



Implementation of corporate social responsibility: The Company's systems and measures and implementation status with respect to environmental protection, community involvement, social contribution, social service, public interest, consumer interests, human rights, safety and health, and other social responsibility activities:

Assessed areas	Operating status (Note 1)			Departure from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX listed companies and reasons
	Yes	No	Summary (Note 2)	
1. Corporate governance implementation (1) Has the Company established a corporate social responsibility policy or system and examination of implementation results?  (2) Does the Company hold social responsibility educational trainings regularly?  (3) Has the Company established a dedicated department (or have another department be responsible for related efforts) for fulfilling corporate social responsibilities, with the Board of Directors authorizing high-level managers to handle such efforts, and having relevant progress be reported to the Board of Directors?  (4) Has the Company established reasonable salary and compensation policies, integrated employee performance evaluation policies with corporate social responsibility policies, and established clear and effective reward as well as disciplinary policies?	✓   ✓  ✓	✓  ✓	(1) The Company has defined the Company's Corporate Social Responsibility Principles to guide the fulfillment of our corporate social responsibilities.  (2) The Company does not yet provide regular educational training on corporate social responsibility.  (3) The Company's General Finance Division is the designated unit for promoting corporate social responsibility. It is responsible for the proposal and implementation of CSR policies, systems, related management guidelines and action plans. It also reports regularly to the Board of Directors.  (4) The Company has defined reasonable salary and compensation policies. A clear system of rewards and penalties has been defined in the work rules and code of conduct.	(1) No significant difference.  (2) Education and training will be organized by the Company as necessary.  (3) No significant difference.  (4) No significant difference.
2. Fostering a sustainable environment (1) Is the company committed to achieving efficient use of resources, and using renewable materials that produce less impact on the environment?  (2) Has the company developed an appropriate environmental	✓  ✓	✓  ✓	(1) The Company is actively working to increase resource utilization: E-operations, use of recycled printing paper and reducing paper consumption, waste sorting, waste reduction and recycling, kitchen scrap collection, and use of personal cutlery. These measures help to conserve the Earth's resources and protect environmental hygiene. Air-conditioning equipment is also only switched on when the indoor temperature is at 26°C or higher.  (2) Only the Company headquarters remain in Taiwan and there are no	(1) No significant difference.  (2) No significant difference.

Assessed areas	Operating status (Note 1)			Departure from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX listed companies and reasons
	Yes	No	Summary (Note 2)	
<p>management system, given its distinctive characteristics?</p> <p>(3) Has the Company taken note of any impacts climate change has had on its operations and engaged in measuring greenhouse gas emissions, establishing a corporate energy conservation and carbon reduction strategy, as well as establishing a greenhouse gas reduction strategy?</p>		✓	<p>longer any local production activities so we do generate any hazardous impact on the environment.</p> <p>(3) The Company is gradually switching over to LED lighting in order to do our part for energy conservation and carbon reduction.</p>	(3) No significant difference.
<p>3. Upholding public interests</p> <p>(1) Has the company developed its policies and procedures in accordance with laws and the International Bill of Human Rights?</p> <p>(2) Does the company have means through which employees may raise complaints? Are employee complaints being handled properly?</p> <p>(3) Does the company provide employees with a safe and healthy work environment? Are employees trained regularly on safety and health issues?</p> <p>(4) Does the company have channels to communicate with employees on a regular basis, and inform them of operational changes that may be of a significant impact?</p> <p>(5) Has the company implemented an effective training program that helps employees develop skills over the course of their career?</p>	✓	✓	<p>(1) Our Company's employee management regulations comply with labor laws. We also provide employees with labor/national health insurance, pension contributions and company insurance in accordance with the law to protect their rights.</p> <p>(2) Our Company has 1. Established a Sexual Harassment Prevention and Complaints Committee as required by law. 2. Employees can use the internal e-mail system to communicate directly and effectively with all managers. 3. They can also use the &lt;Globe Union Cares for You&gt; complaints/suggestion mailbox (gu.careyou@globeunion.com) to send feedback or suggestions.</p> <p>(3) Our Company provides a safe and healthy working environment. We also provide employees with regular safety and health training. Please see Postscript 1 for more information.</p> <p>(4) 1. Our Company uses electronic announcements to communicate with employees in a timely manner. 2. Employee-employer meetings are regularly convened in accordance with the law. Meeting minutes are kept by HR responsible for tracking the progress of meeting resolutions. 3. A "Birthday Party" is held each month with managers invited sometimes to share their insights. The event is also used for departmental announcements and networking between employees. 4. An annual presentation is held each year with managers above the grade of vice president detailing company tasks from the previous year and the plans for the coming year.</p> <p>(5) 1. Our Company uses the annual "HR Evaluation Committee" to conduct objective assessments and provide employees with fair</p>	<p>(1) No significant difference.</p> <p>(2) No significant difference.</p> <p>(3) No significant difference.</p> <p>(4) No significant difference.</p> <p>(5) No significant difference.</p>

Assessed areas	Operating status (Note 1)			Departure from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX listed companies and reasons
	<u>Yes</u>	<u>No</u>	Summary (Note 2)	
(6) Has the Company established consumer protection policies as well as complaint procedures with regards to R&D, procurement, production, operations, and service flows?	✓		opportunities for promotion. 2. Our Company also offers employees job rotation and international opportunities. Apart from giving preference to employees' personal preferences, job rotations are used to support the Company's development needs and realize the goal of talent cultivation. (6) Our Company maintains excellent channels of communication with our customers. To protect the rights of consumers, we have appropriate rules in place for handling customer complaints. This ensures that customer complaints are taken seriously and dealt with immediately.	(6) No significant difference.
(7) Has the company complied with laws and international standards with regards to the marketing and labeling of products and services?	✓		(7) Our Company's products are mainly intended for export. The company has advertised and labeled its goods and services according to relevant regulations and international standards.	(7) No significant difference.
(8) Before doing business with suppliers, does the Company assess whether or not the suppliers have had previous records of negatively affecting the environment or society?		✓	(8) Our Company has rules in place for managing supplier quality. While we do not require suppliers to provide their past records, we do pay attention to their record on environmental impact and social responsibility.	(8) No significant difference.
(9) Do the Company's contracts with major suppliers include a clause that states that if the supplier violates our corporate social responsibility policies, resulting in significant impacts to the environment and society, the Company retains the right to terminate the contracts at any time?		✓	(9) This is currently not included in our Company's contracts but the relevant clauses will be added in the future.	(9) The relevant clauses will be added to contracts in the future.
4. Improving Information Disclosure (1) Has the company disclosed relevant and reliable information regarding its corporate social responsibility on its website and the Market Observation Post System?	✓		Our Company's provides disclosure through our corporate website and the market observation post system.	No significant difference.
5. If the Company has established the corporate social responsibility principles based on "Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the principles and their implementation: Our Company has defined the "Corporate Responsibility Principles" and its operational differences are described above.				
6. Other important information to facilitate a better understanding of the company's corporate social responsibility practices: "Society" is made up of "people" playing different roles. Our Company aims to become the most trustworthy company in the world and realize sustainable development. We therefore strive to create an exceptional working environment so that even as we win over the trust of customers, employees, suppliers, shareholders and competitors we are also fulfilling our social responsibility. Our Company is continuing to promote and implement the philosophy of environmental protection. We provided assistance totaling NT\$1,215K to a number of social organizations as the Rotary Club of Taichung City, the World Citizen Cultural Foundation, Straits Economic & Cultural Interchange Association, Formosan Vitality Foundation. Out of respect for human rights, all Company employees are treated equally				

Assessed areas	Operating status (Note 1)		Departure from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX listed companies and reasons
	<u>Yes</u>	<u>No</u>	
regardless of gender, religion, political affiliation on employment opportunity. Our company strives to create a good working environment free from all forms of discrimination and harassment. All safety and health aspects are monitored and comply with government regulations.			
7. If the corporate social responsibility reports have been certified by external institutions, they should state so below: None.			

Note 1: Work environment and personal protection measures: Our Company recognizes the importance of protective measures in the workplace and for individual employees. Our key targets and implementations are as follows:

Item No.	Target/Goal	Project	Current situation	Implementation
1.	Zero-accident elevator	Cargo elevators are for cargo use. Over-loading is strictly prohibited. The rules also require regular maintenance and repairs by qualified vendors.	Contracts have also been signed with professional vendors for the regular maintenance and repair of elevators. Elevators must pass the annual inspection to remain in service.	The heads of relevant units are informed on the spot about the prohibition against passengers in the cargo elevator and over-loading.
2	Zero electrical hazards	Compliance with Article 9 of the Regulations for Electric Technician and Power Facility Inspection and Maintenance Administration.	Signed contract with qualified vendor to conduct electrical safety inspections of all factory circuits. Rules also require power to be shut down for inspection and maintenance at least once a year.	Power circuits suspected of being over-loaded are immediately reviewed for improvement.
3	Zero fire hazard	Fire safety equipment undergo inspection and maintenance every year within the specified period.	In accordance with Article 15 of the Enforcement Rules of Fire Services Act, at least one four-hour firefighting, emergency notification and evacuation training drill must be conducted every 6 months. The local firefighting agency must also be notified in advance.	Any fire safety equipment that experiences problems and is found to be faulty must be repaired or replaced at once. The equipment must also be numbered for management.
4	Domestic water supply switched over to pure tap water	The pipelines have been modified so that all water requirements can be met directly by tap water.	The Administration Division issued a warning that the on-site water supply is ground water that may have been contaminated by heavy metals or other toxins. It must therefore not be drunk raw and should be used care.	The entire plant has now switched over to tap water. Drinking water now has filtration equipment installed and these receive regular maintenance.
5	Electronic access control	Electronic access control has been implemented to prevent unauthorized intrusion.	New employees are all given standard privileges. Applications for special access privileges require division-level approval.	Access control records are maintained. Once an employee is no longer with the company, access is immediately revoked.
6	After-hours security	The last employee to leave the offices every day must set the security alarm.	Employees working overtime over the weekend must first register with the General Administration	If the alarm is triggered for any reason, then it will be investigated by the security company.

Item No.	Target/Goal	Project	Current situation	Implementation
			Section and collect the security token. The security token must be returned on the next working day to ensure effective management.	
7	Air-conditioning maintenance management	The chillers, fans and cooling towers undergo planned maintenance.	Chillers are regularly inspected during operation to check their readings. Any problems are scheduled for correction	The cooling towers are regularly cleaned and chlorine tabs added to prevent Legionnaire's Disease,
8	Zero-accident for power centrifuge	Automatic checklist set up with operators required to conduct regular inspections.	Under Article 74 of the Labor Safety Facilities regulations, the power centrifuge must come to a complete stop before removing any objects from the machine.	Check that every item is inspected as required. The head of the execution unit is also required to provide effective supervision.
9	Zero-accident for fire-related operations	If an operating unit must work with an open flame then the head of the unit should notify the General Administration Section.	Even if approval has been given for the use of open flame, General Administration must conduct a safety inspection and issue the relevant precautions before fire can be used.	All danger sources should be eliminated from the open area. Pay attention to the spark footprint and keep fire extinguishers close at hand.
10	Contractor safety and health declaration	Contractors are all required to read carefully through the declaration before signing and ask for clarification of any unclear items.	Contractors should obey all the safety management regulations while working. Personnel must also be provided with the necessary protective equipment and materials.	The contractor may be ordered to stop work immediately in the event of a serious breach of safety and health regulations. Actions that may be taken for other non-conformities include deadline for improvement and contract termination.
11	Zero-accident with cutting machines	Purchase of new automatic band saw	Starts and stops automatically when cutting objects to ensure safe operation by the operator	The head of the user unit is required to restrict operation to designated personnel
12	Labor safety protection	The Company has introduced a series of safety knowledge training, set up a safety supervisor scheme and made safety improvements to the workshop.	All employees undergo physical checkups for occupational disease and health. A complete database of all employees' health records has also been compiled.	Apart from training on safety awareness, workplace safety and comfort is ensured through the workshop layout, improved ventilation and better natural/artificial lighting.
13	Pollution Control (Water, Air, Sound)	Pollution control standards have been drawn up based on national standards. Investments have been made on switching from oil to electricity, optimizing the wastewater treatment and sound insulation equipment.	The Company is continuing to make improvements on water, air and noise pollution.	Emission treatment system reduces CO2 levels around the factory and surrounding community. The wastewater treatment equipment upgrade has passed acceptance and is now in operation
14	Recycling and reuse	Improved product yields, reduced waste generation and strengthened 7S competitions to realize waste reduction and recycling	Product yields are reviewed every month. Outstanding 7S units are also publicly recognized	The Company adheres strictly to environmental regulations during waste treatment for harm elimination, volume reduction and recycling. This

Item No.	Target/Goal	Project	Current situation	Implementation
				effectively prevents any impact on the surrounding environment.
15	Energy conservation	To identify potential problems in energy use, we commissioned an external environmental technology company to audit our energy consumption. The Company also proposed and implemented 28 clean production review projects.	A comprehensive management organization has been set up as part of our energy management system. A series of energy-saving and waste reduction schemes have been implemented and assessed.	Modifications have been made to lighting, water usage and power usage. Energy-saving lighting, valves and refurbishing of dormitories and factories have helped reduce energy consumption while also reducing the concentration and overall volume of emissions.