced the ezGPM (Green Product Management) system to consolidate and manage regulatory information and upstream material chemical substance usage. The ezGPM system is a cloud-based platform specifically designed for managing green products. Through this platform, we can efficiently check the compliance of individual components with environmental requirements, reduce data duplication and operational time, minimize data integrity issues that may arise from manual data management, and reduce information transmission costs between departments. Furthermore, electronic workflows replace paper-based document exchanges, reducing paper usage and carbon emissions.

Suppliers are required to upload relevant supporting documents such as material substance information, third-party test reports, and declarations of non-use of hazardous substances through the AmTRAN ezGPM platform. This system significantly enhances the convenience of accessing component environmental data and ensures data integrity. We also use the management platform to publish the latest environmental regulations and supplier instructions on bulletin boards, serving as one of the communication channels with suppliers.

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Product Environmental Certification

As international environmental requirements for product import and export become increasingly stringent, meeting regional international regulations for exported products has become a fundamental requirement for companies. Many countries have even established environmental labels or similar systems to regulate and review imported products. Through collaboration with suppliers and customers, we strive towards sustainability. In 2022, our products obtained various environmental certifications and labels in China, the United States, Canada, Australia, and South Korea. The revenue from environmentally certified products accounted for 69.4% of our total revenue, with environmentally certified LED TVs and LED displays accounting for 42.61% and 26.79% of the revenue, respectively. This demonstrates our commitment to developing green products. Moving forward, AmTRAN will continue to focus on the development of energy-efficient, low-material-consumption, and low-carbon-footprint products, working together with our partners to protect the Earth and create a greener future.

NRCAN Energy Efficient Regulations, NRCAN

- 10 LED TV products with a shipment share of 85%



ErP Label (Energy-related Products) - European Union ErP lot 6 European Regulation 801/2013

- 39 LED Monitor products certified with ErP Label, representing 100% of shipments

Energy Star (United States)



- 39 LED Monitor products with a shipment share of 95%

California Energy Commission's, CEC

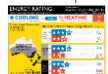


- 10 LED TV products with a shipment share of 85%
- 21 LED Monitor products with a shipment share of 95%



Department of Energy, DoE

- 10 LED TV products with a shipment share of 85%
- 5 LED Monitor products with a shipment share of 95%



Greenhouse and Energy Minimum Standards, GEMS

- 23 LED Monitor products with a shipment share of 75%



e-standby Label (Standby Power Control Program) - South Korea

- 25 LED Monitor products certified with e-standby Label, representing 75% of shipments



Center for Energy Conservation Product, CECP

- 1 LED Monitor product with a shipment share of 2%



China Energy Label, CEL

- 19 LED Monitor products with a shipment share of 8%



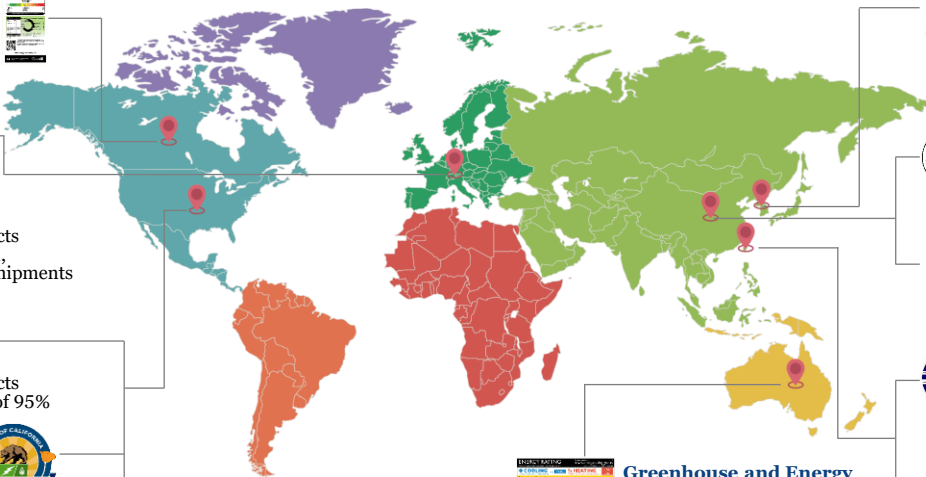
BSMI Safety Certification (Taiwan)

- 4 LED TV products with a shipment share of 5%
- 21 LED Monitor products with a shipment share of 15%
- 2 Video Conferencing products



Taiwan Energy Label

- 5 LED TV products with a shipment share of 5%



Product Carbon Footprint

AmTRAN conducted product carbon footprint assessments in collaboration with third-party consultants and suppliers in 2010. By applying the principles of product life cycle assessment, the company analyzed and calculated the carbon emissions of its products, leading to the certification of the carbon footprint of a specific model of LCD television by the Carbon Trust, a UK-based organization. Based on the results of the product carbon footprint analysis, we identified production processes with carbon reduction potential. We further optimized these processes to continuously offer consumers low-carbon and energy-efficient products.

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Innovation and Research & Development

Product innovation and research and development have been the driving forces behind AmTRAN's growth. To encourage internal innovation among R&D talents, the company established the "Patent Invention Creative Incentive Program" to recognize outstanding contributions and maintain the company's momentum. Externally, AmTRAN actively seeks collaboration opportunities for innovation. In 2022, the company collaborated with key customers to improve the performance of TV products by 10%. Considering the product life cycle, this improvement significantly reduces energy consumption, contributes to energy conservation and carbon reduction, and minimizes indirect negative environmental impacts.

As global climate change becomes an increasingly prominent issue, countries are implementing environmental regulations and standards to combat global warming. As a result, product performance, production processes, material sourcing, and end-of-life treatment have become key evaluation criteria for international trade. High efficiency, low carbon emissions, and green design are now focal points for innovation among global technology giants. AmTRAN aligns with this global trend. In 2022, the company invested a substantial amount of 456 million New Taiwan Dollars in research and development, focusing on product performance improvement, material reduction, and process optimization. Various solutions have been proposed to contribute to the fight against global warming.

Total amount of incentive rewards for patent invention and innovation obtained in the past three years (Unit: NTD)

	2020	2021	2022
Incentive Rewards	280,000	610,000	850,000
Number of Patents Obtained	30	28	21

Total R&D Expenditure in the Past Three Years (Unit: in thousand NTD)

	2020	2021	2022
Amount	458,044	593,128	456,767
Comparing to previous year		+29.49%	-22.99%

2022 Innovative R&D Products and Solutions

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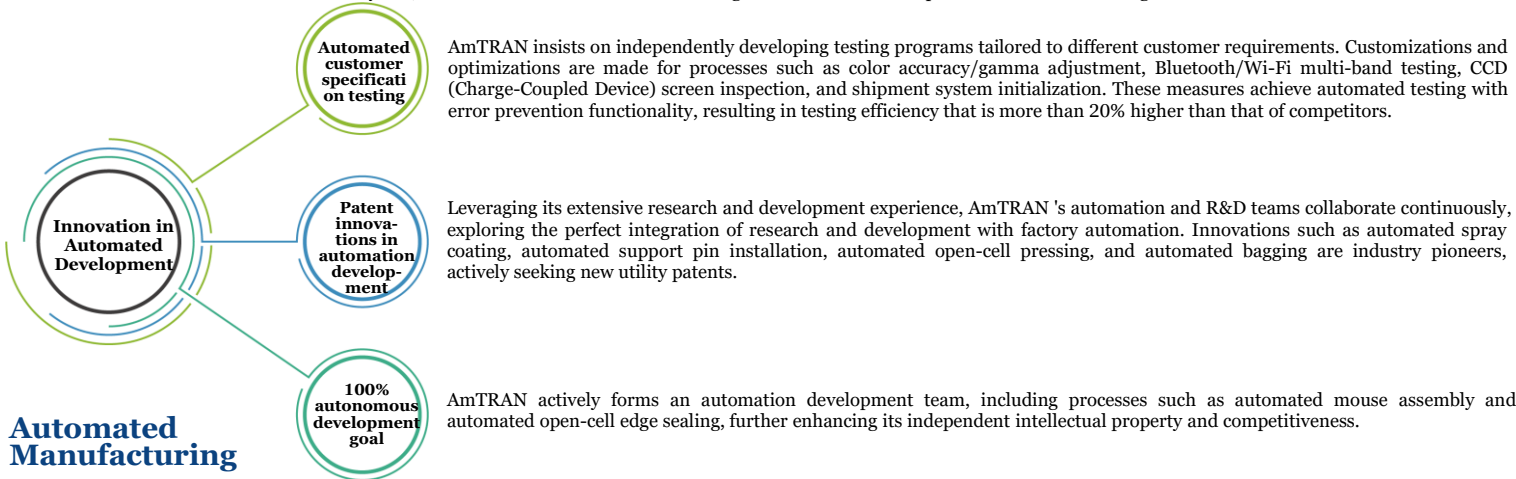
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Innovative Products	Product Solutions
 <p>Improvement in Energy Efficiency</p>	<p>The original brightness standard was revised to use a higher number of LED lamps, incorporating a new lens structure and high-performance chips, thereby reducing the number of LEDs used. In addition, the production process complies with RoHS requirements by using halogen-free materials. For example, in the case of a 55-inch model, the original design planned to use 36 LED lamps. With the new design, only 32 LED lamps are needed, resulting in a reduction of 4 LED lamps used. Furthermore, the backlight control method is adjusted for different brightness levels, reducing power consumption for the model. Considering the backlight power consumption of a traditional 55-inch TV at 100W, the energy waste can be reduced by approximately 10% (10W).</p>
 <p>Optical Composite Film Integration Design Innovations in Quantum Dot Displays</p>	<p>Improvement in Operational Efficiency: For example, in the case of a 75-inch model, the assembly team size can be reduced from 3 persons to 1 person while maintaining the same production efficiency.</p> <p>Reduction in Raw Material Consumption: With the DPP (Three-in-One Film) composite film structure - DS (Diffuser Sheet) + P (Prism Enhancement Film) + P (Prism Enhancement Film), the optical brightness can be increased by 3%. Additionally, the DPP structure can reduce the weight by up to 57% per square meter, leading to a reduction of approximately 60% in packaging and consumable materials usage. Traditional backlight structures often involve complex assembly processes due to the use of multiple optical film layers. By adopting an integrated design, the assembly complexity and error rate are significantly reduced, while the stress on raw materials is increased, lowering the risk of product deformation and warping.</p>
 <p>Design for Miniaturization and Improved Energy Conversion Efficiency in Power Boards</p>	<ul style="list-style-type: none"> With the gradual maturity of third-generation semiconductor technologies such as Gallium Nitride (GaN) and Silicon Carbide (SiC), the design trend for power boards is towards miniaturization and improved energy conversion efficiency. This contributes to the development of green and environmentally friendly products. The adoption of miniaturized and high-efficiency designs offers the following benefits for low-carbon and energy-saving purposes: <ol style="list-style-type: none"> The energy conversion efficiency can be increased from 87% to 92% (for a power requirement of 300W, each display can save 15W of energy waste). Significant material savings can be achieved, including: <ul style="list-style-type: none"> A 50% reduction in PCB board area , Reduced volume of magnetic components , Reduction in heat dissipation materials (aluminum heat sinks/thermal conductive materials) due to lower internal energy losses. The reduction in PCB size allows for increased panelization during production (e.g., with a 50% reduction in PCB area, the panelization can be doubled) . This leads to improved production efficiency in terms of reflow soldering, indirectly saving production time and reducing energy consumption in reflow soldering furnaces.
 <p>360-Degree Panoramic Video Conferencing System</p>	<ul style="list-style-type: none"> Develop a new generation of video conferencing chip control modules and video systems that utilize audiovisual recognition technology to identify speakers, focus on reducing distractions, and control video images, thereby reducing operational interference. Develop multi-camera panoramic image stitching technology to create a 360-degree panoramic video conferencing system and distributed microphones, eliminating blind spots in video and audio recording.

Intelligent Manufacturing

With the rapid development of emerging technologies in recent years, the digital revolution has laid out a blueprint for future world technological advancements. Technologies such as 5G, the Internet of Things (IoT), artificial intelligence (AI), and big data analytics enable real-time communication and control, precise production evaluation, and services and products tailored to customer needs. Taiwanese companies have long been leaders in the hardware-centric approach of Information and Communication Technology (ICT), and the trend in the domestic technology industry is to combine hardware and software integration under a solid hardware foundation. Automation enhances production efficiency and reduces labor costs, while intelligent integration leverages production data for efficient management and analysis. AmTRAN actively explores advanced technologies such as 5G, AIoT, 3D vision, and intelligent robotics, basing its development on existing needs and setting the direction for future applications. It is committed to integrating the information resources of its headquarters in Taiwan, Suzhou plant, and Vietnam plant, continuously exploring smart manufacturing reforms, enhancing its industry competitiveness, and creating greater collaborative value for customers. In recent years, AmTRAN has focused on smart management and automated production in the following areas:



Automated Manufacturing



Automated backplane insertion



Automated spray coating



Automated screw fastening



Automated packaging & stacking

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Promoting Smart Management

Global intelligent management: With the company's expanding global presence, spanning Taiwan, Suzhou, and Vietnam, AmTRAN actively promotes the integration of information resources across all locations. This includes the implementation of Enterprise Resource Planning (ERP), Manufacturing Execution System (MES), and automated production line information integration to achieve visualized production efficiency and real-time management.

Shop floor management: Within the production floor, AmTRAN introduces various software systems such as Warehouse Management System (WMS), dust-free room dust detection, upgraded MES, Advanced Planning and Scheduling (APS) systems, and personnel job management systems. Through the implementation of digital management systems, we precisely track inputs and outputs, achieving internal digital transformation to enhance resource utilization efficiency.

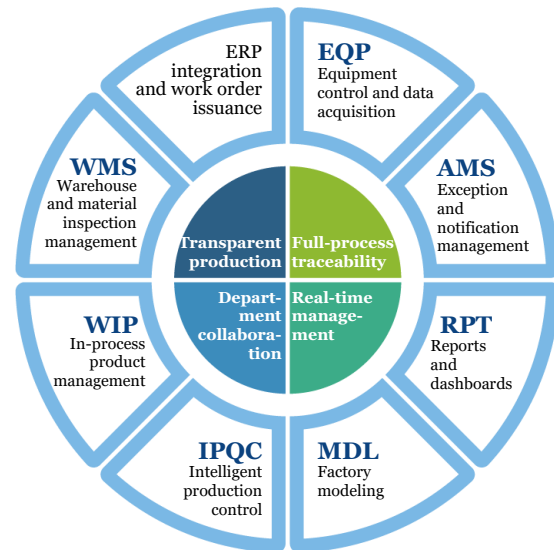
Install and log in to the APP, all the necessary reports can be queried directly into mobile device.



Future Outlook

AmTRAN will actively explore and invest in advanced technologies such as 5G, AIoT, 3D vision, and intelligent robotics. Building upon existing customer demands, we will continue to grasp key technologies and propose innovative solutions. We are also committed to integrating the resources of our headquarters in Taiwan, Suzhou plant, and Vietnam plant for smart manufacturing reforms. This will enable us to catch up with the digital transformation wave in the post-pandemic era and ever-changing market, creating greater collaborative value for all our customers and enhancing our competitiveness within the industry.

MES function diagrams



Customer Relationship Management

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AmTRAN has established clear customer service improvement processes, which include ten quantitative indicators to understand customer needs. If any indicator scores below 8, the customer service team notifies the relevant departments and asks them to provide reasons for the unsatisfactory rating and propose improvement measures. In terms of production management, AmTRAN works with customers to develop standard operating procedures and handling methods. We maintain smooth communication with customers to meet any urgent supply demands. Furthermore, to meet customers' timely procurement of related consumables, AmTRAN actively strengthens its after-sales spare parts management. We review the material list monthly to ensure it is up-to-date and the inventory is sufficient, thus minimizing customer wait time.





In the fiercely competitive consumer electronics market, "customer relationship management" has become a crucial factor for enterprise success. Companies need to establish competitive advantages and create long-term value through effective customer relationship management. AmTRAN implements five key customer relationship strategies, integrating customer relationship management into our strategic framework to enhance customer satisfaction, increase customer loyalty, generate cross-selling and upselling opportunities, and improve overall business efficiency. Our specific strategies include customer data management, customer interaction and communication, personalized customer experience, cross-department collaboration, and continuous improvement and innovation. We are honored to receive an award from one of our Customers on 2022.



Award from Customers

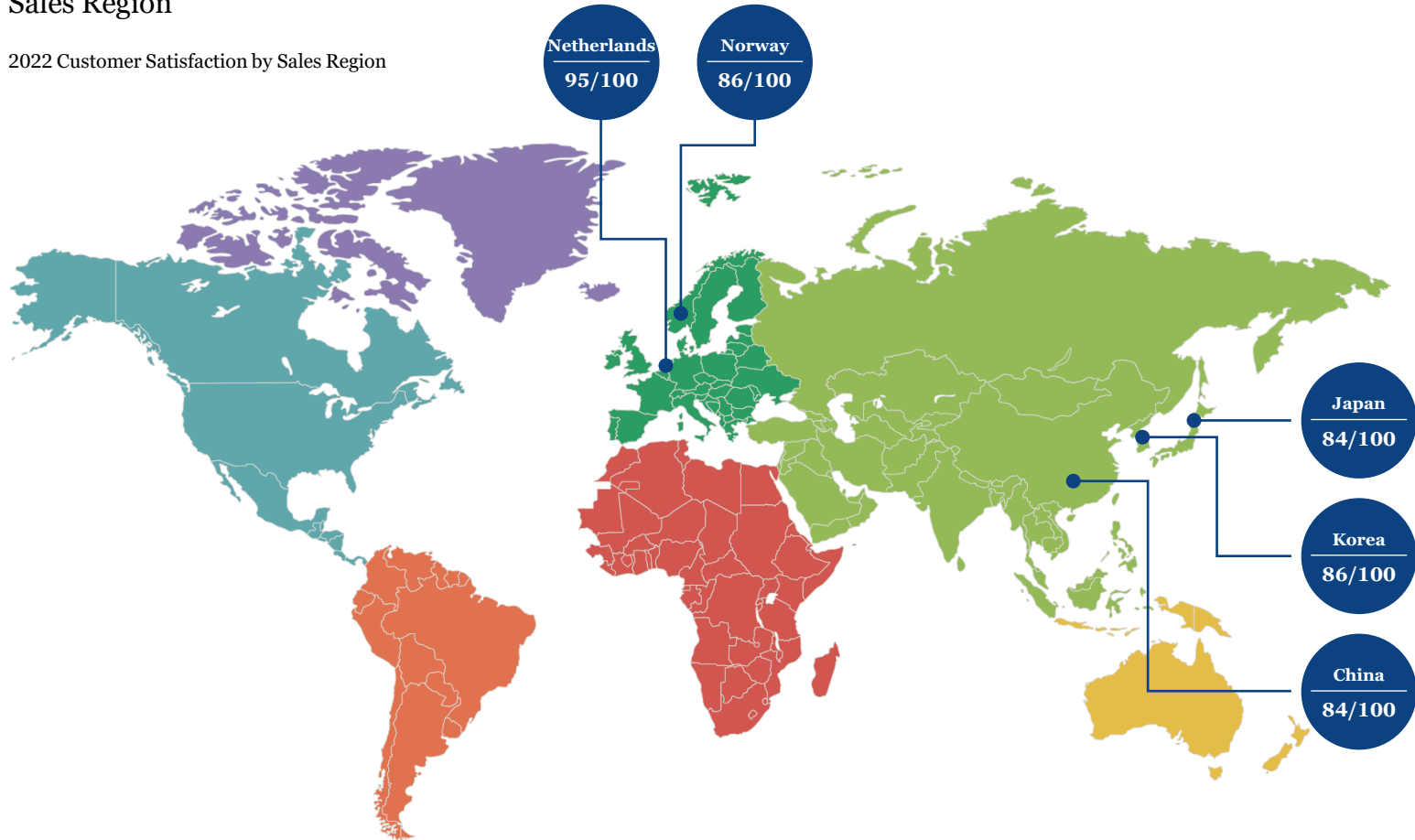
Customer Satisfaction Survey			
III Object:			
Item	Object	Score	Suggestion (if the score is lower than 6, pls kindly provide your comments)
1.	Research & Design Capability	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	
2.	New project introducing punctually	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
3.	Process technology & Control ability	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
4.	Product Quality Level	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
5.	Lead time of product shipment	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
6.	Response to complaint in time	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
7.	Effectiveness of corrective action	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
8.	Fully support for spare parts	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
9.	Attitude of contact window	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
10.	Good communication and relationship	<input type="checkbox"/> 2 <input type="checkbox"/> 4 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 10	∩
Overall		∩	∩
Remark			
<small>Fill "X" at the square which one you want to select. Remark: 0. Not available 2. Very dissatisfied 4. Dissatisfied 6. Acceptable 8. Satisfied 10. Very satisfied</small>			

2022 Customer Satisfaction with AmTRAN Products

Product Type	Customer Satisfaction
 LCD Display TV	Satisfied (86/100)
 Computer mouse	Satisfied (90/100)
 Robots	Satisfied (84/100)
 Conference Communication Products	Satisfied (86/100)

2022 Customer Satisfaction by Sales Region

2022 Customer Satisfaction by Sales Region



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Material Topics	Climate Change Adaptation		
GRI Index	GRI 3-3、GRI 302-1、GRI 302-3、GRI 302-4、GRI 305-1、GRI 305-2、GRI 305-4、GRI 303-1、GRI 303-2、GRI 303-3、GRI 303-4、GRI 303-5		
Explanation of Impacts	AmTRAN incorporates climate change as one of the risks managed in its overall business operations. To address global climate change, AmTRAN has established the Sustainable Development Committee, which oversees the development of the company's carbon management vision, carbon reduction strategies, medium to long-term carbon reduction goals, and the implementation of carbon reduction action plans. Additionally, it sets water resource management goals and implements water conservation initiatives, making its best efforts to respond to global climate change.		
Policy	<ul style="list-style-type: none"> AmTRAN regards energy efficiency and water resource management as important environmental considerations. Annual energy, emission, and water conservation targets are established, and progress towards these targets is reported to top management during the annual management review meetings. The company follows the policy on circular safety and implements environmental management measures, including the implementation of the Water Pollution Control Procedure as the basis for pollution prevention actions. 		
Target	Suzhou Plant and Vietnam Plant - 2020 as base year		
	Target Timeline	Energy Management	Greenhouse Gas Management
	Short-term Target (2025)	Reduce 10%	Reduce 15%
	Medium-term Target (2030)	Reduce 20%	Reduce 30%
	Long-term Target (2050)	Reduce 30%	Reduce 50%
	Water Resource Management - 2020 as base year		
	Target Timeline	Suzhou Plant	Vietnam Plant
Short-term Target (2025)	Water Conservation 3%	Water Conservation 3%	
Medium-term Target (2030)	Water Conservation 5%	Water Conservation 5%	
Long-term Target (2050)	Water Conservation 10%	Water Conservation 8%	
Action Plan	<p>Negative Impact Management</p> <ul style="list-style-type: none"> Promotion of energy conservation activities within the factory premises and advocacy for green commuting are encouraged. Daily inspections of water valves and other fittings are conducted to promptly address water leakage issues. Various water conservation measures are implemented, including active water-saving campaigns to cultivate a water-conscious culture among employees, promoting the concept of "turn off taps when not in use" to prevent water wastage. <p>Positive Impact Management</p> <ul style="list-style-type: none"> The factory premises have adopted the ISO 14064-1 greenhouse gas inventory management system and ISO 50001 energy management system. Solar power generation systems are installed and operated within the factory premises. In the Vietnamese factory, measures are taken to optimize and retrofit the roofs of the buildings for cooling using recycled discharge water from air conditioning units, water dispensers, glass cleaning machines, and rainwater. 		
Effectiveness Assessment	Internal audits of the ISO 14001 environmental management system are conducted annually, along with external audits by third-party verification organizations.		
Grievance Mechanism	Email : esg@amtran.com.tw		

Material Topics	Energy and Greenhouse Gas Management		
GRI Index	GRI 3-3、GRI 302-1、GRI 302-3、GRI 302-4、GRI 305-1、GRI 305-2、GRI 305-4		
Explanation of Impacts	In accordance with the Paris Agreement, governments worldwide are actively controlling greenhouse gas emissions. AmTRAN actively responds to external environmental requirements regarding carbon emissions and continues to implement various energy-saving and carbon reduction initiatives. Effective energy management not only enhances the innovation of green technologies within the company, resulting in increased efficiency and cost savings, but also has the potential to influence investors' decisions and consumers' purchasing preferences due to the company's carbon reduction efforts.		
Policy	<ul style="list-style-type: none"> AmTRAN regards energy consumption identification and the adoption of renewable energy as important environmental considerations. Therefore, annual energy-saving, emission reduction, and self-use of renewable energy targets are established. The progress towards these energy management goals is regularly reported during relevant meetings. Suzhou Plant and Vietnam Plant both adopted the ISO 14064-1 greenhouse gas inventory management system and ISO 50001 energy management system. Solar power generation systems are installed and operated within Suzhou Plant. 		
Target	Suzhou Plant and Vietnam Plant - 2020 as base year		
	Target Timeline	Energy Management	Greenhouse Gas Management
	Short-term Target (2025)	Reduce 10%	Reduce 15%
	Medium-term Target (2030)	Reduce 20%	Reduce 30%
	Long-term Target (2050)	Reduce 30%	Reduce 50%
Action Plan	<p>Negative Impact Management</p> <ul style="list-style-type: none"> Using the zero-air consumption air blower heat regeneration adsorption dryers to reduce compressed air consumption. Promotion of energy conservation activities within the factory premises and advocacy for green commuting are encouraged. <p>Positive Impact Management</p> <ul style="list-style-type: none"> Introduced the ISO 50001 Environmental Management System and implemented energy-saving projects such as replacing traditional lighting fixtures and improving the cooling water circulation system. The solar power system at Suzhou Plant has been installed and operational (Solar power generation in 2022: 2,332,808.8 kWh). Vietnam Plant will adopt the ISO 14064-1 greenhouse gas inventory management system and ISO 50001 energy management system in 2023. 		
Effectiveness Assessment	We conduct semi-annual reviews of our energy-saving and carbon reduction efforts, and annually, during the Sustainable Development Committee's senior executive meetings, we review and assess the progress of achieving our energy management objectives.		
Grievance Mechanism	Email: esg@amtran.com.tw		

Material Topics	Circular Economy									
GRI Index	GRI 3-3、GRI 301-1、GRI 301-2、GRI 301-3									
Explanation of Impacts	As global businesses increasingly prioritize environmental and resource issues, innovation and research in the field of circular economy have become international focal points in recent years. AmTRAN is committed to implementing circular economy practices, starting from product design and material reduction, to end-of-life recycling and reuse processes. By converting pollution or waste into valuable resources through recycling, we not only significantly reduce our reliance on virgin materials but also have the opportunity to generate additional revenue. This approach directly contributes to energy savings and carbon reduction while minimizing indirect impacts on the environment.									
Policy	<ul style="list-style-type: none"> We use reusable, recyclable, and biodegradable materials. We improve our waste management system to ensure effective recycling and transformation of waste into reusable resources. We reduce packaging materials and increase the recycling rate of packaging materials. 									
Target	<table border="1"> <thead> <tr> <th>Target Timeline</th> <th>Target for the use of recycled materials</th> </tr> </thead> <tbody> <tr> <td>Short-term Target (2025)</td> <td>Target for the use of recycled materials: Increase by 5% compared to 2022.</td> </tr> <tr> <td>Medium-term Target (2030)</td> <td>Target for the use of recycled materials: Increase by 10% compared to 2022.</td> </tr> <tr> <td>Long-term Target (2050)</td> <td>Target for the use of recycled materials: Increase by 18% compared to 2022.</td> </tr> </tbody> </table>	Target Timeline	Target for the use of recycled materials	Short-term Target (2025)	Target for the use of recycled materials: Increase by 5% compared to 2022.	Medium-term Target (2030)	Target for the use of recycled materials: Increase by 10% compared to 2022.	Long-term Target (2050)	Target for the use of recycled materials: Increase by 18% compared to 2022.	
Target Timeline	Target for the use of recycled materials									
Short-term Target (2025)	Target for the use of recycled materials: Increase by 5% compared to 2022.									
Medium-term Target (2030)	Target for the use of recycled materials: Increase by 10% compared to 2022.									
Long-term Target (2050)	Target for the use of recycled materials: Increase by 18% compared to 2022.									
Action Plan	<p>Positive Impact Management</p> <ul style="list-style-type: none"> We continue to expand the range and proportion of recycled packaging materials for TVs and mice, effectively reducing waste generation and promoting resource reuse, thereby reducing the demand for natural resources and alleviating environmental pressure. In product packaging design and material selection, we are committed to limiting the amount of packaging, prioritizing recyclable materials, controlling the content of hazardous substances, and complying with the EU Packaging Directive to ensure that all packaging materials bear recycling symbols. We prioritize the use of cardboard boxes for packaging that can be reused after component unpacking. By reusing packaging cardboard boxes, we extend their lifespan and achieve the goals of a circular economy. By using recycled materials, we reduce the need for developing new resources, which not only mitigates negative environmental impacts but also helps reduce waste generation. In 2022, AmTRAN used a total of 6,659 tons of materials, of which 1,186 tons were recycled materials, accounting for 17.8% of the total annual material usage. 									
Effectiveness Assessment	We regularly review the annual recycling rate of packaging materials and the usage of recycled materials in each plant through meetings, making dynamic adjustments to related measures to ensure the progressive realization of short-term, medium-term, and long-term goals.									
Grievance Mechanism	Email: esg@amtran.com.tw									

Climate Change Adaptation and Greenhouse Gas Management

Climate Change Adaption

Under the Paris Agreement, mitigating and adapting to climate change have become focal points for governments and businesses worldwide. To understand and reduce the potential impact of climate-related risks, AmTRAN conducts annual greenhouse gas inventories at each operational site. Based on the inventory results, we formulate greenhouse gas management policies and set reduction targets and measures. Both the Suzhou and Vietnam plants have established short-term, medium-term, and long-term goals for reducing greenhouse gas emissions and energy consumption, committing to fulfilling environmental responsibilities while creating economic benefits.

As climate change issues become increasingly severe, governments around the world have implemented stringent regulations. Companies are required to follow the framework of Task Force on Climate-related Financial Disclosures (TCFD) and disclose their analysis of climate change risks, opportunities, and financial impacts. In response to the global trend of disclosing climate-related information, Taiwan's Financial Supervisory Commission (FSC) actively promotes sustainable development plans for Taiwanese companies, requiring them to provide specific explanations of climate-related information. To align with international climate trends, regulatory requirements, and strengthen climate governance, AmTRAN conducted an internal analysis in 2022 following the TCFD framework to explore climate change risks and opportunities for the company. Based on the identified significant climate risks and opportunities, we conducted financial impact analysis through climate scenario modeling and developed corresponding action plans and management objectives.

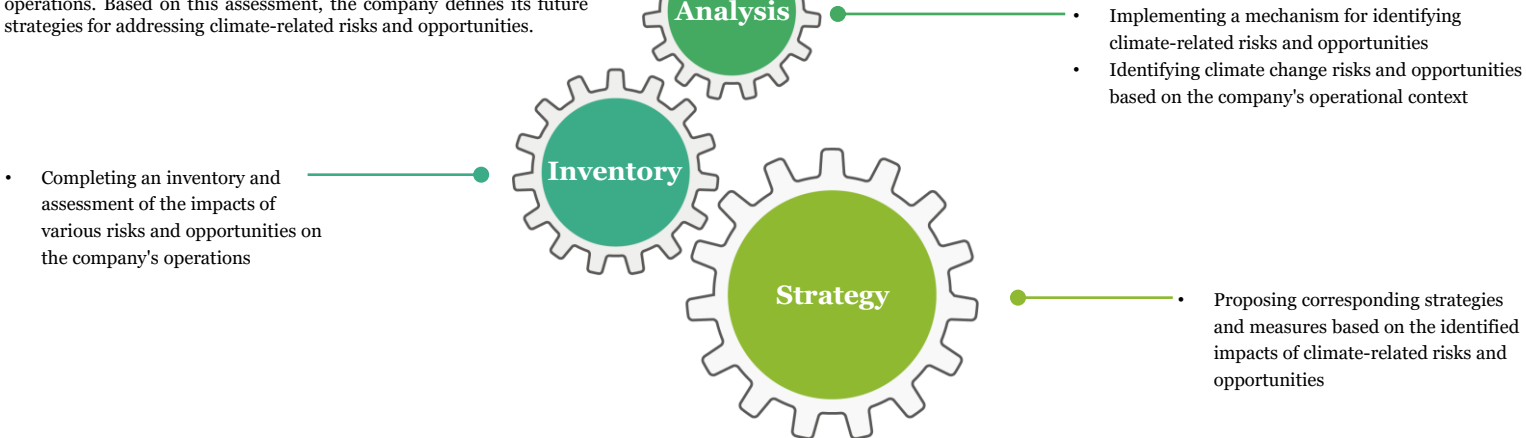
Governance Aspect

To effectively manage climate-related risks and opportunities, AmTRAN has established a Sustainable Development Committee, chaired by the Chairman, with the General Manager serving as the Vice Chairman. The committee oversees the identification and management of climate change risks and opportunities through the Sustainable Office. The Sustainable Office is responsible for identifying and managing climate change risks and opportunities and reports the results of risk and opportunity identification, as well as proposed control measures, to the Chairman and CEO at the annual Sustainable Development Committee meetings attended by senior executives. Additionally, the Sustainable Development Committee regularly reports significant climate risks and corresponding measures to the Board of Directors, ensuring the Board's oversight of climate risk issues. This enables the Board to make decisions, implement relevant management policies, and review the implementation progress.






Strategy Aspect

AmTRAN conducts a comprehensive assessment and evaluation of climate risks and opportunities by utilizing a climate change risk and opportunity matrix. The matrix considers different timeframes, the likelihood of issues occurring, and the impact on the company's operations. Based on this assessment, the company defines its future strategies for addressing climate-related risks and opportunities.



Management of Key Climate Risks and Opportunities at AmTRAN

Risk / Opportunity Type	Climate Risks and Opportunities	Potential Impact on AmTRAN	Impact Timeline	Financial Impact	Climate Adaptation Management Strategies
 Transition Risks	Increased cost of greenhouse gas emissions	As the global trend towards net-zero emissions continues, governments around the world have been implementing carbon pricing and carbon trading mechanisms. In Taiwan, the Climate Change Response Act has been enacted, preparing to impose carbon fees on electricity-intensive industries starting from 2024. In the future, AmTRAN may experience an increase in carbon-related expenses as a result.	Medium-term (less than 3 years)	<p>Financial Impact Assessment of Carbon Fees and Carbon Trading Costs in Taiwan/China/Vietnam. Simulating the financial impact of carbon fees and carbon trading costs in compliance with regulatory requirements for Taiwan in 2025 and China/Vietnam in 2030, under the assumption of normal business development, the financial impact is as follows:</p> <ul style="list-style-type: none"> Under the Business as Usual (BAU) scenario, the financial impact of this risk on AmTRAN's overall climate risk and opportunity accounts for 24.92%. Under the Net-Zero scenario, the financial impact of this risk on our overall climate risk and opportunity accounts for 50.68%. 	<ul style="list-style-type: none"> AmTRAN has implemented the ISO 50001 Energy Management System to improve energy efficiency and reduce carbon emissions. Replacing traditional lighting fixtures, improving the cooling water circulation system, and implementing the reclamation of air conditioning discharge water to reduce compressed air temperature. The Suzhou plant has installed a 45,000 square meters solar power generation system on the roof, which is used for self-consumption to reduce the cost and usage of purchased electricity. We also plans to continue enhancing its strategy for green energy usage.
 Physical Risk	Increasing frequency and severity of extreme weather events	Frequent extreme rainfall, high temperatures, and droughts may lead to flooding in the plant area or power outages due to electricity shortages caused by high temperatures. These events could disrupt operations, affect revenue, and cause property damage.	Medium-term (less than 3 years)	In recent years, the occurrence of extreme weather events due to climate change has become more frequent and severe. Prolonged high temperatures and heavy rainfall could cause electricity shortages, government interventions to stabilize the power system, and power outages in the plant area. The financial impact of this risk on AmTRAN's overall climate risk and opportunity accounts for 49.32-75.08%.	AmTRAN conducts emergency response training every six months, including disaster prevention knowledge dissemination and on-site scenario exercises, to enhance its ability to respond to disasters.
 Opportunity	Develop or expand low-carbon products and services	Obtaining carbon footprint certification, low-carbon labels, or energy-saving labels can enhance product competitiveness, meet customer expectations, respond to market demands, and increase revenue.	Medium to Long-term (3 to 10 years)	<p>Investing in the development of new energy-efficient and low-carbon products and services will increase orders, enhance revenue, strengthen climate resilience, and increase brand value.</p> <p>The estimated commercial market opportunities created by developing or expanding low-carbon and energy-efficient products are projected to generate nearly NT\$15 billion in revenue by 2025 and nearly NT\$20 billion by 2030.</p>	<ul style="list-style-type: none"> Product design incorporates green concepts, focusing on reducing, conserving energy, and promoting circularity to enhance resource efficiency during production and use. TV and display products adopt LED backlight technology, offering advantages such as energy efficiency, mercury-free and slim design. Assisting customers in obtaining international product environmental certifications, such as Energy Star, and carbon footprint certifications, to provide consumers with high-quality, low-energy consumption, and environmentally friendly products.

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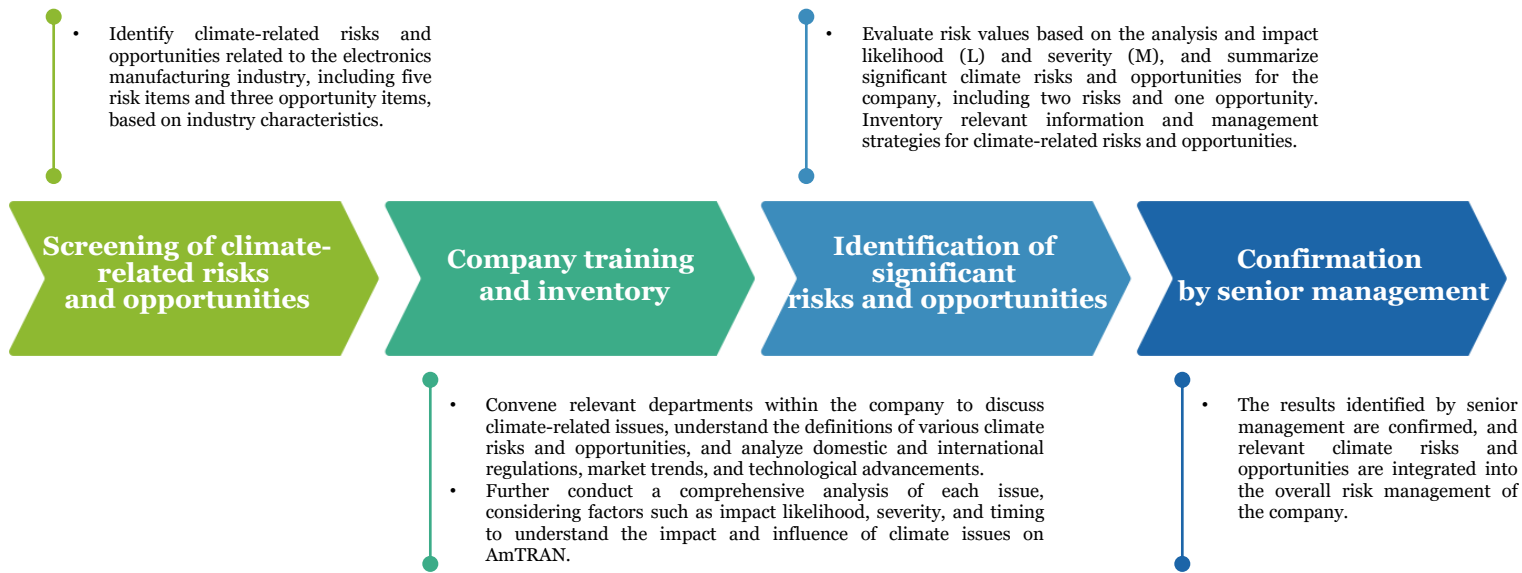
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Risk Management Aspect




AmTRAN's Sustainable Office conducts climate risk identification to assess climate risks that impact the company's operations. Analyzing risks and opportunities in the industry and distinguishing transformation risks and physical risks to identify specific short-, medium-, and long-term potential impacts. Major risk issues are summarized, and corresponding strategies are formulated based on these significant risk issues. Climate risk is considered a significant risk for the company. Therefore, at least once a year, a report is submitted to the Sustainable Development Executive Committee and the Board of Directors, along with the implementation of response strategies to mitigate significant climate risks. The process for identifying climate-related risks and opportunities is as follows:




Climate Change-Related Risk and Opportunity Identification Process



Index and Target

To address the identified risks and opportunities related to climate change, we've implemented the ISO 14001 Environmental Management System and energy-saving projects. Each operational plant, with the base year set as 2020, has set short-, medium-, and long-term goals for reducing greenhouse gas emissions, reducing electricity usage, and water resource management, respectively. These goals are reviewed annually to ensure AmTRAN's compliance with the indicators and goals set for combating climate change.

Suzhou Plant 2020 as base year	Target Timeline	 Greenhouse Gas Emissions Reduction Targets	 Electricity Usage Reduction Targets	 Water Resource Usage Reduction Targets
	Short-term Target (2025)	15%	10%	3%
Medium-term Target (2030)	30%	20%	5%	
Long-term Target (2050)	50%	30%	10%	

Vietnam Plant 2020 as base year	Target Timeline	 Greenhouse Gas Emissions Reduction Targets	 Electricity Usage Reduction Targets	 Water Resource Usage Reduction Targets
	Short-term Target (2025)	15%	10%	3%
Medium-term Target (2030)	30%	20%	5%	
Long-term Target (2050)	50%	30%	8%	

Energy Management

To implement energy saving and carbon reduction measures, we're responsible for energy and greenhouse gas management at each operational factory, overseen by the Facilities Department and Equipment Engineering Department. Annual energy saving and emission reduction targets, energy management objectives, and achievements will be reported to the Chairman and Vice Chairman at the annual Sustainable Development Executive Committee meeting. Each operational facility implements ISO 14001 Environmental Management System, ISO 50001 Energy Management System, and various energy-saving projects to improve energy efficiency. Through carbon footprint analysis of products, optimization and improvement measures are implemented for manufacturing processes with significant carbon emissions to reduce energy consumption. Furthermore, we continuously adjust our energy structure and establish renewable energy facilities. A solar power generation system with a capacity of 2 megawatts and covering an area of 45,000 square meters has been installed in the Suzhou plant. The self-consumption of solar photovoltaic power helps reduce the cost and usage of externally purchased electricity. We are actively exploring short, medium, and long-term goals for solar power generation capacity in our plants, aiming to enhance our strategies for green energy utilization.

Energy Usage

We regularly collect data on energy usage at the headquarters and each operational factory as a basis for revising energy policies. Currently, the primary energy sources used by us are electricity, gasoline, and diesel. In 2022, the internal energy consumption for non-renewable energy was 98,621.31 GJ, while renewable energy accounted for 8,398.11 GJ. The total energy consumption was 107,019.42 GJ, with renewable energy representing 7.84% of total electricity usage. Energy consumption in 2022 decreased by 16.52% compared to 2021, mainly due to the successful implementation of energy-saving and carbon reduction measures at the Suzhou factory. Furthermore, we continue to adjust its energy structure and establish renewable energy equipment. The solar power generation system on the roof of the Suzhou factory generated a total of 2,332,809 kWh in 2022, accounting for approximately 13.9% of the factory's total electricity consumption. We will continue to strengthen energy management to achieve its goal of sustainable operations.

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Energy Consumption at AmTRAN's Operational Sites in the Past Three Years

Energy Consumption		Headquarters			Suzhou Plant			Vietnam Plant		
		2020	2021	2022	2020	2021	2022	2020	2021	2022
Non-renewable Energy	Gasoline (liters)	-	-	-	23,628	16,100	15,372	-	-	-
	Diesel (liters)	-	-	-	-	400	297	5,495	708	1,639
	Electricity (kWh)	1,085,905	1,054,183	1,053,371	12,637,882	19,823,895	14,470,457	12,699,138	12,214,551	11,712,621
	Total Calorific Value (GJ)	3,909.26	3795.06	3792.14	46,268	71,905.87	52,606.09	45,910.15	43,997.28	42,223.08
Renewable Energy	Solar Energy (kWh)	-	-	-	2,258,000	2,362,941	2,332,809	-	-	-
	Total Calorific Value (GJ)	-	-	-	8,128.8	8,506.59	8398.11	-	-	-
Total Energy Consumption (GJ)		3,909.26	3795.06	3792.14	54,396.8	80,412.46	61,004.21	45,910.15	43,997.28	42,223.08

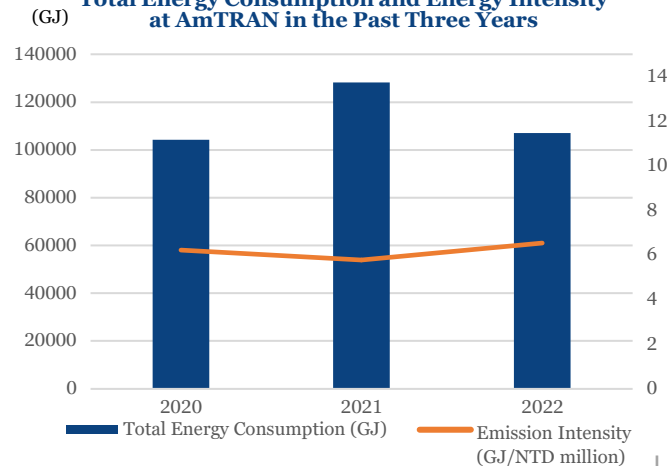
Note: The conversion of calorific value is based on the values announced in the "2018 Energy Statistics Manual - Calorific Values of Energy Products" by the Energy Bureau.

Total Energy Consumption and Energy Intensity at AmTRAN in the Past Three Years

Energy Consumption	AmTRAN		
	2020	2021	2022
Total Energy Consumption (GJ)	104216.2	128204.8	107019.42
Energy Intensity (GJ/NTD million)	6.22	5.77	6.54

Note: The conversion of calorific value is based on the values announced in the "2018 Energy Statistics Manual - Calorific Values of Energy Products" by the Energy Bureau.

Total Energy Consumption and Energy Intensity at AmTRAN in the Past Three Years



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Greenhouse Gas Management

As global warming intensifies, the frequency and severity of extreme weather disasters have increased in recent years. In order to mitigate the rise in average global temperature, the Paris Agreement aims to limit the temperature increase to below 2 degrees Celsius above pre-industrial levels, and strives to limit it to 1.5 degrees Celsius. Under this goal, governments around the world are actively controlling greenhouse gas emissions. AmTRAN also responds actively to external environmental requirements on carbon emissions, continuously conducts carbon inventories, and implements various energy-saving and carbon reduction measures to achieve the vision of a low-carbon and sustainable enterprise.

Greenhouse Gas Inventory

In 2022, the Scope 1 greenhouse gas emissions of AmTRAN amounted to 993.2 metric tons of CO₂e, and the Scope 2 greenhouse gas emissions amounted to 19,451.1 metric tons of CO₂e, resulting in a total of 20,424.3 metric tons of CO₂e. The overall emission intensity was 1.25 metric tons of CO₂e per million NTD of revenue. Among them, the greenhouse gas emissions of the Suzhou plant decreased by 9.91% compared to 2021, primarily due to the completion of the solar power generation system installation and the effectiveness of energy-saving and carbon reduction measures. The greenhouse gas emissions of the Vietnam plant decreased by 3.31% compared to 2021.

Greenhouse Gas Emissions in the Past Three Years

Greenhouse Gas Emissions	Headquarters			Suzhou Plant			Vietnam Plant		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Scope 1 (ton CO ₂ e)	-	-	-	350.7	539.7	497.6	215.0	205.4	495.6
Scope 2 (ton CO ₂ e)	552.7	529.2	528.8	7,907.1	11703.8	10532.0	8,351.0	8,945.1	8,390.3
Total Greenhouse Gas Emissions (Scope 1 & 2 emissions, ton CO₂ e)	552.7	529.2	528.8	8,257.8	12243.5	11029.6	8,566.0	9,150.5	8,865.9

Note:

- The boundary for greenhouse gas inventory follows operational control approach.
- Global Warming Potential (GWP) refers to the assessment report AR6 by the Intergovernmental Panel on Climate Change (IPCC).
- Greenhouse gas emissions include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs).
- In Taiwan, Scope 2 emissions are calculated based on the historical "Carbon Emission Factors for Electricity Sold to the Public" announced by the Energy Bureau in 2021. The emission factors were 0.533 kg CO₂e/kWh in 2019, 0.509 kg CO₂e/kWh in 2020, 0.502 kg CO₂e/kWh in 2021, and 0.502 kg CO₂e/kWh in 2022. For the Suzhou plant, the electricity emission factor in 2019 was calculated using the baseline emission factor from the 2017 emission reduction project in China, which was 0.8046 kg CO₂e/kWh. In 2020, it was 0.6257 kg CO₂e/kWh, and in 2021 and 2022, the emission factor was calculated using the baseline emission factor from the 2019 emission reduction project in China, which was 0.7921 kg CO₂e/kWh. The electricity emission factor for the Vietnam plant was 0.8458 kg CO₂e/kWh in 2019, 0.8041 kg CO₂e/kWh in 2020, 0.7221 kg CO₂e/kWh in 2021, and 0.7221 kg CO₂e/kWh in 2022.
- In 2022, the Vietnam plant implemented a greenhouse gas inventory verification process and received guidance from a third party. Therefore, the greenhouse gas emissions data for the previous two years (2020 and 2021) were not fully accounted for and have been adjusted.

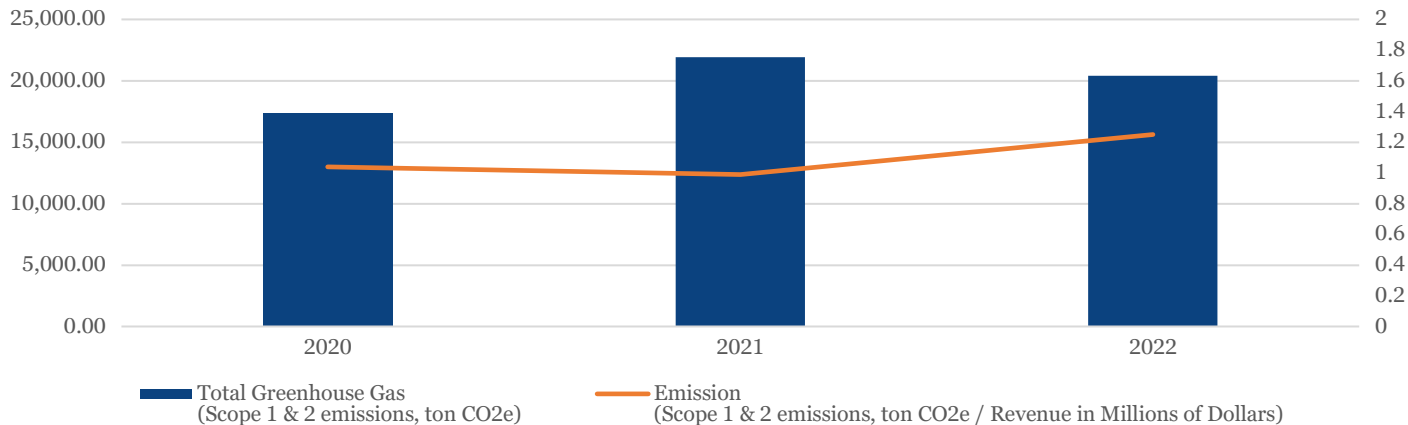
Total Greenhouse Gas Emissions and Emission Intensity in the Past Three Years

Greenhouse Gas Emissions	AmTRAN		
	2020	2021	2022
Total Greenhouse Gas Emissions (Scope 1 & 2 emissions, ton CO ₂ e)	17,376.5	21923.2	20424.3
Emission Intensity (Scope 1 & 2 emission, ton CO ₂ e / Revenue in Millions of Dollars)	1.04	0.99	1.25

Note:

- The boundary for greenhouse gas inventory follows operational control approach.
- Global Warming Potential (GWP) refers to the assessment report AR6 by the Intergovernmental Panel on Climate Change (IPCC).
- Greenhouse gas emissions include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs).
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Total Greenhouse Gas Emissions and Emission Intensity in the Past Three Years



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Energy-saving and Carbon Reduction Action Plan for AmTRAN in 2022

		Plan Description
	Energy Structure Management	A solar power generation system with a capacity of 2 megawatts was installed on the roof of the Suzhou plant, covering an area of 45,000 square meters. In 2022, it generated 2,332,809 kWh of electricity for self-use, accounting for 13.8% of the total electricity consumption at the Suzhou plant.
Improving Energy Efficiency	 Implementation of Energy Management System	The Suzhou plant has implemented the ISO 50001-2018 Energy Management System, and the Vietnam plant is scheduled to implement it in 2023.
	 Equipment Optimization	<ul style="list-style-type: none"> Improvement of Cooling Water Circulation System. Installation of time controllers to regulate the operating hours of equipment. Installation of timed switches to control lighting on/off.
	 Replacement of Lighting Fixtures	<ul style="list-style-type: none"> Replacement of conventional lights with LED tubes. A total of 7,386 LED tubes were replaced at the Suzhou plant. Reduction in wattage of street lighting. Reduced installation of lighting fixtures. Replacement of MV workshop line lighting with ceiling lighting.
	 Improvement of Cooling Water Circulation System	Utilization of a portion of the discharged air conditioning water to reduce the temperature of the compressed air system.
	 Replacement and Modification of Air Compressor System Dryers	Installation of two zero-energy consumption regenerative adsorption dryers.
	 Production Line Management	Optimization of production scheduling for centralized production.
	 Energy-saving Promotion	Continued promotion of energy-saving practices in office areas to enhance energy-saving and environmental awareness among office personnel.

Water resource and Waste Management

In modern society, both economic development and environmental protection are equally important. In light of this, AmTRAN has conducted a comprehensive assessment of its business operations' impact on the environment. From the upstream, midstream, to downstream of the supply chain, including component manufacturing, product assembly, transportation, and product disposal, we are committed to reducing the burden on the environment. Improper management of water usage, wastewater discharge, and generated waste during the product manufacturing process can have negative impacts on the surrounding environment. To minimize the negative impact of our operational facilities on the environment, AmTRAN has established and implemented a series of environmental and safety policies and management measures. In addition, each operational facility undergoes annual internal audits of the ISO 14001 Environmental Management System and external audits by third-party organizations to obtain certifications, ensuring proper environmental management at all AmTRAN operational facilities.

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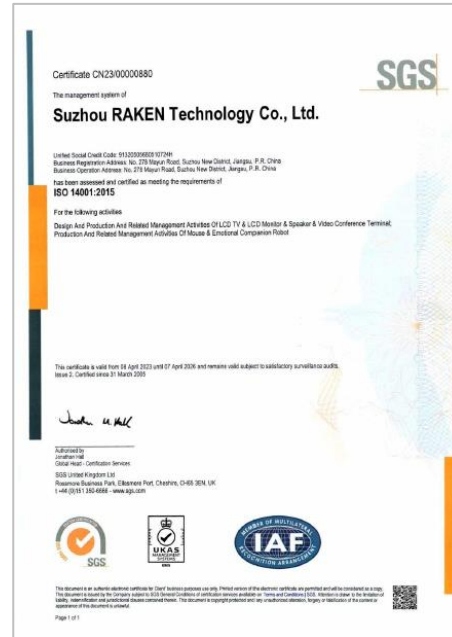
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Environmental and Safety Policy

- Promote education and training activities related to environmental and occupational health and safety management to enhance employees' awareness and involvement in environmental and occupational health and safety.
- Continuously improve environmental and occupational health and safety performance through pollution prevention, accident prevention, resource conservation, industrial waste reduction, and responsible care.
- Emphasize pollution source control, waste reduction in processes, and improvement of health and safety facilities to achieve pollution prevention and risk reduction objectives.
- Establish effective communication channels to convey our environmental and safety policy and related requirements to employees, suppliers, contractors, local communities, and relevant stakeholders.

Environmental Management Measures

- Focus on the environmental impact of our own production and business activities, allocate environmental-related resources, conduct regular environmental monitoring in accordance with local laws and regulations, and regularly carry out environmental-related training and activities to foster environmental awareness within the company.
- Implement the ISO 14001 Environmental Management System, regularly conduct internal and external audits to ensure the effective operation of the system and compliance with regulatory requirements.
- Collect and incorporate environmental requirements from regulations and customers and implement corresponding measures.



Suzhou Plant ISO 14001 Environmental Management System Certificate

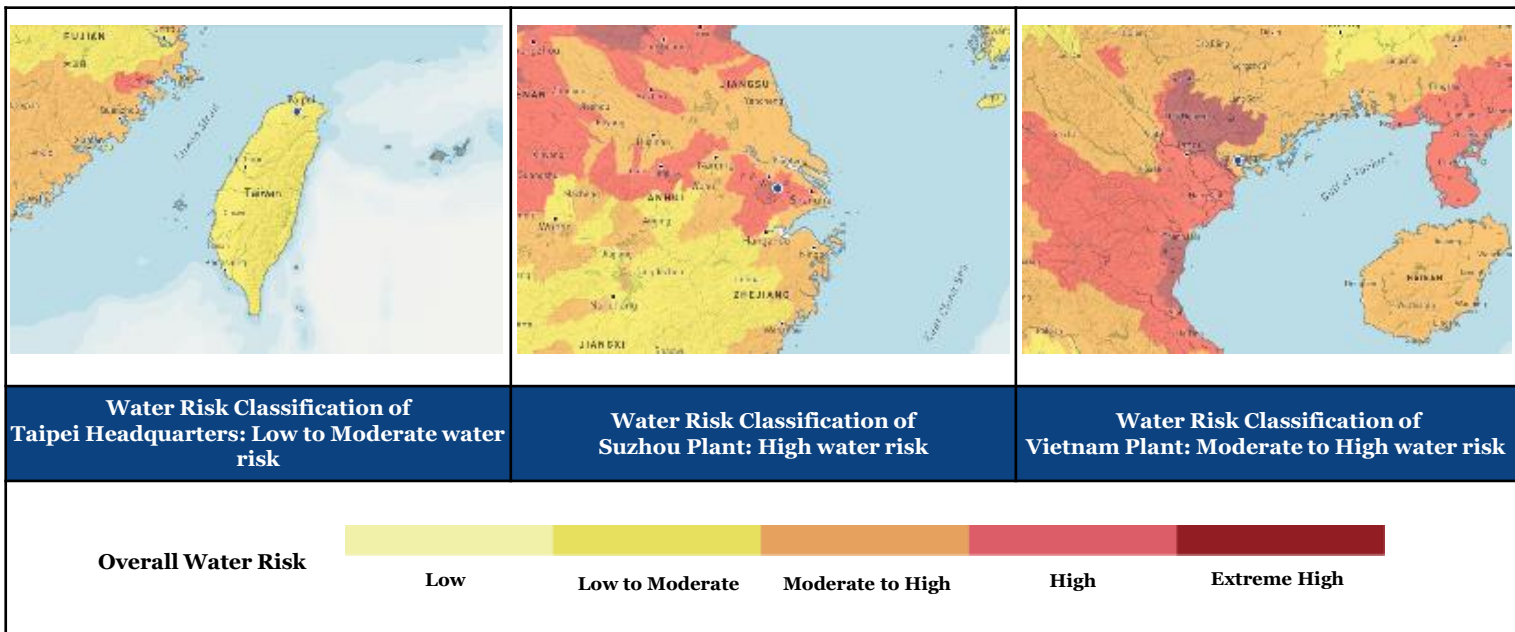


Vietnam Plant ISO 14001 Environmental Management System Certificate

Water Resource Management

Water Management

The water supply for AmTRAN's Taipei Headquarters, Suzhou Plant, and Vietnam Plant is sourced from third-party water suppliers, which provide tap water from local water utilities. Among them, the water risk classification based on the Aqueduct Water Risk Atlas by the World Resources Institute (WRI) indicates that the Taipei Headquarters has a low to moderate water risk, the Suzhou Plant has a high water risk, and the Vietnam Plant has a moderate to high water risk. In 2022, Taiwan did not experience severe flooding or water restrictions. Although there have been occasional instances of water-related disasters in the Yangtze River Basin and Vietnam, none of our sites have faced water shortages or flooding. Our production and operations have not been affected, and we do not source water from areas under significant water stress.



Note: The water risk classification is based on the assessment using the Aqueduct Water Risk Atlas by the World Resources Institute (WRI) for Linyuan Advanced Materials Technology.

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AmTRAN Water Resource Usage (2020-2022)

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Disclosure Item		Unit	2020	2021	2022
Water Withdrawal Volume	Third-party water (tap water)	Million cubic meters	109.128	135.535	94.655
	Surface water		0	0	0
	Groundwater		0	0	0
	Seawater		0	0	0
	Total water withdrawal		109.128	135.535	94.655
Water withdrawal intensity of the group		Million cubic meters /Revenue in Millions of Dollars	0.0065	0.006	0.0058
Wastewater Discharge Volume		Million cubic meters	-	-	64.552
Water Recycling Volume		Million cubic meters	-	-	2.365
Wastewater discharge intensity of the group		Million cubic meters /Revenue in Millions of Dollars	-	-	0.0040
Water Consumption Volume		Million cubic meters	-	-	27.738

Note:

- All water sources used by the company are freshwater ($\leq 1,000\text{mg/L}$ total dissolved solids). The water sources for Taipei Headquarters are from the Beishi River Basin, Suzhou Plant from the Yangtze River Basin, and Vietnam Plant from the Mekong River Basin. The water consumption data for tap water is calculated based on annual water bills.
- Wastewater is discharged after being treated by wastewater treatment plants, according to the regulations in each plant's location.
- Wastewater discharge volume in Suzhou Plant and Vietnam Plant is measured by water meters. For Taipei Headquarters, it is estimated based on water consumption. The wastewater from Suzhou Plant and Vietnam Plant falls under the category of "Other Water" ($>1,000\text{mg/L}$ total dissolved solids) and is not reused by other organizations.

2022 Water Consumption Analysis (Unit: Million cubic meters)

Headquarters

Water Withdrawal (8.1751)		Water Consumption (0)	
Tap Water	100%	Utility Water Usage	0.00%
		Domestic Water Usage	100%
Wastewater Discharge		8.1751	

Suzhou Plant

Water Withdrawal Volume (50.065)		Water Consumption Volume (2.248)	
Tap Water	100%	Utility Water Usage	0.03%
		Domestic Water Usage	99.97%
Wastewater Discharge		47.817	

Vietnam Plant

Water Withdrawal (36.4149)		Water Consumption (7.283)	
Tap Water	100%	Utility Water Usage	7%
		Domestic Water Usage	93%
Wastewater Discharge		29.131	
Reuse Water Volume		2.365	
Water Recycling Rate		6.49%	

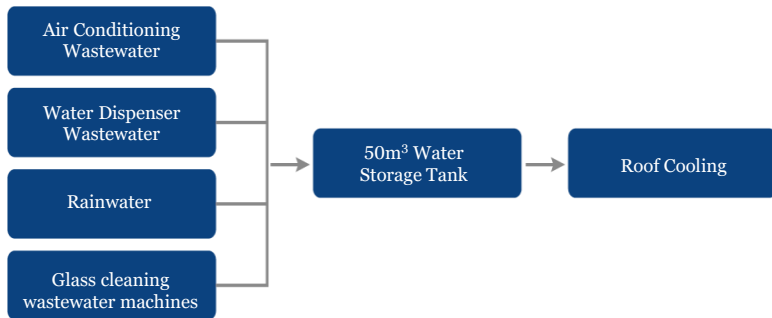


Air conditioning condensate water recycling system in Vietnam Plant.

To ensure efficient use of water resources, the company has implemented various water-saving measures in each operating plant. This includes actively promoting water conservation awareness among employees, encouraging them to "turn off taps when not in use" and promptly addressing any water leakage issues in toilet tanks and valves through daily inspections. In addition, Vietnam Plant recycles and utilizes air conditioning condensation for cooling purposes, demonstrating the circular economy benefits of water resources.

Water Resource Recycling and Reuse

In the Vietnamese factory, measures are taken to optimize and retrofit the roofs of the buildings for cooling using recycled discharge water from air conditioning units, water dispensers, glass cleaning machines, and rainwater.



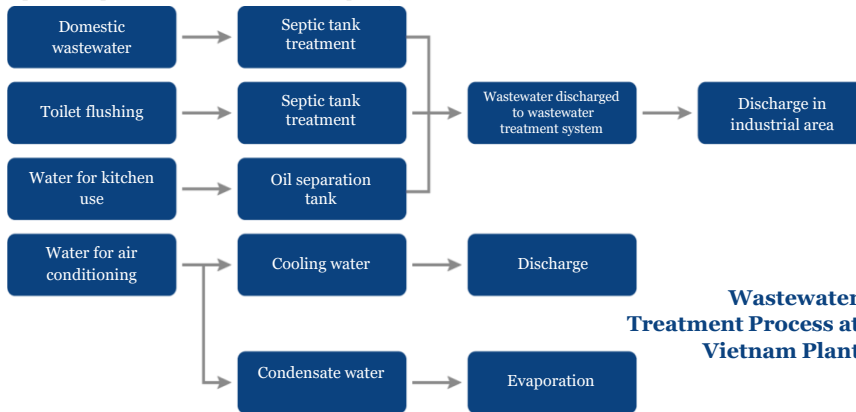
Water from water dispensers, air compressors, rainwater, and glass cleaning machines converge into a 50-ton water tank.



Roof cooling during the summer

Wastewater Management

In terms of wastewater management, AmTRAN Headquarters, Suzhou Plant, and Vietnam Plant do not discharge industrial wastewater. Domestic wastewater generated at each site is treated and discharged to local wastewater treatment plants, fully complying with local regulations. The Suzhou Plant and Vietnam Plant undergo regular testing of the wastewater by third-party testing agencies each year, and testing reports are provided to ensure the water quality meets all standards.



Wastewater Treatment Process at Vietnam Plant

Wastewater Discharge Water Quality at Suzhou Plant

Water Quality Parameters	2020	2021	2022	Wastewater discharge standards	All met the standards.
pH	6.7	7.37	7.2	About 7	
COD (mg/L)	68	14	28	500	

Note: The water quality of the discharged wastewater at the Suzhou Plant is tested by a third-party agency annually, and the test results have consistently met the standards.

Wastewater Discharge Water Quality at Vietnam Plant

Water Quality Parameters	2020	2021	2022	Wastewater discharge standards	All met the standards.
pH	7.37	7.25	7.3	6-9	
COD (mg/L)	184.1	88.7	19	600	
SS (mg/L)	16	79	26	400	
Grease (mg/L)	1.6	2.4	1.8	5	
Ammonia nitrogen (mg/L)	3.41	0.53	3	8	
Total nitrogen	0.29	14.01	10	20	
Total Phosphate	0.29	0.079	1.03	5	

Note: The water quality of the discharged wastewater at the Suzhou Plant is tested by a third-party agency every three months, and the test results have consistently met the standards.

Waste Management

From the early stage of product development and design, we've been focused on reducing waste generation and fully committed to mitigating the environmental impact throughout the lifecycle of the products, including sourcing of raw materials, manufacturing processes, storage, transportation, usage, and end-of-life disposal. We follow internal Waste Management Procedures to manage various types of waste, aiming to prevent resource waste and environmental pollution through implementing recycling and waste removal mechanisms. The waste disposal practices at AmTRAN comply with legal requirements. Non-hazardous waste storage areas and dedicated hazardous waste storage facilities are planned in accordance with regulations, and necessary permits for discharge or treatment are obtained. Honest reporting is made to the relevant authorities.

To ensure an effective waste management system, each operational site of AmTRAN has dedicated units responsible for coordinating waste storage, reporting, cleanup, and review. AmTRAN engages qualified professional waste cleaning companies to lawfully handle and remove waste. In addition to rigorous qualification reviews of waste cleaning companies, on-site inspections are conducted periodically to examine their licenses and processing equipment, ensuring proper waste management practices. After waste is removed and processed by waste cleaning company vehicles, AmTRAN arranges random inspections by its staff to verify the proper transportation and disposal of the waste. Regular checks are conducted to ensure that all waste is appropriately and legally treated. During waste transportation, AmTRAN ensures that all cleaning staff entering the premises have received appropriate occupational health and safety training. This ensures not only the proper handling of waste but also the safety of contracted workers. Furthermore, AmTRAN has established internal self-inspection systems for waste at each operational site, as well as external inspection systems through commissioned parties. During monthly safety production meetings, AmTRAN reviews the total waste output and, in case of any abnormalities, initiates review and improvement plans to minimize waste and reduce environmental impact.

In 2022, AmTRAN generated 40.44 metric tons of hazardous waste, 3,643.9 metric tons of non-hazardous waste, resulting in a total waste volume of 3,684.35 metric tons, representing a 13.5% decrease compared to 2021. These figures demonstrate AmTRAN's achievements in waste management.

The detailed breakdown of waste volume based on disposal methods is presented in the table below:

Waste Statistics at AmTRAN

Type of Waste	2020	2021	2022
Hazardous Waste (metric tons)	6.80	43.73	40.44
Non-hazardous Waste (metric tons)	3,337.00	4,137.60	3,643.90
Total Waste (metric tons)	3,343.80	4,181.32	3,684.35

Waste Weight by Disposal Method in 2022

Type of Waste	Off-site Treatment					On-site Treatment	
	Incineration	Recycling	Landfill	Physical Treatment	On-site Storage	Others	Incineration / Recycling / Landfill / Physical Treatment / On-site Storage / Other
Hazardous Waste	4.97	33.55	-	1.92	-	--	0
Non-hazardous Waste	138.16	3364.00	141.75	-	-	--	0



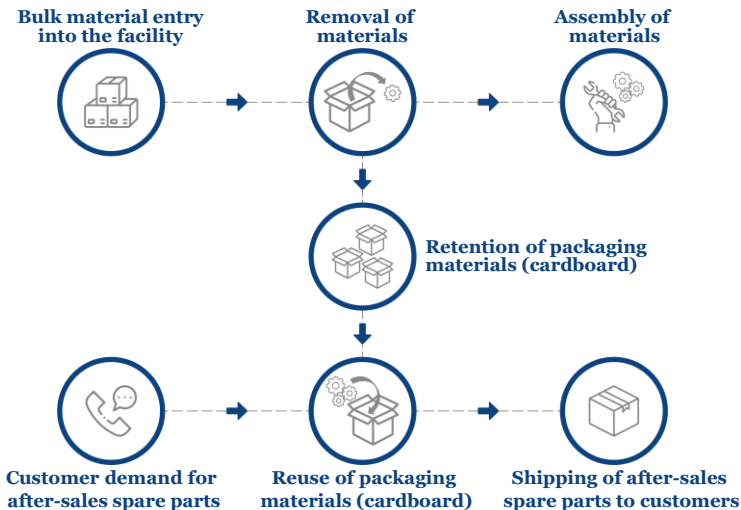
Circular Economy

Reducing Product Packaging Material Usage and Recycling

The reduction and recycling of product packaging materials have become increasingly important in the context of environmental protection and sustainable development. With the growing attention to the circular economy, AmTRAN actively seeks to minimize waste generation and optimize resource usage, with packaging material recycling being a key means to achieve these goals. We continue to expand the range and proportion of recycled packaging materials for TVs and mice, effectively reducing waste generation and promoting resource reuse, thereby reducing the demand for natural resources and alleviating environmental pressure.

Items	Types of packaging materials recycled	Recycling rate in 2022
32-inch television	Cardboard packaging	100%
40-inch television		
43-inch television		
Computer mouse		

Our goal is to utilize resources effectively and reduce waste generation. In product packaging design and material selection, we are committed to limiting the amount of packaging, prioritizing recyclable materials, controlling the content of hazardous substances, and complying with the EU Packaging Directive to ensure that all packaging materials bear recycling symbols. When purchasing a large quantity of components and conducting system assembly, AmTRAN retains the packaging boxes of unpacked components. Unless there are specific shipment packaging instructions from customers, priority is given to using recycled cardboard boxes from unpacked components for packaging and shipment. The aim is to extend the lifespan of packaging materials through reuse, thus contributing to a circular economy.

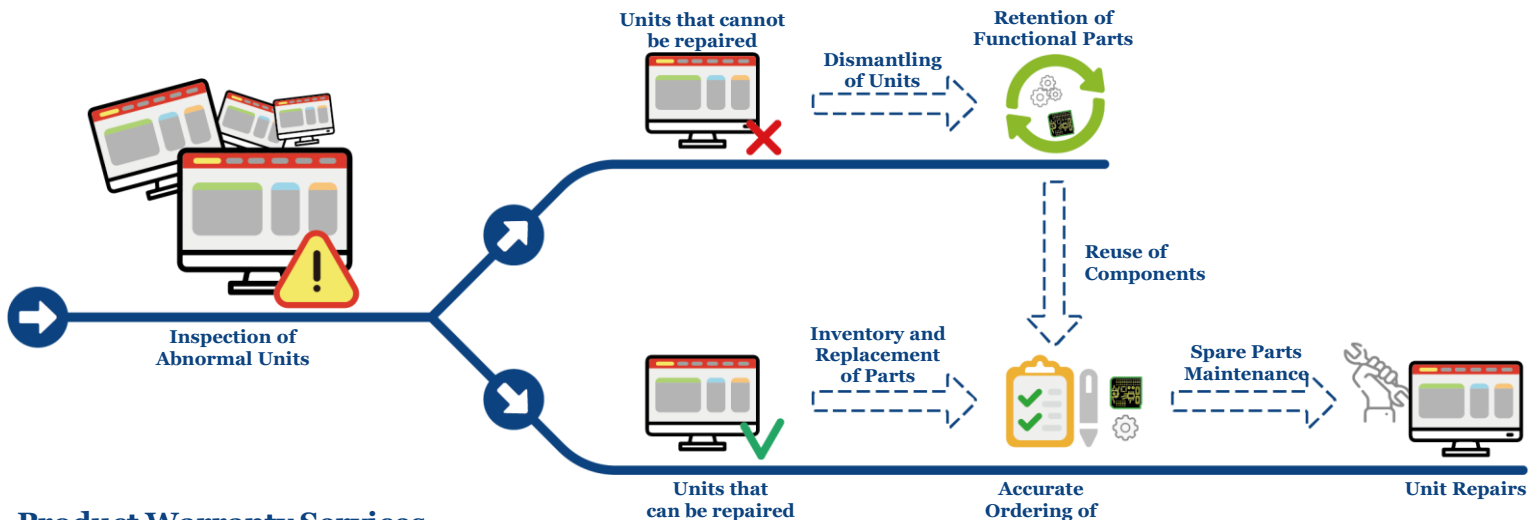


Using recycled materials

As the global environment deteriorates rapidly, the importance of using recycled and reused materials is becoming increasingly evident. By using recycled materials, we reduce the need for developing new resources, which not only mitigates negative environmental impacts but also helps reduce waste generation. In addition, recycled and reused materials contribute to the circular economy, as many of these materials can serve as low-cost alternatives for manufacturing new products. In 2022, we used a total of 6,659 tons of materials, of which 1,186 tons were recycled materials, accounting for 17.8% of the total annual material usage. In the future, we'll continue to increase the proportion of recycled materials used, striving to make a positive impact on the Earth's environment.

Product Recycling and End-of-Life Management

To reduce the use of equipment components and dependence on raw materials, we value any reusable components. AmTRAN conducts inspections on returned abnormal units from the market to identify the cause of abnormalities. Once the cause is confirmed, we determine the necessary parts for repair and categorize the units before proceeding with the repairs. For units that cannot be repaired, we dismantle them and retain the functional parts for future repairs of other units. This extends the lifecycle of waste components, maximizes material utilization, effectively reduces waste generation, and minimizes dependence on raw materials. In 2022, our headquarters recycled 290 displays and 180 televisions. We will continue to expand our end-of-life equipment recycling program. Furthermore, for waste generated from factory manufacturing activities, AmTRAN engages third-party organizations for recycling and processing. In 2022, the revenue generated from recycling at the Suzhou plant was 1,281,314 RMB, and at the Vietnam plant, it was 226,671 USD. At the Vietnam plant, self-produced iron-plastic parts are recycled and reused through a pelletizer. In 2022, a total of 120 tons was recycled at the Vietnam plant.



Product Warranty Services

To extend the product lifecycle, AmTRAN provides three to five years of warranty services for major products, helping consumers reduce their environmental footprint during the consumption process and minimizing the environmental and social impacts of products.

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Material Topics	Occupational Health and Safety
GRI Index	GRI 3-3 · GRI 403-1~10
Explanation of Impacts	AmTRAN has established a safety and health management system and advocates for a safe working environment by regularly conducting disaster prevention drills. The company hopes that all employees can work in a safe and healthy environment, reducing the probability of work-related accidents and absenteeism, and allowing employees to work and live in peace of mind.
Policy	AmTRAN aims to provide employees with a safe and healthy working environment and encourages all employees to have occupational safety and health awareness and be willing to participate in related activities. The company will continue to improve and enhance its occupational safety and health management measures.
Target	<p>Short-term Target :</p> <p>Suzhou Plant: The loss of working hours due to work-related accidents does not exceed 200 hours; 100% of employees receive occupational safety and health education and training upon entry; the rectification rate of hidden hazards is 95%.</p> <p>Vietnam Plant: Vietnam Plant: Contractors must conduct occupational safety meetings 100% of the time before entering the Vietnam Plant.</p> <p>Medium Long-term Target :</p> <p>100% Compliance with EHS (Environment, Health, and Safety) Behavior in Suzhou and Vietnam plants: No more than 3 work-related accidents and no more than 100 hours of lost working hours for employees throughout the year</p>
Action Plan	<p>Positive Impact Management</p> <ul style="list-style-type: none"> • Monthly automated inspections are conducted, including equipment and motor vehicles. • Implementing measures in response to the COVID-19 pandemic. • Occupational Health and Safety. • Employee health examinations, including general health check-ups and occupational disease examinations. <p>Negative Impact Management:</p> <ul style="list-style-type: none"> • A process for investigating occupational accidents is in place. • Operational environmental testing is conducted to regularly assess the hazardous factors in the work environment. • Hygiene management includes regular environmental cleaning and maintenance to provide a healthy working environment for colleagues. • Annual testing of occupational hazard factors is conducted by third-party organizations for various hazardous positions in the plant.
Effectiveness Assessment	The number of occupational disease cases and major occupational accidents has decreased: No occupational disease cases or major occupational accidents occurred in 2022.
Grievance Mechanism	Employee suggestion box and labor-management meetings

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Material Topics	Labor Rights
GRI Index	GRI 3-3 \ GRI 401~3
Explanation of Impacts	Talent is the most important asset of AmTRAN Technology, and the company respects the dignity of every employee. The company has established a labor rights policy, which prohibits the use of child labor and any behavior that involves coercion, imprisonment, surveillance, or debt bondage of employees. The company also respects the voices of different employees.
Policy	AmTRAN recruits employees based on their qualifications, potential, and achievements through open recruitment, without discrimination based on race, gender, age, religion, nationality, or political stance. Child labor is prohibited.
Target	<p>Short-term Target :</p> <p>Suzhou Plant:</p> <ul style="list-style-type: none"> • Labor rights written in employee handbook and communicated to all employees • Internal training conducted twice a year, and relevant policies and regulations included in new employee onboarding training program, achieving 100% training target. <p>Vietnam Plant:</p> <ul style="list-style-type: none"> • The Responsible Business Alliance (RBA) labor rights annual audit is conducted every year to ensure compliance with labor rights. • Two RBA trainings are conducted each year, and 100% of employees complete the training each time. • Regular meetings with employees for labor-management communication • Continual increase in the proportion of female employees
Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> • Establishing effective employee communication channels. • Conducting awareness and education training on the Responsible Business Alliance Code of Conduct (RBA Code). <p>Negative Impact Management:</p> <ul style="list-style-type: none"> • If any human rights incidents occur, investigations and relevant measures will be taken. • Establishing human rights policies. • RBA labor rights project audits are accepted and continuous improvement is pursued.
Effectiveness Assessment	RBA Annual Audit Results: In 2022, there were no priority non-compliance items in the RBA audit results for the Vietnam Plant, and the Suzhou Plant passed the external audit by the customer.
Grievance Mechanism	Labor-management meetings, forums, suggestion boxes, care interviews, and meeting discussions are conducted.

Human Resource Management

Human Resources Structure





Talent is the most important asset of AmTRAN and the foundation of the company's innovation. We're committed to enhancing talent development, creating a happy company, and striving to become the best employer in the industry. We recruit employees based on their qualifications, potential, and achievements through open recruitment, without discrimination based on race, gender, age, religion, nationality, or political stance. Child labor is prohibited. AmTRAN is dedicated to developing diverse channels for talent recruitment. In 2022, recruitment activities in Taiwan were conducted through channels such as 104 Human Resources Bank and employee referrals, following the principles of "matching talents to suitable positions" and "internal priority over external hiring."

As of December 31, 2021, our total employees was 4,415. The overall male-female ratio at the headquarters was 70% male and 30% female. This difference is due to the nature of the industry and types of work, and not gender-based employment opportunities. However, the proportion of non-managerial female employees at the headquarters increased to approximately 37% in 2021, and the gender ratio of non-managerial employees at the Vietnam Plant approached 1:1 in 2022, with female managerial positions maintained at nearly 60%. Efforts are being made to create a gender-equal workplace environment, and we will continue to pay attention to workplace inclusivity and respect gender equality. To promote the employment of people with disabilities as encouraged by the government, the headquarters has two positions reserved for people with disabilities, in compliance with government regulations.




In addition to employees, we also has non-employee workers. Due to the nature of the industry, the common type of non-employee workers at AmTRAN is dispatch workers who work on the production line. The Suzhou Plant employed approximately 921 dispatch workers in 2022 (average number for 2022), while the Vietnam Plant did not employ any dispatch workers.

As of December 31, 2022, detailed information on employees at the headquarters, Suzhou Plant, and Vietnam Plant is as follows (numbers are in units of people).

Employee Distribution by Gender and Employment Contract Type (Unit: People)

	Gender	Headquarters	Suzhou Plant	Vietnam Plant	Total
Full-Time	Male	253	498	455	1,206
	 Female	115	321	499	935
	 Subtotal	368	819	954	2,141
Contractor	Male	3	0	0	3
	 Female	2	0	0	2
	 Subtotal	5	0	0	5

Employee Distribution by Gender and Employment Type (Unit: People)

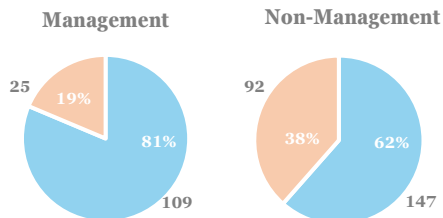
	Gender	Headquarters	Suzhou Plant	Vietnam Plant	Total
Full-Time	 Male	256	498	455	1,209
	 Female	117	321	499	937
	 Subtotal	373	819	954	2,146

Note: All employees at the Suzhou Plant and Vietnam Plant are full-time employees, and there are no contract, part-time, or hourly guarantee employees.

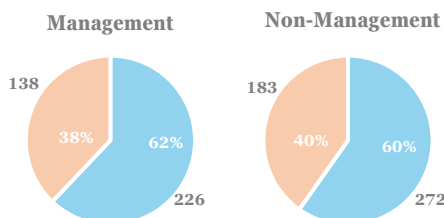
Employee Distribution by Gender and Job Level

Male Female

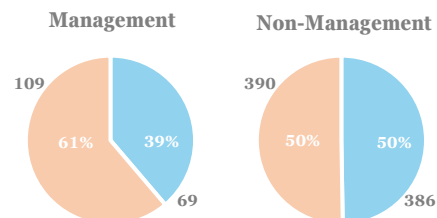
Headquarters



Suzhou Plant



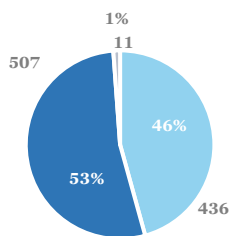
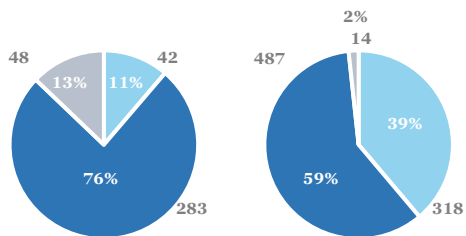
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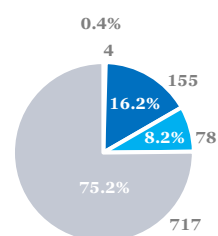
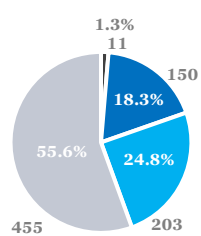
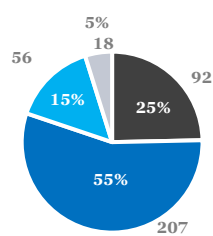
Note: At the Suzhou Plant, managerial positions are defined as indirect production personnel, and non-managerial positions are defined as direct production personnel (employees engaged in production-related work).

Note: At the Vietnam Plant, managerial positions are defined as managers, engineers, deputy section chiefs, section chiefs, assistant managers, and managers, while non-managerial positions are defined as operators, technicians, inspectors, warehouse staff, foremen, team leaders, cleaners, and drivers.

Employee Distribution by Age



Employee Distribution by Education Level



Headquarters

Suzhou Plant

Vietnam Plant

Headquarters

Suzhou Plant







Vietnam Plant

<30 30~50 >51

PhD & Master Bachelor Junior College Senior High

Number and Proportion of New Hires in 2022 by Gender and Age Group

(Unit: Year Old)







	Gender	<30	30~50	>50	Total	New Hire Rate
Headquarters	 Male	5	20	1	26	10.16%
	 Female	4	11	1	16	13.68%
	Total	9	31	2	42	11.26%
Suzhou Plant	 Male	939	467	1	1,407	2.83
	 Female	360	232	0	592	1.84
	Total	1,299	699	1	1,999	2.44
Vietnam Plant	 Male	191	87	0	278	61.10%
	 Female	145	101	6	252	50.50%
	Total	336	188	6	530	55.56%

Note 1: The new hire rate is calculated as the "total number of new hires in the category for the current year" divided by the "total number of employees in the category as of December 31 of the same year."

Note 2: Due to the nature of the work, there is higher mobility in the plants.

Number and Proportion of Employee Departures in 2022 by Gender and Age Group

(Unit: Year Old)

	Gender	<30	30~50	>50	Total	Departure Rate
Headquarters	 Male	10	42	4	56	21.88%
	 Female	8	20	1	29	24.79%
	Total	18	62	5	85	22.79%
Suzhou Plant	 Male	964	492	1	1,457	2.93
	 Female	366	241	0	607	1.89
	Total	1,330	733	1	2,064	2.52
Vietnam Plant	 Male	248	158	0	406	89.23%
	 Female	212	126	8	346	69.34%
	Total	460	284	8	752	78.83%

Note 1: The departure rate is calculated as the "total number of departures in the category for the current year" divided by the "total number of employees in the category as of December 31 of the same year."

Note 2: Due to the nature of the work, there is higher mobility in the plants.

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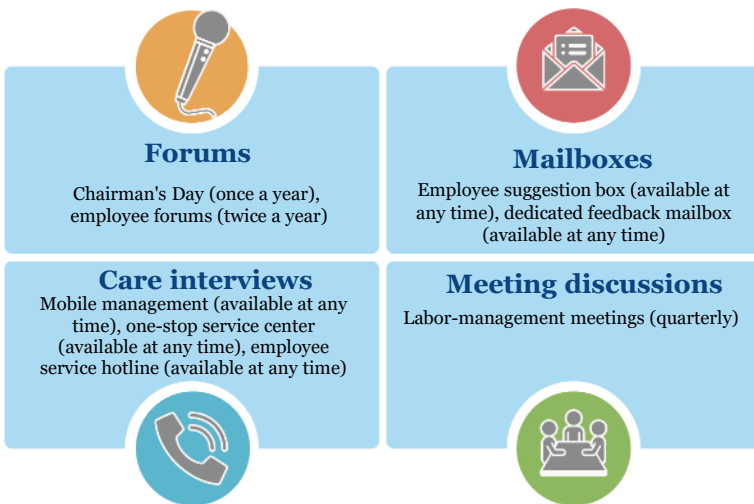
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Labor-Management Communication

AmTRAN actively establishes a communication bridge between the company and employees to create a positive working environment and enable the company to understand employees' thoughts and handle them appropriately. The main communication channels are as follows:



To create a friendly workplace and care for employees' physical and mental health, the Suzhou Plant has established a "one-stop service center." If employees encounter any difficulties, they can seek assistance from the service center to resolve problems and disputes. At the employee forum in 2022, the general manager reported on the company's performance in 2022 and future prospects. The forum included discussions on the number of business trips and vaccination progress throughout the year, as well as the provision of guidelines for working from home and family care leave. The company expressed concern for employees' childcare during the pandemic and encouraged department-level supervisors to provide maximum assistance to employees. The forum also informed employees about the annual salary adjustment plan and encouraged everyone to work together to support the company. Health seminars were conducted to increase self-care knowledge in the post-pandemic era. The first Million Design Competition was held to stimulate R&D creativity and promote cross-departmental teamwork. Chairman's Day is an opportunity for the chairman to show concern for all employees' well-being. The labor-management meeting in 2022 focused on reviewing the 2023 calendar and planning employee activities for the coming year. The main discussions at the Vietnam Plant included resuming physical year-end celebrations for the entire plant and adjusting employee salaries in accordance with the Vietnamese government's plan in July 2022. To promote labor-management communication and coordination, AmTRAN Vietnam established the Employee Union in August 2019. In September 2019, a collective labor agreement was signed between the AmTRAN Vietnam and the union representative, in accordance with Vietnamese labor and union laws, to protect the rights and cooperation between labor and management.

In accordance with local laws, we provide advance notice to employees and their representatives for significant operational changes that may have a significant impact on their rights. The minimum notice period varies depending on the region and is measured in weeks.

Taiwan

Continuing to work for more than three months but less than one year.	10 days
Continuing to work for more than one year but less than three years.	20 days
Continuing to work for more than three years.	30 days

Suzhou, China

During the probation period.	3 days
After the probation period.	30 days

Vietnam

Labor contracts with a duration of 1-3 years (fixed-term contracts).	30 days
Labor contracts with no fixed duration (indefinite contracts).	45 days

Note: Fixed-term contracts can be renewed up to two times. Starting from the third renewal, an indefinite contract is required.

Human Right Protection



AmTRAN respects the dignity of every employee and has established a code of conduct that reflects the principles of human rights, such as prohibiting the use of child labor and any forms of coercion, imprisonment, surveillance, or debt bondage to exploit employees. The company also respects the individual differences of its employees. AmTRAN recruits employees based on their qualifications, potential, and achievements through open recruitment, without discrimination based on race, gender, age, religion, nationality, or political stance. The company's compensation policy is not influenced by gender, religion, race, nationality, or political affiliation. In 2021, based on the Responsible Business Alliance (RBA) Code of Conduct, AmTRAN formulated a labor rights policy to protect the rights of its workers. This policy includes the prohibition of forced labor, slavery, and human trafficking in any form, the avoidance of child labor in all manufacturing processes, adherence to maximum working hour limits defined by local laws, compliance with all relevant wage and compensation laws, and the establishment of procedures and systems to prevent, manage, track, and report work-related injuries and occupational diseases. Adhering to human rights principles, there were no discriminatory practices, employment of child labor, forced labor, or any other human rights violations at the headquarters and operational plants in 2022.

Due to the focus on labor rights and human rights in the operational plants, the Suzhou Plant and Vietnam Plant provide basic training on the latest version of the RBA Code of Conduct for all new employees, and regular education and training sessions covering all aspects of the RBA Code are conducted to enhance employee awareness. In 2022, a total of 232 educational training sessions were conducted, training 13,469 participants for a total of 19,139 hours. The company will continue to provide relevant education and training to its employees. In 2022, at the request of customers, the Vietnam Plant underwent customer and third-party audits for RBA projects. The main audit areas included labor conditions, health and safety, working environment, ethical standards, and management systems. The audit results showed no priority non-compliance items. Corrective measures were implemented for any non-compliance issues identified during the audits at the operational plants to ensure compliance with the company's RBA Code.

The main non-compliance issues identified during the RBA audit of the Vietnam Plant in 2022 were resolved within the specified timeframe. The improvement measures implemented are as follows:

Main Non-Compliance Issues	Improvement Measures
Failure to comply with overtime regulations	Overtime control and continuous work control at the plant still need ongoing monitoring. System notifications have been implemented to inform supervisors in advance (already completed) to reduce working hour issues.
Failure to ensure proper use of personal protective equipment at the work site	Insufficient awareness of the importance of personal protective equipment at the work site. Relevant training has been conducted for employees.
Obstruction of emergency escape routes by fans	The issue of fans obstructing emergency escape routes due to hot weather has been resolved, and plans are in place to keep the pathways clear.
Insufficient availability of first aid equipment in the domestic sewage treatment area, requiring additional eye-washing equipment	Eye-washing equipment has been installed in the domestic sewage treatment area.
Failure to place material safety data sheets (MSDS) for two chemicals used in the factory at the work site	Each department has reviewed the MSDS again and placed the relevant MSDS next to the chemical cabinets.

In addition, specific risk prevention measures are implemented at the Suzhou Plant and Vietnam Plant for certain human rights issues:

Human Rights Issue	Risk Prevention Measures
 Child Labor	<ul style="list-style-type: none"> Applicants need to provide identification documents for verification. Establishment of management rules for underage workers. Signing of a declaration by labor intermediaries to eliminate the transportation of child labor and underage workers.
 Forced Labor	<ul style="list-style-type: none"> Establishment of procedures for free choice of occupation and prevention of forced labor. Interview consultation on the applicant's willingness to work. Ensuring that no forced labor occurs within the plant through complaint channels, regular labor-management meetings, and management systems.

Talent Retention

Remuneration and Bonus

AmTRAN aims to provide competitive compensation policies to its employees. Each year, we conducts a salary comparison for the same positions within the relevant industry, taking into account employee performance and career development.






The basic salary provided to employees complies with all relevant wage laws and is designed to be competitive in the market, regardless of gender, religion, race, nationality, or political affiliation. Salary adjustments for employees are based on the principle of equality. In addition to the fixed monthly salary, various bonuses are provided, such as employee dividends, holiday bonuses, and rewards for patent inventions and creativity. Our mission is to become a benchmark in the display manufacturing industry. In 2022, the average salary for full-time non-supervisory employees was NT\$1,035,000, with a median of NT\$927,000. Additionally, from 2014 to 2019, AmTRAN was consistently selected as one of the "Taiwan High Salary 100 Index Constituent Stocks."

The ratio of the standard salary for grassroots employees to the local minimum wage in 2022

Region	Ratio
Headquarters	1.19
Suzhou Plant	1.29
Vietnam Plant	1.41

Employee Benefit

Our welfare system is diverse and provides many benefits and plans that exceed the requirements of labor laws. Additionally, we've established a Workers' Welfare Committee to ensure proper care and support for employees and their families. AmTRAN's employee retirement system follows the relevant laws and regulations of each region and company retirement policy.

 Bonus	 Work/Life Balance Measures	 Subsidies	 Physical and Mental Health	 Facilities Gifts
<ul style="list-style-type: none"> -Bonuses: Profit sharing, mid-year bonuses, year-end bonuses -Birthday cash gift and gift vouchers -Year-end party with high-value prizes -Rewards for patent inventions and creativity 	<ul style="list-style-type: none"> -Flexible working hours -Movie appreciation 	<ul style="list-style-type: none"> -Support for marriage, funerals, and celebrations -Snacks and beverages subsidies -Childcare allowance -Subsidies for childcare or kindergarten expenses -Free meals for overtime work 	<ul style="list-style-type: none"> -Professional stress relief for visually impaired employees -On-site physician consultations -Employee health check-ups -Birthday celebrations -Group insurance (life/medical/accident insurance) -Travel insurance for business trips or overseas personnel -Unemployment insurance 	<ul style="list-style-type: none"> -Fitness center -Festival gifts



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Parenting Benefits

To provide a workplace that nurtures the next generation, We not only offer parental leave but also provide lactation rooms in the headquarters and Vietnam Plant to facilitate breastfeeding for female employees. We also subsidize childcare, kindergarten expenses, or provide childcare allowances regardless of gender. The Vietnam Plant offers flexible working hours, allowing new mothers with infants under 12 months to leave work 1 hour early. Additionally, there are dedicated parking spaces for pregnant women and new mothers in the employee parking lot. We're committed to providing a comprehensive gender equality employment environment.

Talent Development

Talent development is the driving force behind organizational growth, so we are committed to providing comprehensive education and training for employees. The company ensures equal training and development opportunities for all employees, regardless of gender, and fully supports employees in acquiring new knowledge and improving skills. In 2022, the average training hours per employee at AmTRAN was 65,907 hours. In addition to developing employees' professional capabilities, the company also focuses on developing their managerial skills through a core competency framework.

Based on organizational characteristics and managerial vision, we've defined eight core competencies: adaptability, continuous learning, taking ownership, continuous improvement, quality orientation, problem analysis, building trust relationships, and promoting team success. These competencies are aligned with different job levels, and development focuses for each level are defined based on the company's annual operating policies.

We continue to cultivate decision-making abilities for senior executives, including leadership courses and ongoing professional development arrangements to ensure that leadership and professional capabilities are developed simultaneously, allowing executives to stay informed about trends and technological advancements. We encourage managers to enhance their own capabilities by involving them in the formulation of company operating policies, driving important projects and tasks, and providing opportunities for expanded management responsibilities and rotations across different professional fields to enhance their team leadership and strategic planning capabilities. For basic management personnel such as plant managers, We provides basic management knowledge training for various departments. For non-management employees in the plant, continuous training is provided on occupational skills and knowledge, such as production knowledge, quality management, and operational techniques. The Suzhou Plant has also initiated external training programs and actively nurtures internal seed instructors.



In 2022, the reinstatement and retention rates of employees who enjoyed parental leave are as follows:

Note: No statistics are available for the Suzhou Plant in 2021.

	Headquarters		Suzhou Plant		Vietnam Plant	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave in 2022	16	7	47	35	33	61
Number of employees who actually applied for parental leave in 2022	0	5	38	28	33	61
Rate of employees applying for parental leave with job retention	0	71%	81%	80%	100%	100%
Number of employees expected to return to work (reinstatement) in 2022	0	4	11	8	33	47
Number of employees who actually returned to work in 2022	0	2	11	8	33	32
Reinstatement Rate	-	50%	100%	100%	100%	68%
Number of employees who actually returned to work in 2021	0	2	-	-	49	50
Number of employees who returned to work and remained employed after 12 months in 2021	0	1	-	-	26	39
Retention Rate	-	50%	-	-	53%	78%

2022 Average Training Hours

Job title	Gender	Head-quarters	Suzhou Plant	Vietnam Plant
Management	Male	2.22	16	70.67
	Female	2.58	16	62.48
Non-Management	Male	1.83	4	57.38
	Female	1.40	4	58.62
Total		1.50	4.41	59.43

Regular performance evaluations are conducted for all headquarters employees and certain job levels in the plant (Note). These evaluations help employees understand their job performance. In 2022, all employees at the headquarters, Suzhou Plant, and Vietnam Plant underwent performance evaluations, with a 100% participation rate.

Note: The Vietnam Plant refers to all indirect labor employees (IDL)

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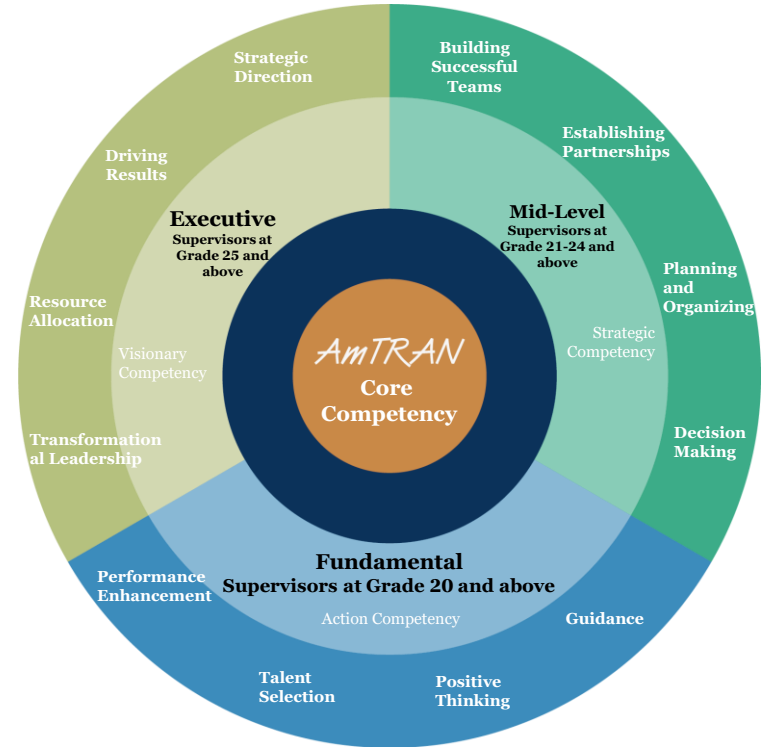
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Occupational Health and Safety

Occupational Safety and Health Responsibility Units and Management Systems

To ensure that employees have a safe and healthy working environment, we've established dedicated occupational safety and health units in each operational location: the Headquarters has the HR Administration Department's Environmental Health and Safety Office (with 1 Occupational Safety Manager, 1 Labor Safety and Health Administrator, and 1 Category A Occupational Safety and Health Business Supervisor); the Suzhou Plant has a Safety Production Committee (with a total of 56 members, including 55 employees and 1 employer representative); and the Vietnam Plant has an EHS (Environment, Health, and Safety) Team (with a total of 48 members, including 40 employee representatives and 8 employer representatives). Their responsibilities mainly include work environment management, prevention of injuries and adverse health effects, continuous improvement of environmental, health, and safety management, and ensuring compliance with relevant regulations.

Both the Suzhou Plant and the Vietnam Plant have obtained ISO 45001:2018 Occupational Safety and Health Management System certification, covering all employees at the Suzhou Plant and 27 non-employee workers, and covering all employees at the Vietnam Plant and 53 non-employee workers (security personnel, employee cafeteria staff, waste disposal personnel). The Suzhou Plant also obtained Level 3 certification for local safety production standardization in 2022. The headquarters complies with the Taiwanese Occupational Safety and Health Act, Labor Safety and Health Act, and Labor Health Protection Rules. The company has established labor safety and health work guidelines and printed them as manuals to ensure that employees understand the applicable norms. We safeguard the health and safety of employees by implementing occupational safety and health management or complying with relevant regulatory requirements.



Suzhou Plant ISO 45001 Certification



Vietnam Plant ISO 45001 Certification



Suzhou Plant Work Safety Standardization Certification

Occupational Safety Risk Management

Risk Assessment

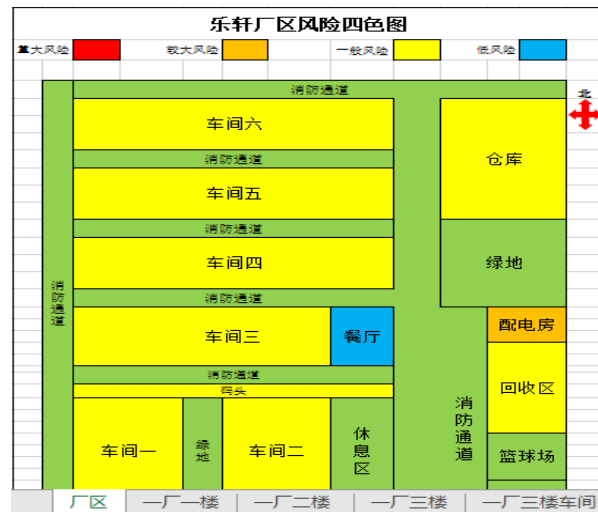
For the working environment at operational plants, AmTRAN identifies potential hazards and occupational safety and health risks through a risk assessment process, and takes improvement and preventive measures for identified risks. This process covers all personnel at the plants, including employees, contractors, and visiting customers. Additionally, a third-party organization conducts a comprehensive assessment of safety risks throughout the plant. The risks are classified and controlled using the $D = L * E * C$ method¹, with categories including high risks, significant risks, general risks, and low risks. High risks and significant risks are considered unacceptable risks.

1: L refers to likelihood, the probability of an accident occurring; E refers to exposure, the frequency of personnel being exposed to hazardous environments; and C refers to consequence, the potential consequences of an accident. The product of these three variables is D (danger).

In 2022, the risk assessment at the Suzhou Plant, reviewed regularly by appointed experts, confirmed the absence of significant risks. The main significant risks are related to the 10kV high-voltage distribution room, 35kV high-voltage distribution room, and waste recycling area. Daily management involves risk control measures such as compliance with regulations, company management documents, regular lightning protection inspections, fire inspections, proper installation of fire protection facilities, personnel safety education and training, and provision of Personal Protective Equipment (PPE). The Suzhou Plant also displays "Four Color Risk Maps" in various areas and provides risk control information cards for each position, enabling every employee to understand the risks associated with their position and the corresponding protective measures.

Significant Risks and Control Measures at the Suzhou Plant

Risk Item	Risk Content Description	Major Control Measures
Fire Electric Shock	Fire in the Distribution Room Personnel Electric Shock	<ol style="list-style-type: none"> Strictly adhere to the distribution room management system, and on-duty personnel must hold a high-voltage electrician certificate. Regular lightning protection and electrical facility inspections in the distribution room. Prohibit the storage of chemicals and other flammable and explosive materials in the distribution room. Proper installation of fire extinguishing equipment in the distribution room and regular inspections. Prohibit anyone from bringing ignition sources into the distribution room. Prohibit unauthorized wiring and the use of high-power electrical appliances in the distribution room.
Fire	Ignition of combustible materials in the waste recycling area	<ol style="list-style-type: none"> Strictly comply with the hot work permit system, and obtain a hot work permit before performing hot work. Clear combustible materials around the hot work area before starting the work. Provide firefighting equipment at the hot work site. Assign a supervisor to oversee the hot work.



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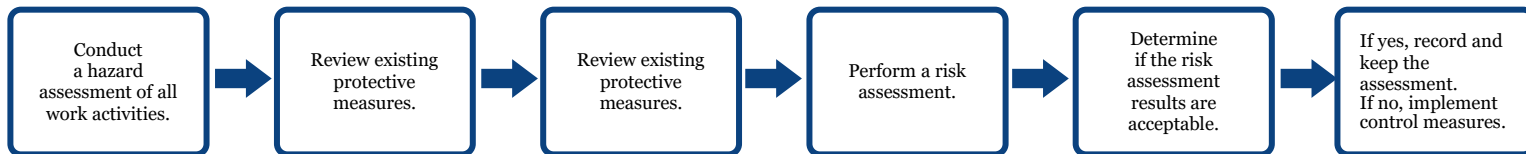
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The Vietnam plant has established the "Hazard Identification and Risk Assessment Control Procedure" and conducts regular supervision and evaluation of occupational environmental risks by government-approved risk assessment organizations. Our Vietnam plant also takes measures to improve and prevent identified risks. Risk assessments are conducted at least once a year, and improvements are made based on the assessment results. Each department conducts risk assessments and develops a list of unacceptable risks and an identification and hazard assessment form based on the types and characteristics of the risks. Safety risks are classified into significant risks, significant risks, general risks, low risks, and minor risks from high to low, and are marked with five colors: red, orange, yellow, light green, and dark green. A safety risk database is established based on the risk categories and levels, and relevant management measures are formulated. Risk control measures for significant risks are determined by the company's leadership, while control measures for significant risks are developed by plant directors. General risks are focused on by team leaders. All risk assessments follow the PDCA continuous cycle. In 2022, the risk assessment at the Vietnam plant identified working at heights (over 2 meters) and high-voltage operations as significant risks. Please refer to the table below for the risk details and key control measures. The main significant risk is the high noise level from operating stamping machines, which may cause occupational diseases. Occupational disease examinations are scheduled every 6 months, and noise-canceling earplugs are provided and required to be worn on-site. Another significant risk is the dust generated in the stamping and painting areas, which may cause occupational diseases. Occupational disease examinations are scheduled every 6 months, and gloves, masks, goggles, and noise-canceling earplugs are provided and required to be worn on-site. The EHS team also conducts daily on-site work environment audits, increases protective measures as needed, and carries out optimization and training to ensure a safe working environment in the plant.

Significant Risks and Control Measures at the Vietnam Plant

Risk Item	Risk Content Description	Major Control Measures
 <p>Installation and Maintenance Equipment Maintenance Air Conditioning Maintenance Replacement of Light Bulbs</p>	<p>Working at Heights (Over 2 meters)</p>	<ol style="list-style-type: none"> 1.Establish a safety management system for hazardous operations. All personnel must comply with the safety management system before performing tasks at heights. 2.Prior to working at heights, employees undergo additional training and receive a permit upon completion. 3.During actual work at heights, the facility's operations personnel and EHS (Environment, Health, and Safety) personnel monitor the operations.
 <p>Installation and Maintenance Equipment Maintenance Air Conditioning Maintenance Replacement of Light Bulbs</p>	<p>High Voltage Operations</p>	<ol style="list-style-type: none"> 1.Establish a safety management system for hazardous operations. All personnel must comply with the safety management system before performing tasks at heights. 2.Personnel performing high voltage operations must possess an electrician license certificate. 3.Employees involved in high voltage operations undergo external training once a year, and a certificate report is issued upon completion. 4.During the actual execution of high voltage operations, the facility's operations personnel and EHS personnel monitor the operations.

AmTRAN Headquarters conducted occupational safety and health risk identification and assessment (non-routine) in 2022. Please refer to the following table for the assessment process, risk items, and control measures.



Risk Item	Risk Content Description	Major Control Measures
 Water tower cleaning	Confined space operation with potential hazards of oxygen deficiency or poisoning.	Ventilation and exhaust devices are installed.
 environmental disinfection	Using or handling chemicals in poorly ventilated workspaces can pose health risks to personnel due to the potential inhalation of chemical substances.	Ventilation and exhaust systems
 Air conditioning maintenance /replacement of light tubes	Working at heights can pose a risk of falling.	Safety equipment for ascending and descending
 Equipment electrical usage	Electrical equipment can pose hazards such as electric shock.	Electrical shock prevention devices
 Heating tools	Heating tools can cause burns and other hazards.	Hand protection: Fire-resistant gloves

Safety and Health Measures

	<p>Environmental monitoring of work areas</p>	<p>To ensure employees can work with peace of mind, regular maintenance and repairs are conducted to address potential hazards in the workplace. Examples include electrical safety measures, drinking water testing, emergency lighting inspections, fire equipment checks, CO2 concentration testing, as well as wastewater/air/noise monitoring within the factory premises.</p>
	<p>Auto Check-up</p>	<p>Monthly automated inspections are conducted, including equipment and motor vehicles.</p>
	<p>Occupational hazard factor annual testing</p>	<p>Annual testing of occupational hazard factors is conducted by third-party organizations for various hazardous positions in the plant. If any parameters exceed the standard limits, measures such as renovation, increased protective measures, or replacement of materials will be implemented.</p>
	<p>Work-related ill examinations</p>	<p>Based on identified hazard factors, the factory arranges corresponding occupational disease examinations for employees (before employment, during employment, and before resignation). Employee occupational health monitoring files are established, and timely job reassignment is carried out when occupational hazards are identified. The Suzhou plant has signed a medical examination agreement with the Suzhou Institute of Occupational Disease Prevention and Control in the chemical industry to ensure accurate and professional medical examination projects.</p>
	<p>General health examinations</p>	<p>Free health examinations are provided to employees. The results are confidential and can only be accessed by the employees themselves, EHS officers, and health management personnel, ensuring the privacy and confidentiality of the data.</p>
	<p>Sanitation management</p>	<p>To provide a healthy and safe working environment for employees, the company regularly arranges cleaning staff to perform environmental cleaning and maintenance. Measures such as rodent and insect control are implemented.</p>

Occupational Health and Safety training

We're actively reducing the incidence of personnel accidents by conducting safety and health education training not only for internal staff but also extending it to contractors and subcontractors. Occupational safety training was conducted for a total of 31,318 individuals, including new employees, EHS officers, and contractors, throughout the entire AmTRAN Group in 2022. In addition, we actively reduce the occurrence rate of accidents by providing safety and health education and training to internal personnel, as well as extending the training to subcontractors. Fire drills are conducted at both the headquarters and the plant, with emergency drills for scenarios such as chemical leaks and electric shocks at the plant. After the training, a test is conducted, and individuals who do not pass the test are required to undergo retraining. The emergency drills must be completed within the specified time to ensure the effectiveness of the training and drills. By fostering a culture of safety and health that involves all employees, we aim to create a safe working environment without accidents.

Occupational Safety and Health Training in 2022

Items	Number of Training (Unit: People)	Hours of Training (Unit: Hour)
New employee safety education training (plant level, workshop level, team level)	10,362	237,028
Special training for personnel in positions with occupational hazards	327	654
Special operation and equipment training, lockout/tagout training	78	312
Personal protective equipment (PPE) wearing training	8,982	17,964
Chemical knowledge training	358	2,864
Emergency response and first aid training	237	1,842
Fire facility usage and evacuation knowledge training	212	1,488
Basic legal regulations of occupational safety and health training	10,762	27,104



2022 Emergency Response Drills

Items	Number of Drilling (Unit: People)	Hours of Drilling (Unit: Hour)
Fire safety	4,933	23,448
Chemical leak	29	58
Elevator entrapment	23	46
Mechanical injuries	107	321
Electric Shock	53	106



Work-Related Injuries Management

For all work-related accidents (such as general accidents, injuries, or major accidents), AmTRAN immediately reports and handles them through designated personnel, while complying with regulations. Taking the example of the Vietnam plant, the accident reporting process is as follows

At the headquarters and the Suzhou plant, all employees have the right to refuse dangerous work and cannot be intimidated, threatened, or penalized. In the Vietnam plant, if employees discover that their work area differs from the originally explained location and raises concerns about risks, they can request to suspend the contract and be free from related penalties. If there are risk issues in the work area, employees have the right to refuse to work in that area until the relevant protection measures and the environment are improved. There is also a whistleblower protection system in place to prevent employees from facing threats and intimidation. In case of emergencies (such as a significant fire risk or personal safety risk), employees and subcontractors have the right to immediately evacuate the site, and the company or individuals will not be held liable for related losses.

In 2022, there were no cases of occupational diseases at our headquarters and the Vietnam plant. The rates of fatalities caused by occupational injuries, severe occupational injury rates, recordable occupational injury rates (frequency rate, FR), and lost workday rates (severity rate, SR) were all 0.

Employee Type	Fatal accidents caused by occupational injuries		Severe occupational injury accidents		Recordable occupational injury accidents		Lost workday Rate ⁴	Total hours of work experience
	Amount	Proportion ¹	Amount	Proportion ²	Amount	Proportion ³		
Full-time	0	0	0	0	3	2.76	10.1	1,088,720
Non-employee (dispatched workers)	0	0	0	0	1	0.23	0.23	4,320,000

1: Fatality rate of occupational injuries = Number of fatalities * 10⁶ / Total work hours.

2: Severe occupational injury rate = Number of severe occupational injuries * 10⁶ / Total work hours.

Severe occupational injuries refer to cases with a lost workday duration exceeding 180 days, excluding fatalities.

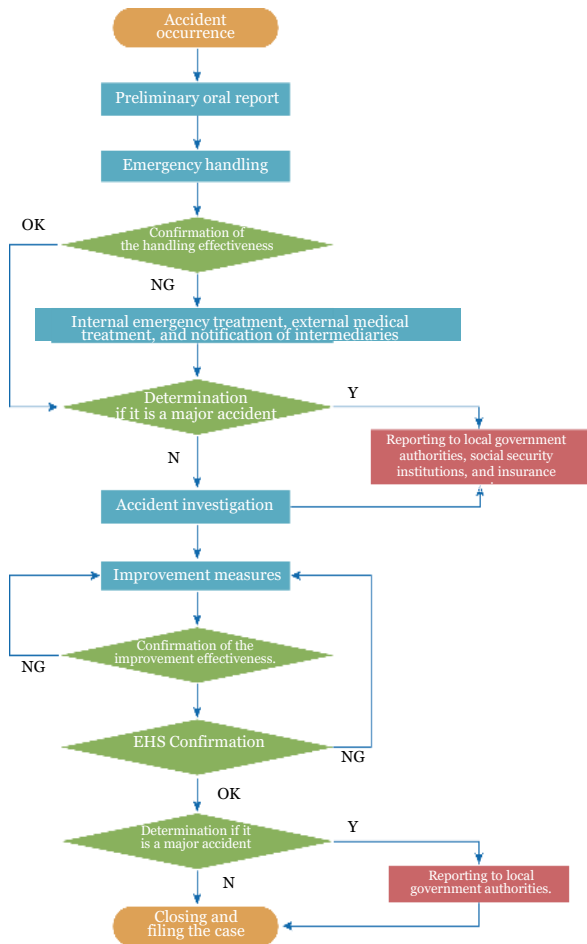
3: Recordable occupational injury rate = Total recordable occupational injuries * 10⁶ / Total work hours.

Recordable occupational injuries include general occupational injuries (lost workday duration within 180 days), severe occupational injuries, and fatalities.

4: Lost workday rate = Total lost workdays * 10⁶ / Total work hours.

For the four types of injuries, please refer to the following table for the improvement actions:

Employee Type	Primary Types of Occupational Injuries	Improvement Actions
Full-time employees	Mechanical injuries, traffic accidents	1. Conduct safety education for personnel. 2. Improve safety facilities.
Contract employees	Pinching injuries	1. Educate and promote the correct use of personal protective equipment. 2. Enhance employees' safety awareness.



Covid-19 Response

Although the COVID-19 2022 situation has been alleviated, we continue to implement preventive measures at the headquarters and all plants to prevent outbreaks and safeguard employee health. The preventive measures are conducted as followings:

Company-wide Measures	Headquarters Measures	Suzhou Plant Measures	Vietnam Plant Measures
<ul style="list-style-type: none"> • Latest COVID-19 Prevention Guidelines • Enhance environmental disinfection • Temperature measurement. • Provide disinfecting alcohol and masks. 	<ul style="list-style-type: none"> • Arrangement of quarantine accommodations for employees returning from abroad, with the company fully covering the cost of isolation leave and overseas allowances. • Implementation of special regulations for business trips. • Guidelines for employees taking COVID-19 care leave. • Visiting vendors and customers control measures. 	<ul style="list-style-type: none"> • Provision of temporary isolation rooms for self-isolation in case of abnormal symptoms. • Rapid antigen tests provided for employees with elevated body temperature. • Training of multiple personnel for sample collection, with the company setting up sampling points for self-collection and testing in emergency situations. • Disinfection and sterilization of inbound logistics vehicles and imported goods. • Regular drills to improve response and emergency management capabilities. 	<ul style="list-style-type: none"> • External personnel entering Hai Phong from other provinces must provide a negative PCR test result or rapid screening certificate obtained within 72 hours. • Maintain social distancing in the cafeteria and install partitions. • Disinfection of containers upon arrival and departure from the plant. • Continuous cooperation with the government's vaccination campaign. 99% of employees at the plant have received two doses of the vaccine (1% are pregnant), 74% have received three doses, and 23% have received four or more doses.



Free X-ray examinations for confirmed COVID-19 cases at the Vietnam plant: In April 2022, the Vietnam plant arranged for mobile X-ray units to examine the lung condition of employees who tested positive for COVID-19, ensuring their health.

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Community Care

AmTRAN, as a responsible corporate citizen, is committed to caring for and giving back to society. In 2022, we donated an ambulance equipped with professional equipment for infant and child emergency medical care to the National Taiwan University Hospital. The total donation amount was NTD 4,175,325. Furthermore, we have established a long-term partnership with the Raising Children Medical Foundation, dedicated to children's healthcare public service activities. The foundation was established in 2002, with a focus on comprehensive healthcare for children, improving the physical and environmental aspects of children's medical care, and advocating for child-friendly healthcare environments, striving to make Taiwan an ideal country for safeguarding children's health. Members of AmTRAN also participate in the foundation's operations, with one of our board members serving as a director of the foundation. In 2022, it marked the eighth year of our donation to the Credit Suisse Children's Medical Foundation (referred to as the Foundation). We donated NTD 3 million that year. In addition to financial support, we've been actively involved in caring for sick children through various initiatives. These include providing medical subsidies for children, establishing child-friendly medical spaces, organizing medical lectures for children, presenting awards for contributions to children's healthcare, conducting Christmas outreach activities for sick children in rural hospitals, and other unspecified activities. Key Achievements in Community Care in 2022:

Assisting in Establishing Child-Friendly Medical Spaces

The Raising Children Medical Foundation is dedicated to creating child-friendly healthcare environments. The concept of "child-friendly healthcare" involves not only protecting children's physical health but also addressing their psychological and emotional needs during the medical process. It aims to help children and their families adapt to the hospital environment, prepare for treatment, and understand medical procedures. One important concept is putting children at the center of attention. Currently, Raising Children has collaborated with nine domestic hospitals, establishing sixteen child-friendly medical spaces within these hospitals. Creating a child-friendly space goes beyond simply placing cartoon illustrations on the walls; it is about creating an environment full of "childhood charm." The focus is on ensuring that all elements within the space, such as murals and public artworks, can interact with children and their companions, helping children alleviate their fears of illness or medical procedures. In addition, the placement of these elements should consider a child's perspective, allowing them not only to see these elements but also to touch and interact with them.

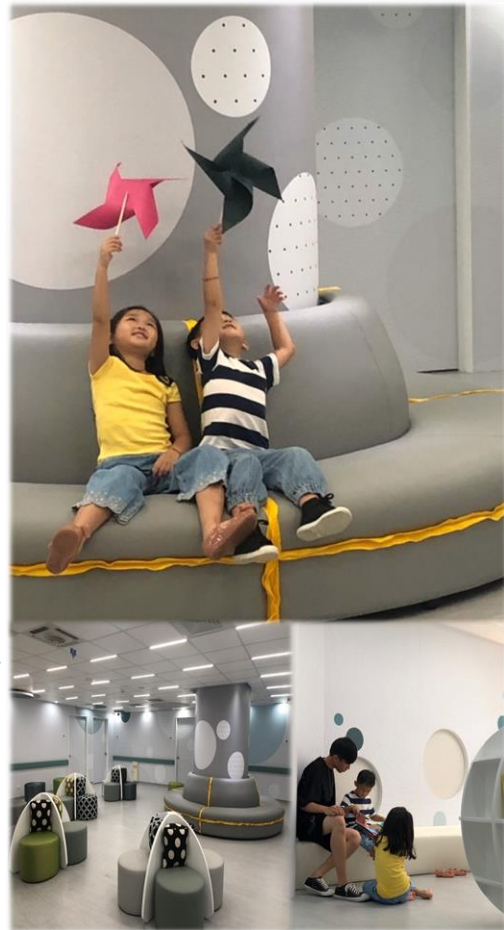
A child-friendly space differs from a typical children's playground; it requires the application of universal design principles and a focus on inclusiveness. To ensure that every child can comfortably interact with the environment, "accessible facilities"

must be provided, as some children may require IV drips or be confined to a wheelchair. Furthermore, there is a need to strengthen infection control and impose stricter restrictions on the choice of building materials to avoid the use of materials that are difficult to clean and disinfect. Safety concerns must also be taken into consideration, such as preventing children from climbing dangerous facilities or designs that may entrap their bodies. Raising Children aims to create a familiar and comforting environment for children through child-friendly public artworks, warm colors, rich patterns, and special playrooms. These healing environments are filled with essential elements of exploration, discovery, learning, growth, and life. From the moment children enter the hospital, they can feel the positive energy, safety, and warmth akin to sunlight. Even in the face of the challenges of illness, children can embark on joyful adventures with their parents. Such an environment not only reduces children's focus on their own pain but also alleviates discomfort and anxiety through play. It also increases trust in healthcare professionals, facilitating medical procedures.



Distinctive Features of Raising Children World Design

1. A new hospital space created collectively by physicians, nurses, and architects.
2. Different medical experiences that provide children with a sense of safety, calmness, and joy.
3. Different play spaces that naturally introduce medical and life education to children.
4. Emphasis on the needs of hospitalized children, with various themed rest areas.



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10th Taiwan Children's Medical Contribution Award

To recognize frontline healthcare professionals who have made long-term contributions in the field of children's healthcare, the Credit Suisse Foundation established the "Taiwan Children's Medical Contribution Award" in 2005. The award ceremony is held biennially to acknowledge healthcare professionals who have dedicated themselves to children's healthcare and to honor their efforts with high standards of recognition. Simultaneously, the Credit Suisse Foundation hopes to inspire more healthcare professionals to join the field of children's healthcare through this form of appreciation, achieving a ripple effect.

Since its inception in 2005 until the 10th edition in 2022, the "Taiwan Children's Medical Contribution Award" has recognized a total of 58 outstanding individuals, including Lifetime Contribution Award, Pillar of Support Award, Pediatric Rising Star Award, Children's Nursing Award, and Focus Contribution Award, among others. Additionally, eight exceptional medical teams have also been recognized. The Credit Suisse Foundation will continue to hold the "Taiwan Children's Medical Contribution Award", striving to discover more exemplary healthcare professionals in the field of pediatrics and mobilizing more resources to contribute to children's healthcare in Taiwan.

Assisting Hai Phong City, Vietnam, in National Digital Transformation

In the process of promoting global digital transformation, providing electronic products to developing countries is an effective way. AmTRAN has donated five LCD televisions to the Economic Zone Management Committee of Hai Phong City. AmTRAN has donated five LCD televisions to the Economic Zone Management Committee of Hai Phong City. By providing modern technological equipment, this initiative aims to promote education, information dissemination, economic development, and bring more opportunities and well-being to the local community. Digital transformation has become one of the key areas of global development today. It not only provides new opportunities and challenges but also drives social progress and economic growth. However, the digital divide still exists in many developing countries, hindering their full participation in and benefits from the global digital economy.

LCD televisions, as modern technological products, are widely accessible and practical. They can be used for various purposes such as education, information dissemination, cultural exchange, and economic activities. By donating LCD televisions, developing countries can provide modern educational resources, improve learning environments, and enhance student achievement. Moreover, it promotes equal and inclusive education, alleviating the problem of inadequate educational resources. Additionally, televisions can serve as a medium for information dissemination, allowing people to access information and knowledge from around the world. This is crucial for promoting social exchange, cultural diversity, and global cooperation. Through this approach, developing countries can connect with the world, broaden their international perspectives, and participate in the global economic system. AmTRAN not only provides modern technological equipment but also promotes education, information dissemination, and economic development. Through these efforts, we can bring more opportunities to developing countries, promote global digital equality, and contribute to shared prosperity.



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Declaration of Use				
		AmTRAN has prepared its report in accordance with the GRI guidelines for the period from January 1, 2022, to December 31, 2022.		
GRI 1 Standards Used				
		GRI 1 : Foundation 2021		
GRI Industry Standards Applied				
		none		
General Disclosure				
GRI 2 : General Disclosure 2021	2-1 Organizational details	About the Report	P.4	
	2-2 Entities included in the organization's sustainability reporting	About the Report	P.4	
	2-3 Reporting period, frequency and contact point	About the Report	P.4	
	2-4 Restatements of information	Climate Change Adaptation and Greenhouse Gas Management	P.66	
	2-5 External Assurance/Verification	About the Report Assurance Statement	P.4 P.112	
	2-6 Activities, value chain and other business relationships	Company Overview	P.15	
	2-7 Employee	Human Resource Management	P.85	
	2-8 Workers who are not employees	Human Resource Management	P.85	
	2-9 Governance Structure and Composition	Corporate Governance	P.30	
	2-10 Nomination and selection of the highest governance body	Corporate Governance	P.31	
	2-11 Chair of the highest governance body	Corporate Governance	P.31	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainable Development Committee	P.21	
	2-13 Delegation of responsibility for managing impacts	Sustainable Development Committee	P.21	
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Development Committee	P.21	
	2-15 Conflicts of interest	Corporate Governance	P.32	
	2-16 Communication of critical concerns	Corporate Governance	P.31	
	2-17 Collective knowledge of the highest governance body	Corporate Governance	P.32	
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance	P.33	
	2-19 Remuneration Policy	Corporate Governance	P.33	
	2-20 Process to determine remuneration	Corporate Governance	P.33	
	2-21 Annual total compensation ratio	Omitted disclosure		The highest total remuneration is considered confidential information.
	2-22 Statement on sustainable development strategy	Message from the Operator	P.4	

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General Disclosure				
GRI 2 : General Disclosure 2021	2-23 Policy Commitment	Corporate Governance Risk Management Integrity Management and Regulatory Compliance Information Security Climate Change Adaptation and Greenhouse Gas Management Circular Economy	P.29,30,35,40,42,47,63,83	
	2-24 Embedding policy commitments	Risk Management Integrity Management and Regulatory Compliance Information Security Climate Change Adaptation and Greenhouse Gas Management Circular Economy	P.38,40,42,47,63,83	
	2-25 Processes to remediate negative impacts	Material Topic Management Policy	P.29,47-49,63-65,83-84	
	2-26 Mechanisms for seeking advice and raising concerns	Integrity Management and Regulatory Compliance Material Topic Management Policy	P.29,41,47-49,63-65,83-84	
	2-27 Compliance with laws and regulations	Integrity Management and Regulatory Compliance	P.41	
	2-28 Membership associations	Company Overview	P.19	
	2-29 Approach to stakeholder engagement	Stakeholder Communication	P.27	
	2-30 Collective bargaining agreements	Human Resource Management	P.88	
Material Topics				
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	Identification of Material Topics	P.22-23	
	3-2 List of material topics	Identification of Material Topics	P.24	
Integrity Management				
GRI 3 : Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	P.29	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Integrity Management and Regulatory Compliance	P.40	
	205-3 Confirmed incidents of corruption and actions taken	Integrity Management and Regulatory Compliance	P.40	
Circular Economy				
GRI 3 : Material Topics 2021	3-3 Material Topics Management	Material Topic Management Policy	P.65	
GRI 301 : Material 2016	301-1 Materials used by weight or volume	Circular Economy	P.80,81	
	301-2 Recycled input materials used	Circular Economy	P.80,81	
	301-3 Reclaimed products and their packaging materials	Circular Economy	P.80,81	

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Energy and Greenhouse Gas Management				
GRI 3 : Material Topics 2021	3-3 Material Topics Management	Material Topics Management Policy	P.64	
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	Climate Change Adaptation and Greenhouse Gas Management	P.71	
	302-3 Energy Intensity	Climate Change Adaptation and Greenhouse Gas Management	P.71	
	302-4 Reduce Energy Consumption	Climate Change Adaptation and Greenhouse Gas Management	P.74	
GRI 305 : Emission 2016	305-1 Direct (Scope 1) Greenhouse Gas Emission	Climate Change Adaptation and Greenhouse Gas Management	P.73	
	305-2 Indirect (Scope 2) Greenhouse Gas Emission	Climate Change Adaptation and Greenhouse Gas Management	P.73	
	305-3 Other Indirect (Scope 3) Greenhouse Gas Emission	Climate Change Adaptation and Greenhouse Gas Management	P.73	
	305-4 Greenhouse Gas Emissions Intensity	Climate Change Adaptation and Greenhouse Gas Management	P.70	
	305-5 Greenhouse Gas Emissions Reduction	Climate Change Adaptation and Greenhouse Gas Management	P.71	
	305-6 Emissions of ozone-depleting substances (ODS)	Climate Change Adaptation and Greenhouse Gas Management	P.73	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change Adaptation and Greenhouse Gas Management	P.73	
Climate Change Adaptation				
GRI 3 : Material Topics 2021	3-3 Material Topics Management	Material Topics Management Policy	P.63	
Environmentally Friendly Products and Life Cycle Management				
GRI 3 : Material Topics 2021	3-3 Material Topics Management	Material Topics Management Policy	P.49	
GRI 302 : Energy 2016	302-5 Reductions in energy requirements of products and services	Environmentally Friendly Products and Life Cycle Management	P.53, 55	
GRI 416 : Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Environmentally Friendly Products and Life Cycle Management	P.54	
	416-2 No incidents of violating health and safety regulations related to products and services.	Environmentally Friendly Products and Life Cycle Management	P.54	

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Innovation and Research & Development				
GRI 3 : Material Topics 2021	3-3 Material Topics Management	Material Topics Management Policy	P.48	
Labor Rights				
GRI 3 : Material Topics 2021	3-3 Material Topics Management	Material Topics Management Policy	P.84	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resource Management	P.87	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Retention	P.90,91	
	401-3 Parental leave	Talent Retention	P.91	
Occupational Health and Safety				
GRI 3 : Material Topics 2021	3-3 Material Topic Management	Material Topic Management Policy	P.83	
GRI 403 : Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety	P.93	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	P.94-97,99	
	403-3 Occupational Health Service	Occupational Health and Safety	P.97	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	P.93	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	P.98	
	403-6 Promotion of worker health	Occupational Health and Safety	P.90,97,100	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	P.98	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	P.93	
	403-9 Work-related injuries	Occupational Health and Safety	P.99	
	403-10 Work-related ill health	Occupational Health and Safety	P.99	

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Other Topics				
GRI 200: Economic				
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance	P.39	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Talent Retention	P.90	
GRI 300: Environment				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water resource and Waste Management	P.76	
	303-2 Management of water discharge related impacts	Water resource and Waste Management	P.78	
	303-3 Water withdrawal	Water resource and Waste Management	P.77	
	303-4 Water discharge	Water resource and Waste Management	P.77	
	303-5 Water consumption	Water resource and Waste Management	P.77	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Water resource and Waste Management	P.79	
	306-2 Management of significant waste-related impacts	Water resource and Waste Management	P.75,79	
	306-3 Waste generated	Water resource and Waste Management	P.79	
	306-4 Waste diverted from disposal	Water resource and Waste Management	P.79	
	306-5 Waste directed to disposal	Water resource and Waste Management	P.79	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management	P.44	
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	P.44	
GRI 400: Social				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human Resource Management	P.88	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance Human Resource Management	P.31,33 ,86	
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management	P.44
414-2 Negative social impacts in the supply chain and actions taken		Supply Chain Management	P.44	
GRI 418 : Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security	P.43	

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1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate.	Quantify	Gigajoules (GJ), percentage (%)	Climate Change Adaptation and Greenhouse Gas Management	P.71
2	Total water withdrawal and Total Water Consumption Volume	Quantify	m ³	Water resource and Waste Management	P.77
3	Weight of hazardous waste generated and percentage of waste recycled.	Quantify	tonne(t), percentage(%)	Water resource and Waste Management Circular Economy	P79,81
4	Description of occupational accident categories, numbers, and rates.	Quantify	ratio(%), amount	Occupational Health and Safety	P.99
5	Disclosure of product lifecycle management: weight of discarded products and electronic waste, and percentage of recycling.	Quantify	tonne(t), percentage(%)	Circular Economy	P.80,81
6	Description of risk management related to the use of key materials.	Qualitative description	-	Supply Chain Management	P.44
7	Total monetary losses due to legal disputes related to anti-competitive practices regulations.	Quantify	Reporting currency	Integrity Management and Regulatory Compliance	P.41
8	Primary product output by product category.	Quantify	set	Economic Performance	P.39

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Index Table

TCFD Recommended Disclosures		Climate-related information for listed companies	Corresponding Chapter	Page
Governance				
TCFD 1(a)	Describe the board's oversight of climate-related risks and opportunities.	1. Describe the oversight and managing of climate-related risks and opportunities from board and management.	3.1 Climate Change Adaptation and Greenhouse Gas Management	P.67
TCFD 1(b)	Describe management's role in assessing and managing risks and opportunities.			
Strategy				
TCFD 2(a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2. Describe how the identified climate risks and opportunities affect the businesses, strategy, and financial planning. (short, medium and long term).	3.1 Climate Change Adaptation and Greenhouse Gas Management	P.68
TCFD 2(b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	3. Describe the financial impact from extreme climate and company's transition actions.		P.68
TCFD 2(c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.		P.68

TCFD Recommended Disclosures		Climate-related information for listed companies	Corresponding Chapter	Page
Risk Management				
TCFD 3(a)	Describe the organization's processes for identifying and assessing climate-related risks.	4. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	3.1 Climate Change Adaptation and Greenhouse Gas Management	P.69
TCFD 3(b)	Describe the organization's processes for managing climate-related risks.			
TCFD 3(c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.			
Metrics and Targets				
TCFD 4(a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	6. Explain the content of plan, and the metrics and targets used to identify and manage physical risks and transition risks if company has transition plan to manage climate-related risks.	3.1 Climate Change Adaptation and Greenhouse Gas Management	P.68
TCFD 4(b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG)emissions, and the related risks.	9.Condition of greenhouse gas inventory and assurance.		P.68
TCFD 4(c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	8.The covered activities, scope of greenhouse gas emissions, schedule planning and annual progress should be explained if company set are climate-related targets; if carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and quantity of carbon reduction credits to be exchanged or the renewable energy certificates (RECs) should be explained.		P.68

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English Translation of a Report Originally Issued in Chinese

Assurance Report of Independent Auditors

To AmTRAN Technology Co., Ltd.

1. Scope

We have been engaged by AmTRAN Technology Co., Ltd. to perform a limited assurance engagement in relation to and report on selected sustainability performance indicators included in AmTRAN Technology Co., Ltd. 2022 Sustainability Report.

Regarding the sustainability performance indicators selected by AmTRAN Technology Co., Ltd. and their applicable criteria, please refer to appendix A.

Management responsibility

AmTRAN Technology Co., Ltd. is responsible for the preparation of 2022 Sustainability Report in accordance with adequate criteria, including referencing to Global Reporting Initiatives ("GRI") GRI Standards, and for the design, execution and maintenance of internal controls in regard with report preparation to support the collection and presentation of the Report.

Independent Auditor's Responsibility

Our responsibility is to plan and perform limited assurance engagement in accordance with the TWSAE3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by Taiwan Accounting Research and Development Foundation.

2. Assurance

The procedures performed in limited assurance engagement vary in nature and timing, and are less in extent than for a reasonable assurance engagement so that the level of assurance is substantially lower than reasonable assurance engagement. While we considered the effectiveness of AmTRAN Technology Co., Ltd. internal controls when determining the nature and extent of procedures, our review was not designed to provide assurance on internal controls.

To conclude for limited assurance, our procedures performed included:

- Interviewing with AmTRAN Technology Co., Ltd. management and personnel to understand the AmTRAN Technology Co., Ltd. implementation of overall sustainability and reporting process;
- Understanding the main stakeholders of AmTRAN Technology Co., Ltd. and their expectations

and needs as well as interaction protocols by interview or examination of documentation and how AmTRAN Technology Co., Ltd. responded to those expectations and needs;

- Performing analytical procedures on selected sustainability performance indicators, gathering and checking other supporting documentation and management information obtained, testing on sample basis if necessary;
- Reading AmTRAN Technology Co., Ltd. Sustainability Report to ensure the implementation of overall sustainability and reporting process is consistent with our understanding.

3. Limitations

Non-financial information contained within sustainability reports are subject to measurement uncertainties. The selection of different measurement techniques can result in materially different measurement. Also assurance engagements are based on selective testing of information being examined, and it is not possible to detect all of the existing material misstatements whether resulting from fraud or error.

4. Quality and Independence

We are in conformity with TWSQC1 "Quality Control for Public Accounting Firms" to establish and maintain a sound system of quality control, including code of professional ethics, professional standards and those written policies and procedures in applicable regulations. We are also in conformity with related independence and other ethics requirements in Taiwan's Norm of Professional Ethics, which basic principles are integrity, objectivity, professional competence and due care and professional behavior.

5. Conclusion

Based on our procedures and obtained evidence, nothing has come to our attention that causes us to believe that any material modifications or adjustments should be made to the selected sustainability indicators in accordance with applicable criteria.

Lu, Chian Uen
Ernst & Young
July 31st, 2023
Taipei, Taiwan, Republic of China

Notice to Readers

The reader is advised that the sustainability report has been prepared originally in Chinese. In the event of a conflict between the assurance report and the original Chinese version or difference in interpretation between the two versions, the Chinese language assurance report shall prevail.

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Appendix A

No.	Section Title	Article Title	Subject matter information	Applicable Criteria																													
1	01. Corporate Governance	Board of Directors Composition and Operation	<ul style="list-style-type: none"> Director Development AmTRAN Technology encourages directors to engage in continuous education. In 2022, directors were provided with ESG-related courses such as "Corporate and Directors' Duties under the Securities and Exchange Act," "Practical Cross-Border Management for Net Zero Carbon Emissions," and "Taishin 30 Sustainability Net Zero Summit - Commitment to Net Zero, Achieving Sustainable Development 2030." On average, directors received 6.3 hours of training.	Self-selected indicator.																													
2	01. Corporate Governance	Board of Directors Composition and Operation	<ul style="list-style-type: none"> Composition of Board of Directors AmTRAN Technology held five board meetings in the year 2022, with an average attendance rate of 96%.	Self-selected indicator.																													
			<table border="1"> <thead> <tr> <th></th> <th>Audit Committee</th> <th>Remuneration Committee</th> </tr> </thead> <tbody> <tr> <td>Implementation Status</td> <td>Regular meetings are held at least quarterly. In 2022, a total of five meetings were held with an average personal attendance rate of 95%.</td> <td>At least two meetings are held annually, with additional meetings convened as necessary. In 2022, two meetings were held with an average personal attendance rate of 100%.</td> </tr> </tbody> </table>		Audit Committee	Remuneration Committee	Implementation Status	Regular meetings are held at least quarterly. In 2022, a total of five meetings were held with an average personal attendance rate of 95%.	At least two meetings are held annually, with additional meetings convened as necessary. In 2022, two meetings were held with an average personal attendance rate of 100%.																								
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3	03. Water resource and Waste Management	Water Resource Management	<table border="1"> <thead> <tr> <th>Disclosure Item</th> <th>Unit</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td rowspan="5">Water Withdrawal Volume</td> <td>Third-party water (tap water)</td> <td>94.655</td> </tr> <tr> <td>Surface water</td> <td>0</td> </tr> <tr> <td>Groundwater</td> <td>0</td> </tr> <tr> <td>Seawater</td> <td>0</td> </tr> <tr> <td>Total water withdrawal</td> <td>94.655</td> </tr> <tr> <td>Water withdrawal intensity of the group</td> <td>Million cubic meters/ Revenue in Millions of Dollars</td> <td>0.0058</td> </tr> <tr> <td>Wastewater Discharge Volume</td> <td>Million cubic meters</td> <td>85.1231</td> </tr> <tr> <td>Water Recycling Volume</td> <td>Million cubic meters</td> <td>2.365</td> </tr> <tr> <td>Wastewater discharge intensity of the group</td> <td>Million cubic meters/ Revenue in Millions of Dollars</td> <td>0.0052</td> </tr> <tr> <td>Water Consumption Volume</td> <td>Million cubic meters</td> <td>9.531</td> </tr> </tbody> </table>	Disclosure Item	Unit	2022	Water Withdrawal Volume	Third-party water (tap water)	94.655	Surface water	0	Groundwater	0	Seawater	0	Total water withdrawal	94.655	Water withdrawal intensity of the group	Million cubic meters/ Revenue in Millions of Dollars	0.0058	Wastewater Discharge Volume	Million cubic meters	85.1231	Water Recycling Volume	Million cubic meters	2.365	Wastewater discharge intensity of the group	Million cubic meters/ Revenue in Millions of Dollars	0.0052	Water Consumption Volume	Million cubic meters	9.531	According to Article 4, Appendix 1, Indicator 10 of the "Operational Regulations for the Compilation and Reporting of Sustainability Reports by Listed Companies", the total water withdrawal and total water consumption should be disclosed more extensively.
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			<p>Water Consumption Analysis - Taipei 2022</p> <table border="1"> <tr> <td colspan="2">Water Withdrawal Volume (8.1751 Million cubic meters)</td> <td colspan="2">Water Consumption Volume (2.248 Million cubic meters)</td> </tr> <tr> <td rowspan="2">tap water</td> <td rowspan="2">100%</td> <td>Utility Water Usage</td> <td>0.00%</td> </tr> <tr> <td>Domestic Water Usage</td> <td>100.00%</td> </tr> <tr> <td colspan="2">Wastewater Discharge Volume</td> <td colspan="2">9.531 Million cubic meters</td> </tr> </table> <p>Water Consumption Analysis - Suzhou Plant 2022</p> <table border="1"> <tr> <td colspan="2">Water Withdrawal Volume (50.065 Million cubic meters)</td> <td colspan="2">Water Consumption Volume (2.248 Million cubic meters)</td> </tr> <tr> <td rowspan="2">tap water</td> <td rowspan="2">100%</td> <td>Utility Water Usage</td> <td>0.03%</td> </tr> <tr> <td>Domestic Water Usage</td> <td>99.97%</td> </tr> <tr> <td colspan="2">Wastewater Discharge Volume</td> <td colspan="2">47.817 Million cubic meters</td> </tr> </table> <p>Water Consumption Analysis - Vietnam Plant 2022</p> <table border="1"> <tr> <td colspan="2">Water Withdrawal Volume (36.4149Million cubic meters)</td> <td colspan="2">Water Consumption Volume (7.283 Million cubic meters)</td> </tr> <tr> <td rowspan="2">tap water</td> <td rowspan="2">100%</td> <td>Utility Water Usage</td> <td>7.00%</td> </tr> <tr> <td>Domestic Water Usage</td> <td>93.00%</td> </tr> <tr> <td colspan="2">Wastewater Discharge Volume</td> <td colspan="2">29.131 Million cubic meters</td> </tr> <tr> <td colspan="2">Reuse Water Volume</td> <td colspan="2">2.365 Million cubic meters</td> </tr> <tr> <td colspan="2">Plant Water Recycling Rate</td> <td colspan="2">6.49%</td> </tr> </table>	Water Withdrawal Volume (8.1751 Million cubic meters)		Water Consumption Volume (2.248 Million cubic meters)		tap water	100%	Utility Water Usage	0.00%	Domestic Water Usage	100.00%	Wastewater Discharge Volume		9.531 Million cubic meters		Water Withdrawal Volume (50.065 Million cubic meters)		Water Consumption Volume (2.248 Million cubic meters)		tap water	100%	Utility Water Usage	0.03%	Domestic Water Usage	99.97%	Wastewater Discharge Volume		47.817 Million cubic meters		Water Withdrawal Volume (36.4149Million cubic meters)		Water Consumption Volume (7.283 Million cubic meters)		tap water	100%	Utility Water Usage	7.00%	Domestic Water Usage	93.00%	Wastewater Discharge Volume		29.131 Million cubic meters		Reuse Water Volume		2.365 Million cubic meters		Plant Water Recycling Rate		6.49%		According to Article 4, Appendix 1, Indicator 10 of the "Operational Regulations for the Compilation and Reporting of Sustainability Reports by Listed Companies", the total water withdrawal and total water consumption should be disclosed more extensively.
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4	04. Talent Retention	Talent Development	<p>2022 average training hours</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Job title</th> <th>Gender</th> <th>Headquarters</th> <th>Suzhou Plant</th> <th>Vietnam Plant</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Management</td> <td>Male</td> <td>2.22</td> <td>16</td> <td>70.67</td> </tr> <tr> <td>Female</td> <td>2.58</td> <td>16</td> <td>62.48</td> </tr> <tr> <td rowspan="2">Non-Management</td> <td>Male</td> <td>1.83</td> <td>4</td> <td>57.38</td> </tr> <tr> <td>Female</td> <td>1.40</td> <td>4</td> <td>58.62</td> </tr> <tr> <td colspan="2">Total</td> <td>1.50</td> <td>4.41</td> <td>59.43</td> </tr> </tbody> </table>	Job title	Gender	Headquarters	Suzhou Plant	Vietnam Plant	Management	Male	2.22	16	70.67	Female	2.58	16	62.48	Non-Management	Male	1.83	4	57.38	Female	1.40	4	58.62	Total		1.50	4.41	59.43	<p>GRI 404-1: The Education and Training Reporting Organization should report the following information:</p> <p>a. The average hours of training received by the organization's employees during the reporting period, broken down by:</p> <p>i. Gender;</p> <p>ii. Employee category.</p>					
Job title	Gender	Headquarters	Suzhou Plant	Vietnam Plant																																	
Management	Male	2.22	16	70.67																																	
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Total		1.50	4.41	59.43																																	
5	04. Occupational Health and Safety	Work-related injuries Management	<p>In 2022, there were no cases of occupational diseases at AmTRAN Technology's headquarters and the Vietnam plant. The rates of fatalities caused by occupational injuries, severe occupational injury rates, recordable occupational injury rates (frequency rate FR), and lost workday rates (severity rateSR) were all 0 .</p> <p>The Suzhou plant had no cases of occupational diseases. Please refer to the following table for information on occupational injuries:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Employee Type</th> <th colspan="2">Fatal accidents caused by occupational injuries</th> <th colspan="2">Severe occupational injury accidents</th> <th colspan="2">Recordable occupational injury accidents</th> <th rowspan="2">Lost work day rate</th> <th rowspan="2">Total hours of work experience</th> </tr> <tr> <th>Amount</th> <th>Proportion</th> <th>Amount</th> <th>Proportion</th> <th>Amount</th> <th>Proportion</th> </tr> </thead> <tbody> <tr> <td>Full-time employees</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>3</td> <td>1.12</td> <td>22.73</td> <td>2,683,910</td> </tr> <tr> <td>Non-employee workers (dispatched workers)</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>0.38</td> <td>0.38</td> <td>2,656,766</td> </tr> </tbody> </table>	Employee Type	Fatal accidents caused by occupational injuries		Severe occupational injury accidents		Recordable occupational injury accidents		Lost work day rate	Total hours of work experience	Amount	Proportion	Amount	Proportion	Amount	Proportion	Full-time employees	0	0	0	0	3	1.12	22.73	2,683,910	Non-employee workers (dispatched workers)	0	0	0	0	1	0.38	0.38	2,656,766	<p>According to Article 4, Appendix 1, Indicator 10 of the "Operational Regulations for the Compilation and Reporting of Sustainability Reports by Listed Companies", there should be increased disclosure of the types of occupational accidents, the number of people involved, and their respective ratios.</p>
Employee Type	Fatal accidents caused by occupational injuries		Severe occupational injury accidents		Recordable occupational injury accidents		Lost work day rate	Total hours of work experience																													
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Non-employee workers (dispatched workers)	0	0	0	0	1	0.38	0.38	2,656,766																													

An aerial photograph of a lush green forest with a winding blue river. The trees are dense and vibrant green, and the river flows through the center of the forest, creating a natural path. The lighting is bright, highlighting the textures of the foliage and the clarity of the water.

AmTRAN

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