

Eris's Corporate Social Responsibility in 2020

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
1. Does the Company conduct risk assessment on environmental, social, and corporate governance issues related to the Company's operation in accordance with the principle of materiality and formulate relevant risk management policies or strategies?	Yes		(1) The company had formulated a corporate social responsibility policy. (2) The Company collects and reviews, at least once a year in accordance with CSR materiality, issues that stakeholders concern about, evaluates risks on material issues and formulates strategies and goals to respond to the risks as well as completely implements the strategies and goals.	No deviations were found
2. Has the Company set up a fulltime (or part-time) unit to promote corporate social responsibility, which is authorized by the Board of Directors to be handled by the senior management and reported to the Board of Directors?	Yes		The company has not set up a full-time (part-time) unit to promote corporate social responsibility, but the chairman's office and the occupational safety office continue to promote corporate social responsibility obligations within the company.	No deviations were found
3. Environmental issues				
(1) Has the Company established an appropriate environmental management system according to its industrial characteristics?	Yes		The company's main products are discrete components, and the related environmental management is in compliance with the environmental and management standards of the relevant industry.	No deviations were found
(2) Is the Company committed to improving the efficiency of resource utilization and using recycled materials with a low impact on the environment?	Yes		The company is committed to improving the utilization of various resources, such as: 1. The solvent used in the manufacturing process will be purified and used by the recycling system. 2. The company cherishes resources and responds to the concept of energy saving and carbon reduction. And in line with EU environmental protection standards to produce halogen-free products. 3. The small amount of waste acid generated in the manufacturing process is entrusted to a qualified waste disposal manufacturer to be cleaned and transported and reported to the competent authority on its behalf, in compliance with the relevant laws and regulations of the Environmental Protection Agency of the Executive Yuan. The main packaging materials will be recycled and reused in cooperation with suppliers.	No deviations were found
(3) Does the Company assess the risks and opportunities of climate change for the enterprise now and in the future and take measures to deal with climate related issues?	Yes		The company will promptly announce the implementation of the company's energy-saving and carbon-reduction and greenhouse gas reduction strategies in accordance with the impact of climate change on operating activities.	No deviations were found
(4) Does the Company prepare statistics of greenhouse gas emissions, water consumption, and the total weight of	Yes		The company has not yet calculated the greenhouse gas emissions of the past two years, but has already started to calculate the water consumption and process the total	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
waste in the past two years and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction, or other waste management?			weight of waste. The company has begun to study energy-saving and carbon-reduction issues, and has begun to set temperature control in the office environment, and advocates to turn off lights and use energy-saving light bulbs, etc., to start energy-saving and carbon-reduction and join the ranks of caring for the earth.	
4. Social issues				
(1) Has the Company formulated relevant management policies and specific management plans in accordance with relevant laws and regulations and International Human Rights Conventions?	Yes		The company is an enterprise that emphasizes equal opportunities and abides by business ethics. It has established systems and policies for relevant conventions and implemented them. The company respects the rights and interests of labor. The company's rules and regulations are revised at any time in accordance with the revision of relevant labor laws and regulations, and they are announced for all employees to understand and follow. In order to maintain the harmony between labor and management, a labor and management communication platform has been established to ensure smooth exchange of opinions and information sharing between the company and employees.	No deviations were found
(2) Has the Company established and implemented reasonable employee welfare measures (including compensation, vacation, and other benefits) and properly reflected the operating performance or the results of employee compensation?	Yes		The company has working rules and related personnel management regulations, which cover the wages, working hours, vacations, pension payments, labor and health insurance benefits, and occupational disaster compensation of the employees hired by the company. All comply with the relevant provisions of the Labor Standards Law, and establish employees The welfare committee handles various welfare matters. According to the company's articles of association, if the company makes profits every year, it should use the current pre-tax net profit before deduction of employee compensation and directors' compensation, and allocate 1~5% as employee compensation. The above bonus, adjusted salary and employee compensation shall be reported. Deliberation of the Salary and Compensation Committee and decision of the Board of Directors. The company's remuneration policy is based on personal ability, contribution to the company, performance, and operating performance.	No deviations were found
(3) Does the Company provide employees with a safe and healthy work environment? Are employees trained regularly on safety and health issues?	Yes		The company is well aware of the importance and influence of "occupational safety and health" on the company, employees and related stakeholders. Therefore, the environmental safety policy and quality control policy have been formulated, and get the ISO14001 environmental management system approved. Additional, the verification of the occupational safety and health management system held from time to time are essential. As a result, all departments are required to implement relevant safety and health	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			business implementation and regular education and training, including fire-fighting equipment (implementation)) And planning and implementation of water and electricity, clean-up monitoring and control of industrial waste, emergency handling procedures, etc. In order to prevent occupational disasters and maintain workplace safety, the company regularly implements safety and health education and training for all employees. 1,743 people completed training in 2020, a total of 255.5 hours.	
(4) Has the Company established an effective career development training program for its employees?	Yes		The company formulates annual training plans suitable for all levels in accordance with operating strategies and policy guidelines, in line with the functional development map, and continues to promote the goals of learning organization and coaching management. In addition, the company organizes annual assessments and employee satisfaction surveys every year to encourage and discover employee development capabilities. At the same time, it has human resources management procedures and provides timely training based on career development. Full staff career development, arranging training courses. In 2020, 140 people completed the training, totaling 216 hours.	No deviations were found
(5) Does the Company follow relevant laws and regulations and international standards for customer health and safety, customer privacy, marketing and labeling of products and services and formulate relevant policies and grievance procedures to protect the rights and interests of consumers?	Yes		The company attaches great importance to product quality, and has set up written operating procedures such as "quality objectives, data analysis and improvement management procedures" and "customer-oriented process procedures" to ensure customer rights and provide products and services with customer-satisfactory services. The company is an OEM/ODM manufacturer, specializing in the OEM (R&D) production of various diode electronic components such as automotive electronics, TVs, laptops and mobile phones for various brand manufacturers. The company is based on relevant regulations and international standards to provide customers Mark the trademark or its designated flag or name on the products, but will not mark the company's trademark or name on these products. Before disclosing its products, ERIS does not disclose the appearance, design specifications and related technical information of the products in any form, and does its best to protect the privacy of customers. The company strives to achieve the goal of "customer satisfaction". In addition to providing customers with accurate analysis services, it also values and immediately handles customer complaints and provides customers with complete product information services. At the same time, to maintain the health and safety of customers is the most basic and most important issue, all products produced have	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			passed the EU RoHS (Restriction of the use of certain Hazardous Substance) environmental protection standards. We have never violated product safety and health laws and voluntary regulations, and actively develop halogen-free products, and it is our commitment and responsibility to construct healthy products.	
(6) Does the Company have a supplier management policy that requires suppliers to follow relevant specifications and their implementation in environmental protection, occupational safety and health, or labor human rights issues?	Yes		In the manufacturer's management procedures and safety and health management measures, the company clearly stipulates that suppliers and contractors must abide by the relevant human rights provisions of the Labor Standards Law and ensure the safety of employees.	No deviations were found
5. Does the Company prepare the Corporate Sustainability and Social Responsibility Report and other reports that disclose the Company's non-financial information in accordance with the international reporting standards or guidelines? Is the aforesaid report confirmed or guaranteed by a third-party verification unit?	Yes		The company's annual report and company website have disclosed information on fulfilling social responsibilities.	No deviations were found
6.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:				
<ul style="list-style-type: none"> ● In order to implement the development of a sustainable environment and maintain environmental management related systems, the company regularly organizes environmental education courses for management and employees. At the same time, green management has been introduced from the product design stage and the supply chain to reduce the energy and resource consumption of products and services, effectively manage harmful substances, reduce the generation of waste water and waste, and properly handle them, and adopt the best possible pollution prevention and control. Technical measures. ● Improve product life and reliability, and maximize the sustainable use of renewable resources with the concept of easy disassembly and recyclability. Formulate the company's energy-saving and carbon-reduction goals, and carry out schedule planning for greenhouse gas reduction operations, in order to do its utmost to reduce the adverse effects of company operations on human health and the natural environment. ● The company has formulated the "Code of Practice for Corporate Social Responsibility of Listed Companies" in accordance with the "Code of Practice for Corporate Social Responsibility of Listed Companies". At present, the chairman's office is the dedicated unit to implement and promote corporate social responsibility, develop a sustainable environment, and participate in social welfare , Strengthen information disclosure, incorporate corporate social responsibility into the company's operation and development direction, and all operations are in compliance with the regulations of the code. Regularly report the implementation status to the board of directors. Currently, the schedule for publishing the corporate social responsibility annual report has been compiled to ensure the disclosure of corporate social responsibility related information. 				
7. Other important information to facilitate better understanding of the Company's corporate social responsibility practices:				
(1) The company actively participates in social care and community participation, hoping to create positive contributions, as listed below:				

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
			<ul style="list-style-type: none"> ● In order to train technology professionals and implement the technical and vocational education policy of industry-university cooperation, the company has signed professional practical internship courses and practical training with a number of scientific and technological universities to jointly promote cooperation plans. ● Assemble the strength of the company employees to show love and regularly participate in the adoption plan of World Vision Taiwan by monthly from 2009 till now. 	
			<p>(2)Human rights</p> <p>The company respects the human rights of all employees. In addition to prohibiting child labor and compulsory overtime work, the company respects and treats employees of different races, beliefs, skin colors, gender, nationalities, ages and physical characteristics, etc., and treats them fairly, and adopts the principles of personnel management rules and appointments. Clearly stipulated that "the knowledge, morals, abilities, experience and considerations of employees at all levels of the company are suitable for the position or job they hold, regardless of gender, race, religion, party affiliation, nationality, gender orientation, age, etc. Refusing to appoint", not hired involuntary workers and child labor.</p>	
			<p>(3)Safety and health</p> <p>The company believes that only by creating a safe and secure working environment can the infinite potential of employees be realized, and it is also the driving force for the progress of the company. Therefore, in addition to complying with environmental protection, safety and health regulations, each operation is committed to eliminating or reducing safety and health risks to employees, suppliers, contractors, and stakeholders due to manufacturing processes, facilities, and activities, in order to create economic, Environmental protection and occupational safety and health complement each other. Based on the determination and specific practices of enabling all internal colleagues and external interested parties (such as suppliers, contractors, customers) to understand the company's environmental safety policies, implement environmental protection and reduce risks, we sincerely look forward to third-party vendors We can also attach importance to environmental protection, safety and health, and work together for environmental protection, safety and health. The company has established environmental safety and health policies and quality policies as the criteria for personal protection and social responsibility of employees in the working environment.</p> <p>A. Environment safety and health policy: In order to attach importance to environmental protection and sustainable development of the company, the company is committed to fulfilling its responsibilities to society, promoting environmental protection awareness and implementing corporate environmental protection work, and formulating environmental management policies. It is as follows:</p> <ul style="list-style-type: none"> ● Implement environmental management and comply with legal requirements: follow and comply with relevant environmental, safety and health laws, regulations and other requirements. ● Promote energy conservation and waste reduction, and prevent environmental pollution: Continuously improve the environment, safety and health performance through pollution prevention, accident prevention, energy conservation and industrial waste reduction, and responsible care. ● Sustainable use of resources and good environmental protection: Promote education and training activities related to environmental and safety and health management to make employees aware of their personal responsibilities, so as to enhance employees' awareness of the environment, safety and health, and promote their participation in the implementation. ● Committed to continuous improvement and creating a high-quality environment: establish a good communication channel to communicate our environmental safety policy and related requirements to employees, suppliers, contractors, surrounding people and related groups. ● Executive method: <ul style="list-style-type: none"> a. Planning and execution of fire-fighting equipment (implementation): In accordance with the changes in the premises, the company regularly reviews the 	

Assessment criteria	Actual governance			Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary description	
<p>rationality and safety of the installation of fire-fighting equipment (implementation), and marks the appropriate location of the fire-fighting equipment (implementation) and emergency evacuation location maps on each floor. In addition, in accordance with laws and regulations, a professionally qualified fire safety inspection agency shall be appointed to carry out the annual fire inspection and maintenance report.</p> <p>b. Water and electricity planning and execution: The water and electrical equipment used in the company shall be properly promoted and controlled in order to save energy in water and electricity. The company's factory affairs department is responsible for checking whether the company's electricity and power systems are normal, and whether the water equipment is normal, and complete records are made. If any abnormalities are found, immediately improve.</p> <p>c. Disposal, monitoring and control of industrial waste: According to the classification of industrial waste, the waste in the plant can be classified as follows:</p> <p>(a) Hazardous industrial waste: In accordance with the "Hazardous Industrial Waste Certification Standards" announced by the Environmental Protection Department of the Executive Yuan, a qualified removal manufacturer is appointed for removal and recycling.</p> <p>(b) General industrial waste: Wastes other than hazardous industrial waste generated in the business will be removed and recycled by qualified cleaning companies.</p> <p>B. Quality policy (pursuing continuous improvement and meeting customer needs): we promise to do</p> <p>Eris's quality policy is: "first-class equipment, first-class service, and first-class products." As such, we constantly develop newer and better products using advanced manufacturing processes to make sure our products are the best they can be in order to satisfy our clients' demands, as well as cultivate our reputation and increase our activity in business.</p>				