Eris Tech.

2022
Sustainability Report

About this Report

Boundary , Scope and Period Covered of the Report

Eris Technology Corporation (hereinafter referred to as Eris or The company) The content of this report mainly presents the period from January 1, 2022 to December 31, 2022. The source of the performance statistical data in the economic category of this report is the consolidated financial statements of Eris's 2022 annual report, with the headquarters and subsidiaries as the disclosure scope; in the information boundary of the environmental category, the headquarters is the disclosure scope; in the information boundary of the social category, The headquarters is a public area. For more detailed information about related companies, please refer to Eris's 2022 Annual Report. There were no significant changes in the organizational size, structure, ownership and supply chain during the reporting period.

Editorial Principles and Compliance

This report complies with the "Code of Practice for Sustainable Development of Listed Companies", and refers to the core options of the GRI Guidelines (2021) published by the Global Reporting Initiative (GRI), and considers climate-related financial disclosures (Task Force on Climate). -Related Financial Disclosures (TCFD framework), the United Nations Sustainable Development Goals (SDGs), and the sustainability indicators of the Sustainability Accounting Standards Board (SASB). The company's financial information was audited by Deloitte & Touche which in accordance with International Financial Reporting Standards (IFRS), and are calculated in New Taiwan Dollars . Management systems such as ISO 9001, IATF16949, VDA6.3, and ISO14001 are mentioned in the article, all of which have been verified by third-party verification agencies.

Reporting Publication

The statistical data in this report are Eris's internal statistics and survey results, and are presented using internationally accepted indicators. If there are estimated data, they will be noted in the relevant chapters. In order to ensure the quality and accuracy of information disclosure, the content is confirmed by the internal management mechanism.

Eris's regularly issues a sustainability report every year (it is a voluntary issue). This report is electronically published on the company's official website (http://www.eris.com.tw) and uploaded to the public observation station. The reporting cycle is once a year.

Last Version October, 2022 → New Published version Sep., 2023 → Next Version Sep., 2024 (Plan)

Contact Information

If you have any questions, thoughts, or comments regarding the Report, please contact us through one of the following channels.

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A Message from the Chairman

To All those that care about Eris：

Sustainable development is the operating principle that Eris adheres to, because in addition to pursuing profits and growth, companies must also pay attention to environmental sustainability, social responsibility and corporate governance. Since its establishment, Eris Technology has continuously pursued the development of its industry and actively maintained good interactions with all stakeholders. It has continued to participate in social welfare, build a supply chain that is friendly to the earth, fulfill its corporate citizenship responsibilities, and pursue the goal of sustainable management.

In 2022, due to the impact of inflation, interest rate increases, the Russia-Ukraine war, and mainland China's blockade, the end market conditions will be affected, and the supply and demand of the semiconductor industry will reverse. At this time, the seemingly crisis-ridden general economic environment happens to provide Eris with a transformation opportunity. The best time; in the face of an environment full of challenges and uncertainties, the company adheres to active innovation and implementation, and completes three major operating businesses (wafer process optimization, automated packaging process and MPE system construction) in 2022, and strives to promote renew and change that the intensive plan to consolidate production capacity has enabled the company's revenue and net profit after tax to reach record highs, creating the company's best profit performance in the 28 years since its establishment.

In terms of corporate governance, in the latest announcement of the ninth "Corporate Governance Assessment", Eris continued to enter the range of 21% to 35%, and the overall score improved compared to last year's ranking. According to the ranking of Common Wealth Magazine's 2000 largest companies, Eris ranked 997th in the manufacturing industry in 2022 and 56th in the semiconductor industry.

In terms of environmental sustainability, the company has reduced the output of waste (waste vinyl) by about 10~20% through the improvement of process equipment, reduced water consumption by 12,238 degrees compared with last year, and reduced CO_2 emissions by 1.9 tons of CO2e. Through energy consumption The equipment was replaced with new ones to improve energy efficiency, and it was also shortlisted for the National Corporate Environment Award and subsidies from the low-carbon technology energy-saving plan. In the future, we will continue to move towards green production, continuously improve the efficiency of equipment use, and fulfill our responsibility for environmental protection.

In terms of participating in social welfare, Eris has outlined four main axes of work in 2022: "student assistance and training", "support for the disadvantaged", "community care" and "environmental sustainability action".

In addition to continuing to participate in the children's education assistance program of the World Expo; the company has donated community care equipment for the health examination center of Tamsui Mackay Hospital for two consecutive years, hoping to improve medical resources and combine medical care professionals to protect the health of community residents; and with Andrew Food In cooperation with the Bank Charity Association, colleagues participate in packaging and distribution of food boxes to families in need.

Eris has been established for 28 years and has always adhered to one belief: "Focus on the industry and operate sustainably." Convinced that this business philosophy is the foundation for sustainable development of the company, the company will continue to strengthen product layout, upgrade key technologies, build quality service systems and market positioning and other business strategies, so as to maintain the company's competitive advantage and face a new future.

At the same time, we adhere to the original intention of "taking from the society and using it for the society", and strive to improve the sustainable management goals of the four major aspects of "corporate governance, environmental protection, social good, and innovative breakthroughs", and actively cooperate with the group's internal technical resources and external Cooperation with partners drives the company toward its vision of "using technological innovation to improve the quality of life and the environment." Pursue sustainable business operations and profitable growth, continue to give back to society and create common good, fulfill our responsibilities of energy conservation, carbon reduction and environmental protection, and make preparations for Eris to enter a new fourth decade.

Chairman and CEO Jonathan Chang

Sustainability Performance and Highlights

Governance and Innovation

- ✓ The annual consolidated net revenue reached NT$2,177,617,000, an increase of 5.88% compared with the same period last year, a record high
- ✓ Earnings per share NT$10.26
- ✓ Cash dividend of NT$5.4 and stock dividend of NT$1.3 per share
- ✓ Expansion of new product lines continues to move towards a fully automated packaging production line
- ✓ Continue to issue the second edition of the "Sustainability Report" (with a capital of less than 2 billion yuan, the voluntary issuance of the Sustainability Report is adopted)
- ✓ Ranked among the 2000 largest companies by Commonwealth Magazine, Eris ranks 56th in semiconductors in 2022
- ✓ OTC companies ranked 21%~35% in the Ninth Corporate Governance Evaluation, and the overall score has improved compared to 2021

Environment

- ✓ In 2022, the company will complete the establishment of a dedicated unit and report to the board of directors in the second quarter of the parent company's greenhouse gas inventory and verification schedule, and control it quarterly. In the third quarter, the board of directors also reported the verification schedule of the subsidiary's greenhouse gas inventory.
- ✓ The total annual emission of greenhouse gases is 11,345 tons of CO_2e, and the carbon emission per unit of greenhouse gas products is 6.02 tons of CO_2e/product (KK), a decrease of 0.61 tons of CO_2e/product (KK) compared with last year Reduced water consumption by 12,238 degrees compared with last year, and reduced CO_2 emissions by 1.9 tons CO_2e
- ✓ Wastewater treatment and recycling: Add PAC dosing and filtration treatment to the neutralization tank at the end of the wastewater treatment process to reduce the concentration of inorganic pollutants in the water again to improve environmental protection Waste management: Through the improvement of process equipment, the output of waste (waste vinyl) is reduced by about 10~20%

Social

- ✓ For the "Plant Hope" project activity, the company has been 12 years since 2009. Thanks to every colleague in the company for their enthusiastic participation in public welfare for more than ten years of uninterrupted support. Donate a total of NT$108,000 in 2022.
- ✓ Cooperated with the Andrew Charity Association to conduct one day only volunteer activity. More than 50 colleagues and relatives participated in the packaging of food boxes and helped distribute them to families in need.
- ✓ The company has donated for last 2 years (a total of NT$2.5 million) the community care equipment of the Tamsui Mackay Hospital Health Examination Center, hoping to use medical resources through the hospital's professionalism to continue to protect the health of community residents; the company also sponsors Taipei to operate The Institute of Management published 300 volumes of the health book "Hua Tuo's Lecture IX - The content is Taipei Veterans General's hospital famous medical doctor education and health" and donated it to the company's colleagues to enrich their medical knowledge.
- ✓ In line with the functional development map, colleagues are encouraged to continuously improve and improve their abilities in the professional field: a total of 901 people completed professional training for a total of 2,091 hours.
- ✓ In order to prevent occupational disasters and maintain workplace safety, safety and health education and training are regularly implemented, and 451 people have completed the training, totaling 1,076hours.

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Eris Technology Corporation

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About Eris

1. About Eris

1.1 Company Profile

Stock Code	3675 T W
Found	August 16th, 1995
Founder/Chairman	Jonathan Chang
Headquarter	6F., No.17, Lane 155, Sec.3, Beishen Rd., Shenkeng Dist., New Taipei City, 22203, Taiwan
Paid-in Capital	USD 13million (NTD 444million)
Product Portfolio	Diodes / MosFET / ESD / SiC/ Rectifiers /Wafers

HQ

Eris Technology Corporation was established in August 1995. In the early days of its establishment, it entered into the manufacturing process of the diode industry by operating wafer trading business and integrating OEM. Later, it entered into the establishment of automated production lines. This is because it makes full use of limited resources, controls operational risks, and operates the company in a way that maximizes efficiency. In order to maintain sustainable operations and expand revenue momentum, in addition to setting up a fully automated packaging production line and entering a high-value-added manufacturing center, Eris continues to strengthen the company's internal knowledge management (KM management), improve information security protection, and deepen internal professional capabilities. , applied to product research and development, market forecasting, technical support and after-sales service, etc., to enhance corporate development and value, and advance on the dual track of OEM/ODM business.

In July 2018, Eris acquired 60.11% of the equity of Yea Shin Technology (hereinafter referred to as Yea-Shin) through vertical integration of upstream chips, and incorporated Yea-Shin's packaging business into Eris's system to develop into upstream chip factories, while Yea-Shin transformed and undertook the production. chip business. Thanks to the efforts of the Eris team, Yea-Shin's revenue turned from a loss to a profit in 2019, and its production capacity and utilization rate increased simultaneously. The company completed the acquisition of the remaining equity of Yea-Shin in May 2021 and became a 100% subsidiary.

Taoyuan Manufacturing Base

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1. About Eris

1.1.1 Company Milestones

DIODES INCORPORATED

Diodes Incorporated investment in ERIS in Sep., 2011

Advanced high-end IDM Process

2H22 New Product line expansion

First Stage Changed
Entered sub-con franchises of finished-products.

Second Stage Changed
Eris sets up automatic diode manufacture, packaging and additional TMTT facilities in Taiwan

ERIS Tech.
was listing on IPO

Third staged changed
Acquired Yea-Shin Tech. into wafer manufactory field

Fourth staged changed
Automated production line for 20KK kick off

Expansion of fully automated production line

Eris Tech.
was Found

Entered the automotive field

Wafer innovation develops 5-inch wafers

4Q21 launched new product SiC Diode

Eris establishes its central laboratory and establishes in-house quality assurance to supervise manufacturing process.

launched new product
ESD / MosFet

Wafer Trade | Sub-con Finished Products Foundry | Mass production of own production line and vertical integration strategy | Innovation and Transformation

1995 | 2001-3 | 2004 | 2010 | 2011 | 2012 | 2015 | 2018 | 2020 | 2021 | 2022~ Now

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1. About Eris

1.1.2 Company Core value

"Active innovation, honest service, and joint creation of the future" is the business philosophy that Eris Technology adheres to; it is willing to take a pragmatic attitude, regard integrity and quality as the company's core values, use innovative research and development as the cornerstone of corporate inheritance, and provide customers with high-quality products. High-quality, market-competitive products create a win-win situation for both parties.

For a company to operate sustainably, all employees must have consistent values and beliefs. Therefore, Eris Technology attaches great importance to the inheritance of corporate culture. We continue to work hard to build a corporate value system and hope that the corporate core values of "I-ERIS" will deepen into every Eris's people workplace DNA.

I- ERIS		
I	Integrity	Integrity-based and honest governance
E	Environment	Environmental sustainability, community care
R	Respect	Respect employees and create future together
I	Innovation	Transformation, Create vale
S	Service	Respect clients, satisfy demands

1.2 Company Culture

Since its establishment, the company has been adhering to the purpose of giving back to employees, educating employees, and taking care of employees, and works together with colleagues to create a milestone for Eris Technology!

Just like the company's LOGO, the corporate logo symbolizes the company's corporate culture and spirit. The blue round "e" image mainly represents Eris, which started from wafer sales. The concept conveyed by the word order of "eris" from bottom to top refers to our steady and steady steps. The ground is developing step by step in the business field of Diode. The "red dot" in the center of the logo is the company's goal. It hopes to uphold a professional attitude and provide customers with high-quality, market-competitive diodes and protection components and other related products with excellent quality assurance. It hopes to achieve good results. The service satisfies customers, thereby enabling both parties to enjoy a win-win situation, thereby realizing Eris Technology becoming the brightest star in the global diode business field.

1. About Eris

1.3 Version and Mission

We hope to become one of the leading manufacturers of IDM discrete components in Taiwan, are committed to providing customers with high-quality services required for product development, and hope to become the best supplier to Tier1 customers around the world.

1.3.1 Business Strategies

Adhering to the attitude of "focus on the industry and operating sustainably", combined with R&D and marketing strategies, we will expand our operation scale and global market share. The details are as follows:

R&D management: Master R&D patented wafer technology, continuously increase R&D energy and increase entry barriers to create high value-added products.

Manufacturing: Establish an automatic packaging and testing production line to continuously improve efficiency and reduce costs.

Quality management: Continuously enrich and improve testing capabilities, improve quality management systems, and adhere to the quality policy of "Through first-class equipment," "providing first-class services," and "selling first-class products" to serve customers.

Marketing: Respond quickly to meet customer needs, maintain a competitive niche, and go all out to expand global market share, thereby creating the goal of stable annual revenue growth.

1.4 Operation Performance and Shareholder Structure

2022 is a year of global turbulence. Although the COVID-19 epidemic has slowed down, it has been affected by inflation, interest rate increases, mainland China's blockade, and the ongoing war between Russia and Ukraine, which has severely damaged the global energy and food markets; amid this turmoil In the uneasy environment, Eris adheres to the business strategy of focusing on its own industry, responds to various unknown situations, and makes "right decisions" at every critical time point. Under limited resources, it uses "precise decisions" to reverse seemingly unstable situations. In the year of 2022, the annual consolidated revenue increased by 5.88% compared with the same period to NT$2,177,617,000. The financial performance is presented on the following page. For detailed information, please refer to the "Report to Shareholders" on pages 1-3 and "Financial Overview" on pages 57-63 of Eris Technology's 2022 Annual Report.
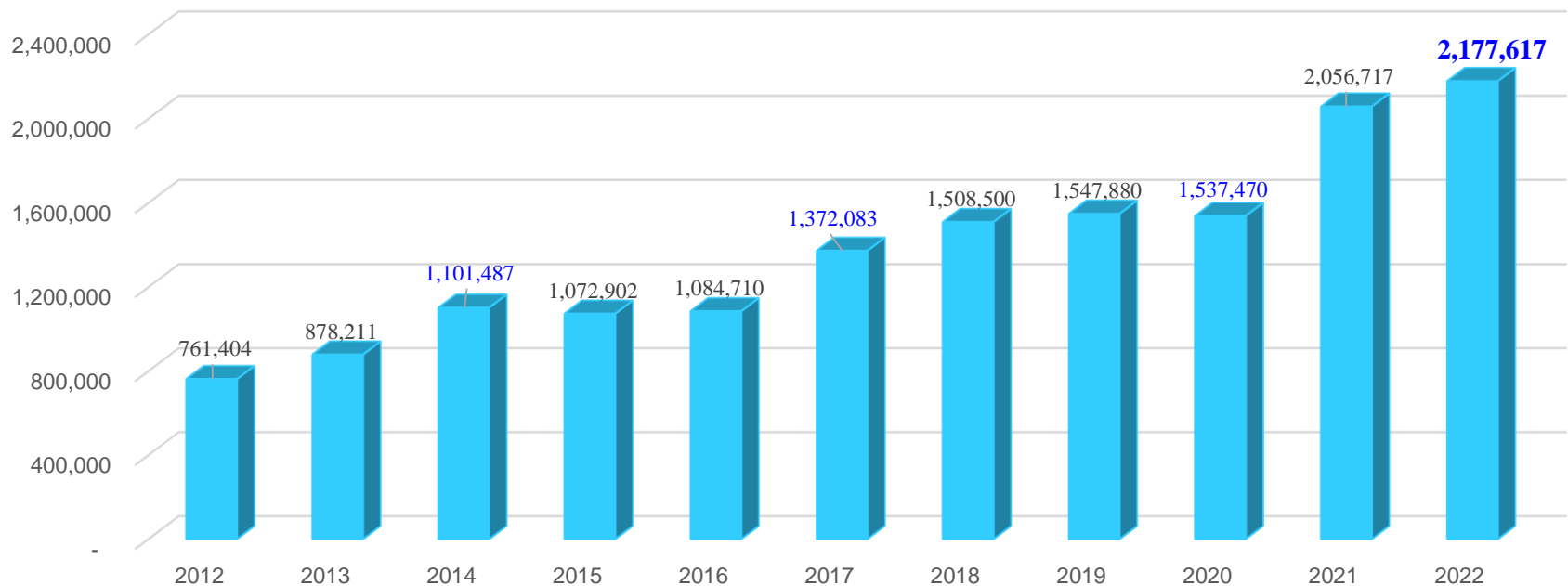
1. About Eris

1.4.1 Performance Highlights

The company has completed the three major operating businesses set in early 2022 as scheduled: wafer process optimization, automated packaging process (replacement of old ones with new ones), construction of MPE quality system, big data analysis, etc., to improve its know-how in smart production processes. Accumulate so that the company's competitive advantages can be internalized through innovation, change and growth. The company's annual consolidated revenue continued to set a new record of NT$2,177,617, a year-on-year increase of 5.88% over the same period. Operating gross profit was NT$804,486,000, an increase of 18.04% year-on-year (gross margin increased from 33.14% to 36.94%).

The net profit after tax was NT$455,818,000, a year-on-year increase of 39.27% over the same period (the net income rate after tax increased from 15.91% to 20.93%).

The converted after-tax earnings per share were NT$10.26, a year-on-year increase of 39.40% over the same period.

Annual Consolidated Revenue Performance since listing

Unit: NTD Thousand

Year	Revenue
2012	761,404
2013	878,211
2014	1,101,487
2015	1,072,902
2016	1,084,710
2017	1,372,083
2018	1,508,500
2019	1,547,880
2020	1,537,470
2021	2,056,717
2022	2,177,617

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1. About Eris

1.4.2 Profitability Analysis Instructions

Item	2020	2021	2022
Return on Asset (%)	4.00	12.00	15.01
Return on Equity (%)	8.62	28.95	33.38
Net Profit before tax paid-in capital (%)	25.34	73.78	99.85
Net Income margin (%)	6.09	15.91	20.93

Annual Gross Margin Trend since listing

Unit：GM%

7.1% (2012), 8.6% (2013), 14.4% (2014), 18.9% (2015), 21.3% (2016), 20.0% (2017), 18.5% (2018), 19.9% (2019), 26.5% (2020), 33.1% (2021), **36.9%** (2022)
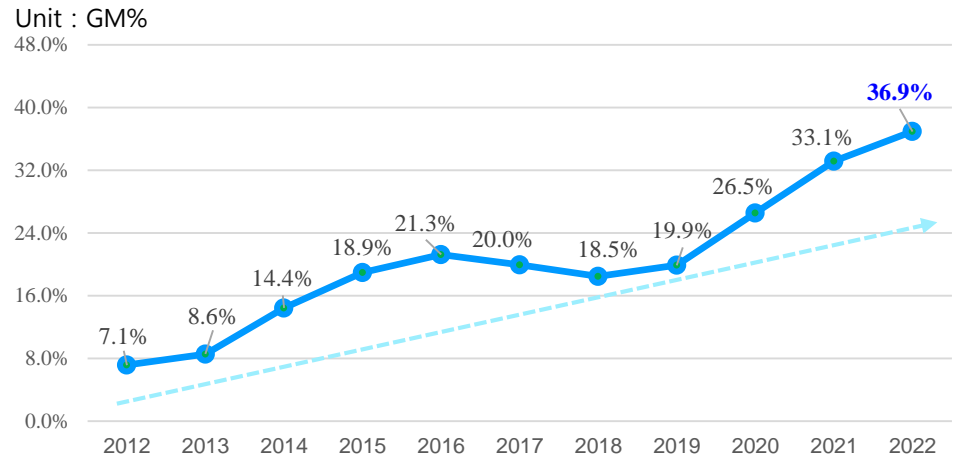
Balance Sheet

Unit: NTD Thousand	2020 NT$	2020 %	2021 NT$	2021 %	2022 NT$	2022 %
Asset	2,560,968	100%	3,059,554	100%	3,188,301	100%
Liabilities	1,548,337	60.46%	1,811,129	59.20%	1,705,475	53.49%
Equity	1,012,631	39.54%	1,248,425	40.80%	1,482,826	46.51%

Notes：Financial reports verified and certified by CPA

1.4.3 Shareholders structure

Others 27.15%
Diodes Group 51.07%
FINI 1.09%
Securities Dealer 1.80%
Domestic Investment Trust Institutions 15.35%
BOD 3.54%

Data resource 2023/09/08

1. About Eris

1.5 Innovation and Services

In 2020, Eris will gradually start replacing existing processes and adopt fully automated production technology. This will not only help improve the audit certification of automotive product customers, but also provide Tier 1 customers with a more stable supply than in the past. Process specification requirements.

1.5.1 R&D Investment

R&D expenses in 2022 and 2021 will be NT$135,191,000 and NT$113,042,000 respectively, accounting for 6.21% and 5.50% of the revenue in each period respectively. R&D expenses in 2022 will mainly be invested in automated packaging processes and wafer innovation processes. In the future, the company will continue to optimize process engineering methods, develop new products, and gradually upgrade automated production processes to expand the flexible use of production capacity.

1.5.2 Services Quality

Our company has been actively building an MPE (Maverick Product Elimination) system since 2020, using big data analysis forms to record each transaction, etc., to save the data and minimize human factors, so as to enhance Eris's knowledge in smart production (automation) processes. The accumulation of -how enables Eris's competitive advantages to continuously grow through internalized innovation and then drive changes. Moreover, due to the high degree of automation, which will help the layout of new products, the company will be able to substantially increase the company's turnover and profitability starting in 2021 and continuing to expand into the next three years. We firmly believe that after completing the current quality system layout, it will make it easier for the company to expand its business, solidly enter high-end product layout, and enhance corporate profitability.

1.5.3 Membership

In order to be able to grasp the trends of the industry in real time and actively gather the development consensus of the industry, Eris actively joins various industry associations (currently the Taoyuan City Industrial Association and the Taiwan Electrical and Electronics Industry Association) to jointly build Taiwan's semiconductor industry with advanced friends. We hope to contribute to the cooperation and innovation among global supply chain companies and jointly solve the challenges encountered by the global supply chain. In the future, through special speeches and experience sharing, we hope to make more contributions to Taiwan and the semiconductor industry and promote their sustainable development.

Unit: NTD Thousand

Item	2021	2022
R&D Expenses	113,042	135,191
Net Revenues	2,056,717	2,177,617
R&D Expenses percentage of net revenue	5.50%	6.21%

1. About Eris

1.6 Sustainability Concept

In 2004, the United Nations officially released "Who Cares Wins: Emphasizing that companies should pay attention to the impact of environmental, social, and governance (ESG) on their long-term business." In short, the sustainable development of enterprises is the pursuit of profitable and stable growth and integration into business operations and organizational operations. Eris Technology adheres to this spirit and follows three sustainable concepts: innovation, trust, social good, and positive Implement sustainable development and operation of enterprises.

Innovation

Eris Technology invests a large amount of resources and manpower in technology and product innovation and research and development every year. It can not only provide partners with products and services that meet their specifications and functional requirements, but also help customers save product development costs and time. We also actively encourage colleagues to integrate "innovation" into their daily work. We hope that all colleagues can participate and jointly develop new working methods and improve existing working methods. In this way, we will be able to face the rapid changes in the outside world more efficiently and maintain the sustainable development of the company.

Accountability

Deal with customers and stakeholders, the company has always positioned itself as a responsible and reliable IDM discrete component supplier, investor, employer and enterprise.
Our core value proposition builds customer trust and acts as a loyal partner to assist customers in their success.
We have always provided customers and partners with high-standard products and high-quality services to jointly create sustainable business operations and success. We have also established various communication channels so that stakeholders can clearly understand Eris's performance and communicate suggestions on important issues in real time. Our efforts have also been recognized by our partners. In the future, Eris will continue to operate according to this concept and create a win-win niche with customers.

Social Participation

While pursuing operational and profitable growth, Eris Technology adheres to the original intention of "taking from society and using it for society". From 2009 to now, it has participated in World Vision's Children's Education Action Plan and donated a total of NT$ in 2022. 108,000 yuan; donated for two consecutive years (a total of 2.5 million yuan) to the community care equipment of the health examination center of Tamsui Mackay Hospital, hoping to use medical resources through the hospital's expertise to continue to protect the health of community residents; sponsor the Taiwan Stone Tiger Conservation Association (donated 350,000 yuan) to support environmental and ecological protection with action and promote the joint protection of stone tiger conservation activities; the company actively seeks industry-university cooperation externally to cultivate talents, and cooperates internally with functional development map planning skills training, and will complete training for 2022 901 people, a total of 2,091 hours.

The company continues to integrate the sustainable concepts of innovation, trust and social good into the company's operations, and uses strategic and long-term approaches to improve the company's various operating indicators, implement corporate governance, develop a sustainable environment and safeguard social welfare, and Establish good interactions with employees, shareholders, customers, suppliers, society and other stakeholders to implement the company's sustainability commitments.

Sustainability

2. Sustainability

2.1 Sustainability Policy and Organization

2.1.1 Sustainability Policy and Commitment

For Eris, promoting sustainable development of enterprises is based on taking into account the rights and interests of all stakeholders. It hopes to contribute to the economy, environment and society through assuming corporate citizenship responsibilities, while strengthening the resilience of corporate operations and improving corporate Competitiveness.

In order to achieve the purpose of sustainable operation of the enterprise, we will coordinate the company's sustainable development direction, set short, medium and long-term goals, formulate relevant management policies, and implement specific action plans; the results will be reported to the board of directors regularly in the future.

Implement Corporate Governance	Develop Sustainable Environment	Uphold Social Public Welfare
• Establish and maintain a sound corporate governance system • Follow laws and regulations and implement integrity management and ethics • Respect, protect and enhance the rights and interests of stakeholders • Strengthen the timeliness and accuracy of information disclosure and improve communication with stakeholders	• Establish an environmental management system to reduce the impact of operating activities on the natural environment • Make every effort to save energy and reduce waste, and promote resource recycling and reuse	• Pay attention to labor human rights and create a healthy, safe and friendly workplace • Create a good environment for employees' career development • Participate in social care and promote community development • Encourage business partners to jointly fulfill corporate social responsibilities

2.1.2 Organization Structure of Sustainability Management

In order to deepen the company's vision of sustainable development, practice corporate social responsibility, and promote economic, environmental and social progress to achieve the goal of sustainable development, the company will officially have the chairman's office coordinate and plan the company's sustainable development stages in 2021. Goals (hereinafter referred to as the ESG Working Group). The chairman serves as the chairman, and the members include members of the chairman's office, management center, executive deputy general manager, first-level supervisors of each unit, etc.; to coordinate the company's sustainable development direction, set short, medium and long-term goals, and formulate relevant management policies , and implement specific action plans. The sustainability (ESG) working group has summarized and submitted the 2021 implementation results to the board of directors on October 28, 2022.

2. Sustainability

2.2 Stakeholder Engagement

Eris hopes to become a responsible corporate citizen and maintain good communication and mutual trust with all stakeholders through diversified communication channels. At the same time, it will incorporate reasonable expectations and feedback into its operating strategies and planning, and implement corporate practices. A lasting commitment.

2.2.1 Identification of Stakeholders

Eris continues to establish transparent and effective multiple communication channels with stakeholders, hoping to use this as an important reference indicator for the sustainable development of the company, and as a reference basis for the company's operational decisions and information disclosure, so as to plan sustainable business policies. . Refer to the five major principles of the "AA1000 Stakeholder Engagement Standard (SES)" "Dependence, Responsibility, Influence, Concern, and Diverse Viewpoints" to identify five types of major stakeholders, namely "Shareholders/Investors" , "Employees", "Customers", "Suppliers/Contractors" and "Government Agencies".

2.2.2 Stakeholder Communication and Response

Eris's communication with stakeholders is based on different topics and the corresponding responsible units or contact windows, and interacts with stakeholders through appropriate channels. In addition, the stakeholder attention questionnaire was used to understand the issues that all parties attach importance to, and the relevant information was compiled in this report to provide appropriate responses. The communication channels, communication results and response sections correspond to the following:

Stakeholders	Key Issues of Concern	Communication method and Channel（Frequency）	Corresponding Section
Shareholders/ Investors	• Financial Performance • Company Governance • Integrity and anti-corruption • Sustainable strategies and vision • Information security	• Shareholders' Meeting convened（each year） • Investor Conferences convened（Irregular） • Quarterly financial report and annual report（Quarterly/ every year） • Investor mailbox（permanent） • Company's website and Market Observation Post System（permanent） • Eris technology corporation sustainability report（every year) • Contact window：IR Ms.Chiu eris.public@eris.com.tw	1.4.1 Performance Highlights 3.1 Corporate Governance 3.2 Ethical Business and Legal Compliance 3.3 Risk management 3.4 Management of information security

2. Sustainability

Stakeholders	Key Issues of Concern	Communication method and Channel（Frequency）	Corresponding Section
Employees	• Operating Performance • Information security • Human rights, diversity and inclusion • Talent cultivation and career development	• Labor-management meeting (quarterly) • Employee Welfare Committee (quarterly) • Employee performance Review Committee（Half year） • Year-end meeting Employee symposium（every year） • Employee Proposal Reward（any time） • Employee suggestion box（any time） • Contact window：HR Ms. Lei	1.4.1 Performance Highlights 3.4 Management of information security 4.1 Overview of Human Resources 4.2 Remuneration and Welfare 4.3 Talent cultivation and career development 4.4 Friendly Working Environment
Customer	• Information security • Quality and Customer Service • Sustainable Supply Chain • Water Resource Management	• Customer satisfaction survey（every year） • Marketing business、Customer services、QA department contact（permanent） • Customer questionnaire, Customer audit（Occasional） • Official website of the company, customer service email（permanent） • Contact window：Customer Service Dpt. Ms Wang	3.4 Management of information security 5.1 Product Quality Management 5.2 Premium Customer Services 5.3 Supplier Management 6.3 Water management
Suppliers/ Contractors	• Integrity and anti-corruption • Sustainable strategies and vision • Information security • Quality and Product Service • Sustainable Supply Chain	• Procurement, QA, ESH Department Contact window（permanent） • Suppler Audit（Irregular） • Official website of the company（permanent） • Issue-related documentation（permanent）	3.2 Ethical Business and Legal Compliance 3.3 Risk management 3.4 Management of information security 5.1 Product Quality Management 5.3 Supplier Management
Government Agencies	• Corporate Governance • Legal Compliance • Hamann rights protection • Occupational Safety and Health • Climate change and Carbon management • Water management and Waste management	• Comply with the regulations of the compliance authorities（Irregular） • Official Document（Occasional） • Regulatory audit conducted by competent authorities（Irregular） • Visit to competent authorities for exchange of opinions（Irregular） • Contact window：PR Ms.Chiu 　　　eris.public@eris.com.tw	3. Corporate Governance 4.4 Friendly Working Environment 4.5 Occupational Safety and Health 6.2 Climate change and Carbon management 6.3 Water management 6.4 Waste management

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2. Sustainability

2.3 Identification of Material Issues

Eris Technology's sustainability report refers to the "GRI Standards" sustainability reporting principles of stakeholder inclusiveness, sustainability context, materiality and completeness to identify major topics, hoping to identify stakeholder relationships through a systematic approach. We will focus on major topics that are of concern to people and have an impact on society, so as to appropriately respond to the issues of concern to stakeholders and conduct effective communication, and focus on the future direction of sustainable development of the enterprise.

2.3.1 Step-by-step process for identifying major topics

Step I	Step II	Step III	Step IV
Identification of Stakeholders	Collect sustainability issues	Identification of major issues	Review and discussion

Step I：Identification of Stakeholders
  - The sustainability (ESG) working group is based on the experience provided by each department and reference to the industry. Its company stakeholders are the government, society, investors, employees, customers and suppliers.

Step II：Collect sustainability issues
  - Stakeholder communication issues will be discussed with reference to the classification of consideration areas of GRI indicators, and relevant units will incorporate the issues into annual work matters or goals.

Step III： Identification of major issues
  - After the sustainability (ESG) working group held a meeting with representatives from various departments of the company to score stakeholder concerns and the impact on sustainable operations, it became the top major theme.

Step IV ： Review and discussion
  - Based on the major themes of substantive analysis, we will continue to strengthen management and disclose relevant information in the report as priority disclosure issues.
  - The following survey on issues of concern to stakeholders is based on 50 valid answers collected by the company through telephone interviews as a survey and analysis of this survey asking stakeholders about issues of concern.
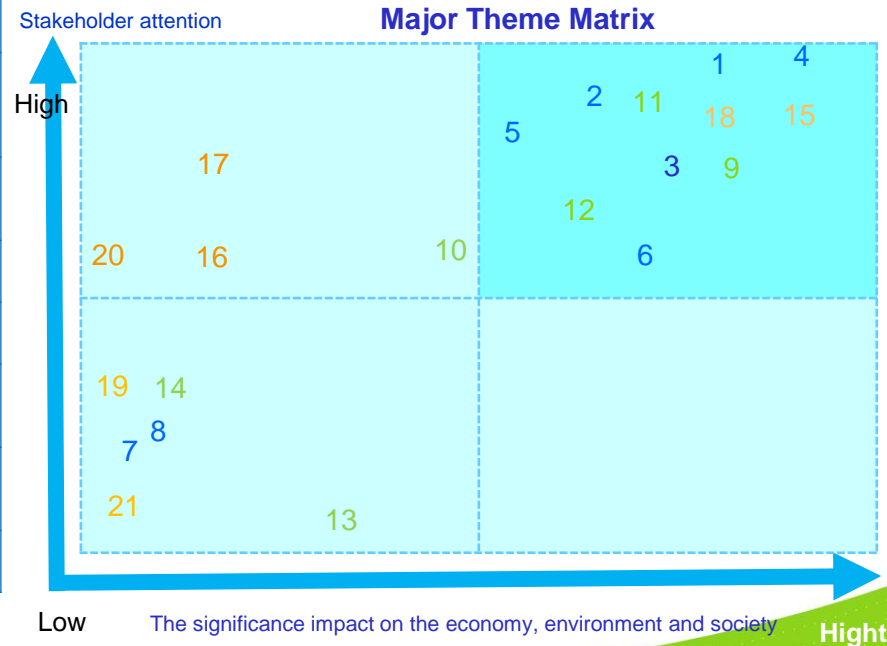
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2.3.2 Identification analysis of major issues

Before confirming the major themes of this year, Eris's sustainable development team first adjusted the questionnaire with the previous year's themes and sustainable development trends, and finally concluded that the results converged to 21 sustainable themes compared with the previous year. This year, we refer to the recommendations on the materiality assessment method in the 2021 version of the GRI Guidelines, and include the considerations of "impact severity", "possibility of occurrence", and "whether human rights are involved" in the company and its impact on the economy, society, and environment, and calculate Find the impact index of each topic. Accordingly, this year's results list a total of 11 major themes, among which "Waste Management" and "Human Rights Protection" have been newly added as major themes due to the increased attention and impact of the competent authorities' compliance with laws and regulations; "Labor and Employment" "Relationship" was removed from major topics due to decreased attention and impact. Details are as follows:

Adjustment Items	Adjustment Explanation
Sustainable supply chain	Incorporate the original "Hazardous Substances Management" and change its name
Human Rights	The name of "Employee Diversity and Equal Opportunities" was changed to "Human Rights Protection". Due to increased attention and impact, a new major theme was added.
Talent recruitment and retention	The original "Labor-employer Relations" was adjusted to a secondary topic due to the decrease in attention and impact.
Talent cultivation and development	Adjusted the name from "Training and Talent Development".
waste management	Add topics, due to high attention and impact, have been evaluated as major topics.
Circular Economy	Added a new topic, which is an issue that is gradually attracting attention in the trend of sustainable development.
Biodiversity	Added a new topic, which is an issue that is gradually attracting attention in the trend of sustainable development.
Quality and customer service	Name adjustment, formerly "Name and Products and Services"

Governance	Environment	Social
1.☆Sustainable Development Strategy 2.☆Company Governance 3.☆Information security 4.☆Operation Performance 5.☆Sustainable supply chain 6.☆Quality and customer service 7.Procurement Practice 8.anti-competitive behavior	9.☆Climate change and energy management 10. Air pollution management 11.☆ water resources management 12.☆ waste management 13. Circular Economy 14. Diversity	15. ☆Human Right 16. Talent recruitment and retention 17. Talent cultivation and development 18.☆ Occupational safety and health 19. Labour Relations 20. Social participation 21. Preservation Practice

Major Theme Matrix

Stakeholder attention

High

Low

1 4
2 11 18 15
5
3 9
17
12
20 16 10 6
19 14
7 8
21 13

The significance impact on the economy, environment and society

Low Hight

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2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain

Major Topic	Significance to operations	Corresponding to GRI topics	Economic/Environment/Social Impact Scope			response chapter
			Internal	Outside		
			Eris	Client	Supplier	
Sustainable development Strategy	Integrate sustainable development goals into business strategies, actively implement corporate sustainable development, and improve the quality of life of employees, communities, and society through corporate citizenship, and promote sustainable development-based competitive advantages.	• GRI 2：general disclosure2021 • GRI 3：Major Topic 2021	●		○	A message from Chairman 3.3 Risk Management
Corporate Governance	Improving the corporate governance system and improving information transparency can protect the legitimate rights and interests of shareholders and take into account the interests of all stakeholders.	• GRI 2：general disclosure2021	●			3.1 Governance organizational structure
information security	Leakage of company and customer confidential information may result in loss of competitive advantage and breakdown of customer trust relationships. A sound management mechanism can reduce the chance of intellectual property and private information being infringed or disputed.	• GRI 3：general disclosure2021 • GRI 418：Customer privacy	●	◎		3.3 Risk Management 3.4 Information security management 5.2.1Customer privacy and confidentiality mechanism
Operating performance	Corporate operating performance is mainly expressed through sound financials. The profit model is the basis for sustainable operation and development of the company to enhance economic value and demonstrate operating results, so that stakeholders can share in the distribution or feedback of corporate profits.	• GRI 2：general disclosure2021 • GRI 201：economic performance	●			1.4.1 Performance 4.2 Salary and benefits
Sustainable supply chain	Choosing good suppliers and maintaining good partnerships will help stabilize the supply of raw materials and the quality of incoming materials, ensuring that products can meet the requirements of customers and international standards.	• GRI 205： Anti-corruption • GRI 308：Supplier Environmental Assessment • GRI 414：Supplier Social Assessment	●	◎	○	3.2.1 Integrity management 5.3 Supplier management 5.3.5 Hazardous Substance Management 5.3.4 Conflict Minerals Management
Quality and customer service	Stable product quality and high-quality services help maintain good cooperative relationships with customers and strive for more service opportunities for new customers.	• Custom theme • GRI416：Customer Health and Safety	●	◎		5.1 Product quality management5.2 Excellent customer service 5.3.5 Hazardous Substance

Notes： ● Direct impact ◎ compromise impact ○ Commercial relationship

2. Sustainability

2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain

Major Topic	Significance to operations	Corresponding to GRI topics	Economic/Environment/Social Impact Scope			response chapter
			Internal	Outside		
			Eris	Client	Supplier	
Climate change and energy management	The government and stakeholders are paying increasing attention to climate change issues and pressure for climate action. The trend of net-zero carbon emissions and government energy policies may increase corporate operating costs and risks.	• GRI 201 : Economic performance • GRI 302 : energy • GRI 305 : emission	●	◎		6.2 climate change risks and carbon management 6.2.4.2 energy management
Water resources management	Extreme weather causes an increase in the frequency of wind disasters, floods, and droughts, which may have an impact on the supply of raw materials and product production.	• GRI 303 : Water and flowing water	●			6.3 water resources management
Waste management	In order to effectively clean up waste, improve environmental sanitation, and achieve the stabilization and harmlessness of waste resources, our company strictly abides by various waste-related laws and regulations, and thoroughly implements the waste management system.	• GRI 30 6 : Waste	●			6.4 Waste management
Human Right Protection	The company strives to create a communication-free labor-management relationship, ensure the protection of labor rights, and establish a friendly workplace environment to increase retention rates and gather employees' attachment to the company.	• GRI 405 : Employee Diversity and Equal Opportunities • GRI 406 Non-discrimination • GRI 408 child labor • GRI 409 forced or compulsory labor	●	◎	○	4.4 Friendly working environment
Occupational Health and Safety	A healthy and safe working environment can reduce the probability and possible losses of occupational disasters and occupational diseases, and improve employee work efficiency	• 403 Occupational Health and Safety	●	◎	●	4.5 Occupational Health and Safety

Notes : ● Direct impact ◎ compromise impact ○ Commercial relationship

2. Sustainability

2.4 Sustainability targets and Managements

Major Topic	How to management	2022 Target	Status	Implementation results in 2022	Future efforts
Sustainable development Strategy	The sustainability (ESG) working group was formally established. Chaired by the Chairman. The members include members of the chairman's office, management center, executive deputy general manager, first-level supervisors of each unit, etc. (Explanation: The competent authority stipulates that over-the-counter companies with paid-in capital of less than NT$2 billion are only required to adopt voluntary or phased sustainable development matters.)	The task of the sustainability (ESG) working group is to coordinate the company's sustainable development direction, set short, medium and long-term goals, formulate relevant management policies, and implement specific action plans.	V	• Issued "Sustainability Report" for the second consecutive year. • Social participate: Continue to participate in World Vision's children's education assistance program, donate community care equipment to the Health Checkup Center of Tamsui Mackay Hospital, and cooperate with the Andrew Charity Association to distribute food to families in need. • Carry out the project of replacing old water-saving and energy-saving equipment in the factory with new ones.	The implementation results will be summarized and reported to the Board of Directors every year.
Corporate Governance	Strengthen the functions of the board of directors, continue to improve the corporate governance system in accordance with laws and corporate governance assessment requirements, and safeguard the rights and interests of stakeholders.	Strive to improve the evaluation level by one level every year	V	• This year's corporate governance evaluation listed OTC companies ranked between 21% and 35%, with the overall score improving compared to the previous year.	We will continue to improve the compliance with corporate governance evaluation indicators and strive to improve the evaluation level by one level every year.
information security	Establish an information security management system, strengthen the information security protection mechanism, and ensure the confidentiality, integrity and availability of information through appropriate protection measures, education and training, and publicity.	Plan smart monitoring and threat detection services in administrative offices and factories.	V	• Carry out intelligent monitoring and modularization of factory production lines. • For office computer systems, operating passwords should be changed regularly.	Continue to strengthen the establishment of data modularization in the administrative office area/factory and update it with the times.
Operating performance	A sound governance structure, through the supervision of the board of directors, audit committee, remuneration committee and internal audit, enhances the company's steady growth in business planning and development.	Profitability has grown steadily and the company's operating goals have been achieved.	V	• The consolidated net revenue for the year reached NT$2,177,617 thousand, an annual increase of 5.88% over the same period, a record high. • Earnings per share were NT$10.26.	Profitability has grown steadily, and the company's operating goals set at the beginning of the year have been achieved every year.

Notes : V Achieve   ▲ Still Working

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2. Sustainability

2.4 Sustainability targets and Managements

Major Topic	How to management	2022 Target	Status	Implementation results in 2022	Future efforts
Sustainable supply chain	Through operation process management, supplier evaluation, auditing and coaching, we ensure that suppliers meet the needs and expectations of Eris and customers, and that products do not contain harmful substances and conflict minerals.	There were 0 abnormalities in the detection of harmful substances in finished products. The raw materials used are 100% free of conflict minerals.	V	• Completed the testing of harmful substances in various product combinations in the factory, and the test results are in compliance with legal and regulatory requirements. • Completed the conflict minerals investigation of relevant raw material suppliers in the factory, and the results were all in compliance with the requirements.	Strengthen the publicity of suppliers' hazardous material management, operating procedures and other related matters. Regularly conduct conflict mineral investigations to ensure that products do not contain conflict minerals.
Quality and customer service	Continuously improve product quality and production efficiency, and provide quality services to meet customer needs.	All units responsible for customer service have achieved the set service satisfaction indicators.	V	• Relevant units can provide customer service with immediate needs. • Respond to customer complaints as scheduled to satisfy customers.	Continuously provide quality services to meet customer needs.
Climate change and energy management	Use the TCFD framework to identify risks and opportunities brought about by climate change, and improve climate resilience through greenhouse gas inventories, energy conservation and carbon reduction solutions, and adaptation plans.	In 2022, we plan to establish an energy management system, implement power-saving measures throughout the factory, and replace old equipment with new ones.	V	• The total annual greenhouse gas emissions are 11,345 tons of CO_2e, and the unit carbon emissions of greenhouse gas products are 6.02 tons of CO_2e/product (KK), a decrease of 0.61 tons of CO_2e/product (KK) compared with last year. • The neutralization tank at the end of the wastewater treatment process adds PAC dosing and filtration to once again reduce the concentration of inorganic pollutants in the water to enhance environmental protection. • Through improvement of process equipment, the output of waste (waste vinyl) can be reduced by about 10~20%	Establish energy-saving measures to reduce total electricity consumption by 1% per year, thereby achieving reduction of greenhouse gas emissions.
Water resources management	Improve existing water-consuming equipment, continue to expand water recycling equipment, and enhance the ability to recycle water resources to reduce the water intake per unit product.	Process optimization and water saving project. Cooling water is recycled and used.	V	• Water consumption decreased by 12,238 degrees compared with last year, and CO_2 emissions were reduced by 1.97 tons of CO_2e	We will continue to carry out process optimization, water-saving projects and cooling water recycling and reuse plans.

Notes ：V Achieve ▲ Still Working

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2. Sustainability

2.4 Sustainability targets and Managements

Major Topic	How to management	2022 Target	Status	Implementation results in 2022	Future efforts
Waste management	Continuous improvement is carried out in accordance with the ISO 14001 environmental management system. The first priority in waste management is waste reduction in the process, followed by reuse, and finally treatment or disposal. Carefully select waste removal, treatment and recycling vendors for disposal, and send personnel to conduct inspections from time to time to ensure that waste is properly disposed of.	Strengthen the recycling and reuse of manufactured waste. Improve recycling and reuse of waste solvents.	V	• A total of 228.908 tons of waste was generated in 2022. The amount of waste reused increased by 104.02 tons compared with 2021, and the reuse rate accounted for 98%. The reuse rate increased by 31% compared with last year.	We will continue to revise waste management measures in a timely manner in response to changes in laws and regulations, and thoroughly implement the waste management system.
Human Right Protection	Comply with international human rights norms, implement the "Responsible Business Alliance and its Code of Conduct", strive to protect the basic human rights of employees, and respect all employees equally. This policy applies to Eris Technology and all subsidiaries within the group.	This policy applies to Eris Technology and all subsidiaries within the group, and Eris's suppliers, customers and partners are expected to abide by the following human rights policies to jointly safeguard human rights.	V	• There were no complaints or related discrimination incidents in the company in 2022; we will continue to pay attention to human rights protection issues and promote education and training to improve workplace safety and reduce risks.	Strengthen the formulation and promotion of diversity, inclusion and gender equality policies in the workplace. Continuously improve career planning such as talent professional training to build the company's talent density
Occupational Health and Safety	Through the operation of the occupational safety and health management system, risk assessment, and continuous improvement, we prevent occupational disasters and maintain the health and safety of our colleagues.	0 cases of disability caused by occupational injuries。	V	• There were 0 cases of disability caused by occupational injuries.	Continuously improve safety in the factory to avoid injuries.

Notes：V Achieve　　▲ Still Working

2. Sustainability

2.5 SDGs Supporting Practices

The United Nations proposed 17 Sustainable Development Goals (SDGs) in 2015 as the global development vision from 2016 to 2030. The three principles of the United Nations Sustainable Development Goals: action based on human rights, not giving up any of them, gender equality and women's empowerment. We hope that through specific goals, we can lead the international community in taking action to ensure the sustainable survival and development of mankind. Eris Technology starts from daily operating activities and examines the executable entry points of its own corporate operations. It hopes that it will actively take actions for the common good value of mankind and sustainable development, and work together for the sustainable development goals in 2030.

SDGs Target	Eris responds to SDGs	Corresponding Section
End of poverty in all its forms	• The "Planting Hope" activity has been in existence for 13 years. The company's colleagues participated in World Vision's initiative to fund education for disadvantaged families in China. In 2022, a total donation of NT$108,000 was made.	7.3 Support for the disadvantaged 7.3.1 Planting Hope Sponsors Children
End hunger and ensure that all people have access to safe, nutritious and sufficient food	• Support the Andre Food Bank project in 2022 and donate NT$500,000	7.3 Support for the disadvantaged 7.3.2 Support the weakness people as the same with themselves
Ensuring healthy lifestyles and promoting well-being for all ages	• Regularly conduct occupational safety and health education, training and promotion to enhance factory safety and colleagues' risk awareness. • Provide health examination items that are better than those prescribed by laws and regulations, and add additional examination items such as: cancer screening, abdominal ultrasound examination, ABC hepatitis antigen and antibody, glycosylated hemoglobin and other examinations, and the cost will be borne by the company. • Provide employees with free flu vaccinations, all costs borne by the company. • Provide employees with pneumococcal and whooping cough vaccinations at the company's expense.	4.2.2 Employee welfare, care and concern 4.5 Occupational Safety and Health
Ensure universal, fair and high-quality education and promote lifelong learning	• Conduct industry-university cooperation with schools to help students shorten the gap and seamlessly integrate with the workplace. • Establish a complete education and training system to enhance employee competitiveness.	4.3 Talent cultivation and development 7.2 Student assistance and training

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2. Sustainability

2.5 SDGs Supporting Practices

SDGs Target		Eris responds to SDGs	Corresponding Section
5 性別平等	Achieve gender equality and empower women	• Implement gender equality and establish sexual harassment prevention mechanisms and complaint channels. • Implement maternal protection measures and a system of childcare leave without pay. • The salary of personnel shall not be given preferential treatment or discrimination based on gender, but shall be determined based on the requirements of their duties and shall be determined to be reasonable and better than the salary stipulated by law.	4.4 Friendly working environment 4.4.2 Implement gender equality
6 清潔飲水 與衛生設施	Providing water and sanitation for all and sustainably managing water resources	• Implement water-saving measures to reduce water consumption per unit product and increase the recycling rate of process water.	6.3 water resources management
7 負擔得起的 清淨能源	Ensure affordable, reliable, and modern energy available to all.	• Replace old energy-consuming equipment with new ones to improve energy efficiency • Gradually increase the proportion of energy-saving lamps and reduce energy consumption • Increase the proportion of renewable energy use	6.2 Climate change risks and carbon management 6.2.4.2 energy management
8 體面工作與 經濟成長	Promote sustained, inclusive and sustainable economic growth to achieve full and productive employment and dignified work for all	• Implement labor rights and provide employees with a dignified workplace environment • Protect labor rights and prohibit the use of child labor and oppression of workers	4.1 Human Resources Overview 4.4 Friendly working environment

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2. Sustainability

2.5 SDGs Supporting Practices

SDGs Target		Eris responds to SDGs	Corresponding Section
	Ensure sustainable consumption and production patterns	• Recycling and reuse of waste lamination glue: The waste lamination glue produced from waste is reused in cooperation with Taiwan Cement. The silica in the lamination glue can replace some of the characteristics of the granules in the concrete to develop environmentally friendly materials that can absorb moisture. Bricks, turning waste into resources for recycling. • Improve the recovery rate of organic waste solvents and entrust professional manufacturers to process and regenerate waste liquids.	6.4 Waste management 6.5 Air pollution management
	Take urgent action to combat climate change and its impacts	• Conduct regular greenhouse gas inventories to identify carbon emission hot spots as a basis for evaluating greenhouse gas reduction plans. • Energy-consuming equipment is replaced with new ones to improve energy efficiency.	6 Environmentally sustainable development
	Build peaceful and inclusive societies to implement sustainable development and establish effective, accountable and inclusive institutions	• Ensure that no raw materials from conflict mining areas are used • Hold regular labor-management meetings and provide employees with feedback and grievance mailboxes	5.3.4 Conflict-free minerals management 4.4.3 Establish smooth communication channels

Corporate Governance

3.1 Governance Organization and Structure

3.2 Ethical Business and Legal Compliance

3.3 Risk Management

3.4 Information Security & Management

3. Corporate Governance

3.1 Governance Organization and Structure

Eris Technology attaches great importance to operational transparency and corporate governance. In accordance with the provisions of the Company Law, the Securities and Exchange Law and other relevant laws and regulations, it has formulated the "Corporate Governance Code of Practice" and "Sustainable Development Code of Practice" to establish a corporate governance structure to strengthen supervision. The board of directors functions as a functional committee, protects the rights and interests of shareholders, respects the rights and interests of stakeholders, and enhances information transparency. In addition, it upholds integrity in management, formulates various systems and methods, and implements the spirit of corporate governance to improve the company's operating performance and implement the company's long-term goals. Continue to operate.

3.1.1 Corporate Organization
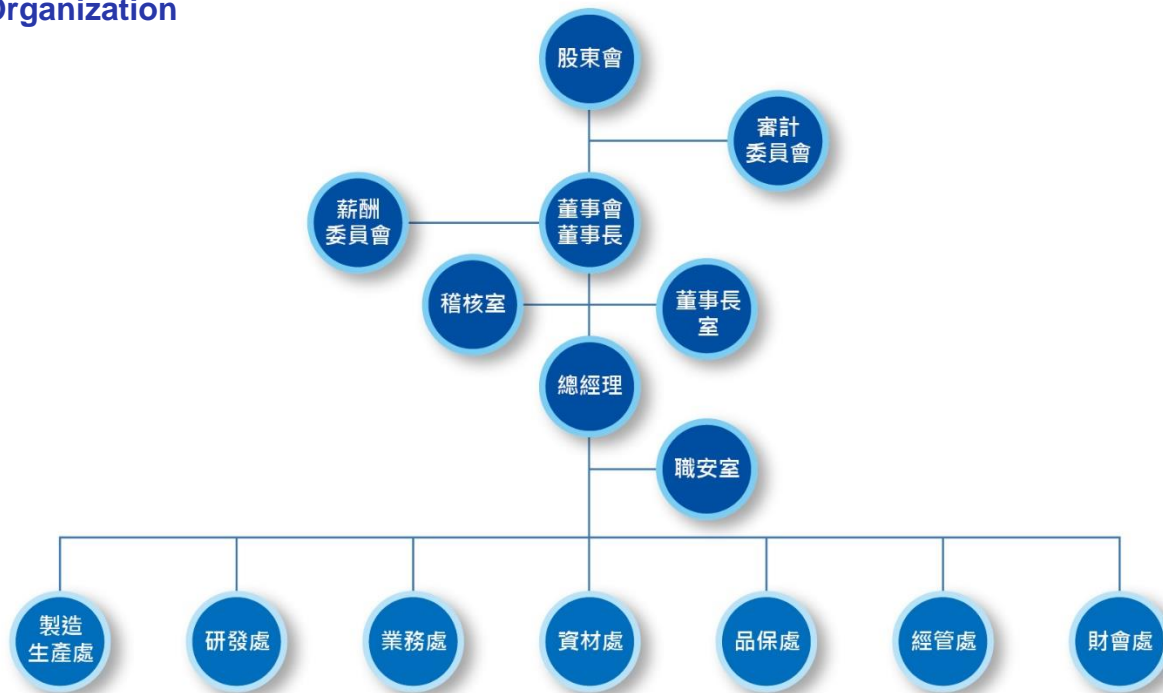
3. Corporate Governance

Major Department	Mainly responsible for business	Major Department	Mainly responsible for business
Audit Div.	1. Perform internal control system audits and improve deficiencies 2. Risk management planning, supervision and analysis, etc.	Sales Dep.	1. Global market information collection, product development analysis and new product specification development planning 2. Formulation and implementation of product sales strategies and company operating goals 3. New customer development, sample delivery and sample approval execution 4. Evaluation of customer information, customer credit limit and execution of order review and signing 5. Execution and management of accounts receivable follow-up and customer relationship maintenance 6. Customer quotation and order receiving processing 7. Arrangement of domestic and overseas shipment operations and production of business documents and reports
Chairman Div.	1. The company's business management, formulation of business strategies and policies, and effectiveness evaluation analysis 2. Strategy formulation, analysis and evaluation for new product and new business development 3. Evaluation and management of reinvested enterprises 4. Research, strategy formulation, implementation and evaluation of project plans 5. Planning and execution of stock business		
Occupational Safety Office	Planning and execution of labor safety and health management and environmental protection business	Materials Dep.	1. Supplier management and outsourcing processing affairs execution 2. Raw material procurement and import and export customs declaration business 3. Warehouse management 4. Production schedule planning and management operations 5. Evaluate material needs and assist in material procurement operations
Management Center	1. Planning and execution of company activities, maintenance and management of facilities and environment 2. Formulation, implementation, communication and coordination of company administrative management objectives and systems 3. Planning, establishment and execution of human resource management operations 4. Overall planning and management of the sources and utilization of funds 5. Fixed asset management and planning and control of general supplies needs 6. Construction, maintenance and control of the company's computerized management system network 7. Formulation and implementation of information security mechanisms 8. Planning and maintenance of computer software and hardware 9. Construct and integrate company information management system	QA Center	1. ISO quality system maintenance and assistance integration 2. Establishment and management of quality activities, company standard operating procedures and quality record keeping 3. Develop quality policies and systems, and implement production line quality assurance and product reliability work 4. Evaluation and enforcement control of customer quality warranty terms 5. Improvement of abnormal feedback production line and reasons for customer complaints of abnormal real-time feedback 6. Inspection analysis of finished products, calibration planning and management of measurement and test equipment
Finance& Accounting Center	Responsible for all company-wide accounting processing, cost analysis, budget preparation and control, fund planning and dispatch, etc.		
R&D Center	1. Research and development of new applications of existing technologies 2. Research and develop special needs of customers 3. Governance tool assessment design and development 4. Automated process equipment design, development, production and installation engineering	Manufacture Production Dep.	1. Production target management 2. Production operation process assessment planning, execution and management 3. Coordination, resolution and process supervision and control of various process issues 4. Process technology assessment, planning, design, development and management of machine equipment 5. Supplier development and tool management of spare parts required for production 6. Solving and improving process yield and quality issues

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3. Corporate Governance

3.1.2 Board of Directors

The board of directors is the company's highest governance unit and major business decision-making center. It is mainly responsible for supervising the achievement of the company's operating goals, improving operating performance, preventing conflicts of interest, ensuring that the company complies with various laws, and is committed to maximizing shareholders' rights.

Eris's director election adopts a candidate nomination system in accordance with the "Articles of Association" and "Director Election Methods", and the shareholders' meeting selects candidates from the list of director candidates for a three-year term. The company's board of directors has diverse members with different professional backgrounds, genders and work fields. It also has independent directors who provide the company with professional consulting on operations, technology and finance with a detached and independent spirit, and jointly bear the responsibility for the company's strategy, operation and supervision. .

The company's current board of directors consists of seven directors with professional knowledge background and rich management experience, three of whom are independent directors. The board of directors shall be held at least once a quarter in accordance with the "Board Meeting Standards", and a total of 6 board meetings will be held in 2022.

In order to implement corporate governance and improve the functions of the board of directors and functional committees, an internal performance evaluation of the board of directors should be conducted at least once a year in accordance with the "Board of Directors Performance Evaluation Methods"; for the results of this year's performance evaluation, please refer to page 16 of Eris's 2022 Annual Report. (Please refer to MOPS website: https://emops.twse.com.tw/server-java/t58query or company's website: https://www.eris.com.tw/boardOfDirectors.php)

3. Corporate Governance

3.1.2.1 BOD member

The composition of the board of directors of Eris Technology has a member diversity policy in the "Corporate Governance Code of Practice" and formulates a board member diversity policy based on the company's operating structure and future development trends (for example, those with different professional backgrounds, work field or gender, etc.); in order to achieve corporate governance goals, the board of directors as a whole must have professional backgrounds such as operational judgment, accounting and financial analysis, business management, crisis management capabilities, industry knowledge, international market outlook, leadership, and decision-making ability, etc. The directors elected by the company have more than 15 years of work experience required in the company's finance or business. Their background information, academic qualifications, or whether they concurrently hold other company positions and the board of directors, professional knowledge and independence are all announced in the 2022 Annual Report Chapter 8- 10 pages, which can also be found on public observatories and company websites.

Following from the above, among the seven current board members of the company, three are female directors, accounting for 43% of all board members. This fully demonstrates the spirit of corporate governance and gender equality. The company will continue to work hard to implement diversification of governance units. This term the list of directors is as follows:

Title	Name	Gender	Operating Judgment	Accounting Finance	Manage.	Crisis Manage.	Global Market View	Industry Knowledge	Leadership	Decision Making
Chairman	Jonathan Chang	Male	V		V	V	V	V	V	V
Director	Diodes Holdings UK Representative : Gary Yu	Male	V		V	V	V	V	V	V
Director	Diodes Holdings UK Representative : Maxine Lai	Female	V	V	V	V	V	V	V	V
Director	Diodes Holdings UK Representative : Patricia Hwang	Female	V	V	V	V	V	V	V	V
Independent Director	Jackie Ding	Female	V	V	V	V	V	V	V	V
Independent Director	Kun Lin	Male	V		V	V	V	V	V	V
Independent Director	Ed Tan	Male	V		V	V	V	V	V	V

Notes：For the above detailed information about the board members, please refer to pages 8-10 of the 2022 annual report, and can be inquired at the M.O.P.S.
https://emops.twse.com.tw/server-java/t58query

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3. Corporate Governance

Attendance status and further education courses for directors in 2022

The structure of the company's board of directors is in line with the company's business development scale and the shareholding situation of its major shareholders, taking into account practical operational needs. There are a total of 7 directors in this session (including 3 independent directors). All board members have relevant professional knowledge. The company will provide director-related information regularly/irregularly and hold seminars based on actual business needs; this committee will meet at least once a quarter to regularly review the corporate governance system and various operations, and ensure that the board of directors Exercise its powers in accordance with the provisions of laws, articles of association or resolutions of the shareholders' meeting. The term of the current members is from October 15, 2020 to October 14, 2023. The board of directors held a total of 6 meetings in 2022. Their attendance and further training courses are as follows:

Title	Name	Actual attendance	Actual attendance(%)	Date	Host	Name of Course	Total course hour
Chairman	Jonathan Chang	6	100%	2022.10.28	A.Securities and Futures Market Development Foundation of the Republic of China B.Corporate Governance Association of the Republic of China	A.Fourth-generation semiconductor and display technology application business opportunities B.Looking at corporate sustainable governance from a risk perspective - from corporate governance to ESG	6
Director	Diodes Holdings UK Representative : Gary Yu	6	100%				6
Director	Diodes Holdings UK Representative : Maxine Lai	6	100%				6
Director	Diodes Holdings UK Representative : Patricia Hwang	6	100%				6
Independent Director	Jackie Ding	6	100%				6
Independent Director	Kun Lin	6	100%				6
Independent Director	Ed Tan	6	100%				6

Notes： For the above detailed information about the board members, please refer to pages 16 of the 2022 annual report, and can be inquired at the M.O.P.S.
https://emops.twse.com.tw/server-java/t58query

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3. Corporate Governance

3.1.3 Audit Committee

The Company's "Audit Committee" consists of three independent directors, one of whom has a financial major. This committee meets at least once a quarter to regularly review the company's internal control system, the implementation of internal audits and major financial business activities, and communicates with certified accountants to effectively supervise the company's operations and risk control. The term of the current members is from October 15, 2020 to October 14, 2023. The Audit Committee held a total of 6 meetings in 2022. Their responsibilities and attendance are as follows

Responsibilities	Name	Number of meetings	Actual attendance(%)
In order to improve the board of directors' supervisory responsibilities and strengthen the board of directors' management mechanism, the audit committee is responsible for assisting the board of directors in performing supervisory responsibilities, including: The proper presentation of the company's financial statements, the selection (dismissal), independence and performance of certified public accountants, the effective implementation of the company's internal controls, compliance with relevant laws and rules, the review of management and control of mergers and acquisitions of the company's existing or potential risks, and the review of the company's internal Audit report submitted by the auditor.	Independent Director Jackie Ding Convener	6	100%
	Independent Director Kun Lin	6	100%
	Independent Director Ed Tang	6	100%

Notes：For the above detailed information about the board members, please refer to pages 17-18 of the 2022 annual report, and can be inquired at the M.O.P.S.
https://emops.twse.com.tw/server-java/t58query

3.1.4 Compensation Committee

The company's "Remuneration Committee" is composed of three members from all independent directors. This committee meets at least twice a year to review the performance and remuneration of directors and managers; the term of this committee is from October 15, 2020 to October 14, 2023. day. The Remuneration Committee held a total of 3 meetings in 2022. Its responsibilities and attendance are as follows:

Responsibilities	Name	Number of meetings	Actual attendance(%)
With the care of a good manager, faithfully perform the following duties and powers, and submit suggestions to the board of directors for discussion: Formulate and regularly review policies, systems, standards and structures for performance evaluation and salary remuneration of directors and managers. Regularly evaluate and set the remuneration of directors and managers.	Independent Director Kun Lin Convener	3	100%
	Independent Director Jackie Ding	3	100%
	Independent Director Ed Tang	3	100%

Notes：For the above detailed information about the board members, please refer to pages 24 of the 2022 annual report, and can be inquired at the M.O.P.S.
https://emops.twse.com.tw/server-java/t58query

3. Corporate Governance

3.1.5 Internal Audit

The company's internal audit is an independent unit and is directly under the board of directors. It is equipped with a full-time auditor who is responsible for evaluating the soundness, rationality and effectiveness of the company's internal control system and various management systems. Review the company's internal operations and subsidiary supervision and management according to the annual audit plan approved by the board of directors. The purpose is to assist the board of directors and managers to examine and review deficiencies in the internal control system and measure the effectiveness and efficiency of operations, and to provide timely improvement suggestions to ensure that the internal control system can be continuously and effectively implemented and serve as a basis for reviewing and revising the internal control system. In addition to reporting on regular meetings of the Board of Directors, the Company reports to the Audit Committee on a quarterly basis.

The implementation of internal audit includes investigation and evaluation of the internal control system to measure the degree of compliance with current policies and procedures and their impact on various operating activities. The audit scope includes the determined audit items, time, procedures (methods), laws and regulations based on them, and the forms used.

The company has established an effective accounting system and internal control system to ensure the implementation of honest operations. The financial statements have been entrusted to accountants to review and issue certification reports. Internal auditors prepare internal audit plans and conduct inspections based on the risk assessment results of dishonest behavior in various internal control operations.

● **Internal audit work execution procedures**

Regulations → Annual **Audit plan** → **Audit notice** → **Execution audit** → **Working Chart** → **Audit Report** → **Track improvements**

In 2022, the internal audit manager will report the audit business to the audit committee once a quarter. The discussion content of his proposal report is stated as follows:

Date of Meeting	Contents	Communication result
2022/2/24	1. Internal audit business report	After review by the Audit Committee, none of the independent directors had any objections or other instructions.
	2. 2021 Internal Control System Statement	After approval by the Audit Committee, it would be submitted to the Board of Directors for resolution.
2022/4/26	1. Internal audit business report	After review by the Audit Committee, none of the independent directors had any objections or other instructions.
2022/7/25	1. Internal audit business report	After review by the Audit Committee, none of the independent directors had any objections or other instructions.
2022/10/28	1. Internal audit business report	After review by the Audit Committee, none of the independent directors had any objections or other instructions.
	2. 「2022 Annual Audit Plan」	After approval by the Audit Committee, it would be submitted to the Board of Directors for resolution.

3. Corporate Governance

3.2 Integrity management and legal compliance

3.2.1 Integrity management

1. Policies and Norms

"Integrity and Honest" is one of the important core values of Eris Technology. In order to establish an honest and responsible corporate culture, we actively prevent dishonest behaviors. In accordance with the "Eris Technology Integrity Business Code" and relevant local laws and regulations, the company has formulated the "Eris Technology Integrity Management Operating Procedures and Conduct Guidelines" and "Ethical Code of Conduct", which will be implemented after approval by the board of directors.

The company has established a risk assessment mechanism for dishonest conduct in accordance with the "Code of Integrity Business Operations" to regularly analyze and evaluate business activities with higher risks of dishonest conduct within the business scope, and covers Article 7 of the "Code for Integrity Business Operations of Listed Companies" 2. Preventive measures for the behaviors specified in paragraph 2.

2. Precautions

The company prohibits business activities that carry the risk of dishonest conduct, establishes effective accounting systems and internal control systems, and reviews them at any time to ensure that the design and execution of the system continue to be effective. The company's auditors regularly review the compliance with the system in the preceding paragraph, and include compliance with the principles of integrity management in the scope of the preceding paragraph's assessment, and submit quarterly audit reports to the Audit Committee and the Board of Directors. The company combines the integrity management policy with employee performance appraisal and human resources policies to establish a clear and effective reward and punishment system. In terms of preventing conflicts of interest, the company has formulated a plan to prevent dishonest behavior in the "Code of Integrity Business", including operating procedures and behavioral guidelines. At the same time, the "Code of Ethical Conduct" stipulates a disciplinary and complaint system for violations, and regularly reviews the adequacy and effectiveness of this prevention plan: expressly prohibited behaviors include avoidance of conflicts of interest, gifts and business entertainment, and political donations and principles and standards for charitable donations, as well as the principles for checking whether ethical behavior violates the rules, and also clarifies reporting channels and operating procedures.

3. To prevent insider trading

A. The company has "Insider Trading Prevention Management Procedures" and "Internal Material Information Processing Procedures" to prohibit company I insiders from using undisclosed information in the market to buy and sell securities and serve as the basis for the company's material information processing and disclosure mechanism.

B. Insiders include the company's directors, major shareholders, managers and natural persons who are designated representatives to perform duties in accordance with Article 27, Paragraph 1 of the Company Law. or other persons who comply with the first and second paragraphs of Article 157-1 of the Securities and Exchange Act and other persons who have learned of the company's internal material information due to their status, occupation or control relationship after losing their status in the first three paragraphs , less than six months old. The company should urge them to comply with the relevant provisions of this operating procedure.

C. The company conducts education and promotion on insider trading prevention management for new directors and managers before taking office to ensure that they understand the relevant regulations and requirements of the law.

3. Corporate Governance

4. Operation of the company's whistleblowing system

A. The company regularly conducts education, training and promotion for directors, managers, employees and substantial controllers, and invites those who engage in business activities with the company to participate, so that they can fully understand the company's determination, policies and prevention plans to operate with integrity. and the consequences of breach of dishonesty.

B. When anyone discovers a violation of the Code of Ethical Conduct, he or she may report it directly to the independent director, the top manager of human resources, the top manager of the audit unit, the chairman of the board, or through employee grievance channels. Managers or employees who violate the rules will be punished, including dismissal or termination of appointment, in accordance with the relevant provisions of the "Key Points for the Implementation of Employee Rewards and Punishments", depending on the severity of the case.

C. The company will deal with business transactions that violate the principles of honesty and integrity, and will reduce or cancel the cooperative relationship with the company, or even hand them over to the appropriate judicial authorities, depending on the severity of the case.

D. The company has a complaint method and has clear operating procedures from complaint filing, investigation, and completion of investigation. The company also keeps the relevant personnel and information that have been reported or reported confidential throughout the process.

E. During the investigation process in which relevant personnel who report or are reported participate in, the Company will protect them from unfair retaliation or treatment, and strictly abide by Article 22 of the Company's "Integrity Business Code" regarding the identity and identity of the whistleblower. Measures to keep the content of the report confidential and protect the whistleblower from being improperly dealt with due to the circumstances of the report. In order to ensure that ethics and integrity can be truly implemented, the company provides a complaint hotline (https://www.eris.com.tw/stakeholder.php) in the stakeholder area of the official website. A "general manager's mailbox" is set up on the company's internal network for employees to make reports.

F. If someone violates the law or violates integrity and other related behaviors, internal and external people can report through the above channels. The case will be handled in an appropriate and confidential manner. The company promises to protect the whistleblower from being improperly dealt with due to the reporting situation. The incident will be confirmed after investigation. Anyone who violates integrity will be punished in accordance with relevant laws or employee punishment measures. In 2022, the company's integrity complaint mailbox received 0 complaints and reports. The following figure is to illustrate: the handling process of breach of integrity cases:

| Provide evidence of reporting | → | Case investigation and handling | → | Review and improvement of management mechanism | → | Case dealing with the results report |

5. Anti-competitive behavior

- Eris had formulated a code of integrity management to regulate business activities in compliance with relevant competition laws. It is not allowed to fix prices, manipulate votes, limit output and quotas, or share or divide the market by allocating customers, suppliers' operating areas or business types, etc. Operations also fully understand that observing fair transactions is a very important part of business activities.

- Eris strictly abides by relevant laws and regulations in all aspects. During 2022, the company has not been punished by the competent authorities due to violations of competitive behavior or monopoly measures.

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3. Corporate Governance

3.2.2 Legal Compliance

In order to implement the professional ethics and legal compliance system, the company has dedicated legal personnel and appointed consultant lawyers to serve as the consulting unit for internal legal risk assessment. In addition to handling and reviewing daily legal proceedings and other related matters, it is also committed to complying with international norms and operations. Regulations enacted by local governments.

In 2022, the company has not been sanctioned by the competent authorities for violating economic, environmental, and social regulations, nor has it been involved in any anti-competitive behavior or antitrust and antitrust-related litigation. The company provides new employees and current employees with relevant information every year. Compliance training is provided to enhance employees' awareness of relevant regulations. The summary is summarized as follows:

Items	Legal Compliance and Management Policy
Significance and importance to the organization	In order to protect the rights and interests of all stakeholders and prevent all losses suffered by the company due to illegal activities, all colleagues should abide by relevant laws and regulations.
Policies and Commitments	We formulate work standards and regard compliance with laws and regulations as the basic code for employees.
Long-term goals	Sanctions to maintain a society without significant economic environment.
Performance	This year, we were not sanctioned by the competent authorities for violating economic, environmental and social regulations, nor were we involved in any anti-competitive behavior or anti-trust and anti-monopoly related litigation.
Complaint procedure	Stakeholder contact area on the official website.
Action plan	Actively identify legal updates, confirm the consistency of internal operating procedures and norms with laws and regulations, and provide employee compliance education and training to deepen employees' awareness of compliance with laws.
Evaluation procedure	The total number of fines imposed by the competent authority and the amount of fines imposed. Audit compliance rate of internal audit.

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3. Corporate Governance

3.3 Risk management

The company not only complies with relevant laws and regulations, but also actively strengthens the company's internal management and shapes the company's core values to improve management quality and performance. At the same time, it maintains harmonious labor relations and actively serves the society to maintain an excellent corporate image. Since its establishment, the company has been continuously strengthening its technical level, verification and analysis capabilities, and technical team lineup to provide customers with better services. Especially when the technology industry is changing rapidly, the company has more flexible adaptability. The company's management team carefully pays close attention to any changes related to technology or industry trends that may have an impact on the company's business and operations, so as to take relevant preventive measures in advance.

Eris has established and improved risk assessment and crisis management systems to reduce operational impacts, ensure competitive advantages, and truly protect the rights and safety of the company, customers, investors, suppliers and employees. The company conducts risk assessments on important issues based on the principle of sustainable materiality, and based on the assessed risks, it formulates relevant risk management strategies and measures as follows:

Items	Legal Compliance and Management Policy
Social changes and legal compliance	By establishing a governance organization and implementing internal control mechanisms, we ensure that all personnel and operations of the company comply with relevant laws and regulations.
Exchange rate changes	Always pay attention to information on exchange rate trends to reduce the negative impact of exchange rate changes. The net position of foreign currency assets and liabilities shall be hedging as much as possible through derivative financial instruments in a timely manner to reduce possible exchange risks.
Inflation impact	We will pay close attention to the supply, demand and price changes of raw materials and make timely inventory adjustments. In the future, we will also collect information on inflation and government price policies at any time to make appropriate purchases.

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3. Corporate Governance

3.3 Risk management

Items	Legal Compliance and Management Policy
Information Security	In order to maintain the confidentiality, integrity and availability of the company's information assets, and protect user information privacy, the company clearly stipulates that colleagues should avoid unauthorized access and modification, while respecting intellectual property rights and protecting customer and company information. As of the deadline for this report, the company's board of directors has officially adopted the information security policy on July 25, 2022 and completed the declaration of the information security chief, information security supervisor and information security personnel. Please refer to the M.O.P.S. (https://mops.twse.com.tw)
Workplace safety	The company is committed to maintaining the health of workers and the working environment, and regularly implements safety and health education and holds "Fire Safety Training" publicity courses in accordance with occupational safety and health-related laws and regulations. In order to provide colleagues with a comfortable and healthy environment, we provide exclusive parking spaces or transportation subsidies, dedicated lactation room space, and a security system that is activated around the clock. We firmly believe that healthy employees are the company's greatest wealth and provide regular employee health examinations. We provide free flu vaccinations and provide medical staff on-site care at the factory, and continue to regularly publicize precautions for epidemic prevention.
Climate change risks	The company evaluates the impact that climate change may cause disaster risks, market risks, operating risks, etc. In order to reduce the impact of related potential risks that will lead to increased operating costs, the company uses core technology innovation to change the production process to fully automated production, replacing the traditional production method. Reduce CO_2 emissions. The company's greenhouse gas inventory in 2022 showed that the unit emissions of its products decreased by 0.61 tons (tons CO2e/product (KK)) compared with last year, improving performance by 9.2%. In addition, the company promotes the reduction of process water consumption, builds wastewater recycling equipment, and improves wastewater treatment efficiency. The implementation results in 2022 are: promoting the water-saving plan to save 12,238 degrees of total tap water volume, 3,164 degrees of waste water, and reducing annual carbon emissions. CO2 emissions are 1.97 tons. The company sincerely hopes to transform green environmental protection from a responsibility into an opportunity; through innovation in strategy, marketing, management, R&D and other aspects, coupled with execution capabilities, we will continue to change for sustainability.

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3. Corporate Governance

3.4 Information security & management

The company's board of directors officially adopted the "Information Security Policy" on July 25, 2022, which specifically stipulates that employees must abide by relevant rules during operating procedures and strictly implement information security policies and customer privacy protection measures to protect the company's business secrets and customer information. No leakage, ensuring the confidentiality, integrity and availability of information assets. In 2022, the Company did not receive any complaints regarding leakage of customer information or violation of customer privacy.

3.4.1 Information Security Risk Management Framework

The top executive of the company's management center serves as the convener, and is composed of network management members from the Information Department who actually implement the information security plan. The team is responsible for external information risk assessment and resource introduction assistance, information security system establishment, information security supervision and audit, and continuous strengthening of information security concepts. Its main work contents are as follows:

A. Integrate the company's information security resources, with the management center as the highest-level information security unit responsible for coordinating and supervising the operation of information security-related policies, measures, and mechanisms.
B. Information security-related measures, the development of technical specifications, and the research and construction of security technologies will be assisted by the information units of each base.
C. The relevant business units are responsible for the discussion of security requirements, use management, protection and information confidentiality maintenance of data and reports between various locations within the company.
D. Audit management matters regarding the confidentiality of information within the company shall be handled by the company's audit unit in conjunction with relevant business units.

3. Corporate Governance

3.4.2 Invest resources in information security management to prevent the impact of technological changes on the company's finances and business and take countermeasures:

Information security risk control (firewall) is a company's information security system between the Internet and the intranet. It monitors the network management transmission of messages in and out according to the company's predetermined policies. The firewall is a tool that must be executable on the host to control it. Check the network transmission of each network interface. Network firewalls are the cornerstone of maintaining organizational infrastructure security and help protect the network from the following threats: malware, vulnerability attacks, malicious websites, etc. If the IT security firewall is invaded, it will immediately affect the company's network system or cause interruption, which may lead to a decrease in productivity and property losses (including data leakage and reputational damage).

Recently, many companies have been hacked into the company's security lines, implanted malicious programs, and encrypted important data or systems to blackmail the victim companies, forcing the victim companies to pay huge ransoms to redeem the company's business secret database. wait.

In order to avoid this phenomenon, the company has established an information security defense line to control information security risks. The company has strict internal information security incident reporting procedures. Its procedures range from discovering suspected information security incidents, confirming the scope of impact, to cross-department communication. Dedicated personnel are assigned, and all employees' awareness of information security is established through education and training, so as to proactively detect potential information security incidents. , or conduct investigations, confirmations and take contingency measures after an incident occurs, and report incidents or matters that significantly affect the company's operations in accordance with laws and regulations, and will log in with major information announcements and release revisions to relevant laws and regulations. The company has established information security systems such as internal reporting and emergency response procedures to ensure risk management.

In order to maintain the confidentiality, integrity and availability of the company's assets, the company continues to strengthen and adjust its information security structure, such as: privileged account management, endpoint behavior analysis, intranet zone separation social attack drills, information security awareness promotion and dedicated information security Personnel training to improve internal information security technology response capabilities and the information security awareness of all colleagues to reduce the company's probability of information security hazards and the scope of disasters.

Since its establishment, the company has continuously strengthened its own technical capabilities and provided customers with high-quality services. Therefore, as the technology industry changes faster and faster, the company has developed flexible adaptability. The company's management team also pays close attention to any technology and industry-related changes that may have an impact on the company's business and operations at all times, so as to take relevant preventive measures in advance. Therefore, in recent years And as of the date of publication of this report, there has been no significant impact on the Company's financial business due to technological changes and industrial changes.

3. Corporate Governance

3.4.3 Information security protection and control measures

According to the needs of network services, separate logical network domains (DMZ, internal and external networks), separate development and testing from formal operating environments, and establish appropriate information security protection control measures for different operating environments. Its specific management actions are as follows:

A. Establish appropriate protective measures for the processing and storage of sensitive data, such as: physical isolation, dedicated computer operating environment, access rights, data encryption, transmission encryption, data masking, personnel management and processing regulations, etc.

B. Network firewall: Develop on-board, on-the-job and resignation management procedures, and sign a confidentiality agreement to clearly inform confidentiality matters.

C. If there is a mail server, it has an email filtering mechanism.

D. Intrusion detection and prevention mechanisms.

E. If there is a core information system for external services, it must have an application firewall.

F. Advanced persistent threat attack defense measures.

G. Information security incident notification and intelligence assessment response procedures.

H. Develop safety control procedures for the recycling, reuse and elimination of information communications equipment to ensure that sensitive data is indeed deleted.

Employee Care

4. Employee Care

4.1 Overview of Human Resources

A healthy human resources structure is an important cornerstone for Eris to continue to develop rapidly and continuously improve its competitiveness in the rapidly changing technology industry. Since its establishment, Eris has been adhering to its commitment to its employees, with the purpose of "giving back to employees, educating employees, and taking care of employees". We are committed to creating a friendly workplace that can bring employees a happy life, so that employees can develop their talents, make continuous progress, and find the passion and balance between work and life at Eris.

At the same time, the company also strives to create a labor-management relationship with unhindered communication and achieve the goal of protecting labor human rights, including: (1) no discrimination incidents and related complaints, (2) no violation of freedom of association and collective bargaining rights, (3) no Child labor is employed, (4) there is no forced or compulsory labor incident, (5) there is no major labor dispute, and (6) there is no delay or accumulation of employee opinions and complaints.

4.1.1 Company human resources structure and recruitment and appointment management

Eris Human Resources Management adheres to the principle of legal appointment and treats all employees fairly and reasonably. It recruits and appoints according to the organization's human resources planning and job function needs, and uses internal and external website platforms, campus recruitment, industry-university cooperation internship programs, and employee recommendations. And diversified recruitment channels for internal staff transfer, using the process of "recruiting widely and selecting carefully" to tap talents, ensuring that the company has an outstanding team to jointly complete the company's goals and tasks.

As of the end of 2022, the total number of the company employees is 308, and the ratio of men to women is 45%: 55%

Job Level/year	Gender	2020	2021	2022
Manages Staff	Male	18	16	15
Manages Staff	Female	13	13	14
Manages Staff	Total	31	29	29
General Staff	Male	98	81	86
General Staff	Female	79	78	79
General Staff	Total	177	159	165
OP Staff	Male	46	35	37
OP Staff	Female	84	76	77
OP Staff	Total	130	111	114
Total Employees		338	299	308

2020-2021 Employee and Gender comparison

Legend: ■男 ■女

Year	男	女
2020	162	176
2021	132	167
2022	138	170

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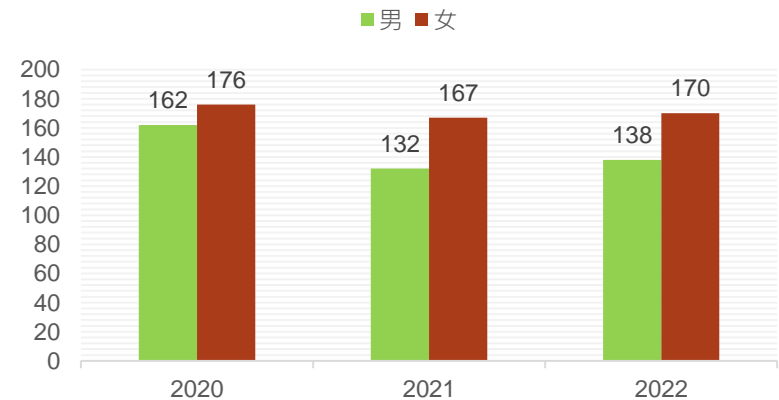
4. Employee Care

4.1.2 Diverse and equal recruitment

The company's human resources are recruited through diversified channels, taking into account both institutionalization and humanization, and are in complianc e with the prohibition of child labor and forced labor, and are not affected by personal age, gender, physical and mental disabilities, race, religion, political orient ation and other factors. Recruitment and appointment shall be carried out based on the principle of fairness in differential treatment.

As of the end of 2022, the average age of the company's employees is 34.6 years old, and the proportion of female supervisors is 48%

Education	Gender	2020	2021	2022
Master	Male	11	13	14
Master	Female	5	5	3
Master	Total	16	18	17
University	Male	102	77	79
University	Female	79	78	90
University	Total	181	155	169
High School	Male	43	37	39
High School	Female	77	78	73
High School	Total	120	115	112
Under High School	Male	6	5	6
Under High School	Female	15	6	4
Under High School	Total	21	11	10
Total Employees		338	299	308

Job Level	Ages	2020	2021	2022
Manages Staff	Under 30 years old	0	0	0
Manages Staff	30~50 years old	23	17	17
Manages Staff	Above 50 years	8	12	12
Manages Staff	Total	31	29	29
General Staff	Under 30 years old	47	38	43
General Staff	30~50 years old	119	109	108
General Staff	Above 50 years	11	12	14
General Staff	Total	177	159	165
OP Staff	Under 30 years old	78	74	76
OP Staff	30~50 years old	51	37	37
OP Staff	Above 50 years	1	0	1
OP Staff	Total	130	111	114
Total Employees		338	299	308
Average Ages		34.2	34.3	34.6

Job Level/year	Gender	2020	2021	2022
Manages Staff	Male	18	16	15
Manages Staff	Female	13	13	14
Manages Staff	Total	31	29	29
Manages Staff	Female Managers Proportion	42%	45%	48%

Country	2020年	2021年	2022年
Citizen	256	209	211
Foreign nationality	82	90	97
Total Employees	338	299	308

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4. Employee Care

4.2 Remuneration and Welfare

Employees are important assets of an enterprise. Providing reasonable salaries and benefits can create good economic and living conditions for employees, keep outstanding talents in the company, and help enhance the competitiveness of the enterprise. Eris Technology follows government laws and regulations to regulate and evaluate market salary levels, and provides employees with competitive salary remuneration and good benefits, so that colleagues can maintain a high quality of life and demonstrate their abilities and value at work without any worries.

4.2.1 Salary remuneration

In order to encourage and thank employees for their efforts and hard work, the company stipulates in the company's articles of association that every employee, regardless of gender or rank, is provided with 12 months' salary and three bonuses based on employee performance, as well as performance bonuses based on operational performance and colleagues' contributions. Bonuses or project bonuses. If there is a profit each year, 1% to 5% will be allocated as employee remuneration. In addition, the company will adjust salaries according to different job positions, grades and annual performance appraisals every year based on market salary levels and business trends. The following is an explanation of the company's annual profits and operating results shared with employees.

Sharing of profits and operating results			
• Three bonus periods are issued to employees based on their annual contributions and performance evaluations. • If there is a profit each year, 1% to 5% will be allocated as employee remuneration, as explained in the following table:			
Years	2020	2021	2022
Employee Compensation: Provision Ratio	3.2%	2.35%	2.24%
Employee remuneration: cash amount (NT$ thousand)	3,400	8,400	11,000

Note: For the above detailed information on employee compensation, please refer to page 170 of the 2022 annual report, and can be inquired

at the M.O.P.S. (https://mops.twse.com.tw)

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4. Employee Care

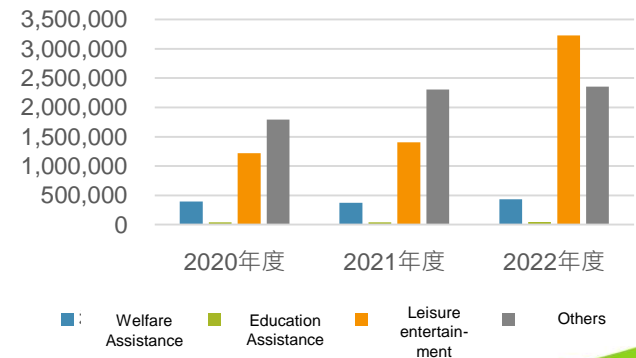## 4.2.2 Employee benefits and care

In order to protect the rights and interests of employees and enhance the company's centripetal force, Eris Technology has promulgated the "Employee Welfare Committee Management Measures" in accordance with the Labor Committee. Each department of the company nominates representatives to serve as members, and has a general manager to coordinate and handle meeting affairs, and discuss and discuss with employees through irregular meetings. Plan and improve welfare measures and activities.

We provide full-time employees with a complete welfare system. In addition to basic rights such as labor health insurance, special leave, maternity leave, and parental leave provided in accordance with laws and regulations, we also provide rich and diverse employee benefits, such as vacation life insurance, medical insurance, and disability insurance. , pensions, emergency assistance, wedding and childbirth gifts and funeral subsidies, employee dormitories and free meals, etc., and employees can take flexible leave to raise children and take care of their children. A summary of the company's employee benefits is as follows:

Items	Description
Vaccination	Provide employees with free flu vaccinations, all costs borne by the company.
Health Check	Provide health examination items that are better than those prescribed by regulations, and add examination items such as: two-site ultrasound examination for cancer screening, ABC hepatitis antigen and antibody, glycated hemoglobin, painless gastroenteroscopy for middle-aged and elderly employees, and low-dose lung computed tomography examination. All are borne by the company.
Free parking spaces and special parking spaces for pregnant women	In order to sympathize with employees' hard work during commuting, the company provides free parking; the company also provides exclusive parking spaces for pregnant women and employees with limited mobility.
Setting up a female lactation room	In order to care for female colleagues, Eris Technology plans a safe and warm breastfeeding room environment for postpartum female colleagues.
Employee Benefit Subsidy Program	In response to the changes in the roles of employees at each stage, the company has designed holiday gifts, maternity and marriage subsidies, and also provides domestic/overseas travel subsidies for employees, so that employees can take care of family life after work, so that work and life can be balanced.
Employee insurance	Labor insurance, health insurance, labor retirement, group insurance, etc.
Other various allowances and subsidies	Marriage subsidy, maternity subsidy, funeral subsidy, family care leave, child care subsidy and children's scholarship and scholarship, family hospitalization consolation subsidy, and employee hospitalization consolation subsidy.

2020-2022 Welfare committee welfare expenditure

	2020年度	2021年度	2022年度
Welfare Assistance			
Education Assistance			
Leisure entertainment			
Others			

4. Employee Care

4.2.2.1 Employee activity snapshot

Eris Technology pays attention to the life and health of every colleague, provides an excellent welfare system, and creates a friendly, joyful and loving happy workplace environment. The company management department and the Welfare Committee jointly organize various activities, inviting employees and their families to participate and share joy, so that colleagues can achieve a balance between work and life, and work hard together with colleagues to share the results. Silhouette memories of various activities in 2022

Vaccination

Year-end Party

BBQ Event

Mid-Autumn Festival

Celebrating Anniversary

Celebrating Mother's day

4. Employee Care

4.2.3 Retirement system

Eris Technology's employee retirement method is a defined contribution plan in accordance with the "Labor Pension Ordinance". In accordance with the Ordinance, the company contributes 6% of employee salary to the individual pension account of the Labor Insurance Bureau every month (new system); except for the employer's monthly contribution In addition to the fixed monthly pension withdrawal of 6%, employees can also choose a pension ranging from 0% to 6% according to their personal wishes and deposit it into a personal pension account.

List of Monthly Withdrawal/Recognition of Labor Pension of Our Company	
Retirement planning methods	New system (confirm the provision plan)
Applicable legal sources	Seniority after the application of the Labor Pension Ordinance or employees employed after July 1, 2005
Withdrawal method	• In accordance with legal regulations, the company transfers 6% of employee salaries to the individual retirement account of the Labor Insurance Bureau every month. • Employees can choose a pension ranging from 0% to 6% according to their personal wishes, and deposit it into a personal pension account.
Amount withdrawn/recognized	• The pension expense recognized in 2022 is NT$7,551,000.
Employee participation in retirement plans	100%

The company had completed the settlement of seniority under the old system in accordance with the law, and the settlement approval letter is as follows:
• Letter from the New Taipei City Government, Beifu Labor Note No. 1030076667, to settle seniority under the old system.
• The Northern District State Taxation Bureau of the Ministry of Finance issued letter No. 1032192729 to the North District State Taxation Xin-dian Comprehensive Office to cancel the labor retirement reserve fund account.

Company Paid 6% + Employee participation by self-account = Personal pension account

4. Employee Care

4.3 Talent cultivation and development

Eris Technology attaches great importance to the improvement and growth of each member's ability. Based on its operating strategies and policies, and in conjunction with the functional development map, it formulates annual training plans suitable for all levels, and continues to promote the goals of a learning organization and coaching management. The company holds annual assessments and employee satisfaction surveys every year to encourage and discover employee development capabilities. It also has human resources management procedures and provides timely training based on career development. To facilitate the career development of employees, we arrange training courses. The company's training courses include new employee education and on-the-job training, and assessments and effectiveness evaluations are conducted on the courses to motivate employees.

4.3.1 Newcomer guidance

We plan a series of training courses for new employees of the company, including corporate culture and vision, company organization, regulations and welfare instructions, quality system and green product introduction, occupational safety and health, new employee discipline promotion and on-site work precautions, etc. The course is designed to help new colleagues integrate smoothly into the working environment and organizational culture of Eris, to build a sense of belonging and identity, and to help new colleagues smoothly integrate into the big family of Eris.

4.3.2 On-the-position and professional training

In addition to conducting education and training on the work content, operating procedures and basic job knowledge of each department, we also arrange internal training, quality systems, industrial safety and environmental safety, internal audit and internal control, production management and administrative management based on the professional knowledge required for each position. and other professional courses to enable colleagues to continue to improve and improve in their professional fields. 901 people have completed professional training in 2022, with a total of 2,091 hours, an increase of 1,722 hours compared with the previous year.

4.3.3 Management talent training

Plan the training of junior supervisors and mid-level supervisors to improve the supervisors' management skills and convey the company's future development direction.

Course category	each time /person/Hour	2022
Safety and health training	Each time/ person	451
	Hours	1,076
All training	Each time/ person	901
	Hours	2,091

4. Employee Care

4.4 Friendly Working Environment

4.4.1 Human-oriented Friendly Workplace

Eris Technology complies with legal requirements and formulates and implements "Human Rights Policy" according to the instructions of the top management. We clearly stipulate in our recruitment policy that we "do not employ child labor", do not force or threaten employees in any way to provide involuntary labor, and ensure that employees are employed voluntarily and can terminate the employment relationship freely. We take action to support our commitment to human rights and create a safe and welcoming work environment. The company follows and supports the United Nations' "Universal Declaration of Human Rights", "United Nations Global Compact", and "International Labor Organization Convention" and various international human rights conventions to implement the "Responsible Business Alliance and its Code of Conduct", and is committed to protecting the basic human rights of employees and respecting all employees equally. . This policy applies to Eris Technology and all subsidiaries within the group, and Eris's suppliers, customers and partners are expected to abide by the following human rights policies to jointly safeguard human rights:

✓ Create a safe, hygienic and healthy working environment

✓ Ban child labor

✓ Prohibition of forced labor

✓ Fight discrimination, bullying and harassment

✓ Respect workplace equality and ensure equal job opportunities

✓ Establish multiple communication channels

✓ Regularly review and improve relevant systems and actions

The company also regularly promotes to employees through education and training to clearly convey that the company is committed to fulfilling corporate sustainability responsibilities and supporting employees' human rights, health and safety environment to reflect corporate values and commitments. In addition, the company has also formulated personnel selection policies (no child labor)), sexual harassment prevention and control measures will never allow any inhumane treatment, including: sexual harassment, corporal punishment, discrimination, psychological coercion, verbal abuse or physical coercion, etc., and use practical actions to safeguard human rights.

4. Employee Care

4.4.2 Retirement system

In order to implement gender equality, Eris follows the provisions of the "Labor Standards Act" and the "Gender Equality at Work Act". Female colleagues can apply for menstrual leave, maternity leave, miscarriage leave and other considerate care mechanisms for female employees according to their personal needs; the company There are also special parking spaces for pregnant women, and each factory has a comfortable breast collection room for women to use. Eris believes that the principle of fairness plays a very important role in the career planning and development of employees. Therefore, Eris's female colleagues have the same opportunities and rights as men in all aspects to reverse gender stereotypes in the technology industry. At present, the proportion of female supervisors in Eris is 48.15%, which is equivalent to the proportion of male supervisors.

Number of male and female supervisors in the past three years

Position Level	Gender	2020	2021	2022
Director	Male	4	4	4
	Female	2	2	2
	Total	6	6	6
Manages	Male	14	12	11
	Female	11	11	12
	Total	25	23	23

Number of male and female who applied for maternity leave or parental leave in the past three years

Apply for leave	Gender	2020	2021	2022
Maternity leave/paternity leave after childbirth	Male	5	1	2
	Female	1	0	4
	Total	6	1	6
Parental leave without pay	Male	1	0	1
	Female	2	1	1
	Total	3	1	2

4. Employee Care

4.4.3 Establish smooth communication channels

4.4.3.1 Labor and Employee Welfare Committee

Eris attaches great importance to the voice of every employee, because only transparent and two-way communication channels can promote harmony between labor and management and create a win-win situation for labor and management. The company has established the "Implementation Measures for Labor-Management Meetings" and "Implementation Measures for Employee Welfare", and regularly holds labor-management/employee welfare meetings in accordance with the law to understand the needs and expectations of colleagues in terms of working conditions, systems, environment, welfare, etc. The members of the organization are composed of representatives of both labor and management. Employees, regardless of gender, nationality, direct and indirect personnel, etc., have the right to be elected as labor representatives in their respective regions. Employees and their representatives can do so without fear of discrimination, retaliation, threats or harassment.

Next, raise issues of concern to colleagues, understand each other's needs and considerations through full communication and discussion, and ultimately obtain improvement plans or build consensus.

Category	Name of Committee	Present	Term of office
Employee benefits	Employee Welfare Committee	Term of the 8th	2022/02/18 ~ 2024/02/17
Labor-management meeting	Labor representative	Term of the 5th	2023/04/07 ~ 2027/04/06

4.4.3.2 Employee feedback and complaint mailbox

In order to enhance communication and mutual understanding between labor and management, the company has set up a "complaint mailbox potentialeris@eris.com.tw" as a channel for employees' opinions and grievances. Employees can freely choose the method they want to submit their complaints by name or anonymously. Suggestions and questions, or complaints against unreasonable events, after the responsible unit receives the problem report, it will be handled in a confidential manner and will respond to the complainant with the handling results within one month. The company promises that the complainant will not be dealt with inappropriately due to the circumstances of the complaint, in order to protect the personal safety of employees in the workplace.

There were no complaints or related discrimination incidents in the company in 2022; we will continue to pay attention to human rights protection issues and promote education and training to improve workplace safety and reduce risks.

Complaint Mailbox : potentialeris@eris.com.tw

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4. Employee Care

4.5 Occupational Safety and Health

4.5.1 Occupational Safety Policy and Objectives

Eris promises to strictly abide by relevant occupational safety and health regulations and other relevant requirements, and strengthen the occupational safety and health awareness of employees within the company's control through publicity to reduce the risk of accidents. The occupational safety management work in the factory is supervised by a dedicated unit responsible for implementing occupational safety management activities. In accordance with the company's occupational safety policy, each factory sets its own applicable performance targets. The company's overall goal: zero major occupational disasters (fatal accidents are defined as major occupational disasters).

4.5.2 Occupational Safety and Health Committee

The company has an Occupational Safety and Health Committee with the general manager as the chairman, the occupational safety office business manager as the executive secretary, the general manager appoints department-level supervisors as members, and at least 5 labor representatives recommended by the factory employees. Every three members of the committee Regular meetings will be held once a month, and unscheduled meetings may be convened by the executive secretary based on actual needs. (Members elected by the Occupational Safety and Health Committee serve a 2-year term and may be re-elected).

In addition to the supervisors responsible for decision-making, the committee also has labor seats, which serve as the main communication channel for employees to participate in the occupational safety management system. Employees can provide occupational safety-related issues or opinions to department representatives and raise them at regular meetings, directly with senior management through the committee. communicate.

There is an Occupational Safety Office in each factory area. The Occupational Safety Office is the company's occupational safety and health management unit. It has a Category A occupational safety and health business manager and subordinate occupational safety and health management personnel. Its organizational system is as follows:

Occupational safety and health management unit organizational system
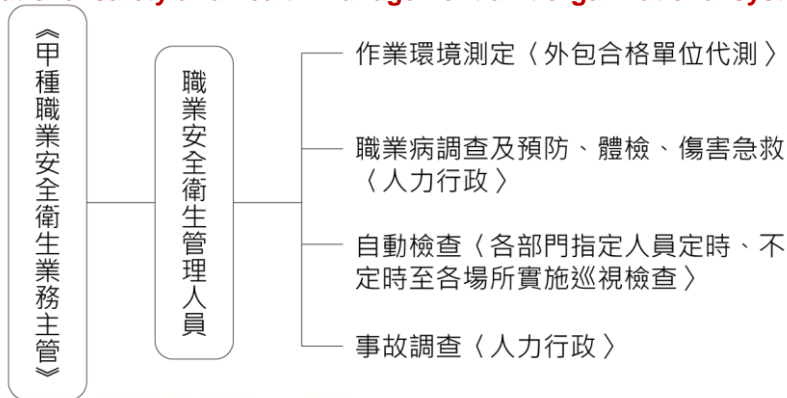
Occupational Safety and Health Committee	
Present	Term of the 7th
Term of office	2023/04/07 ~ 2025/04/06
Company representative	7 person
Labor representative	7 person

4. Employee Care

4.5.3 Workplace safety education and training

4.5.3.1 Workplace environment

- Annual regular fire safety maintenance declaration for buildings.
- Regular inspection and regular maintenance of computer room equipment.
- Environmental hygiene and regular cleaning and maintenance.

4.5.3.2 Employee personal safety

- Access security control for personnel entry and exit.
- Surveillance system monitoring and control.
- Annual emergency response drills.
- Assist colleagues in handling accidents.

4.5.3.3 Emergency response procedures

- Eris's emergency response plan includes all possible emergencies in the workplace, such as explosions caused by fires, environmental pollution caused by harmful gases, or natural disasters; Eris's emergency response team is responsible for emergency notification and communication, safety protection, fire protection, etc. Fire fighting, medical first aid and emergency escape/evacuation guidance.
- Eris had installed various specialized fire-fighting equipment and equipment in office and factory areas for special operating environments, including broadcast systems, warning equipment, monitors, gas concentration detection, personal protective equipment, and emergency medical first aid kits, etc., as well as Each work area is equipped with qualified first aid personnel and post-disaster recovery plan measures.

Customer Service and Supplier Management

5.1   Product Quality Management

5.2   Premium Customer Services

5.3   Supplier Management

5. Customer Service and Supplier Management

5.1 Product quality management

Eris firmly believes that providing high-quality services and maintaining good and stable partnerships with customers will have an important impact on the company's ability to maintain stable profits and win cooperation with new customers in the future.

5.1.1 Quality policy

Therefore, since its establishment in August 1995, Eris has always adhered to the belief of "focusing on the industry and operating sustainably" and is committed to the quality of "borrowing first-class equipment", "providing first-class service" and "selling first-class products" policy, go all out to expand market share, take a pragmatic attitude, regard integrity and quality as the company's core value, and use innovative research and development as the cornerstone of corporate inheritance. Eris Technology always pursues quality improvement and breakthroughs through the PDCA management cycle with a responsible attitude in terms of manufacturing processes, product yields and customer complaints. We hope to uphold a professional attitude and guarantee excellent quality. Provide customers with high-quality, market-competitive products, and hope to satisfy customers with good services, so that both parties can enjoy a win-win situation, so that Eris Technology can become the brightest star in the business field of the global power semiconductor group. star.

5.1.2 Quality Management System

Eris had always adhered to strict audit standards for product quality. In order to strengthen customers' confidence in product quality, we provide customers with quality assurance and peace of mind through third-party verification. Currently, we have passed ISO 9001:2015 quality management system, IATF16949: 2016 automotive quality management system verification, as well as VDA6.3 German automotive industry process audit (Process Audit) and many other product quality and manufacturing processes comply with the requirements of multiple regulations and international quality standards.

Eris's Believe

We make diode better !

Quality policy

「Rely on the first-class equipment」

「Provide of the first class service」

「Selling premium products」

5. Customer Service and Supplier Management

5.2 Premium Customer Services

5.2.1 Customer privacy and confidentiality mechanism

When Eris conducts product marketing, services or business dealings, "abiding by customer confidentiality and following the principle of integrity" is Eris's commitment to customer privacy. Eris had formulated an "Ethical Code of Conduct" to establish and cultivate the value and culture of employee integrity. The specific implementation is as follows:

- Confidential Information Protection Management

  We have policies and strict internal control mechanisms in place to control the information provided by our customers. In addition to bringing under control various software containing technical data and information that may involve customers' intellectual property rights and privacy, we will also sign confidentiality contracts with customers and suppliers to protect the security of customers' confidential information; Eris will not use the above-mentioned information The data is used for secondary purposes.

- Employee confidentiality agreement management

  In addition, in the education and training courses for new employees, the company will also incorporate "customer confidentiality and privacy protection" into the courses. and management to ensure that every employee can keep confidentiality when dealing with customers. If your work or position involves specific business secrets, A separate agreement for specific employees/specific project personnel must be signed and archived in the company management system.

- Document or file management

  Define the confidentiality level of reading permissions for documents to ensure that others cannot access information outside the business and comply with confidential document protection. Under the control of specific mechanisms, the company did not have any complaints about infringement of customer privacy or loss of customer information during 2022.

5.2.2 Customer relationship management

In order to effectively handle customer complaints and improve customer satisfaction with product quality, hazardous substances, yields, technology, delivery and services, the company has established a clear "Customer Handling Procedure" as the process and principle for handling customer complaints. The specific process is shown in the figure on the right:

Customer complains

↓

Record in the system

↓

Carry out risk prevention measures

↓

Clarify the cause of failure and verify analysis

↓

Submit improvement report

↓

Implement corrective and preventive actions

↓

Execution result tracking

↓

Close the case

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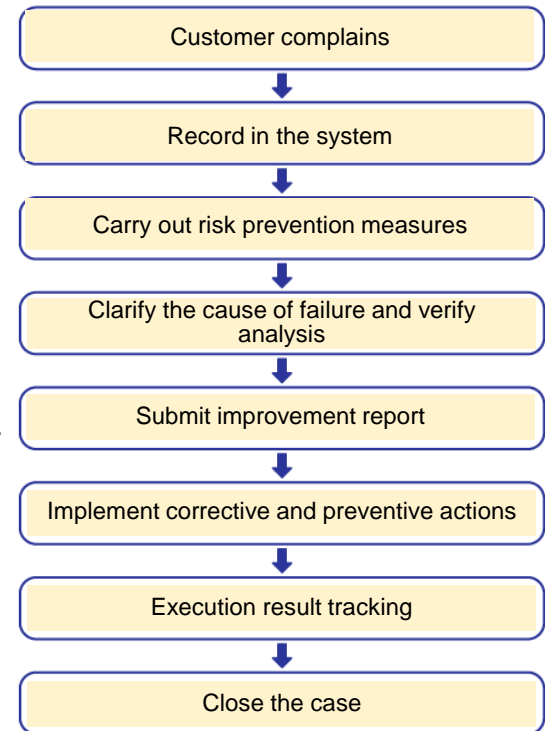
5. Customer Service and Supplier Management

5.3 Supplier Management

5.3.1 Supplier assessment

In order to grasp information such as raw material supply quality and delivery time in real time, the company conducts monthly assessments on major internally approved raw material suppliers to avoid impact on operations or production due to external uncertainties and risks. Its assessment items include five indicators. In addition to deducting points for non-conformities, a bonus point mechanism is also established to encourage suppliers to provide independent improvements. A summary of the five assessment indicators is as follows:

1. Incoming material quality: Score based on the quality of raw materials and implementation of hazardous substance management.
2. Customer complaints: Confirm whether the quality of raw materials, delivery time, environmental management, and implementation of hazardous substance control have caused losses to Eris clients.
3. Eris's internal complaints: Monitoring supplier supply quality, delivery time, supply stability, and environmental management to cooperate with Eris's related environmental improvements or corporate social responsibility promotion, etc.
4. Delivery time: Manage delivery punctuality and coordination to avoid excessive transportation due to supplier delivery of raw materials or other reasons; prevent improper procurement cost transfer, and ensure that suppliers can Conduct emergency response.
5. Cooperation: Suppliers will be evaluated based on cooperation matters related to emergency support, continuous environmental improvement, improvement of labor safety environment, continuous quality improvement, cost reduction, etc.

The summary of supplier evaluation grades is summarized as follows:

Level	Implements
A	Increase purchase volume (reward) based on demand assessment.
B	Qualified suppliers.
C	Give qualified level, but for would be held to require the supplier to make improvements. If the supplier still cannot be effectively improved, production will be reduced purchase as appropriate.
D	Reduce the purchase quantity and provide project counseling. If there is no improvement, the supplier will be listed as a risk supplier.
E	Reduce or suspend the order quantity and make improvements within a deadline; if there is no improvement, it is recommended to cancel the qualification of qualified suppliers and list them as risk suppliers.
F	Disqualified and listed as unqualified manufacturers, we will not cooperate.

Note: The company adjusts the proportion of supplier evaluation items based on the significance of the impact on operations. The company's supplier evaluation items and proportions include: quality & environment assurance 40%, delivery time & cost stability 30%, process & service stability 30%.

5. Customer Service and Supplier Management

5.3.2 Local procurement policy

The company has long been committed to a localized procurement policy. Since 2018, it has cooperated with more than 100 raw material manufacturers around the world. Among them, domestic manufacturers (including original factory branches, agents, and distributors in Taiwan) account for about 85%. Take practical actions to support local companies.

5.3.3 Supplier sustainability management

Suppliers are important resources and important partners of the company, so we attach great importance to the sustainable operation capabilities of our suppliers. The company also uses supplier management procedures to ensure the safety of the working environment, protection of the environment, labor conditions, human rights, social responsibility and compliance with ethics in the supply chain.

The company uses the supplier's basic information form to confirm the supplier's basic financial status, quality management and environmental management and other related system certifications and requires them to sign that they do not use conflict minerals. For new suppliers, it also needs to conduct factory visits and assessments to ensure that the suppliers can meet the requirements. Relevant standards are followed and on-site inspections and evaluations of suppliers are conducted regularly every year. The content of the visit and evaluation includes quality management, delivery, system management and sustainability risk assessment. Only after the visit and evaluation is completed and signed and approved by the procurement, quality assurance, engineering and related units, can the supplier become a qualified supplier.

None of the company's existing suppliers and contractors will have any actual or foreseeable major negative impacts on the environment, labor conditions, human rights, society, etc. in 2022.

5.3.4 Conflict-free mineral declaration

Eris Technology hereby declares that all products provided to customers are conflict mineral-free products. The company is also committed to conducting detailed investigations into the supply chain to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) are not passed through anarchic legions, illegal groups, or Mined from mining areas in conflict areas of the Democratic Republic of the Congo or obtained through illegal smuggling. In addition, the metals exported by the following countries do not meet the "conflict-free standards": Democratic Republic of Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, Kenya The United Nations Security Council, such as Kenya, has identified the above-mentioned countries as having minerals from the Congolese veins.

The company guarantees that the metals contained in any products sold to customers comply with DRC Conflict-Free specifications and uses the following commitments:

1. Do not purchase conflict minerals produced and exported from conflict areas.
2. Suppliers are required to refuse to use conflict minerals produced and exported from conflict areas and sign a conflict-free minerals commitment letter to the company.
3. Our suppliers are required to manage their upstream and downstream suppliers and must comply with conflict-free mineral requirements.
4. Our company does its best to source materials and refuses to use conflict minerals produced and exported from conflict areas.
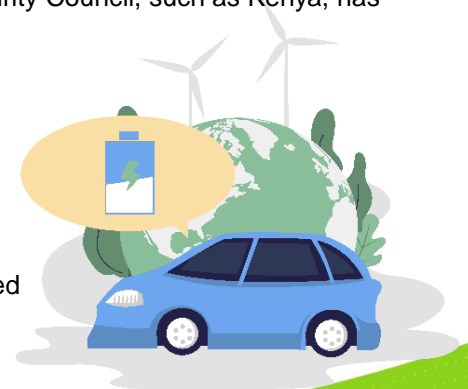
5. Customer Service and Supplier Management

5.3.5 Establish a hazardous substance control list based on international regulations and customer requirements

With the global promotion of environmental awareness, Eris Technology pays attention to the increasingly serious pollution of harmful substances, which affects the global environment on which human beings live. The European Union has formulated international environmental standards for this purpose, relying on global unified promotion and implementation. Since July 2006 Starting from March 1, all electronic and electrical products and equipment must comply with the EU RoHS (Restriction of the use of certain Hazardous Substance) environmental standards. Otherwise, the products will not be sold in the EU. The RoHS environmental standards state that products containing lead and mercury are prohibited. , cadmium, hexavalent chromium, polybrominated diphenyl ethers (PBDEs) and polybrominated biphenyls (PBBs) and other hazardous substances that can harm the global environment are included in the scope of control. The main purpose is to reduce the pollution sources caused by the use of hazardous substances in products. .Explanation of the exceptions to the RoHS Directive standards: Diode products use high melting point solder containing lead during the manufacturing process, but as stated in item 7 of ANNEX in the RoHS Directive, special lead content greater than 85% is allowed. Exclusion clause, so this lead-containing material is included in the exception clause and is allowed to comply with the RoHS Directive specifications.

The electronic component diode products sold by our company fall within the scope of electronic and electrical equipment product control. The products we provide for sale have been implemented and compliant with the RoHS Directive since July 2005. The products currently provided to customers have passed strict testing and inspection by the internationally recognized SGS verification unit, and comprehensive products have been listed as compliant with the RoHS Directive. For environmentally friendly green products, we represent ourselves as a responsible company and ensure the quality and sustainability of green products in compliance with the RoHS Directive standards. Compliance is a responsible attitude. In addition to the subsequent launch of new products, they must pass SGS inspection to verify that they comply with the RoHS Directive standards. , we regularly send green products to SGS verification units every year for inspection and testing. Therefore, in order to continue to strengthen the competitiveness of green environmental protection and achieve the goal of sustainable operation, Dewei Technology Co., Ltd. will be committed to developing and providing customers with various products that meet the requirements of green environmental protection. Green products compliant with the RoHS directive move towards the world trend of green environmental protection and are in line with the commitment to sustainable development.

Green Product Policy

RoHS COMPLIANT 歐盟RoHS指令 2011/65/EU, (EU)2015/863

物質	鉛 (Pb)	鎘 (Cd)	汞 (Hg)	六價鉻 (Cr VI)	多溴聯苯 & 多溴聯苯醚 PBBs & PBDEs	鄰苯二甲酸二(2-乙基己基)酯 (DEHP)	鄰苯二甲酸丁酯苯甲酯 (BBP)	鄰苯二甲酸二丁酯 (DBP)	鄰苯二甲酸二異丁酯 (DIBP)
限值 (ppm)	1000	100	1000	1000	1000	1000	1000	1000	1000

REACH：化學品的註冊、評估、授權和限制法規 (EC) No.1907/2006

SVHC：高度關注物質

REACH SVHC

無鹵塑封材料 (Green Molding Compound)
國際電工委員會：IEC61249-2-21

物質	氯(Cl)	溴(Br)	氯(Cl) + 溴(Br)
限值 (ppm)	900	900	1500

HALOGEN FREE

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Environmental and Sustainable Development

6. Environmental and Sustainable Development

6.1 Environmental policy and management objectives

In order to attach importance to environmental protection and sustainable corporate development, the company promises to fulfill its responsibilities for corporate sustainable development, promote environmental awareness and implement corporate environmental protection work, and formulate environmental management policies to protect the global environment on which we depend and make it more sustainable. People in modern times and future generations will enjoy healthier and happier lives, and create a society where a better human life is achievable.

The company's environmental management system is established based on the company's environmental policy and the ISO 14001:2015 international standard as its main structure, and also considers the impact of the company's organizational activities, products, and services on the environment.

Environmental policy
1. Implement environmental management and comply with regulatory requirements.
2. Promote energy conservation and waste reduction to prevent environmental pollution.
3. Strengthen safety and health, and protect the environment.
4. Committed to continuous improvement and creating a quality environment.

Its environmental management system requirements are mainly to standardize the company's operations, including raw materials, processes, products, services and waste (or pollutant) management, to effectively manage any negative impacts or non-compliance that may have on the environment. The company's factories are in compliance with local regulations and there are no environmental violations in 2022.

Eris's short, medium and long-term performance and goals for energy conservation, carbon reduction, waste reduction and green energy since 2021

Category	2021 benchmark	2022 Achievements	2024 (Short distance)	2030 (Medium distance)	2040年 (Long distance)	SDGs Corresponding items
Save electricity (Thousand degrees/KK)	13.1	11.8	12.7 (Reduce 3%)	11.8 (Reduce 10%)	10.5 (Reduce 20%)	13 氣候行動
Save water (ton/piece)	0.38	0.34	0.37 (Reduce 3%)	0.34 (Reduce 10%)	0.3 (Reduce 20%)	6 清潔飲水與衛生設施
Waste reduction (ton/KK)	0.036	0.002	0.035 (Reduce 3%)	0.032 (Reduce 10%)	0.028 (Reduce 20%)	12 永續的消費與生產模式
Green energy (degree/year)	0	0	198,560 (Usage amount1%)	1,063,950 (Usage amount5%)	2,127,900 (Usage amount10%)	13 氣候行動

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6. Environmental and Sustainable Development

6.2 Climate change risks and carbon management

Climate change and global warming are challenges that the global community must face squarely. Physical risks such as floods, droughts, heavy rains, rising sea levels, and wildfires caused by extreme climate will pose serious threats to human life and property in the foreseeable future. Climate change has inevitably impacted human daily life and Economic activity. As a corporate citizen, Eris continues to improve climate resilience through risk analysis, controlling greenhouse gas emissions and taking specific actions to face the challenges of future climate issues and strive to move towards a low-carbon and sustainable home. At the same time, Eris responded to the international carbon reduction trend and referred to the "Task Force on Climate-related Financial Disclosure (TCFD)" issued by the Financial Stability Board (FSB) as an enterprise facing As for the framework of climate change issue management and information disclosure, the management mechanism, response measures and implementation status are further explained below.

6.2.1 TCFD disclosure structure and German micro management practices

Governance	- In order to deepen climate governance, Eris uses the board of directors as the highest supervisory unit on climate issues, coordinating the overall climate strategy and supervising the implementation of climate-related risk management and key performance by senior managers. Every year, through comprehensive assessment and analysis of various risk scenarios, including climate, we develop response and adaptation strategies to ensure that climate issues are included in the perspective of senior management and managed prudently. - The corporate governance director serves as the convener, and the members are composed of heads and representatives of various departments and business units. Its execution work is that the sustainable integration working group is responsible for promoting company policies and related work plans, developing adaptation strategies and action plans, and regularly reporting implementation results to the board of directors.
Strategy	- The company defines the short term as the next 3 years, the medium term as the next 10 years, and the long term as the next 10 years or more. - Analyze the impact and contribution of climate change risks and opportunities to operations based on the TCFD framework. - Conduct climate risk analysis based on different scenarios, and conduct physical scenario assessment based on the RCP8.5 high carbon emission scenario of the AR5 assessment report released by the IPCC.
Risk Management	- Identify the policies, regulations, market and technological changes, goodwill and substantive risks that may arise under different scenarios and conduct risk and opportunity analysis respectively. - Relevant departments participate in discussions to plan adjustments and mitigation strategies for major risks, and report the overall assessment results to the Risk Management Committee and the Board of Directors. - In the future, the supplier code of conduct will be revised to add requirements for disclosure of carbon inventory information.
Metrics and Goals	- Climate-related risk and opportunity assessment and management indicators such as water consumption, greenhouse gas emissions, and proportion of renewable energy use have been established. - We have started planning for next year's ISO 14064-1 organizational boundary carbon inventory and will entrust a third party to conduct data verification if necessary. In the future, we will expand the types of inventory from Category 3 to Category 6 every year to obtain complete carbon emission information. - Key climate target KPIs for 2030 such as greenhouse gases, renewable energy, and water reduction have been set.

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6. Environmental and Sustainable Development

6.2.2 Climate change risk assessment and management

6.2.2.1 Climate Risk Assessment Management Process

In terms of process, the company refers to the TCFD framework to identify climate change risks and opportunities, and develops response measures and target plans, hoping to reduce the impact of climate change risks on corporate operations. For climate risk identification and assessment, the Sustainability Integration Working Group and the Environmental Security and Supply Chain Group refer to the TCFD climate-related financial disclosure recommendations and draw up a list of climate change risk topics through meeting discussions and one-on-one interviews. Then set the future climate scenario conditions, analyze the relevant risks faced by the future test through risk identification, conduct a qualitative or quantitative analysis of potential medium and high-risk projects, evaluate the degree of impact these risks may have on the financial aspect, and then Draw a climate change risk matrix based on "impact/correlation degree" and "possibility of occurrence/time" to complete the significance assessment analysis. For major climate risk issues, after evaluating existing climate adaptation measures, new response measures and adaptation plans will be proposed to address deficiencies for continuous improvement.

6.2.2.2 Climate scenario setting and impact analysis

In order to clarify the short, medium and long-term risks that climate change may cause, the company will conduct the second climate change risk assessment in 2022 with reference to the climate risk categories recommended by TCFD. Through setting future climate scenarios, the company will further analyze the possible risks that the company's future operations may face. related risks.

(1) Transformation risk: The company refers to the International Energy Agency (IEA WEO 2021) report and sets the future basic scenario as "global temperature rise of 1.5°C", with a time scale of 2030, and then evaluates the risks it may face under future climate scenarios based on the attributes of each risk event. risk.

(2) Physical risks: In order to cope with the most serious climate disaster that may occur in the future, refer to the RCP8.5 high carbon emission scenario of the AR5 assessment report released by the "Intergovernmental Panel Climate Change (IPCC)". Through the collection of disaster potential maps and related research data published by the National Disaster Prevention and Technology Center, three climate disaster scenarios such as "flooding", "drought" and "high temperature" were set, and based on the climate disaster " "Probability of Occurrence", "Potential Scale" and "Possible Occurrence Situations in the Factory" to assess the physical risks that may be faced under future climate scenarios.

6. Environmental and Sustainable Development

6.2.2 Climate change risk assessment and management

6.2.2.3 Climate change major risk matrix

This assessment focused on 5 major risks from 14 climate risks. Among them, transformation risks include: "carbon fee collection", "renewable energy proportion requirements" and "low-carbon technology transformation"; the physical risk is "the impact of unstable water supply" "Influence on production" and "Increase in electricity prices resulting in increase in electricity costs", and identify opportunities for expansion of climate change from risks, formulate adjustment strategies and goals, and hope to reduce the negative impact that climate change may have on corporate operations. The identification results and countermeasures are described on the following page.

Category		Risk Items
Tran sfor mati on risk	Policies and regulations	1.☆ Carbon fee collection 2. Carbon emission control 3.☆ Renewable energy proportion requirements 4. Increased corporate climate-related information disclosure requirements
	Goodwill	5. Customer demand for continuous verification will increase in the future
	Technology	6. The popularity of electric vehicles increases 7. Global demand for energy storage rises 8.☆ Low carbon technology transition
	Market	9. Fossil fuel prices rise 10. Changes in demand for copper foil 11. Renewable energy demand and price changes
Phy-sical risks	Immediacy	12. Drought - unreliable water supply impacts production 13. ☆ High temperature - Rising electricity prices lead to higher electricity costs 14. High temperature - Unstable power supply affects raw materials that need to be stored at low temperatures

Impact/degree of association

High

2   1   3
           8   13

6   10   4   5

7 11
9 12 14

Low/Long-term   Likelihood/time of occurrence   High/Short-term

6. Environmental and Sustainable Development

6.2.3 Climate change risks, opportunities and potential financial impacts

Category	climate change risks	Risk occurrence time	Impact	Countermeasures
Policy regulations	Carbon fee collection	Short term	• When carbon emissions exceed the collection threshold, carbon fees or other external taxes will be levied, which will increase the company's operating costs.	1) Continue to track the status and trends of legal amendments and assess possible impacts. Response strategies have been formulated to ensure that the company's operations comply with relevant legal requirements.
	Renewable energy proportion requirements	Short term	• Building renewable energy and hydrogen energy equipment, purchasing renewable energy certificates or paying fees will increase operating costs.	2) Understand carbon emissions through greenhouse gas inventory as a basis for evaluating energy-saving and carbon-reducing action plans.
technology	Low carbon technology transition	Short、Mid.、Long Term	• In order to achieve emission control targets, energy conservation and carbon reduction are required, such as the replacement of energy-consuming equipment or the purchase of carbon reduction equipment, which will increase operating costs. • Failure to keep pace with the times may affect customers' willingness to cooperate in the future.	3) Promote energy conservation and carbon reduction measures and replace energy-consuming equipment to improve energy efficiency.
Immediate	High temperature - Rising electricity prices lead to higher electricity costs	Short、Mid.、Long Term	• Rising temperatures have increased the demand for electricity in factories, resulting in higher electricity costs. • The rise in international fuel costs has led to an increase in electricity prices, which will increase the cost of electricity purchase.	4) We will continue to evaluate whether the rooftops in the factory are suitable for installing solar power generation equipment, and strive to increase the proportion of renewable energy use.
Category	**Opportunities for climate change expansion**		**Impact**	5) Develop and apply existing technologies in low-power, high-efficiency energy-saving products to comply with future market development trends.
Energy source	Expand the use of renewable energy		✓ Setting up renewable energy equipment can reduce the need for purchased electricity and reduce the cost of purchased electricity. ✓ The use of renewable energy increases the diversity of electricity sources and reduces the risk of increased electricity costs caused by rising international fuel prices.	6) Look for alternative sources of raw materials to mitigate the impact of rising costs.
toughness (resource efficiency)	Improve energy efficiency		✓ Improving energy efficiency can reduce greenhouse gas output and enhance the market competitiveness of the company's products. ✓ Replacing old, energy-consuming equipment can reduce electricity costs. ✓ Reducing greenhouse gas emissions reduces operating costs due to carbon fees.	7) Develop contingency guidelines for a continuous operations plan to facilitate the activation of a continuous operation mechanism when an emergency occurs to reduce the possibility of operational interruption and losses.
Market	Obtained sustainability-related management system certification		✓ In line with customers' expectations for sustainable development (ESG) and satisfying customer needs, we can create good cooperative relationships and win cooperation opportunities with potential new customers.	8) Gradually establish a green supply chain

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6. Environmental and Sustainable Development

6.2.4 Mitigation and Adaptation to Climate Change

6.2.4.1 Greenhouse Gas Inventory

Greenhouse gas reduction is the main method to mitigate climate change and global warming, and greenhouse gas inventory can be used as a basis for evaluation and continuous improvement of reduction plans. In order to review the effectiveness of greenhouse gas emissions and energy reduction measures, Eris will conduct an independent inventory of greenhouse gas emissions statistics for the first time in 2021, regularly track and control the implementation of measures, and review specific results. The scope 1, 2 and 3 of Eris's greenhouse gas emissions are classified according to the greenhouse gas inventory work of the Environmental Protection Agency of the Executive Yuan:

➢ Category 1 refers to the direct emissions from each factory. The sources include fuel combustion used by stationary emission sources (for example: diesel used in emergency generators), fuel combustion used by mobile emission sources (for example: used by official vehicles, trucks and forklifts). Diesel), or other activities and fugitive emission sources (such as fire-fighting equipment, septic tanks and refrigerant spills). The types of greenhouse gas emissions are carbon dioxide, methane, nitrous oxide and hydrofluorocarbons.
➢ Category 2 is indirect emissions between purchased electricity, and the main greenhouse gas emissions are carbon dioxide.
➢ Category 3 is other indirect emissions, which refers to other indirect emissions caused by emissions from sources that are not owned or controlled (for example, due to leasing, outsourcing, employee commuting, etc.).

Eris had listed the issue of greenhouse gas emissions as the company's annual key work goal to commit to environmental protection and conservation to make the earth sustainable. The company will complete independent inspections of Scope 1, Scope 2 and Scope 3 in 2022. The results of the inspections are summarized in the following table:

Year	2021		2022	
Inventory classification category items	Emissions	Density	Emissions	Density
Category 1 (tons)	109.56	0.0533	70.36	0.0323
Category 2 (tons)	10,682.06	5.1930	11,268.75	5.1763
Category 3 (tons)	5.81	0.0028	5.81	0.0027
Annual total carbon emissions (tons)	10,797.42	5.2491	11,344.91	5.2113
Diode output (kk)	1,629.00	-	1,884.00	-
Product unit carbon emissions (tons/KK)	6.6283	-	6.0217	-

Greenhouse gas emissions analysis chart
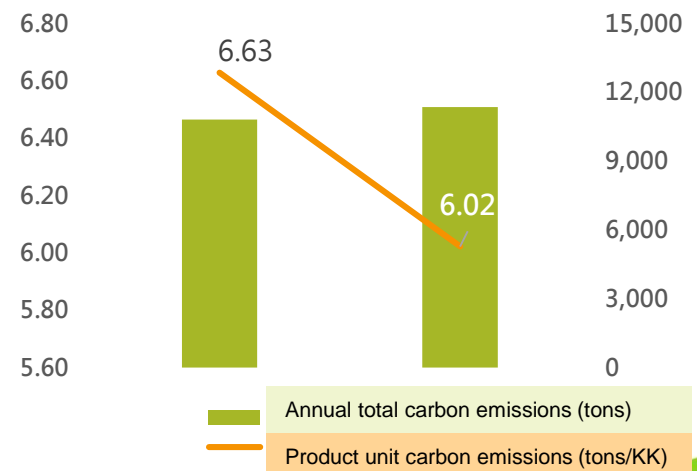
6.63
6.02

- Annual total carbon emissions (tons)
- Product unit carbon emissions (tons/KK)

6. Environmental and Sustainable Development

6.2.4 Climate change mitigation and adaptation

6.2.4.2 Energy management

Climate change poses an increasing threat to the environment, human survival and national security. In response to the global response to net-zero emissions, the government has formulated legal requirements and provided incentive programs to encourage enterprises to transform their energy sources and promote energy conservation policies to align with the international trend of green supply chains. Eris had manufacturing production lines in Taiwan, and the main energy used is mostly production equipment and factory facilities. In order to implement energy conservation and carbon reduction, Eris starts from three aspects, including: (1) Implementing replacement of high-efficiency equipment in the factory to improve energy Utilization rate; (2) Establish an energy management system and do a good job in monitoring and management; (3) Implement active energy conservation, starting from carbon reduction life measures, and implement energy conservation and carbon reduction into the company's daily operations to achieve the most efficient use of energy. state.

Equipment aspect	Systems aspect	Administrative aspect
• Inventory of energy-consuming equipment • Implement equipment inspection and maintenance • Eliminate energy-consuming equipment and replace them with high-efficiency equipment	• Build energy management system • Implement monitoring and verification • Leverage data to provide recommendations for optimal equipment operation	• Develop energy saving plans • Promote and promote the implementation of specific actions

6.2.4.3 In the administrative office area

Implement the following energy-saving solutions:

1. Elevator lobby: After get off work, all lights in the elevator lobby must be turned off.

2. In the corridors, library areas, leisure areas, etc. of the conference room, only necessary lighting lights are left during breaks, and other redundant lights are turned off first.

3. Energy-saving settings and night shutdown of computers and business machines. We also strengthen the publicity to encourage colleagues to turn off their personal computers and screens when they are off work, and fulfill their citizen's obligation to live an environmentally friendly and carbon-reducing life.

4. Promote colleagues to turn off lights to reduce energy consumption.

5. Use video conferencing systems to reduce carbon emissions and energy consumption caused by cross-factory transportation.

6. Environmental and Sustainable Development

6.2.4 Climate change mitigation and adaptation

6.2.4.4 In factory area

Saving energy not only helps reduce carbon emissions and the pollution sources caused by production to the environment, but also reduces the company's costs. Eris is committed to investing in energy-saving operations in the factory, improving equipment efficiency through various improvements, and establishing energy management The system uses the analysis of power usage to adjust power consumption and actively reduce unnecessary energy losses in operations. Since 2020, the power consumption of Eris's production unit products has been decreasing year by year, effectively reducing energy use, achieving energy conservation and carbon conservation, and fully protecting Responsible for the environment and move towards green production.

Item	2020	2021	2022
Electricity consumption (thousand kilowatt hours/year)	22,258	21,279	22,139
Diode output (kk)	1,634	1,629	1,884
Electricity consumption per unit product (kilowatt hour/KK)	13.6	13.1	11.8

Power consumption analysis chart
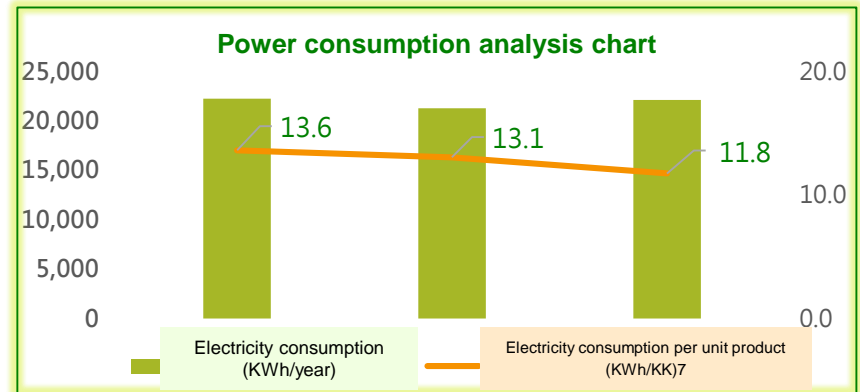
Year	Name of main energy saving plan	Save power(kWh/ year)	Carbon savings(ton / CO2e)
2020	Replacement of old air compressors	174,272	87.4
2020	Add air pressure system storage tank	162,000	81.3
2021	Add frequency conversion ice water host	290,832	145.9
2021	Cooling water tower energy-saving fan	25,053	12.5
2022	Establish standard procedures for ice water machine control	374,503	190.62
2022	Establish standard procedures for dryer control	1,130	0.57
2022	800RT cooling water tower construction	234,753	119.5
2022	Factory lighting replaced with LED lamps	12,693	6.46

6. Environmental and Sustainable Development

2022 Energy Saving Project - Construction of Ice and Water Machine Control Standard Procedure #1

Purpose	Through the monitoring records of the energy management system, it can be seen that although there are ice water machines equipped with inverter models, the overall operation of the ice water machines is not in an ideal state. As shown in the picture above (before improvement), the No. 3 ice water inverter is almost always running at full load. On the contrary, other fixed frequency ice water machines are running partially, resulting in a state of poor efficiency. In view of the above situation, the system program monitoring data is used to adjust the equipment to reduce power consumption and save carbon.
Energy saving benefit analysis	Energy saving benefit calculation: 11,129.9 (before improvement) - 9,410.5 (after improvement) = 1,719.4kWh/day "Only presented in the summer months (June to September) when the ice water machine has a heavy load" Electricity savings: 1,719.4 kWh * 122 = 209,766.8 kWh/year **Reduce carbon emissions: 209,766.8 kWh*0.509=106.77 ton-CO2e**

6. Environmental and Sustainable Development

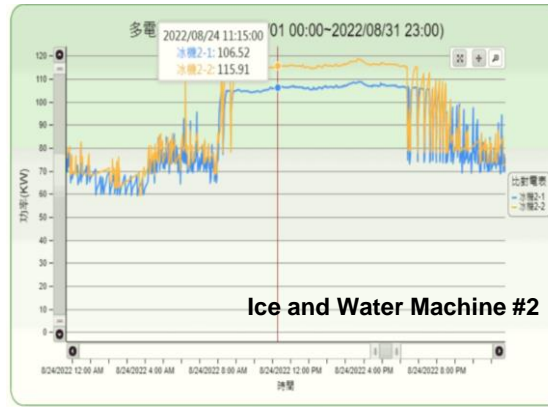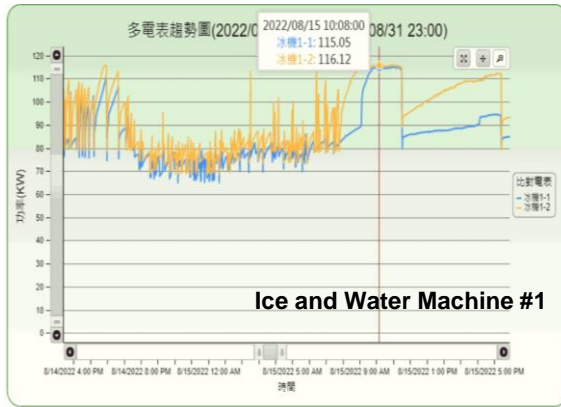## 2022 Energy Saving Project - Construction of Ice and Water Machine Control Standard Procedure #2

Ice and Water Machine #1

Ice and Water Machine #2

Ice and Water Machine #3

		Efficiency ranking	Ice Machine NO.	Full load power value (kW)
Purpose	The full load efficiency of each chiller compressor can be estimated through the energy management system monitoring records (as shown above) the ranking is as follows: Among them, the maximum power consumption of three compressors is 10kW greater than the original rated power (101kW). and its period of use has exceeded 10 years, It may be caused by old equipment, resulting in poor efficiency. Use system monitoring data to adjust the ice water machine with CH2-1 as the priority operation. And keep operating at full load as much as possible to reduce power consumption and save carbon.	1	CH2-1	105
		2	CH-3	107
		3	CH1-1	115
		4	CH2-2	115
		5	CH1-2	116
Energy saving benefit analysis	Energy saving benefit calculation: 6,344.5kWh-5,886.9kWh=457.6kWh/day Electricity savings：457.6 kWh *360(day)=164,736kWh/year **Reduce carbon emissions：164,736kWh*0.509=83.85ton-CO2e**			

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6. Environmental and Sustainable Development

2022 Energy Saving Project - Establish standard procedures for Dryer control

多電表趨勢圖(2022/09/15 00:00~2022/09/25 23:00)
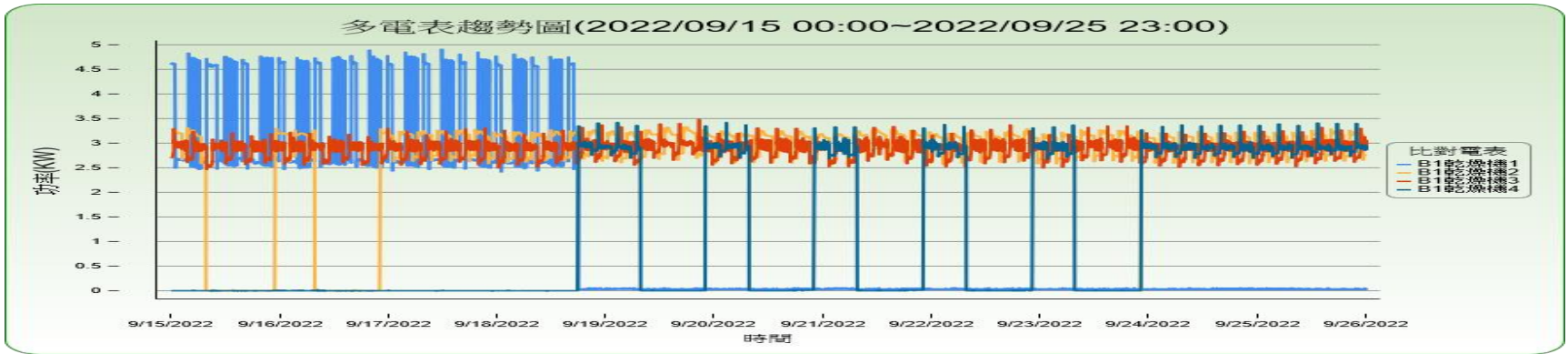
Purpose	Observed through the energy management system, it was found that Dryer No. 1 consumes relatively high power. Therefore, it is set to give priority to No. 2 dryer Start operation and use system program to monitor data Adjust equipment to save electricity and Achieve energy conservation and carbon reduction.	

Before

Date \ Item	09/14	09/15	09/16	09/17	09/18	Total	Average (kWh/day)	Total (AVG)
Dryer 1	79.7	82.1	80.3	79.8	60.0	381.8	76.4	145.04
Dryer 3	68.6	68.7	68.4	69.0	68.6	343.4	68.7	

After

Date \ Item	09/19	09/20	09/21	09/22	09/23	Total	Average (kWh/day)	Total (AVG)
Dryer 2	73.9	72.7	72.7	72.8	72.9	364.9	73.0	141.9
Dryer 3	68.6	69.0	68.9	69.2	68.9	344.6	68.9	

Energy saving benefit analysis	Energy saving benefit calculation: 145.04 kWh-141.9 kWh=3.14 kWh/Day Electricity savings：3.14 kWh *360(day)=1,130.4 kWh/year **Reduce carbon emissions：1,130.4 kWh*0.509=0.57ton-CO2e**

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6. Environmental and Sustainable Development

2022 Energy Saving Project - 800RT cooling water tower construction project

Purpose	1. Expand the 800-ton water tower to increase the cooling capacity and solve the problem of power consumption caused by the expansion of the production line. When the water cooling equipment is used, the water tower cannot effectively reduce the water temperature when running at full load. 2. The tower supports lowering the water temperature to facilitate cleaning and maintenance of other tanks to stabilize water quality and protect the water system units. 3. The heat dissipation area is increased by 50%, and it is estimated that the water temperature after heat dissipation can drop by 1 degree.
Energy saving benefit analysis	Energy saving benefit: 13% (ratio of air conditioner expansion power consumption) -6.5% (increase in power consumption) = 6.5% From January to December 2021, the average number of ice machines operating is 1.916; From January to December 2022, there will be an average of 2.041 ice machines operating, and the power consumption ratio = (2.041-1.916)/1.916*100%=6.5% Number of square feet to be expanded in 2022 = 2F (13M*23M*0.3025=90.45 square meters) + 3F (53M*16M*0.3025=256.5 square meters) = 347 square meters 1. Air conditioner expansion power consumption ratio=347/2,662*100%=13% 2. Ice machine202KW/units，202KW*2.041units*6.5%(power saving benefit)* 24時*365天=234,753kWh(power saving benefit) **Power saving benefit is 234,753kWh*0.509/1000=119.5ton-CO2e**

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6. Environmental and Sustainable Development

2022 Energy Saving Project - LED light replacement installation

PARKING LOT	Ice and water machine room	Wastewater area	Wet process	Yellow light area	Diffusion zone

Purpose	Taking advantage of the high power and low energy consumption characteristics of LED lamps, all T5 lamps in the factory were updated, and the illumination in each area was re-examined to achieve practical, energy-saving and low-carbon purposes.			
Energy saving benefit analysis	Indicator benefits	Pre-plan usage	Usage after improvement	Power saving benefit
	Energy used	T5 lamps：35,202kWh/year	LED lamps：22,509kWh/year	Replacement of high-efficiency lamps saves energy 12,693kWh/year (Power saving 23.7%)
	Annual carbon emissions	T5 lamps：17.92 ton-CO_2e	LED lamps：11.46 ton-CO_2e	Carbon reduction by replacing high-efficiency lamps 6.46 ton-CO_2e

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6. Environmental and Sustainable Development

2022 Energy Saving Project - Setup energy management system

- ✓ Real-time monitoring of power consumption status of each unit
- ✓ Establish an early warning mechanism for electricity consumption to respond early to improve electricity safety
- ✓ A big data database is established to analyze the differences between units of the same type based on power consumption conditions. Improve equipment operating efficiency

System design goals
- ✓ Save electricity bills: rationalize pricing and optimize contract capacity
- ✓ Save energy: demand control, operation optimization
- ✓ Energy saving improvement: through data analysis, explore space for energy saving improvement

Actual electricity consumption

Electricity demand percentage

Contracted capacity with Taipower: 2,851KW

Electricity consumption in the current month and peak electricity consumption in each interval

Provides analysis of the usage of effective power (real power)/apparent power/reactive power (virtual power)

Set the alarm according to 80% of the panel's full capacity to avoid overloading.

6. Environmental and Sustainable Development

6.3 Water management

Water is an important natural resource for sustaining human activities and balancing ecology. Due to the pressure on water demand caused by global climate change and population growth, how to cope with the dilemma of water scarcity will be an important issue for future corporate operations. Eris upholds the spirit of environmental sustainability and uses 100% tap water and rainwater as water resources. There is no concern about geological subsidence caused by pumping groundwater. We strive to increase water resource utilization and wastewater recycling rates to reduce water usage.

6.3.1 Use of Water Resource

The company's water resources management policy is to implement water-saving measures to reduce water consumption per unit of product output and increase wastewater recovery rate. To achieve this goal, we design water-saving processes, recycle and reuse water resources, and combine them with high-efficiency water management to effectively reduce water consumption. Its management policy is explained as follows:

Management policy	Execution direction
Save facility water	1. Install water-saving devices on faucets or adjust water output to reduce water waste. 2. Strengthen maintenance of the air conditioning system circulation pipeline (water tower/drainage system). 3. Domestic sewage system, pipeline damage and leakage, comprehensive configuration of open pipe engineering. 4. If the cooling water tower is not shut down, clean the internal filter regularly.
Save production water	1. Setup a top-floor water tower water purification system: remove calcium and magnesium ions from the water to purify the water and extend the life and cleaning cycle of the air compressor coolers in the entire plant. 2. A water tower soft water system was added to purify the water quality of the water tower and extend the cleaning cycle of each condensation equipment. 3. The waterproof engineering configuration of the ultrapure water area allows every drop of water to be fully utilized.

Cooling water recovery system

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6. Environmental and Sustainable Development

6.3.2 Wastewater Treatment and Resource Recycling

Eris will carry out a wafer process cutting wastewater recycling project in 2021. It can save 13% of water bills in a year. Through the water recycling system, the production water with a certain water quality in the production line is recycled and reused, mainly for large water consumption. This process allows the company's overall internal water cycle to reach a certain standard by recycling secondary water and then processing it, thereby reducing the supply of raw water and achieving the purpose of significantly reducing water resources.

The pure water regeneration time can also be extended to extend the pure water system regeneration time, which can reduce the number of regenerations and reduce the amount of wastewater discharge. The following is a comparative analysis of tap water and wastewater reduction from 2020 ~ 2022:

Items/year	2020	2021	2022
Tap water (tons)	113,064	113,408	101,170
Wastewater (tons)	91,032	93,299	90,135
Wafer output (pieces)	244,733	296,506	295,137
Unit water consumption (tons)	0.46	0.38	0.34
Unit wastewater output (ton/piece)	0.37	0.31	0.31
Annual total carbon emissions (tons)	17.19	18.26	16.29

Tap water/wastewater output analysis chart
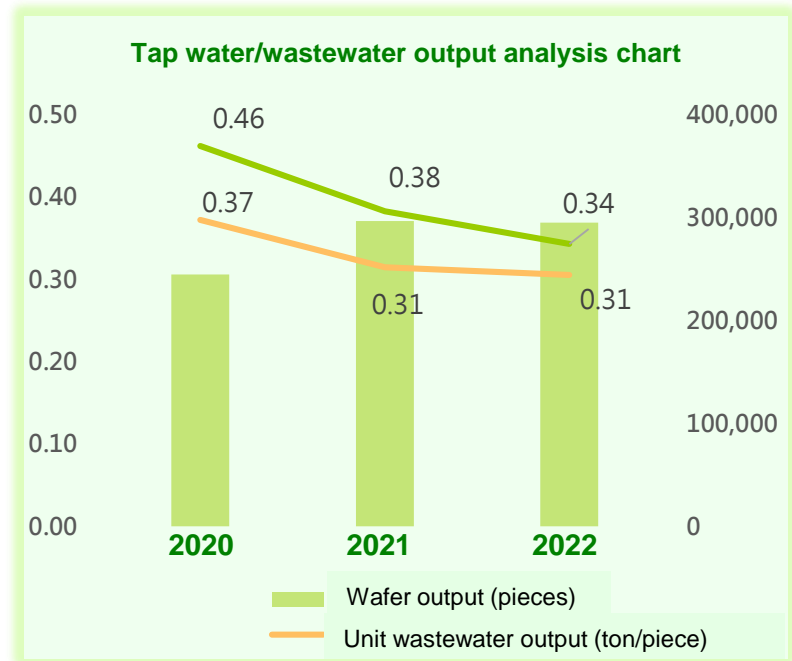
6. Environmental and Sustainable Development

6.4 Waste management

Eris Technology's waste management focuses on waste reduction during the manufacturing process, then reuse, and finally treatment or disposal. In order to effectively clean up waste, improve environmental sanitation, and achieve resource utilization, stabilization, and harmlessness of waste, the company strictly abides by various waste-related laws and regulations and thoroughly implements the waste management system. Our main waste comes from packaging materials for incoming components. The classification of waste and individual treatment measures are explained as follows:

Items	Implementation
General garbage	For example, domestic waste in the office: The general affairs department will send personnel to collect it and place it in a storage location specified by the building management committee, and the building management committee will outsource the processing.
Specific garbage	Such as vinyl waste, etc.: After being piled up to a certain amount in a specific area of the park according to regulations, the manufacturer will be notified for recycling.
Containers, empty barrels	For example, empty tubes of tin paste, empty barrels of solvents such as propane bromide and IPA are stacked in a specific area of the warehouse in accordance with regulations. After a certain amount is reached, the manufacturer is notified for recycling.
Recyclable waste	Material personnel are responsible for consulting resource recyclers for processing scraps, while R&D personnel are responsible for consulting resource recyclers for mechanical processing scrap metal. Waste paper boxes, iron cans, aluminum cans, glass cans, metal hardware, dry batteries, waste 3C, fluorescent tubes, PET bottles, aluminum foil packages, gas cans, pesticide cans, PVC cans, etc. are classified and recycled according to the park.
Hazardous industrial waste	If the laboratory waste liquid, waste oil, etc. reaches a certain amount, the relevant units or general affairs personnel will find qualified manufacturers to deal with it.
Outsourcing waste removal operations	Records of outsourced waste disposal must be kept for at least three years for future reference.

6.4.1 Waste film glue recycling

Eris is committed to selecting the most environmentally friendly production raw materials and avoiding secondary pollution. Therefore, we cooperate with Taiwan Cement to reuse the waste laminating glue produced from waste. The silica in the laminating glue can replace concrete. Based on the characteristics of some of the granular materials, we develop environmentally friendly bricks that can absorb moisture and convert waste into resources for recycling. The illustration is as follows:

6. Environmental and Sustainable Development

6.4.2 Waste treatment and reuse in factory areas

The waste produced by the manufacturing process in Eris's factory is cleared and processed by qualified contractors. During the removal process, the removal route is confirmed through the GPS real-time tracking system. A total of 228.908 tons of waste was generated in 2022. The amount of waste reused increased by 104.02 tons compared with 2021, and the reuse rate accounted for 98%. The reuse rate increased by 31% compared with last year.

Item/Year	2020	2021	2022	Notes
Waste disposal volume (tons)	142.1335	58.5555	4.128	The processing volume is 54.427 tons lower than that in 2021
Amount of waste reused (tons)	4.72	120.76	224.78	Recycling volume increased by 104.02 tons compared with 2021
Total amount of waste (tons)	146.8535	179.3155	228.908	
Waste recycling rate (%)	3%	67%	98%	Recycling rate increased by 31% compared with 2021
Amount of waste per unit product (KK/ton)	0.087	0.036	0.002	There has been a downward trend year by year since 2020

Waste reuse analysis chart
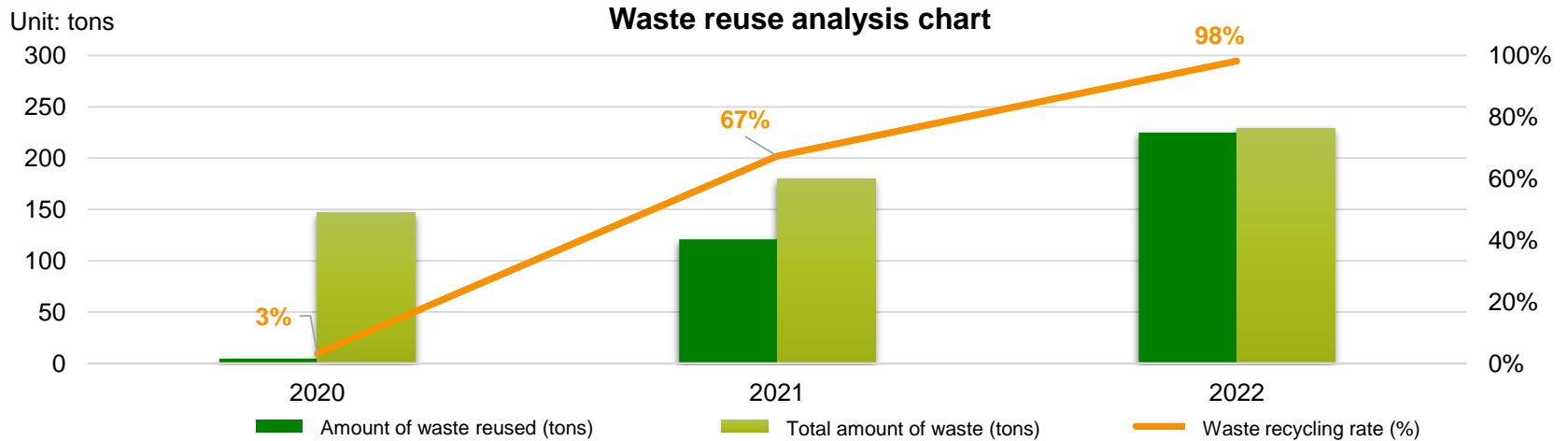
6. Environmental and Sustainable Development

6.5 Air pollution management

Eris Technology's air pollution prevention strategy first focuses on rationalizing the process to reduce pollutants entering the waste, and secondly uses high-efficiency equipment to treat the pollutants in the waste. The final content of pollutants discharged into the atmosphere must be lower than or comply with government regulations. .In order to reduce the impact of exhaust gas emissions on the environment, the exhaust gas containing pollutants is sent to the central dust collection tower or activated carbon tower for treatment according to different attributes. The processing capabilities of the company's air pollution prevention equipment all comply with the "stationary pollution source air pollution" Relevant provisions of "Pollution Control and Emission Standards for Semiconductor Manufacturing Industry". Moreover, Eris is promoting an air pollutant reduction project to modify the product manufacturing process to remove glacial acetic acid used in the wafer manufacturing process, thereby reducing air pollution emissions. The treatment measures are explained as follows:

Eliminate PR → Glacial acetic acid → Flush → Oven → Pickling → Flush → BOE

Eliminate PR → Flush → Oven → BOE
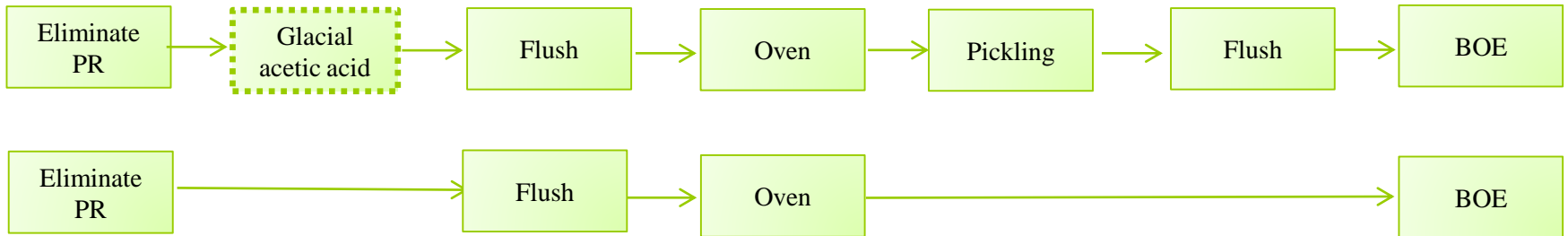
Schematic diagram of manufacturing process changes (pollutant reduction)

6. Environmental and Sustainable Development

2022 Award Execution Results

"National Corporate Environmental Protection Award" In order to encourage companies to fulfill their corporate social responsibilities and jointly promote environmental protection work, the Environmental Protection Department has conducted selection activities related to the Corporate Environmental Protection Award for 31 consecutive years, and a total of 638 companies have won the award. The number of participating entrepreneurs in the 4th session was the highest in history, 83. Eris Technology signed up for the selection for the first time and won the finalist award this year. Eris Technology promises to fulfill its corporate social responsibilities, is committed to promoting environmental and energy-saving operations, and actively invests in creating environmentally friendly production plants, including halogen-free liquid crystal materials, green chemical substitution of highly hazardous chemicals, and no use of harmful substances. In creating enterprises While maintaining value, we pursue more sustainable production and earth-friendly practices to achieve the goal of sustainable development.

Social Participation

7.1 Charity Events and Eris Group Strategies

7.2 Support of Education

7.3 Support of the disadvantaged

7.4 Social Care

7.5 Actions for Environmental Sustainability

7. Social Participation

7.1 Public welfare activities and group strategies

Eris Technology deeply realizes that the sustainable development of enterprises depends on the prosperity and stability of society. Therefore, we take the common good of society as the starting point and develop a social investment strategy, combining the core areas of the industry and internal and external resources to "aid students and cultivate", "disadvantaged" With five major work axes including "Support", "Community Care", "Environmental Sustainability Action" and "Social Innovation", we hope to use our expertise to help solve social problems, give full play to Eris Technology's "take from society and use it from society, and serve as a corporate social citizen" Responsibility".

In 2022, we will mainly implement the four main axes of "student assistance and training", "support for the disadvantaged", "community care", and "environmental sustainability actions" to continue to implement our work goals.

Eris's Social Participation of the five major target
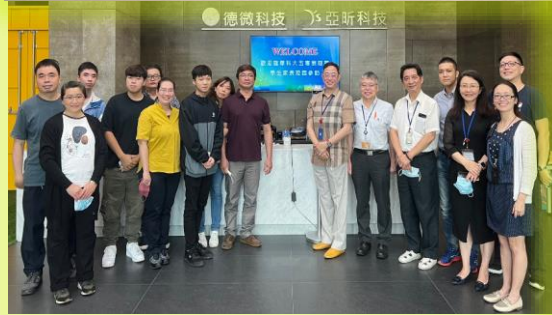
7. Social Participation

7.2 Student assistance and training

Eris Technology attaches great importance to the cultivation of talents within the company, and also pays attention to the cultivation of high-tech talents in Taiwan. Therefore, in order to improve the quality of domestic education, strengthen the technical capabilities and practical experience of young talents, and promote the integration of industry and academia, when our company learned that the Ministry of Education promoted the "Five Specialist Wings Spreading Plan", we discussed closely with the cooperating schools to discuss its implementation. In addition to gaining a better understanding of each other's positions and ideas, it also increases many opportunities for industry-university reciprocity and project cooperation.

7.2.1 Eris provides the "Five Specialties Wing-spreading Program".

The opportunities for students are explained as follows:

➤ Special topic guidance: In the fourth year of junior high school, Eris provides a one-year stipend (NT$128,000) to students participating in Eris studies to encourage them to concentrate on their studies; it also arranges for professional teachers to conduct special discussions with students, and provides assistance through two special reports. Students improve their planning reporting and project execution capabilities, and then gain a first-hand understanding of the current status of industrial operations, and in this way help students establish a practical foundation for industrial knowledge.

➤ Experience guidance: In the fifth year of junior high school, students officially enter Eris for internship. The company first provides complete pre-employment training, including occupational safety, workplace ethics, environmental introduction, etc., to reduce the students' sense of uneasiness and provide timely assistance in integrating into Eris culture. . At the same time, mentors are arranged to accompany students and provide professional guidance in a timely manner, and encourage intern students to ask questions and practice oral expression at any time.

➤ Graduation employment: After the one-year internship, students who participated in the wingspan program and passed the internal assessment of Eris will continue to work at Eris directly after graduation and become full-time employees of the Eris technology family, working together for a better future. Life works together.
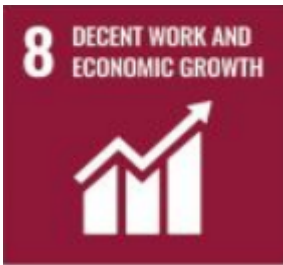
7. Social Participation

7.2.2 Eris cooperates with colleges and universities to recruit and cultivate elite soldiers.

7.2.2.1 Department of Semiconductor Engineering, Longhua University of Science and Technology

~Leading Company in Industry-Academic Cooperation

- The Semiconductor Industry-Academia and Talent Cultivation Alliance was jointly established by 14 leading semiconductor companies and Longhua University of Science and Technology. It is hoped that through the alliance's cooperation, a high-quality team will be formed and more opportunities for industry-university connection will be created to accelerate the cultivation of domestic semiconductor professional and technical talents and enhance the career of students. Competitiveness.

- Longhua University of Science and Technology is an applied science and technology university that cultivates high-quality practical talents in the industry and provides innovative technical services. Its development positioning is to be closely integrated with enterprises. The Department of Semiconductor Engineering is expected to start enrolling students in the 2012 academic year. It hopes to obtain the latest information in the industry through industry-university cooperation. Can teach students practical knowledge and practical skills in the classroom, and at the same time promote research and then give back to industry and academia, forming a positive cycle of win-win for enterprises, teachers and students.

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7. Social Participation

7.2.2.2 Eris VS. Longhua University of Science and Technology cooperates to establish a power semiconductor module packaging and testing industrial environment factory.

The production line goes deep into the campus, industry and academia are matched, and you can get employment in Eris upon graduation!

Eris Technology provides nearly NT$15 million in equipment to cultivate high-quality practical talents, and cooperates with Longhua University of Science and Technology to establish power semiconductor module packaging and testing [Eris and Yea-shin Industrial Environment Factory] to provide students with synchronized production line implementation with the industry The field allows research energy to be closely integrated with industrial development. It is expected to become a talent cultivation center, plan courses according to industry needs, and share teaching resources with neighboring schools, allowing technical and vocational education to take root in the ground, creating a win-win situation for industry and academia.

7. Social Participation

7.2.3 Knowledge sharing and inheritance –
on-campus teaching by industry teachers、strengthening employer brand

Eris cooperates with schools to set up relevant practical courses. The courses are taught by the company's technical directors. Through the sharing of professional experience, students can grasp industry trends in advance, strengthen students' required knowledge and skills in various fields, and achieve "adaptive development". "Talent" to build students' golden competitiveness in the workplace and become the most powerful talents in the future workplace.

7. Social Participation

7.2.4 Promote smart electronics talent development plan

This program is sponsored by the Intelligent Electronics Institute of the Industry Bureau. In order to link key job vacancies in enterprises with the direction of industrial talent demand, it recruits students for development courses and invites technical directors of enterprises to conduct research on job vacancies, future industry development needs, and semiconductor-related topics. Share to support and train students to seamlessly connect with the job market and fill the talent demand gap in the semiconductor industry. In 2022, Eris Technology will launch a plan to cooperate in promoting the development of smart electronics talents, providing domestic and foreign students who are interested in the semiconductor industry with the opportunity to personally study and experience in the factory; and arrange technical supervisors within the company to share with students from universities and research institutes. The basic theory of power semiconductor packaging process helps students understand the actual operation of the production line.

7. Social Participation

7.3 Support for the disadvantaged

Since its establishment in 1995, Eris Technology has taken sustainable corporate development as its core value. In addition to making profits, it further believes that the cornerstone of sustainable management is closer integration with society, and that sharing the good of society is the best implementation action. To this end, Eris actively implements the company's commitment to environmental friendliness and social responsibility, "taking from society and using it for society, and fulfilling the responsibilities of a corporate social citizen."

7.3.1 Planting Hope: World Vision's Children's Funding Program

The project "Planting Hope" was initiated for children from disadvantaged families who lost their parents in the 2009 August 8 flood. Its adoption targets are mainly helpless orphans in infants, elementary schools, and junior high schools. Looking back on those days, colleagues within the company immediately showed their love for each other and helped children who had lost their parents from the bottom of their hearts. During the traumatic childhood stage of their lives, they felt that there was love in the world and that there were people who were willing to lend a helping hand to help their young children. The figure is facing the long journey of growth in the future: with hope, hope and confidence, walking through the irreparable pain.

The "Planting Hope" project activity continues to this day (13 years). Eris Technology still continues to participate in World Vision's children's education program based on its original intention. In 2022, the amount of our participation in World Vision's student assistance program will be NT$108,000. . For more than ten years, colleagues have been supporting children from disadvantaged families. At the same time, each participating colleague can feel every detail of the children's study and life from the greeting cards sent by the children. It comforts our hearts.

7. Social Participation

7.3.2 Supporting the disadvantaged, starving everyone: Andrew Charity Society Food Bank Cooperation Project

Eris launched a cooperation project with the Andrew Charity Association on October 22, 2022. 50 colleagues and relatives participated in packaging food boxes and promptly distributed them to the people who need them most; in this one-day work During the activities, we can personally feel the joy of being able to help others, and we also know how to cherish blessings and give love. We sincerely thank every partner who participated in the volunteer activities. The company will continue to promote a virtuous cycle of mutual assistance and share resources with the disadvantaged in society who need help. The "Food Bank Project" mainly provides customized, room-temperature food boxes to help vulnerable children avoid hunger and grow up healthily, and vulnerable elderly people who are orphaned, poor, disabled, or sick to obtain the resources they need at the right time.

7. Social Participation

7.4 Community care

Promote community health and promote multi-care and anticipatory care promotion plans

Tamsui Mackay Hospital is committed to providing holistic, comprehensive, complete and continuous health care services. It has linked 74 community health service stations outside the hospital to establish the "MacKay Memorial Hospital Community Health Promotion Committee" as a network platform for organizations inside and outside the hospital. In line with the long-term care 2.0 policy, 48 of the 74 community health service stations are mainly for the elderly. They have been gradually upgraded to community care and care bases, and 4 are dementia community care bases. It is hoped that through endowment This way, the service station can take care of more community people and the elderly, and improve the ability of sustainable development. In recent years, in order to cultivate more professionals who serve the community and enhance the concept and culture of whole-person care, we have planned to recruit volunteer partners from the hospital's medical, nursing, medical units and social service offices to join the "Community Health Promotion Team". The number of participants has been recruited so far. 134 people continue to invest in the field of community health promotion to expand service capacity. Eris Technology has donated a total of 2.5 million yuan for two consecutive years starting in 2021 to participate in the community health promotion program of the Mackay Hospital Health Examination Center, assisting the Mackay Hospital Health Examination Center in public health management, control of cancer screening procedures, and automated documentation Improve efficiency in all aspects such as treatment, and use medical resources to continue to protect the health of community residents through the hospital's expertise. We sincerely hope that by assisting the hospital to upgrade medical equipment, medical resources will be returned to the society through the hospital's professionalism, so that preventive medicine can truly be implemented in every community to provide timely help.

7. Social Participation

7.5 Environmental sustainability actions

2022 Dewei starts to join the biodiversity conservation action

Biodiversity responds to the 15th goal of the SDGs: "Protect, restore and promote the sustainable use of terrestrial ecosystems. Maintain forests to prevent desertification, stop and reverse land degradation, and curb the loss of biodiversity" (Life on Land) . Eris started to join the Taiwan Stone Tiger Conservation Association's "Stone Tiger Conservation Project" to jointly protect the disappearing mountain spirit-Taiwan Stone Tiger. Research and survey data in recent years show that only Miaoli County, Taichung City and Nantou County still have a stable distribution of stone tiger populations, while Hsinchu County, Changhua County and Chiayi County have only sporadic records. The current estimated number of stone tigers in Taiwan is 468-669 (data source: Lin Lianggong, Jiang Boren, Wang Yuhuang, 2016)

保護狀況　第一級瀕臨絕種保育類野生動物
(資料來源：行政院農業委員會)

The Taiwan Stone Tiger Conservation Association was established in 2017. It has long-term in-depth investigation of stone tiger population distribution and ecological research, in-depth environmental impact assessment and supervision of development project issues to protect stone tiger habitats, and actively supports farmers to transform into friendly farming to protect stone tigers. Habitat environment and other tasks have accumulated many valuable research and conservation results, and aroused many people's concern about the plight of stone tigers. In order to draw public attention to conservation issues, the association organizes exhibitions from time to time and plans diversified educational activities to attract participation from different ethnic groups and drive more people to personally experience the importance of stone tigers and habitat conservation, and then use action to jointly protect the gradually disappearing animals. Understanding the shallow mountain elves-Taiwan stone tigers is the first step to conservation! Eris Technology donated NT$350,000 in July 2022 to sponsor the Taiwan Stone Tiger Conservation Association to organize promotional activities. Stone tiger conservation cannot be solved by "as long as local people do this"; because the rich ecology of the shallow mountain area is shared by the public, everyone on this land needs to learn to live in harmony with the ecological balance.

資料來源:台灣石虎保育協會

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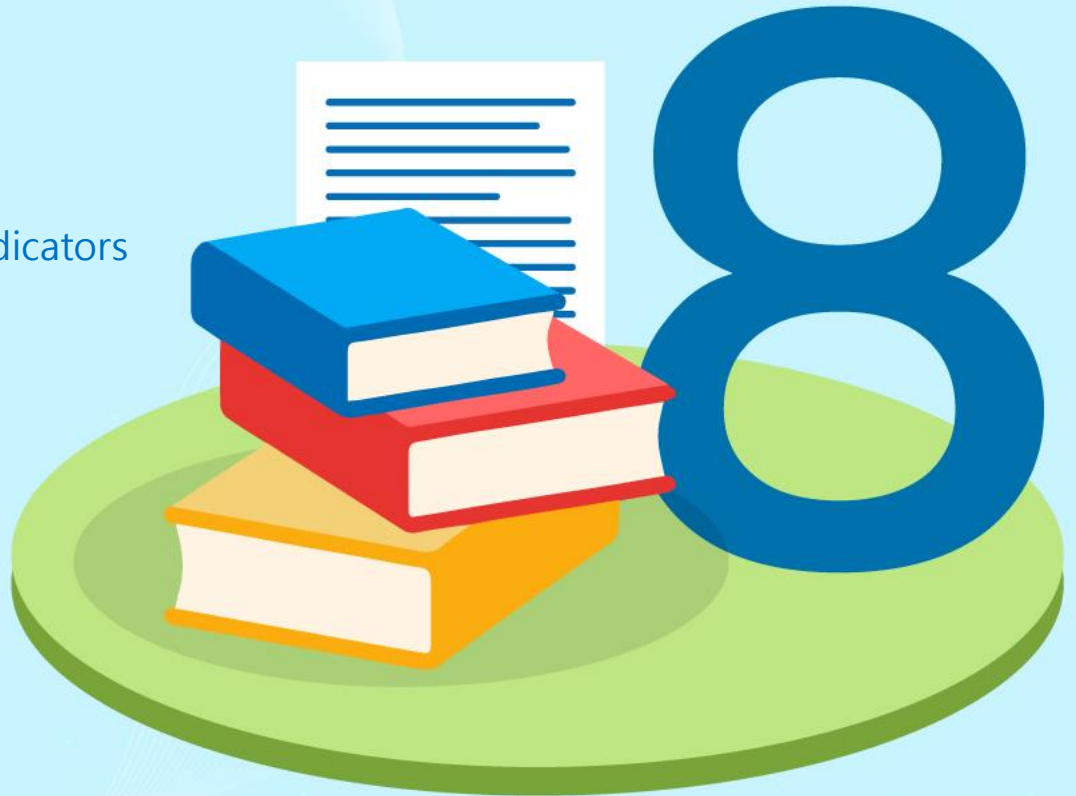
8.1 GRI Content Index

Statement of use	Eris Tech. has reported the 2022 Sustainability Report in accordance with the GRI Standards for the period from January 1 to December 31, 2022.
GRI 1 used	GRI 1：Foundation 2021
Applicable GRI Sector Standard(s)	None

General disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
GRI 2：General disclosures 2021	**1. The organization and its reporting practices**			
	2-1　Organizational details	About this Report 1.1 Company Profile	1 6	
	2-2　Entities included in the organization's sustainability reporting	About this Report	1	
	2-3 Reporting period, frequency and contact point	About this Report	1	
	2-4 Restatements of information	6.2 Climate Change Risk and Carbon Management	68	
	2-5 External assurance	The capital under than NT$2 billion, that sustainability report by issued on a voluntary.	The company began voluntarily issuing sustainability reports in 2021, and this year enters its third year of issuing the of the sustainability report for 2022.	
	2. Activities and workers			
	2-6 Activities, value chain and other business relationships	1.1 Company Profile 2.3 Determine material Topics and Boundaries 5.3 Supply Chain Overview	6 18-21 60	
	2-7 Employees	4.1.2 Inclusion and Diversity	46	
	2-8 Workers who are not employees	4.1.2 Inclusion and Diversity	46	

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8.1 GRI Content Index

General disclosures

GRI Standard	Disclosure	Corresponding Section	Page	Omission
	3. Governance			
GRI 2：General disclosures 2021	2-9　Governance structure and composition	3.1 Governance Organization and Structure 3.1.2 Board of Directors	29 31	
	2-10　Nomination and selection of the highest governance unit	3.1.2 Board of Directors	31	
	2-11　Chairman of the highest governance unit	3.1.2 Board of Directors 3.2.1 Integrity management	31 36-37	
	2-12　The role of the highest governance unit in monitoring impact management	3.1.2 Board of Directors 2.1.2 Organization Structure of Sustainability Management 3.3　Risk Management	31 15 39-40	
	2-13　Head of Impact Management	2.1.2 Organization Structure of Sustainability Management	15	
	2-14　The role of the highest governance unit in sustainable reporting	2.1.2 Organization Structure of Sustainability Management	15	
	2-15　Conflict of interest	3.2.1 Integrity management	36-37	
	2-16　Communicate key events	2.1.2 Organization Structure of Sustainability Management	15	
	2-17　Crowd intelligence in the highest governance unit	3.1.2 Board of Directors	31	
	2-18　Performance evaluation of the highest governance unit	3.1.2 Board of Directors	31	
	2-19　Remuneration policy	4.2.1 Salary remuneration	47	
	2-20　Salary Decision Process	3.1. Board of Directors 3.1.4 Compensation Committee	31 34	
	2-21 Annual total compensation ratio	-	-	Confidentiality requirements restrict company confidential information

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8.1 GRI Content Index

General disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
	4. Strategy, Policy and Practice			
	2-22 Statement on sustainable development strategy	A Message from the Chairman	2	
	2-23 Policy commitments	2.1.1 Sustainability Policy and Commitment 4.4 Friendly Working Environment 5.3.3 Supplier sustainability management	15 52 61	
	2-24 Incorporate policy commitments	2.4 Sustainability targets and Managements 5.3 Supplier Management	22-24 60	
GRI 2：General disclosures 2021	2-25 Procedures for remediating negative shocks	3.2.1 Integrity management 4.4.3.2 Employee feedback and complaint mailbox 5.2 Premium Customer Services	36-37 54 59	
	2-26 Mechanisms for seeking advice and raising concerns	3.2.1 Integrity management 4.4.3.2 Employee feedback and complaint mailbox 5.2.2 Customer relationship management	36-37 54 59	
	2-27 Compliance	3.2.2 Legal Compliance	38	
	2-28 Membership of public associations	1.5.3 Membership	12	
	5. Stakeholder discussion			
	2-29 Stakeholder discussion policy	2.2 Stakeholder Engagement	16-17	
	2-30 Group agreement	None	NA	No group agreement

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8.1 GRI Content Index

General disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
GRI 3：Material Topic 2021	3-1 Process for deciding major topics	2.3.1 Step-by-step process for identifying major topics	18	
	3-2 List of major topics	2.3.2 Identification analysis of major issues	19	
	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain 2.4 Sustainability targets and Managements	20-21 22-24	

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
Sustainable Development Strategy				
GRI 2：General disclosures 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain 2.4 Sustainability targets and Managements 3.3 Risk Management	20-21 22-24 39	
	2-22 Statement on sustainable development strategy	A Message from the Chairman	2	
Corporate Governance				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and the impact scope of the corresponding value chain 2.4 Sustainability targets and Managements	20-21 22-24	

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8.1 GRI Content Index

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
Governance				
GRI 2：General Disclosures 2021	2-9 Governance structure and composition	3.1 Governance Organization and Structure 3.1.2 Board of Directors	29 31	
	2-10 Nomination and selection of the highest governance unit	3.1.2 Board of Directors	31	
	2-11 Chairman of the highest governance unit	3.1.2 Board of Directors 3.2.1 Integrity management	31 36-37	
	2-12 The role of the highest governance unit in monitoring impact management	3.1.2 Board of Directors 2.1.2 Organization Structure of Sustainability Management 3.3　Risk Management	31 15 39-40	
	2-13 Head of Impact Management	2.1.2 Organization Structure of Sustainability Management	15	
	2-14 The role of the highest governance unit in sustainable reporting	2.1.2 Organization Structure of Sustainability Management	15	
	2-15 Conflict of interest	3.2.1 Integrity management	36-37	
	2-16 Communicate key events	2.1.2 Organization Structure of Sustainability Management	15	
	2-17 Crowd intelligence in the highest governance unit	3.1.2 Board of Directors	31	
	2-18 Performance evaluation of the highest governance unit	3.1.2 Board of Directors	31	

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8.1 GRI Content Index

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
Supplier sustainability				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 5.3 Supplier Management	20-21 22-24 60	
GRI 205：Anti-corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	3.2.1 Integrity management	36-37	
	205-3 Confirmed corruption incidents and actions taken	3.2.1 Integrity management	36-37	
GRI 308：Supplier Environmental Assessment 2016	308-2 Negative environmental shocks in supply chains and actions to be taken	5.3 Supplier Management	60	
GRI 414：Supplier Social Assessment 2016	414-2 Negative social impacts in supply chains and actions to be taken	5.3 Supplier Management	60	
Management of Information Security				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 3.4 Management of Information Security	20-21 22-24 41-43	
GRI 418：Customer privacy 2016	418-1 Complaints of proven breach of customer privacy or loss of customer information	5.2.1 Customer privacy and confidentiality mechanism	59	

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8.1 GRI Content Index

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
Operating performance				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements	20-21 22-24	
GRI 201：Economic performance 2016	201-1 The direct economic value generated and distributed by the organization	1.4.1 Performance Highlights 7.4 Social Care	10 93	
	201-3 Defining Benefit Obligations and Other Retirement Plans	4.2.3 Retirement system	50	
	201-4 Financial assistance from the government	Please refer to the company's annual report	-	-
Quality and customer service				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 5.1 Product quality management	20-21 22-24 58	
GRI 2：General Disclosures 2021	2-29 Stakeholder discussion policy	2.2 Stakeholder Engagement	16-17	
GRI 416：Customer Health and Safety 2016	416-1 Assess the impact of product and service categories on health and safety	5.3.4 Conflict-free mineral declaration 5.3.5 Establish a hazardous substance control list based on international regulations	61 62	
	416-2 Breach of health and safety regulations regarding products and services	-	-	Nothing related happened

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8.1 GRI Content Index

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
Climate change and energy management				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 6.2. Climate Change and Carbon Management	20-21 22-24 65	
GRI 201：Economic performance 2016	201-2 Financial impacts and other risks and opportunities arising from climate change	6.2.3 Climate change risks, opportunities and potential financial impacts	68	
GRI 302：Energy 2016	302-1 Energy consumption within the organization	6.2.4 Mitigation and Adaptation to Climate Change	70-71	
	302-3 Energy intensity	6.2.4 Mitigation and Adaptation to Climate Change	69	
	302-4 Reduce energy consumption	6.2.4 Mitigation and Adaptation to Climate Change	71	
GRI 305：Emission 2016	305-1 Direct (Scope 1) greenhouse gas emissions	6.2.4.1 Greenhouse Gas Inventory	69	
	305-2 Energy indirect (Scope 2) greenhouse gas emissions	6.2.4.1 Greenhouse Gas Inventory	69	
	305-3 Others indirect (Scope 3) greenhouse gas emissions	6.2.4.1 Greenhouse Gas Inventory	69	
	305-4 GHG emission intensity	6.2.4.1 Greenhouse Gas Inventory	69	
	305-5 Reduction of GHG emissions	6.2.4.4 In factory area	71-77	

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8.1 GRI Content Index

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
Water resource management				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 6.3. Water management	20-21 22-24 78	
GRI 303：Water and Effluents 2018	303-1 Interaction with water as a shared resource	6.3.1 Use of water Resources	78	
	303-2 management of water discharge-related impacts	6.3.2 Wastewater Treatment and Resource Recycling	79	
	303-3 Water withdrawal	6.3.1 Use of water Resources	78	
	303-4 Water discharge	6.3.2 Wastewater Treatment and Resource Recycling	79	
	303-5 Water consumption	6.3.2 Wastewater Treatment and Resource Recycling	79	
Human rights protection				
GRI 3：Material Topic 2016	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 4.4 Friendly Working Environment	20-21 22-24 52	
GRI 405：Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1.2 Board of Directors	31	
GRI 406：Non-discrimination 2016	405-2 Ratio of basic salary and remuneration of women to men	Please refer to 2022 Annual report		
	406-1 Incidents of discrimination and corrective taken	4.4.1 Human-oriented Friendly Workplace	52	

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8.1 GRI Content Index

Material Issue Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
GRI 408：Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	4.4.1 Human-oriented Friendly Workplace	52	
GRI 409：Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.4.1 Human-oriented Friendly Workplace	52	
Occupational Safety and Health				
GRI 3：Material Topic 2021	3-3 Management of material topic	2.3.3 The importance of major themes to Eris and its impact on the value chain 2.4 Sustainability targets and Managements 4.5 Occupational Safety and Health	20-21 22-24 55	
GRI 403：Occupational Health and Safety 2018	403-1 Occupational Safety and Health management system	4.5 Occupational Safety and Health	55	
	403-2 Hazard identification, risk assessment, and incident investigation	4.5 Occupational Safety and Health	55	
	403-3 Occupational health services	4.5.3 Workplace safety education and training	55	
	403-4 Worker participation, consultation , and communication on occupational health and safety	4.5 Occupational Safety and Health	55	
	403-5 worker training on occupational health and safety	4.5.3 Workplace safety education and training	56	
	403-6 Promotion of worker health	4.2.2 Employee benefits and care	48-49	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.5 Occupational Safety and Health	55-56	
	403-8 Workers covered by an occupational health and safety management system	4.5 Occupational Safety and Health	55	
	403-9 Work-related injuries	4.5 Occupational Safety and Health	55	

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8.1 GRI Content Index

Other Special topic Disclosures

GRI Standard	Disclosure	Corresponding Section	Pages	Omission
GRI 202：Market Presence 2016	202-2 Proportion of senior management hired from the local community	4.1 Structure and Diversity of Employees	45	
GRI 203：Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	7. Social participation	84-94	
GRI 204：Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.3.2 Local Procurement	61	
GRI 401：Employment 2016	401-1 New employee hires and employee turnover	4.3 Talent cultivation and development	45	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 Remuneration and Welfare 4.4.3.1 Labor and Employee Welfare Committee	47-50 54	
	401-3 Parental leave	4.2.2 Employee benefits and care	48	
GRI 404：Training and Education 2016	404-1 Average hours of training per year per employee	4.3 Talent cultivation and development	51	
	404-2 Programs for upgrading employee skills and transition assistance programs	4.3 Talent cultivation and development	51	
	404-3 Percentage of employees receiving regular performance and career development review	4.2 Remuneration and Welfare 4.3 Talent cultivation and development	47 51	

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8.2 Sustainable Disclosure Indicators

Semiconductor Industry

NO.	Indicator	Indicator Category	Annual Disclosure Status	Pages	Notes
1	Total energy consumption, percentage of purchased electricity and renewable energy utilization rate.	Quantitative	6.2.4 Mitigation and Adaptation to Climate Change	69	
2	Total water withdrawal and total water consumption.	Quantitative	6.3.2 Wastewater Treatment and Resource Recycling	79	
3	Weight of hazardous waste generated and percentage of waste recycled.	Quantitative	6.4 Waste management	80-81	
4	Description of occupational accident categories, number of incidents, and incidence rates.	Quantitative	2.4 Sustainability targets and Managements 4.5 Occupational Safety and Health	24 55	
5	Disclosure of product lifecycle management: Includes weight of scrapped products ad electronic waste, as well as the percentage of recycling.	Quantitative	6.4.2 Waste treatment and reuse in factory areas	81	
6	Description of risk management related to main materials used.	Quantitative description	Sustainable supply chain	20, 23	
7	Total monetary losses incurred due to legal proceedings related to anti-competitive behavior regulations.	Quantitative	-		No relevant legal actions or losses
8	Main production volume by product category.	Quantitative	Eris Technology Corporation 2022 Annual Report	54	

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8.3 SASB Content Index

Semiconductor Industry Sustainability Accounting Standards

Topic of disclosure	Indicator Code	Accounting Indicator	Category	Corresponding Section	Page
GHG Gas emissions	TC-SC-110a.1	Total emission of Scope 1	Quantitative	6.2.4.1 GHG Gas Inventory	69
Energy Management	TC-SC-130a.1	Total energy consumed	Quantitative	6.2.4.2 Energy management	70-71
		Grid electricity ratio	--	--	
		Renewable energy ratio	--	--	
Water Management	TC-SC-140a.1	Total water withdrawal	Quantitative	6.3.1 Use of Water Resources	79
		The amount and ration of water withdrawal in high and extremely high risk areas of water resources by WRI	--	Our company's manufacturing facilities are not located in water-stressed areas.	--
Waste management	TC-SC-150a.1	Hazardous waste production and Recycling rate of hazardous waste	Quantitative	6.3.2 Wastewater Treatment and Resource Recycling 6.4 Waste management	79-81
Employee Health and Safety	TC-SC-320a.1	Measures taken to reduce the risk of employees being under health threats	Quantitative	4.5 Occupational Safety and Health	55-56
	TC-SC-320a.2	Total loss suffered due to legal proceedings of the violation of law related to employee health and safety	Quantitative	3.2.2 Legal Compliance	38
Recruiting & managing a Global $ skilled workforce	TC-SC-330a.1	Explanation foreign employees and employees abroad ratio	Quantitative	4.1.2 Diverse and equal recruitment	46
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC62474-declarable substances	Quantitative	100% of the products produced by our company comply with the IEC 62474 standard.	61-62
	TC-SC-410a.2	System-Level processor energy efficiency, divided into（1）Severs、（2）desktop computers and（3）Laptops	Quantitative	The company is not an end product manufacturer, so there is no corresponding applicable content.	NA
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials.	Quantitative	2.4 Sustainability targets and Managements 5.3 Supplier Management	23 61-62
Intellectual property Protection & competitive Behavior	TC-SC-520a.1	Total loss suffered due to legal proceedings related to anti-competitive behavior regulations	Quantitative	No relevant legal actions or losses	37

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8.4 TCFD Content Index

Core Elements	Disclosure Items	Corresponding Section	Page
Governance	1. Describe the oversight and governance of the boards and management regarding climate-related risks and opportunities	6.2.1 TCFD Disclosure Framework and Eris's Management Approaches	65
Strategy	2. Explain how identified climate risks and opportunities impact the business, strategy and finances (short-term, medium-term, long-term).	6.2.2 Climate Risk Assessment and management 6.2.3 Climate change risk、opportunities and potential financial impact	66-68
Strategy	3.Describe the financial impacts of extreme weather events and transition actions.	6.2.2 Climate Risk Assessment and management 6.2.3 Climate change risk、opportunities and potential financial impact	66-68
Risk Management	4. Explain how the identification, assessment and management processes of climate risks are integrated into the overall risk management system.	6.2.2 Climate Risk Assessment and management 3.3 Risk management operations	66 40
Risk Management	5. If scenario analysis used to assess resilience to climate change risk, provide information on the scenarios, parameters, assumptions, analysis factors and key financial impacts used.	6.2.2 Climate Risk Assessment and management	66-68
Metrics and Targets	6. If there are transition plans in place to manage climate-related risks, describe the content of the plans and indicators and targets used to identify and manage physical and transition risks.	6.2 Climate Change Risk and Carbon Management 6.2.4 Mitigation and Adaptation to Climate Change	65-69
Metrics and Targets	7. If internal carbon pricing is used as a planning tool, explain the basis for price determination.	-	NA
Metrics and Targets	8. If climate-related goals are set, provide information on the covered activities, greenhouse gas emission scopes, planning timeline, annual progress, etc. If carbon offsets or Renewable Energy Certificates(RECs) are used to achieve the goals, explain the sources and quantities of offset carbon emissions or RECs.	6.1 Environmental policies and Target 6.2.4 Mitigation and Adaptation to Climate Change	64 69
Metrics and Targets	9. Greenhouse Gas Inventory and certainty information	Greenhouse Gas Inventory and Assurance Status for the 2022	110

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Greenhouse Gas Inventory and Assurance Status for the 2022

Basic information of the company

In accordance with the provisions of the Sustainable Development Roadmap of listed companies should at least be disclosed

☐ Companies with capital of more than $10 billion, the steel industry, and the cement industry

■ Inventory of parent company only

☐ Inventory of subsidiaries included in consolidated financial statements

☐ Companies with capital of more than $5 billion but less than $10 billion

☐ Assurance on parent company only

☐ Assurance on subsidiaries included in consolidated financial statements

■ Companies with capital of less than $5 billion

Scope	Total Emissions (tCO2e)	Intensity (tCO2e/ NT$ million)	Assurance Institution	Description of Assurance Status
Scope 1	70.36	0.0323	None	The company has begun planning matters for third-party certification
Scope 2	11,268.75	5.1763		
Total	11,339.11	5.2086		
Scope 3	5.81	0.0027		

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http://mops.twse.com.tw/mops/web/index

http://https://www.eris.com.tw/erisSocialResponsibility.php