



altek

華晶科技永續報告書
ESG Report
2022

Contents

| | |
|-----------------------------|----|
| ■ Message from the Chairman | 04 |
| ■ About the Report | 06 |
| ■ Sustainability Highlights | 08 |
| ■ Material Topics Analysis | 10 |

| | |
|------------------------------------|----|
| Chapter 1 About Us | 14 |
| Chapter 2 Corporate Governance | 34 |
| Chapter 3 Supply Chain Management | 52 |
| Chapter 4 Environmental Protection | 62 |
| Chapter 5 Social Inclusion | 78 |

| | |
|---|-----|
| Appendix | 108 |
| Independent Assurance Opinion Statement | 115 |



altek

Better Vision · Better Life

Message from the Chairman



Mr. Alex Hsia

Founder, Chairman & CEO,
Altek Corporation

1. Introduction and Company Profile

Since its establishment in 1996, Altek has adhered to the company vision of "Better Vision · Better Life" and is committed to providing the most advanced smart imaging technology in the global market with continuous innovation and sustainable development concepts. In the face of changes in the global pandemic and the reshaping and diversion of the supply chain, we are focusing more on our core technology of image processing, and through continuous self-requirement and product innovation, combined with a multi-faceted strategy, we have continued to push forward the company's transformation, actively expanding the business of our global customers, and enhancing the company's economic efficiency. In recent years, we have invested in the fields of electric vehicles, AI imaging, robotics and precision medicine to achieve sustainable development in three dimensions: economic, environmental and social. We expect to provide consumers with a higher quality of life experience and continue to promote technological advancement to contribute to the well-being of the society and sustainable development.

In the report, we will share the 2022 operating results, financial overview, research and development status, summary of business plan and ESG related issues. In the face of industry trends and market demands, Altek continuously innovates and transforms the company, and is committed to maintaining sustainable corporate development.

2. Economic and Corporate Governance Performance

In 2022, Altek realized a consolidated revenue of NT\$14 billion, with a 54.4% growth, gross profit margin of 21%, net income after tax of NT\$456,742 thousand, with an annual increase of 103.2%, and earnings per share of NT\$1.67. While optimizing its product portfolio and enhancing its competitiveness, Altek has also

maintained steady growth in both revenue and profit. In the ever-changing global business environment, focusing on core technology of image processing, product research and development and quality improvement, the company has brought new growth momentum through continuous innovation in product transformation and multi-faceted strategies, and has continuously innovated in the fields of automotive lenses, robotics, 5G, AI, metaverse, and medical smart imaging applications, and has successfully been expanding the business of its global customers and strategic partners in the recognition of their trust.

Especially in the era of pandemic, the Company invested in the research and development of single-use (disposable) endoscopic products, which have achieved remarkable results in the field of medicine and health and significantly helped human beings to cope with the challenges of the pandemic, not only effectively avoiding the potential risk of cross-infection, but also reducing the cost of disinfection and maintenance, enabling medical personnel to focus on the treatment of the patient, and being widely recognized by the market, this product has been applied in many countries around the world, which has significantly contributed to the growth in the company's performance.

In regard to the corporate governance performance, Altek emphasizes good corporate governance and is committed to implementing various corporate governance measures to ensure transparent and fair operations and to bring sustainable and stable returns to shareholders. In addition to complying with relevant laws, regulations and rules, Altek also further enhances the transparency of its operations by, for example, setting up independent directors and formulating internal control and other related systems to ensure the transparency and legitimacy of the company's financial position, operating strategies and decision-making procedures. In addition, we are also

aggressively training our employees and enhancing information security and other related training to ensure the sustainability of our operations. Altek will continue to enhance its operating pattern, create more efficient and effective transformational value, and share the rewarding results with our shareholders.

3.Environmental Performance

Altek is fully aware that environmental sustainability is one of our corporate responsibilities, complies with relevant laws and regulations, and actively promotes green environmental protection measures, such as energy saving and carbon reduction, water conservation, waste reduction, and participation in the green energy industry. We further integrate environmental concepts into product development, design, and production processes to realize the green transformation of the industrial chain, improve resource utilization efficiency, and reduce the burden on the environment. The low-power AI chip we have developed makes an important contribution to the realization of this goal. This low-power AI chip effectively reduces energy consumption while guaranteeing performance, helping to reduce carbon emissions and improve energy efficiency, and has been applied to various 5G IoT device products, which will contribute to improving the efficiency of human life and production, and realizing green, low-carbon, and sustainable development.

4.Social Performance

Altek emphasizes social responsibility, cares about the environment and social issues, and gives back to the community. In addition to emphasizing employee welfare and implementing labor rights, we also build a diverse and inclusive corporate culture and encourage employee creativity and innovation. We also care about environmental and social issues, and giving back to the community by actively promoting social welfare. We

have established the "Altek Corporation Charity Trust Funds" to donate educational resources and care for the underprivileged, including direct donations, in-kind donations, and event sponsorships, etc., which reflects Altek's commitment to and responsibility for the well-being of the community. In the future, we will continue to bring more benefits to society through technological innovation, further optimize our products and services to meet people's expectations for a better life. At the same time, the Company will continue to strengthen the operation of the Public Trust Altek Corporation Charity Funds, in order to create more opportunities for more people in need, and to make technological innovation truly beneficial to every corner of the world.

5.Summary, Highlights and Future Prospects

Summarizing the various performances mentioned above, Altek has achieved excellent results in the three dimensions of economic, environmental and social aspects. Looking ahead, we will continue to promote the company's sustainable development strategy and set short-, medium-, and long-term indicators and goals based on environmental, social, and governance (ESG) requirements. In the coming year, we will further strengthen the research and development of smart imaging core technologies, optimize the performance of the following four major product portfolios, and accelerate the commercialization timetable to continuously improve manufacturing quality and production efficiency to ensure a highly flexible and customized production model to meet market demand.

1.Precision medical care: Grasping the product trend in the post pandemic era, we have expanded from high-end blood glucose meters to a variety of disposable endoscopic smart medical imaging applications, which have been mass-produced and shipped gradually to seize the market opportunity.

2.Electric vehicle: Grasping the high growth demand of the future electric vehicle market, we are actively researching and developing advanced automotive lenses, image processing technologies, and comprehensive automotive imaging solutions to enhance driving safety and experience.

3.Robotics: Combining advanced 3D sensing technology and AI, to provide high-precision vision solutions for the robotics field, and to enhance the application effect of robotics in industrial manufacturing, fleet logistics, IoT, and other scenarios.

4.Low-power AI chips: Continuing to invest in the research and development and application of low-power AI chips to reduce the impact on the environment and enhance energy-saving effects to achieve sustainable development.

Additionally, Altek will continue to seek innovation and actively respond to global environmental, social and governance (ESG) challenges. We will work with our partners to respond to issues such as climate change and resource management in order to achieve sustainable development goals. We believe that "Better Vision · Better Life" is not only a corporate vision. We will strive to create more value for the society, improve people's quality of life with smart image technology, and promote the popularity and application of technology globally. It is also a firm commitment to the future social well-being and global common goals.

About the Report

Report Overview and Frequency

This is the first sustainability report published by Altek, and we will continue to publish this report annually in the future to regularly disclose to the public our operating results in addition to our financial performance, and to practice the corporate vision of sustainable management through our actions. This report was published in September 2023, and the next report is expected to be published in June 2024. This is the first year of publishing this report, therefore no information has been restated.

Reporting Boundary and Scope

The reporting period was from January 1 to December 31, 2022, and it will be published regularly on an annual basis. The scope of reporting includes the headquarters of Altek.

The financial related data source of this report is the consolidated financial statements of Altek for 2022 (the reporting period was from January 1 to December 31, 2022, including Altek and all subsidiaries, please refer to paragraph P.78 "Subsidiaries included in the Consolidated Financial Statements" in the 2022 Annual Report, and Altek's entire group is used as the scope of disclosure; for information boundaries in the environmental category, the Taiwan region is used as the scope of disclosure; and for information boundaries in the social category, the Taiwan region is used as the scope of disclosure. For more detailed information about our affiliates, please refer to Altek Corporation 2022 Annual Report. There were no significant changes in organizational size, structure, ownership, or supply chain during the reporting period.

Preparation Guidelines

This report has been prepared in accordance with the Global Reporting Initiative GRI Standards (GRI Sustainability Reporting Standards, GRI Standards) 2021 version, of which GRI 403 of the topic standards corresponds to the 2018 version; and an index of GRI content is provided in the Appendix.

Contact Information

For any suggestions or questions regarding the "Altek 2022 Sustainability (ESG) Report", please feel free to contact us through the following methods. In order to fulfill our responsibility to disclose corporate information, we have also published this report on the website for your reference.

Altek Corporation

Address: No.12, Li-Hsin Road, Hsinchu Science Park

Website: <http://www.altek.com.tw>

Contact person: Steven Chen

Tel: (02)8751-6620

E-mail: spokesman@altek.com.tw

Reporting Responsible Unit and Quality Management Approach

In order to strengthen the completeness and reliability of Altek's sustainability reporting, the Company follows the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" to establish the process of preparing sustainable reports and to implement internal auditing or external validation procedures, and includes them in the Company's "Internal Control System", and in accordance with this system to control the procedure of preparation and publication of the sustainability report

| Operational procedure | Methods | Responsible unit (or position) |
|---------------------------|---|---|
| Report preparation | This report is coordinated and planned by the sustainability promotion team. The data, strategic objectives, and performance indicators disclosed in this report were provided by each responsible unit, and then prepared and checked and amended by the sustainability promotion team. | Sustainability promotion team, relevant responsible divisions |
| Internal review | After each unit confirms the completeness and accuracy of the prepared report, the highest management of the relevant unit is responsible for the validation. | Relevant responsible divisions and their highest management |
| External assurance | In order to enhance the accuracy and reliability of the information in this report, the Chief of the Company's sustainability promotion team, who is also the chief of corporate governance, participates in the third-party assurance process: <ul style="list-style-type: none"> Engaging a third-party assurance organization, BSI British Standards Institution, in accordance with the AA1000AS v3 assurance standard, and using Type 1, The Moderate Assurance level as the basis for verification, to ensure the contents of this report comply with the GRI Standards and AA1000AP (2018) Accountability Principles. The financial data have been audited and certified by PwC Taiwan in accordance with International Financial Reporting Standards (IFRS¹) and are uniformly expressed in New Taiwan Dollars (NT\$). | British Standards Institution, BSI / PwC Taiwan |
| Final approval | The final version of the complete draft is approved for publication in accordance with the internal sustainability report preparation process. | Sustainability promotion team, Finance division |

1. International Financial Reporting Standards

ESG

Sustainability Highlights



Environment



- **SDG 7.3** "altek SUNNY M1" low-power AI chip, which is used in AI laptops to save energy on the screen.
- **SDG 12.5** Comply with laws and regulations, and implement policies for the classification of daily waste and recycling of resources.
- **SDG 12.5** Strictly comply with the relevant regulations of environmental protection agencies in the disposal of regulated industrial waste, discarded electronic components, and mixed hardware waste.
- **SDG 12.5** Reduce paper printing electronically by using SAP ERP system and e-signature system: Saved at least 282,000 sheets of paper in 2022.
- **SDG 13.2** Disclosing information on climate-related risks and opportunities in the "Climate-related Financial Disclosure (TCFD)".
- **SDG 15.2** About 283 trees, 1,500 seedlings and plants were planted in the Hsinchu factory and the surrounding roads, and landscaped areas were set up on the 1st, 4th, and 6th floors of the factory.



Social



- **SDG 1.1** Employee shareholding trust plan Employee stock ownership trust.
- **SDG 3.2** Donated to the “children's open heart surgery fund” at Mackay Memorial Hospital to support appropriate treatment for children with heart disease.
- **SDG 3.3** Take care of employees' health and implement disease prevention measures.
- **SDG 3.6** Reduce the risk of occupational accidents among employees, diverted vehicle and motorcycle traffic flow on the road outside the factory, and the B2 parking lot paved emery to increase friction in 2022.
- **SDG 3.8** The “Altek Corporation Charitable Trust Foundation” donated to the “Taiwan National Health Foundation” to promote disease prevention and encourage medical research and other related activities.
- **SDG 3.9** The products have obtained CE certification, RoHS, Reach and other related certifications.
- **SDG 5.5, SDG 10.2** Provide a diversified environment for employees.
- **SDG 8.6** Diversified training channels to support employees' career development.
- **SDG 8.7** Prohibit child labor under age 16, forced labor, and any undue discrimination in hiring, and require suppliers to also follow international standards and labor employment related laws in their business locations.



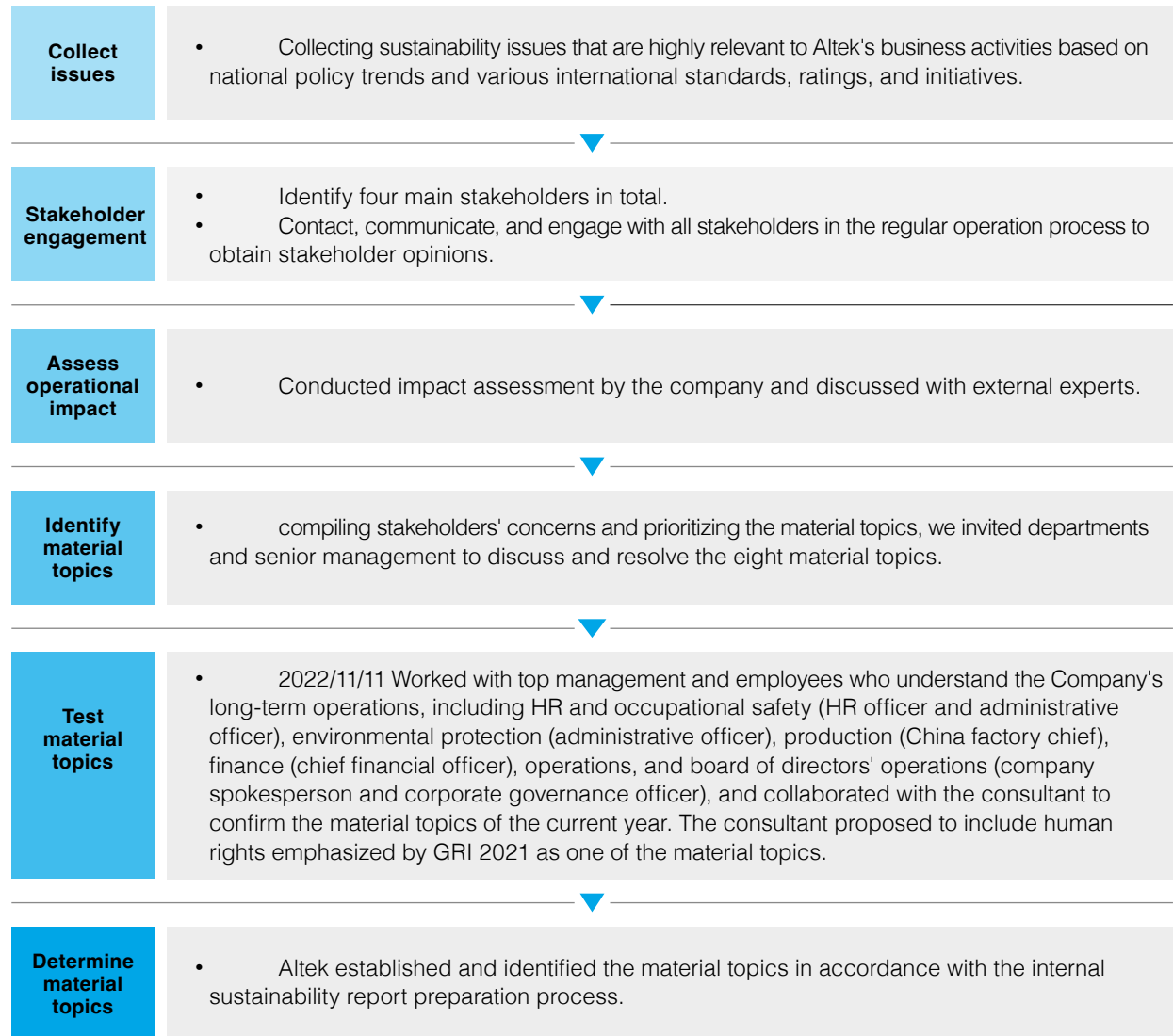
Governance



- **SDG 16.6** The CEO office is the unit responsible for promoting ethical corporate management, formulating the Ethical Corporate Management Best Practice Principles and related policies and preventive programs.
- **SDG 16.7** Diversified labor-management consultation and complaint channels.

Material Topics Analysis

Altek mainly refers to GRI standards, SASB standards, ESG reports of peers and external consultants to identify the material topics. We then follow the requirements of the 2021 version of GRI Universal Standards and rank them, then gradually disclosed the impact, management strategy, and practice status of each material topic. We also calibrate sustainable development goals and strategies based on these results, to strengthen the effectiveness of our external communications.



Stakeholder Engagement

Based on the nature of our operating activities and industry attributes, with reference to five principles of the 2015 version of the AA1000 Stakeholder Engagement Standard, we have evaluated stakeholders' degree of dependence, responsibility, concern, influence, and diversity of perspectives on the Company, and have identified four key stakeholders, including employees, customers, suppliers, and investors. In order to fully understand the stakeholders' issues of concern and the actual or potential impact on the Company, we actively interacted with stakeholders through various two-way and continuous communication channels to collect and respond to their concerns.

The Company keeps stakeholders updated on the latest developments through various communication channels such as press releases, reports, and websites, and provides them with balanced, objective, and accurate and consistent information to assist them in understanding the relevant issues, choices, opportunities, and solutions. A diversified and smooth communication channel has been set up. Every year, we communicate with various stakeholders through a variety of regular and irregular communication channels, including physical/online meetings, communication with responsible units, phone calls, emails, and a dedicated section on the official website, and collect their feedback and issues of concern, and properly respond to their concerns.

▼ Stakeholder Communication

| Stakeholder | Purpose | Methods and frequency | Validation and effectiveness |
|--------------------------|--|---|--|
| Employees | Improve employee cohesion and identity, cultivate an innovative corporate culture, and implement two-way communication | <ol style="list-style-type: none"> 1. Visits or official mail (irregular) 2. Personnel bulletin or e-newsletters or briefing sessions 3. CEO symposium (semi-annual) 4. Labor conference (each quarter) 5. Internal and external education and training (irregular) 6. Confidential appeal mailbox (irregular) | Direct Employee Satisfaction Survey (see P. 82 New Employee Statistics) |
| Customers | Maintain partnership and provide customized solutions according to their needs | <ol style="list-style-type: none"> 1. Regular meetings (regular) 2. Satisfaction survey (irregular) 3. Audit visits (irregular) 4. Electronic communication platform (irregular) | Regularly collect customers' opinions, accept customers' audits and adjust the operation mode to provide customized services |
| Suppliers | Perform supply chain impact management, regularly evaluate new suppliers | <ol style="list-style-type: none"> 1. Review meeting (irregular) 2. Audit visits (irregular) 3. Supplier management system(irregular) 4. Complaint mailbox (irregular) | Audit and evaluate suppliers regularly |
| Investors (shareholders) | Disclose operational strategies and significant operational changes to maintain shareholders' (investors') confidence | <ol style="list-style-type: none"> 1. Shareholders' meeting (annual) 2. Investor conference (at least once a year) 3. Company website, spokespersons and acting spokespersons, MOPS (real-time) | Regularly review 3 major corporations' investment status |

Material Topics Identification and Priority Ranking

Altek has always emphasized the importance of sustainable development issues and has conducted sustainability issue identification and stakeholder opinion gathering based on national policy trends, international standards, assessments, and initiatives.

While conducting the stakeholder opinion collecting, we identified four main stakeholders, and made contacts, communication and consultations with these stakeholders in daily operation process to understand their opinions and concerns. In addition, we also conducted an impact assessment to evaluate the impact of the Company's operational activities on sustainability issues.

Through these activities, we compiled and prioritized stakeholders' concern and selected seven material topics. To ensure these material topics were complete and inclusive, the Board of Directors & CFO and an external consultant reviewed the appropriateness of the relevant procedures and standards. Meanwhile, the consultant proposed to include human rights emphasized by GRI 2021 as one of the material topics. As this was the first sustainability report prepared by the Company, there were no significant topic changes.

material topics were eventually finalized after review by the corporate governance officer. We are committed to continuing to work on these material topics and actively communicating with our stakeholders in daily operational processes in order to achieve sustainable development goals. We will continue to prepare the report thereafter.

In addition, to ensure effective communication with stakeholders through the sustainability report, we have also set up the "[Stakeholders' Contact Information](https://www.alket.com.tw/zh_TW/finance/node/1545903971001)" (https://www.alket.com.tw/zh_TW/finance/node/1545903971001) on the website, providing a dedicated contact channel. Any queries, suggestions or complaints regarding the material topics or other report contents can be raised, to maintain smooth communication and good interaction with them.

▼ List of Material Topics

| No. | Dimension | Material topics | Significance and importance | Value chain impact | | | GRI Index | Corresponding section |
|-----|-----------|--------------------------------------|---|------------------------------------|--------------------|---|------------|--------------------------------------|
| | | | | Upstream | Altek IC/IP Design | Downstream | | |
| | | | | Raw Material / Component Suppliers | | Packaging, Assembly Testing Sales Consumer Services | | |
| 1 | Economy | Products and technology | Positive impact: Through continuous innovation and optimization, our products' added value and market competitiveness can be increased. | ● | ● | ● | Customized | Business items |
| 2 | | Compliance with laws and regulations | Negative impact: Compliance with laws and regulations is very important, which not only protects the legality and ethical operation of the Company, but also safeguards the consumers' rights as well as protects the investors' interests. | ● | ● | ● | Customized | Compliance with laws and regulations |
| 3 | | Response to climate change | Negative impacts: Utilizing the opportunities arising from climate change to develop new markets and business. | ● | ● | ● | Customized | Climate related financial disclosure |

| No. | Dimension | Material topics | Significance and importance | Value chain impact | | | GRI Index | Corresponding section |
|-----|-----------------------|--------------------------------|---|------------------------------------|--------------------|---|------------------------|--|
| | | | | Upstream | Aitek IC/IP Design | Downstream | | |
| | | | | Raw Material / Component Suppliers | | Packaging, Assembly Testing Sales Consumer Services | | |
| 4 | Environment | Green products | Positive impact: Consumer demand for green products is increasing. If we are able to develop green products to meet the market demand, it will expand the market and increase revenue. | | ● | ● | GRI 416-1、GRI 416-2 | More energy efficient products and services |
| 5 | | Green supply chain | Negative potential and actual impacts: A green supply chain can help improve our corporate image, reduce costs, meet market demands, as well as enhance the corporate social responsibility and sustainable development. | ● | ● | ● | GRI 308-1 | |
| 6 | People (human rights) | Human rights | Positive potential and negative actual impacts: Human rights are beneficial in improving our corporate image, risk management, attracting talented people and maintaining the stability of the supply chain, and actively managing the employee turnover rate. | ● | ● | ● | Customized | |
| 7 | | Salary and benefits | Positive impact: Focusing on salary and benefits attracts and retains talent, improves employee morale and productivity, facilitates employee development and career planning, and safeguards corporate image and social responsibility. | | ● | | GRI 202-1 | |
| 8 | | Occupational safety and health | Negative potential and actual impacts: Occupational safety and health can protect the employees' safety and health, reduce the company's risk and cost, and improve the corporate image and social responsibility. | ● | ● | ● | GRI 403-1 ~ GRI 403-10 | Occupational safety and health management system |

1 About Us

About Altek

- Worldwide locations

Sustainability Commitments and Strategies

- Business items
- Economic performance
- Tax policy, governance and risk management

External Engagement

- External initiatives
- Membership associations

altek

| Material topics | Product & Technology |
|----------------------------------|--|
| GRI index | Customized |
| Policy commitments | Being a leading company of digital image industry, Altek constantly invests in R&D and innovation, and is dedicated to provide better products and services to the customers. In current highly competitive market, we believe that through technological advantages and years of experience, we are able to satisfy customers' needs and continue to create value for the customers. |
| Indicators and goals | <ul style="list-style-type: none"> • Consolidated R&D expenses account for more than 10% of consolidated revenue each year. • Medium-term goal: Develop and promote new products to extend existing products in the future. • Long-term goal: Continue to observe the industry trend and invest more R&D resources in new technology and applications with development potential. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Annual reports and financial statements |
| Annual actions and measures | <ul style="list-style-type: none"> • The Company and its subsidiaries invested a total of NT\$1,733,623 thousand in R&D expenses in 2022, which accounted for 12% of the consolidated revenue, mainly for innovative and integrated R&D of technologies and products. |

About Aitek

Aitek has been engaged in digital imaging field for more than 26 years since its establishment. Headquarters is located in the Hsinchu Science Park, with R&D, manufacturing, and sales offices in Taipei, California, Kunshan, and Shanghai to meet the global market demand. In response to geographic risks, we have expanded third party manufacturing locations and operation centers to the Southeast Asia region in recent years.

Being one of the world's top three digital camera manufacturers in the past, Aitek Group is now actively involving in Edge Vision AI to respond to the ever-changing market and growing demand. As one of the few solution providers in the industry with complete hardware and software system integration chip development and algorithmic capabilities, Aitek group not only focuses on developing advanced products and technologies, but also endeavors to provide customers with high-quality and reliable solutions, bringing more opportunities and challenges to our business development.

Worldwide locations

Products and services sales (provide) regions are mainly in Asia, accounting for 68% of consolidated revenue in 2022, followed by Americas, accounting for 20% of consolidated revenue, and Europe, accounting for approximately 12% of consolidated revenue. Aitek has a total of four business locations, please refer to the table below:

▼ Worldwide locations

Corporate Headquarters

**No.12, Li-Hsin Road, Hsinchu Science Park,
Hsinchu City
+886-3-578-4567**

Asia Pacific - Taipei

**No.251, Sec. 2, Tiding Blvd.,
Neihu Dist., Taipei City
+886-2-8751-6620**

China – Jiangsu Kunshan

**NO.77, 3rd Main Street,
Kunshan FreeTrade Zone, Jiangsu
+86-512-5736-8899**

China - Shanghai

**Unit 3103, Block A, 188 Rudy Road,
Changning District, Shanghai City
+86-21-6858-8151**

Altek Corporation

Established in 1996, with headquarter in Hsinchu Science Park, and R&D, manufacturing and sales offices in Taipei, California, Kunshan, and Shanghai. Altek has been deeply engaged in digital imaging for more than 26 years, and has been actively transformed from the world's top three digital camera manufacturers into a provider of "high-end smart imaging solutions" in recent years, integrating vision chips and algorithmic technologies to provide hardware manufacturing with a one-stop visual AI solution. Product application covers AIoT, smart car, medical imaging, 3D sensing and AI chip technology, and is one of the few solution providers in the industry with complete hardware and software system integration, chip development, and algorithmic capabilities, and is committed to providing the most competitive visual imaging technology to the world's leading brands in the electronics industry.

Altek puts global customers first, joining hands with global leading customers to create a better life for consumers. Over the years, Altek has been committed to optical imaging R&D and innovation, with core technology as the center of the development of important goals, through its own core competence in optical image processing technology, and continuously focus on the operation of the four major "smart car, smart medical, robotics, and AI smart imaging" industry layout. Constantly upgrading the business landscape and accumulating competitive advantages. With the evolution of AI and 5G global technological development, Altek is committed to providing better and more innovative imaging solutions with the world's leading visual imaging technology. With the vision of "Better Vision·Better Life", integration of AI intelligence and optical imaging technology provides a rich and profound visual experience, further realizing the enjoyment of a better and richer life.

With "Better Vision · Better Life" as the Group's vision in recent years, we are dedicated to developing the world's leading core technology in visual imaging. From digital cameras field, we have gradually expanded applications to become a major manufacturer of smart imaging solutions, and in response to the future development of business diversification, actively deployed in the smart

car system, AI imaging, robotics and medical imaging applications. Altek has launched "altek SUNNY M1" AI low-power chip, integrating five major applications on the AI device side, including smart car systems, robots, smartphones, PCs, and security cameras, which assists customers in quickly integrating powerful AI edge computing capabilities and superior ultra-low-power energy efficiency, and provides customized AI imaging solutions. In medical and biotechnology products, capturing the product trend of the post pandemic era, we have expanded from high-end blood glucose meters to a variety of single-use endoscopic medical products, which have been mass-produced and shipped to capitalize on the market opportunity. On the path of continuous innovation, by integrating its core competencies of top-notch visual image processing technology and optical software and hardware systems, Altek continues to strengthen the efficiency of its product portfolio, accelerate product launches, strengthen production, sales, and supply chain management, and enhance manufacturing quality and production efficiency, in order to maintain a highly flexible and customized production model and cost competitiveness, and to continue to enhance its operational and economic efficiencies.

Lookin into the future, Altek is fully committed to the development of its core expertise in smart imaging, strengthening in the four product fields of "smart car, medical device, robotics, and AI imaging", maintaining its original IC design business, and accelerating its globalization deployment. We will continue to invest in the core technology and system integration capability of AI visual imaging, and maintain continuous innovation in forward-looking technology and innovative application R&D. Dedicated to corporate sustainability, improving the Company's environmental, social and governance (ESG) visibility, and progressively establishing a complete sustainable development strategy, as well as formulating short-, medium-, and long-term indicators and goals for each sustainability issue, and implementing specific action plans, and reviewing the implementation results regularly to fulfill our commitment to sustainable development.

altek

Better Vision · Better Life



Sustainability commitments and strategies

Altek Group has established a "Sustainable Development Best Practice Principles" in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and published it on the [Company's website](#) for reference and compliance. In the "Sustainable Development Best Practice Principles", emphasize with regard to the Company's business operations, it should actively implement sustainable development, and through corporate citizenship, enhance the country's economic contribution, improve employees', community and society's quality of life, and promote the balanced and sustainable development of economy, society, and environment, and we will adopt a gradual approach to implement it.



Specific promotion programs and responsibilities:



Social Care

Altek is committed to giving back to the society, including children and youth welfare, elderly welfare, welfare for disabled persons, women's welfare, social assistance, community development, social work, volunteer services, and club development, all of which are our targets of care.



Charitable Donations

Altek Corporation Charity Trust Funds plans for long-term charitable donations and charity work.



Art and Culture

Participate in and sponsor various art and culture activities.



Environmental Sustainability

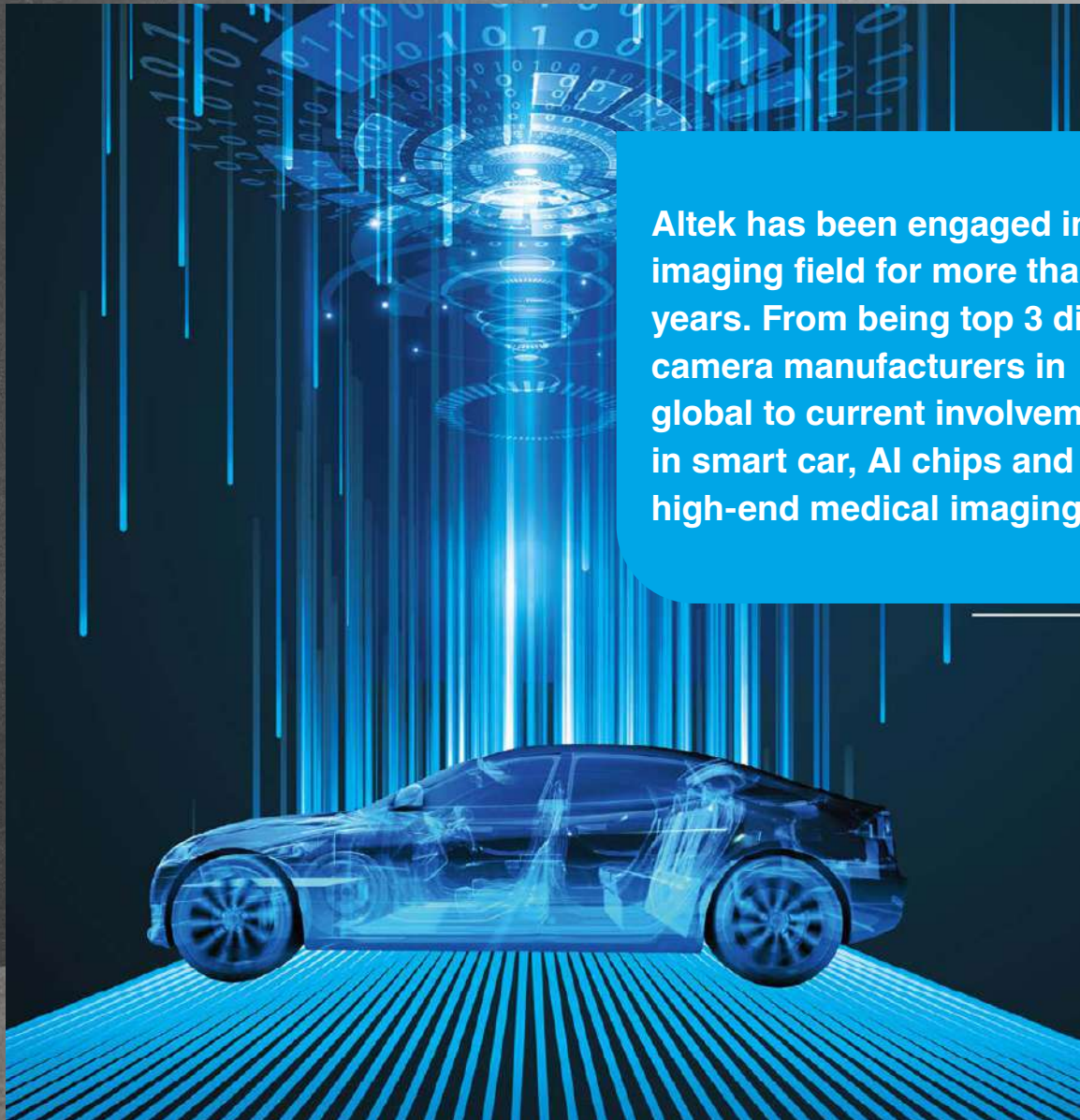
The Company has included environmental conservation concepts in its corporate policy, pursuing the vision of minimizing environmental impact and is committed to sustainable management and development.

Basic information

| | |
|------------------------------|---|
| Name | Altek Corporation |
| Date of establishment | December 24, 1996 |
| Headquarters location | No.12, Li-Hsin Road, Hsinchu Science Park, Hsinchu City |
| Paid-in capital | NT\$2,788,000,250 |
| Main products | Digital Imaging-related applications |
| Net sales | Operating revenue NT\$14,028,161 thousand |



altek
ISP



Altek has been engaged in imaging field for more than 26 years. From being top 3 digital camera manufacturers in global to current involvement in smart car, AI chips and high-end medical imaging.

Main Applications and Manufacturing Processes

Welcoming AI development into a rapid growth period, the Company recently transformed into an AIoT (Artificial Intelligence Internet of Things) ecosystem of high-end smart imaging solutions provider, the core technology is the world's leading visual image processing technology, integrated with ISP (Image Signal processing), algorithms, 3D depth sensing and in house vision chip to provide a complete integrated software and hardware services. We are committed to providing the most competitive visual image technology to the world's leading electronics manufacturers, and continue to cooperate with global top strategic partners to implement 5G, smart car systems, AIoT, high-end Android smartphones, VR/AR/XR wearable devices for Metaverse, logistic robots, and high-end medical devices (e.g. disposable endoscopes, micro-injectors) and other device applications. As one of the few solution providers with complete system integration capabilities of hardware and software, top-notch image and vision processing technologies, AI chip development and algorithms.

As AI technology continues to mature, digital images are mainly used in cameras and camcorders, emphasizing on image quality. Nowadays, with the increasing demand for robotics, smart home, smart security, smart cars, smart factories, unmanned stores, and precise medical devices, as well as AIoT and 5G development, Vision AI has become a trend, and also gradually shifting the traditional optical lens industry, expanding the scope of innovative applications to robotics, smart cars, smart manufacturing, and smart medical markets, which is regarded as the next new blue ocean.

Being a global leader in visual image processing technology, in recent years, the Company has been actively transformed from a traditional digital camera optical manufacturer to an AI imaging solutions provider. With the landing of global 5G applications, and AI combined with IoT (Internet of Things) ecosystems cluster, Altek utilizes in-house leading optical imaging technology in AIoT and 5G applications, and actively lays out AI vision (Vision AI), smart car, robots, and medical imaging, wearable monitoring,

and wearable drug delivery. This resulted in a significant increase in profitability after transformation, and improved revenue performance by obtaining comprehensive integration capabilities of optical products and enhancing the overall customer experience.

In the application of AI technology in various product fields, with the increase of functions applied, the requirements for CPU capacity and power consumption are rising, so as to increase the demand for Edge AI. The Company has also integrated in-house low-power AI chips and algorithms, successfully integrating them into industries such as smart car, conference video and automation, and is one of the few all-in-one solution providers with the ability to develop its own key components, AI software, and product integration.



Being a global leader in visual image processing technology, in recent years, the Company has been actively transformed from a traditional digital camera optical manufacturer to an AI imaging solutions provider.

Altek in response to the smart transformation of industry, optical imaging products are even the key role of the eye for AIoT. The Company's leading optical imaging technology integrated with AI to enhance the industrial value of consumer electronics, smart cars, robots, and smart medical devices



In the design of recycling economic products, we promote environmental protection and waste reduction, such as reducing the amount of packaging materials and not providing instruction manuals; implementing recycling of at least 40% of the plastic materials used in consumables; and pursuing the ultimate goal of energy conservation in energy-saving designs, such as the production of AI drive recorders with low power consumption and a 7-day battery life monitoring function for parked vehicles.

In case of port congestion of raw materials or goods, the Company coordinates with suppliers to transfer their inventory to other ports or to ship by air. Under the QCD system (Quality, Cost, and Delivery), we endeavor to satisfy customers' needs in terms of cost competitiveness, speed of delivery, and quality improvement, and have integrated into daily operational processes.

The Company's products have obtained CE certification, RoHS and other related certificates. The future R&D direction towards the goal of better image quality, combined with AI technology, applied to different market fields, by using the AI security control system to collect information in the store, including customer flow statistics, customer flow hotspots, observe people flow direction and distribution and gender.

Altek provides diversified approaches for business execution, covering deep cultivation of existing customers and engaging in cooperation with world famous companies and enterprises of large scale, thus enabling deeper cooperation on other products; in addition, with innovation in technology, the Company expands and attracts new markets or customers with its core technology, and in response to the smart transformation of industry, optical imaging products are even the key role of the eye for AIoT. The Company's leading optical imaging technology integrated with AI to enhance the industrial value of consumer electronics, smart cars, robots, and smart medical devices, including optical imaging key components, system assembly, IC design, software firmware, algorithms, and complete machine assembly to play a key role in mastering the transformation of the smart industry chain.

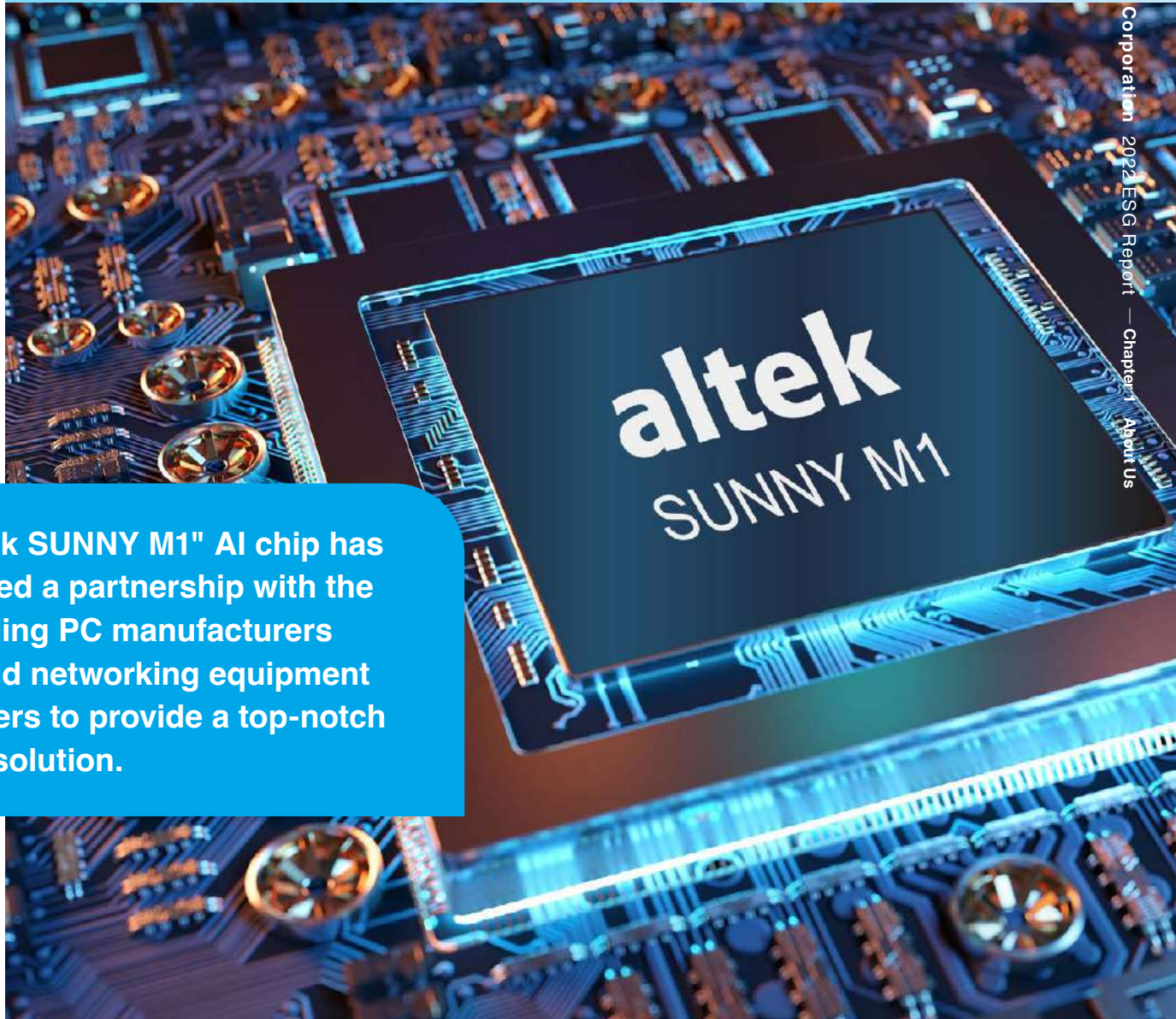
ARTIFICIAL INTELLIGENCE

Product advantages

Viewing the global market, Altek is one of few companies capable of providing multi-field customers with turnkey solutions from upstream to downstream, including IP licensing, algorithm software, chip design, multi-mirror camera modules, 3D sensing modules, and system product ODMs. The Company possesses core competitive advantages in ISP image signal processing, 3D deep computing algorithms, optical digital imaging technology and system integration capabilities, lens and camera miniaturization and precision manufacturing capabilities, which enable Altek to provide top-notch, comprehensive smart imaging solutions to customers globally.

Altek's "altek SUNNY M1" AI chip has been awarded a partnership with the world's leading PC manufacturers and high-end networking equipment manufacturers to provide a top-notch AI imaging solution. SUNNY M1 chip has a number of features, including optimized AI computing power, dedicated image processing technology, and industrial-grade reliability, which makes it highly applicable to low-power consumption, offline computing end devices, which have powerful computing capabilities but very low power consumption, and is very energy-efficient. "altek SUNNY M1" chip integrates five major applications on the AI device side, including smart car systems, robots, smartphones, PCs and security cameras. It enables customers to quickly integrate powerful AI edge computing capabilities with superior ultra-low-power energy efficiency and provide customized AI imaging solutions.

Altek's "altek SUNNY M1" AI chip has been awarded a partnership with the world's leading PC manufacturers and high-end networking equipment manufacturers to provide a top-notch AI imaging solution.



In ISP image chip technology, our chip design team has a successful record of developing more than 10 generations of image chips, which includes 3D depth sensor chips customized by U.S. semiconductor manufacturers, and more than 200 million units of end-products have been equipped with our image chips.

Being an important partner of Qualcomm's 5G ecosystem, a world leading wireless technology innovator, Altek continuously transformed and upgraded in recent years to provide high-quality 4K visual image processing capability equipped with powerful AI, playing an important role for AIoT, to satisfy the stringent requirements of chips, platforms, and visual image hardware solutions for AIoT devices in 5G generation, enabling customers' products to be seamlessly integrated with the relevant technology vertical applications under 5G communication environment, and faster product upgrade to satisfy the global customer's demand for AI smart images, creating a win-win situation and seizing the opportunity to occupy global 5G market.

In ISP image chip technology, our chip design team has a successful record of developing more than 10 generations of image chips; in 3D depth algorithm technology, we have invested in the technology for many years, and have obtained a number of patents in Taiwan, China, and the United States, and the depth image algorithm technology has been recognized by major Chinese smartphone manufacturers, U.S. semiconductor and technology manufacturers, and has started to establish collaborations, which includes 3D depth sensor chips customized by U.S. semiconductor manufacturers, and more than 200 million units of end-products have been equipped with our image chips.



In optical digital image processing technology and system integration capabilities, we have been developing and producing cameras for international customers for more than 20 years, was the world's largest digital camera ODM manufacturer, and set up an optical team to provide customized design, with strong technology development, system integration and mass production capabilities to effectively respond to customer needs; meanwhile, the Company provides one-stop shopping customized services to assist customers with complete digital imaging solutions in the shortest possible time from product development to mass production and launch, responding quickly to customer needs, and effectively assisting customers to grasp early opportunities to go to market.

In addition, Altek has accumulated more than 10 years of solid experience in lens and camera miniaturization and precision manufacturing capabilities. With the advantages of aseptic, stable quality, simple setup, ready-to-use, and affordability, Altek has successfully entered into the world's No. 1 supplier of disposable endoscopy brands. The Company accepts customer's request, from product concept, product development and validation, manufacturing, assisting in certification to mass production and launching, provides a complete service, and assists customers to grasp market opportunities, and create a win-win situation together with customers.

Summarizing the above five technologies and capabilities, as a global leader in visual image processing technology, Altek continuously invests in R&D and innovation, and is committed to providing customers with even better products and services. In today's highly competitive market, the Company firmly believes that through technology advantages and accumulated years of experience, we can satisfy customers' needs and continue to create value for them. In the future, we will continue to work hard to discover and apply advanced technologies to bring customers even better products and service experiences, and continue to be a leader in the digital imaging industry.



Innovation and R&D

Successfully developed technologies or products during recent years to 2022:

1. Disposable (single-use) medical endoscopes and image processing systems
2. Disposable (single-use) minimally invasive surgical instruments and image processing systems for minimally invasive spine and joint surgeries
3. Next-generation ultra-low-power deep learning AI chip solution
4. Next-generation 3D depth sensing solutions for unmanned vehicles, robots and AR/VR wearables
5. Next-generation video image processing solutions for notebook computers
6. Next-generation high-end commercial AI fleet management system (Fleet Management/ADAS/DMS)
7. Next-generation of front and rear dual-lens bicycle monitoring and control system
8. Next-generation 360 degree AI intelligent panoramic video camera (Webcam)

▼ Research and Development Investment in the past 3 years
(Unit: NT\$ thousand)

| Year | 2020 | 2021 | 2022 |
|--------------------------------------|-----------|-----------|-----------|
| R&D investment amount | 1,058,505 | 1,397,350 | 1,733,623 |
| % of revenue | 17% | 16% | 12% |
| % of annual increase/decrease | - | 32% | 24% |

▼ Patents obtained in the past 3 years

| Country | No. of new patents | | | Total No. of New Patents |
|---------------|--------------------|------|------|--------------------------|
| | 2020 | 2021 | 2022 | |
| Taiwan | 10 | 6 | 8 | 24 |
| Others | 19 | 30 | 26 | 75 |
| Total | 29 | 36 | 34 | 99 |

Note: Others means China, USA, and India.

Future Development Strategies

Continuing to develop and promote new products to extend the existing products in the future:

1. Disposable (single-use) medical endoscopes for diagnostic purposes
2. Disposable (single use) medical endoscopes for minimally invasive surgeries
3. Medical endoscopes for imaging solutions
4. Wearable (disposable) drug injectors
5. Wearable continuous blood glucose monitor
6. Next-generation ultra-low-power deep learning AI chips and algorithms





7. Next-generation AI+ISP smart imaging solution to upgrade cell phone and laptop applications

8. Next-generation 3D depth sensing solution to upgrade industrial robots and AR/VR applications

9. Next-generation ISP image processing technology to upgrade video imaging solutions

10. Next-generation AI fleet management system

11. Next-generation 3D depth sensing solution to upgrade industrial robots and AR/VR applications

12. New-generation high-computing power AI intelligent security control system

In addition to the foregoing, will continue to observe the trend of industry development, and will increase the investment in R&D resources for new technologies and applications with development potential. If there are no significant changes, it is expected that the annual consolidated R&D expenses will account for more than 10% of the consolidated revenue.

Economic Performance

▼ Direct economic value generated and distributed by the organization

| Item (Unit: NT\$ thousand) | | 2020 | 2021 | 2022 |
|---------------------------------|----------------------------------|-----------|-----------|------------|
| Direct economic value generated | Operating income | 6,102,675 | 9,085,774 | 14,028,161 |
| | Non-operating income | 152,550 | 137,936 | 153,122 |
| Economic value distributed | Operating costs | 4,821,269 | 7,329,460 | 11,668,275 |
| | Employee salaries and benefits | 1,195,937 | 1,523,840 | 1,916,885 |
| | Payments to providers of capital | 157,210 | 212,319 | 314,189 |
| | Payments to government | 47,845 | 64,334 | 74,073 |
| Economic value retained | | 32,964 | 93,757 | 207,861 |

Note: Economic value retained = direct economic value generated - economic value distributed



▼ Consolidated financial statements in the past 3 years (expressed in New Taiwan Dollars)

| Year | Unit | 2020 | 2021 | 2022 |
|--|----------|-----------|-----------|------------|
| Capital | Thousand | 2,794,973 | 2,792,011 | 2,788,180 |
| Operating income | Thousand | 6,102,675 | 9,085,774 | 14,028,161 |
| Gross profit | Thousand | 1,521,930 | 2,158,722 | 2,897,628 |
| Operating profit | Thousand | 85,469 | 232,474 | 443,001 |
| Income tax | Thousand | 79,929 | 117,111 | 181,066 |
| Net Income after tax | Thousand | 161,508 | 280,261 | 488,041 |
| Net income attributable to owners of the parent | Thousand | 160,357 | 224,734 | 456,742 |
| Earnings per share | NT | 0.60 | 0.85 | 1.67 |
| R&D expenses | Thousand | 1,058,505 | 1,397,350 | 1,733,623 |
| Employee compensation and benefit expenses | Thousand | 1,195,937 | 1,523,840 | 1,916,885 |
| Cash dividends paid to shareholders | NT/share | 0.5 | 0.7 | 1.0 |

Note: The entities included in the consolidated financial statements include: Altek Group

Tax Policy, Governance and Risk Management

Altek Group has formulated tax governance policies and transfer pricing policies in compliance with tax laws and regulations and with the goal of improving tax risk management and creating corporate value. In addition, we have established a sound tax management system and a tax governance culture, as well as a prompt and timely handling procedure. Through these policies and measures, we hope to enhance our corporate value, fulfill corporate social responsibility and obligations as a corporate citizen, and practice sustainable corporate development.



Tax Governance Related Organizations, and Responsibilities

Altek Group's chief financial officer (CFO) is the highest decision maker and is responsible for establishing an effective tax risk management mechanism, while the Accounting Division, as the tax management unit, regularly reports to the CFO on the status of tax-related management. The CFO will formulate an overall tax governance policy based on the entire business strategy and operating environment to ensure the effective operation of the tax management mechanism.

Tax Governance Policy, Control and Risk Management

The Company's tax governance is based on transparency and compliance with laws and regulations, and the tax policies and codes of conduct are as below:

1. Compliance with laws and regulations

Altek is committed to complying with the local tax laws and regulations and the spirit of the legislation in each operation location, as well as following the international tax standards to ensure that tax calculations are accurate and that tax returns are filed and paid within the time limit to fulfill the tax obligations; in order to ensure the accuracy of tax filing, the Company's tax returns are entrusted to local well-established accounting firms, and the annual financial information is provided to PwC Taiwan for tax filing.

2. Transparency

In order to ensure the transparent information, Altek invites internal tax team and external experts with relevant professional tax assessment qualifications and experience to participate in the decision-making process. We also comply with the relevant regulations in submitting country-specific reports, group master file reports, and transfer pricing reports to the tax authorities, and regularly disclose tax information to the stakeholders on the Company's website and annual report; meanwhile, we commit to using the legal and transparent tax incentive policy to enjoy tax exemption and reduction other than by any means that violates the spirit of the law.

3. Business substance

Altek firmly believes that mutual trust, transparency and compliance with laws and regulations are the three key aspects in maintaining a good relationship between a corporation and its tax authorities. The Company's enterprise architecture and transactions are consistent with business substance, and does not intend to use tax avoidance framework or transfer profits to low-tax jurisdictions to avoid taxes. In conducting related party transactions, we adhere to the principles of regular transactions and strive to comply with the transfer pricing regulations of the tax laws and regulations of each region in which we operate to ensure that we fulfill our tax obligations. Also, with respect, fairness, honesty, and integrity, to interact with the tax authorities of each region, and when identified as a significant tax issue, proactively provide feedback to assist in improving tax environments and systems. Altek will continue to strive to ensure corporate behavior is in compliance with local tax laws and regulations, and through good interaction with tax authorities, to build mutual trust and to maintain a fair and transparent tax system.

4. Ethical Communication

Transactions between our affiliates follow the transfer pricing principles published by the Organisation for Economic Co-operation and Development (OECD), as well as the Base Erosion and Profit Shifting (BEPS) regulations. Establishing a good and truthful relationship with the tax authorities in the various regions in each operating location is also important for compliance with tax laws and regulations. We also provide practical and professional advice to help improve the tax environment and system. We believe by such interaction, Altek can reinforce the trust relationship between corporate and tax authorities, and work together to maintain a fair tax system and contribute to the society.

5. Risk Management

Altek emphasizes a solid tax risk control framework and organizational culture to ensure that the Company's overall tax burden is optimized, while taking into account the impact of risk control and sustainable value. Therefore, we will assess the tax risks carefully and take corresponding countermeasures in order to contribute to the Company's development and society.

Stakeholder Communication Approach on Tax-Related Issues

Altek' main stakeholder is the governmental tax authority. In daily business operations, we file and pay taxes in accordance with relevant laws and regulations of each country. When encountering any uncertainty in the operation process, we will contact the governmental authorities directly or through PwC Taiwan to inquire about the appropriate way to deal with the situation. If notified for tax audits, we will immediately prepare relevant information and cooperate with the tax authorities in conducting the audits to ensure the legality and transparency of all tax matters.

In order to emphasize the transparency of the Company's approach to tax governance, Altek maintains open communication channels and actively responds to and provides information to all parties regarding tax concerns in the Stakeholders' Section of the Company's website, annual reports, and shareholders' meetings, and endeavors to bring stable and sustainable value returns to our stakeholders.

2 Corporate Governance

Governance Structure

- Policy commitments
- Composition and election of the Board of Directors
- Board continuing education
- Board performance evaluation
- Remuneration policy for directors and managers
- Functional committees

Ethical Management

- Anti-corruption and anti-bribery policy
- Bonus recovery policy for inappropriate benefits
- Compliance with laws and regulations
- Complaints and suggestions channels

Risk Management

- Risk assessment and management

Cyber Security and Personal Data Risk

- Cyber security policy
- Personal data management policy

altek

| Material topics | Legal Compliance |
|----------------------------------|--|
| GRI index | Customized |
| Policy commitments | <p>All operating activities engaged by the Company comply with relevant laws and regulations, dedicated to maintaining a good corporate image, and strictly comply with relevant domestic or international laws and policies in corporate governance, financial management, green and environmental protection, safety regulations, labor rights, and fair competition in the marketplace.</p> <p>In order to ensure compliance with laws and regulations, the Company has instructed each unit in each operating location to pay constant attention to any domestic and international policies and laws affecting operations under its purview and to comply with the requirements of the updated laws and regulations; if a violation of laws and regulations occurs in any case, a project team will be set up to formulate countermeasures to complete the improvement as soon as possible.</p> |
| Indicators and goals | <ul style="list-style-type: none"> • Short-term goal: Comply with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, regulations related to TWSE/TPEX, or other laws and regulations related to business conduct in daily operations, and ensure that there is no major violation of any related laws and regulations. • Medium-term goal: Work with upstream and downstream customers and suppliers to comply with corporate social responsibility standards to avoid illegal and corrupt events, in order to maintain a corruption-free business environment; for production management, we will also comply with local laws and regulations on labor, health and occupational safety, and environmental protection to ensure no major violations of laws and regulations. • Long-term goal: Continue to monitor legal compliance status through audit system, and if there is any violation of the law, request remedies to be taken, and strive to achieve zero penalty for all operational legal compliance issues. <p>(The term "major violations" refers to cases where the penalty exceeds NT\$1,000,000)</p> |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Review the status of corporate governance and legal compliance according to the annual audit plan. • Complaint mechanism: Relevant responsible divisions' contact channels for handling complaints (https://www.altek.com.tw/zh_TW/index) |
| Annual actions and measures | <ul style="list-style-type: none"> • Set internal operating procedures in accordance with the standards of relevant laws and regulations for listed companies. • Establish the core value of operational legal compliance, and require employees to protect corporate goodwill by adhering to ethical standards in their daily work and business operations. • Enhance employees' awareness and ability to perform their duties in compliance with the law through continuous education and training. |

Governance Structure

Policy commitments

We have formulated relevant codes, policies, or public commitments in compliance with the vision of sustainable coexistence in accordance with the following initiatives: Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies; Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies; Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies; Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies, etc. The relevant principles have been reviewed and approved by the Board of Directors and applied to the entire Group, and communicate with internal and external stakeholders by means of email, relevant meetings, website or intranet, and agreement clauses.

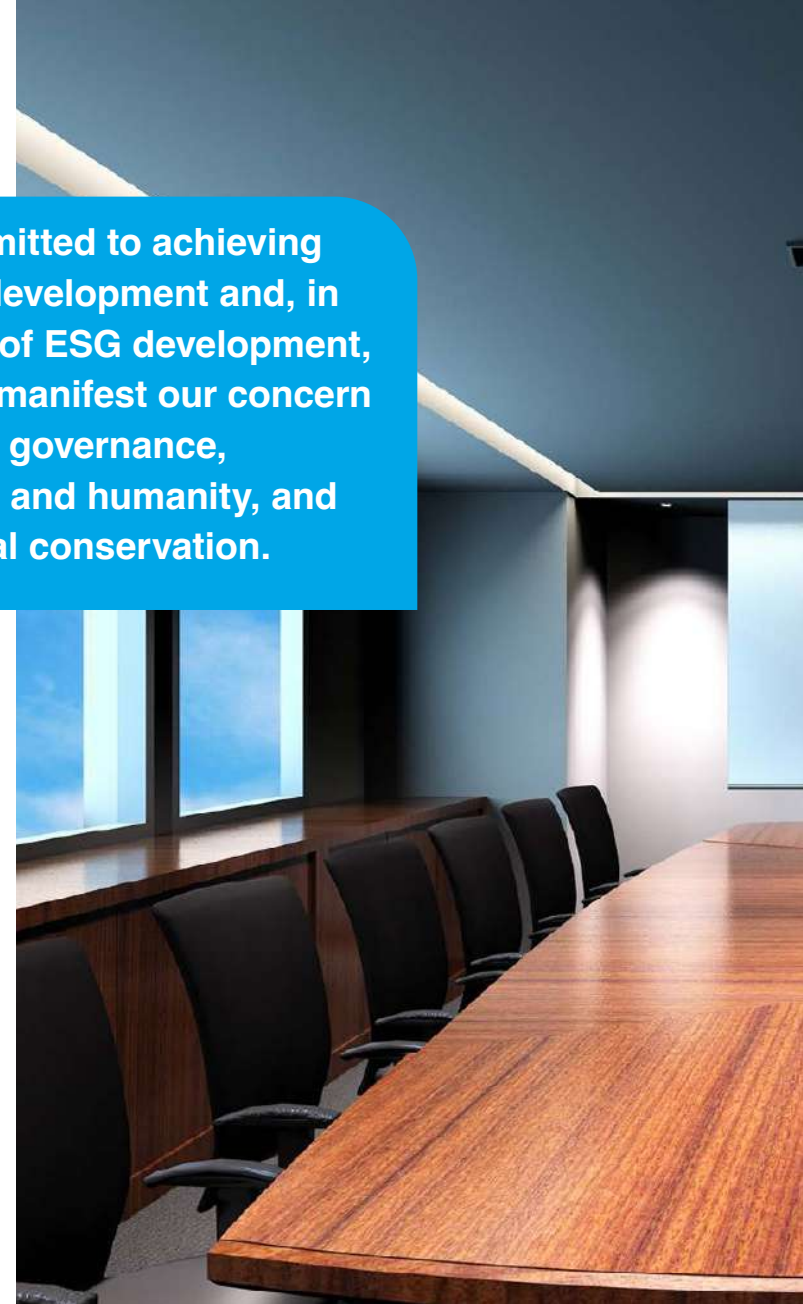
The Company's Finance Division serves as a dedicated unit for corporate governance. On May 7, 2021, the Board of Directors resolved to appoint Steven Chen, Director of Finance Division, as the Corporate Governance Officer. The dedicated unit is responsible for coordinating corporate governance-related matters, and its operation and execution are in compliance with relevant laws and regulations to protect shareholders' interests and strengthen the functions of the Board of Directors. This unit not only regularly reports to the Board of Directors on the implementation of corporate governance, but also keeps track of the latest developments in laws and regulations related to corporate management, provides relevant information to the Directors and the Audit Committee, to assist the Directors and the Audit Committee in legal compliance. In addition, the Finance Division handles matters related to the Board of Directors' and shareholders' meetings in accordance with the law, including prepares the minutes, and assists the Directors and Audit Committee

members in taking office and continuing education.

Our commitment includes the principles of due diligence and early warning, especially with regard to human rights. We follow human rights initiatives such as the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and ILO Declaration on Fundamental Principles and Rights at Work, etc., and emphasize on respecting human rights within and outside of the Company while focusing on economic performance development, and publish the relevant human rights policies on the Company website in response to the expectations of our stakeholders.

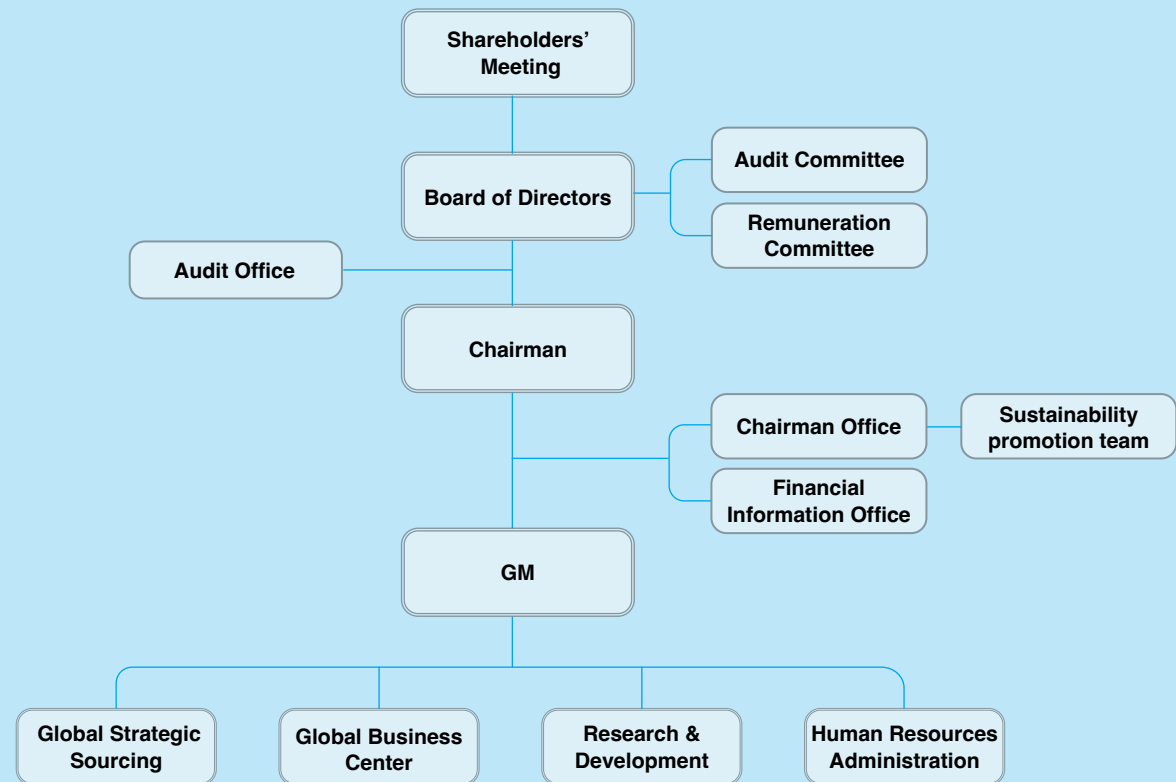
In implementing the sustainability policy, in order to reasonably integrate into the Company's internal control system, we have formulated the relevant contents into internal documents such as the Sustainable Development Best Practice Principles, which are regularly audited by the Audit Office, and required the external supply chain and customers to sign the Supplier CSR Agreement, through the integration of upstream and downstream resources, to jointly fulfill the commitment to sustainability. And constantly pay attention to the sustainable development system at home and abroad as well as the changes in the corporate environment, so as to review and improve the Company's sustainable development policy accordingly.

Altek is committed to achieving sustainable development and, in the direction of ESG development, continues to manifest our concern for economic governance, human rights and humanity, and environmental conservation.





▼ Altek's organizational structure. For more details on corporate governance framework and corporate functions of each division, please refer to Altek Corporation 2022 Annual Report.



Composition and election of the Board of Directors

Altek's highest governance unit is the Board of Directors, which is responsible for making decisions, supervising business operations, managing the impact on the economy, environment, and human rights (people)/society, and overseeing the Company's operating policies.

The Company adopts a candidate nomination system for the election of directors, and has established in the "Corporate Governance Best Practice Principles" and the "Procedures for Election of Directors" that the composition of the Board of Directors should fully implement the objectives of diversity, emphasize gender equality, different age, nationality and culture, and formulate an appropriate diversity policy with respect to its own operation, business model and development needs, and possess the necessary knowledge and skills to perform their duties and face organizational impacts.



The Company conducts an ongoing director succession plan to build a database of director candidates based on the following criteria:

1. Leadership decision-making, operation judgment, business management and crisis management abilities.
2. International market perspective and industry experience relevant to the Company's business.
3. The overall Board expertise should include strategic corporate management, accounting and tax, finance and economics, administration and production management.
4. Continue to provide an effective, collaborative, diverse Board of Directors to meet the needs of the Company.

To ensure its independence, the Board of Directors aims to have no less than three independent directors and no less than 1/5 (inclusive) of the total seats of the Board of Directors, and no more than 1/2 (inclusive) of the total seats of the Board of Directors for directors who concurrently serve as employees. The 9th Board of Directors of the Company has 7 members, including 3 independent directors, accounting for 43% of the total number of directors, and 4 directors are not employees. Among the current directors, 3 are female directors, accounting for 43% of the total number of directors, and none of the directors are related to each other as spouses or second degree of kinship, which is in accordance with Paragraph 3 and 4, Article 26-3 of the Securities and Exchange Act. In summary, the Company's Board of Directors has achieved its goal of independence.

Additionally, in order to introduce different cultures and expand international horizons, one Japanese and one American director were recruited to join the Board of Directors. The seven directors of the Company have professional knowledge in different fields, among them, the chairman of the board of directors is Alex Hsia, who has expertise in management, leadership and industry knowledge; directors MORI SHOREI, Sophia Chen and Daphne Wang have expertise in management, leadership and financial accounting; director Belle Liang has expertise in financial accounting; director KUO HSIUNG WU has expertise in industry knowledge; and director Vincent Kao has expertise in management and marketing.

The Company's Board of Directors has established the "Corporate Governance Best Practice Principles", which was amended and approved by the Board of Directors on May 10, 2019, and all operations are conducted in accordance with the Principles, and there are no significant deviations up to date. For details of the number of meetings held by the Company's Board of Directors in 2022 and their participation, please refer to P.16 "Operation of the Board of Directors" of the Company's 2022 Annual Report. In 2022, the Company communicated with the Board of Directors regarding 13 material matters concerning corporate governance that had been resolved by the Audit Committee and submitted for review by the Board of Directors, and strictly adhered to the principle of avoidance of interest, please refer to P.18, "Audit Committee" in the Company's 2022 Annual Report for details.

▼ Profile of Directors

| Title | Name | Gender | Age | Other position | meeting No. of attendance / attendance rate |
|----------------------|---------------|--------|-----------------------|--|---|
| Chairman | Alex Hsia | Male | 61 years old or above | Executive Director of Altek (Kunshan) Co., Ltd. | 4 times /100% |
| Director | Vincent Kao | Male | 51 ~ 60 years old | Director of Altek Optical Technology (Kunshan) Co., Ltd. | 4 times /100% |
| Director | Belle Liang | Female | 51 ~ 60 years old | Independent Director of eGalax_EMPIA Technology Inc. | 4 times /100% |
| Director | Sophia Chen | Female | 51 ~ 60 years old | Supervisor of Altek (Kunshan) Co., Ltd. | 4 times /100% |
| Independent Director | MORI SHOREI | Male | 61 years old or above | Japanese/Independent Director | 4 times /100% |
| Independent Director | KUO HSIUNG WU | Male | 61 years old or above | American/Independent Director | 4 times /100% |
| Independent Director | Daphne Wang | Female | 51 ~ 60 years old | None | 4 times /100% |



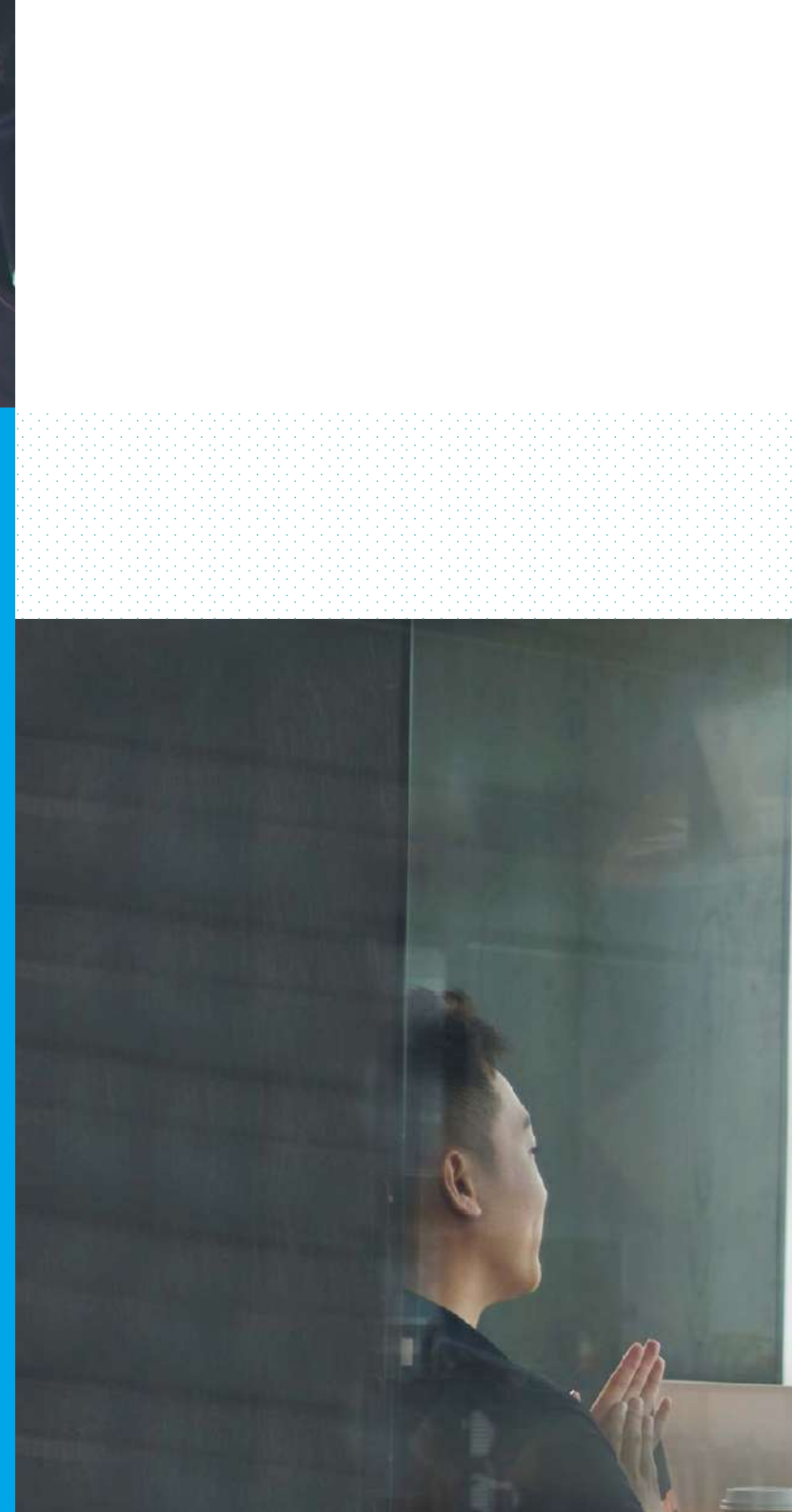
Conflicts of interest

The Chair of the highest governance body of Altek is the Chairman of the Board of Directors Alex Hsia, who also serves as the CEO due to his expertise in business management, leadership decision-making and industry knowledge. All members of the Board of Directors of Altek adopt the candidate nomination system, and the Board of Directors has established the Rules of Procedures for Board of Directors Meetings in accordance with the Regulations Governing Procedure for Board of Directors Meetings of Public Companies, which also govern the principle of avoidance of interests of directors.

The Company has established effective accounting and internal control systems and conducts self-audit regularly to ensure their effectiveness. In addition, the internal auditors review the implementation of these system operations regularly and occasionally, and report the audit results to the Audit Committee and the Board of Directors. To ensure ethical and legal compliance in corporate governance, we have established a sound policy on conflict of interest. Members of the Board of Directors are required to observe a high degree of self-discipline and prudence, and fulfill their ethical obligations as managers to faithfully execute their business and

duties. When a matter under discussion at a Board of Directors meeting involves his or her own interests or those of the legal entity he or she represents, the director must state the important matters of his or her interest at that Board of Directors meeting. If there is a risk of damaging the Company's interests, the director may not participate in the discussion or vote, shall comply with the regulations to recuse themselves from interests, and may not act as a proxy for other directors in the exercise of their voting rights.

In order to prevent conflicts of interest, each of the Company's divisions has its own individual conflict prevention policy, which is implemented by each division in accordance with its responsibilities and scope. Any employee may directly raise the issue of conflict of interest with the top executive of his/her division by e-mail or other means. For information on the status of cross-shareholdings between the Company's directors and suppliers or other interested parties, and the existence of controlling shareholders, please refer to P.6 "Profile of Directors" P.33 "Relationship among the Top Ten Shareholders" and P.229 to P.230 "Directors, Supervisors and Presidents of Affiliated Companies" in the Company's 2022 Annual Report.



Board continuing education

The Company's Finance Division serves as a dedicated unit for corporate governance and is responsible for coordinating corporate governance-related matters, and to protect shareholders' interests and strengthen the functions of the Board of Directors. The main duties of the unit are to provide the Directors and the Audit Committee with the necessary information for the performance of their duties and the latest developments in laws and regulations related to the Company's operations, assist the directors and the Audit Committee in legal compliance, report on the implementation status of corporate governance to the Board of Directors regularly every year, and handle matters related to the Board of Directors' and shareholders' meetings in accordance with the law, prepare minutes and assist the Directors and the Audit Committee in taking office and continuing their education. In order

to closely grasp global business management trends and strengthen corporate governance and risk response capabilities, members of the Company's Board of Directors continually strive to learn industry expertise, enrich their corporate governance experience, and work together to enhance the collective wisdom of the Company's highest governance body with respect to sustainable development. For this purpose, Altek arranges continuing education for the Board of Directors irregularly, courses cover a wide range of economic, environmental and other fields, in order to enhance the Board members' knowledge on governance and trend insights. Due to the impact of the pandemic in 2022, fewer courses were taken by the Board of Directors during the year, totaling 24 hours of continuing education.

▼ Individual continuing education for directors in 2022

| | | Environmental | | Economic/Governance | | Total hours (hours) |
|-----------------------------|---------------|--|-------|--|-------|---------------------|
| | | Course | Hours | Course | Hours | |
| Director | Belle Liang | Conceptual analysis of ISSB S2 "Climate-related Disclosures" | 3 | Conceptual analysis of ISSB S1 "General Requirements for Disclosure of Sustainability-related Financial Information" | 3 | 6 |
| Independent Director | MORI SHOREI | | | Information Audit Practical Workshop | 6 | 6 |
| Independent Director | KUO HSIUNG WU | | | Information Audit Practical Workshop | 6 | 6 |
| Independent Director | Daphne Wang | | | Conceptual analysis of ISSB S1 "General Requirements for Disclosure of Sustainability-related Financial Information" | 3 | 6 |
| | | | | Tax Laws and Practices for Controlled Foreign Companies | 3 | |



Board performance evaluation

Altek's Board of Directors conducts annual internal performance evaluations of the Board of Directors and Board Members in accordance with the "Rules for Performance Evaluation of Board of Directors". Based on the four main aspects of the Company's decision-making effectiveness, professional functions, internal control and corporate social responsibility, and supplemented by self-evaluation and appointed external organizations to carry out the performance evaluation. The results will be summarized by the Board of Directors Meeting Unit and reported to the Board of Directors.

The Board of Directors and Functional Committee performance evaluation for 2022 was completed in February 2023 and was proposed to the Board of Directors on March 10, 2023. The overall evaluation results showed that the Board of Directors' operation as a whole was sound and in line with the corporate governance. For details of the evaluation and the results, please refer to the "Board of Directors" section of the Company's annual report for the current year.

Currently, sustainability impact management has not yet been included in the performance evaluation of the board of directors. Considering the rapid development of the concept of sustainability in the modern era, an integrated unit to coordinate and have an organized plan for the progress of sustainability will enhance the effectiveness of corporate sustainable development. Depending on the development of the Company's scale, consider setting up a sustainability committee in the Board of Directors in the future and

include directors who are concerned with sustainable development issues, in order to prioritize and prepare for sustainable development issues.

Remuneration policy for directors and managers

The Directors' remuneration consists of directors' salary, traveling expenses and directors' bonus. In accordance with the Company's Articles of Incorporation, the directors' remuneration is based on their participation in the Company's operation and the value of their contribution, which is determined in accordance with the industry standard; traveling expenses are based on the attendance of directors at the Board of Directors' meetings with reference to the industry standard; and the Directors' bonus is based on the profitability of the Company in the current year, and not exceeding 5% as directors' remuneration.

In accordance with the Company's "Regulations Governing Salaries, Compensation and Performance Evaluation of Managers", which stipulates that the salary structure of managers includes salaries, bonuses and employee compensation, etc., and their salary and compensation should be linked to their performance based on their contributions, qualifications, responsibilities, industry standards, and consideration of the Company's overall operating performance and individual achievement rate, etc., the remuneration policies of top executives and Board members have not yet been linked to

their sustainable performance, which is reported to the Chairman of the Board by the HR unit in accordance with the Company's regulations governing salaries, compensation and performance evaluation of managers. The manager's relevant performance evaluation and the reasonableness of the remuneration are reviewed by the Remuneration Committee and the Board of Directors, and the remuneration system is reviewed anytime according to the actual operating conditions and the appropriateness of the relevant laws and regulations.

The Company's pension system includes the old system and the new system. Employees who are subject to the old system are entitled to a pension based on the length of service and the average monthly salary at the time of retirement. An additional 20% on top of the amount calculated according to the preceding subparagraph is provided for employees forced to retire due to disability incurred from the execution of their duties.

Employees who are subject to the new pension system under the Labor Pension Act, the Company contributes 6% of their salaries monthly to the employees' personal pension accounts. All employees are free to participate in an employee stock ownership trust, and the Company contributes 100% of the total amount. The Company's directors and top executives are subject to internal remuneration policies and benefits upon their termination of employment.

Functional committees

In order to effectively manage the impact of operational risks, and to ensure Altek responds to economic, environmental, and people impacts as well as to oversee its procedures, we have established functional committees such as the Audit Committee and the Remuneration Committee under the Board of Directors. In the future, we will establish various other functional committees based on business development and actual needs. These committees perform their due diligence through daily business communication channels, internal meetings, questionnaire surveys and document signing as well as established complaint mechanisms, to collect stakeholder opinions or feedback on positive and negative risk impact events arising from the Company's operations, and are also responsible for developing, approving and updating relevant strategies and policies.

Audit Committee

Altek has established an Audit Committee, which is composed of 3 independent directors of the Board of Directors, to assist the Board of Directors in fulfilling its supervisory responsibilities. The term of office is from June 2020 to June 2023. Please refer to P.18 "Audit Committee" section of the annual report for more details. A total of 4 meetings of the Audit Committee were held in 2022.

▼ Remuneration Committee members

| Title | Name | Gender | Special Identity ^{Note} |
|----------------------|---------------|--------|----------------------------------|
| Independent Director | MORI SHOREI | Male | Japanese/Independent Director |
| Independent Director | KUO HSIUNG WU | Male | American/Independent Director |
| Independent Director | Daphne Wang | Female | None |

Note: 1. Social vulnerable group status, e.g., aboriginal, immigrant, national or ethnic minority, gender identity or sexual orientation, disabled persons.

2. Other important positions and commitments, e.g., cross Board members.

Remuneration Committee

Altek has established a Remuneration Committee, regularly evaluating, setting and reviewing the policies, systems, standards and structures for the performance evaluation and remuneration of directors and managers. There are 3 members on the Remuneration Committee, and the term of office is from August 7, 2020 to June 11, 2023. A total of 2 meetings of the Remuneration Committee were held in 2022, and the average attendance rate of the members was 100%.

▼ Remuneration Committee members

| Title | Name | Gender | Special Identity ^{Note} |
|----------|---------------|--------|----------------------------------|
| Convener | MORI SHOREI | Male | Japanese/Independent Director |
| Member | KUO HSIUNG WU | Male | American/Independent Director |

Note: 1. Social vulnerable group status, e.g., aboriginal, immigrant, national or ethnic minority, gender identity or sexual orientation, disabled persons.

2. Other important positions and commitments, e.g., cross Board members.

The Company established the "Sustainability Promotion Team" in July 2022 as a dedicated unit to promote sustainability, and conducted training courses from October to November of that year. Planning to hold ESG promotion meetings irregularly in the future.

Sustainability promotion team

The scope of the Sustainability Promotion Team includes social care, charitable donations, art & culture, environmental protection, etc. In regard to social care, Altek has always adhered to the principle of giving back to the society, concerning and caring for the welfare of children and youth, the welfare of the elderly, the welfare of disabled persons, the welfare of women, social assistance, community development, social work, volunteer services, and the development of social organizations; in regard to charitable donations, Altek has been planning a variety of charity activities for a long time; In addition, the Company also actively sponsors the promotion of education in various art and cultural fields. In regard to environmental conservation, we have included the concept of environmental protection in corporate policy, pursuing the vision of reducing environmental impact, and are committed to realizing the goal of sustainable operation and development.



Ethical Management

Altek has established the "Ethical Corporate Management Policies and Prevention Programs" to prevent unethical conducts. It specifies the manner and channels for complaints, and is implemented and enforced. Any violation of this policy will be handled in accordance with the rules of rewards and penalties. The Company has established "Regulations Governing the Acquisition and Disposal of Assets" and "Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees" etc., and has set up an effective accounting system and an internal control system for business activities within the scope of the Company's operations that have a relatively high risk of unethical conduct; the internal auditors will regularly and irregularly audit the compliance status of the preceding systems and report the audit results to the Audit Committee and the Board of Directors for prevention of unethical conduct.

The "CEO Office" is the dedicated unit for promoting corporate ethical management, and led by CEO Alex Hsia, along with the internal auditors, are responsible for regularly auditing and supervising the implementation of the ethical corporate management policies and prevention programs, in order to promote the ethical corporate management, and report to the Board of Directors as necessary. The Company's "Ethical Corporate Management Best Practice Principles" and "Ethical Management Policies and Prevention Programs" have been disclosed on the [Company's website](https://www.altek.com.tw/zh_TW/finance/node/1540543949001) (https://www.altek.com.tw/zh_TW/finance/node/1540543949001) and on MOPS, for the information of domestic and overseas customers. For the implementation status of ethical management during the year, please refer to "[Implementation Status of Ethical Corporate Management](#)".

Altek has formulated and implemented a specific whistleblower system, including:

1. Set up and announced internal independent reporting mailboxes and lines or commissioned other external independent organizations to provide reporting mailboxes and lines for use by both internal and external personnel of the Company.
2. Designate a person or unit responsible for receiving and handling complaints, and report to the independent directors any concerns involving directors or top executives. At the same time, set up standard operating procedures for types of reports and investigations. These dedicated personnel or units are responsible for handling received cases and ensuring that fair and professional investigations are conducted.
3. Receive, investigate, and record and keep the results of investigation and related documents of the reported cases.
4. Protect the identity of the whistleblower and the confidentiality of the contents of the report.
5. Take measures to protect the whistleblower from being improperly handled because of the report.
6. Establish incentives for whistleblowers.

According to Altek's whistleblowing system, if a dedicated whistleblower or unit discovers a material violation of the law during an investigation or if the Company is likely to suffer material damage, it should immediately prepare a report and notify the independent directors in writing.

Anti-corruption and anti-bribery policy

To establish a corporate culture of ethical management and sound development, the Company has adopted the "Ethical Corporate Management Best Practice Principles" by the Board of Directors. Based on ethical management, externally, emphasize ethical communication with customers, and internally, strictly require employees with self-discipline to comply with internal regulations, so as to establish a good corporate governance and risk control mechanism, and create a sustainable corporate culture.

To implement ethical management, the Company organizes educational training and seminars periodically to communicate and promote the Company's management principles to employees, or employees participate in external educational training covering legal compliance for ethical management, relevant laws and international standards for products and services, occupational safety and health, cyber security and accounting information, and internal control, etc. Information about the Company's participation in self-organized or external educational training for 2022 was as below:

▼ Communication and training results for anti-corruption policies and procedures

| Method | Total hours | Total participants |
|-------------------|-------------|--------------------|
| Internal training | 42 | 624 |
| External training | 7 | 32 |
| Total | 49 | 656 |

Bonus recovery policy for inappropriate benefits

The Company will adhere to the business philosophy of cleanliness, transparency and responsibility, and enhance the behavioral quality, work ethics and professional competence of all employees. Altek has formulated the "Ethical Corporate Management Best Practice Principles" and "Ethical Corporate Management Policies and Prevention Programs", to prohibit any direct or indirect offering, promising, requesting, or accepting of any undue benefit, or any other

violation of ethics, lawfulness, or breach of fiduciary duties in conducting business activities. Anyone who violates the principles, except for any improper benefits received, including money, gifts, presents, commissions, positions, services, favors, rebates, facilitation fees, hospitality, entertainment, and other things of value in any form or under any name, shall be required to reimburse or compensate for any damages caused to the person claimed or to the Company, and shall be punished by warning or demerit points in accordance with the Company's Personnel Regulations, depending on the severity of the case. In the case of serious cases, they may be dismissed or terminated in accordance with the relevant laws and regulations or the Company's personnel management rules. We expect all employees, including managers, to strictly abide by the ethics of their profession, to ensure the implementation of the ethical management philosophy and enable sustainable growth and development.

Compliance with laws and regulations

Compliance with laws and regulations and operating in a lawful and compliant manner is the most basic responsibility of a company, and is also the key to sustainability. In order to ensure that our operating activities comply with the local government's laws and regulations, we have set up a legal affairs unit to work closely with each functional unit to pay close attention to the formulation of laws and regulations and the latest updates that may have an impact on the Company, and to conduct compliance evaluations of laws and regulations and policies, to ensure that the practical operations of each unit are in compliance with the relevant requirements and regulations.

For any significant events that may seriously impact the Company's operations (significant events are determined by reference to the Taiwan Stock Exchange's criteria for material information), the Company will disclose them publicly in the financial and sustainability report in accordance with the requirements of laws and regulations, in order to comply with the Company's principle of openness and transparency and the requirements of the GRI Standards for Balanced Presentation. There was no case of major violation of laws and regulations in 2022. However, in January 2022, the Company was fined NT\$20,000 by the competent authority for defects on labor dispatch procedure under Article 17-1 of the Labor Standards Act, and the situation was not serious. There is no any labor dispatch in 2023 for the Company.



Compliance with laws and regulations and training

For immediate assistance and consultation services related to laws and regulations, the Company has set up a legal concept course to guide each unit to inquire about the relevant laws and regulations and the latest amendments to the laws and regulations, as well as a legal service window to provide colleagues an appropriate channel for consultation and discussion when they have any concerns about interpreting and applying the laws and regulations in their operations. In addition, we also organize various educational trainings, seminars, and information bulletins on various regulations occasionally, or our colleagues may participate in external educational trainings.

Based on the Company's operating principles, we communicate with employees through various channels. This enables employees to be familiar with the latest regulations and review and update their business operations to avoid misconduct or violation of regulations due to unfamiliarity with the regulations; on the other hand, it also enhances the importance of legal compliance and ethical awareness among employees to ensure that the Company's most basic social responsibilities are realized.

▼ Legal compliance education and training in the past 3 years

| Year | Course | Objective and benefit of the course | Training targets |
|------|--|---|---|
| 2020 | Introduction to Trade Secrets | Introduce trade secrets law and implementation of the measures for trade secrets protection. At present, we have established pertinent protective measures within our internal Research and Development (R&D) processes and manufacturing management framework. | All employees of Altek |
| 2021 | Introduction to IPR and fundamental laws | Provide new employees with an introduction to Intellectual Property Rights (IPR) and the fundamental principles of law, and wrap up with a quiz to confirm their understanding of the material. | New employees of Altek Group (including subsidiaries) |
| 2022 | | | |

Complaints and suggestions channels

Ethical and responsibility are the cornerstones of business conduct in the sustainability of a company's operations. Therefore, we have set up a complaint and suggestion channel to encourage stakeholders to complain, report or provide suggestions on unethical and immoral behaviors, or any operational activities causing impacts on the economic, environmental, social and human rights aspects. If a stakeholder discovers any unethical conduct that violates the ethical management, he/she may file a complaint or report directly to the Audit Committee or the Internal Audit Office of the Company. If confirmed, the Company will penalize the violator in accordance with internal regulations and relevant laws; in addition, reports or complaints can also be filed through e-mail posted on the Company's website. Altek is committed to maintaining confidentiality in the handling process of whistle-blowing, and the whistle-blower will not be subjected to improper treatment or punishment for whistle-blowing.

The Company's work rules have been approved and posted on the Company's website, and the person or entity to receive employee's complaints:

If an employee finds the Company to be in violation of any of the contents set forth in each paragraph of the scope of the complaint, he/she may file a complaint directly with the executive officer of his/her supervisory level, the administrative supervisor, the unit in charge of the related matters in the Hsinchu Science Park Administration of the Ministry of Science and Technology, or the unit in charge of the related matters in the local government where the Company is located. In the case of complaints to the Company's supervisory level, such complaints may be filed either orally or in writing.

Regarding the prevention of sexual harassment, the Company has formulated relevant prevention, complaint, and penalty rules. Employees may file a complaint in writing to their division supervisor or the administrative supervisor in the event of any of the following situations:

1. Inappropriate and unpleasant words or behavior of an offensive nature due to differences in gender or sexual orientation.
2. Offers and promises made in exchange for compensation by sexual activities or sexually related behavior.
3. Threats or other inappropriate ways to force or demand sexual behavior or sex-related behavior.
4. Upon receiving a complaint, the division supervisor or the administration division supervisor will set up an investigation team to investigate the complaint within three days and complete the investigation and make a decision within thirty days, with a maximum extension of another thirty days.
5. If a complaint is substantiated after investigation by the investigation team, the investigation team may, depending on the severity of the case, propose penalties for the aggrieved employee, and be executed with the approval of the general manager, including apology, letter of repentance, admonishment, demerit, dismissal, and referral to the court.



Risk Management

The Company conducts regular assessments to prevent and minimize existing and potential risks in order to ensure that labor practices and ethical risks are effectively managed, so that personnel management can achieve the goals of prevention and legal and efficient operation in compliance with corporate social responsibility standards. For this purpose, the Company has formulated measures for social responsibility risk assessment and management, as well as environmental consideration and measures for management of hazard identification procedures.

Altek Group's risk management is conducted by the relevant responsible divisions based on their business scope and expertise to assess, monitor and respond to risks. Through the joint efforts of all relevant responsible divisions, the Group is able to comprehensively manage and respond to risks at different levels.

▼ Risk impacts and their response strategies and actions

| Type of risk | Description of risk causes | Responsive strategies and actions |
|--|---|---|
| Financial risk | <ol style="list-style-type: none"> 1. from NTB, Exchange, and FSC. 2. Accuracy of financial disclosure and analysis of cost balance sheet. 3. Exchange rate fluctuations 4. Interest rate fluctuations | <ol style="list-style-type: none"> 1. monitors the Company's cash flow requirements and forecasts and ensures the Company has sufficient funds for operation. 2. The Company's products are mainly exported and most of the payments are settled in U.S. dollars, adopted the natural hedge strategy of maintaining a balance between assets and liabilities.; regularly evaluates the status of its foreign currency positions and adjusts positions by entering into U.S. dollar spot or forward foreign exchange contracts to reduce the risk of foreign exchange rate fluctuations. 3. The Company's financial position is strong, with close and long-term cooperation with banks, which enables the Company to obtain better interest rate conditions. The Company regularly evaluates the impact of interest expenses on financing in order to meet the needs of its operating conditions. Cash positions are mainly placed in fixed deposits in order to obtain stable and safe return on investment, generally adopting a conservative and prudent operation principle to reduce impact of interest rate fluctuations. |
| Regulatory risk | <ol style="list-style-type: none"> 1. government regulations on related industries, such as waste water, waste discharge, technology outflow control, or regulatory restrictions related to raw material content. 2. The Company's operation requires compliance with the law constantly, to avoid the risk of violating the law. | <ol style="list-style-type: none"> 1. HR Division regularly reviews personnel related laws and regulations, and conducts evaluation and audit. 2. Administration Division regularly reviews relevant environmental safety laws and regulations and conducts evaluation and audit. 3. Division regularly reviews environmental hazardous substances banned from use and other green product laws and regulations, and conducts evaluation and audit. 4. Other business units also regularly review the legal compliance status of their responsible operations. 5. Legal Division cooperates with law firms to respond to internal units' legal compliance concerns and seeks professional advice and assistance on industry-specific laws and regulations. |
| Climate change risk | <ol style="list-style-type: none"> 1. a special section. Please refer to the section of "Climate-related financial disclosures" in this report. | |
| Supply chain management risk | <ol style="list-style-type: none"> 1. Human rights and environmental risks in supply chain management 2. Regulatory risks in the supply chain | <ol style="list-style-type: none"> 1. New suppliers sign the CSR Guidelines. 2. Annual suppliers' CSR audit report review. 3. Components recognition in accordance with laws and regulations, and collect environmental related risk information for review. 4. Any violation of relevant laws and regulations or initiatives by suppliers, immediately send personnel to initiate risk investigation and assessment, and decide whether to continue cooperation with the supplier. |
| Occupational safety risks | <ol style="list-style-type: none"> 1. Traffic accidents while commuting to work. 2. Accidents caused by unsafe environment or unsafe act or operation of equipment. 3. Safety risks caused by hardware and equipment in the Company's office space and factories. | <ol style="list-style-type: none"> 1. Include occupational safety promotion in the pre-employment training program for new employees; and conduct on-the-job training on occupational safety for current employees. 2. When inspecting the factory, conduct environmental corrections, equipment improvements, and provide employees with appropriate protective equipment to prevent unsafe environments or unsafe acts. 3. Post posters or slogans in the factory area to remind employees and conduct regular spot checks on the safety of production lines. 4. Regularly check whether the hardware equipment of the Company and the factory is in good condition. |
| Cyber security and personal data risk | <ol style="list-style-type: none"> 1. Risk of personal data leakage 2. Risk of confidential documents (electronic and physical) being leaked. 3. Possibility of hackers attacking external websites and internal systems to steal confidential information. | <ol style="list-style-type: none"> 4. IT Division regularly checks the data backend and internal system to make sure that there is no hacking or trojan horse being implanted. 5. No mentioning of the contents of confidential documents within and outside the Company, encrypting important files, managing and controlling security by means of permissions, and not storing confidential information on external websites. 6. Each employee's office computer is required to install anti-virus software, and IT Division installs anti-virus software and plans for new anti-virus software updates. 7. Appoint a professional cyber security company to propose and assist in the improvement of the Company's computer system; if an incident occurs, promptly notify and handle the incident, to ensure the normal operation of all businesses. 8. To ensure security of the information system and to prevent system failure, the data is backed up on a regular basis, with additional backups. In case of any problem, restoration of backup will be prioritized, and if the problem is not eliminated, the host and the network will be backed up by each other. 9. By using cloud services (three types of backup systems provided by Microsoft) for e-signature, ERP, etc., to increase the effective use and reduce the risk. |



Cyber Security and Personal Data Risk

Cyber security policy

The Company's cyber security management is planned, built and maintained by IT Division to ensure compliance with regulations and customer needs. The Company has established a cyber security management system to protect the confidentiality, completeness and availability of Company and customer information and to provide a secure production environment, to ensure the continued operation of the Company's business. In addition, it has also formulated rules for the operational management of its subsidiaries to implement risk control and firewall mechanisms, and has established Procedures for Handling Material Inside Information to avoid information leakage.

The Company actively applies for IP and requires employees to comply with confidentiality clauses to prevent information leakage. Receive quarterly supplier evaluations and customer satisfaction surveys to ensure, review and improve product quality. And to hold regular quality management meetings to track customer ratings and improvements status. Employees and contractors are required to comply with the cyber security policy, internet security control, computer anti-virus management,

password policy, firewall policy and information security management. In order to ensure cyber security, regularly conduct vulnerability scanning and repair, and invite professional lecturers to conduct education and training. In 2022, we invited lecturers with SYMANTEC certified specialist status to focus on the establishment of the basic concepts of cyber security, and to provide the basic concepts of cyber and social security to all the colleagues. In addition, the Company also conduct phishing attack exercises to raise the sensitivity and importance of the basic concepts of cyber security for colleagues.

During the pandemic, the Company took measures to protect cyber security for work at home, such as providing laptops and using VPNs. The Company also established workflow for employees and supply chain communications, and installed anti-virus detection to scan the attachment of incoming and outgoing mails to ensure their security. Thanks to the attention and precautions taken by all employees, the Company had no known attack in 2022, and will continue to enhance cyber security measures to ensure the security of the Company's business and customer information.

Personal data management policy

To ensure confidential information, business secrets, and personal data are properly protected, and continually strengthen cyber security protection capabilities. In addition to complying with international information security standards, also conform to domestic and foreign laws and regulations, and promote the protection of confidential information, including:

1. Promote the concept of confidential information and compliance issues through daily work and various occasions.
2. Implement employee education and training to enhance employees' awareness and ability in cyber security. In addition to making the control of confidential information a mandatory training course for new recruits, and aiming to constantly strengthen and raise employees' cyber security awareness.
3. Promote the importance of shutting down the computers and monitors when away from the seats or after work, and also closing the monitors or turning on the password protection when temporarily away to prevent the important information from being snooped by those who have bad intention.

Employee and customer-related personal data are regularly inspected by IT Division staff to prevent attacks and theft of data from the stored servers, and to strengthen server room staff control to prevent important personal data being leaked out.

3 Supply Chain Management

Sustainable Value Chain

- Purchasing policy
- Supply chain management policy

Sustainable Procurement

- Product liability

Supplier Risk Assessment

Supply Chain Assessment and Audit

- Supplier assessment
- Supplier audit

altek

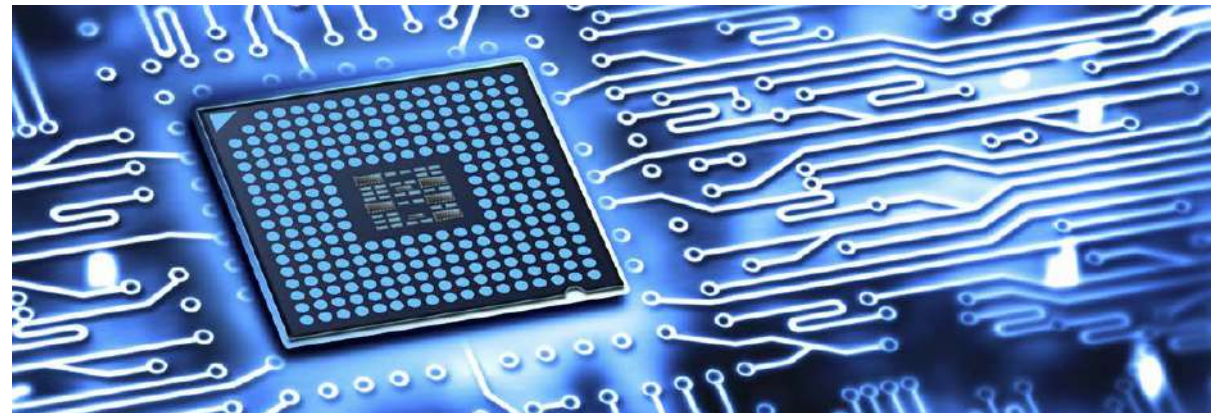
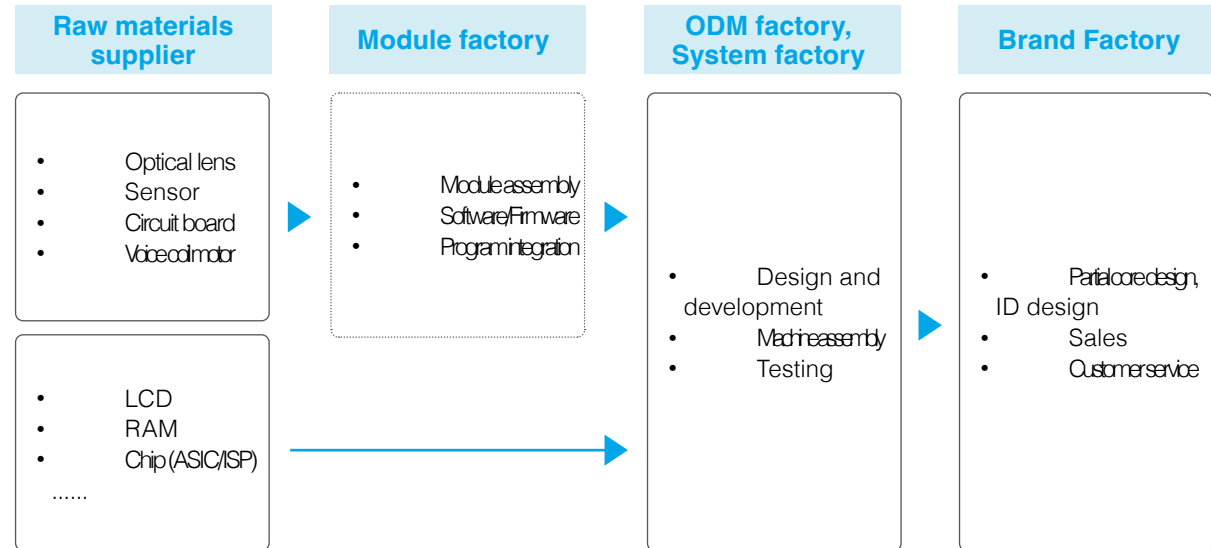
| Material topics | Green Supply Chain |
|---|--|
| GRI index | GRI 308-1 |
| Policy commitments | Altek establishes long-term partnerships with suppliers in the supply chain. To ensure sustainable development in environmental protection, labor rights, ethics, health and safety, risk management, and code of ethics. |
| Indicators and goals | <ul style="list-style-type: none"> • Short-term goal: Require partners to comply with applicable international laws and regulations; achieved 80% of the supplier evaluation target in 2022; achieved 100% of environmental substance control in 2022. • Medium- and long-term goals: Work with partners to ensure the legitimacy and sustainability of entire supply chain. Achieving 100% of supplier evaluation target and 100% of environmental substance control. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Supplier management procedures • Environmental management substance regulations • Restriction of the use of certain hazardous substances (RoHS, Restriction Of the use of certain Hazardous Substances) • REACH, Registration, Evaluation, Authorisation and Restriction of Chemicals annex 17 (REACH annex 17) • Corporate social responsibility (CSR) supplier agreement |
| Annual actions and measures | <ul style="list-style-type: none"> • Completed on-site audits for 12 suppliers and 5 suppliers' audit with written submissions in 2022, achieved at 60.7% due to the impact of the pandemic. The audit assessments did not identify any significant deficiencies or risks. • Achieved 100% for environmental substance control for components in 2022. |

| Material topics | Green Product |
|---|--|
| GRI index | GRI 416-1、GRI 416-2 |
| Policy commitments | Strictly prohibit the use of hazardous substances to ensure that all of Altek's products are not harmful to the health of users and the safety of the environment. |
| Indicators and goals | <ul style="list-style-type: none"> • Short-term goal: Ensure all products comply with relevant laws and regulations and international conventions. • Medium-term goal: Continuously reduce process waste and not to use environmentally hazardous substances. • Long-term goal: Actively promote awareness of environmental hazardous substances management to relevant organizations and continue to make improvements. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Internal IQAS601 WCS environmental substance management (REACH, RoHS, GP) regulations • HSF hazardous substance free policy • IECQ-QC 080000 system |
| Annual actions and measures | <ul style="list-style-type: none"> • As of 2022, Altek's products are conforming with the requirements of health and safety regulations and voluntary compliance. |

Sustainable Value Chain

As technology continues to advance, the applications of digital imaging products are becoming more and more diversified. Nowadays, people can capture, store and share images through a variety of devices, such as digital cameras, smartphones, tablets, wearable devices and so on. Among them, smartphones have become one of the most commonly used digital imaging products in people's daily lives, providing increasing powerful shooting functions through constantly upgraded and improved lens modules, and AI has also become an important development trend in the digital imaging industry.

In the entire digital imaging industry, the upstream is mainly composed of manufacturers producing core components such as optical lenses, image sensors, image processors, etc. The midstream includes manufacturers of imaging devices, image processing software and hardware developers, etc., which are responsible for producing and providing various digital imaging products. Downstream are the sellers and service providers of digital imaging products. Overall, the upstream, midstream and downstream divisions of labor in the digital imaging industry are closely linked, and jointly promote the development and innovation of digital imaging technology:





Altek establishes long-term partnerships with suppliers in the supply chain. To ensure sustainable development in environmental protection, labor rights, ethics, health and safety, risk management, and code of ethics.

Purchasing policy

As to ODM (Original Design Manufacturer) manufacturing method, its specific process can include the following steps: First, the R&D division will confirm the customer's requirements and specifications, and check for restrictions on the list of designated suppliers. Next, the R&D division confirm if the supplier's R&D schedule and resources meet the customer's needs, and also evaluate if the supplier's production capacity and equipment meet the requirements. Among the qualified suppliers, a list of suppliers with competitive advantages will be selected. Lastly, PM (Product Management) will convene a meeting for supplier selection, in which top executives, purchasing, and R&D units will jointly select a supplier that meets the requirements. This process can ensure the products are of high quality and meet the customer's requirements, and at the same time improve the efficiency and competitiveness of the manufacturer.

Supply chain management policy

In the "Supplier Management Procedures" and "Environmental Management Substance Regulations", the Company requires each partner to comply with relevant international laws and regulations, pass RoHS and REACH annex 17 environmental and health certificates, and comply with the "CSR Supplier Agreement". Altek and its partners join efforts to ensure legitimacy and sustainability of the entire supply chain.

We conducted on-site audits for 23 suppliers and 5 suppliers' audit with written submissions in 2022, and actually completed 12 suppliers' on-site audits and 5 suppliers' audit with written submissions, achieved at 60.7%. The audit assessments did not identify any significant deficiencies or risks. If a supplier has defects such as failure to set upper and lower limits for process operation data or failure to define controls for return of finished products, all suppliers are required to respond to our request for corrective action within 3 months of the audit.

Sustainable Procurement

In our major business locations (including the operational boundaries mentioned in this report), we are also maximizing the use of local sourcing to reduce carbon emissions from long-haul transportation and to support the local business development.



with local sourcing accounting for more than 52.2% of budgeted expenditures in 2022.

▼ Local sourcing percentage in the past 3 years (Unit: NT\$ thousand)

| Year | 2020 | 2021 | 2022 |
|---|-----------|------------|-----------|
| Purchases in Taiwan | 70,926 | 107,342 | 114,208 |
| Local purchases outside Taiwan | 3,411,477 | 5,020,459 | 3,264,978 |
| Total amount of local purchases | 3,482,374 | 5,127,802 | 3,379,186 |
| Total amount of purchases in Taiwan | 310,879 | 1,186,126 | 484,709 |
| Total amount of purchases outside Taiwan | 6,402,583 | 10,597,322 | 5,980,321 |
| Total amount of purchases | 6,713,462 | 11,783,448 | 6,465,030 |
| Percentage of purchases in Taiwan | 22.81% | 9.05% | 23.56% |
| Percentage of local purchases outside Taiwan | 53.28% | 47.37% | 54.59% |
| Total | 50.82% | 43.52% | 52.27% |

Note: Geographical definitions are Taiwan and other regions outside Taiwan respectively.

Product liability

Quality management policy

Strictly prohibit the use of hazardous substances to ensure that all of Altek's products are not harmful to the health of users and the safety of the environment, and ensure all products comply with relevant laws and regulations and international conventions. We comply with the internal IQAS601 WCS environmental substance management (REACH, RoHS, GP) regulations to manage the products, conform to the HSF hazardous substance free policy, and implement the IECQ-QC 080000 system to continually reduce process waste and not to use environmentally hazardous substances. As of 2022, Altek's products are conforming with the requirements of health and safety regulations and voluntary compliance, and we constantly control the safety of our products.

Quality policy

- | | | |
|--------------------------------|---|-------------------------------|
| 1.Improve operation process | 2. Enhance staff training | 3.Maintain equipment function |
| 4.Optimize working environment | 5.Continuously improve product quality and customer service | |

Also, to ensure that purchased components comply with international regulations, the purchasing unit requires suppliers to provide relevant environmental substance documentation for audit purposes. These documents are validated at all levels to ensure compliance with our internal procedure code IQAS601 and GP Substance Survey. The conformed environmental material data will be submitted by the purchasing unit to QS and DCC for validation and PLM system validation management. To further ensure the correctness of the data, we will also send the compliant environmental substance data to a third-party laboratory, SGS, for analysis and re-verification. This process ensures that our products comply with health and environmental regulations.

Quality improvement process

1. Manage in accordance with ISO 9000 regulations.
2. Manage in accordance with internal PGAP003 performance management and continuous improvement process.
3. Manage according to the production process and create projects to continuously improve irregularly.



Supplier Risk Assessment

To diversify risks and continuously improve the quality of the overall supply chain, when introducing new suppliers, Altek conducts supplier assessments and requires CSR audit report scores, and requires suppliers to sign the "Supplier Corporate Social Responsibility (CSR) Guidelines" and the "Supplier Corporate Social Responsibility (CSR) Commitment". We require 100% of our suppliers or subcontractors to comply with the labor, health and safety, and environmental laws and regulations of local operations and relevant international standards, and strictly prohibit the use of child labor, forced labor, and captive labor. Meanwhile, provide safe and health working and living conditions, respect the freedom of employees, and prohibit any form of forced labor to ensure the safety and health of employees. In terms of labor-management cooperation, respect employees' freedom of association and right to collective bargaining, provide an equal and fair working environment, and strictly prohibit any form of discrimination, respect employees' basic human rights, and prohibit any form of insulting behavior. Reasonable arrangement of production schedules, employee working hours and rest time, provide reasonable salaries and benefits, and satisfy the basic needs for employees.

In addition, Altek also requires procurement contracts and their terms and conditions to include relevant requirements and to ensure all components used are in compliance with RoHS/REACH requirements, conflict metal reports, and substances of very high concern surveys, and other regulations. This ensures suppliers' products, components, corporate governance, and workers' human rights protection are in compliance with the Company's ESG Management Philosophy. For suppliers who fail to meet the Company's requirements, Altek will proactively assist and counsel them in implementing improvement plans, as well as implementing improvements in employee health and safety, human rights, and corporate social responsibility. These measures help to minimize supply chain risks. If any of the relevant regulations are violated, Altek has the right to terminate or cancel the contract, so as to encourage the supplier partners to jointly improve corporate social responsibility.

Environmental risk

- **100% of Raw material suppliers pass the environmental risk identification**

To reduce the environmental risks, Altek has conducted a process for the certification of mass-produced components. In this process, relevant information such as RoHS/REACH compliance, Substance of Very High Concern (SVHC) survey form, Hazardous Substance (HS) survey form, U.S. TSCA substance survey form, Predicted Environmental Concentrations (PECS) list, and China VOC survey form, etc. are required to be submitted. These have to be reviewed before the components can be certified as mass-produced. The purpose for this is to ensure that all major raw material suppliers have no actual or potential significant negative impact on the environment. In addition, all suppliers are advised to obtain ISO 14001 environmental management system certification to further ensure that negative environmental impacts of their products are controlled.

- **100% control of hazardous substances in products by suppliers**

To ensure the products or components supplied have no negative impacts on human health and the environment, Altek requires suppliers to conduct a components certification process and submit information such as the Substance of Very High Concern (SVHC) survey form, Hazardous Substance survey form, U.S. TSCA Substance survey form, Predicted Environmental Concentrations (PECS) list, CHINA VOC survey form, etc. These information must include product accessories, packaging materials, and other attachments related to product deliveries. Through these processes and information, suppliers commit to Altek the products or components they supply will not have negative impacts on human health and the environment.

Social risk

For all suppliers of materials, components and moulds related to production, Altek requires them to ensure they are capable of delivering products that meet the Company's needs. When working with a new supplier, the Company will require the supplier to sign a procurement contract to eliminate any unfair, unjust or discriminatory conduct in the procurement process. In the contract, the supplier is also required to comply with relevant environmental protection, safety and health laws and regulations, as well as the Company's corporate social responsibility guidelines.

Governance risk

In Article 21 of the Company's procurement contract, it is clearly stipulated that suppliers should comply with the ethical principles. In addition, we provide a supplier contact window and complaint window on the website to protect the rights and interests for both suppliers and the Company. The Company performs quarterly assessments of suppliers' delivery quality (50%), delivery time (30%), and cooperation (20%), etc., and compiles and summarizes them into a supplier review form, which serves as a reference for subsequent order allocation. For direct material suppliers, the Company invites the quality assurance and engineering units of the production bases to jointly assess the existing suppliers from December to January of each year. As for other types of suppliers, no regular assessment will be performed. However, if there is a significant abnormality in the transaction process that affects the Company's rights and interests, the purchasing unit has the right to remove the qualification of the supplier, and the removal will be done after approval by the purchasing supervisor.

Supply Chain Assessment and Audit

Supplier assessment

When new suppliers need to be introduced, to ensure new suppliers can provide materials, components, and moulds that meet the Company's needs, the purchasing division will collect their basic information and arrange engineering, R&D, and quality assurance personnel to conduct an assessment of the supplier's production-related materials, components, and moulds. New suppliers are exempted from on-site supplier assessment, but still need to be audited with written submissions if they are:

1. within the group
2. internationally recognized
3. exclusive agents
4. customer-specified or customized suppliers
5. service providers, such as traders, laboratories, or consulting firms, etc.,
6. production consumables or sub-materials, or those that provide Mock-up services or quick cleaning services, etc.
7. Other special reasons that are approved by the management representative

All other new suppliers are required to pass the assessment before becoming qualified suppliers. Prior to the assessment, the assessment team members will gather and introduce the current status of the supplier. The assessment team members will conduct the assessment and fill out the scores based on the review form and supplier audit form, and decide to be qualified supplier or not based on the results.

Altek uses the following methods to assess its suppliers: IQC returns, defective assemblies, excess shippings, delivery delays, and major quality issues. The weighting and scoring methods are based on the Supplier Assessment Form. (Purchasing/Quality Assurance/Manufacturing Divisions jointly aggregate the number of returns, number of defective assemblies, delivery delays, and major quality issues on a quarterly basis to complete the supplier audit checklist for review and approval by each division's supervisor). Post-assessment handling: Accumulate

the four quarterly supplier assessment scores and grades, review and handling, handling in accordance with the instructions on the supplier assessment form. The supplier designated by the customer will feedback the results to the customer for handling. Assessment status for all 12 new suppliers in 2022: 11 passed and 1 failed in product quality items, totaling 91.6% of suppliers passed the new supplier assessment. Failed suppliers will be suspended from trading until they pass the re-assessment before trading resumes.

▼ New suppliers' on-site audit results in the past 3 years

| Type | Classification | 2020 | 2021 | 2022 |
|----------|----------------|------|------|------|
| Supplier | A | 2 | 1 | - |
| | B | 2 | 6 | 8 |
| | C | 1 | 1 | 3 |
| | D | - | - | 1 |

Note: The assessment criteria and weighting are: quality (50%), delivery (30%), and cooperation (20%).

▼ New supplier audit performed in the past 3 years

| Type | | Supplier | | |
|------------------|---------------------------------------|----------|-------|------|
| Method | | 2020 | 2021 | 2022 |
| On-site audit | Estimated number of suppliers perform | 9 | 13 | 23 |
| | Actual number of suppliers complete | 5 | 8 | 12 |
| | Achievement Rate | 55.6% | 61.5% | 52% |
| Audit in written | Estimated number of suppliers perform | 15 | 11 | 5 |
| | Actual number of suppliers complete | 15 | 11 | 5 |
| | Achievement Rate | 100% | 100% | 100% |

Note:

1. Estimated of 28 suppliers to be audited in 2022; 12 new suppliers are added in 2022.
2. Due to the impact of pandemic, resulting in 4 suppliers on-site audits in 2020 was postponed to 2021; 5 suppliers did not conduct on-site audits in 2021 (including 1 new supplier) and postponed to 2022. 11 suppliers did not conduct audits in 2022 (including 5 suppliers postponed and 6 new suppliers in 2021) due to the lockdown in Kunshan, Shanghai.

▼ Suppliers' review form in the past 3 years

90 points (inclusive) or above will be exempted from one annual audit next year, 70 points (inclusive) or above are qualified suppliers, 69 ~ 60 points will be re-audited at the end of next month, and below 60 points will be considered for removal from the list.

| Year | 2020 | 2021 | 2022 |
|--------------------------------|------|------|------|
| Total number | 76 | 50 | 128 |
| 90 points (inclusive) or above | 72 | 50 | 116 |
| 89~70 points | 4 | 0 | 12 |
| 69~60 points | 0 | 0 | 0 |
| below 60 points | 0 | 0 | 0 |

4 Environmental Protection

Climate-related Financial Disclosure

- TCFD four core elements
- Identify and assess climate-related risks
- Climate-related risks and opportunities on financial impacts
- Altek's sustainability vision and milestones

Energy Management

- More energy-efficient products and services

Greenhouse Gas Emissions

- Energy conservation and carbon reduction

Water Resources Management

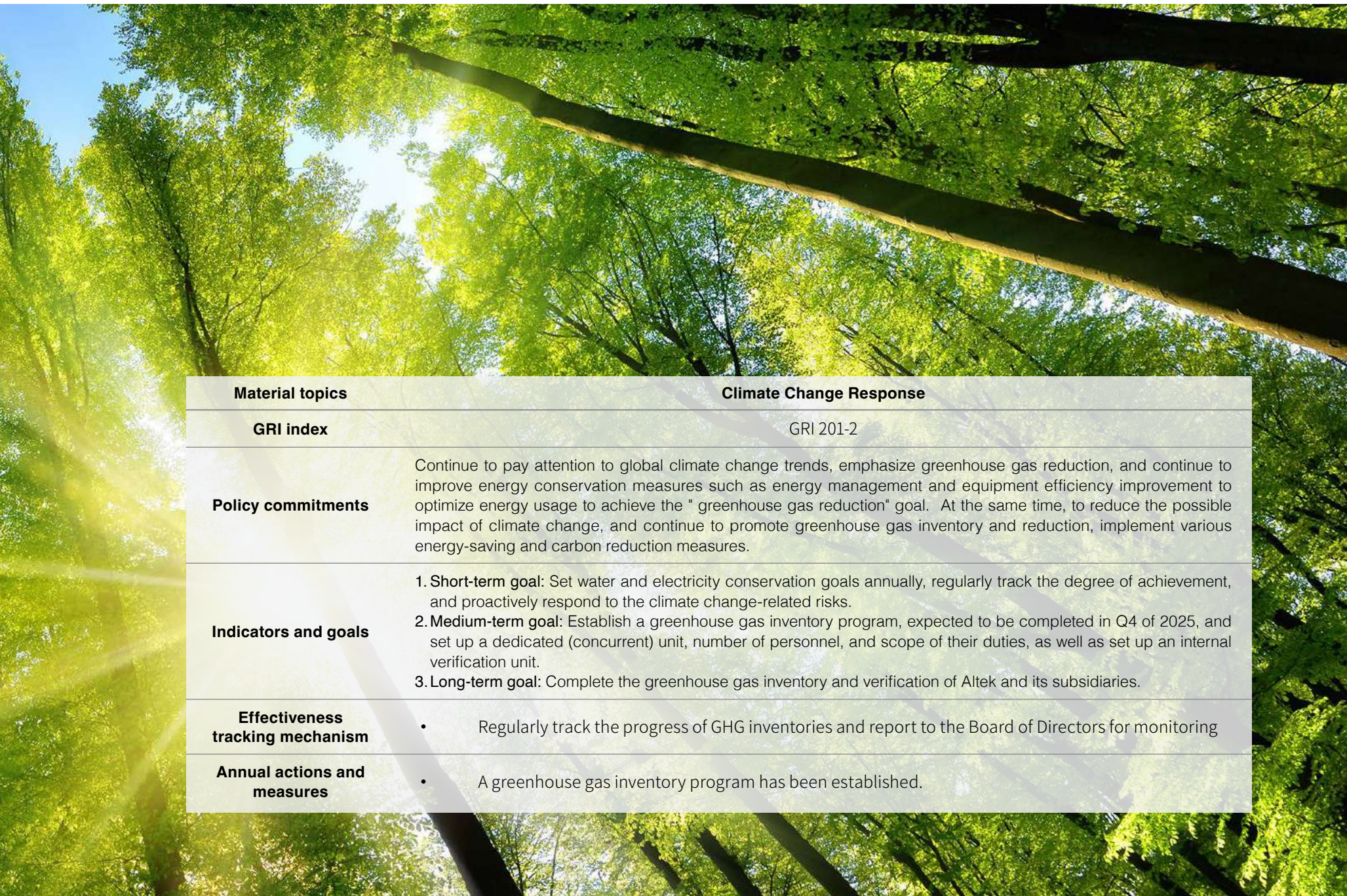
- Water withdrawal
- Water discharge
- Water consumption

Waste Management

Green Environment

Biodiversity

altek





| Material topics | Climate Change Response |
|---|--|
| GRI index | GRI 201-2 |
| Policy commitments | Continue to pay attention to global climate change trends, emphasize greenhouse gas reduction, and continue to improve energy conservation measures such as energy management and equipment efficiency improvement to optimize energy usage to achieve the "greenhouse gas reduction" goal. At the same time, to reduce the possible impact of climate change, and continue to promote greenhouse gas inventory and reduction, implement various energy-saving and carbon reduction measures. |
| Indicators and goals | <ol style="list-style-type: none"> 1. Short-term goal: Set water and electricity conservation goals annually, regularly track the degree of achievement, and proactively respond to the climate change-related risks. 2. Medium-term goal: Establish a greenhouse gas inventory program, expected to be completed in Q4 of 2025, and set up a dedicated (concurrent) unit, number of personnel, and scope of their duties, as well as set up an internal verification unit. 3. Long-term goal: Complete the greenhouse gas inventory and verification of Altek and its subsidiaries. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Regularly track the progress of GHG inventories and report to the Board of Directors for monitoring |
| Annual actions and measures | <ul style="list-style-type: none"> • A greenhouse gas inventory program has been established. |

Climate-related Financial Disclosure

Climate change has caused frequent disasters in recent years. To prepare for climate disasters and prevent related financial losses, Altek takes into account the recommendations on climate-related financial disclosure formulated by the Taskforce of Climate Related Financial Disclosure (TCFD) set up by the Financial Stability Board (FSB) in 2015, and voluntarily discloses the Company's response policies and preventive actions in response to climate-related risks, and appropriately discloses the financial impacts caused by such risks, and identifies opportunities to secure profits after proper climate adaptation and disaster recovery, to strengthen the Company's climate resilience in response to subsequent climate change disasters.

▼ Core elements of climate-related financial disclosure

| Core element | Action Plan |
|-------------------|--|
| Governance | Altek convenes a sustainability team to regularly discuss issues and explore potential impacts within and outside the organization, including identification and assessment of climate-related change risks and response to climate impacts. After summarizing each division's policies and annual performance, they are recorded in the sustainability report. To propose improvements and measures to adjust and mitigate climate finance risks and identify corresponding climate finance opportunities, with respect to the potential damage caused by the risks. |
| Strategy | The Company includes the potential impacts of climate change in its overall operations, assesses the probability of risks and the extent of their impacts, and formulates risk response and mitigation plans. Based on business types and risk strategies, financial planning to identify physical and transformation risks and opportunities, as well as scenarios to simulate the possible financial impacts of climate change in the future, formulates plans for risk response and mitigation measures, and a crisis management mechanism. Including actively promoting green energy and environmental protection policies. To respond to the global climate change and greenhouse effect on the environment, in addition to setting up energy-saving and carbon reduction measures, promoting energy-saving management in offices and public areas, waste reduction, and in accordance with the requirements of governmental laws and regulations, to achieve energy-saving and carbon reduction. |

| Core element | Action Plan |
|------------------------------------|---|
| <p>Risk Management</p> | <p>To identify and assess climate change risks, to understand the specific potential financial impacts, as a basis for policy development and goals, and for continuous monitoring. In 2022, Altek assessed potential climate change impacts at 2°C ~ 4°C based on RCP 2.6 and RCP 8.5 scenarios, and then based on the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform" 與 "3D Disaster Potential Map" and other public climate modeling/graphing websites, simulated under RCP2.6 and RCP8.5 scenarios, it is estimated that the increase in the maximum daily rainfall in 2050 may exceed the 24-hour rainfall standard of 200 mm. However, after checking the "3D Disaster Potential Map", no inundation has been detected. Therefore, although there is no immediate inundation risk from flooding, short-term disruptions in the supply chain and staff absenteeism caused by typhoons and other natural disasters may still occur.</p> <p>▼ Potential map of daily maximum rainfall flooding</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Altek Headquarters</p>  </div> <div style="text-align: center;"> <p>Taipei, Taiwan</p>  </div> </div> <p>(Source: 3D Disaster Potential Map)</p> |
| <p>Indicators and goals</p> | <p>To reduce impacts of climate change and achieve carbon reduction and energy saving targets, we use metrics to manage climate-related changes risks and opportunities:</p> <ul style="list-style-type: none"> • Energy conservation and carbon reduction: Altek's main energy consumption comes from purchased electricity, with no electricity required for manufacturing processes and no direct emission sources (Scope 1), and the target for energy conservation by 2023 is 1.01% (with the previous year as the base year). Other major energy conservation measures are as follows: • Electricity consumption: Lighting equipment uses products with the Eco Label, air conditioning and lighting are turned off in meeting rooms when unoccupied meetings, and only essential lighting is left in offices and public areas during lunch breaks, targeting a 1% reduction in annual electricity consumption in 2022. • Water resources: Promote water conservation by restricting water discharge at restroom counters and prioritizing the use of faucets and toilets with the "Water Efficiency Label" for the replacement of old equipment, targeting a 1% reduction in annual water consumption in 2022. • Waste: Promote waste reduction policies, and use double-sided printing or reverse-side reuse for official documents and paper as much as possible. The brand of paper used for photocopying has a green label, targeting a 1% reduction in waste in 2022. • Greenhouse gas emissions: Greenhouse gas emissions in 2022 were 13.156 metric tons of CO₂e in Scope 1 and 1.157 metric tons of CO₂e in Scope 2. |

Climate-related risks and opportunities on financial impacts

After reviewing the risks, the Company analyzed the impacts of climate change on the Company's financial position, and the annual adaptation actions, which are disclosed as "Climate-related risks and financial impacts" and "Climate-related opportunities and financial impacts" respectively as below:

▼ Climate-related risks and financial impacts

| Type | Climate-related risk | Impact period | Risk description | Potential financial impact | Adaptation and response |
|-----------------------------------|--|---|---|--|--|
| Transition risk | Policy and regulation | | | | |
| | Local laws and regulations | Medium-term | Taiwan Climate Change Act | Increased carbon reduction costs may result in a potential penalty | The relevant responsible divisions constantly review the impact of the latest regulations on the Company. |
| | Power shortage | Long-term | Due to climate change, power and energy constraints, the Company needs to prepare for backup power Altek once faced a power outage in Kunshan Export Processing Zone for half a day during summertime. Except for the production area, the rest of the area was not turned on to save electricity, and diesel fuel was used to supply power during the outage period. | Installation of the generator also increases the operating costs, with a construction cost of \$1.5 million and an annual cost of \$35,000 for maintaining and purchasing diesel fuel. | Purchase and maintenance of generators |
| Physical risk | Immediacy | | | | |
| | Extreme weather events such as typhoons and floods | Short-term | Blizzard in the U.S. in 2020, resulted in the shutdown of petroleum-related raw materials (connector manufacturer Molex), resulting in a shortage of customized components Increase in typhoons may cause transportation risk to production site in Philippines and raw material manufacturer Logistic (not yet occurred). | Impact on production capacity and increase in costs | The Company maintains a good business relationship with major raw material suppliers to effectively control supply, shorten delivery time, improve incoming material quality and reduce risks. In addition, to establish a secure inventory agreed with each major supplier and to review prices according to market supply and demand, to achieve the optimal combination of quality, delivery time and cost, and to cooperate with customers in pursuing the production capacity of the suppliers. |
| | Long-term | | | | |
| | Changes in rainfall (precipitation) patterns | Medium-term | <ul style="list-style-type: none"> Disruption of staff commuting caused by typhoons or floods. Factory stoppage caused by typhoons or floods | Purchase sandbags, pumps and other equipment Purchase sandbags, pumps and other equipment | Enhanced disaster prevention and management by relevant divisions, and took necessary typhoon and flood prevention measures in relation to work activities. |
| Rising average annual temperature | Long-term | <ul style="list-style-type: none"> Reduced equipment life Higher cooling capacity required for air conditioning | Increased equipment purchases by \$120,000 Increased in electricity cost | Design of the product takes into account effects of temperature. Proactive response and adaptation to temperature | |

Climate-related opportunities and financial impacts

| Type | Climate-related opportunity | Potential financial impact | Response |
|---------------------|---|---|---|
| Resource efficiency | <ul style="list-style-type: none"> Recycling of paper and waste materials Switching to more efficient electrical equipment Reducing water consumption Circular economy Green building Laws and standards for green products | <ul style="list-style-type: none"> Reducing the purchase amount of consumables Reducing electricity consumption and carbon emissions Reducing the cost of water consumption Circular economy to increase sustainable product value Subsidies for purchasing green appliances Subsidies for producing green products | <ul style="list-style-type: none"> Implementing green energy and carbon reduction measures |
| Energy sources | <ul style="list-style-type: none"> Low-carbon energy use In-house production of low-carbon energy and renewable energy projects Adopting energy-saving measures Energy substitution/diversification | <ul style="list-style-type: none"> Reduce carbon emissions and save carbon reduction costs Use self-generated green electricity and sell excess electricity Reduce operating costs through energy conservation Use diversified energy sources to enhance the resiliency of energy supply | <ul style="list-style-type: none"> Resource efficiency improvement not only contributes to energy saving, but also leads to behavioral changes in energy and resource use, and becomes an impetus for low-carbon transformation. |
| Green market | <ul style="list-style-type: none"> disposable endoscopes satisfying RoSH and Reach requirements and meeting the needs of circular economy | <ul style="list-style-type: none"> Expand product diversification and increase revenue by responding to the green market demand | <ul style="list-style-type: none"> Consider the recycling aspect in the product design, easy for customers to choose and recycle the packaging materials |

Energy Management

Aitek's energy use mainly is purchased electricity (98% of total energy use) and liquefied petroleum gas and diesel (2% of total energy use); total energy consumption in 2022 was 11,423,469 MJ, and the energy intensity decreased by 23% compared to 2021, and has been on a steady decrease in the recent three years due to the increase in revenue every year.



▼ Energy use within the organization (Scope I + Scope II) (Unit: Million Joules (MJ); NT\$ thousand)

| Type of energy | | 2020 | 2021 | 2022 |
|---|-------------------------|------------|------------|------------|
| Non-renewable energy | Purchased electricity | 11,010,869 | 11,125,192 | 11,208,132 |
| | Liquefied petroleum gas | 201,362 | 201,362 | 208,305 |
| | Diesel | 10,548 | 10,548 | 7,032 |
| | Total | 11,222,779 | 11,337,102 | 11,423,469 |
| Renewable energy | None | 0 | 0 | 0 |
| Total energy consumption | | 11,222,779 | 11,337,102 | 11,423,469 |
| Operating revenue | | 6,102,675 | 9,085,774 | 14,028,161 |
| Energy intensity | | 1.839 | 1.248 | 0.814 |
| % annual increase/decrease in energy intensity | | Base year | -32% | -55% |

Note 1: Source of the energy conversion factor was Greenhouse Gas Emission Factor Table (6.0.4), EPA.

Note 2: Energy intensity is calculated as: energy consumption/total annual revenue, with 2020 as the base year.

Greenhouse Gas Emissions

The ESG Committee was established in February 2022, and planned to start training in the second half of 2022. Topics such as energy saving, carbon reduction, greenhouse gas reduction, water reduction, and other waste management issues will be gradually included in the discussion, and an overall target policy is expected to be formulated in 2023.

▼ Greenhouse gas emissions in the past 3 years and degree of greenhouse gas emissions
(Unit: metric tons CO₂e; NT\$ thousand)

| Total emissions | | 2020 | 2021 | 2022 |
|--|-------------------------|-----------|-----------|------------|
| Scope 1 | Liquefied petroleum gas | 23.045 | 23.045 | 23.839 |
| | Diesel | 1.002 | 1.002 | 0.668 |
| Scope 2 | Purchased electricity | 1,355.339 | 1,388.133 | 1,398.905 |
| Total GHG emissions | | 1,379.446 | 1,412.18 | 1,423.412 |
| Operating revenue | | 6,102,675 | 9,085,774 | 14,028,161 |
| GHG emission intensity (exclusive of Scope 3) | | 0.0000226 | 0.000155 | 0.0000101 |

Note:

1. Source of the energy conversion factor was Greenhouse Gas Emission Factor Table (6.0.4), EPA.
2. GHG emissions are aggregated using the operational control approach.
3. Global Warming Potential (GWP) of various greenhouse gases was valued using IPCC Fifth Assessment Report.
4. Electricity carbon emission factor in 2020 was 0.502 kg CO₂e/kWh; electricity carbon emission factor in 2021 was 0.509 kg CO₂e/kWh; and electricity carbon emission factor in 2022 has not yet been announced, so the calculation was based on the electricity carbon emission factor of 0.509 kg CO₂e/kWh in 2021. Liquefied petroleum gas (LPG) was converted into kilograms (weight).
5. Carbon emission intensity is calculated as: total greenhouse gas emissions (tons of CO₂e)/operating revenue.
6. GHG emission base year was the previous year.

Water Resources Management

Altek is located in Hsinchu Science Park, and water resource management has always been one of the most important environmental issues in Hsinchu Science Park. The water supply sources for the Park are from water companies and reservoirs. According to the World Resources Institute's "[Aqueduct Water Risk Atlas](#)", Taiwan as a whole falls into the Low to Medium (1-2) category, with no impacts on water sources due to water withdrawals in all areas, except for Hsinchu Science Park, where there have been limited water supplies in recent years. Altek cooperates with the Hsinchu Science Park Administration to continue to promote water conservation and water recycling and reuse counseling, to improve the efficiency of water resources use by manufacturers in the Science Park to reduce the impact on the water body. Therefore, after assessment, although Altek is not a water-intensive industry, we still follow the goal of water recycling rate set by the Hsinchu Science Park Bureau in accordance with industry, water consumption, and water consumption characteristics of the park's factories. In addition, to cherish water resources and to reduce the potential impact of local water use, the wastewater discharged by the Company goes through a series of purification processes, including equalization tank → PH adjustment fast equalization tank 1 → fast equalization tank 2 → slow equalization tank 1 → slow equalization tank 2 → sedimentation tank → relay tank → sand filter → outfall, etc., to ensure wastewater generated from operations complies with local discharge standards, and at the same time, wastewater inspections and tests are regularly commissioned and outsourced to qualified companies. In 2022, no failure to comply with the discharge limit value of wastewater discharge or environmental pollution incidents occurred.

Water withdrawal

▼ Total water withdrawal for all areas in the past 3 years (in millions of liters)

| Source of water withdrawal | 2020 | 2021 | 2022 |
|--------------------------------------|--------|--------|--------|
| Third party water (tap water) | 30.814 | 26.818 | 23.465 |
| Surface water | - | - | - |
| Groundwater | - | - | - |
| Seawater | - | - | - |
| Produced Water | - | - | - |
| Total withdrawal | 30.814 | 26.818 | 23.465 |

Note 1: Fresh water is water with total dissolved solids (TDS) of equal to or less than 1,000 mg / L

Note 2: Other water is water with total dissolved solids (TDS) greater than 1,000 mg / L

Note 3: The main water source for the Hsinchu Science Park is the Baoshan reservoir, which imposed partial water restrictions in 2022



Water discharge

▼ Total water discharge for all areas in the past 3 years (Unit: millions liters)

| Discharge water body | | 2020 | 2021 | 2022 |
|-----------------------|-------------------|------|------|------|
| Discharge by endpoint | Surface water | - | - | - |
| | Groundwater | - | - | - |
| | Seawater | - | - | - |
| | Third party water | 11.3 | 9.1 | 8.2 |
| Total discharge | | 11.3 | 9.1 | 8.2 |

Water consumption

▼ Total water consumption of all areas in the past 3 years (Unit: million liters)

| Year | Yearly water consumption |
|------|--------------------------|
| 2020 | 19.514 |
| 2021 | 17.718 |
| 2022 | 15.265 |

Note: Water consumption = total water withdrawal - total water discharge

Waste Management

Aitek has been always committed to implementing the policy of waste classification and resource recycling to further contribute to the environmental protection of the society. The Company mainly provides customers with imaging solutions, has no major waste and pollutant generation problems, and the products are in compliance with the relevant environmental protection laws and regulations to carry out various operations, in addition to pass various ISO certifications, and also serving as a Green partner for customers. Besides formulating internal waste management measures and complying with the EMA's Waste Disposal Act, we also further commissioned qualified companies to transport and dispose, to ensure all general domestic wastes and regulated industrial wastes are properly treated.

For regulated business waste, including discarded electronic components and mixed metal waste, we also strictly comply with the relevant requirements of the environmental protection authorities in the disposal process. We not only handle the waste physically, but also report it online to ensure that all procedures are transparent and legal. We believe that with these efforts, we can contribute to create a greener and more sustainable environment and leave a better earth for future generations.

To enhance the utilization of resources, the Company uses SAP ERP system and e-signature system to reduce paper printing by electronic means to protect the earth's resources. The Group's information from January 1, 2022 to November 24, 2022 is summarized below:

1. Inventory receipts: 256,771 receipts in total, saving at least 256,000 sheets of paper in 2022.
2. Purchasing receipts: 20,626 receipts in total, saving at least 26,000 sheets of paper in 2022.
3. Other receipts, such as accountant subpoenas, still need to be signed in paper form.

Implement the spirit of energy saving and carbon reduction in daily life, and continue to monitor the impact of environmental changes and formulate relevant environmental protection strategies.

▼ Waste classified by composition in 2022 (Unit: metric tons)

| Waste composition | Total amount of all waste | Total amount of waste disposed of and transferred | Total amount of waste directly disposed of |
|------------------------------|---------------------------|---|--|
| D-2527 | 1.082 | - | 1.082 |
| E-0221 | 0.038 | - | 0.038 |
| Domestic waste | 24 | | 24 |
| Total amount of waste | 25.12 | - | 25.12 |

Note: Business waste statistics period in 2022 is from 2021/02/04 to 2022/05/13, which was different from the domestic waste statistics period, as domestic waste is collected weekly, but the amount of business waste is not large and needs to be accumulated to a certain amount before it is disposed of, so it is not a fixed statistics period.

▼ Waste directly disposed of (discarded) according to disposal operations in 2022 (Unit: metric tons)

| | Operation items | On-site | Off-site | Total |
|----------------------------|--|---------|----------|-------|
| Hazardous waste | Incineration (with energy recovery) | - | - | - |
| | Incineration (without energy recovery) | - | - | - |
| | Landfill | - | - | - |
| | Other disposal operations | - | 0.038 | 0.038 |
| | Total | - | 0.038 | 0.038 |
| Non-hazardous waste | Incineration (with energy recovery) | - | - | - |
| | Incineration (without energy recovery) | - | - | - |
| | Landfill | - | - | - |
| | Other disposal operations | - | 1.082 | 1.082 |
| | Total | - | 1.082 | 1.082 |

Note 1: Incineration: Controlled combustion of waste at high temperatures.

Note 2: Landfill: The final disposal site for solid waste placed under or on the ground through engineering design.

Note 3: On-site: Self-disposal of waste.

Note 4: Off-site: Outsourced disposal of waste.

▼ Waste Disposal in the past 3 years

| Year | | | | 2020 | 2021 | 2022 |
|-------------------------|-------------------|---------------------------------|-----------------------------------|----------------------|----------------------|----------------------|
| Classification | Major waste types | Disposal site ^{Note 1} | Disposal method ^{Note 2} | Output (metric tons) | Output (metric tons) | Output (metric tons) |
| Hazardous businesswaste | E-0221 | Off-site | Other disposal operations | - | 0.055 | 0.038 |
| General business waste | Domestic waste | Off-site | Incineration | 12.1 | 24 | 24 |
| | D-2527 | Off-site | Other disposal operations | - | 3.6 | 1.082 |
| Total amount of waste | | | | 12.1 | 27.655 | 25.12 |

Note 1: Disposal site: On-site (self-disposal within the factory), off-site (outsourced disposal).

Note 2: Disposal methods: reuse (reuse for the same purpose), recycling (reprocessed to make new materials), incineration (with energy recovery), incineration (without energy recovery), landfill, and others.

Note 3: Hazardous business waste and general business waste are defined in accordance with the Waste Disposal Act and the Standards for Defining Hazardous Industrial Waste of Taiwan.

Note 4: In 2020, the Company did not keep any waste disposal receipts, therefore, no information on business waste can be provided.



Green Environment

Environmental protection and sustainable development have become important issues of global concern in recent years, and corporations have been urged to fulfill their corporate social responsibility and actively participate in environmental protection initiatives. Altek has always been concerned with environmental protection issues and actively promotes the Company's green policy, with greening as one of the main goals, allowing employees to work in a green environment, and at the same time caring for green space maintenance and preservation, making the factory area an eco-friendly working environment.

At Hsinchu factory, between 3 and 5 staff seating area at every 50 staffs' office would put up small plants, totaling about 30 pots in total. In addition, 283 trees, 1,500 seedlings and plants were planted in the Hsinchu factory and the surrounding roads, and landscaped areas were set up on the 1st, 4th, and 6th floors of the factory.. In 2022, about 400 peony saplings were added to the roadside in the factory area. All public areas, except for the personal seating area, are maintained by a professional landscape company on a monthly basis.



Altek main entrance



Altek side entrance

Altek is located on Li-Hsin Road of Hsinchu Science Park, with Tuk Hsin Park adjacent to the back of the building. Chairman of Altek noticed this park lacked of maintenance and had a messy and disheveled landscape. Therefore, we coordinated with the Hsinchu Science Park Administration to sponsor and maintain this park, which has been in operation for more than 10 years and covers an area of approximately 0.4 hectares.

Measures taken to maintain Tuk Hsin Park include:

- A. Regular mowing of turf.
- B. Trimming of tree branches.
- C. Planting of about 100 peony seedlings in some areas.
- D. Fencing of turf around the parking lot to prevent damage to the turf by vehicle parking.
- E. Regular cleansing and sweeping of road surface.

Altek is committed to fulfilling its corporate social responsibility. As Tuk Hsin Park is located right behind the company building, greening the park is not only a great benefit to employees and the Company, but also enhances the environment of the whole community. An improved park environment will provide a better working environment for employees. Altek will continue to take responsibility for greening the environment and will continue to sponsor and manage Tuk Hsin Park to ensure landscaping and protection of the area.



A corner of Tuk Hsin Park parking lot



A corner of Tuk Hsin Park

5 Social Inclusion

Corporate Labor Force Overview

- Labor force profile
- Employee turnover

Employee Rights and Benefits

- Human rights and labor rights protection
- Salary and compensation
- Welfare measures

Human Resource Development

- Diversified training channels
- Performance and career development

Safe and Healthy Working Environment

- Occupational safety and health management system
- Occupational hazard risk control
- Occupational health service

Social Care and Well-being



altek

| Material topics | Human Rights |
|----------------------------------|--|
| GRI index | Customized |
| Policy commitments | The Company complies with the Labor Standards Act, Act of Gender Equality in Employment, and supports the norms of various international human rights conventions, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and ILO Declaration on Fundamental Principles and Rights at Work, etc., and provides good working conditions, respects human rights, and creates a work environment with dignity in order to protect employees' human rights. |
| Indicators and goals | <ul style="list-style-type: none"> • Short-term goal: No differential treatment based on gender, race, age, marital and family status. • Medium-term goal: Provide good working conditions and create a work environment with dignity. • Long-term goal: Cooperate with the supply chain to protect labor rights. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Employee suggestion box |
| Annual actions and measures | <ul style="list-style-type: none"> • Implement the vacation system and encourage colleagues to pay attention to work-life balance. • Provide colleagues with training on human rights protection and offer occupational safety training programs based on the situations encountered at the workplace. |

| Material topics | Compensation and Benefits |
|----------------------------------|---|
| GRI index | GRI 202-1 |
| Policy commitments | Altek has established a market-competitive salary level above the industry average and achieved profit-sharing through employee dividends. Meanwhile, depending on the operating conditions and employee performance, one performance bonuses are distributed annually, and we also provide benefits such as signing bonuses for outstanding talents and employee stock ownership trusts. |
| Indicators and goals | <ul style="list-style-type: none"> • Short-term goal: Better than base salary and annual pay adjustment. • Medium- to long-term goal: Continuous planning of various employee benefits. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Remuneration Committee • Regulations for Remuneration of Directors and Functional Members |
| Annual actions and measures | <ul style="list-style-type: none"> • In 2022, average annual salary for non-managerial full-time employees at Altek was nearly NT\$1.3 million and average annual median salary was over NT\$1.2 million, an increase of more than NT\$10,000 from previous year. In addition, the ratio of annual total salary increase percentage for the Company's highest-paid employee to other employees' salary adjustment ratio is 1.18. |

| Material topics | Occupational Safety and Health |
|----------------------------------|---|
| GRI index | GRI 403-1 ~ GRI 403-10 |
| Policy commitments | Compliance with laws and regulations, diligent improvement of manufacturing processes, and zero occupational accidents. |
| Indicators and goals | <ul style="list-style-type: none"> • Short-term goal: Promote ISO 45001, zero occupational accidents in the factory, and 80% participation rate in annual health checkups in 2022. • Medium-term goal: Continuing to pass ISO 45001 certification, zero occupational accidents in the factory, reducing traffic accidents, and 90% participation rate in annual health checkups. • Long-term goal: Continuing to pass ISO 45001 certification, zero occupational accidents, and 95% participation rate in annual health checkups. |
| Effectiveness tracking mechanism | <ul style="list-style-type: none"> • Passed ISO 45001 Occupational Safety and Health System and continuously implemented to verify compliance with occupational safety and health laws and regulations. • Continue implementing procedures of occupational safety system. • Continue implementing operational rules of occupational safety system. • Continue to pass occupational safety and health system certification every year. |
| Annual actions and measures | <ul style="list-style-type: none"> • Please describe the implementation measures (such as the following) for impact management, results, goals achieved, and improvement plans. • Conduct preventive inspections using procedures and operational rules of occupational safety system to avoid accidents. • Preventive improvement measures for risks in the factory. • Continuing to pass ISO 45001 certification. • 100% participation rate in annual health checkups in 2022. • Zero occupational accident in the factory in 2022. |

Corporate Labor Force Overview

Labor force profile

As of the end of 2022, the total number of employees of Altek Group worldwide was 528, a decrease of 15 persons from the previous year, with a gender profile of 363 (68.75%) male employees and 165 (31.25%) female employees. We are also committed to developing a diverse and rich talent pool, including protecting the employment opportunities of disabled individuals, and recruiting and promoting employees by their ability and performance, to actively promote diversity and co-prosperity of ethnic groups and to enhance the overall competitiveness of the Company.

▼ Employment type at each region in 2022

| Employee Category (Unit: no. of persons) | | Taiwan | | Other regions | | Subtotal for each region | | Total |
|---|---|--------|--------|---------------|--------|--------------------------|--------|-------|
| | | Male | Female | Male | Female | Male | Female | |
| By contract | Irregular employment | 351 | 160 | 9 | 2 | 360 | 162 | 522 |
| | Fixed-term employment | 3 | 3 | 0 | 0 | 3 | 3 | 6 |
| By working hours | Full-time employment (full-time) | 352 | 162 | 9 | 2 | 361 | 164 | 525 |
| | Part-time employment (part-time) | 2 | 1 | 0 | 0 | 2 | 1 | 3 |
| | No guaranteed hours (temporary workers) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal by category | | 354 | 163 | 9 | 2 | 363 | 165 | 528 |

Note: 1. Full-time: Employees with working hours of 40 hours per week according to the Labor Standards Act of Taiwan.

2. Part-time: Employees with working hours less than 40 hours per week.

3. No guaranteed hours: Employees with no minimum or fixed working hours, e.g., temporary workers, on-call workers.

4. Other regions including Asia and Americas.

Employee turnover

New employee statistics

Altek employed a total of 229 new employees in 2022 to meet the talent needs of the Company's continued growth. Among them, 115 are male and 114 are female, with 25.7% of senior employees between ages 31 to 50.

▼ Gender and age profile of new employees in 2022

| Type | Taiwan | | | | China | | | | USA | | | | Subtotal of age group | |
|------------------------------|----------------|-------|----------------|-------|----------------|------|----------------|------|----------------|------|----------------|------|-----------------------|-------|
| | Male | | Female | | Male | | Female | | Male | | Female | | No. of persons | % |
| | No. of persons | %[2] | No. of persons | % | No. of persons | % | No. of persons | % | No. of persons | % | No. of persons | % | | |
| Below 30 years old | 40 | 7.6% | 42 | 8% | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 82 | 15.5% | |
| 31-50 years old | 67 | 12.7% | 65 | 12.3% | 1 | 0.2% | 2 | 0.4% | 1 | 0.2% | 0 | 0.0% | 136 | 25.7% |
| 51 years old or above | 6 | 1.1% | 5 | 0.9% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 11 | 2.1% |
| Subtotal by gender | 113 | 21.4% | 112 | 21.2% | 1 | 0.2% | 2 | 0.4% | 1 | 0.2% | 0 | 0.0% | 229 | 43.3% |

Note: Calculation of new employees: number of new employees by age and gender/total number of employees in that year

Employee Rights and Benefits

Human rights and labor rights protection

The Company complies with the Labor Standards Act and other laws and regulations, and upholds the spirit of international human rights conventions etc. to carry out related operations, emphasize labor rights, and implement human resource utilization policies. Prohibition of child labor under age 16, prohibition of forced labor and any improper discrimination in hiring, no differentiation of treatment by gender, race, age, marital and family status, etc. Employee suggestion box was set up at HRM@altek.com.tw, to provide employees with a smooth communication channel anytime if any human rights or labor rights are violated.

Altek protects labor rights and interests, including minimum wage, working hours (including overtime), insurance, vacations, pension system, notice period for contract termination, freedom of association, and rights for collective bargaining, etc. and provides equal work opportunities and salaries without differentiation of race, color, gender, religion, politics, nationality, or social origin, etc. Altek also requires suppliers to comply with international standards and laws related to employment at its operating locations. In 2022, the Company and its suppliers did not have any significant risks or incidents of discrimination, child labor, forced labor, or other violations of labor rights.



▼ Labor rights related measures

| | |
|---------------------------------------|--|
| Working hours | <ul style="list-style-type: none"> • Full-time employees regularly work 8 hours per day and 40 hours per week. • If necessary to work overtime for special circumstances, regular working hours shall not exceed 12 hours a day; the total number of overtime shall not exceed 46 hours a month. • In accordance with the Labor Standards Act, employees working more than 8 hours a day are entitled to additional overtime pay, and employees may not be forced to work overtime. |
| Termination Policy | <ul style="list-style-type: none"> • If an employee is required to terminate his/her employment, the Company will comply with Article 16 of the Labor Standards Act and terminate his/her employment contract with advance notice and provide him/her with severance pay and leave of absence for job search. |
| Labor-management agreement | <ul style="list-style-type: none"> • The Company and its subsidiaries have established a mechanism and channels for regular employee communication, and hold employee communication meetings irregularly. Communication channels are smooth, and no labor disputes have been reported. • The Company has formulated work rules in accordance with the Labor Standards Act for compliance by both labor and management, and these rules have been filed with the Hsinchu Science Park Administration, MOST. |
| Material changes in operations | <ul style="list-style-type: none"> • For material operational changes affecting employees' rights and interests and countermeasures, measures are implemented after discussion at labor-management meetings. • During the reporting period, there were no material changes in the Company's operations. |

▼ Human rights related risk survey

| Human rights issues and impact | Annual results and actions |
|--|--|
| Employees | |
| Labor relations | |
| Labor-management bargaining and complaint | Hold regular labor-management meetings to discuss employees' rights and benefits on a quarterly basis, and prepare minutes to follow-up and improve related issues. In addition, we provide a variety of channels for employees to express their opinions, including a complaint e-mail address. |
| Salaries conform to laws and regulations | Strictly complying with labor laws and regulations in each location, prohibiting discrimination against employees by gender, race, nationality, age, religion, or party affiliation, the Company is committed to creating a fair and equal working environment, providing employees with equitable pay and benefits. In addition, we conduct salary adjustments through a systematic performance review system by taking into account factors such as employee performance, market standards, and future development potential, to motivate employees to work with passion, retain outstanding talent, and continue to promote innovation and development to enhance the Company's competitiveness. |
| Diversity and equality | |
| Anti-discrimination | At Aitek, we uphold the principle of equal opportunity and ensure that there is no discrimination in the process of recruiting, hiring, promoting and managing employees. We are committed to creating an open, diverse and inclusive work environment to maximize the company's potential. At the same time, we provide education, training and other measures to protect our employees from unlawful acts in performing their duties. In addition, the EAP program provides professional counseling and life support resources to take care of employees' physical and mental health, increase job satisfaction, and enhance employees' self-esteem. |
| Respect women | We respect the value of female employees in the workplace and believe gender equality is important. Therefore, in addition to strictly complying with relevant labor laws and regulations, we will also consider adjusting service items and environmental facilities for female employees due to their special physiological needs, and are committed to establishing a corporate culture of true gender equality. In addition, we implement a full maternal health protection program to include female employees during pregnancy, within one year of childbirth, or while breastfeeding, to ensure necessary protection and support for them. Through these measures, we believe our employees' work efficiency and morale will be improved, as well as attracting more excellent female talents to join us. |

| Human rights issues and impact | Annual results and actions |
|---|---|
| Good working environment | |
| Provide safe working environment and training for workers | Fire prevention, AED, and regular consultation with on-site doctors. |
| Employee health care | Provide health checkups that are more favorable than the law, and all employees with ≥ 1 year of service are eligible for a health checkup once a year. |
| No forced labor | Any form of forced labor is strictly prohibited and employees are guaranteed the right to terminate their labor contracts. As of 2022, no forced labor of any kind has occurred at any of our operating locations. |
| No child and illegal labor | Child labor and illegal labor are strictly prohibited at all of our operating locations and global suppliers. We require proof of age from our employees and ensure students working with us comply with legal requirements. In addition, we ensure that our operating sites comply with local labor law requirements to protect workers' rights. |
| Freedom of association | Respect for employees' right to freedom of association and commitment to provide channels and environment for free expression of opinions. We encourage employees to effectively express their opinions and ideas through various labor-management bargaining and complaint channels, such as labor unions, labor-management meetings and complaint procedures. |
| Provide barrier-free facilities for people with disabilities | Barrier-free facilities available in the building include wheelchair accessible ramps. |

Salary and compensation

To maintain overall salary competitiveness and to retain talented workers, Altek participates in annual market salary surveys and makes adjustments based on market salary levels, economic trends, and individual performance in order to provide market-competitive monthly salaries. In addition, we also provide other benefits, such as signing bonus for outstanding talents and employee stock ownership trust, bonus, etc., according to their duties and responsibilities, the Company's operation and individual performance, to assist employees in accumulating wealth. These measures encourage employees to cooperate with the Company to fulfill the sustainable operation.

The employees' compensation, including salaries, bonuses and compensation for employees, etc., is determined by their contributions, qualifications, operating results and responsibilities, and in reference to the industry standard. In addition, the Company's Articles of Incorporation stipulate that 10% to 20% of the employees' compensation shall be distributed based on the current year's profitability. In 2022, average annual salary for non-managerial full-time employees at Altek was nearly NT\$1.3 million and average annual median salary was over NT\$1.2 million, an increase of more than NT\$10,000 from previous year.

Remuneration policy:

1. Competitive salary level, including bonuses for Dragon Boat Festival, Mid-Autumn Festival and Year-end bonus, and a welfare system that is better than the law (including labor insurance/health insurance/pension contribution/group insurance).
2. Fairness: The Company's salary system adheres to fairness and does not discriminate based on gender, race, nationality, etc.
3. Bonus: Additional bonuses will be given to employees with outstanding performance.

Salary determining process:

1. Set recruitment standards and conduct interviews according to labor requirements of the hiring unit.
2. Qualified personnel enter the appointment process, and monthly and annual salaries are approved based on the employee's academic experience, internal and external salary comparisons, and expectations.
3. The above salary approval must be approved by HR manager and the supervisor of hiring unit, and replied to the employee.
4. If the position is for an indirect employee, it shall be submitted to the chairman of Board of Directors for approval, and for a direct employee working for a production line, it shall be submitted to the highest supervisor of the hiring unit for approval.

Salary approval method:

With reference to the starting salary standard of various academic qualifications without experience, WTW's salary report, internal information such as staff with equivalent academic qualifications, and current salary and expectation of the applicants. To motivate employees to perform and work actively, to retain talents and to reflect industry salary levels, the Company has a complete salary adjustment system. Salary adjustment proposal reference indexes for 2022: Salary adjustment proposals are evaluated with reference to economic indicators, Willis Towers Watson Salary Survey, salary adjustments over the years, operating performance and costs, etc.





▼ Annual salaries of non-managerial full-time employees in the past 3 years

| Year | Non-managerial full-time employees | | |
|--------------------------------------|------------------------------------|----------------|---------------|
| | No. of persons | Average salary | Median salary |
| 2020 | 189 | 1,242,000 | 1,199,000 |
| 2021 | 204 | 1,261,000 | 1,198,000 |
| 2022 | 227 | 1,299,000 | 1,209,000 |
| Increase/decrease over previous year | 23 | 38,000 | 10,000 |

Note: 1. Non-managerial full-time employees: Excludes directors, managers, and equivalent levels of employees.

2. Annual salary: Includes base salary, meal allowance, three holidays bonus, performance bonus, overtime pay, and dividend, technical allowance, and supplementary pay.

Welfare measures

Since established, Altek has always taken people-oriented management as its principle. In addition to complying with relevant laws and regulations such as the Labor Pension Act and the Labor Standards Act, we actively respect and care for employees and continue to plan for various welfare measures, and also provide employees with the benefits of shareholding trusts.

Other welfare measures include: sound annual leave with pay, sick leave, maternity leave, flexible leave and other leave systems that are better than the Labor Standards Act; labor insurance, health insurance, and sound group insurance and dependent group insurance; flexible work schedules and regular employee health checkups; subsidies for weddings, childbirths, hospitalizations, funerals, etc.; gifts (coupons) for birthdays and festivals; special discounts at special stores; and the Company also engages qualified caterers to provide services to our employees, enabling employees to replenish their physical and mental strength while at work.



▼ Employee benefit measures

| | |
|--|---|
| Insurance | <ul style="list-style-type: none"> Labor insurance, health insurance, group insurance, dependent group insurance, hospitalization and accident insurance |
| Leave of absence | <ul style="list-style-type: none"> National holidays, special leave, wedding, funeral, sick leave, personal leave, official leave, and parental leave in accordance with the Labor Standards Act. |
| Employee Stock Ownership Trust Plan | <ul style="list-style-type: none"> Employees may participate in the Employee Stock Ownership Trust plan after probation period. Actual number of employees and amount of restricted employee new shares to be allocated will be determined in reference to their years of service, position, evaluation results, overall contribution, special merits, or other conditions necessary for management purposes. Colleagues participating in the plan in accordance with the Company Act and the compliance requirements of the Securities and Futures Bureau will contribute a fixed amount from their monthly salaries, and the Company will also allocate public withdrawal funds and jointly deposit them in a dedicated trust account. |
| Retirement Pension System | <ul style="list-style-type: none"> In accordance with the Labor Standards Act and the Labor Pension Act, we have established a Labor Pension Fund Supervisory Committee and made monthly contributions to the Labor Pension Fund as required by law. In addition, since July 1, 2005, we have been making monthly contributions to the Labor Pension Fund at no less than 6% of salaries in accordance with the Labor Pension Act. |
| Welfare subsidy | <ul style="list-style-type: none"> Congratulatory or funeral gift from the Company in the event of wedding or funeral of the employee or his/her relatives. |
| Festival gifts | <ul style="list-style-type: none"> Provide gifts for three holidays. |
| Recreational activities | <ul style="list-style-type: none"> Annual reunion, sports events, ball games, etc. |
| Leisure travel | <ul style="list-style-type: none"> Annual trips |
| Emergency relief | <ul style="list-style-type: none"> Provide employees applying for emergency relief funds, and distribute epidemic prevention supplies. |

Parental leave

The Company has implemented the Act of Gender Equality in Employment in accordance with the law and protects employees' right to leave their jobs without pay for childcare. Any employee working a full month or longer may apply for parental leave until each of their children reaches age 3, but not to exceed 2 years. During the period of leave without pay, employees can continue to participate in the existing social insurance.

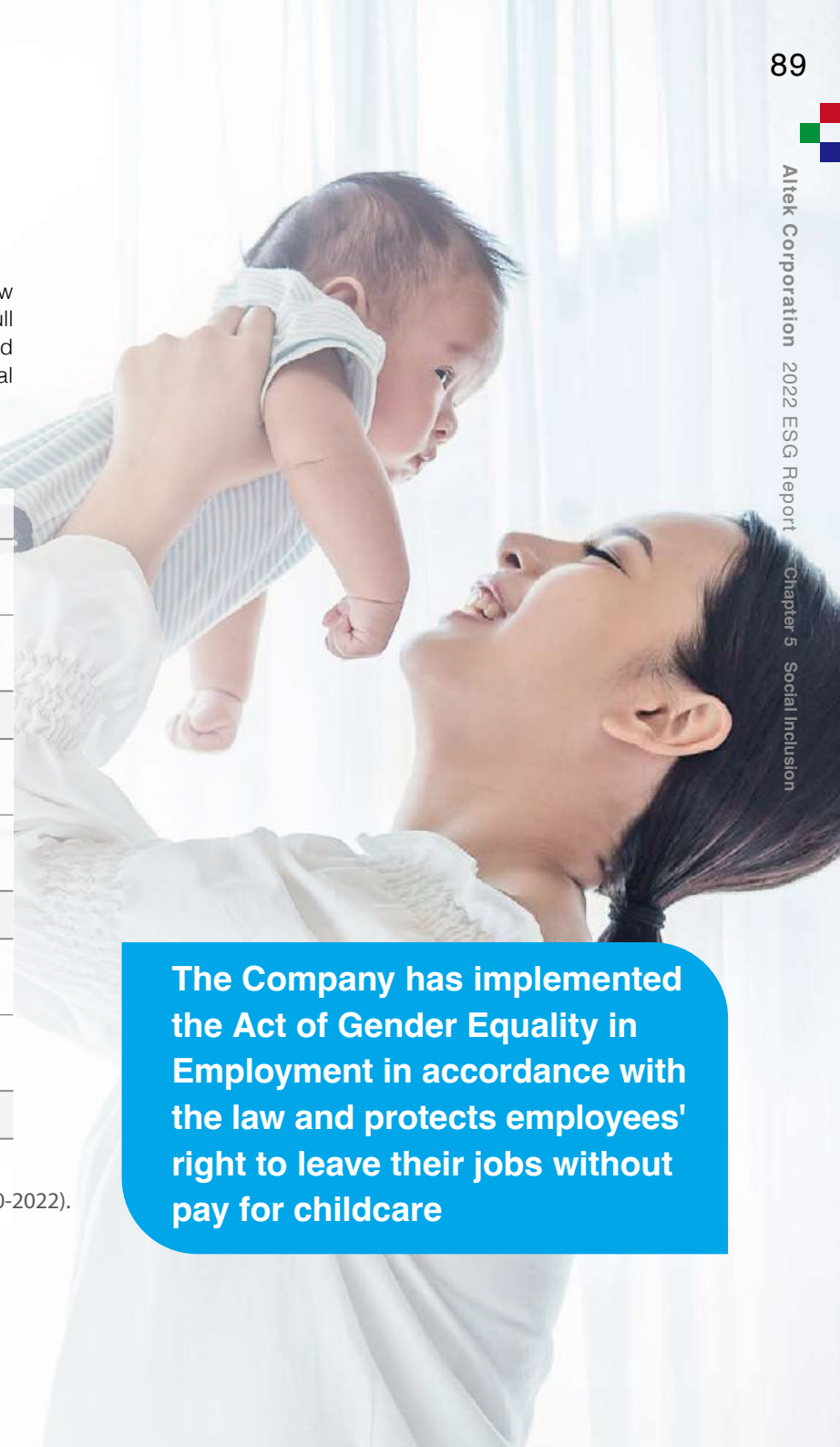
▼ Parental leave statistics for 2022

| | Male | Female | Total |
|---|------|--------|-------|
| No. of persons eligible for parental leave in 2022 ¹ (a) | 8 | 5 | 13 |
| No. of persons actually applying for parental leave in 2022(b) | 0 | 0 | 0 |
| Application rate (b/a) | 0% | 0% | 0% |
| No. of persons expected to return to work after parental leave in 2022 (c) | 0 | 1 | 1 |
| No. of persons actually returned to work in 2021 (d) | 0 | 1 | 1 |
| Return to work rate (d/c) | 0% | 100% | 100% |
| No. of persons actual return to work after parental leave in 2021 (e) | 0 | 1 | 1 |
| No. of persons return to work and continue to work for one year after parental leave in 2021 ² (f) | 0 | 0 | 0 |
| Retention rate (f/e) | 0% | 0% | 0% |

Note: 1. Based on the number of employees applied for maternity or paternity leave in the past 3 years (2020-2022).

2. Actual return to work in 2021 and continue to work for one year afterwards.

The Company has implemented the Act of Gender Equality in Employment in accordance with the law and protects employees' right to leave their jobs without pay for childcare



Human Resource Development

Diversified training channels

The Company has long been focusing on cultivating talents, according to organization and professional skills needs, emphasizing both management and professionalism, and planning and arranging relevant training programs, to improve employees' knowledge and skills, accumulate abundant human capital, and promote talents according to their capabilities, as well as to develop their career development.

Altek has formulated an annual training plan based on training needs as reflected in colleagues' performance evaluations, items needed to be strengthened for division work by management, and overall strategic training focuses for each R&D unit. By balancing the training needs of individuals, work and organization, all employees are able to obtain solid and diversified training in the Company.

To provide better educational quality, we conduct a feedback survey after each class, as a basis for improving the quality of the courses in the future. At the same time, we also encourage colleagues to participate in external training, including various seminars, professional training courses and continuing education courses, the Company will provide subsidies to expand personnel's self-learning level and stimulate work potential.

▼ Education and training programs

| | |
|--|--|
| Professional skills training | To upgrade professional skills and techniques, and to increase work efficiency and performance. |
| Occupational safety and health training | To protect employees' health and safety and to meet the requirements of related national safety and health laws and regulations. |
| Quality training | To promote overall quality awareness and full participation in quality activities to ensure best quality products to satisfy customers' needs. |
| General training | To develop workers' intelligence in order to achieve the Company's overall operational goals, including personal language, computer, and potential stimulation courses. |
| New employee training | HR Division organizes company-wide education and training courses, including company policies, environment, systems, and cyber security, to help newcomers adapt to the environment. |



▼ Employee training in 2022

| Type of employee | Calculation method | Male | Female | Subtotal |
|------------------|---|---------|--------|----------|
| Manager | Actual no. of persons during reporting period (A1) | 9 | 1 | 10 |
| | Training hours during reporting period (B1) | 19.5 | 2 | 21.5 |
| | hours during reporting period (B1/A1) | 2.2 | 2 | 2.15 |
| Non-manager | Actual no. of persons during reporting period (A2) | 252 | 117 | 369 |
| | Training hours during reporting period (B2) | 1,621 | 679.5 | 2,300.5 |
| | Average training hours during reporting period (B2 / A2) | 6.4 | 5.8 | 6.23 |
| Total | No. of hours in reporting period (Q) | 1,640.5 | 681.5 | 2,322 |
| | Total no. of employees at the end of reporting period (R) | 350 | 192 | 506 |
| | Average training hours per employee (Q/R) | 4.7 | 3.5 | 4.6 |

▼ On-the-job training course and participation in 2022

| Course type | Hours of courses | Participants |
|------------------------------------|------------------|--------------|
| Basic training | 294 | 147 |
| Professional | 1,318 | 595 |
| General Training | 361 | 292 |
| Levels | 94 | 47 |
| Occupational safety and health law | 255 | 85 |
| Total | 2,322 | 1,166 |

Performance and career development

The Company emphasizes employees' career development, plans a complete promotion and salary system, and conducts regular employee performance evaluation. Employees working in the Company for more than three months will undergo two performance evaluations per year, focusing on job performance, employees' own career or continuing education planning, and other duties for discussion and evaluation, and linking the evaluation results to human resource management operations, such as salary adjustment, promotion, compensation, transfer, etc., to facilitate organizational function management and human capital development. Promotions are based on the performance and years of service recommendations, after submitting the reasons for promotion and substantial contributions. Upon approval, the promotion to be effective in March of each year.



Safe and Healthy Working Environment

Occupational safety and health management system

To protect the safety of employees and prevent occupational accidents, Altek has established the ISO 45001 occupational safety and health management system in accordance with the Occupational Safety and Health Act to implement occupational safety management. The occupational safety and health management system covers workplace areas in the factories and offices of Altek, and regulates the activities of workplace related workers and outsourced workers, covering 100% of the workers.

▼ Workers covered by the occupational safety and health management systemsafety and health management system

| Location | No. of employees | No. of non-employees | Subtotal |
|-----------------------|------------------|----------------------|----------|
| Hsinchu office | 215 | 30 | 245 |
| Taipei office | 50 | 0 | 50 |
| Total | 265 | 30 | 295 |

- Note: 1. The table shows the number of workers in Taiwan (monthly average in 2022), covering Taipei office and Hsinchu office, totaling 295 workers.
2. Calculation of coverage: total number of people covered by OSH system (employees + non-employees) / total number of workers in the company.
3. Non-employees, namely outsourced workers, are contracted to provide temporary labor services, such as operation dispatchers, equipment repair, food and beverage services, security and cleaning services.



In accordance with the Occupational Safety and Health Act and related regulations, the Company has established the "Work Rules for Occupational Safety and Health" and the "Occupational Safety and Health Management Plan", focusing on six major aspects of the work regulated by the Occupational Safety and Health Act to conduct effective management, and using PDCA (Plan-Do-Check-Act) cycle quality management to continually assess occupational hazards risks and improve the occupational safety and health management system, and then setting up occupational safety and health units, managerial staff, and first aid health care workers in each division according to the law in order to comprehensively prevent occupational accidents at work

▼ Occupational safety and health management highlights

| Six major aspects | Measures |
|---|--|
| <p>Occupational safety and health education and training</p> | <ol style="list-style-type: none"> 1. Conduct training for new employees and current employees on occupational safety and security respectively. 2. Conduct relevant personnel education and training for occupational safety, first aid or specialist with occupational safety and health related certificates in accordance with the Occupational Safety and Health Act. 3. Conduct occupational safety training for contractors and outsourced personnel (security/cleaning workers) required for performing their duties. 4. Regular emergency response firefighting training for current employees, including briefings on firefighting and disaster prevention, operation of firefighting equipment/extinguishers, familiarity with escape routes, notification and first aid, and other regulatory and standardized operations. |
| <p>Hazard identification and risk assessment</p> | <ol style="list-style-type: none"> 1. Execute the process in accordance with ISO 45001 (Occupational Safety and Health Hazard Identification Risk Assessment Management Procedures), and risk assessment personnel in each division shall be conducted by certified ISO 45001 auditors or division personnel; and conduct the risk assessment every three years 2. Conduct inspection for each operation at workplace, and create an inspection checklist based on environment, equipment, materials/chemicals, and hazard characteristics. 3. Create hazard identification risk assessment form for identification and assessment of hazards that may cause occupational injuries or occupational diseases in operations inspection checklist. |
| <p>Occupational safety and health internal audit and check</p> | <ol style="list-style-type: none"> 1. For occupational safety issues reflected by colleagues, fill out the occupational safety opinion form for tracking occupational safety issues and improving deficiencies. 2. When equipment is added or changed, colleagues are required to fill out a risk change request form to analyze the potential occupational safety hazards due to the change. 3. Occupational safety auditors are assigned to each division to conduct occupational safety audits every year, and fill out an audit summary form for the audit results. 4. The total occupational safety audit for each division was 21 items in 2022, with 100% passed rate. 5. Conducted occupational safety system validation audit in 2022, and completed the system validation in February 2022. |
| <p>Accident and disaster response</p> | <ol style="list-style-type: none"> 1. Established the operational guidelines for accidents according to the occupational safety system, followed the procedures for notification and handling of accidents, analyzed the incidents, investigated the causes and reviewed and improved the situation. 2. 2 accidents were investigated in 2022, both of them were traffic accidents, and occupational safety personnel strengthened the promotion of this type of accidents during the on-the-job training of colleagues in order to prevent the hazards of traffic accidents. |
| <p>Health management promotion activities</p> | <ol style="list-style-type: none"> 1. Hold annual health checkups every year, the Company does not have any special hazardous operations. 2. The Company employs on-site medical clinic in accordance with the Occupational Safety and Health Act, and conducts consultations or provides medical advice in response to the annual health checkups. 3. Analyze the annual health checkups report and create a statistical table on adaptive work performance for middle-aged and elderly to facilitate risk analysis and diagnosis by on-site medical clinic. |
| <p>Four major plans protection methods</p> | <ol style="list-style-type: none"> 1. Established operational regulations for maternal health protection, abnormal workload, human factor hazards prevention programs, and prevention of unlawful assaults at work, all of which are carried out in accordance with the regulations. 2. Commissioning on-site doctors to conduct education and training irregularly for four major plans of prevention. 3. Conduct questionnaire surveys in coordination with annual health checkups focusing on operational regulations for abnormal workloads and human factor hazard prevention plans, and subsequently compile a high-risk list based on survey results and list it as an on-site medical consulting list to follow up and observe. |



Occupational Safety and Health Committee

To protect employees' rights and interests, Altek has established an occupational safety and health committee in accordance with the requirements of the Regulations of Occupational Safety and Health Management. The committee consists of eight members, 1 occupational safety and health administrator, and 7 division chiefs, supervisors, and commanders, among which are 5 labor representatives, with the ratio of labor representatives being more than one-third.

The occupational safety and health committee's responsibilities are to enhance safety and health management standards and achieve safety management goals through planning, implementing, and evaluating and improving the occupational safety and health environment. The occupational safety and health committee holds quarterly meetings, and in 2022, the topics of the meetings included the following:

1. To make recommendations on occupational safety and health policies formulated by employers.
2. To coordinate and propose occupational safety and health management plans.
3. To deliberate safety and health education and training implement plans, work environment monitoring plans, monitoring results, and measures to be taken.
4. To deliberate health management, occupational disease prevention, health promotion, and various safety and health proposals.
5. To deliberate business unit automatic inspection, safety and health audit matters, and occupational disaster investigation report.
6. To deliberate preventive measures of hazards of machinery, equipment, raw materials, and materials.
7. To evaluate on-site safety and health management performance.
8. To deliberate contracted business safety and health management matters.
9. Other matters related to occupational safety and health management.
10. Conduct training and awareness for job matters before the meeting.
11. Description/promotion of epidemic prevention measures.

Occupational safety and health education and training

To ensure a healthy and safe working environment for our employees, the Company regularly conducts occupational safety training for new employees, current employees, and contracted workers, in order to provide all workers with the necessary safety knowledge for their work. The following table shows the occupational safety and health training plan for workers in 2022. In addition, in accordance with the relevant provisions of the Occupational Safety and Health Act and the Fire Services Act, the Company organizes a 3-hour on-the-job training on occupational safety and health and firefighting training for all employees in June and December each year, with a total of 296 participants and up to 1,080 total training hours this year.

▼ Workers' occupational safety and health training in 2022

| Type of worker | Type of training | Training courses | Course hours | No. of participants | Total training hours |
|--------------------------|-------------------------------|---|--------------|---------------------|----------------------|
| New employees | General training | Occupational safety training for new employees | 3 | 213 | 639 |
| Current employees | General training ¹ | Occupational safety on-the-job training | 6 | 32 | 192 |
| | | Firefighting training | 6 | 32 | 192 |
| | Specific training | First aid training CPR/AED (refresher training) | 3 | 7 | 21 |
| Labor contractors | General training | Hazard general knowledge ² | 3 | 12 | 36 |
| Total | | | 21 | 296 | 1,080 |

Notes: 1. Includes occupational safety on-the-job training and firefighting training, which is a general course that includes: first aid, CPR, earthquake, fire, traffic safety, and electrical safety, etc., followed by escape, firefighting, and notification drills.
 2. Hazard knowledge includes: environmental safety, chemical use, and equipment operation.

▼ Occupational safety and health general education training in 2022



▼ Fire extinguisher hands-on training status in 2022





Occupational hazard risk control

The Company conducts hazard identification analysis and sets risk levels based on accident records of occupational hazards. The risk type of occupational safety hazards within the Company is mainly traffic accidents, with a total of 6 accidents that occurred in the past three years. Therefore, during occupational safety training for new and current employees, we

add the surrounding traffic accident-prone points to conduct detailed explanations, enabling employees to better understand the surrounding traffic accident points and how traffic accidents often occur. Occupational safety education and training for new employees is held the same day as they report for duty, while occupational safety education and training for current employees is held once every half a year.

▼ Hazard identification, analysis and improvement measures

| Hazard identification | Hazard analysis | Risk level | Improvement measures |
|-----------------------------|--|------------|--|
| Machinery hazards | <ul style="list-style-type: none"> Unsafe environment or facilities: machines without safety protection mechanism Crushing, cutting, friction, electric shock | Low | <ul style="list-style-type: none"> Wear and replace protective gear: machine, chemical Education and training: machine, chemical, physical, human factor Regular health checkups: human factor, physical Rotation or temporary work changes: human factor Reduced working hours: human factor, physical |
| Chemical hazards | <ul style="list-style-type: none"> Hazards of spraying with cleaning products by cleaners Hazards of changing chemical sprays in cooling towers | Low | |
| Physical hazards | <ul style="list-style-type: none"> Hazards arising from repetitive operations Hazards arising from careless walking on slopes | Low | |
| human factor hazards | <ul style="list-style-type: none"> Hazards of musculoskeletal injuries arising from repetitive postures at work. Hazards of musculoskeletal injuries arising from lifting objects in the wrong position or by gravity. | Low | |

Regulations on occupational safety and health management for contractors

According to ISO 45001 "Requirement for Occupational Safety and Health Management by Contractors", contractors are required to fill out the "Application for Construction by Contractors" and provide relevant documents such as "Contractor's Safety and Health Management Statement" and "Confirmation of Safety and Health Promotion and Hazardous Factor Notification" which are required by ISO 45001 "Requirement for Occupational Safety and Health Management by Contractors" before entering into the factory. Construction work can only be started after review at the consultation meeting.

During the construction period, occupational safety and health personnel visit the site irregularly to verify whether the construction personnel have complied with the "Regulations on Occupational Safety and Health Management for Contractors". For operations with higher dangers, they send a prior application for review and approval to reduce the chances of accidents and to facilitate subsequent inspections, supervision, and improvement to ensure the safety of the construction operation. If the same contractor violates the regulations for more than three consecutive times in a contracted project and refuses to correct the situation or causes a major occupational accident, it should be considered to replace the contractor. This management practice helps to improve operational quality and occupational safety standards of contractors and other practical needs.

Occupational accident response

To implement immediate response measures for occupational safety incidents and follow-up reviews, Altek follows ISO 45001 occupational safety and health management system for accident investigation and notification, with the following notification and response procedures to reduce recurrence risk of the same occupational accident.

▼ Accident investigation procedures

Accident occurrence

1. Personnel of the unit where the accident occurs shall notify the division supervisor and send a workplace safety notification. The division supervisor shall fill out an "Accident Report Form" and report it to the safety and health office within 3 days from the date of the accident, or notify by phone or verbally if necessary. Except for necessary first aid and rescue, the scene shall not be moved or damaged without the permission of the judicial authority or labor inspection agency, and the integrity of the scene shall be maintained.
2. The Safety and health office shall determine whether the accident is a major occupational disaster, if so, it shall be notified to the local labor inspection agency within 8 hours.
3. If a personnel or contractor is injured at work, the on-site supervisor or the supervisor of the contractor shall provide necessary assistance to the injured person.
4. In addition to the notification, the unit supervisor shall conduct personnel and necessary resuscitation at the same time, but shall maintain the integrity of the accident scene for the relevant investigators to conduct evidence collection.
5. In accordance with Article 18 of the "Occupational Safety and Health Act", to protect the right of workers to withdraw from the workplace, and to strengthen the promotion of the relevant rights during new employee education and training, and to ensure that personal health and safety is the first priority under all circumstances.

Cause tracking

1. When conducting an accident investigation, the investigation report should include the person, incident, time, place, and related matters.
2. General occupational accidents shall be investigated jointly by the safety and health office and the division supervisor of accident occurred, together with the parties involved and relevant personnel, and if necessary, other units, such as contractors or engineers, may be requested to assist in the investigation.
3. For major occupational accidents, the safety and health office will convene relevant personnel and labor representatives ("accident occurred division") to form an investigation team to conduct investigation.
4. The investigation team formed by the safety and health office shall include the division supervisor of accident occurred, safety and health management personnel, and safety and health operation supervisor.
5. The division supervisor shall fill out an "Accident Report Form" to investigate the accident and the true cause of the accident, and be reviewed and confirmed by the safety and health office, and if necessary, requested to amend the improvement measures.

Review and improve

1. After the "Accident Report Form" is sent to the safety and health office, the personnel in charge shall send the relevant information to the personnel unit, accident unit, responsible unit/person for improvement measures, and relevant units/persons.
2. Upon completion of improvement measures, hazard identification and risk assessment shall be conducted.
3. The safety and health office and each unit shall advocate the results of the accident investigation or include them in the training materials of occupational safety and health, so as to strengthen the safety awareness of the employees.
4. The HR Division will assist employees in applying for various insurance benefits or occupational disaster compensation or subsidies (in accordance with the relevant regulations), and other assistance.
5. In accordance with the improvement items of the incident investigation and analysis report proposed by the Occupational Accident Investigation Team, each unit shall manage the tracking control until completion of the improvement, and conduct an overall review and improvement in order to prevent the recurrence of similar incidents.
6. The scene of a major occupational disaster shall be photographed and stored together with the investigation report, and sent to the labor safety office as case study materials for education and training, in order to prevent the recurrence of similar incidents.

Occupational injuries statistics and analysis

The total working hours of Altek's employees in 2022 were 529,960, and the total recorded occupational injuries cases were 3, increased by 2 compared to 2021; 0 serious occupational injuries, and no fatal cases due to occupational injuries. The occupational injury statistics in the past 3 years were as follows.

Analyzing the types of accidents in the past year, all of them were occupational injuries caused by traffic accidents. Therefore, the Company will continue to emphasize traffic safety in the occupational safety training for new employees as well as on-the-job training for employees, and continue to strengthen the safety supervision system.

The 3 traffic accidents in 2022 were not serious injuries. The Company provided employees with work injury leave without pay deduction, and the employees returned to work after a few days of rest. After the accidents, colleagues notified the division supervisors to inform the occupational safety personnel, and attached the documents such as the triplicate form of crime report, hospital diagnostic certificate, and the accident report, etc., following investigation by the occupational safety personnel, as case study materials for occupational safety training.

▼ Follow-up measures taken for 3 traffic accidents in 2022

Step1.

A colleague was injured on the way to work when the vehicle in front of him came to an emergency stop and he braked sharply and fell to the ground. He notified the division supervisor and the police officer file a police report, went to the hospital by himself and attached the diagnostic certificate and other accident investigation information to the occupational safety personnel, who then conducted the accident investigation.

Step2.

A colleague was injured on his way to work when a vehicle on the left side of the road made a sharp right turn without turning on its turn signal, resulting in the colleague being directly hit by a collision and falling to the ground, he immediately notified the division supervisor and the police officer to file a police report, went to the hospital by himself and attached the diagnostic certificate and other accident investigation information to the occupational safety personnel, who then conducted the accident investigation.

Step3.

Colleague entered the company's basement at work due to rain and slippery in the parking lot was injured in a fall, he immediately notified the division supervisor and the police officer to file a police report, went to the hospital by himself and attached the diagnostic certificate and other accident investigation information to the occupational safety personnel, who then conducted the accident investigation. Followed by tidying up the parking lot floor and paving emery to increase floor friction to avoid recurrence of accidents.



▼ Statistics on occupational injuries of workers in the past 3 years

| Year | 2020 | | 2021 | | 2022 | |
|--|----------|--------------|------------------|--------------|------------------|--------------|
| | Employee | Non-employee | Employee | Non-employee | Employee | Non-employee |
| No. of persons | 251 | 7 | 242 | 62 | 290 | 5 |
| Total man hours | 442,048 | 19,064 | 509,752 | 23,336 | 529,960 | 58,464 |
| No. of recordable occupational injuries | 0 | 0 | 1 | 0 | 3 | 0 |
| Total recordable injury frequency rate | 0 | 0 | 0.39 | 0 | 1.13 | 0 |
| Type of Injury | None | None | Traffic accident | None | Traffic accident | None |

- Note:
- Occupational injury refers to accidental injuries occurred by workers at work or in the workplace.
 - Total manhours: Calculate the total worked hours of all workers for the whole year; employees are calculated according to the total actual worked hours and overtime hours; non-employees (contracted and dispatched workers) are estimated by 8 hours per day × (number of workers per month × number of workdays per month) for the whole year.
 - Serious occupational injuries: injuries caused by occupational injuries resulting in disability or inability to return to pre-injury health status within 6 months (excluding deaths).
 - Total Recordable Injury Frequency Rate (TRIFR) = number of recordable occupational injuries (including serious occupational injuries, fatalities and other recordable occupational injuries) × 200,000 ÷ total number of manhours.
 - Ratio of 200,000 working hours refers to the number of occupational injuries per 100 full-time workers in a year, based on the assumption of full-time workers with 2,000 worked hours in a year.
 - In the past 3 years, there were no "serious occupational injuries" among employees and non-employees, and no fatal accidents caused by occupational injuries.

▼ Statistics on frequency of disability rate and severity rate in the past 3 years

| Year | Type of worker | No. of work days lost due to disabling injuries | Disabling frequency rate (FR) | Disabling severity rate (SR) | Frequency-severity indicator (FSI) |
|------|----------------|---|-------------------------------|------------------------------|------------------------------------|
| 2020 | Employee | 0 | 0 | 0 | 0 |
| | Non-employee | 0 | 0 | 0 | 0 |
| 2021 | Employee | 180 | 0.39 | 70 | 0 |
| | Non-employee | 0 | 0 | 0 | 0 |
| 2022 | Employee | 18 | 1.13 | 6 | 0 |
| | Non-employee | 0 | 0 | 0 | 0 |

Note: 1. Lost workdays: number of days of inability to work (rest days); calculation basis includes public injury leave for occupational disasters, excluding sick leave and menstrual leave

2. Disabling Frequency Rate (FR) = number of disabling injuries \times 200,000 \div total man hours (calculate to 2 decimal places, not rounded up)

3. Disabling Severity Rate (SR) = number of days lost due to disabling injuries \times 200,000 \div total man hours (whole number, not rounded up)

4. Frequency-Severity Indicator (FSI) = $\sqrt{[(FR \times SR) \div 1,000]}$

5. Ratio of 200,000 working hours refers to the number of occupational injuries per 100 full-time workers in a year, based on the assumption of full-time workers with 2,000 worked hours in a year. (applicable to organizations with less than 500 employees)

Occupational health service

Occupational injury and disease prevention management

Altek's internal operations include office R&D and some simple assembly lines. Regular employee health checkups are conducted annually at an age better than stipulated by the Occupational Safety and Health Act, and are fully subsidized. Full-time employees with one year of service are eligible to participate in the health checkups, but non-employee workers are not included. Health checkups items are also better than general physical checkups. There are no special hazardous operations within the company, so there are no special hazardous operations health checkups, and emergency medical services are provided in the workplace for any injuries regardless of personnel, such as medication provided to help cooks in the kitchen for burns and scalds, etc. Table below shows the health analysis and evaluation of the annual health checkups of colleagues.

For those who are at medium or high risk of health checkups report, we have appointed on-site doctors to arrange time for consultation or provide preventive healthcare advice. Every year, we arrange on-site doctors to give lectures on the four major plans of occupational safety and health promotion, and regularly arrange staff to receive occupational safety and fire fighting and disaster prevention training in order to enhance the performance of the factory environment safety and health and to develop the employees' emergency response capabilities and correct concepts of safety through continuous education, training and promotion. In the past 3 years, no occupational diseases or serious occupational fatalities have occurred among our employees or workers (non-employees).

▼ General health checkups for employees in the past 2 years (Unit: No. of employees)

| Year | Number of persons | No. of on-site medical and health personnel | Workload-triggered diseases hazard rating | | Human factors musculoskeletal disorders hazard rating | | |
|------|-------------------|---|---|--------------------|---|------------------|--------|
| | | | Low hazard | Medium-high hazard | No hazard | Suspected hazard | Hazard |
| 2021 | 178 | 9 | 141 | 37 | 172 | 6 | 0 |
| 2022 | 174 | 86 | 151 | 23 | 168 | 6 | 0 |

Note: Full-time employees with one year of service are eligible to participate in the health checkups

To reduce the risk of occupational accidents among employees, Altek implements safety education and environmental safety management measures through multiple channels, as described below:

Safety education

1. Conduct annual fire and emergency response drills to minimize personal and property losses in case of an emergency.
2. Appoint on-site doctors to conduct health awareness seminars on various civilization diseases, three highs, work pressure, etc., to enable employees to better understand their own health conditions.
3. Contractors enter the factory to conduct construction work must comply with the Company's contractor management measures, such as elevated work must use construction racks or self-propelled vehicles, wear safety belts and helmets, and other safety measures.

Environmental safety management

1. In 2022, in view of the traffic chaos at the intersection of the Company, reflected to the Hsinchu Science Park Bureau to improve traffic lights and traffic lanes, and also held regular traffic safety seminars.
2. Installed access control card system, ID card is required to enter and exit the control door, and colleagues have different authorization to carry out various area control.
3. Security guards check the vendors and visitors before they entering the lobby, and then fill out the visitor's information and purpose after entering the lobby, accompanied by colleagues, in order to facilitate the entry and exit control measures.
4. To avoid the parking lot floor from being slippery due to rainy days, in 2021 and 2022, the B1 and B2 parking lots were repaved with emery to avoid colleagues from falling while riding their motorcycles.

▼ Diverted vehicle and motorcycle traffic flow on the road outside the factory in 2022



▼ B2 parking lot paved with emery to increase friction



Health promotion and care

To promote the health of all workers, Altek actively integrates internal and external resources to provide multiple services and programs to help employees work in a comfortable and safe environment.

In 2022, we held two health-related seminars, "Diseases triggered by abnormal workload" and "Basic concepts of first aid and timing of the use of CPR and AED". For the environment, in order to create a friendly environment where employees can relax and relieve stress, Altek has added large-scale indoor potted plants in the office areas on each floor, as well as embellished small potted plants in the public areas, which are replaced seasonally by the landscape vendor, enabling our colleagues to work under greenery, and relax properly during the work period. In addition, we optimize the office area irregularly, such as setting up indoor gardens and aerial landscape areas, regularly maintaining fitness equipment, and encouraging colleagues to participate in club activities, creating a more comfortable, healthy and safe workplace environment.

▼ Indoor garden on 4th floor



▼ Outdoor garden landscaped area outside the restaurant on the 6th floor



With regard to health, it has been over three years since COVID-19 pandemic outbreak. Altek has followed the announcement of the Central Epidemic Command Center to carry out various internal regulations, as well as the following prevention measures. In addition, in cooperation with a disinfection company, regularly carry out environmental cleaning and disinfection, quarterly rodent and vector mosquito control, as well as kitchen, pantry and garbage room disinfection and sterilization, to avoid mosquitoes, flies and the spread of bacteria; water dispensers on all floors are also regularly maintained and filter replaced on a monthly basis, and a third party is commissioned to carry out quarterly water quality testing; the factory strictly implements the garbage classification system, and removes the general household garbage and recyclable materials weekly, and the general household garbage storage room is cleaned and disinfected weekly by the cleaning staff. To ensure health and safety in the workplace.



▼ Regular disinfection and vector mosquito control



▼ Prevention measures

1. During the pandemic period, visitors and delivery personnel are controlled to enter and exit and have to fill out the epidemic prevention form to enter.
2. Employees are required to take body temperature before work, and subsequently, the Epidemic Prevention Center relaxed body temperature measurement, allowing them to take temperature by themselves without compulsion.
3. For outsourced personnel (security / cleaning) every week to provide fast screening reagent, and must be confirmed negative before entering the factory.
4. For the production line personnel, provided fast screening reagent test every Monday , and must be confirmed negative before entering the factory, and during the period of time, for those who have close contact with colleagues confirmed, need another fast screening to confirm being negative before continuing to work.
5. For production line personnel and indirect personnel to conduct diversion to and from work
6. Indirect staff were divided into A and B shifts in each division during the outbreak of the pandemic.
7. During the pandemic period, all meetings and interviews were conducted internally or externally by telephone and video software.
8. During the pandemic period, the cafeteria was closed, and meals were served in the form of lunchboxes, to be taken to the seats to eat.
9. During the pandemic period, club activities and fitness facilities were temporarily closed.
10. During the pandemic period, if colleagues did not bring masks with them temporarily or the masks were damaged, they could go to the reception desk to get free masks, the Company also produced masks and distributed to all colleagues, and colleagues could ask for another one if they had special needs.



Social Care and Well-being

"Altek Corporation Charitable Trust Foundation" aims to contribute to and benefit the society, effectively utilize the Company Group's resources to give back to the society, actively participate in public welfare activities, and fulfill its corporate social responsibility. In 2022, Altek implemented the "Medical Charity" program and donated it to the "Taiwan Health Foundation" hoping to promote medical knowledge, provide health information, access to medical services and assistance, advocate disease prevention and treatment, and support medical research and other related activities, constantly integrating social assistance and caring power to promote national health and social well-being.

In 2022, Altek donated the "children's open heart surgery fund" at Mackay Memorial Hospital. Congenital heart disease occurs in about 8 to 10 out of 1,000 newborns, and the types of congenital heart disease are quite complex. Although health insurance has alleviated many of the medical costs, it is still a heavy burden and pressure for many families. By donating to the hospital, Altek hopes to help children with heart disease receive proper treatment and reduce other costs incurred during the medical process, such as other medical, assistive device, living, nutrition and care costs, to solve the financial difficulties faced by at-risk families, and to promote their physical and mental growth and improve their quality of life.

In addition, Altek also donated funds to the Squash Rackets Association of Chinese Taipei to sponsor underprivileged children to participate in squash tournaments, infrastructure construction and training programs.

▼ 2022 Altek donated NT\$500,000 to the “children's open heart surgery fund” at Mackay Memorial Hospital.



Membership associations

▼ Associations and Initiative with meaningful engagement role

| Item | Association name | Membership |
|------|--|------------|
| 1 | The Allied Association for Science Park Industries | Member |
| 2 | EATD | Member |
| 3 | Taiwan Rotary Clubs Association Taipei Tunghua | Member |
| 4 | ONVIF (Open Network Video Interface Forum) | Member |
| 5 | Taipei Medical Instruments Commercial Association | Member |
| 6 | U.S. Food and Drug Administration | Member |

GRI Standards Index

| | |
|-----------------------------|--|
| GRI-referenced Claim | Altek has complied with the GRI Standards for reporting content for the period January 1, 2022 to December 31, 2022. |
| Selected GRI | GRI 1: Foundation 2021 |
| GRI Sector Standards | None |

General Disclosures

| GRI Index | Disclosure Items | Corresponding sections | Page |
|--|--|--|----------------------|
| GRI 2: General Disclosures 2021 | | | |
| GRI 2-1 | Organizational details ^{Note} | About Us | P.16 |
| GRI 2-2 | Entities included in the organization's sustainability reporting ^{Note} | Reporting Boundary and Scope | P.6 |
| GRI 2-3 | Reporting period, frequency and contact point ^{Note} | Contact Information | P.6 |
| GRI 2-4 | Restatements of information ^{Note} | Report Overview and Frequency | P.6 |
| GRI 2-5 | External assurance ^{Note} | Reporting Responsible Unit and Quality Management Approach | P.7 |
| GRI 2-6 | Activities, value chain and other business relationships | Business Items | P.20 |
| GRI 2-7 | Employees | Labor force profile | P.81 |
| GRI 2-8 | Workers who are not employees | Labor force profile | P.92 |

Note: Omitted reasons may not be used

| GRI Index | Disclosure Items | Corresponding sections | Page |
|--|---|---|-----------------------|
| GRI 2: General Disclosures 2021 | | | |
| GRI 2-9 | Governance structure and composition | Governance structure | P.36 |
| GRI 2-10 | Nomination and selection of the highest governance body | Composition and election of the Board of Directors | P.38 |
| GRI 2-11 | Chair of the highest governance body | Conflicts of interest | P.40 |
| GRI 2-12 | Role of the highest governance body in overseeing the management of impacts | Sustainability promotion team | P.44 |
| GRI 2-13 | Delegation of responsibility for managing impacts | Sustainability promotion team | P.44 |
| GRI 2-14 | Role of the highest governance body in sustainability reporting | Reporting Responsible Unit and Quality Management Approach | P.7 |
| GRI 2-15 | Conflicts of interest | Conflicts of interest | P.40 |
| GRI 2-16 | Communication of critical concerns | Composition and election of the Board of Directors | P.38 |
| GRI 2-17 | Collective knowledge of the highest governance body | Board continuing education | P.41 |
| GRI 2-18 | Evaluation of the performance of the highest governance body | Board performance evaluation | P.42 |
| GRI 2-19 | Remuneration policies | Remuneration policy for directors and managers | P.42 |
| GRI 2-20 | Process to determine remuneration | Remuneration Committee | P.43 |
| GRI 2-21 | Annual total compensation ratio | Highest annual remuneration of the organization / Median annual remuneration of all employees (minus the highest paid 1 person) = 3.04 Annual compensation change ratio : 15% increase in annual total compensation of the highest paid individual of the organization / 10% increase in annual median total compensation of all employees (minus the highest paid 1 person) = 150 | |
| GRI 2-22 | Statement on sustainable development strategy | Sustainability commitments and strategies | P.18 |
| GRI 2-23 | Policy commitments | Policy commitments | P.36 |
| GRI 2-24 | Embedding policy commitments | Policy commitments | P.36 |
| GRI 2-25 | Processes to remediate negative impacts | Complaints and suggestions channels | P.48 |
| GRI 2-26 | Mechanisms for seeking advice and raising concerns | Ethical Management | P.45 |
| GRI 2-27 | Compliance with laws and regulations | Compliance with laws and regulations | P.47 |
| GRI 2-28 | Membership associations | Membership associations | P.108 |
| GRI 2-29 | Approach to stakeholder engagement | Stakeholder Engagement | P.11 |
| GRI 2-30 | Collective bargaining agreements | Although Altek does not have a labor union or collective bargaining, we are committed to promoting labor-management communication and mutual respect. | |

Material Topics Disclosure

| GRI Index | Disclosure Items | Corresponding sections | Page |
|------------------------------------|--|---|--|
| GRI 3: Material Topics 2021 | | | |
| GRI 3-1 | Process to determine material topics ^{Note} | Material Topics Analysis Stakeholder Engagement Material Topics Identification and Priority Ranking | P.10 、 P.11 、 P.12 |
| GRI 3-2 | List of material topics ^{Note} | Changes in material topics in 2022 | |
| GRI 3-3 | Management of material topics | Please refer to the management information of each material topic | |

Note: Omitted reasons may not be used

| GRI Index | Disclosure Items | Corresponding sections | Page |
|--|---|---|---|
| GRI 202: Market Presence 2016 | | | |
| GRI 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | Salary and compensation | P.86 |
| GRI 308: Supplier Environmental Assessment 2016 | | | |
| GRI 308-1 | New suppliers that were screened using environmental criteria | Supplier Risk Assessment | P.58 |
| GRI 403: Occupational Health and Safety 2018 | | | |
| GRI 403-1 | Occupational health and safety management system | Occupational safety and health management system | P.92 |
| GRI 403-2 | Hazard identification, risk assessment, and incident investigation | Occupational hazard risk control Occupational accident response | P.96 、 P.98 |
| GRI 403-3 | Occupational health services | Occupational injury and disease prevention management | P.102 |
| GRI 403-4 | Worker participation, consultation, and communication on occupational health and safety | Occupational Safety and Health Committee Occupational safety and health education and training | P.94 、 P.95 |
| GRI 403-5 | Worker training on occupational health and safety | Occupational safety and health education and training | P.95 |
| GRI 403-6 | Promotion of worker health | Health promotion and care | P.104 |
| GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Occupational safety and health management system | P.92 |

| GRI Index | Disclosure Items | Corresponding sections | Page |
|---|---|---|-----------------------|
| GRI 403-8 | Workers covered by an occupational health and safety management system | Occupational safety and health management system | P.92 |
| GRI 403-9 | Work-related injuries | Occupational injuries statistics and analysis | P.99 |
| GRI 403-10 | Work-related ill health | Occupational injury and disease prevention management | P.102 |
| GRI 416: Customer Health and Safety 2016 | | | |
| GRI 416-1 | Assessment of the health and safety impacts of product and service categories | Quality management policy | P.57 |
| GRI 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Not Applicable | |

Voluntary Disclosure Items

| GRI Index | Disclosure Items | Corresponding sections | Page |
|--|--|----------------------------|----------------------|
| GRI 302: Energy 2016 | | | |
| GRI 302-1 | Energy consumption within the organization | Energy Management | P.68 |
| GRI 302-3 | Energy intensity | Energy Management | P.68 |
| GRI 303: Water and Effluents 2018 | | | |
| GRI 303-1 | Interactions with water as a shared resource | Water Resources Management | P.71 |
| GRI 303-3 | Water withdrawal | Water withdrawal | P.71 |
| GRI 303-4 | Water discharge | Water discharge | P.72 |
| GRI 303-5 | Water consumption | Water consumption | P.72 |
| GRI 305: Emissions 2016 | | | |
| GRI 305-2 | Energy indirect (Scope 2) GHG emissions | GHG emission | P.69 |
| GRI 305-4 | GHG emissions intensity | GHG emission | P.69 |

SASB Standards Index

Hardware industry

| Topic | Accounting Metrics | Category | Unit of Measure | Code | Conformity |
|---|---|-------------------------|-----------------------------------|--------------|--|
| Product Safety | Describe the methods for identifying product information safety risks | analysis and discussion | Not applicable | TC-HW-230a.1 | Not applicable |
| Employee Diversity & Inclusion | (1) Management, (2) Technical Staff, and (3) All Other employees % by gender, % by race | Quantitative | Percentage (%) | TC-HW-330a.1 | Employee Diversity |
| Product Lifecycle Management | % of income from IEC 62474 declarable substances for products | Quantitative | Percentage (%) | TC-HW-410a.1 | Not applicable |
| | % of sales from EPEAT-registered or equivalent products | Quantitative | Percentage (%) | TC-HW-410a.2 | Not applicable |
| | % of sales from ENERGY STAR® certified products | Quantitative | Percentage (%) | TC-HW-410a.3 | Not applicable |
| | Weight of end-of-life products, weight of recycled E-waste, % of Recycling | Quantitative | Metric tons (t) Percentage (%) | TC-HW-410a.4 | Weight 0.83 tons, end of life |
| Supply Chain Management | Conduct Tier 1 supplier facility audit percentages from (a) all facilities and (b) high-risk facilities using the RBA Validated Assessment Program (VAP) or equivalent. | Quantitative | Percentage (%) | TC-HW-430a.1 | Not applicable to RBA |
| | Tier 1 supplier's (a) priority noncompliance, and (b) other noncompliance (1) RBA VAP or equivalent noncompliance rate and (2) relevant corrective action rate | Quantitative | ratio | TC-HW-430a.2 | Not applicable to RBA |
| Materials Sourcing | Describe the management risk analysis and discussion related to the use of critical materials. | analysis and discussion | Not applicable | TC-HW-440a.1 | Not applicable |
| | Activity metrics | Category | Unit of Measure | Code | |
| | Number of units produced by product category | Quantitative | Quantity | TC-HW-000.A | Economic performance |
| | Manufacturing facility area | Quantitative | Square feet (ft ²) | TC-HW-000.B | 53574.99 ft ² |
| | % of products from owned facilities | Quantitative | Percentage (%) | TC-HW-000.C | As the Company's business is mainly outsourced manufacturing and then shipment to customers, the percentage is 100%. |

Sustainability Disclosure Metrics

Optoelectronics Industry

| Code | Metric | Type | Unit | Disclosure |
|------|---|-------------------------|---|---|
| 1 | Total energy consumption, percentage of purchased electricity and utilization rate of renewable energy | Quantitative | Gigajoules (GJ), Percentage (%) | Total energy consumption was 216.489 GJ, percentage of purchased electricity was 3.78%, and no renewable energy was used. |
| 2 | Total water withdrawal and consumption | Quantitative | Thousand cubic meters (m ³) | Total water withdrawal was 18.2 thousand cubic meters. Total water consumption was 10 thousand cubic meters. |
| 3 | Weight of hazardous waste generated and recycled percentage | Quantitative | Metric tons (t), Percentage (%) | Hazardous waste was 0.03 metric tons, accounting for 0.09% of all wastes |
| 4 | occupational hazards by type, number of persons, and rate | Quantitative | Rate (%), Quantity | Occupational accidents type is traffic accidents, with 3 persons, accounting for 1.13%. |
| 5 | Disclosure of product lifecycle management: Weight of end-of-life products and e-waste and recycling percentage (Note 1). | Quantitative | Metric tons (t), Percentage (%) | Weight was 0.83 tons, end of life |
| 6 | Description of risk management related to the use of critical materials | Qualitative description | Not applicable | In case of port congestion of raw materials or goods, the Company coordinates with suppliers to transfer their inventory to other ports or to ship by air, and if costs rise, the Company will purchase raw materials from lower-priced regions or locally. |
| 7 | Total amount of monetary losses arising from litigation in relation to the Anti-Competitive Conduct Ordinance | Quantitative | Reporting currency | None |
| 8 | Major product output by product type | Quantitative | Varies by product type | Economic performance |

Note 1: A description should be provided for the sale of scraps or other recycling treatment.

Climate-Related Information of TWSE/TPEX Listed Company

▼ Climate-related risks and opportunities for the Company and response measures taken

| No. | Item | Implementation status |
|-----|---|--|
| 1 | Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities. | |
| 2 | Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). | |
| 3 | Describe the financial impact of extreme weather events and transformative actions. | |
| 4 | Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. | Disclosed, please refer to the "Climate-related Financial Disclosures" section of this report. |
| 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 described. | |
| 6 | If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. | |
| 7 | If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated. | No internal carbon pricing |
| 8 | If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified. | Disclosed, please refer to the "Climate-related Financial Disclosures" section of this report. |
| 9 | Greenhouse gas inventory and assurance status | |

Independent Assurance Opinion Statement




INDEPENDENT ASSURANCE OPINION STATEMENT

Aitek Corporation 2022 ESG Report

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

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

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

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

Scope

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

1. The assurance scope is consistent with the description of Aitek Corporation 2022 ESG Report.
2. The evaluation of the nature and extent of the Aitek's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

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

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

Methodology

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

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

Conclusions

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

Inclusivity

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

Materiality

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

Responsiveness

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

Impact

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

GRI ESG reporting Standards (GRI Standards)

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

Assurance level

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

Responsibility

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

Competency and Independence

The assurance team was composed of Lead auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14084 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu, Managing Director BSI Taiwan



Statement No: SRA-TW-790537
2023-08-13

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

BSI Taiwan is a subsidiary of British Standards Institution.

...making excellence a habit.™