

auden<sup>o</sup>

Auden Techno Corp.

# 2023 ESG Report



# CONTENTS

Message From The Chairman  
 About This Report  
 About Auden Techno Corp.  
 Sustainability Performance Highlights  
 United Nations Sustainable Development Goals (SDGs) Index

<b>01 Sustainability Government</b> 10	<b>03 Sustainability Environment</b> 52
1.1 Material Topic 10 1.2 Material Issues And Value Chain 11 1.3 Stakeholder Engagement 12	3.1 TCFD 53 3.2 Green Measures 57 3.3 Green Performance 65
<b>02 Sustainability Innovation</b> 16	<b>04 Social Inclusion</b> 71
2.1 Business Overview 16 2.2 Integrity And Risk Management 23 2.3 Innovation and Research 32 2.4 Information Security 39 2.5 Customer Service 43 2.6 Sustainable Supply Chain 48	4.1 Human Rights 76 4.2 Collective Bargaining 88 4.3 Talent Development 91 4.4 Salary And Benefits 95 4.5 Social Responsibility 98

## Appendix

Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Index 104  
 Appendix II: Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies (Article 4, Item 4) 113  
 Appendix III: Sustainability Accounting Standards Board (SASB) Index 114



## Message From The Chairman

Innovation and research are at the core of Auden's DNA. In 2023, Auden continued to allocate over 10% of its revenue to innovation and R&D in low earth orbit (LEO) satellite communications and information security, aligning with the national development strategy for six key industries. This year, Auden has produced multiple patents, bringing its total patent portfolio to 131. The consolidated operating profit grew by 136.88%, with an earnings per share (EPS) of 4.42 TWD.

The ongoing growth in operations also presents challenges in energy conservation and carbon reduction. In addition to voluntary carbon reduction efforts, such as employee behavior change through events and training, self-consumption of renewable energy, purchasing green power certificates, and carbon sequestration through tree planting, Auden established a Sustainable Development Committee this year. With the participation of board members, the committee planned a carbon reduction roadmap, aiming to achieve carbon neutrality by 2040.

Environmentally, Auden is committed to achieving RE10X10 by 2025. Self-consumption of solar energy has reduced carbon emissions by 10.48 tons. Auden participated in Cathay Bank's first year of Carbon Disclosure Project (CDP) disclosure and received the Cathay Carbon Neutrality Award. Additionally, Auden was awarded the 1.5°C Temperature Control Certificate by Commonwealth Magazine, further encouraging the company to strive towards its carbon reduction goals

The new plant in Vietnam has been certified with Responsible Business Alliance (RBA), ISO9001, and ISO14001 standards, and production has commenced to increase supply to customers. Subsidiary Yaurui Technology has not only obtained Open Radio Access Network (O-RAN) and cybersecurity certifications but has also established an Environmental Sustainability Department to provide third-party verification services for greenhouse gas (GHG) inventories and product carbon footprints. Another subsidiary, Yauzhih Innovation Sustainability, offers carbon reduction solutions for enterprises, leveraging its professional team's experience to strengthen the parent company's environmental, social, and governance (ESG) expertise in carbon reduction. The Instrument and Equipment Sales Division has expanded its product lines to include biomedical, satellite, and green energy-related products, increasing both product depth and breadth. Auden continues to innovate and strengthen talent development for sustained growth.

Auden remains committed to growth in its core communications business and the development of LEO satellites, while also expanding into information security, green energy, and biomedical sectors. The company's communication development and applications are geared towards human needs, integrating artificial intelligence (AI) technology to drive rapid advancements in future technologies and trends. Through various innovations and developments in its operations, Auden is committed to contributing to a better world in the future.

Auden Techno Corp.  
 Daniel Chang  
 Founder & Chairman




## About This Report

### Report Editing Elements

Auden has prepared this Sustainability Report through its Sustainability Development Office. The issuance of this report provides an opportunity to re-examine the Company's practices in environmental, social, corporate governance, and economic sustainability, and to continuously optimize and improve. In addition to growth in economic performance, the Company remains committed to innovation, talent development, and environmental sustainability as key strategies for corporate sustainability.

### Reporting Period

Auden issues an annual non-financial information report. The "2023 ESG Sustainability Report" was published in June 2024 and is available on the Auden website under the "Sustainability Development" section. The reporting period covers actions and performance in the three ESG dimensions from January 1, 2023, to December 31, 2023, including management methods and practices related to material topics.

### Report Preparation Principles

- Auden adheres to a voluntary and proactive approach in issuing this report. The Report follows the standards outlined below:
- GRI Sustainability Reporting Standards (GRI Standards), Core Option
- Guidelines for the Preparation and Filing of Sustainability Reports by Listed Companies
- Integrated Reporting Framework (IIRC)
- Sustainable Development Goals (SDGs)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- International Financial Reporting Standards (IFRS)
- Greenhouse Gas Protocol ISO 14064-1
- Environmental Management System ISO 14001
- Information Security Management System ISO 27001

### Disclosure Boundaries

This report defines the organizational boundaries based on the consolidation principles, covering Auden Technology and its subsidiaries. The disclosure scope is focused on the operations of the Taiwan headquarters, with financial performance presented according to the consolidated financial statements. Other content primarily reflects the operations of Auden in Taiwan. There have been no significant operational changes in the past year.

### Feedback And Issuance

This report is not currently planned for external verification. The data and information disclosed in the report are provided by respective responsible departments, reviewed internally for accuracy, and then confirmed by the Sustainability Development Office. The report was approved by the Board of Directors on August 8, 2024, and issued subsequently.

### Contact Information

For any questions regarding the content of this report or for any suggestions related to Auden, please contact us through the following:  
**Report Responsibility Unit:** Sustainability Development Office  
**Phone:** +886-3-363-1901  
**Email:** ESG@auden.com.tw



Auden Official Website Auden LinkedIn

## About Auden Techno Corp.

Founded in 1981 and headquartered in Bade District, Taoyuan City, Auden Group is a global leader in wireless RF technology. We offer comprehensive design and development services, including antenna and module development, mass production, measurement equipment, regulatory information, and product certification. Our core values are "Integrity and Innovation," guiding us to build strong R&D capabilities, develop market-driven products, and balance operational performance with social responsibility. Our goal is to reward shareholders for their long-term support.

Company Introduction	
Company Name	Auden Technology Co., Ltd.
Industry	Wireless Communications
Stock Code	3138
Number of Employees	135
Capital	NT\$468,004,000
Revenue	NT\$1,779,638,000



## Vision And Mission

Vision	To become a global leader in key wireless communication technologies and sensing components.
Mission	To become the most trusted and loyal long-term partner for our customers in the fields of mobile communications, IoT, and biomedical industries.

## Corporate Culture

Integrity	Integrity is our core principle. We fully commit to our customers, carefully select and respect our suppliers with integrity, and view employees as our most valuable asset. We emphasize character and teamwork in our hiring practices.
Innovation	Innovation is our driving force for maintaining competitiveness and growth. We continuously innovate in technology and products, and also strive for comprehensive innovation in thinking, effectively implementing ideas to drive change.

## Annual Highlights



- Groundbreaking for Auden's Bade headquarters, with EEWB and LEED certifications.



- Obtained ISO 27001:2013 Information Security Certification



- Established subsidiary - Auray's Kaohsiung Asia Bay 5G O-RAN and Cybersecurity Lab officially opened



- Subsidiary Auray hosted the 2023 O-RAN Alliance Spring Global PlugFest Testing Event

2023

Mar.

Apr.

Oct.

Aug.

May.



- The "Mobile High-Low Track Intelligent Communication System Development Project"



- New production bases in Vietnam and Dongguan, China, officially launched, with expanded operations in Vietnam



- Ranked among the Top 200 Asian Small and Medium Enterprises by Forbes in 2023






- Awarded the 8th National Industry Innovation Award by the Ministry of Economic Affairs



## Sustainability Performance Highlights

<p>Awarded  <b>"Forbes Asia's 200 Best Under A Billion"</b></p>	<p>Recipient of the 8th  <b>"National Industry Innovation Award by the Ministry of Economic Affairs"</b></p>	<p>Approved by the Ministry of Economic Affairs' Industrial Development Bureau for the "Mobile High-Low Track Intelligent Communication System Development Project"</p>
<p>Self-generated and self-consumed  <b>21,176 kWh</b> of green electricity, obtaining <b>20 T-REC</b> renewable energy certificates. <b>E</b></p>	<p>Purchased 40 Renewable Energy Certificates to achieve RE <b>7%</b> <b>E</b></p>	<p>Three years of independent ISO 14064 greenhouse gas inventory and verification; carbon emissions reduced by <b>10.14</b> tons from 2022 <b>E</b></p>
<p><b>62.9%</b> of R&amp;D personnel hold a master's degree or higher. <b>S</b></p>	<p>Gender Ratio: <b>1.41:1</b> <b>S</b></p>	<p>Established the <b>Auden Education Foundation</b> to cultivate future key talents and promote environmental education <b>S</b></p>
<p>Consolidated operating profit reached <b>NT\$227,236</b> million, an increase of <b>136.88%</b> <b>G</b></p>	<p>Obtained <b>ISO 27001</b> certification for information security, with <b>0</b> incidents reported this year <b>G</b></p>	<p>Submitted 22 patent applications, accumulating a total of <b>131</b> valid patents <b>G</b></p>

## 2023 Performance

	<ul style="list-style-type: none"> <li>• Following ISO 14064, performed carbon inventory and greenhouse gas verification for three years, achieving a total reduction of 30.28 metric tons.</li> <li>• Identified climate risks and opportunities following the TCFD framework.</li> <li>• Completed CDP disclosure and received the Cathay CDP Carbon Disclosure Award.</li> <li>• Initiated energy transition, committed to carbon neutrality by 2040, and earned the 1.5°C Certification from CommonWealth.</li> </ul>
	<ul style="list-style-type: none"> <li>• Established the Auden Education Foundation to nurture talent in communications and environmental protection.</li> <li>• Promoted a positive workplace with retention strategies and talent development. Empowered 25 students through internships, with a 16% retention rate.</li> <li>• Focused on human rights with health promotion activities and achieved a gender balance ratio of 1.41:1.</li> <li>• Provided continuous environmental education volunteer services in schools for 10 years.</li> </ul>
	<ul style="list-style-type: none"> <li>• Recognized as one of Forbes' Top 200 Asian SMEs and awarded the National Industry Innovation Award by the Ministry of Economic Affairs.</li> <li>• Established a Sustainability Development Committee to implement policies.</li> <li>• Maintains a comprehensive governance structure with diverse committees and board members, emphasizing gender equality.</li> <li>• Accumulated 131 patents through innovative R&amp;D.</li> <li>• Launched a sustainable supply chain initiative, implementing ESG-focused supplier evaluation mechanisms.</li> </ul>



## United Nations Sustainable Development Goals (SDGs) Index

Item	Sustainable Development Goals		Corresponding Sections	Page
Goal 1	End poverty in all its forms everywhere		4.4 Compensation and Benefits	95
Goal 2	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.		4.5 Social Responsibility	98
Goal 3	Ensure healthy lives and promote well-being for all, at all ages.		4.3 Talent Development	91
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.		4.3 Talent Development	91
Goal 5	Achieve gender equality and empower all women and girls.		4.4 Compensation and Benefits	95
Goal 7	Ensure access to affordable, reliable, sustainable and modern energy for all.		3.2 Green Measures 3.3 Green Performance	57 65
Goal 8	Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.		2.3 Innovation and R&D 4.3 Talent Development	32 91
Goal 12	Ensure sustainable consumption and production patterns.		2.6 Sustainable Supply Chain	48
Goal 13	Take urgent action to combat climate change and its impacts.		3.1 TCFD	53
Goal 16	Promote peaceful and inclusive societies for sustainable development; provide access to justice for all; and build effective, accountable and inclusive institutions at all levels.		2.2 Integrity and Risk Management	23
Goal 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development.		1.3 Stakeholder Engagement	12



# 01

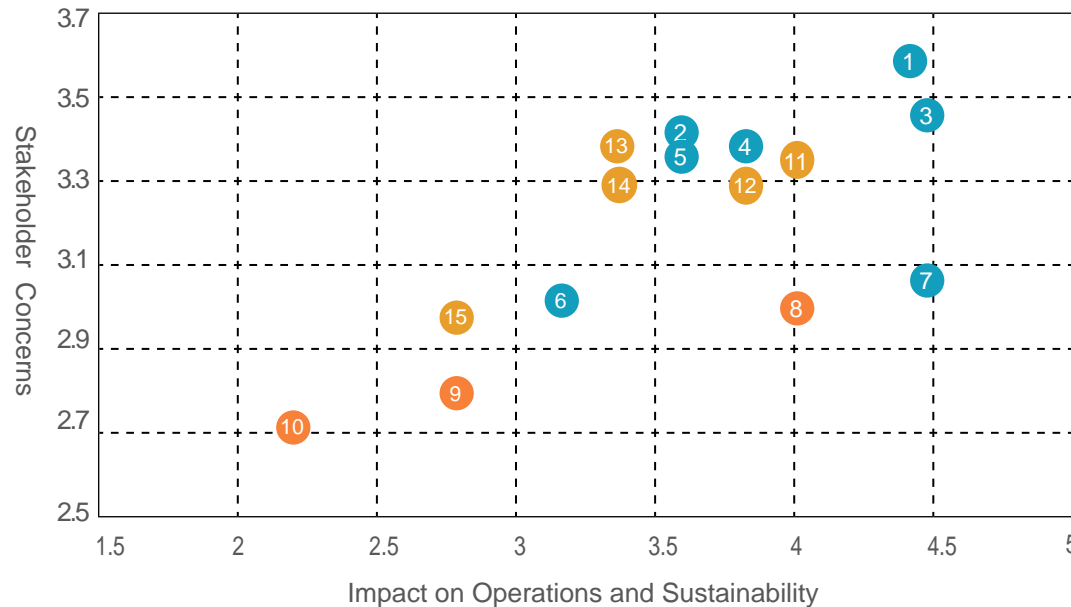
## Sustainability Government

• Material Topic • Material Issues And Value Chain • Stakeholder Engagement

### 1.1 Material Topic

In 2023, Auden Technology conducted a Materiality Analysis incorporating industry trends, GRI Standards, past business experiences, TCFD, and SASB guidelines. This analysis identified 15 potential sustainability issues of interest to key stakeholders. After evaluation and prioritization, the Sustainability Development Office assessed their impact and confirmed 10 material topics for the year: Economic Performance, Ethical Conduct, Innovation, Information Security, Customer Service, Sustainable Supply Chain, Energy Conservation, Talent Development, Human Rights, and Compensation.

**Auden Materiality Matrix**



**List of Material Issues in 2023**

- |  |                        |  |
|--|------------------------|--|
| <ul style="list-style-type: none"> <li>1 Economic Performance</li> <li>2 Ethical Conduct</li> <li>3 Innovation</li> <li>4 Information Security</li> <li>5 Customer Service</li> <li>6 Low carbon products</li> <li>7 Sustainable Supply Chain</li> </ul> | Social/employee issues | <ul style="list-style-type: none"> <li>11 Talent Development</li> <li>12 Human Rights</li> <li>13 Salary And Benefits</li> <li>14 collective bargaining</li> <li>15 charitable activities</li> </ul> |
| <ul style="list-style-type: none"> <li>8 Carbon Reduction</li> <li>9 waste management</li> <li>10 water resources management</li> </ul>  | environmental issues   |  |

## 1.2 Material Issues And Value Chain

This report identifies material topics as "Continuous Innovation," "Information Security," and "Carbon Reduction." Strategies are analyzed using the value chain as a boundary. Regular discussions on economic, social, and environmental issues are conducted, with outcomes reported annually to the Board of Directors.





Continuous innovation	information security	carbon reduction
Integrating industry, government, academia, and research with patent strategies, we drive innovation in 5G to 6G technology, green product design, green energy, and information security.	Boost Information Security investments by integrating operational management with product security to protect client privacy and advance security testing.	Commit to carbon neutrality by 2040, advance energy transition, and develop green energy capabilities.

Material Topic	Material Issues	GRI Standards	Reveal Chapter	Value chain impact boundaries			
				Auden	supplier	client	public
Governance/ Economic Issues	Economic Performance	GRI 201	2.1 Business Overview	■	●	-	-
	Economic Performance	NA	2.2 Integrity and Risk Management	■	●	●	-
	Innovation	NA	2.3 Innovation	■	●	-	-
	Information Security	GRI 418	2.4 Information Security	■	●		□
	Customer Service	NA	2.5 Customer Service	■	●	●	-
environmental issues	Sustainable Supply Chain	GRI 308	2.6 Sustainable Supply Chain	■		●	□
	Carbon Reduction	GRI 302 GRI 305	3.2 Green Measures	■	●	●	-
Social/employee issues	Human Rights	GRI 412	4.1 Human Rights	■	●	●	□
	Talent Development	GRI 404	4.3 Talent Development	■	-	-	-
	Salary And Benefits	GRI 401	4.4 Salary And Benefits	■	●	-	□






■: direct impact ●: Impact on business practices □: contribute to impact

### 1.3 Stakeholder Engagement

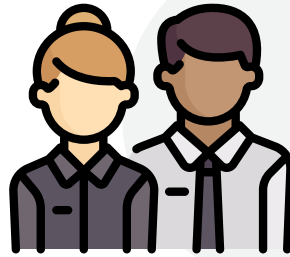
Auden identifies stakeholders using AA1000 principles, evaluating responsibility, influence, tension, diversity, and dependency. In 2023, we identified nine key stakeholders and have established comprehensive communication channels to address their concerns and feedback effectively.

Stakeholders	Topics of Interest	Communication methods and channels	communication frequency
 Staff	Innovation Economic Performance Customer Service Economic Performance Salary And Benefits	<ul style="list-style-type: none"> <li>Labor-management meetings, welfare committee meetings, and new staff forums</li> <li>Diverse feedback channels: Complaint hotline, Suggestion boxes, General complaints email, Sexual harassment complaint email, HR feedback email: HR@auden.com.tw</li> <li>Internal company website and group newsletters</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly labor-management meetings</li> <li>Quarterly and ad-hoc welfare committee meetings</li> <li>Quarterly and ad-hoc new staff forums</li> <li>Quarterly newsletters</li> <li>Ad-hoc announcements and updates</li> </ul>
 Client	Information Security Innovation Customer Service Low carbon products Carbon Reduction Human Rights	<ul style="list-style-type: none"> <li>Business unit client visits</li> <li>Phone, email, and written communication</li> <li>Client satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>Real-time contact with designated client representatives</li> <li>Annual and ad-hoc technical seminars</li> <li>Ad-hoc updates</li> </ul>
 Supplier	Innovation Economic Performance Customer Service Economic Performance Sustainable Supply Chain	<ul style="list-style-type: none"> <li>Social responsibility commitment letter for suppliers</li> <li>Confidentiality agreements for key suppliers</li> <li>On-site visits and evaluations for suppliers</li> <li>Issue reporting via: C&amp;S@auden.com.tw, p.audit@auden.com.tw</li> </ul>	<ul style="list-style-type: none"> <li>Annual updates on key issues with top 10 suppliers</li> <li>Immediate communication for other matters</li> </ul>
 Shareholders/ Investors	Innovation Economic Performance Customer Service Economic Performance	<ul style="list-style-type: none"> <li>Annual shareholders Meeting</li> <li>Corporate briefings</li> <li>Public Information Observatory</li> <li>Investor feedback email: IR@auden.com.tw</li> <li>Investor relations hotline: 03-3631901 Ext 214</li> </ul>	<ul style="list-style-type: none"> <li>Annual shareholders meeting (once a year)</li> <li>Corporate briefings (at least twice a year)</li> <li>Immediate communication for other matters</li> </ul>



Stakeholders	Topics of Interest	Communication methods and channels	communication frequency
 Government agencies	collective bargaining Information Security Human Rights Carbon Reduction Talent Development charitable activities	<ul style="list-style-type: none"> <li>Official documents</li> <li>Participation in policy and regulation briefings and training</li> <li>Email: ESG@auden.com.tw</li> </ul>	<ul style="list-style-type: none"> <li>As needed</li> <li>Immediate communication for other matters</li> </ul>
 Bank	Innovation Economic Performance Economic Performance Human Rights Information Security	<ul style="list-style-type: none"> <li>Corporate briefings</li> <li>Public Information Observatory</li> <li>Annual reports and financial statements</li> <li>Company website</li> <li>Email: IR@auden.com.tw</li> </ul>	<ul style="list-style-type: none"> <li>At least 2 corporate briefings per year, 1 annual report</li> <li>Other information updated as needed on the company website or Public Information Observatory</li> <li>Immediate communication for other matters</li> </ul>
 Media	Economic Performance Innovation Economic Performance Human Rights Information Security collective bargaining Customer Service Carbon Reduction	<ul style="list-style-type: none"> <li>Annual Shareholders Meeting</li> <li>Investor Conferences</li> <li>Public Information Observatory</li> <li>Official Website</li> <li>Social Media: LinkedIn / YouTube</li> <li>E-Mail: IR@auden.com.tw</li> </ul>	<ul style="list-style-type: none"> <li>At least 2 corporate briefings per year, 1 annual report</li> <li>Communicate at least 3 times per month</li> <li>Update information periodically</li> <li>Immediate communication for other matters</li> </ul>
 NGO/NPO	Customer Service Innovation Economic Performance Economic Performance	<ul style="list-style-type: none"> <li>Website</li> <li>Social Media: FB / LinkedIn / YouTube</li> <li>E-Mail: ESG@auden.com.tw</li> <li>In August, the "Auden Education Foundation" was established as a non-profit organization. Dedicated personnel and a website section are being prepared for service and announcement.</li> </ul>	<ul style="list-style-type: none"> <li>Update information periodically</li> <li>Immediate communication for other matters</li> </ul>
 Community	collective bargaining Information Security Human Rights Talent Development charitable activities Innovation	<ul style="list-style-type: none"> <li>Website</li> <li>Social Media: FB / LinkedIn / YouTube</li> <li>E-Mail: ESG@auden.com.tw</li> </ul>	<ul style="list-style-type: none"> <li>Update information periodically</li> <li>Immediate communication for other matters</li> </ul>

## Annual Key Stakeholder Engagement Results



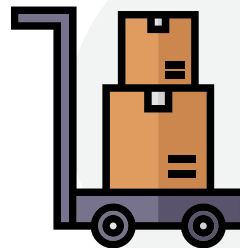
### Staff

- Held 4 labor-management meetings on workplace, process improvements, work quality, and life quality.
- Conducted 10 welfare committee meetings on welfare fund use and activities.
- Organized 5 new staff seminars, with a 0.38% monthly turnover rate for new full-time employees.
- Published a quarterly internal newsletter on company updates, industry news, and new hires.



### Client

- Focused on technology development, disclosed in section 2.3 Innovation.
- Distributed 6 client satisfaction surveys, with an average score of 9.5.
- Held corporate and biomedical seminars, with over 400 participants.



### Supplier

- Focused on supply chain management (see section 2.6).
- In 2023, 60 new suppliers were added, 56 signed the social responsibility commitment (93.33% rate).
- Confidentiality agreements were signed with all major suppliers.
- Conducted on-site evaluations of 4 suppliers' management, manufacturing, and quality capabilities.



### Shareholders/Investors

- Held the annual shareholders meeting in June.
- Hosted investor conferences in August and December.
- Released monthly revenue press releases.
- Engaged with institutional investors periodically.
- Responded to IR emails within 2 business days and maintained an open IR hotline.



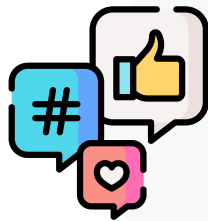
### Government agencies

- Supporting employment stability with training for middle-aged and older workers. Participated in government talent programs, like the III Emerging Industry Talent Development Program.
- Regularly report Welfare Committee's budget and accounts.



### Bank

- Update the Market Observation Post System 3 times a month.
- Monthly financial disclosures on the website.
- Quarterly financial report updates.
- Annual information review for banks.
- Irregular project-based communication with banks.



### Media

- Update group info on media and social platforms in real-time.
- Monitor industry news daily and report to management.
- Engage with media at 30+ events and forums.

### NGO/NPO



- Actions detailed in section 4.5 on Social Responsibility.
- Sponsored Wild Hope Natural Transmission Society's events.
- In June, 102 volunteers joined a mountain cleanup with the Rotary Club of PA-TE YANG TE.
- Partnered with True, Good, and Beautiful Foundation for outdoor activities and Christmas events.
- Established the Auden Education Foundation in August for Talent Development and environmental education.



### Community

- In March, Auden organized a blood donation drive, collecting 54 bags in total. Auden staff contributed 64%, while 36% came from local residents and the public.



# 02 Sustainability Innovation

- Business Overview
- Integrity and Risk Management
- Innovation and Research
- Information Security
- Customer Service
- Sustainable Supply Chain

## 2.1 Business Overview

Auden leverages its professional team and strong R&D capabilities to offer clients one-stop wireless product development, from measurement equipment setup, certification, antenna technology, to mass production.

With the growth of the wireless communication industry, Auden continues to focus on mobile and high-frequency communications, biomedical, AI-related applications, and hardware-software integration, while actively expanding markets to boost operations.

Auden provides end-to-end services from product planning and R&D to mass production and certification, reducing development time, minimizing resource waste, and speeding up time-to-market for clients.

Direction of the company's product and technology development in 2023

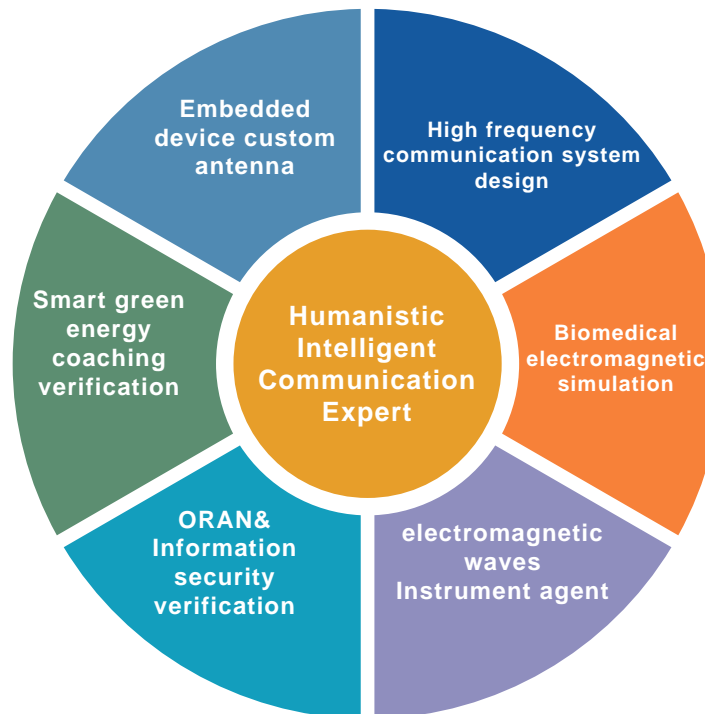
- With communication technology as the main focus, we continue to construct RF, SAR, Bio-magnetic and other software and hardware integration technologies.
- Use the mmWave technology and products as a new growth driver, targeting low Earth orbit satellite user terminals (UT) and telecom-grade O-RUs opportunity.
- Center research and development around mobile communications, high-frequency communications, and biomedical markets, creating highly competitive wireless RF communication products.
- Cultivate cross-domain technology and product integration and testing capabilities to maintain a leading edge in wireless communication products.

### ■ Green Energy Solution Energy

- Renewable energy certificate
- Carbon reduction
- Sustainable development

### ■ Measurement Verification Energy

- O-RAN testing and certification
- OTIC and Security Lab



### ■ RF Wireless Communication Energy

- Customized antenna module design and manufacturing
- High frequency 5G system
- 6G forward-looking technology

### ■ Instrument And equipment Aales Energy

- EM biomedical electronic measurement
- Software and hardware instrumentation solutions



## Development History



- 1990** Renamed and Officially Registered
- 2000** Became Schmid & Partner Engineering AG (SPEAG) Agent for SAR Certification System › Set Up Distribution Business and First Adopted into Taiwan & China Market  
First Approved Project of the Program of Development of New Leading Products by Ministry of Economic Affairs ( Internal Multi-Frequency Mobile Phone Antenna Development Plan)  
SAR Lab in Taiwan › and entrusted by MOTC ( now NCC ) to Develop Regulations
- 2003** Established a JV Test Lab with China Government TMC in Shanghai, China
- 2006** First CTIA OTA Lab in Taiwan  
the World's smallest 5-Band Miniaturized Antenna Design Solution into Market
- 2011** Established Distribution Business in Shanghai China
- 2012** Approved from DOIT Ministry of Economic Affairs in Industrial Technology Foresight Research Program to Set Up Foresight Research Center approved by NCC & TAF as a Regulatory
- 2016** Awarded SME CSR, Asia Responsible Entrepreneurship Awards, known as the 『Perseverance Nobel Prize』
- 2017** Built Up Advanced mmW 10-110GHz Power Density Measurement System
- 2018** The Member of 5G Industrial Innovation & Development Alliance
- 2019** Approved 5G Project of A+ Industrial Innovation and Research Program › DOIT Ministry of Economic Affairs  
Granted the Certificate for IATF 16949:2016 Automotive Quality Management System Standard  
Verified Lab by Xiaomi  
Built Up mmW Compact Rang OTA Testing Lab
- 2020** Became WHALETEQ Agent for Test Solutions for Vital Signs Medical Devices  
5G mmW 39 & 28GHz Dual-Polarization AiP Module
- 2021** Established Auray Technology Corp.  
Awarded O-RAN Alliance Recognition Medal for Active Host O-RAN Global PlugFest 2021, the Corporate Participants the Most, as well as the Completed Test Cases is the Most  
World No.1 Open Testing and Integration Centre (OTIC) Third-Party Testing Lab Approved by the O-RAN Alliance, and the Only One OTIC Lab in Asia  
Verified Lab by Chunghwa Telecom  
Set up the first 5G ORAN Testing Lab that Meets O-RAN Alliance Specifications and Has Security Testing Capabilities in Taiwan
- 2022** Develop Biomedical Simulation Service for Precision Medicine  
Approved B5G/6G Project of Thematic R&D Program of Industry Innovation Platform Program, MOEA  
Recognized by the O-RAN Alliance and issued the world's first 5G OPEN RAN certification  
Approved 5G O-RAN Project of Industry Innovation Platform Program, MOEA
- 2023** Groundbreaking Ceremony for the Group Headquarter Smart New Building which complies with the EEWH Green Building Label and Leed Label  
Forbes Asia Best The Region's Top 200 Small and Midsize Companies Under a Billion Awards”  
Awarded the 8th National Industrial Innovation Award of MOEA  
Approved MOEA Industrial innovation and R&D Project  
Auics provided a Comprehensive solution for net-zero

## Global Base Distribution Map



## Auden Organizational Structure

Auden's Chairman, Danniell Chang, leads the board in executing and supervising company operations. The board develops business plans and coordinates between departments based on market conditions and competition. Details of key departments and their responsibilities were disclosed in the 2023 report.

## Sustainable Development Committee

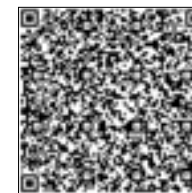
In 2023, the Corporate Sustainability Group was renamed the Sustainability Development Office. The office tracks sustainability indicators, manages execution, and reports progress to the board at least four times a year. Information is regularly updated on the company website for stakeholders. Please refer to Auden's website for the organizational structure.

work items	external	Promote the practice of corporate social responsibility, promote the balance of economy, society and environmental ecology and achieve sustainable development goals.
	internal	Implementing governance to protect stakeholders' rights, Auden has established a Code of Practice for Sustainable Development, a risk management policy, a Code of Practice for Governance, and guidelines for Economic Performance, along with concrete implementation plans.

Our company's board of directors has authorized the committee to be responsible for ESG-oriented issues, including: governance, Innovation and research, Information Security, Friendly workplace, environmental protection, and social participation in 2023. The committee proposes strategies, and the board evaluates their risks and feasibility, reviewing progress and urging adjustments as needed.

A total of 4 board reports were held in 2023, with topics including: sustainable development strategy and direction, establishment of sustainable development committee, GHG inventory and verification plan and carbon reduction plan, etc. The dates are March 14, May 9, and August 8 On December 20th and December 20th, the attendance rate of all directors was 97.22%.

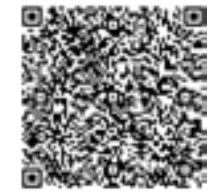
For other matters, please refer to the company website "Code of Practice for Sustainable Development"



2023 Report



Auden official website



Code of Practice for Sustainable Development

## Economic Performance

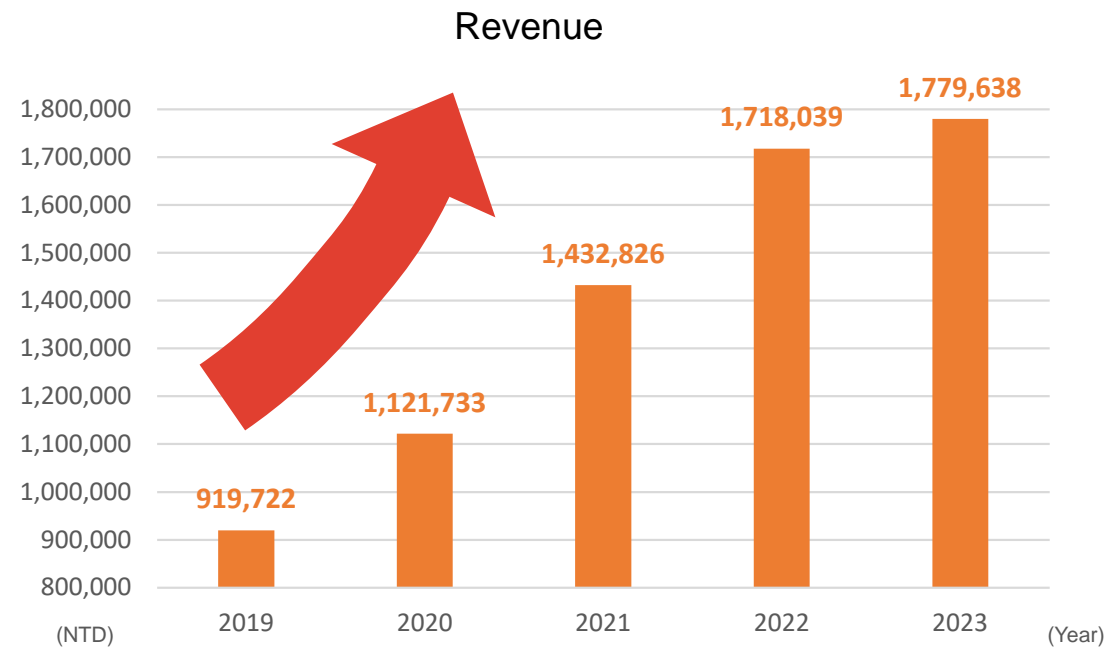
Material Issues : Economic Performance	
Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>Maintain the company's operating performance to support the company's sustainable operation and development.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>R&amp;D and innovation, improve product market competitiveness and profitability, and implement risk management.</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</li> <li>Quality Policy: dedicated service, reasonable requirements, satisfactory quality, and world-class brand.</li> </ul>
i. Policy	<ul style="list-style-type: none"> <li>"Integrity and innovation" have been the business philosophy that our company has adhered to since its establishment. We face clients and suppliers with integrity, use an innovative attitude to build strong R&amp;D capabilities and develop products that meet market demand.</li> <li>Risk management policy: identify risks and establish response measures, and properly implement risk management.</li> </ul>
ii. Promise	<ul style="list-style-type: none"> <li>Create sustained and stable profits to reward shareholders, staff, society and other stakeholders.</li> </ul>
iii. Goals and objectives	<ul style="list-style-type: none"> <li>Deeply cultivate client: wireless communication/instrument sales/testing and certification The three major business groups jointly market niche product portfolios to enhance added value.</li> <li>Innovation and research: 5G and low-orbit satellite wireless communication technology research and development and layout.</li> <li>Risk management: Promote Risk management, plan risks and opportunities in advance, and shape the sustainable development structure of the enterprise.</li> </ul>
iv. Responsibility	<ul style="list-style-type: none"> <li>Responsible organization: Board of Directors, Finance Department</li> </ul>
v. Resources	<ul style="list-style-type: none"> <li>Research and development expenses: account for <b>10.42%</b> of turnover.</li> <li>The proportion of Innovation and research accounts for approximately 45.93% to accelerate the development of new products.</li> <li>Subsidiary-Auics has innovatively invested in green energy-related development and provided comprehensive carbon management consulting services.</li> </ul>
vi. Grievance mechanism	<ul style="list-style-type: none"> <li>Our company has established a spokesperson system, a website to provide investor services, and a corporate sustainability area to communicate with stakeholders.</li> </ul>
vii. Specific action	<ul style="list-style-type: none"> <li>As per the TCFD report, the industry's main carbon risk comes from electricity use. Auden invests in renewable energy and equipment upgrades yearly, aiming for 100% green energy by 2050, with a target to achieve it by 2035.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Prepare budgets every year and hold meetings every month to report on the operations and profits of each department.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>Our company's consolidated operating net profit in 2023 was 227,236 thousand yuan, an increase of 136.88% from 2022, and the basic earnings per share in 2023 was 4.42 yuan.</li> </ul>



## Economic Performance Goals

Our company primarily engages in the field of wireless communications and related products, focusing on high-tech and high value-added products. We continuously invest in research and development to enhance our R&D capabilities, ensuring we maintain excellent competitiveness. In addition to continuing to explore new technologies and products with market potential, we are also advancing the commercialization of new products, which will drive growth for our operations.

Deeply Cultivate Client	Innovation and Research	Risk Management
The three major business groups of wireless communications/instrument sales/testing and certification jointly market a niche product portfolio.	5G and low-orbit satellite wireless communication technology research.	Promote Risk management and plan ahead.



In 2023, we face multiple challenges, including global geopolitical conflicts, the post-pandemic, and a slowdown in the global economy. These factors contribute to ongoing uncertainty and risk for business operations. In response, our company not only continues to focus on product and technology investments but also emphasizes enhancing the overall flexibility and risk management of our operations to navigate through an environment of high uncertainty and business risks. However, despite the continued intensification of operation challenges, the company has managed to achieve consistently strong results, thanks to the unremitting efforts of all colleagues.

## Government Subsidy Program

During the reporting period, Auden accepted the following government projects such as technology talent development and the establishment of Friendly workplace, as shown in the table below:

Unit	Project
Department of Industrial Technology, Ministry of Economic Affairs	<ul style="list-style-type: none"> <li>Development of polyolefin material technology for 5G base stations (A+ integrated plan)</li> <li>Constructing an array antenna to track low-orbit satellite user terminal equipment development project (thematic R&amp;D project)</li> </ul>
Industrial Development Agency, Ministry of Economic Affairs	<ul style="list-style-type: none"> <li>Mobile portable high and low orbit intelligent communication system development plan (themed R&amp;D plan)</li> <li>Space industry supply chain development promotion plan</li> <li>5G JUMP Industry Rising Star Sets Sail Plan</li> </ul>
Agency for Small, Medium and New Enterprises, Ministry of Economic Affairs	<ul style="list-style-type: none"> <li>Simulation and Verification of Passive Implant Medical Materials for Magnetic Resonance Imaging Compatibility Testing (SBIR Project)</li> </ul>
Ministry of Labor Occupational Safety and Health Administration	<ul style="list-style-type: none"> <li>On-site health service subsidy program for small and medium-sized enterprises</li> </ul>
Department of Labor Workforce Development Agency-Taozhumiao Branch	<ul style="list-style-type: none"> <li>Corporate Human Resources Improvement Plan</li> </ul>
Taoyuan City Government Labor Bureau-Employment and Vocational Training Service Office	<ul style="list-style-type: none"> <li>Implementation plan for stable employment training subsidy for working middle-aged and senior citizens</li> <li>Youth secure employment program</li> <li>Stable Employment 2.0</li> </ul>

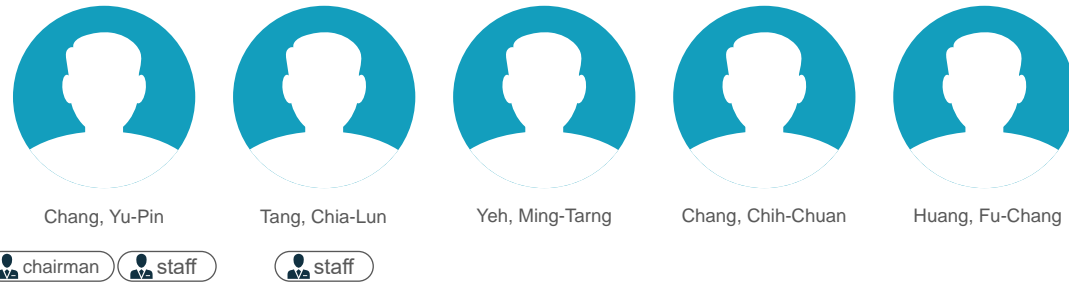
## Participation Of The Public Association

Auden continues to build industry-academia-research connections and enhance innovation by participating in industry and academic associations. In 2023, Auden joined the Taipei Computer Association, bringing the total number of industry and academic associations to 13. Notably, Chairman Danil Chang serves as the President of the Microwave Society of the Republic of China, facilitating resource sharing and advancing Auden's technological innovation.

Public Association	Association Name	Membership	Position
	Microwave Society of the Republic of China	Group membership	Chairman
	5G Smart Pole Standard Promotion Alliance	Year-round member	SIG Chairman
	Taiwan Information Communications Industry Standards Association	Group membership	Director
	5G CASTLE Information Security Collaboration Alliance	Year-round member	Head of International Cooperation Group
	Taiwan Electromagnetic Industry-Academic Alliance	Group membership	-
	Electrical and Electronics Industry Association	Group membership	-
	O-RAN Alliance	Group membership	-
	MIH Open EV Alliance	Year-round member	-
	5G Industry Innovation and Development Alliance	Year-round member	-
	TCA Taipei Computer Association	Year-round member	-
	Taiwan Space Industry Development Association	Year-round member	-
	Smart medical equipment commissioned development and testing verification service platform	Year-round member	-
	National Institutes of Health Forum Medical Materials CDMO Issues	Expert committee	-

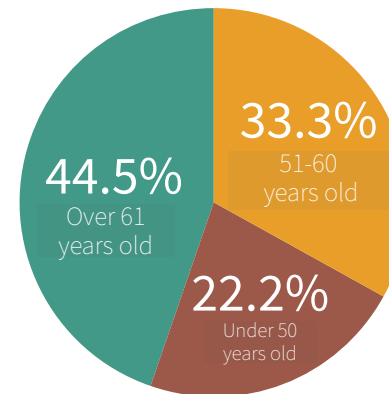
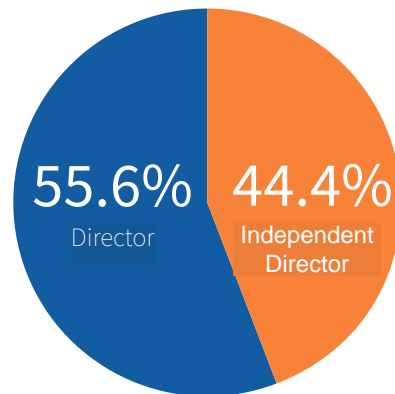
## 2.2 Integrity And Risk Management

Material Issues : Economic Performance	
Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>By fostering a culture of economic performance and sound development, Auden provides a solid framework for effective business operations.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>Establish a corporate culture of economic performance and establish good business operations</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>Goal 16: promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions.</li> </ul>
i. policy	<ul style="list-style-type: none"> <li>In line with the "Integrity Business Code" and "Operational Guidelines," we uphold integrity, transparency, and responsibility. Policies are board-approved, ensuring robust corporate governance and risk control for sustainable development.</li> </ul>
ii. Promise	<ul style="list-style-type: none"> <li>Implement integrity management operations.</li> </ul>
iii. Goals and objectives	<ul style="list-style-type: none"> <li>Establish a corporate culture of honest management and implement honest management policies, standardize the principles of integrity when engaging in business activities, continue to provide integrity and moral education courses to employees, and continue to implement them .</li> </ul>
iv. Responsibility	<ul style="list-style-type: none"> <li>Auden's Sustainability Development Office oversees Economic Performance, reporting to the board and managing procedures, guidelines, and monitoring activities.</li> </ul>
v. Resources	<ul style="list-style-type: none"> <li>The members of the Sustainable Development Office are the dedicated units, and the management unit, financial unit, and human resources unit are the main execution units.</li> </ul>
vi. Grievance mechanism	<ul style="list-style-type: none"> <li>Reporting system - Report and appeal email p.audit@auden.com.tw.</li> </ul>
vii. Specific action	<ul style="list-style-type: none"> <li>Supplier commitment: The supplier signs a <a href="#">signs a social responsibility commitment letter</a> .</li> <li>Commitment of directors and employees. Directors and employees shall sign an integrity commitment letter.</li> <li>For education and training, the human resources department conducts "Company Integrity Behavior Promotion and Case Sharing" every year.</li> <li>Reporting system - Report and appeal email p.audit@auden.com.tw</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>The implementation results will be compiled and reported to the board of directors every year.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>93.33% of new suppliers have completed signing social responsibility commitment letters.</li> <li>Directors and senior managers have 100% completed signing the Declaration of Integrity Management.</li> <li>New employees have 100% completed signing the integrity commitment letter.</li> <li>The human resources unit has completed the "Company Integrity Behavior Promotion and Case Sharing".</li> <li>There has been no violation of integrity management and anti-corruption, and no reports have been received as of the end of 2023 .</li> </ul>



## Diversity Board

The Board of Directors is Auden Technology's highest governance body, comprising 9 members. There are 4 independent directors, including 1 female. No independent director has held over half of the seats for more than three consecutive terms. The age distribution is: 4 directors are over 61 years old, 3 are between 51 and 60, and 2 are under 50.



Auden supports board diversity and governance, selecting members based on merit with diverse skills in electronics, communications, finance, legal, and management to meet company needs.

- Operational judgment ability
- Accounting and financial analysis ability
- Operation and management ability
- Crisis handling ability
- Industrial knowledge
- International market outlook
- Leadership skills
- Decision-making ability



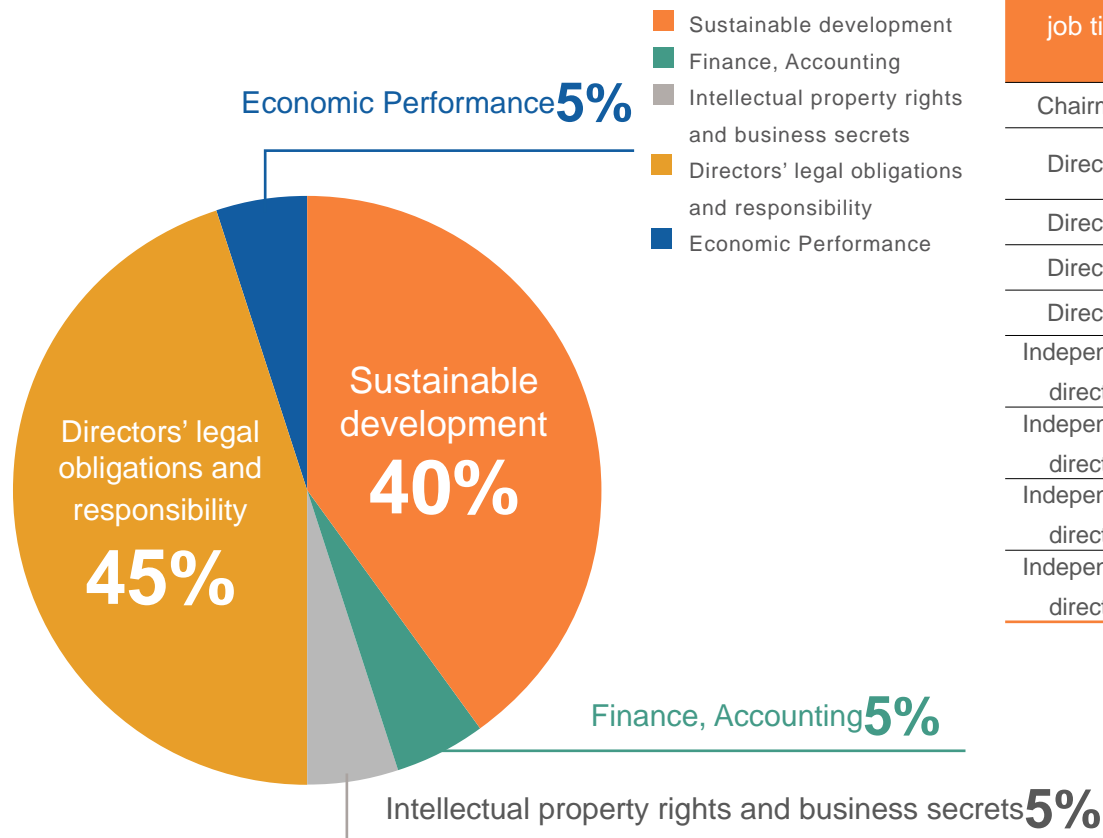
Auden's current board members' diversity policy and its implementation are as follows:

Name	Professional knowledge and abilities							
	Operational judgment ability	Accounting and financial analysis ability	Operation and management ability	Crisis handling ability	Industry knowledge	International market view	leadership skills	decision-making ability
Auoke Investment Co., Ltd. Representative: Chang, Yu-Pin	•		•	•	•	•	•	•
Auoke Investment Co., Ltd. Representative: Tang, Chia-Lun	•		•	•	•	•	•	•
Auhong Investment Co., Ltd. Representative: Yeh, Ming-Tarn	•		•	•	•	•	•	•
Auhong Investment Co., Ltd. Representative: Chang, Chih-Chuan	•		•	•	•	•	•	•
Huang, Fu-Chang			•	•	•	•	•	•
Chou, Chun-Hung (Independent Director)	•		•	•	•	•	•	•
Tsai, Yu-Ching (Independent Director)	•	•	•	•	•	•	•	•
Huang, Chih-Chen (Independent Director)	•	•	•	•	•	•	•	•
Chung, Char-Dir (Independent Director)			•	•	•	•	•	•

## Further Improvement

Daniel Chang, Chairman, leads the Board of Directors in executing and overseeing all business operations. The board formulates business plans and coordinates departments based on market conditions and competition. Auden ensures that directors meet professional qualifications, including diversity, independence, and expertise in ESG, aligning board composition with industry characteristics and future company needs.

Details of board members' education, experience, and ongoing professional development are disclosed in the 2023 Report and publicly available information.



## Avoidance Of Benefits

Auden has established clear rules for directors to avoid conflicts of interest. In addition to complying with legal requirements, Auden enforces guidelines related to stakeholder transactions, prioritizing the company's interests and ensuring fair trade practices to prevent personal gain. The execution of conflict-of-interest avoidance by directors, including details of the director's name, the subject matter, reasons for recusal, and voting participation, can be found in the 2023 Report.

In 2023, the board convened six meetings, and the attendance of directors is as follows:

job title	Name	Actual attendance	Number of delegated	Actual attendance rate (%)
Chairman	Chang, Yu-Pin	6	0	100
Director	Chang, Chih-Chuan	6	0	100
Director	Yeh, Ming-Tarng	6	0	100
Director	Tang, Chia-Lun	6	0	100
Director	Huang, Fu-Chang	6	0	100
Independent director	Chou, Chun-Hung	6	0	100
Independent director	Tsai, Yu-Ching	5	1	83.33
Independent director	Huang, Chih-Chen	6	0	100
Independent director	Chung, Char-Dir	6	0	100



2023 Report



Public Information

## Board Performance Evaluation

Auden conducts an annual internal board performance evaluation, covering January 1 to December 31, 2023. It assesses the board, individual directors, and committees through internal self-assessments and individual evaluations, focusing on five key aspects and six areas.

Five aspects	Six aspects
Measurement items for board performance evaluation	Director Membership (Self or Peer) Performance evaluation measurement items
<ol style="list-style-type: none"> <li>Degree of participation in company operations</li> <li>Improve the quality of board decision-making</li> <li>Board composition and structure</li> <li>Director selection/professional and continuing education</li> <li>Internal Control</li> </ol>	<ol style="list-style-type: none"> <li>Mastery of company goals and tasks</li> <li>Awareness of directors' responsibilities</li> <li>Degree of participation in company operations</li> <li>Internal relationship management and communication</li> <li>Director selection/professional and continuing education</li> <li>Internal Control</li> </ol>

## Salary And Remuneration Committee

In compliance with Article 14-6 of the Securities and Exchange Act, Auden established its Compensation Committee on December 27, 2011. The current term began on August 10, 2022, with three members, one serving as chair. In 2023, the committee held five meetings with a 93% attendance rate.

The committee reviews salary structures through industry surveys, ensuring market alignment and fairness. Compensation decisions are based on qualifications and job requirements, free from bias related to gender, race, or affiliations.

Attendance details are disclosed in the 2023 report.



2023 Report

The 2023 evaluation results:

1. Board performance evaluation:

<b>45</b> items	<b>96.04</b> points	<b>excellent</b>
Total assessment items	Assessment scores	All aspects are implemented in accordance with regulations

■ Board members, organization, functions, relevant committees and activities, all meet the requirements.

2. Director member (self or peer) performance evaluation:

<b>23</b> items	<b>9</b> people	<b>91.03</b> points
Total assessment items	Number of people to be assessed	average score

■ All directors perform their duties as directors in accordance with relevant laws and regulations and the board of directors operates smoothly.

## Compliance With The Integrity System

### Supplier

- Promote the company's supplier integrity policy through the system
- In 2023, suppliers signed the Social Responsibility Promise (Integrity Promise) 93.33% (56/60 companies)

### Education and training

- A total of 47 people will be trained in 2023
- 100% participation in the 2023 economic performance lecture (135/135 people)

### Promise

- When staff join the company in 2023, they will sign a Promise of Integrity 100% (47/47 people)
- Directors and senior managers sign Economic Performance Statement

### propaganda

- Promote integrity and confidentiality Responsibility to company staff through lectures
- Reporting system - Report and appeal email: p.audit@auden. com.tw

## Audit System

Auden's internal audit operates as an independent unit reporting directly to the Board of Directors. Its primary function is to execute the audit plan approved by the board, which is based on identified risks. The internal audit provides management with insights into the effectiveness of internal controls and identifies existing or potential deficiencies for continuous improvement. Following audits, written reports and follow-up reports are submitted to the Audit Committee and the board on a quarterly basis.

The internal audit reviews the internal control systems of all company units and subsidiaries, ensuring compliance and assessing the quality of execution. It combines self-assessment results with identified control deficiencies to help the Board and CEO evaluate the overall effectiveness of internal controls and issue the internal control statement.

Auden upholds principles of integrity and practicality, complies with government regulations, and implements self-monitoring mechanisms through internal audits to fulfill corporate social responsibility. During the reporting period:

- Zero violations of environmental regulations
- Zero fines for social or product/service regulations
- Zero legal disputes related to competition, trusts, or monopolies

## Anti-corruption System

Auden strictly prohibits any form of corruption and emphasizes ethical conduct among staff. The Human Resources unit organizes annual training on economic performance and ethics to instill proper moral values. Staff are required to avoid using their positions for personal gain or fraudulent activities. Violations such as fraud, theft, embezzlement, accepting bribes, or deliberately damaging company property will lead to dismissal and termination of employment upon verification. During the reporting period, there have been zero incidents of corruption.

## No Discriminate

Auden enforces a non-discriminatory and fair management approach with the following measures:

**Respect and Equality:** Auden values staff, respects human rights, and provides a non-discriminatory, open, safe, healthy, and equal work environment, adhering to relevant labor laws and international human rights conventions.  
**Compliance with Laws:** In accordance with Article 38 of the Protection of the Rights and Interests of the Disabled Act, Auden employs staff with disabilities.

**Child Labor:** To protect children's development, Auden does not hire individuals under the age of 16.

**Forced Labor:** Auden prohibits forced labor in any form, including abuse, intimidation, or other illegal coercion.

**Zero** incidents of discrimination occurred.

**Zero** record of any relevant complaints.

## Comply With Regulations

**Legal Compliance:** Auden upholds legal compliance to ensure the legitimacy of internal processes and mitigate foreseeable legal risks. This approach prevents issues such as legal investigations, fines, and negative publicity, saving time and resources. The Legal Department provides monthly updates on patent issues and competitors' patents to prevent infringement risks during new product development. Additionally, the Audit Department regularly checks adherence to internal management practices. There were no regulatory violations reported in 2023.

**Whistleblower Procedures:** Whistleblowers are required to provide the name or identifying details of the individual being reported, along with specific evidence for investigation. Anonymous reports are accepted, but without contact details, the company cannot provide feedback on the outcome. The company maintains the confidentiality and protection of whistleblowers' personal data and privacy. Whistleblowers are protected from retaliation. However, if false or malicious reports are proven, the whistleblower is held legally responsible, with company staff facing internal disciplinary actions. No whistleblower cases were reported by the end of 2023.

In order to improve the economic performance corporate culture and good supervision function, the company provides reporting channels and establishes a punishment system to fully implement measures to prevent dishonest behavior. The reporting system and handling methods are as follows:

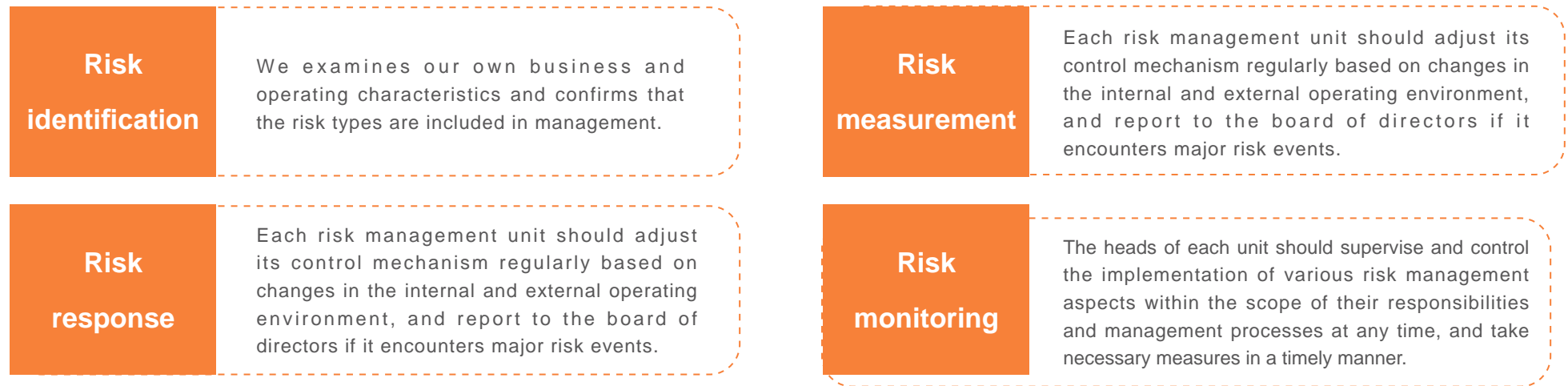
- The company's reporting unit: Audit Office
- Company's reporting address: No. 19, Lane 772, Heping Road, Bade District, Taoyuan City
- The company's reporting hotline: 03-3631901#102
- Company's reporting email: p.audit@auden.com.tw



## Risk Management

Based on the "risk management policy and procedures", establish a risk management mechanism for early identification, accurate measurement, effective supervision and strict control, prevent possible losses within the acceptable risk range, and continuously adjust and improve the best risk based on changes in the internal and external environment. management practices to protect the interests of staff, shareholders, partners and customers, increase company value, and achieve the optimal allocation of company resources.

## Management Process



## Risk Management Policy

Auden and its subsidiaries risk management policies and procedures define various risks in accordance with the company's overall operating policy, establish a risk management mechanism for early identification, accurate measurement, effective supervision and strict control, and prevent and prevent risks within the acceptable risk range. Possible losses, based on changes in the internal and external environment, continue to adjust and improve the best risk management practices to protect the interests of staff, shareholders, partners and customers, increase the company's value, and achieve the optimal allocation of company resources.

## Risk Factors

### Zero major damage, Zero major information security incidents, and passed ISO 27001 certification

(1) Impact of Interest Rates, Exchange Rates, and Inflation on Profit and Loss & Mitigation Measures

① Interest Rate Fluctuations:

Item	Year	2022	2023
Net interest income and expenses		(6,396)	(3,644)
Operating income		1,718,039	1,779,638
Ratio of operating income		0.37%	0.20%

Minimal impact on revenue in 2022 and 2023. Auden maintains strong banking relationships to secure favorable financing and closely monitors financial markets.

② Exchange Rate Fluctuations:

The finance department manages exchange positions and adjusts product pricing accordingly. Foreign currency is used to offset purchase payments, minimizing currency risk.

③ Inflation:

Auden's performance has not been significantly impacted by inflation. Cost control measures will be taken if necessary.

(2) High-Risk, High-Leverage Investments, Lending, Guarantees, and Derivatives Policies

Please refer to Auden 2023 report, Auden does not engage in high-risk investments and follows strict operational procedures. Risks are limited.

(3) Future R&D Plans & Expenditures

Please refer to Auden 2023 report, Auden focuses on high-frequency antenna modules, with R&D spending comprising 12.49% (2022) and 10.42% (2023) of revenue.

(4) Impact of Policy and Legal Changes on Financial Performance

Please refer to Auden 2023 report, no significant impact from policy or legal changes.

(5) Impact of Technology & Industry Changes (Including Information Security Risks)

Auden's management continuously monitors industry technology, product, and market trends, developing new products to meet demand and adjusting strategies to remain flexible in a changing technological landscape. To enhance Information Security and safeguard data, systems, equipment, and networks, Auden has implemented an Information Security Policy and allocates annual budgets for cybersecurity measures to address emerging risks.

① Joined TWCERT/CC and subscribed to SOC alerts for real-time updates on domestic and international cybersecurity threats and vulnerabilities.

② Through ISO 27001 implementation, Auden has conducted PDCA, asset inventory, risk assessments, and Business Continuity Planning (BCP) to mitigate risks. Certified in ISO 27001:2013 (March 2023), aiming for an upgrade to ISO 27001:2022 in 2024.

③ Established a cross-department Information Security Management System (ISMS) team to lead ISO 27001 implementation and provide ongoing cybersecurity training.

④ Planned to introduce ISO 27701 (PIMS) by mid-2024 to strengthen privacy protection for clients and internal operations.

⑤ In response to the world's AI trends, establish relevant knowledge sharing, education training and generative AI applications.

In the recent year and as of the date of publication of this report, there have been no major information security incidents, and there have been no major changes in technology or industry that have had a significant impact on Auden's financial business.

(6) Risk of Supply and Sales Concentration

Please refer to Auden 2023 report, Auden maintains strong relationships with suppliers and has no significant risk related to sales concentration.

(7) In the most recent Year and as of the date of publication of this report, Auden

has had no changes in corporate image, corporate crisis management, mergers and acquisitions, expansion of factories, changes in management rights, and large transfers of equity interests of directors and major shareholders. transfer or replacement.

(8) Other Risks: None.



## 2.3 Innovation

### Short-term goals (1~3 years):

- Conducts active array antenna patent analysis and mapping with market comparison.
- Develops active multi-band antenna modules for consumer electronics, integrating with various baseband products.
- Creates multi-antenna smart modules for in-vehicle communication and wireless charging solutions.
- Collaborates with schools and research institutions on precision medicine digital twin technology.
- Participates in international standards associations for 5G/6G/NTN technology development, contributing RF expertise.
- Establishes a satellite product testing lab in Taiwan meeting international standards.

### Mid-term goals (3~5 years):

- Focuses on system product development to enhance competitiveness, including integrating open architecture communication systems for NTN standards.
- Develops satellite communication systems for maritime and mobile applications, obtaining maritime product certifications and expanding related product sales.
- Incorporates green design principles, selecting sustainable materials and optimizing software for energy-efficient products, using AI and RIC for smart energy-saving communication systems.
- Develops a TMS simulation platform combining functional MRI (fMRI) and EEG, with future services aimed at hospitals and physicians.

### Long-term goals (more than 5 years):

- Establishes a solution brand for NTN communication applications, integrating communication solutions across L/S/X/Ku/Ka/V frequency bands.
- Creates an open co-creation platform, inviting or investing in global startups to build cutting-edge technologies and develop the 6G technology ecosystem.
- Integrates upstream and downstream key technologies, incorporating system design experience into RF component design such as array control ICs, PA, and filters, securing product uniqueness and competitive edge through IP licensing.
- Builds an antenna architecture database, using AI and simulation software to enhance product development efficiency and optimize R&D resources and competitiveness.
- Pioneers in Taiwan by developing passive implant safety simulation technology and hardware verification testing solutions.

### Material Issues : Innovation

Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>• Auden focuses on R&amp;D and innovation, expanding product applications and boosting market competitiveness to support sustainability and economic performance.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>• Establish short/medium/long-term plans for technology layout.</li> <li>• Enhance corporate competitiveness and create corporate value and profitability.</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>• Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</li> </ul>
Policy	<ul style="list-style-type: none"> <li>• Establish systematic development processes and high-spec products to enhance R&amp;D protection and boost international competitiveness.</li> </ul>
Promise	<ul style="list-style-type: none"> <li>• Auden has a full R&amp;D team, developing high-spec products and collaborating with top and international clients to boost global competitiveness.</li> </ul>

Material Issues : Innovation	
Reporting requirements	Sustainable management policy
Responsibility	<ul style="list-style-type: none"> <li>The Legal and Intellectual Property Department collaborates with R&amp;D to align company goals, policies, and actions, strategically allocating resources based on company conditions, future developments, and competitors' actions to achieve a unique and sustainable position.</li> </ul>
Resources	<ul style="list-style-type: none"> <li>Total investment in R&amp;D expenses accounts for 10.42% of revenue</li> <li>R&amp;D staff quota accounts for 45.93% of the company</li> </ul>
Grievance mechanism	<ul style="list-style-type: none"> <li>The Legal Affairs and Intellectual Property Office is responsible for tracking work matters and uniformly providing the company's latest patent information.</li> <li>Email for information and reports: p.audit@auden.com.tw</li> </ul>
Specific action	<ul style="list-style-type: none"> <li>Auden strengthens industry-academic collaborations, enhances cross-department communication for patent strategies, and has won key awards, including the National Industrial Innovation Award. We develops maritime transmission tech, hosts annual seminars, and participates in major exhibitions to showcase innovations and build partnerships.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Implement and review in accordance with the company's patent management regulations.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>Through the planning of work performance indicators for R&amp;D personnel, the goals of innovative development and patent layout can be achieved.</li> <li>In 2023, Auden submitted a total of 22 patent applications.</li> <li>In 2023, Auden cooperated with Yadong University of Science and Technology to develop Ku-Band satellite array antenna technology.</li> <li>In 2023, 3 Seminars and 9 domestic and foreign exhibitions/press conferences will be held.</li> </ul>

### New Generation 6G Development

In 2024, the communications industry is rapidly evolving with maturing 5G technology and emerging 6G applications. The integration of open architecture, low Earth orbit satellites, edge computing, AI, and IoT is driving the industry into a faster and smarter era. As competition intensifies, Aude are advancing new antenna technologies and satellite communications to enhance product and service capabilities.

### Monitor Global Development Directions

Auden closely monitors global regulations and standards from organizations like ITU, 3GPP, and the FCC, which impact 5G O-RAN and LEO satellite industries. By aligning with market trends, regulatory policies, and collaborating with international clients and government resources, Auden ensures compliance and maintains a flexible business model to navigate a challenging market environment.

## Expand Product Development And Innovation

To adapt to industry changes and a competitive environment, Auden continuously enhances its core technical capabilities and patent strategy. Simultaneously, Auden closely collaborates with international and domestic clients, integrates efforts across academia and industry, and actively develops next-generation antenna products.

Expenses and manpower invested in R&D in the past 2 years (unit: NT\$0,000/person)		
Item / Year	2022	2023
R&D expenses	214,649	185,488 <small>[Note1]</small>
R&D/revenue ratio	12.49%	10.42%
R&D manpower	63	62 <small>[Note2]</small>
Master's degree or above/ R&D staff ratio	59.3%	62.9%

[Note 1] The initial investment in the development of low-orbit satellites is relatively complete. This year, we continue to optimize operations and reduce material costs, so the proportion of R&D expenses has decreased.

[Note 2] R&D headcount is calculated based on the boundary scope of this report.

## Product Development

Products/Technology	Content/Highlights	Photo
5G FR1 adjustable frequency antenna module	Auden partnered with a major international laptop manufacturer to develop a 5G FR1 tunable antenna module, supporting global 5G FR1 communication systems. The module features high radiation efficiency and a compact size, and has been integrated into the client's product.	
Low Earth Orbit Satellite Communication Solution	Cooperate with major EMS manufacturers to provide a full range of satellite communication solutions, from broadband to narrowband, connect satellites and the ground in series, and provide groundbreaking satellite communication solutions.	
5G millimeter wave radio frequency module	FR2 AIM, FR3 AIM and UDC have been recognized by international clients and have been verified in experimental fields.	
Passive Reconfigurable Smart Surface (RIS)	Auden collaborated with Asia Eastern University of Science and Technology on a project using RIS technology to passively reflect signals to wireless communication systems, enhancing 5G millimeter-wave signal coverage without using active transmission modules, addressing signal penetration issues.	
Customized AI biomedical simulation service	Auden collaborates with labs, academia, and hospitals to develop electromagnetic simulation solutions for wireless power safety, implant MR RF heating tests, and AI-assisted RF thermal ablation simulations.	



## Highlights

### Maritime network access test successful

Two years ago, Auden tested low-orbit satellites in Europe. This year, we expanded into maritime, successfully testing multi-beam satellite terminals in Kaohsiung.



### FR3 AIM product line

The new product's trial production was approved by an international telecom client, with impressive performance in both indoor lab and outdoor field tests. This led to orders for AIM and UDC products.



### SMT assembly line

The Kunshan plant's new SMT process boosts manufacturing efficiency and automation, handling PCBs up to 50cm x 50cm with a monthly output of 5,440,883 units and a 99.625% pass rate.



### O-RAN Alliance PlugFest

Auray continues to host the O-RAN Alliance PlugFest, testing open architectures and technologies from various suppliers and showcasing the latest industry R&D results to meet market demands.



### MWC23 showcases application scenarios

Showcased 5G millimeter-wave, O-RAN, and LEO satellite applications at MWC23, seeking international partnerships.



### Industrial Exchange Seminar

Auden hosts seminars like the 6th Next-Generation Smart Living Seminar and the 15th Wireless Communication and Biomedical Technology Seminar, bringing together industry, government, and academia to discuss future trends and advancements in wireless communication.



## Expand R&D energy

Government programs and academic collaborations boost company growth by funding innovation, improving technology, and enhancing market competitiveness. They also help in solving technical challenges and developing talent, thus expanding the company's R&D capabilities.

### Government Programs

Item / Year	2022	2023
Bureau of Industry, Ministry of Economic Affairs	“User terminal equipment development plan for constructing array antennas to track low-orbit satellites in 110-113 years”	Developed high-frequency millimeter-wave array antennas and RF modules, integrating advanced thermal management and low-loss substrates to produce ground terminals for low-earth orbit satellites.
Agency for Small, Medium and New Enterprises, Ministry of Economic Affairs	Small Business Research and Innovation Program (SBIR)	This project will develop technology to simulate and test the thermal effects of passive metal implants (orthopedic implants) under MRI. Using Sim4Life software for coil design and thermal simulations, it will analyze five leading domestic medical devices to create an international-standard database for future testing.
Industrial Development Agency, Ministry of Economic Affairs	International Communications Organization Participation Support Mechanism	Join international communication organizations like GSOA/GVF to connect with industry alliances and secure development opportunities with supply chain advantages. This will lay the groundwork for test certification capabilities needed for future B5G and 6G eras.

### Industry-university Cooperation

School	Plan	Content
Ming Chuan University	5G+ Industry Rising Stars Set Sail Plan	Partner with Ming Chuan University to integrate intelligent tuning circuits into antennas, improving frequency range and radiation performance. The design will meet SAR specifications and use simulation software to optimize for high-performance, compact 5G antennas.
Asia Eastern University of Science and Technology	5G+ Industry Rising Stars Set Sail Plan	Collaborated with the Department of Communication Engineering at the School of Electronics and Communications on “Passive Reconfigurable Intelligent Surface (RIS) Design,” developing Ku-Band satellite array antenna technology and achieving third place in a 5G R&D competition.
National Central University	Space industry supply chain development promotion plan	Collaborated with the Communication Laboratory at National Central University on high-directional beamforming using MIMO systems. Developed a multi-resolution beamforming sequence design for fast binary search of primary channel directions, resulting in significant achievements.
National Taipei University of Technology	Space industry supply chain development promotion plan	Collaborated with the Electronics Department's lab to guide students in using passive antennas with active circuits for phased beamforming and analyzing key antenna parameters.

## Product Carbon Footprint Inventory

In order to deepen our understanding of the GHG emissions produced during the product life cycle, which will cause global climate change, thereby affecting the environment and impacting the ecology, Auden has implemented a product carbon footprint inventory and will inspect and verify 2 wireless communication antenna products in 2023. The relevant information is as follows:

1. Check products:
  - (1) Wireless communication Antenna T0312
  - (2) Wireless communication Antenna T0343
2. Inspection period: January 1, 2023 to June 30, 2023.
3. Verification unit: Auray Technology Co., Ltd.
4. Verification period: 9/18, 2023 to 9/19, 2023
5. Verification operations follow principles: ISO 14067:2018



## Patent Application

Auden's domestic and foreign patent acquisition status			
Country	Number of patents	Invention	New type
Taiwan	57	40	17
China	10	9	1
USA	60	60	0
South Korea	1	1	0
Japan	3	3	0
Total	131	113	18

As of 2023, Auden holds 113 invention patents and 18 utility patents across Taiwan, China, the U.S., South Korea, and Japan, totaling 131 patents. Auden has established a dedicated legal and intellectual property unit to track competitors' patent activities and implement internal patent review and reward mechanisms. This encourages staff to shift focus from OEM/ODM manufacturing to key technology development and patent strategy. Regular patent review meetings assess application status and development direction.

Number of patents obtained by Auden from 2021 to 2023			
Item / Year	2021	2022	2023
Number of applications		23	22
Number of patents obtained	7	6	5
Cumulative number of valid patents	120	126	131

## Industrial Exchange And Innovation

Auden focuses on product innovation and advancing the domestic telecom ecosystem. We participated in key international events, including the 100th 3GPP Plenary Meeting in Taiwan, to engage with global leaders and grasp future industry trends, and APMC23, a major Asia-Pacific microwave seminar, to enhance industry-academia interactions and connect with experts.

Auden also takes part in major domestic and international exhibitions to showcase our products, technologies, and services, engage with industry players, and stay updated on the latest advancements. For more details, visit Auden's website.

### Exhibition / Seminar / Press Conference

Type	Time	Name
Domestic exhibition	2023/1/16-17	Participated in the "2023 Taiwan Telecom Annual Conference" and was invited to give a keynote speech
Foreign exhibitions	2023/2/27-3/2	Participated in the "2023 Mobile World Congress (MWC)" in Barcelona
Foreign exhibitions	2023/3/13-16	Participated in the "2023 Space Satellite Exhibition (Satellite)" in the United States
Domestic exhibition	2023/6/12-17	"2023 Global Mobile Communications Standards Organization 3GPP Membership Conference in Taiwan" booth display
Domestic exhibition	2023/3/28-4/1	Participate in "2023 Smart City Exhibition"
Foreign exhibitions	2023/6/11-16	Exhibiting at the "2023 International Microwave Show (IMS)" in the United States
Foreign exhibitions	2023/6/28-30	Participated in Japan's "7th Communications Broadcasting Week"
Seminar	2023/7/7	Held the "16th Wireless Communications and Biomedical Technology Seminar"
Domestic exhibition	2023/9/14-16	"2023 Taipei International Aerospace and Defense Industry Exhibition" booth display
Seminar	2023/9/26	Held the "2023 7th Auden Group Seminar "Next Generation Smart Life-Wireless Integration·Sustainable Unlimited"
Domestic exhibition	2023/10/25	Booth display at "Space Industry Project Achievements Exhibition"
Domestic activities	2023/11/8	"Mobileheroes Communication Competition" booth display
Domestic exhibition	2023/11/22	"Playing with 5G . New Horizons Innovative Application Special Exhibition" Achievements Display
Domestic exhibition	2023/12/5	"2023 Asia-Pacific Microwave Academic Seminar" booth display
Domestic activities	2023/12/25	"2023 5G Smart Pole Industry Chain Forum" Results Display



Auden official website



Auden youtube

## 2.4 Information Security

### Short-term goals (1~3 years):

- Plan to import ISO 27701 (PIMS) and obtain certification.
- Plan to upgrade ISO 27001 to the 2022 version.
- Build a green computer room in the new headquarters.

### Mid-term goals (3~5 years):

- Develop a programming platform to meet company and client needs.
- Enhance the company's cybersecurity.
- Deploy long-term strategies for AI-related threats.

### Long-term goals (more than 5 years):

- Plan digital transformation for company growth with clients.
- Optimize workflows and provide AI services.

### Material Issues : Information Security

Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>• Cybercrime and virus attacks continue to grow year by year, posing a major threat to global enterprises. Auden strengthens overall Information Security, enhances staff information security awareness, and builds a complete Information Security environment in order to reduce the possible impact and risks caused by Information Security incidents. .</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>• Continuously strengthen Auden information security to reduce the possibility of intrusion and ensure the normal maintenance of various systems, networks, and equipment.</li> <li>• Improve the Auden information security environment to ensure the confidentiality, integrity and high availability (HA) of information and data to protect the rights and interests of the company's clients, investors, staff and suppliers.</li> </ul>
SDGs	-
Policy	<ul style="list-style-type: none"> <li>• According to ISO 27001 standards, ensure the confidentiality, integrity, and availability of Auden and client assets and data through an Information Security Management System (ISMS).</li> <li>• Establish and implement relevant management practices or equipment to enhance security measures and minimize risks.</li> <li>• Address and report any security incidents by the security team.</li> <li>• Share and analyze case studies, incidents, and statistics.</li> <li>• The IT department coordinates security responsibilities and forms an ISMS Team to execute the Information Security Policy, promote security awareness, and gather and improve the performance and effectiveness of the ISMS.</li> <li>• Regularly report Information Security results to the Deputy General Manager, General Manager, and Chairman, and assess the effectiveness of internal controls related to information confidentiality, integrity, and availability.</li> <li>• Subject to internal and external audits to strengthen and refine the security system.</li> <li>• Conduct annual Information Security audits by the Audit Office to evaluate the effectiveness of internal controls in computerized information systems.</li> <li>• Perform external audits by CPA firms annually for a comprehensive review of information and security matters.</li> <li>• Develop an Information Security Policy to ensure data, system, equipment, and network security.</li> </ul>



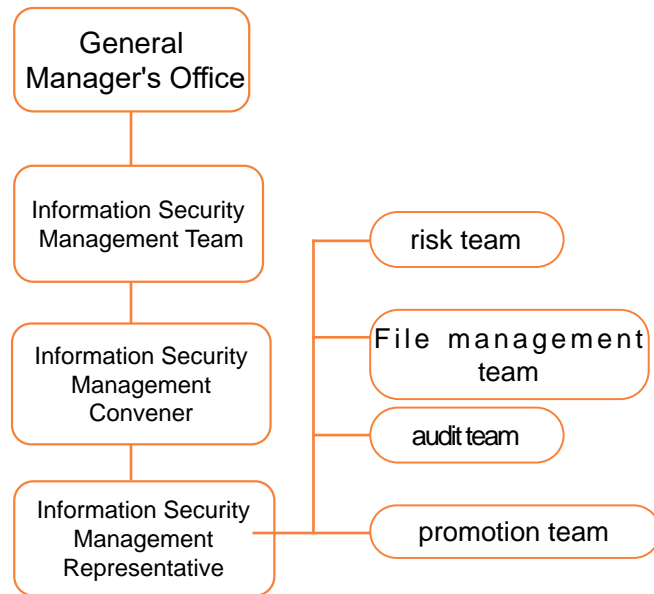
Material Issues : Information Security	
Reporting requirements	Sustainable management policy
Promise	<ul style="list-style-type: none"> <li>Establishing ISMS demonstrates Auden's commitment to meeting international standards for information and cybersecurity, ensuring the protection of client data and internal controls. We continuously explores and adopts new cybersecurity technologies.</li> </ul>
Responsibility	<ul style="list-style-type: none"> <li>In order to ensure Information Security and protect client privacy and sensitive data, Auden designated the Information Department as a dedicated unit.</li> </ul>
Resources	<ul style="list-style-type: none"> <li>Daily inspections of server rooms and systems.</li> <li>Participation in ISO 27001 implementation projects, with staff assigned to project teams.</li> <li>Ad hoc cross-departmental security meetings and training sessions.</li> <li>Annual budget allocation for security equipment and systems.</li> <li>Ongoing staff education and policy promotion.</li> <li>ISMS team KPI: at least 6 hours or 5 sessions of security training per year.</li> <li>Regular security checks of network equipment, environmental safety, and servers.</li> <li>Monitoring and management of antivirus system anomalies and intrusion events.</li> <li>Checks for email system (Exchange) and spam filter issues.</li> <li>In 2023: Two group security courses (85 participants) and six ISMS team training sessions (49 participants).</li> </ul>
Grievance mechanism	<ul style="list-style-type: none"> <li>Auden has a public mailbox at adenmis@auden.com.tw for internal and external complaints.</li> <li>Proposed through regularly held labor-management meetings.</li> </ul>
Specific action	<ul style="list-style-type: none"> <li>Computer encryption is performed and enforced.</li> <li>Social engineering drills (twice a year), Business Continuity Plan (BCP, at least once a year).</li> <li>Start the ISO 27001 Information Security management system import.</li> <li>Build a hyperconverged high availability (HA) redundancy solution.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Conduct audits and checks based on internal control systems for computerized information systems and cybersecurity</li> <li>Implement ISO 27001 using the PDCA (Plan, Do, Check, Action) cycle to enhance information security and client privacy protection.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>No complaints were received in 2023 regarding breaches of client sensitive data.</li> <li>Auden experienced no major cybersecurity issues in 2023, including hacking, large-scale viruses/DDoS attacks, or data theft.</li> <li>No complaints related to cybersecurity events were received from external parties or regulatory bodies in 2023.</li> </ul>

## Information Security Management

Information Security is crucial for ensuring sustainable business operations. Auden's Information Department manages and plans security policies, forming a cross-departmental Information Security Management Team. With a comprehensive risk management framework, security policies, and dedicated resources, no significant security incidents or losses have occurred during the reporting period.

In 2023, the ISMS Team completed six security training sessions, two group security courses, two email phishing drills (reducing the phishing rate from 13.93% to 0.63%), one Business Continuity Plan (BCP) and Disaster Recovery (DR) drill, one meeting for Information Security goals and performance evaluation, one information asset inventory and risk assessment meeting, two vulnerability scans and penetration tests, one internal security audit, one external security audit (by a third-party verification unit), one annual security management review meeting, and six updates to ISO 27001 documents.

### Information Management Group Organizational Chart



### Information Security Training Courses

Date	Course Name	(H)	Participants	
			Information Security Management Team	Group personnel
2023/01/05	[Internal Sharing Session] First: Hacker Attacks Are Traceable	1	•	•
2023/03/16	[Group General Internal Training] Second: How to avoid being phished in the vast sea - Analysis and prevention of online phishing scams	1	•	•
2023/04/17	Information Security Course   Remote work has become the norm, is enterprise information security feasible?	0.7	•	
2023/07/12	Fortinet secure SD-WAN optimizes the availability and performance of your mission-critical applications and provides unified control with FortiManager	1.5	•	
2023/08/21	Information security is deployed in advance! How to build an information security platform to block APT risks	0.7	•	
2023/09/11	Information security and cloud attack and defense: website security and data protection	1	•	
2023/10/16	Building digital defense resilience: from IT, OT to supply chain Information Security protection	0.4	•	
2023/11/13	How to effectively prevent the leakage of sensitive data	0.5	•	

## ISO 27001

To enhance its Information Security protection capabilities, Auden underwent external verification by ASF (Asphili International Ltd.) in February 2023 and received ISO 27001:2013 certification in March 2023. A certification ceremony was held at Auden's headquarters on March 27.

Achieving this certification not only confirms that Auden's Information Security management system meets international standards but also demonstrates the company's commitment to Information Security. By standardizing and internationalizing its Information Security management system, Auden continues to improve its security measures and staff awareness. This ensures comprehensive protection for business operations and sensitive commercial data, thereby fulfilling the company's promise to shareholders and clients and supporting sustainable business operations.



In the future, Auden will adopt the "Plan-Do-Check-Act" (PDCA) cycle operation model in accordance with the ISO 27001 standard to establish and implement the Information Security management system and maintain its effective operation and the effectiveness of the continuous improvement system.



Information security policy

## 2.5 Customer Service

### Short-term goals (1~3 years):

- Implement ISO 9001-compliant quality planning, order management, and customer service, actively supporting clients.
- Implement ISO 9001-compliant quality planning, order management, and customer service, actively supporting clients.
- Increased investment in the Vietnam base to mitigate US-China trade war risks.
- Developed a secure client contact system, integrating feedback into the project management system.

### Mid-term goals (3~5 years):

- Set goals, develop strategies, and allocate resources to build and maintain strong customer relationships, aiming to maximize overall customer value.
- Integrated mobile devices to establish an automated customer service system, recording all relevant client transaction information.
- Connected to the business operations platform and used AI to monitor and alert for any anomalies in clients or opportunities.

### Long-term goals (more than 5 years):

- Integrate marketing activities, business development, sales management, and maintenance services to enhance and expand the use of the client relationship management system (CRM).
- Establish global client technical and business service teams at various locations.
- Closely collaborate with key client projects to become a part of the client's internal R&D resources.

### Material Issues : Customer Service

Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>• Build strong relationships with clients, address each complaint with a proactive attitude, and strive for high-quality service to secure more orders and increase client loyalty.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>• Set goals for clients, develop strategic plans, and allocate resources to build and maintain strong relationships, aiming to maximize overall customer value.</li> </ul>
SDGs	-
Policy	<ul style="list-style-type: none"> <li>• According to ISO 9001 standards, implement comprehensive quality planning procedures, order management processes, and customer service protocols. Establish a service-oriented operational model and optimize service processes to enhance client trust and create mutual benefits.</li> </ul>
Promise	<ul style="list-style-type: none"> <li>• Pay attention to client needs and provide good customer service.</li> </ul>
Responsibility	<ul style="list-style-type: none"> <li>• Auden ensures sustainable operations by complying with environmental regulations, requiring suppliers to adhere to RoHS and REACH standards, and minimizing environmental impact in production and sales activities.</li> </ul>
Resources	<ul style="list-style-type: none"> <li>• The input manpower includes business personnel from each operating unit and members of the marketing department.</li> <li>• Invested in testing equipment and R&amp;D software to cooperate with client in executing new projects and successfully obtained production orders.</li> </ul>

Material Issues : Customer Service	
Reporting requirements	Sustainable management policy
Grievance mechanism	<ul style="list-style-type: none"> <li>• Clients can report problems to various business units at any time through phone calls and emails (service@auden.com.tw). Auden's official website has also established a dedicated page to allow potential and existing clients to raise their needs, and a dedicated order will be sent to them.</li> <li>• It will be processed within the fastest Time (<a href="https://www.auden.com.tw/sample-page/">https://www.auden.com.tw/sample-page/</a>).</li> </ul>
Specific action	<ul style="list-style-type: none"> <li>• Auden focuses on pre-project quality planning to meet organizational goals and client expectations. We ensure adherence to contract requirements to enhance client satisfaction, conduct satisfaction surveys, and support client carbon reduction and green product development to proactively address client needs.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>• Auden ensures effective handling and improvement of client complaints and feedback by designating a dedicated unit responsible for establishing, managing, and executing related processes and projects. We utilize ERP and Notes systems to implement Customer Service management procedures and conduct internal audits according to ISO 9001 standards.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>• Auden uses the ERP system and Notes system to execute and implement various operating procedures related to Customer Service management, and conducts internal reviews and audits in accordance with the international standard of ISO 9001.</li> </ul>

Customer Service is the core value of Auden, providing clients with high standards and innovative quality and services with excellent execution capabilities, in order to become the client's best partner. Each business unit of Auden has a dedicated Cross Function Team (CFT) service team for its clients, which is responsible for business undertaking, product development and manufacturing, quality, delivery, cost and after-sales service, etc., and responds to client issues and feedback accurately and quickly. Propose coping methods and overall solutions.

### Client Satisfaction

Client satisfaction is crucial for Auden's continuous improvement of products and services. We regularly issue satisfaction surveys based on client evaluations and audits, and use these results to develop improvement plans. Improving client scores is a key performance indicator for relevant departments. If a client satisfaction score is below 6 (out of 10), the responsible departments must propose corrective measures, and the sales team will follow up on the improvements. In 2023, we issued 6 surveys, received 6 responses, with an average score of 9.5, exceeding the 9-point benchmark.

- Conformity to product quality (20%)
- On-time delivery (15%)
- Meet quantity requirements for delivery (10%)
- For product packaging and transportation (15%)
- Response speed when encountering quality problems (20%)
- Service attitude (20%)

## Client Privacy

Auden strictly abides by the provisions of personal information laws when collecting, processing or using personal information, and has established "Personal Information Management Measures" as a management mechanism to ensure the security of personal information of staff and clients. And an NDA will be signed before starting a cooperation case with the client:

"Confidential Information" means any commercial information and technical or non-technical information delivered by the disclosing party or disclosed to the recipient.

## Confidentiality Obligations

1. The receiving party may only use the confidential information within the scope of this agreement and as necessary for the business cooperation between the parties. The receiving party must protect the confidentiality of the information with the same degree of care as it uses for its own confidential information, but not less than a reasonable standard, to prevent unauthorized use or disclosure of the confidential information.
2. The receiving party may disclose the confidential information to staff who need to know it for the purpose of this agreement, provided that such staff have signed a confidentiality agreement that is at least as stringent as this agreement. Without prior written consent from the disclosing party, neither the receiving party nor its staff may disclose any confidential information to third parties in any form.
3. The receiving party may not reproduce the confidential information without the disclosing party's written consent, except as necessary to fulfill the purpose of this agreement.
4. The receiving party shall not modify, sublicense, lease, sell, transfer, reverse engineer, reverse assemble, decompile, or otherwise dispose of the confidential information, except as explicitly agreed upon in writing by both parties.

During the reporting period of this report, **no client privacy violations occurred.**

## Confidentiality Contract

Client satisfaction is a core value at Auden. We strive to provide high-standard, innovative quality and services through exceptional execution, aiming to be the best partner for our clients. Each business unit at Auden has its own dedicated Cross Function Team (CFT) that handles client-related services, including business management, product development and manufacturing, quality, delivery, cost, and after-sales service. This team addresses client issues and feedback with accurate and prompt responses, offering comprehensive solutions.





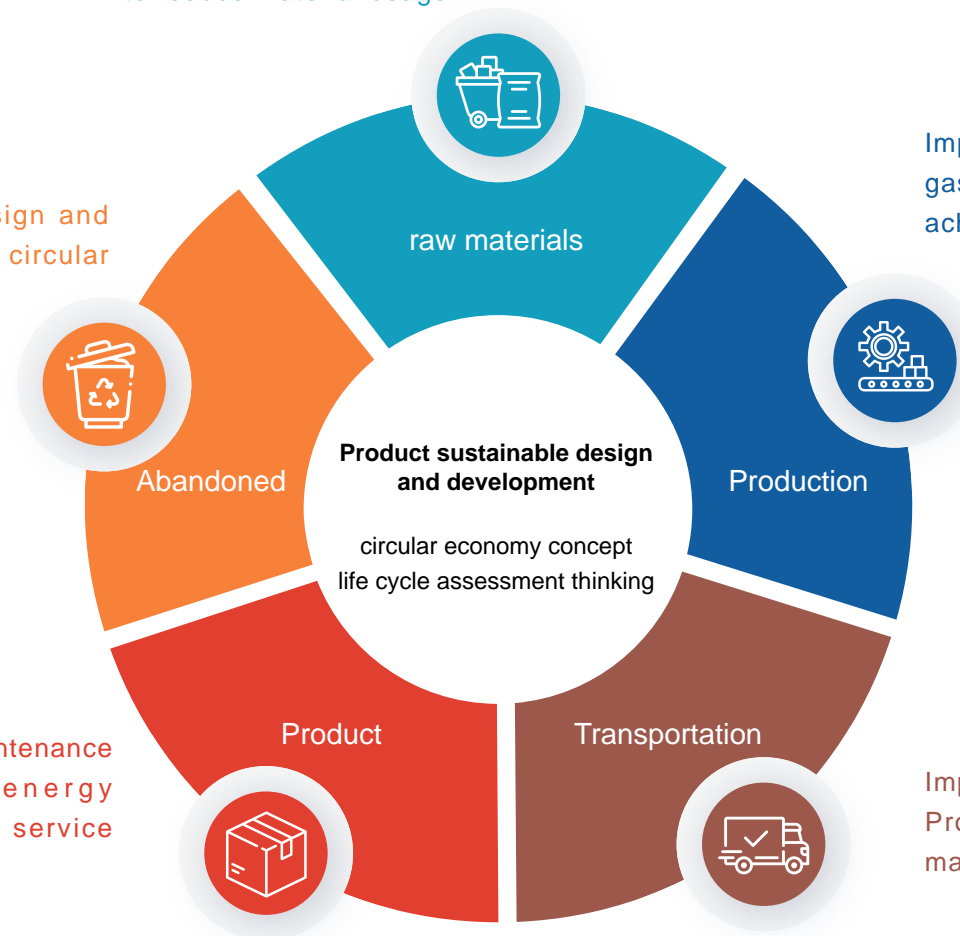
## Consumer Safety And Health

Products designed, manufactured, sold by Auden, or entrusted to be designed and manufactured by third parties, in addition to complying with international and sales laws and regulations, must also comply with client requirements and green product specifications formulated by the company.

The design ensures that the product does not use harmful substances and is easy to disassemble and recycle. The PCR recycling ratio is increased to Reduce/Reuse/Recycle to reduce material usage.

Through product recyclability design and proper waste disposal, Implement circular economy

Utilize energy-saving and easy-maintenance designs to reduce product energy consumption and extend product service life.



Implement resource management, greenhouse gas management, resource management, and achieve Cleaner Production

Improve transportation efficiency : Product quantitative design and packaging material reduction

## Conflict Minerals RMI

Auden Technology has formulated operating procedures for the control of hazardous substances and conflict minerals (A222-001), which requires suppliers to provide test reports. Suppliers are required to submit a guarantee for the non-use of hazardous substances and a conflict minerals policy statement. Auden Technology cooperated with the CMRT investigation and found no use of conflict mineral metals in 2023.

### Certificate of Non-Use of Hazardous Substances



### Conflict Minerals Policy Statement



RMI\_CMRT\_XXXX2023



Select Language Preference Here:  
 请选择您的语言:  
 请选择 언어를 선택하십시오.  
 请选择您喜欢的语言:  
 选择您喜欢的语言:  
 选择您喜欢的语言:  
 选择您喜欢的语言:  
 选择您喜欢的语言:  
 选择您喜欢的语言:

### Conflict Minerals Reporting Template (CMRT)

English

Revision 6.22  
 May 11, 2022  
[Link to Terms & Conditions](#)

The purpose of this document is to collect sourcing information on tin, tantalum, tungsten and gold used in products

Mandatory fields are noted with an asterisk (\*). Consult the instructions tab for guidance on how to answer each question.

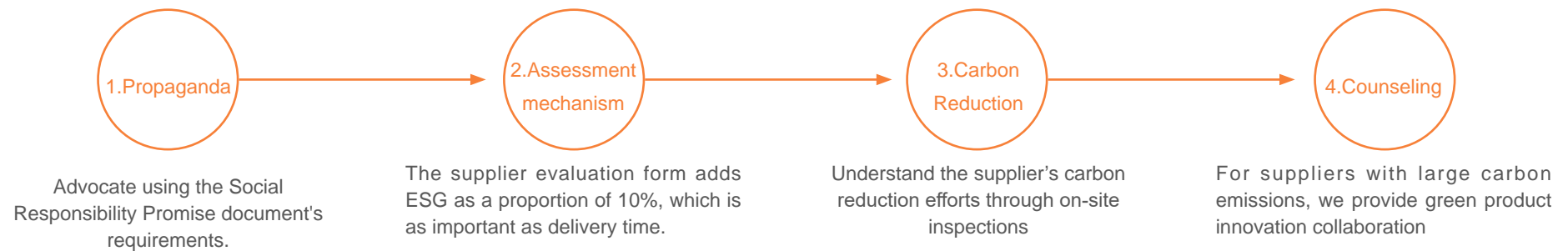
Company Information

Company Name (*)	Auden Communications&Multimedia Techno(Kunshan)Co.,Ltd.
------------------	---

## 2.6 Sustainable Supply Chain

Auden's sustainable procurement strategy is based on the ISO 20400 guidelines. It involves integrating sustainability principles into the procurement process and extending these principles to our partners.

This year, we have updated our "Social Responsibility Promise" to include clauses on economic performance, ethical standards, labor health and safety, and environmental protection. We prioritize promoting and assessing ESG concepts, with a goal of progressively expanding and deepening our efforts each year. The strategy is implemented according to a four-phase supply chain management plan.



In our supply chain management, the anti-corruption clause prohibits any form of commission, bribery, or improper benefits from Auden Group, its clients, suppliers, partners, staff, or affiliates, and requires adherence to integrity, fair trade, and transparency standards. No companies have violated these principles this year.



Material Issues : Sustainable Supply Chain	
Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>"Procedure" and "Procurement Management Operating Procedures" are combined with mechanisms such as evaluation and satisfaction surveys, and suppliers sign relevant "Social Responsibility Commitment Letters" to jointly move forward in the direction of sustainable development.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>Guided by green procurement principles, we aim to drive sustainable supply chain investments, promote economic growth, and ensure sustainable practices.</li> <li>We focus on customer needs and green design, collaborating across the supply chain to enhance capabilities and advance corporate social responsibility through new materials, processes, technologies, and applications.</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>SDG 12: Responsible Consumption and Production</li> </ul>
Policy	<ul style="list-style-type: none"> <li>Guided by sustainable supply chain principles, we focus on quality, cost, delivery, service, and environmental impact to help suppliers balance risk and profit, fostering the development of a Sustainable Supply Chain.</li> </ul>
Promise	<ul style="list-style-type: none"> <li>The supplier partners that Auden cooperates with should follow the agreement of the "Social Responsibility Promise".</li> </ul>
Responsibility	<ul style="list-style-type: none"> <li>Build supply chain capabilities to enhance competitiveness. Regularly assess supplier risks and evaluate sustainability management in terms of quality, cost, delivery, service, environment, and sustainable development.</li> </ul>
Resources	<ul style="list-style-type: none"> <li>Based on the "Operating Procedures for Outsourcing Processing and Supplier Management" and other measures, the company evaluates its sustainable management status and adjusts order allocation every year.</li> </ul>
Grievance mechanism	<ul style="list-style-type: none"> <li>Set up an opinion reflection channel and feedback mailbox p.audit@auden.com.tw.</li> </ul>
Specific action	<ul style="list-style-type: none"> <li>Encourage suppliers to conduct carbon footprint management and adopt green products.</li> <li>Provide training to instill sustainability awareness, education, and practices.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Supplier assessments are based on six criteria: (A) Quality (30%), (B) Price (30%), (C) Delivery (10%), (D) After-Sales Service (15%), (E) Factory Environment (5%), and (F) ESG (10%).</li> <li>Suppliers with no transactions for over two years must undergo re-evaluation before further procurement. If a supplier is rated C (&lt;70 points) and is crucial, their special status is recorded. C-rated suppliers will be either coached or replaced.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>A total of 56/60 suppliers (93.33%) signed social responsibility commitment letters.</li> <li>Evaluated as an A- level supplier, the order allocation ratio will be adjusted by 5%.</li> <li>Rated C Grade 1 suppliers must be coached to level B Level can be used to place orders.</li> <li>The implementation of green products is a necessary condition, and the cooperating suppliers will gradually increase the purchase volume.</li> <li>The top ten suppliers conduct sustainable supply chain coaching.</li> </ul>

## Supply Chain Management

Auden's supply chain management includes materials, equipment, transportation, contractors, and security. The procurement center manages and evaluates based on the "Procurement Management Procedures." This year, labor procurement totaled NT\$110,472,457, and new construction amounted to NT\$223,815,000. The main focus is on raw materials. Detailed procurement information is as follows:

Type	Area	2021			2022			2023		
		Number	amount (ths)	% of total	Number	amount (ths)	% of total	Number	amount (ths)	% of total
Raw material	Domestic	71	29,785	4.34%	29	14,477	95.94%	63	8,096	61.34%
	Overseas	24	656,517	95.66%	5	613	4.06%	11	5,103	38.66%
Total amount		95	686,302	100%	34	15,090	100%	74	13,199	100%

## Supply Chain Sustainable Development Evaluation

The global supply chain is facing a significant impact from the net-zero wave. According to CDP (Carbon Disclosure Project) surveys, Scope 3 emissions in the supply chain account for over 75% of the total carbon footprint. Therefore, reducing emissions in the supply chain has become a key ESG focus for countries worldwide.

Starting this year, Auden will integrate ESG questionnaire surveys into the Social Responsibility Promise, covering social (30%), environmental (40%), and economic (30%) aspects, with four on-site visits completed. Extreme weather events have drastically affected all forms of life on Earth, and no one can remain unaffected. Auden is committed to coexisting and thriving with the Earth and will continue to focus on sustainable supply chain practices to build a green supply chain.

## Sustainable Supply Chain Tutoring

Supply chain management uses a four-phase plan to prioritize training and guidance on carbon emission hotspots. It identifies key discussion targets based on emission volumes and designs reduction strategies and goals for each supplier industry category. Initial ESG practices are surveyed, including reduction policies, targets, and initiatives. Free educational training and consulting services are provided as needed to build carbon awareness in the supply chain, with periodic exchange and sharing sessions organized.

### Estimated Execution Process:



## Green Products



### Low carbon process

Auden has implemented temperature-controlled solder paste for some products to lower soldering iron temperatures and reduce energy consumption. The feasibility of expanding this to more products and collaborating with suppliers is being evaluated. A green design seminar is also planned to raise carbon awareness.



### Packaging material recycling

Evaluate the feasibility of using PCR materials or recycled packaging for various types such as cartons, PE bags, and trays, considering factors like material cost, transportation cost, and recycling cost.



### Low carbon material research

New materials include developing recycled plastics. Future evaluations will consider performance, processing characteristics, cost-effectiveness, and sustainability.



### Green transport

Launch a survey on green transportation vehicles for logistics manufacturers, and require manufacturers to actively invest in equipment replacement.





# 03 Sustainable Environment

• TCFD • Green Measures • Green Performance

As the world faces the challenge of climate change, Taiwan is committed to promoting sustainable development and actively responds to the 2050 net-zero emissions goal. As a pioneer in technological innovation, the communications industry bears major responsibilities and missions. The Company is fully aware of its key role in achieving sustainable development, adheres to the concept of green technology, continues to improve energy efficiency, reduce carbon emissions and promote a circular economy. Auden has approved and committed to RE10X10 short, medium and long-term carbon reduction goals through the Sustainability Development Committee. With the participation of board members, Auden plans a carbon reduction roadmap to achieve net zero carbon emissions year by year as planned, and reviews and makes rolling revisions every year.



## Energy management Policy

- green products
- Disaster prevention
- New headquarters green building
- Perform Carbon Reduction

## TCFD

Identify and develop response strategies based on the TCFD framework, with annual results reported to the Board of Directors.

Please refer to the relevant details

[3.1 TCFD](#)



## 2040 Carbon Neutral

- Use green electricity 21,176 kWh
- Obtain 20 T-REC vouchers
- Purchase 40 renewable energy certificates

## Green Measures

Develop a Net Zero Emissions roadmap based on short-, medium-, and long-term goals, with strategies reviewed and adjusted annually, and gradually increase the proportion of renewable energy.

Please refer to the relevant details

[3.2 Green Measures](#)



## Achieve carbon reduction target 6 metric tons

- CommonWealth Magazine 1.5°C Carbon Neutrality Award
- Cathay United Bank CDP "Best Carbon Disclosure Award"

## Green Performance

For three consecutive years, voluntary audits and verifications have been conducted, disclosed on the website and in reports, and recognized by external organizations.

Please refer to the relevant details

[3.3 Green Performance](#)

### 3.1 TCFD

Auden has implemented internal controls and auditing systems, along with a risk management policy to ensure sustainable operations in environmental, social, and governance areas. Given the increasing impact of extreme weather due to global warming and energy and climate change issues, Auden is committed to its corporate sustainability responsibilities. Following the Task Force on Climate-related Financial Disclosures (TCFD) framework, the company identifies climate-related risks and opportunities, develops response strategies, and reports annually to the board, which oversees execution.



- Climate risk and opportunity governance is reviewed annually by the Sustainability Development Office in board reports, with oversight by the Board of Directors on execution effectiveness. The Sustainability Development Office leads climate risk and opportunity governance

- Refer to ② 2023 Climate Risks and Opportunities Table
- Reference ③ Climate-related shocks and responses
- Auden, referencing the 2DS, discussed it in the corporate sustainability team meetings and used tools from TCCIP (Taiwan Climate Change Projection and Information Platform) to assess climate change physical risk scenarios. Ultimately, Auden adopted the 2DS/RCP2.6 scenario to evaluate climate-related physical and regulatory transition risks and opportunities.

- Refer to ① Risk identification, assessment and management process
- Auden risk management system has integrated climate risks and opportunities into the operations of each unit.

- In 2023, Auden completed and verified its GHG inventory, disclosing it on its website. The GHG inventory also passed third-party verification.
- 2023 emissions:
- Scope 1 : 14.9659 metric tons CO<sub>2</sub>e
- Scope 2 : 118.7835 metric tons CO<sub>2</sub>e
- Scope 3 : 61.9204 metric tons CO<sub>2</sub>e
- Scope 4 : 31.5009 metric tons CO<sub>2</sub>e
- Convert at least 10% of electricity consumption to renewable energy by 2025.

- Leaders' Expectations
- About the Report
- Company Overview
- Highlights
- SDGs table
- Sustainability Improvement
- Sustainable Innovation
- Sustainability Environment
- Social Inclusion
- Appendix

## A Risk Identification, Assessment And Management Process



- Background information on climate and environment is collected by the Office of Sustainability
- Climate risk and operational scope assessment



- Develop a project inventory of climate risks and opportunities
- Create an internal operational impact questionnaire



- Climate risk opportunities and operational impacts analyzed by Office of Sustainability
- Decide on major risk projects

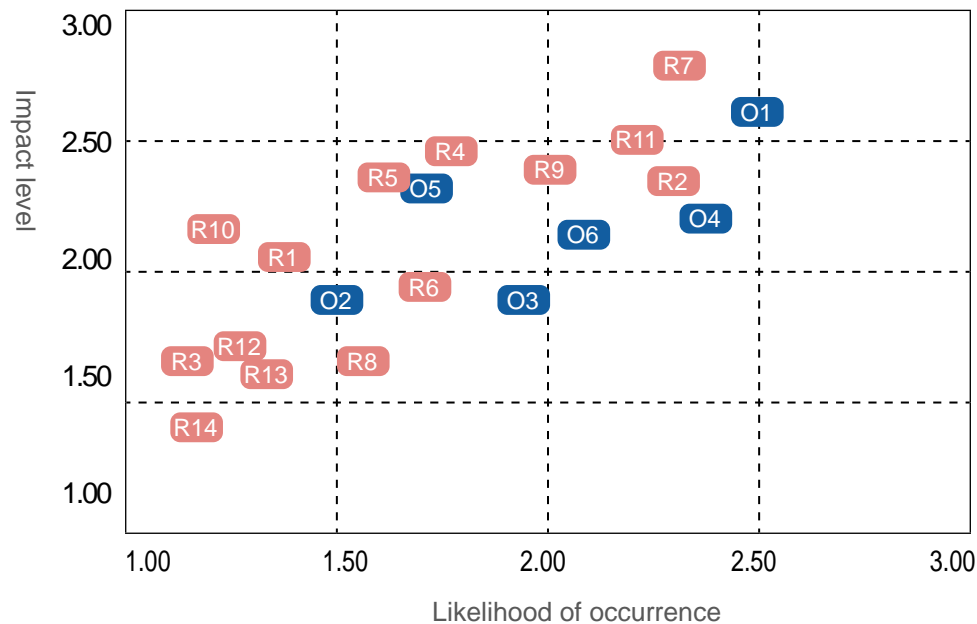


- Establish execution strategy and goal setting



- Review the effectiveness of the implementation strategies and goals through annual meetings of the Sustainability Office

## B Distribution Map Of Climate Risks And Opportunities In 2023



NO.	Issue	NO.	Issue
R1	Increase GHG emissions pricing	O1	Resources efficiency (towards more efficient buildings)
R2	Fuel/Energy Tax Regulations	O2	Use more efficient production processes
R3	At risk of litigation	O3	Reduce water usage and consumption
R4	Replace existing products with low-carbon products	O4	Use low carbon energy
R5	Investment in new technology fails	O5	Use new technology
R6	The cost of transition to low-carbon technologies	O6	Participate in the carbon trading market
R7	Client behavior changes		
R8	Market information is uncertain		
R9	Rising raw material costs		
R10	Increasing attention and negative feedback from stakeholders		
R11	The severity of extreme weather events such as typhoons and floods has increased		
R12	Changing rainfall patterns and extreme changes in climate patterns		
R13	Temperature rise		
R14	Sea level rise		

**B 2023 Annual Climate Risks And Opportunities Table**

NO.	Issue	Level	Time	NO.	Issue	Level	Time
R1	Increase GHG emissions pricing	Low	-	O1	Resources efficiency (towards more efficient buildings)	High	Short term, Medium term
R2	Fuel/Energy Tax Regulations	High	Short term, Medium term	O2	Use more efficient production processes	Low	Medium term
R3	At risk of litigation	Low	Long term	O3	Reduce water usage and consumption	Middle	Medium term
R4	Replace existing products with low-carbon products	Middle	-	O4	Use low carbon energy	High	Short term, Medium term
R5	Investment in new technology fails	Middle	-	O5	Use new technology	Low	Medium term
R6	The cost of transition to low-carbon technologies	Middle	-	O6	Participate in the carbon trading market	Middle	Medium term
R7	Client behavior changes	High	Short term, Medium term	Note 1: The short term is 1-3 years, the medium term is 3-5 years, and the long term is more than 5 years.			
R8	Market information is uncertain	Low	Long term				
R9	Rising raw material costs	Middle	-				
R10	Increasing attention and negative feedback from stakeholders	Low	-				
R11	The severity of extreme weather events such as typhoons and floods has increased	High	Short term				
R12	Changing rainfall patterns and extreme changes in climate patterns	Low	-				
R13	Temperature rise	Low	-				
R14	Sea level rise	Low	-				

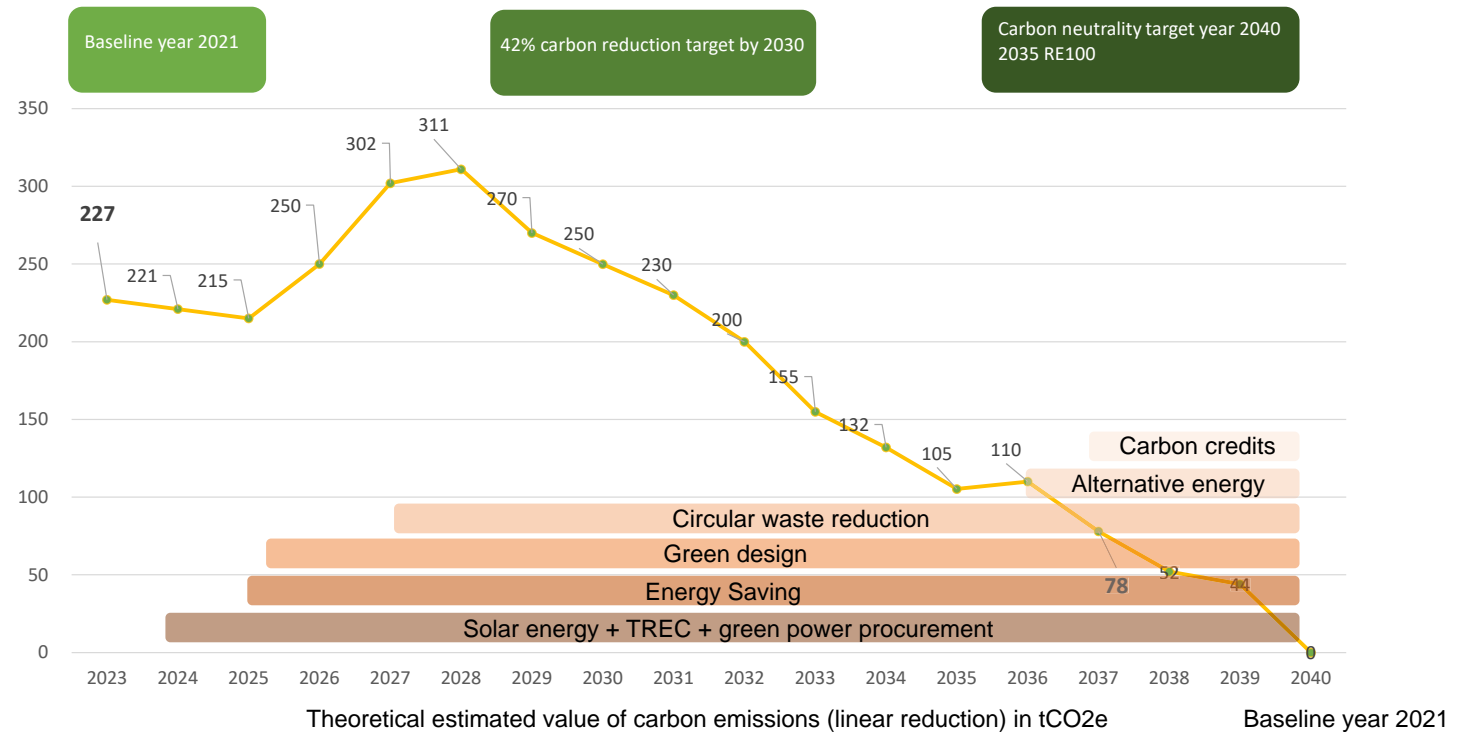
## C Climate-Related Shocks And Responses

Risk and Opportunity	Impact on the company	Coping mechanism
<b>R2</b> Fuel/Energy Tax Regulations	<ul style="list-style-type: none"> <li>Due to the policies and regulations formulated in response to climate change, companies may face the risk of carbon taxes, resulting in an increase in the carbon cost of operations.</li> <li>The investment in carbon reduction measures has resulted in an increase in operating costs.</li> </ul>	<ul style="list-style-type: none"> <li>Developed an Energy Regulation Policy covering energy use, paperless initiatives, net-zero emissions, and staff commuting guidelines in response to the Carbon Disclosure Project (CDP) and Greenpeace's RE10X10 initiative.</li> <li>Implemented ISO14064 GHG inventory to annually assess carbon emissions, addressing carbon fees and tax issues.</li> <li>In 2023, utilized 21,176 kWh of green energy, reducing 10.48 tons of carbon emissions and obtaining 20 T-REC certificates.</li> <li>Purchased 40 renewable energy certificates (40,000 kWh), accounting for about 14% of the Taiwan facility's annual power usage and reducing carbon emissions by 19.80 tons.</li> </ul>
<b>R7</b> Client behavior changes	<ul style="list-style-type: none"> <li>To enhance brand image and comply with environmental policies, clients may request products to gradually increase energy efficiency or require low-carbon materials and eco-friendly packaging, leading to higher operational costs.</li> </ul>	<ul style="list-style-type: none"> <li>All current packaging materials comply with EU restrictions on hazardous substances. We are strengthening the green supply chain, increasing the use of green products and recycled materials, and enhancing circular recycling mechanisms.</li> </ul>
<b>R11</b> The severity of extreme weather events such as typhoons and floods has increased	<ul style="list-style-type: none"> <li>The growing intensity of extreme weather may disrupt staff attendance, water and power supplies, logistics, and supply chains, potentially leading to production halts, resource loss, and higher operational costs.</li> </ul>	<ul style="list-style-type: none"> <li>By 2025, the new headquarters will include a complete backup emergency generator system with an estimated cost of 2 million NTD.</li> <li>To assess the impact of extreme weather events on operations, the company uses 3D disaster potential maps and analysis reports from the National Disaster Prevention and Protection Technology Center. The report indicates that the company's operations are not located in areas with a high risk of exceeding 650 mm of rainfall in 24 hours or in high-risk debris flow zones.</li> </ul>
<b>O1</b> Resources efficiency (towards more efficient buildings)	<ul style="list-style-type: none"> <li>The new factory adopts green building design and plans an energy management system to effectively control electricity and water efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>The new headquarters will be completed in 2025, with plans to obtain LEED certification and EEWB Green Building label by 2026.</li> <li>It will implement an Energy Management System for water and electricity data collection, optimization, and anomaly alerts, aligning with ISO50001 principles, with an estimated investment of 10 million NTD.</li> <li>The design includes an elevator regeneration system, saving approximately 10-30% in energy.</li> <li>A rooftop rainwater collection system is planned for irrigation, reducing water usage.</li> </ul>
<b>O4</b> Use low carbon energy	<ul style="list-style-type: none"> <li>Setting carbon management goals and establishing a good carbon management system can reduce Auden's impact on the environment.</li> </ul>	<ul style="list-style-type: none"> <li>In 2023, utilized 21,176 kWh of green energy, reducing 10.48 tons of carbon emissions and obtaining 20 T-REC certificates.</li> <li>Purchase public equipment with energy-saving labels.</li> </ul>

## 3.2 Green Measures

Auden has monitored and verified its major carbon emissions sources for three consecutive years. Starting in 2022, the company initiated a renewable energy plan, and in 2023, solar power generated 21,176 kWh, accounting for about 7% of total electricity use. In 2023, Auden actively planned carbon reduction strategies and, following the "Carbon Reduction Roadmap," aims to achieve carbon neutrality by 2040 through various reduction mechanisms.

### Carbon Reduction Roadmap



Based on past carbon emission growth, Auden's expansion plan by the end of 2025 is expected to double personnel and electricity usage, leading to increased emissions. We will reassess the baseline year after confirming data.

Our goals are to achieve RE100 by 2035 and carbon neutrality by 2040. With Scope 2 representing about 60% of emissions, our reduction strategy will prioritize renewable energy, estimating 20% for self-generated energy, 20% for purchasing certificates, and 20% for renewable procurement. For Scope 1 and 3, we will gradually implement circular design and energy-saving measures, considering alternative energy and carbon credits by 2040.

In 2023, we met our target of reducing 6 metric tons by purchasing 40 certificates and generating 21,176 kWh, resulting in a total reduction of 30.28 metric tons. For more details, please refer to our carbon reduction initiatives.



## Carbon Reduction

### Short-term goals (1~3 years):

- The carbon reduction target in 2024 is to reduce 6 metric tons CO2e/year.

### Mid-term goals (3~5 years):

- Achieve the 10% green electricity target by 2025.
- Obtain LEED and Green Building Labels in 2026.

### Long-term goals (more than 5 years):

- Achieve the 100% green electricity target by 2050, and hope to achieve it before 2035.

Dimension	Goal	2022	2023	Results in 2023	2024 Strategy and Planning
GHG	The carbon reduction target is to reduce 6 metric tons CO2e/year.	237.312 CO2e	227.171 CO2e	Carbon emissions were reduced by 10.14 tons, a decrease of 4.5%.	Increase the share of renewable energy use and purchase small-scale green energy to achieve carbon reduction performance.
	Achieve 10% renewable energy by 2025. Achieve 100% renewable energy by 2035.	Out of 4,621 kWh of total electricity generated, 1.83% is from renewable sources.	Out of 21,176 kWh of total electricity generated, 7.6% is from renewable sources.	With an increase of 16,555 kWh in electricity generation, the achievement rate for the 10% renewable energy goal is 76%.	Continue to increase the use of renewable energy.
Energy Management	Annual per capita electricity usage ±10% compared to the previous year.	Total electricity consumption: 252,703 kWh; per capita electricity usage: 2,178 kWh.	Total electricity consumption: 279,967 kWh; per capita electricity usage: 2,276 kWh.	Electricity usage increased by 10.79%, with per capita electricity use rising by 4.5%. By the end of 2023, approximately 120,000 units of equipment over 10 years old were replaced. ※ The increase is due to a rise in personnel and operational performance.	<ol style="list-style-type: none"> <li>Air conditioning is set to 25-26°C with automatic shutdown after hours.</li> <li>Employees are encouraged to save energy.</li> <li>A new energy management system has been introduced at the new plant.</li> <li>Invested about 5 million NTD in solar power to cut carbon emissions and boost renewable energy. ◦</li> </ol>
	Water resources Management	Annual per capita water usage ±5% compared to the previous year.	Total water consumption: 3,817 m³; per capita water usage: 33 m³.	Total water consumption: 1,907 m³; per capita water usage: 16 m³.	Water usage decreased by 50%, with per capita water usage reduced by 48%. ※ The 2022 increase in water usage was due to pipeline leaks. Regular meter monitoring is now in place to prevent future leaks.
Waste Management	Annual per capita waste reduced by 5% compared to the previous year.	Total waste: 6,231 kg; per capita waste: 55 kg.	Total waste: 6,309 kg; per capita waste: 51 kg.	Waste increased by 1.2%, but per capita waste decreased by 7.8%. ※ The increase is due to higher personnel and operational performance.	<ol style="list-style-type: none"> <li>Waste recycling.</li> <li>Eliminate the provision of disposable chopsticks.</li> <li>Implement garbage type and resources recycling</li> <li>Provide staff with hydrolyzable toilet paper to use when using the toilet.</li> </ol>

Material Issues : Carbon Reduction	
Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>Auden holds ISO 14001 certification, implementing necessary preventive measures throughout the process from raw materials to clients, minimizing environmental impact. We have voluntarily joined Greenpeace's "RE10X10" green corporate initiative in Taiwan.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>Prevent the risks of environmental regulations on business performance , including customer needs , market concerns , risk warnings , sustainable enterprises , and performance issues.</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>Goal 12: Responsible Consumption and Production</li> </ul>
Policy	<ul style="list-style-type: none"> <li>Auden has an environmental team under the Office of Sustainability dedicated to the management of environmental issues.</li> </ul>
Promise	<ul style="list-style-type: none"> <li>Through renewable energy planning and carbon reduction actions and education, we set annual carbon reduction targets with short, medium, and long-term goals. We adhere to the Task Force on Climate-related Financial Disclosures (TCFD) for disclosing climate change risks and opportunities, responding to the Carbon Disclosure Project (CDP) and the Greenpeace RE10X10 initiative.</li> </ul>
Responsibility	<ul style="list-style-type: none"> <li>Sustainability Office: Manage and control energy control measures in accordance with the "Energy Control Policy", including the solar panel construction schedule, and increase the proportion of green electricity year by year.</li> <li>Management Department: Carry out the implementation of energy control measures in accordance with the "Energy Control Policy", including the arrangement and use of factory equipment and space and the application of relevant legal procedures.</li> <li>Green Energy: Propose ways to implement green power goals and apply for green power-related initiatives</li> </ul>
Resources	<ul style="list-style-type: none"> <li>A fixed carbon reduction budget is invested every year to carry out plans related to energy-saving equipment and green power goals.</li> <li>Each functional department promotes energy conservation work and related education and training, working approximately 300 hours a year.</li> </ul>
Grievance mechanism	<ul style="list-style-type: none"> <li>The Environmental Team under the Sustainability Office holds regular meetings every quarter to implement and review relevant actions in accordance with annual work goals.</li> </ul>
Specific action	<ul style="list-style-type: none"> <li>Build green electricity through solar panels.</li> <li>In accordance with the "Energy Control Policy", implement and promote energy conservation and carbon reduction measures.</li> <li>Conduct a greenhouse gas inventory report every year to review carbon reduction performance.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Implement and promote energy conservation and carbon reduction measures in accordance with the "Energy Control Policy", and review the performance of carbon reduction through greenhouse gas inventory reports every year.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>Based on the short, medium and long-term goals, we will launch the current year's work goals and conduct progress reviews at quarterly meetings to monitor the progress and adjust and strengthen relevant measures.</li> <li>The total electricity in 2023 will be 301,143 kWh, including 279,967 kWh of gray power and 21,176 kWh of self-consumption green power . 40 renewable energy certificates will be purchased , reaching 7% of renewable energy, and reducing carbon emissions by 10.14 tons compared with last year in 2022 .</li> </ul>

## Carbon Reduction Action

To promote the Carbon Reduction action, Auden's specific measures for Carbon Reduction are:

Measure 1	Establish renewable energy and add 19.8KW solar energy equipment.
specific actions	Implementation has been carried out to track electricity production on a regular basis.
Estimated savings	In 2023 , 21,176 kWh of green electricity will be used , which will also reduce carbon emissions by 10.48 tons. At the same time, 20 T-REC renewable energy certificates will be obtained .
Measure 2	To purchase renewable energy certificates and achieve carbon reduction goals, please refer to the following [Renewable Energy Certificates].
specific actions	Purchase 40 renewable energy certificates
Estimated savings	In 2023 , a total of 40 renewable energy certificates (40,000 kilowatt-hours of renewable energy) will be purchased, accounting for approximately 14% of the Taiwan factory's annual electricity consumption and reducing carbon emissions by 19.80 tons.
Measure 3	Regularly track and manage water use data.
specific actions	Implementation has been carried out.
Estimated savings	Compared with 2022 , the per capita water consumption in 2023 is : 16 kWh/person , which is a decrease of 17 kWh/person compared with the previous year . Water consumption will be paid attention to every quarter.
Measure 4	The temperature of the air conditioning equipment is set to 25-26 degrees, and the automatic shutdown time is set after work.
specific actions	Implementation has been carried out. ◦
Estimated savings	Compared to 2022, the per capita electricity consumption in 2023 was 2,276 kWh/person, an increase of 98 kWh/person from the previous year. This rise is attributed to higher headcount and operational performance. At the end of 2023, we replaced equipment older than 10 years and will monitor electricity consumption quarterly.
Measure 5	Replace old equipment that is more than ten years old.
specific actions	In December 2023, the split air conditioning equipment that is more than ten years old will be replaced, with an investment of approximately 120,000 .
Estimated savings	By replacing old equipment with variable frequency air conditioners, the average annual energy saving benefit is about 15% to 35%, saving about 910 degrees of electricity.

Note : Total carbon reduction performance driven by renewable energy 30.28 tons, only operational growth offsets the carbon reduction performance, and the carbon reduction results are presented in the carbon inventory as 10.14 ton.

## Recycle

Auden's Taiwan operations import and deliver finished products from China. With ISO 14001 in place, we reduce material and energy use. In 2023, we achieved 100% reuse of recyclable packaging cartons, enhancing resource circulation.

## Waste Management

Auden's Taiwan offices generate only general waste and no hazardous materials. We follow government regulations to protect the environment and public health. Waste is sorted for recycling, with general waste inspected and managed weekly by the administration. Qualified vendors handle its disposal. Computer equipment is dismantled and recycled by the IT department, ensuring minimal environmental impact.

Non-hazardous waste				
Waste composition		Off-site		
Year	Item	Waste generation (tons)	Waste per capita (KG)	Processing method
2021	D-1801	5.50	55	physical handling
2022	D-1801	6.23	54	Incineration
2023	D-1801	6.31	51	Incineration

### Promote staff behavioral changes to reduce general waste:

1. Combined with the "coffee matching donation" activity, through behavioral changes, staff will reduce the use of disposable cups for outsourced coffee and instead use their own cups to drink coffee at the company. For details, please refer to 4.5
2. Social Responsibility °
3. Eliminate the provision of disposable chopsticks.
4. Implement garbage type and resources recycling.
5. Provide staff with hydrolyzable toilet paper to use when using the toilet.

## Water Resources Management

Auden's technology headquarters does not have production equipment or significant water usage needs, classifying it as "Low-Medium (1-2)" in terms of water consumption. The facility primarily uses tap water for staff needs and some air conditioning systems, with all water sourced from Taiwan's water company.

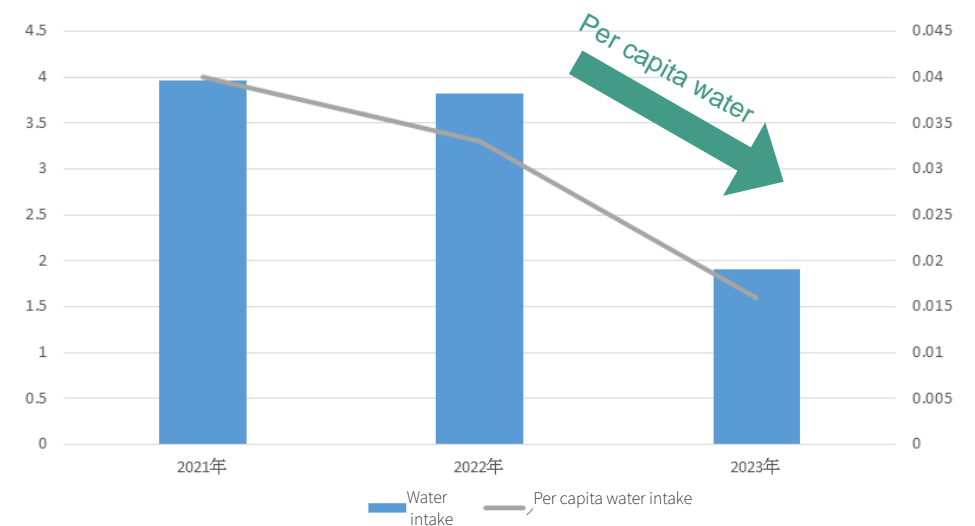
Using the ISO 14001 environmental management system as a foundation, Auden aims to achieve zero pollution leaks and environmental complaints. During the reporting period, there were no penalties related to wastewater.

Water consumption statistics are for the headquarters only. In 2022, water usage increased due to pipeline leaks, but with regular monitoring implemented, 2023 saw a significant decrease, with per capita water usage at 0.016 million liters.

Year	2021	2022	2023
Water intake (million liters)	3.963	3.817	1.907
Number of full-time employees	100	116	123
Per capita water intake (million liters)	0.040	0.033	0.016

### Note

1. Water intake = drainage, water consumption is 0 .
2. The water withdrawal adjustment is calculated based on 1 / 1 ~ 12 / 3 of the current year.
3. Count the number of full-time staff at Bade headquarters



## Sustainable Quality

To ensure stable quality, Auden has obtained ISO 9001 and ISO 14001 certifications. Due to the nature of our products, product safety certifications are handled by raw material suppliers and clients, and Auden does not conduct these tests. During the reporting period, there were no penalties for violations of health and safety regulations related to products and services.



ISO 9001 & ISO 14001

## WEEE & ROHS 2.0

Auden actively collaborates with clients to ensure that all components and packaging materials for Green Products (GP) comply with regulations on harmful substances and international environmental laws, such as the WEEE Directive (Waste Electrical and Electronic Equipment) from the EU. This directive addresses the disposal of electronic products and aims to minimize environmental pollution from hazardous materials. Although not legally required, Auden adheres to client requests.

To ensure consumer safety, Auden mandates that raw materials contain no harmful substances, in line with the RoHS 2.0 standard (AD-EP-010). Suppliers are required to provide testing reports and Material Safety Data Sheets (MSDS). Monthly, we conduct random RoHS tests, and in 2023, we tested 212 samples with a 100% pass rate.



**Test Report** No.: SHAC23009060001 Date: Jul 04, 2023 Page 1 of 8

Client Name: 3M CHINA LIMITED  
 Client Address: 222 TIANLIN ROAD, SHANGHAI

Sample Name: 3M 468MP  
 Model No.: 3M 468MP  
 Client Ref. Information: 3M 467MP, 3M 467MC, 3M 468MC, 3M 467MPF, 3M 468MPF

The above sample(s) and information were provided by the client.

SGS Job No.: SHP23-006029  
 Sample Receiving Date: Jun 28, 2023  
 Testing Period: Jun 28, 2023 – Jul 04, 2023  
 Test Requested: Select test(s) as requested by the client.  
 Test Method(s): Please refer to next page(s).  
 Test Result(s): Please refer to next page(s).

Test Requirement	Conclusion
EU RoHS Directive (EU) 2015/863 amending Annex II to Directive 2011/65/EU- Lead, Mercury, Cadmium, Hexavalent chromium, Polybrominated biphenyls (PBBs), Polybrominated diphenyl ethers (PBDEs), Bis(2-ethylhexyl) phthalate (DEHP), Butyl benzyl phthalate (BBP), Dibutyl phthalate (DBP) and Diisobutyl phthalate (DIBP)	Pass



## Energy Management

Auden's energy usage during the reporting period is shown in the table below. The change in energy usage compared to last year is mainly due to a significant increase in staff numbers and revenue performance in 2023. At the end of 2023, we replaced approximately 120,000 units of equipment over 10 years old. The company will continue to implement various energy-saving measures to achieve sustainable energy use goals.

Quantitative indicators	Unit	2020	2021	2022	2023
Electricity usage	degree/year	215,886	249,761	252,703	279,967
energy consumption	GJ/year	777.19	899.14	909.73	1,007.88
Organization specific metrics	Number of full-time staff	81	100	116	123
density	Energy consumption/ number of staff	9.59	8.99	7.84	8.19

Note:

1. The heating value of electricity is converted into 1 degree (kWh) = 0.0036GJ.
2. No external energy consumption (official vehicle use)
3. Statistics on the number of full-time staff at Bade headquarters
4. Electricity usage adjustment is calculated based on Year 1/1~12/31.





## Energy Regulation Policy



### Energy regulation

- Air conditioning temperature control.
- Switch control of public equipment (lights, photocopiers, drinking fountains).



### Paperless

- Photocopier control, check and manage the number of accounts according to department personnel.
- Sign applications online to reduce paper signatures.
- Promote the digitization of financial and personnel systems to reduce the need for paper archiving.



### Net zero emissions

- In response to environmental protection, we promote the reduction of disposable tableware.
- The reduction target in 2024 is to reduce 6metric tonsCO2e/year.
- Promote a vegetarian day on the first day of every month to reduce meat and reduce methane emissions.
- The GHG inventory work was completed in 115 years for the head office, 116 years for the subsidiary companies, 117 years for the head office verification, and 118 years for the subsidiary companies.
- Participate in the RE10X10 initiative and start joining the RE100 initiative.
- Our products are key components of wireless communications, which indirectly contribute to the carbon reduction effect of client products.



### Staff commuting

- Priority is given to hiring local young people to work nearby, reducing traffic time and reducing overall carbon emissions.
- Encourage staff to use public transportation to reduce overall carbon emissions.
- Encourage staff to replace electrified transportation vehicles to reduce overall carbon emissions.
- Encourage staff to ride together to reduce overall carbon emissions.
- Organize a low-carbon transportation day once a month to commute to and from get off work by public transportation, walking, or biking to reduce overall carbon emissions.

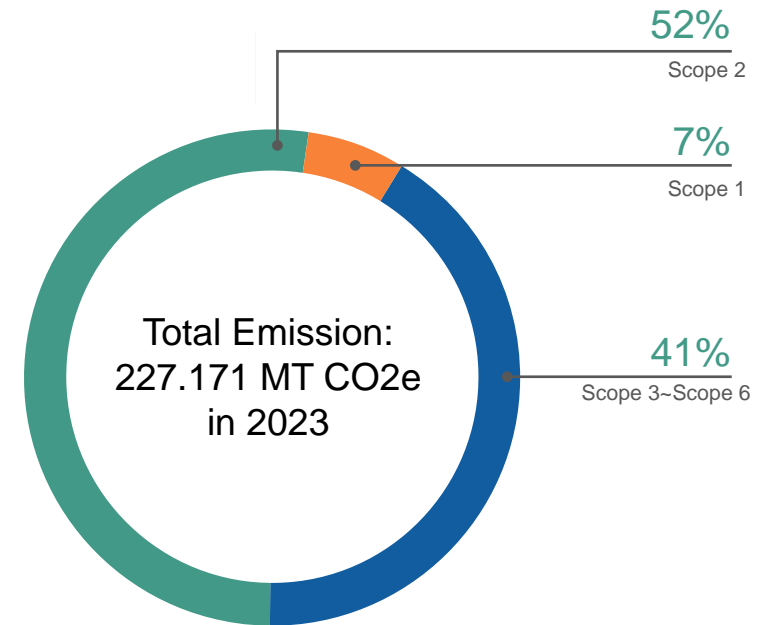
### 3.3 Green Performance

To align with international sustainability standards and enhance our competitive edge, Auden Technology implemented ISO 14064 GHG verification in 2022. The process adhered to the principles of relevance, completeness, consistency, accuracy, and transparency as per ISO 14064-1:2018. The results are used for statistical analysis to guide future planning and improvement initiatives. Auden will continue to promote energy efficiency, environmental protection, and global responsibility. The 2023 GHG verification results are as follows:

Items	2021	2022	2023
Scope1:Emissions from owned sources(MT CO2e)	16.0559	14.6581	14.9659
Scope 2:Indirect energy emissions(MT CO2e)	126.0691	128.6258	118.7835
Scope 3~6: Other indirect emissions(MT CO2e)	77.6959	94.0279	93.4213
Total Emission=Scope 1+Scope 2+Scope 3~6(MT CO2e)	219.821	237.312	227.171
Organization-specific metrics (number of total staff)	100	116	123
GHG emission intensity (MT CO2e/person)	2.198	2.046	1.847
GHG Emission Intensity (MT CO2e/million NTD)	0.15	0.13	0.12

Note:

1. Emission Sources: Include stationary combustion, mobile combustion, process emissions, fugitive emissions, and energy input.
2. Scope 1: Emissions from owned or controlled sources.
3. Scope 2: Indirect emissions from purchased electricity.
4. Scope 3-6: Other indirect emissions, including staff commuting, raw material use, and waste disposal.
5. GHG Emission Factors: Referenced from the EPA GHG Emission Factor Management Table 6.0.4, with a power emission factor of 0.495 kg CO2e/kWh used for Scope 2 calculations.
6. Global Warming Potential (GWP): Based on the IPCC Sixth Assessment Report (2021).
7. GHG Types: Include N2O, CH4, CO2, HFCs, PFCs, SF6, and NF3.
8. 2021 Data: Updated post external verification.
9. Staff Count: Based on the number of full-time staff at Bade headquarters.
10. 2022 Benchmarking: Emission sources and staff increases in 2022 prompted the reset of the baseline year to 2022.



Auden has no production equipment, so the manufacturing process does not produce harmful substances to the air. (Air pollutants, volatile organic compounds and ozone depleting substances ODS).

## ISO 14064-1 Greenhouse Gas Emissions Verification Opinion Statement

Auden has completed voluntary verification for **3** years.

In 2023, the Verification Opinion Statement was executed by **TAF** accredited organization.



2021

2022

2023



GHG Emissions  
Verification  
Opinion Statement

## Green Energy Certificate Declaration

In 2023, 21,176 kWh of solar energy was used, reducing carbon emissions by 10.48 tons. We obtained 20 T-REC renewable energy certificates and purchased 4,000 kWh of registered renewable energy certificates (T-REC). According to the GHG Protocol Scope 2 Guidance, this information was disclosed in the CDP questionnaire and used to offset GHG emissions in Scope 2 of the GHG inventory.

2023 Renewable Energy Certificate Information:

No.	Certificate Issuance Year	Power generation case site	Voucher number	CarbonEmissions metric tons(CO2e)
1	2023	Auden Bade SolarSystem#1	22SP0048B023000001~ 22SP0048-B023000015	0
2	2023	Bamboo Forest Nursing Home	20SP0011-U023000001~ 20SP0011-U023000020	9.9
3	2023	motorcycle parking lot	23SP0018-B023000042~ 23SP0018-B023000061	9.9

## Renewable energy certificate



Auden Bade SolarSystem#1

Bamboo Forest Nursing Home

motorcycle parking lot

## CDP (Carbon Disclosure Project)

International organizations established the Carbon Disclosure Project (CDP) to address the severe impact of climate change-related risks on various industries, which can lead to investment risks and affect performance. The project aims to integrate climate change information into business and investment decisions to accelerate climate solutions.

Starting in 2023, Auden proactively discloses CDP carbon disclosure plans, contributing to enhanced climate change assessment in the future.



## Cathay United Bank CDP Best Carbon Disclosure Award

Auden was honored with the "Best Carbon Disclosure Award" at the "Cathay United Bank ESG Forum," organized in collaboration with Cathay United Bank and the global environmental disclosure organization CDP. This award recognizes Auden's excellence in environmental disclosure and carbon reduction, showcasing our commitment to sustainability.

Moving forward, Auden will continue to strengthen carbon tracking and apply advanced carbon reduction technologies to achieve higher environmental standards. We remain dedicated to global environmental protection through technological innovation and proactive measures, striving for a greener future. With the support of Cathay United Bank and CDP, Auden aims to set a benchmark for the industry and advance towards higher environmental standards.





## RE 10x10

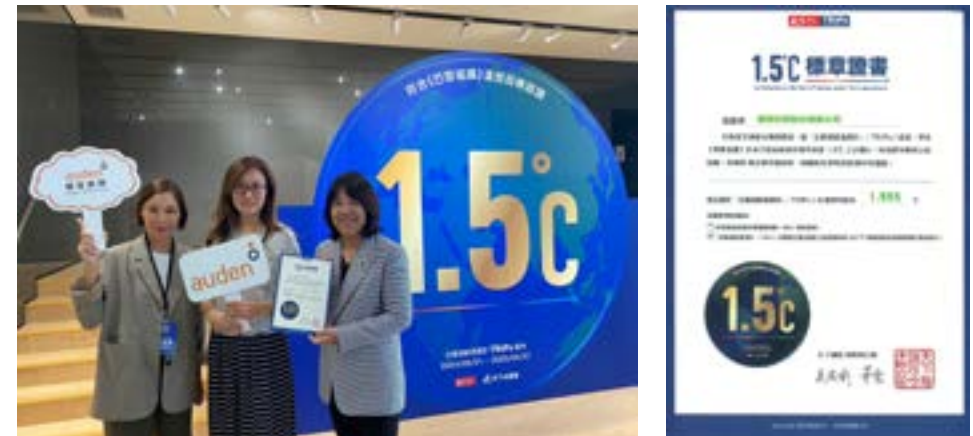
- Auden supports international environmental trends by joining Greenpeace's "RE10X10" corporate green initiative in Taiwan. We promise to achieve at least 10% renewable energy by 2025. As of 2023, we have already met our carbon reduction target of 6 metric tons CO2e per year.
- 

Short-term goal: Achieve 10% renewable energy by 2025.  
 Mid-to-long-term goal: Reach 100% renewable energy by 2050, with a target to achieve this by 2035.



## CommonWealth Magazine Carbon Neutrality Award

Auden is actively implementing carbon reduction initiatives and demonstrating sustainability resilience. According to the CommonWealth Magazine's corporate carbon thermometer, our reduction promise aligns with the 1.5°C target. Out of nearly a thousand disclosed companies, only 20% meet the Paris Agreement's 1.5°C target, and Auden is among them. We will continue striving towards our goal of net-zero emissions!



## Carbon Neutral Seminar

Auden's "Wireless Fusion, Infinite Sustainability" seminar at the South China Bank International Conference Center focused on sustainable tech. We calculated the seminar's carbon emissions and, through Auics purchased 15 metric tons of carbon offsets from the UN platform to offset the emissions. This initiative aims to inspire individuals and businesses to contribute to sustainability.



Carbon Offset Certificate



## Auden Vegetarian Day

In support of "World Meat Free Day," we're launching the "Auden Veggie Day" event! On the first day of each month, join us for "Auden Group Earth Day: Meat-Free Day." This initiative promotes reducing carbon emissions by encouraging "less meat, more vegetables," which, according to research, can cut 4.1 kg of CO2 per plant-based meal—equivalent to 180 trees' daily absorption. Let's act to fight global warming!

### POINT

About **100** staff members participate every month

About **411** kilograms of carbon dioxide are reduced every month

About **4932** kilograms of carbon dioxide are reduced in 2023.



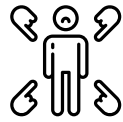


# 04 Social Inclusion

- Human Rights • Collective Bargaining • Talent Development
- Salary And Benefits • Social Care

Creating a Social Inclusion environment has become one of the key objectives for sustainable corporate development. Auden firmly believes that prioritizing human rights, valuing collective bargaining, and fostering Social Inclusion not only enhance staff satisfaction and productivity but are also essential to achieving corporate goals. Therefore, we are committed to building a positive, harmonious, and dynamic workplace to ensure mutual growth for both the company and its staff.

In pursuing this objective, Auden particularly focuses on the following areas:



**0**

Child labor  
 Discriminate  
 Sexual harassment

## Human Rights

We uphold our promise to human rights, ensuring that staff are treated with equality and dignity in the workplace, prohibiting any form of discrimination and unfair treatment.

Please refer to:  
[4.1 Human Rights](#)



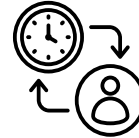
**0**

labor dispute

## collective bargaining

We are committed to establishing open and transparent collective bargaining, resolving issues through dialogue and negotiation to protect the rights and well-being of our staff.

Please refer to:  
[4.2 collective bargaining](#)



**379class**

2,409 people  
 3,058 hours  
 491,493 yuan  
 22.6 hours per person

## Talent Development

We value the career development of our staff, providing abundant training and development opportunities to help them continuously grow and progress.

Please refer to:  
[4.3 Talent Development](#)



**95%**

Staff Stock  
 Purchase

## Salary And Benefits

We offer a competitive Salary And Benefits system, ensuring that staff are fairly compensated for their work and provided with comprehensive welfare protection.

Please refer to:  
[4.4 Salary And Benefits](#)



**10years**

Deeply engaged in  
 environmental education  
 for 10 consecutive years!!

## Social care

We actively engage in social contribution activities, giving back to society and fulfilling our responsibility as a corporate citizen.

Please refer to:  
[4.5 Social Responsibility](#)

## Workforce Structure

By the end of 2023, Auden had a total of 135 staff members (including those posted abroad), primarily employing full-time staff with open-ended contracts. At the same time, the company is actively nurturing future talent, currently employing 7 interns, accounting for 5.2% of the total staff. There are also 5 non-company workers.

According to 2023 data, the age distribution of Auden's staff is as follows:

58.5% of staff are aged between 31 and 50 years old, indicating that the company's main workforce consists of young and middle-aged employees.

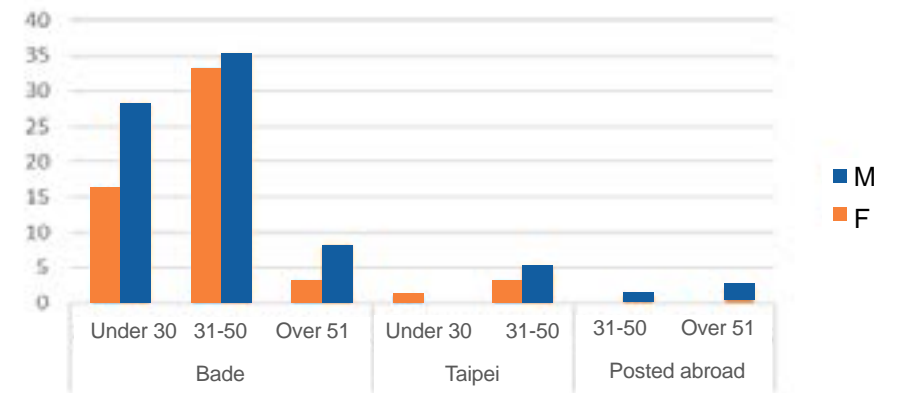
These figures highlight the company's focus on a balanced staff structure and talent development. Auden remains committed to enhancing the work environment, welfare, and growth opportunities for all staff.

Staff area, gender, age distribution				
Personnel distribution		2021	2022	2023
Gender	Male	63	75	79
	Female	53	55	56
Age	Under 30 years old	24	39	47
	31-50 years old	81	81	79
	Over 51 years old	11	10	9
Area	Bade	100	116	123
	Taipei	11	12	9
	Posted abroad	1	2	3
Total number of staff		116	130	135

## New and Retired Staff

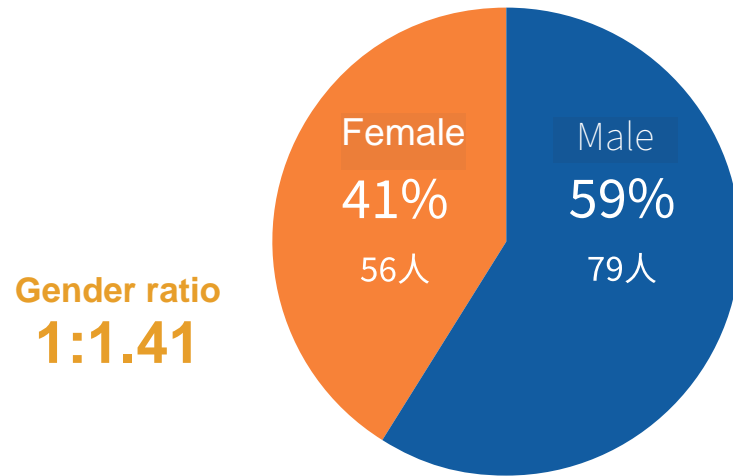
- Auden follows labor laws such as the Labor Standards Act and the Gender Equality in Employment Act to protect staff rights. In response to the COVID-19 pandemic, the company adapts to meet evolving staff expectations for a secure workplace.
- The gender distribution shows males at 59% and females at 41%, with management at 63.6% male and 36.4% female. Age-wise, 59% of staff are aged 31-50, 35% are under 30, and 7% are over 51, indicating a focus on young and middle-aged employees.
- 40% of staff hold advanced degrees, with 62.9% of R&D personnel having master's or doctoral qualifications, highlighting a strong level of expertise.

Distribution of staff jobs in Area, Gender, and Age in 2023

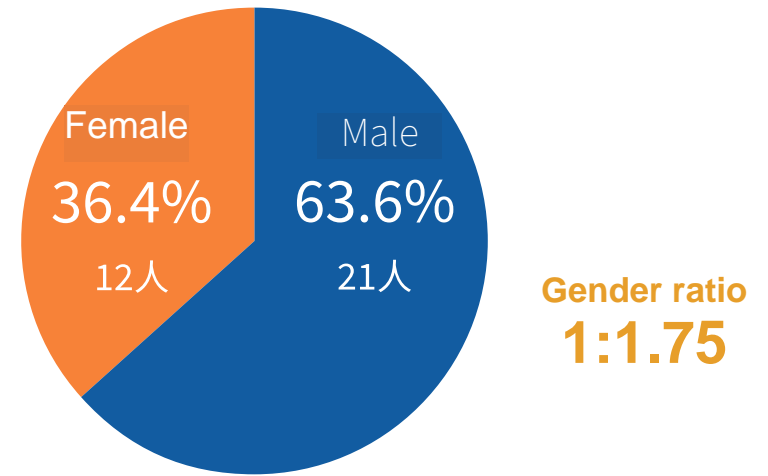


Auden values local residents' welfare and enhances community harmony while increasing staff stability. When hiring, it prioritizes Taiwanese residents, with 100% of managerial positions (assistant manager and above) held by locals.

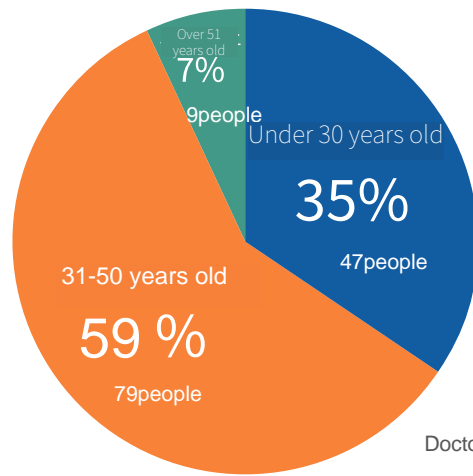
Staff Gender Distribution



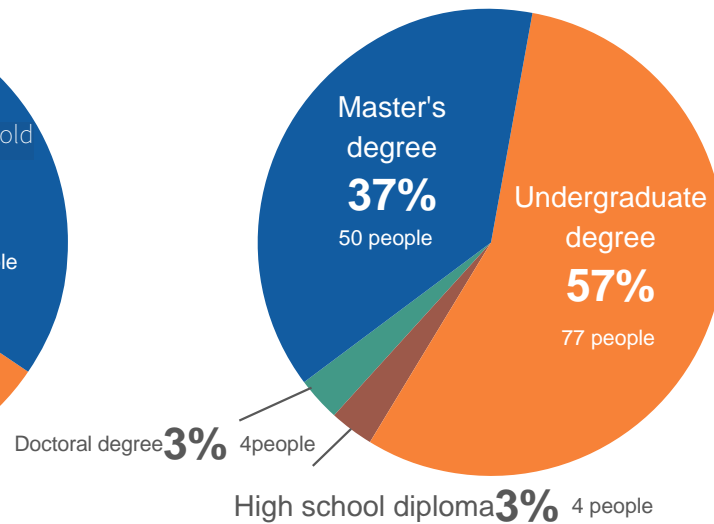
Supervisor Gender Distribution



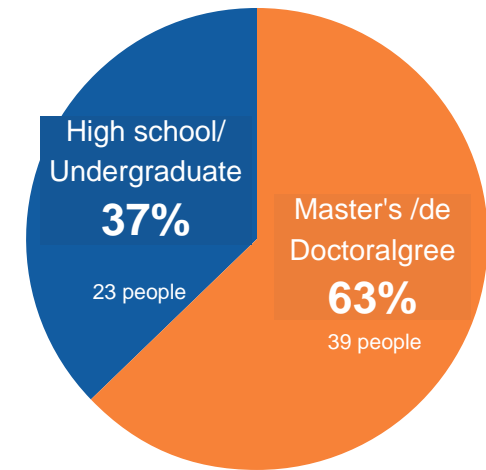
staff age distribution



Staff educational background distribution



Distribution of academic qualifications of R&D personnel



## New Hires

Year	2021		2022		2023	
Age \ Gender	Male	Female	Male	Female	Male	Female
Under 30 years old	9	9	12	7	14	11
31-50 years old	24	15	16	14	11	9
Over 51 years old	5	0	1	1	1	1
Total number of New Hires	62		51		47	
total number of staff	116		130		135	
Average Monthly New Hires	5.17		4.25		4.27	
Average Monthly Hiring Rate (%)	5.14%		3.64%		3.22%	

Note:

1. Average new hire rate = monthly average number of new hires / average annual number of people (average annual number of people = (number of people at the end of the current year + number of people at the end of the previous year) / 2).
2. The number of new employees does not include those who leave midway.
3. Boundary scope: Auden Technology Co., Ltd.

## Turnover

Year	2021		2022		2023	
Age \ Gender	Male	Female	Male	Female	Male	Female
Under 30 years old	5	2	3	5	10	7
31-50 years old	10	13	10	16	12	11
Over 51 years old	0	1	1	0	1	2
Total number of Turnover	31		35		43	
total number of staff	116		130		135	
Average Monthly Turnover	2.6		2.9		3.6	
Average Turnover Rate(%)	2.55%		2.37%		2.7%	

Note:

1. Average turnover rate = monthly average number of resignations / average annual number of employees (average annual number of employees = (number of employees at the end of the current year + number of employees at the end of the previous year) / 2).
2. Define the categories of employees who leave the company: (for example: resignation, expiration of fixed-term contract, removal from office, retirement, retirement or death in the line of duty, etc.).
3. This data includes interns in that year. Due to fixed-term contracts, the average turnover rate in 2023 is high.
4. Boundary scope: Auden Technology Co., Ltd.

## Turnover Rate Of New Employees Within 1 Year

Type	Gender	2021	2022	2023
Staff within 1 year	Male	10	2	2
	Female	5	7	4
total number of staff		116	130	135
Average monthly number of employee resignations		1.25	0.75	0.5
Average monthly turnover rate of new employees		1.24%	0.61%	0.38%

- Note:
- Average turnover rate = monthly average number of resignations/average annual number of employees (average annual number of employees = (number of employees at the end of the current year + number of employees at the end of the previous year)/2).
- New full-time employees are defined as those who join and leave the company in Year.
- Boundary scope: Auden Technologies, Inc.

Due to a series of measures taken by the company to improve the work environment and enhance staff satisfaction, the company has successfully attracted and retained more top talent while boosting staff performance and productivity. These measures include offering more comprehensive training programs, strengthening staff support and mentoring, improving management practices, and providing more challenging and motivating work tasks.

From 2021 to 2023, Auden's annual new hire turnover rate has shown a consistent downward trend. According to statistical data, **the average monthly turnover rate for new full-time employees decreased from 1.24% in 2021 to 0.61% in 2022, and further down to 0.38% in 2023.** This steady decline indicates that new hires are gradually adapting to Auden's work environment, with a noticeable reduction in the level of discomfort or difficulty in adjusting.

## Gender Distribution Of New And Retired Staff In The Past 3 Years

Type	Gender	2021	2022	2023
New staff	Female	27	22	21
	Male	38	29	26
Resigned staff	Female	5	6	8
	Male	7	10	12

The above table shows the Gender distribution of new and retired staff at Auden in the past three years (2021-2023). In the past three years, the company's proportion of Female among newly hired staff has increased year by year, and the Gender of new and retired staff has been balanced.



## 4.1 Human Rights

Auden Technology prioritizes staff rights, upholds human rights, and ensures an open, safe, healthy, and equitable work environment. We comply with labor laws and adhere to international standards like the "Universal Declaration of Human Rights" and "UN Global Compact." Our "Labor and Human Rights Policy" is published on our website, and all global sites meet these requirements.

### Short-term goals (1~3 years):

- Child labor employment rate: 0%
- Staff discrimination complaints: 0
- Safe work environment with a goal of zero incidents.
- Sexual harassment complaints: 0
- Stable collective bargaining with a goal of zero labor disputes.

### Medium and long-term goals (more than 3 to 5 years):

- Diverse employment rate: 5%
- Completed human rights due diligence and risk management.
- Enhanced human rights awareness and understanding through staff training, with an average of 8 hours of human rights training per employee.
- Fostered a happy and inclusive workplace, achieving a stable retention rate of 85%.

Material Issues : Human Rights	
Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>• In order to fulfill corporate social responsibility and protect staff's basic human rights and related rights and interests.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>• Respect the rights of staff and suppliers and ensure that their activities do not lead to human rights violations.</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>• SDG 5 Gender equal rights</li> <li>• SDG 10 Reduce inequality</li> <li>• SDG 16 Peace, justice and sound institutions</li> <li>• SDG 17 Diversified Partnerships</li> </ul>
i. Policy	<ul style="list-style-type: none"> <li>• Auden Technology values staff and respects human rights, provides employees with a non-discriminatory, open, safe, healthy and equal working environment, and abides by relevant labor regulations and international human rights conventions. Promise creates an excellent workplace environment.</li> </ul>
ii. Promise	<ul style="list-style-type: none"> <li>• Respecting and protecting human rights is a fundamental cornerstone of sustainable business operations.</li> <li>• We consider human rights issues at every stage of our operations.</li> <li>• Provide clear communication channels for all stakeholders.</li> </ul>

Material Issues : Human Rights	
Reporting requirements	Sustainable management policy
iii. Goals and objectives	<ul style="list-style-type: none"> <li>We strictly eliminate any unlawful discrimination and ensure an equal opportunity policy.</li> <li>We prohibit all forms of forced labor and uphold policies to guarantee employment quotas for persons with disabilities.</li> </ul>
iv. Responsibility	<ul style="list-style-type: none"> <li>Following internationally recognized human rights standards, such as the "Universal Declaration of Human Rights," the "UN Global Compact," the "UN Guiding Principles on Business and Human Rights," and the "International Labour Organization," as well as relevant labor laws and personnel regulations, the company has established labor human rights policies. These policies serve as guiding principles for all company personnel regarding social responsibility and labor conditions related to workers' rights.</li> </ul>
v. Resources	<ul style="list-style-type: none"> <li>Define labor Human Rights, send an email to all colleagues in the company, and post it on the company's electronic bulletin board and Auden's official website.</li> </ul>
vi. Grievance mechanism	<ul style="list-style-type: none"> <li>Set up diversified feedback channels, including setting up a complaint hotline, complaint box, complaint e-mail, and Sexual harassment complaint mailbox. staff comments mailbox HR@auden.com. tw.</li> </ul>
vii. Specific action	<ul style="list-style-type: none"> <li>We adheres to labor laws, prohibits child labor under fifteen, and ensures no discrimination in employment. We provide a safe, hygienic work environment, fair compensation, and promote gender equality. All forms of harassment, bullying, and forced labor are banned. Training is provided to enhance staff understanding of human rights.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Child labor utilization rate, staff discrimination complaint cases, occupational injury lost work hours less than 100 hours, and sexual harassment complaint cases.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>2023 Child labor usage rate: 0%</li> <li>2023 Staff discrimination complaints: 0 cases</li> <li>2023 Occupational injury lost work hours: 0 hours</li> <li>2023 Sexual harassment complaints: 0 cases</li> <li>2023 Incidents involving infringement of indigenous rights: 0 cases</li> <li>2023 Diverse employment numbers: Indigenous employees: 1, Disabled employees: 3</li> <li>2023 Vietnam plant passed RBA (Responsible Business Alliance) audit and received certification</li> </ul>


## Human Rights


Auden values staff rights, commits to respecting human rights, and aims to provide an open, safe, healthy, and equitable work environment. We promise to comply with labor laws and voluntarily adhere to international human rights standards, including the UN Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, and ILO standards. Our commitment is published on our company website, and all our global operations comply with these human rights requirements. Globally, Auden is progressively pursuing Responsible Business Alliance (RBA) certification. Our Vietnam plant, established in 2023, successfully obtained RBA certification, demonstrating our commitment to upholding human rights standards. We will continue to ensure that all our global operations comply with these standards and work to prevent any significant human rights violations.

Auden's Vietnam plant has received RBA certification, reflecting our adherence to RBA's core principles.



## Human Rights Measures And Actions

Stakeholders	issue	code	actual practice
 <p>Staff</p>	Work Time	Article 23 of the Universal Declaration of Human Rights Article 19 of the United Nations Global Compact Chapter 4 of the Labor Standards Act	<ol style="list-style-type: none"> <li>Daily attendance times are checked for anomalies.</li> <li>In case of discrepancies, staff proactively contact HR, who promptly assists in resolving the issue.</li> </ol>
	wages and benefits	Principle 16 of the United Nations Guiding Principles on Business and Human Rights Article 19 of the United Nations Global Compact Chapter 3 of the Labor Standards Act	<ol style="list-style-type: none"> <li>After payroll calculation, the HR supervisor reviews the salary and deductions for accuracy and requests corrections if anomalies are found.</li> <li>Any salary issues reported by staff after payroll processing are promptly addressed to prevent recurrence.</li> <li>Staff can report and resolve wage and benefit issues through labor meetings, complaint hotlines, suggestion boxes, and email.</li> </ol>
	Work-related injuries and diseases	Principle 16 of the United Nations Guiding Principles on Business and Human Rights Article 19 of the United Nations Global Compact Chapter 7 of the Labor Standards Act Occupational Safety and Health Act	<ol style="list-style-type: none"> <li>Implement staff health check programs and conduct regular workplace environment assessments.</li> <li>Equip each floor with first aid kits and arrange for regular on-site medical consultations.</li> <li>Organize health seminars with doctors and experts to address staff health concerns.</li> <li>Establish Labor Safety Committees in each department to handle and resolve any safety incidents or non-compliance issues promptly.</li> </ol>
	underage workers	Chapter 5 of the Labor Standards Act Article 23 of the Universal Declaration of Human Rights Article 6 of the United Nations Global Compact Article 19 of the United Nations Global Compact	<ol style="list-style-type: none"> <li>Implement identity verification for all new hires by requiring a copy of their ID card during onboarding.</li> <li>Staff can report and resolve rights issues through labor-management meetings, complaint hotlines, suggestion boxes, and email channels.</li> <li>A Labor Safety Committee is established to handle any emergency, regulatory non-compliance, or false alarms, allowing staff to report, resolve, and track the outcomes of safety incidents.</li> </ol>

Stakeholders	issue	code	actual practice
 Staff	Sexual harassment	United Nations Guiding Principles on Business and Human Rights (UNGPs) United Nations Global Compact, Article 19 Gender Equality Work Act Sexual Harassment Prevention Act	<ol style="list-style-type: none"> <li>1. Implement sexual harassment prevention and management measures, promote these measures regularly at all operational sites, and handle related complaints, disciplinary actions, and whistleblower protections.</li> <li>2. Staff can use various channels, including a hotline and emails, to report issues. Provide psychological counseling through a medical room or a regular physician.</li> <li>3. Organize expert-led lectures on self-protection and rights.</li> <li>4. Address incidents and assign responsibility according to company regulations based on the severity of the case.</li> </ol>

## Specific Plans And Implementation Of human Rights

Auden Group adheres to local laws and international human rights standards, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the ILO. For policy details and measures, visit the company website.



Auden friendly workplace

## Human Rights Training

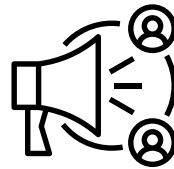
Implement labor human rights policies for all new staff, with mandatory human rights training from day one, available in-person or online. Announce training on the company bulletin board and Auden's website. Provide education on workplace sexual harassment, illegal offenses, civil rights, cultural diversity, and corporate social responsibility.

Conduct biannual health check-ups and use results for managing and preventing occupational diseases. Offer factory doctor consultations and health-related courses to support staff well-being.

## Human Rights And Health And Safety Training



Economic Performance  
28 times  
151 attendances



human rights course  
45 times  
214 attendances



health and safety  
28 times  
54 attendances

教育訓練結案報告

課程名稱	112年度【內部分享會】第15站：職場人權宣導	訓練日期	112/10/31
訓練人數	50	訓練時間	14:00-15:00
訓練費用	0	訓練地點	Zoom OnLine
訓練成績	文到率： <u>100%</u> 出席率： <u>100%</u> 合格 <u>50</u> 人 - 不合格 <u>0</u> 人		
滿意度	講師教學部分： <u>91.5</u> 課程規劃部分： <u>91.5</u> 個人成長部分： <u>91.5</u>	教材教高部分： <u>95.5</u> 總體評價部分： <u>91.5</u> 滿意度得分合計： <u>91.5</u>	
學員心得、建議及回饋	1. Good 2. 實用 3. 誠安心 4. 一些不經意可能會造成他人受傷 5. 對於職場人權有進一步的了解，更加反省與持續專業同事！ 6. 內容豐富 易於觀看 7. 了解公司對於職場人權做了哪些 8. 了解職場人權，不要有性別歧視等 9. 有一定觀念了解 10. 本次課程讓我對於職場的人權有更多的了解，不論是對於歧視、性騷擾、強迫加班這類的都有更深的了解 11. 講師講解清楚明白[謝謝-辛苦了] 12. 用的一小時的時間精華了許多公司而文員的條文，透過講解、實例、影音檔等更清楚與容易理解與具體-the 13. 感謝平安安舒-the		
異常事項檢討			
整體評估改善建議(含訓練目標、方法、行政作業)	課程錄影及簡報檔已放置於雲端上：【美國事業群-內訓-內部分享會】(提供內研職者)/2023年/20231031【美國內部分享會】第15站：職場人權宣導		
核准		審核	

K221-000-074





## Staff Health

Auden follows Article 20 of the Occupational Safety and Health Act and Articles 10, 11, and 12 of the Labor Health Protection Regulations by conducting routine health checks for staff. Abnormal results are monitored by departmental supervisors. Staff under 45 receive health checks every two years.

There are no specialized tests, but on-site medical staff plan follow-up care based on results. Additionally, we have dedicated occupational health personnel for maternal health, human-factor hazard prevention, illegal infringement prevention, and disease prevention due to abnormal workload. All facilities are equipped with first aid kits, managed and regularly restocked by designated personnel.

Specially appointed medical staff handle health management statistics			
Item	2021	2022	2023
Number of visits by specially appointed doctors	1	4	4
Number of visits by special nursing staff	12	48	48



## Auden Healthy And Fun Competitions

### Proposal Motivation

- Auden has always prioritized staff health promotion. To help staff relieve stress, boost physical vitality, and enhance team collaboration, the company held its first team competition in September 2023. This event provided an opportunity for employees who spend long hours at their desks to stretch, enjoy a refreshing experience, and strengthen team cohesion.

### Project Approach

- Schedule of activities: Organize various group competitions, including Penguin Tapping Competition of Heroes of Contest, Giant Volleyball Competition, and Tetris Challenge.
- Emphasis on Elements: Each event emphasizes the importance of teamwork, competitive fun and physical activity.

### Indicator Setting

- Participation rate: The goal is for at least 70% of staff to participate.
- Health improvement: After the activity, staff reported stress relief and increased physical vitality, making participants feel their physical and mental status improved.

### Execution Results

- The actual participation rate reached 78% (106 staff and family members).

### Corporate Influence

- Health Promotion: Activities help staff relieve stress, boost vitality, and improve work efficiency.
- Team Cohesion: Competitions enhance collaboration, understanding, and team unity.
- Staff Satisfaction: Events create memorable experiences, increasing staff's sense of belonging and company loyalty.

### Social Influence

- Community Engagement: Foster internal harmony and family interaction through staff and their families' participation.
- Healthy Living: Encourage physical activity and health-promoting activities for overall societal health.
- Team Competition: Boost staff well-being and team cohesion, creating a supportive work environment and enhancing family support.



## Occupational Safety And Health Management

In 2023, Auden established an Occupational Safety and Health Committee (OSH Committee) in line with regulations. The committee's first meeting was held on November 8, 2023, and will meet quarterly. The committee includes five labor representatives (one-third of the total), who help review and improve safety and health management.

Year occupational safety and health work plan:

- 1 Identification, assessment and control of work environment or occupational hazards
- 2 Management of machinery, equipment or appliances
- 3 Type, labelling, general knowledge and management of hazardous chemicals
- 4 Sampling strategy planning and monitoring of hazardous working environments
- 5 Procurement management, contract management and change management
- 6 Safety and health work standards
- 7 Regular inspections, key inspections, operation inspections and on-site inspections
- 8 Safety and health work education and training
- 9 Management of personal protective equipment
- 10 Health examination, health management and health promotion

Accidents are often related to human error. Therefore, training staff to avoid such errors is a key focus of safety and health education. All staff are required to undergo occupational safety and health training. Training statistics during the reporting period are as follows:

Occupational safety and health training project statistics	
Training item name	Number of trainees
Firefighting training-staff self-defense firefighting group (4h/0.5 years)	100
Occupational safety and health training (3h/3 years)	100





## Labor-Management Communication

### Short-term goals (1~3 years):

- Diversified communication channels: staff opinion mailbox, labor-management meeting, management department meeting, new staff symposium, with 20 meetings per year.
- Stable collective bargaining, committed to zero labor disputes.

### Medium and long-term goals (3~5 years):

- The turnover rate of new full-time staff within one year of employment is maintained within 5%.
- We strive to create a happy and harmonious workplace environment and create a stable talent retention rate of 85%.

### Material Issues : collective bargaining & Talent Development & Salary And Benefits

Reporting requirements	Sustainable management policy
Reason why	<ul style="list-style-type: none"> <li>• Provide reasonable Salary And Benefits, stable employment security, fair and equal workplace management, diverse communication and feedback mechanisms, and holistic care for staff. This approach facilitates smooth collective bargaining and fair labor conditions, reducing conflicts and creating a fair, trustworthy work environment that enhances staff productivity and company loyalty.</li> </ul>
Management purposes	<ul style="list-style-type: none"> <li>• Promote good collective bargaining, avoid conflicts, and jointly achieve company goals.</li> <li>• Create a fair and honest working environment to allow staff and the company to grow stably together.</li> <li>• Cultivate a happy corporate culture, balance work and life, and promote a Friendly workplace.</li> </ul>
SDGs	<ul style="list-style-type: none"> <li>• SDG 8 Decent jobs and economic growth</li> <li>• SDG 16 Peace, justice and sound institutions</li> <li>• SDG 17 Diversified Partnerships</li> </ul>
policy	<ul style="list-style-type: none"> <li>• Adopting a people-centric approach, we care for staff both professionally and personally, balancing work and life while providing a secure work environment.</li> <li>• We offer comprehensive talent development and training, ensuring skill-appropriate growth opportunities.</li> <li>• We continuously enhance workplace conditions and compensation systems.</li> </ul>
Promise	<ul style="list-style-type: none"> <li>• The company's labor-employer relations comply with the Labor Standards Act, implement the vision of a happy company, and conduct staff education and training in accordance with the TTQS.</li> </ul>



Material Issues : collective bargaining & Talent Development & Salary And Benefits	
Reporting requirements	Sustainable management policy
Responsibility	<ul style="list-style-type: none"> <li>General manager, head of human resources department, heads of all departments.</li> </ul>
Resources	<ul style="list-style-type: none"> <li>The company has invested more than one million yuan in education and training, tailgate activities, healthy and fun competitions, Christmas activities, etc.</li> </ul>
Grievance mechanism	<p>Set up diversified feedback channels, including setting up a complaint hotline, complaint box, complaint e-mail, and Sexual harassment complaint mailbox.</p> <p>staff comments mailbox HR@auden.com. tw.</p>
Specific action	<ul style="list-style-type: none"> <li>Collective Bargaining: Use various communication channels like suggestion boxes, meetings, and welfare committees.</li> <li>Talent Development: Support both internal and external training, covering costs to boost staff skills.</li> <li>Volunteer Activities: Organize annual volunteer days to foster social contribution and enhance team interaction.</li> </ul>
Evaluation mechanism	<ul style="list-style-type: none"> <li>Regular labor-management meetings are held to fully communicate on labor dynamics, company operating information, labor activities, welfare and other matters, and no labor disputes occur.</li> <li>Annual training implementation results, diversified employment numbers, and employee grievance case tracking.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>2023 training plan implementation rate : 80%</li> <li>In 2023, he received a subsidy from the Enterprise Human Resources Improvement Program of the Workforce Development Administration of the Ministry of Labor.</li> <li>In 2023, he received a subsidy from the Workforce Development Administration of the Ministry of Labor for the Stable Employment Training Subsidy Implementation Plan for the Working Elderly and Elderly Persons.</li> <li>In 2023, he won the Small and Medium Enterprise On-site Health Service Subsidy Program from the Occupational Safety and Health Administration of the Ministry of Labor.</li> <li>in 2023 : Aboriginal status : 1 , colleagues with physical and mental disabilities : 3 .</li> <li>Stabilizing labor relations in 2023 : labor dispute cases : 0 .</li> </ul>



## 4.2 Collective Bargaining

Good and harmonious labor relations allow the company to work together to achieve company goals, avoid labor conflicts, create a fair and honest working environment, allow employees to grow steadily with the company, and fulfill corporate social responsibilities.

communication channel	communication frequency	Actual actions in 2023
Labor-management meeting	once per quarter	<p><b>A total of 4 meetings were held.</b></p> <p>Optimize the workplace environment: In 2023 , vending machines will be upgraded and more diverse items will be added, so that employees can enjoy more delicious and diverse choices after work, improving the quality of work and life.</p> <p>Optimizing system processes: revised and updated methods</p>
Welfare committee	Once a quarter + irregularly	<p><b>A total of 10 meetings were held.</b></p> <p>Utilization of welfare funds and activities: Increase the participation rate of colleagues' activities through questionnaire surveys. The first sports conference since its establishment will be held in 2023 with a participation rate of 78.5 % Improve employees' workplace happiness.</p>
New staff seminar	Once a quarter + irregularly	<p><b>A total of 5 meetings were held.</b></p> <p>Through new staff seminars, we care about the workplace adaptability of new staff after they arrive. The turnover rate of new full-time staff is 0.38%.</p>
staff comments mailbox	at any time	<p><b>Staff complaint cases: 0 cases.</b></p>
Group special issue	once per quarter	<p><b>Once a quarter.</b></p> <p>Includes: Group financial changes and analysis, new industry perspectives, New Blood reporting, ESG planning and practice and other related topics.</p>
supervisor communication meeting	Once a month + irregularly	<p><b>A total of 13 meetings were held.</b></p> <p>Discussion proposals include: business performance reports of each business unit, project and budget implementation progress and results reports, talent attraction and retention, cultivation and development, etc., and discussion of corporate sustainability policies.</p>
Performance and Development Interviews	Handled according to the performance cycle of each business unit	<p>Annual performance evaluation process. <b>The execution rate of performance communication meetings between supervisors and staff reaches 100%.</b></p>

## Multiple Employment

During the reporting period, Auden employed one Indigenous staff member, representing 0.74% of the total workforce.

Auden is committed to promoting and hiring people with disabilities in accordance with the "Persons with Disabilities Rights Protection Act." The company ensures that at least 1% of its staff are people with disabilities, based on the regulation requiring private enterprises with more than 67 employees to meet this criterion.

As of the end of 2023, Auden had 135 employees, including 3 people with disabilities (2 male, 1 female), making up 2.2% of the total staff, which exceeds the regulatory requirement by 1 person.

The company is dedicated to continuously hiring people with disabilities and implementing innovative workplace measures, such as job redesign, to provide more job opportunities and support. Auden will also continue to promote respect for diversity and inclusiveness, striving to create a welcoming and diverse work environment where all employees receive equal opportunities and respect.

Additionally, Auden values the stable employment and development of older employees. Through various programs, including subsidies for training older workers provided by the Taoyuan-Bamboo-North District Office, the company leverages the experience of older staff. In 2023, 8 staff members over 45 years old obtained professional certifications, such as the Corporate Sustainability Manager Certificate and ISO 27001 Information Security Certification. The oldest trainee was 71 years old. These efforts effectively retain and utilize the skills of older workers, enhancing both individual career development and overall company performance, creating a win-win situation.

For details, please refer to Taozhumiao Enterprise Human Resources Service Network.

Auden will continue to promote policies of respect for multiculturalism and inclusivity, aiming to create a welcoming, diverse, and friendly work environment where every staff member receives equal opportunities and respect, contributing to both corporate and societal progress.



Taozhumiao Enterprise Human Resources Service Network

## Parental leave

Auden ensures a balanced work environment and supports staff with maternity leave in accordance with labor laws. For those with children under 3, the company helps with leave applications and, post-leave, interviews staff who don't return to address staffing needs. Parental leave details are provided in the table below.

Year	2021			2022			2023			
	Gender / Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of people who are eligible to apply for babysitting stay		0	4	4	0	3	3	3	9	12
actual number of people applying for babysitting stay		0	3	3	0	3	3	0	4	4
Number of people who should be reinstated after parental leave in 2023		0	3	3	0	3	3	0	3	3
Actual number of people reinstated from parental leave in 2023		0	0	0	0	3	3	0	2	2
Actual number of people who were reinstated after parental leave in 2022		0	2	2	0	2	2	0	2	2
The number of people who continued to work for one year after being reinstated after being suspended from parental leave in 2022		0	2	2	0	0	0	0	2	2
Resumption rate of parental leave in 2023 %		-	-	-	0	100	100	0	66.67%	66.67%
parental leave retention rate in 2023%		-	100	100	0	66.67%	66.67%	0	100%	100%

Calculation method:

1. The number of people who should be reinstated = the number of people who are expected to be reinstated in the current year if their childcare jobs are suspended without pay.
2. Reinstatement rate = the actual number of people who were reinstated on parental leave in the current year/the number of people who should be reinstated on parental leave in the current year.
3. Retention rate = the number of people who continued to work for one year after being reinstated from parental leave in the previous year / the number of people who were actually reinstated from parental leave in the previous year.

## 4.3 Talent Development

### Diversified Recruitment Plan

"Integrity and Innovation" have been the business philosophy that our company has adhered to since its establishment. It focuses on creating a working environment that is suitable for the right people and makes the best use of talents. It not only continues to take care of the needs of employees, but also emphasizes that talents are the key to corporate development.

we have formulated a diversified recruitment plan to recruit potential talents through a variety of channels:



#### Job search platform

Actively recruit on major job search platforms to provide a wealth of job information and career development opportunities.



#### social media

Use social media platforms to promote company culture and values and attract candidates with relevant professional skills.



#### Industry-university cooperation and internships

Establish cooperative relationships with major institutions to provide internship opportunities and tap potential talents.



#### Talent hunting consultant and government-related project job search platform

Hire talent search consultants to find high-level talents and participate in government-related programs to obtain more talent resources.



#### Campus recruitment

Actively participate in campus recruitment activities, establish contacts with outstanding graduates, and provide career guidance and internship opportunities.



#### Cooperate with government plans

Auden participates in the Ministry of Economic Affairs' "5G+ Industry Ecosystem Promotion Plan," including projects like the Antenna Communication Competition, Space Industry Supply Chain Development, 5G Jump Industry Star Program, and R&D Alternative Military Service. These initiatives attract talent with antenna communication skills and innovative thinking.



#### Multicultural Recruitment

In addition to local Taiwanese employees, we also hire talents from different nationalities, including Vietnamese, Malaysian, Chinese, etc., to create a diverse and inclusive workplace environment.

## Youth Development -Industry-Academic Cooperation

Auden focuses on youth development through projects, scholarships, and internships, providing university students with practical experience, skill enhancement, and networking opportunities. The company will continue to support these initiatives to aid young career development and infuse fresh energy into its growth.

### Proposal motivation

- In response to the challenges of a shrinking workforce, the company faces talent shortages. To ensure a future talent supply and shorten the adaptation period for new staff, it proposes industry-academia cooperation projects. This approach allows students to gain early workplace experience, infuses fresh talent into the company, and enhances students' employability while still in school.

### Project approach

- Auden partners with universities for early workplace exposure through projects and internships.
- Collaborations: Work with Central University, Chung Cheng University, Taipei University of Technology, Asia University, Shu-Te University, and Ming Chuan University.
- Programs: Participate in 5G+ Emerging Industry and Space programs.
- Scholarships: Encourage student project involvement.
- For two years, Auden supported a PhD student from National Taiwan University's industry-academia program, who also interned with the company.

### Indicator setting

- Student Participation: Over 20 students participated in projects during the year.
- Intern Retention Rate: More than 15% of project participants were hired as full-time staff.
- Project Completion Rate: Evaluate the completion and quality of proposed projects.

### Execution results

- In 2023, a total of 25 students participated in cooperation and internships in the company, of which 4 students became formal staff after graduation. The internship retention rate is: 16%.

### Corporate influence

- Talent Supply: Attract and develop top talent through projects to address resource shortages.
- Staff Adaptation: Facilitate early acclimation to company culture and workflows to enhance efficiency.
- Innovation: Participate in 5G+ and space programs to drive technological innovation.

### Social influence

- Education-Employment Link: Improve students' skills and job rates by bridging education and employment gaps.
- Economic Benefit: Develop skilled youth to enhance labor market quality and boost economic growth.



## Training And Assessment

To enhance staff's self-knowledge and align with company operations and development goals, we provide a training program from the start of employment. We tailor training plans to individual competencies to improve professional knowledge and skills. Training programs are designed based on different job levels and categories, including:

training items	detail	Execution results
Newcomer training	Through the corporate mentorship system and task assignment experience, as well as strengthening the personnel care mechanism, we successfully completed comprehensive training for new employees in the company, allowing them to become familiar with the company's processes and culture, teamwork skills, and problem-solving abilities.	A total of 27 departures throughout the year / 47 people participated
supervisor training	To support future growth, we enhance supervisors' management skills with bi-weekly online microlearning sessions on leadership, strategy, talent management, and performance evaluation, improving their decision-making, team-building, and innovation abilities.	A total of 55 departures throughout the year / 362 people participated
career development	Consider organizing regular internal education and training courses or outbound training for employees every month to improve employees' knowledge and skills, and cultivate communication and problem-solving skills, GPT computer application skills and innovative thinking to enhance the competitiveness of individuals and teams .	A total of 65 departures throughout the year / 297 people participated
Reading good books together	Arranged a special two-day morning book-reading program each week, totaling 93 sessions for the year. Topics include excellence, problem-solving, business strategy, organizational management, financial thinking, innovation, work efficiency, communication, branding, digital marketing, sales, and technology trends, aimed at enhancing staff's general knowledge and thinking.	A total of 92 departures throughout the year / 869 people participated
Strengthen sustainability	Covering areas such as corporate governance, information security, environmental net-zero, integrity management, human rights protection, health promotion, safety and health, and gender equality, it comprehensively helps enterprises improve their sustainable development capabilities, strengthen social responsibilities, and create long-term value and competitive advantages.	A total of 140 departures throughout the year / 834 people participated



Total number of training classes throughout the total **379** class

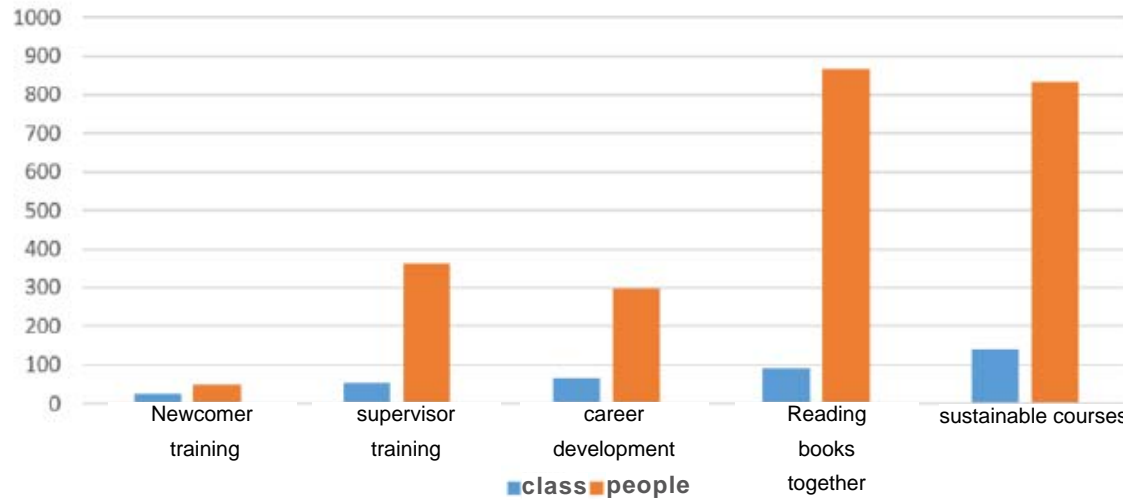
Total number of training sessions Total **2,409** people

Total hours of employee training Total **3,058** Hour

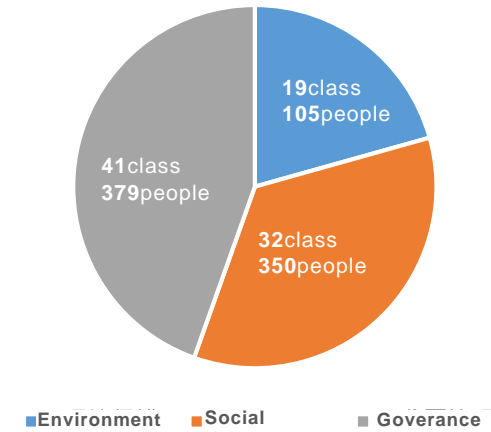
Total hours of employee training Total **22.6** hours/person

Total cost of training Total **491,493** TWD

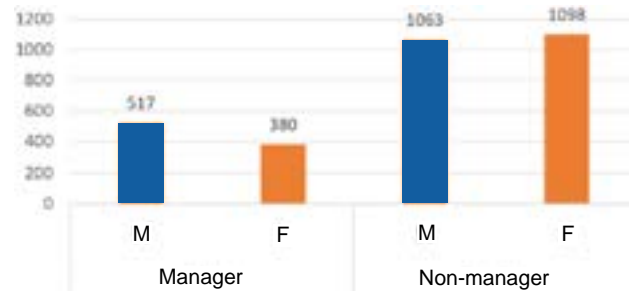
Training classes and number of participants in 2023



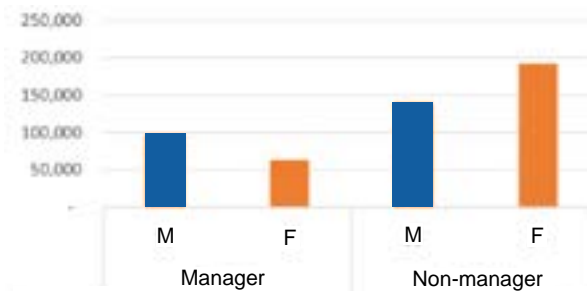
Number of sustainable courses offered



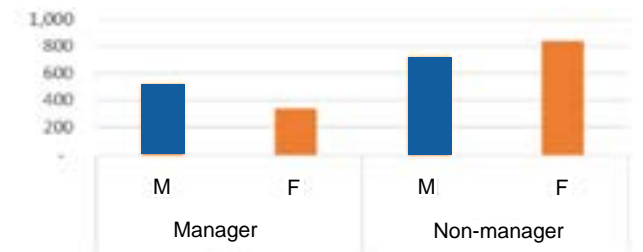
Average training hours



Total training cost



Total number of training sessions



## 4.4 Salary And Benefits

Auden sets salaries based on education, experience, and skills, without discrimination. Salaries meet local wage laws and are adjusted annually based on performance. Year-end and performance bonuses are awarded to attract and retain top talent. For more details, visit our website.

Average and median salary table			
item	2021	2022	2023
Number of full-time staff not holding supervisory positions	81	101	110
Total salary of full-time staff not holding supervisory positions	99,468	156,605	142,266
Average	1,228	1,551	1,293
Median	946	1,255	1,033

"Note" : The average employee salary in 2023 is lower because the after-tax surplus in 2023 is lower than that in 2022, resulting in a decrease in employee allocable bonuses , while the base Salary And Benefits remain unchanged.

Expected improvement measures:

1. Conduct regular market salary surveys to create competitive pay packages.
2. Enhance performance rewards by linking bonuses to contributions.
3. Implement an employee stock trust program to increase belonging.
4. Optimize recruitment to offer higher starting salaries and attract top talent.

### The ratio between the salary of grassroots staff and the local minimum wage in 2023

category	minimum wage	Standard starting salary	Proportion
Male	26,400	30,000	1.14
Female	26,400	30,000	1.14

1. for employees with grades three or below .
2. 2023 is 26,400 yuan , and the salary of the company's junior employees, regardless of gender, is higher than 26,400 yuan.
3. Important operating base : Bade District, Taoyuan City, Taiwan Province.

### Overall salary ratio of female employees to male employees

Year	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Administrative staff	1	0.89	1	0.78	1	0.89
R&D personnel	1	1.47	1	1.11	1	1.16
Business marketer	1	1.18	1	1.14	1	1.39
Manager level or above	1	1.12	1	1.28	1	1.19
Total	1	1.18	1	1.20	1	1.16

1. Source: Total salary of non-supervisory full-time employees (annualized) .
2. 's salary setting takes into account internal and external unfairness based on employees' academic background and responsibilities, and does not discriminate on the basis of gender.



## Benefits And Retirement Systems

Auden values staff relations by offering personal benefits such as free lunch, holiday bonuses, travel subsidies, and insurance, as well as organizing events like Mid-Autumn Festival gatherings and blood drives to enhance staff interaction. The Employee Welfare Committee meets regularly to discuss and oversee welfare activities and budget. In addition to these benefits, Auden provides several other welfare measures, including:

- 1 Staff benefits include labor insurance, health insurance, group accident insurance and travel accident insurance.
- 2 Annual salary adjustments, year-end bonuses, and performance bonuses.
- 3 Implement the restricted staff rights new stock policy.
- 4 Regular employee health checks.
- 5 Provide free meals/meal subsidies.
- 6 On-the-job training and external professional training for employees.
- 7 Annual domestic travel allowance for employees.
- 8 Various employee wedding and funeral gifts, festival and birthday gifts, etc.
- 9 Hybrid working mode.
- 10 Staff stock subscription plan.

Retirement benefits are calculated according to Article 55 of the Labor Standards Act, with contributions from the employer being 6% for the new system and 2% for the old system.

To ensure staff retirement security, Auden established a Retirement Fund Supervisory Committee in 2000, making monthly contributions to a designated financial institution as per legal requirements.

Since July 1, 2005, retirement contributions have been made monthly to individual staff accounts in accordance with the Labor Retirement Act.

## Staff Stock Subscription Plan

Auden's staff stock ownership plan includes restricted stock options, stock subscription increases, and trust plans. This initiative aims to increase staff engagement and commitment, encouraging them to take an active role in the company's operations and growth. Staff ownership not only reflects confidence and loyalty but also signals positive development to external investors, potentially boosting stock prices and enhancing shareholder returns.

### Implementation Plan For 2023:



Implement a restricted staff rights new stock plan, and the personnel participating in the plan will 100% achieve the key performance indicator tasks given by the company in that year, and obtain the number of shares vested in that year's performance.



A cash capital increase was carried out and 10% of staff were allocated for stock subscription in accordance with the law. Among them, a total of 94.51% of staff who were qualified for stock subscription participated in the cash capital increase and stock subscription.



Plan the staff shareholding trust project and expect it to be officially implemented in 2024.

Generally speaking, Auden firmly believes that through the implementation of stock subscription plans, companies can not only motivate staff, increase work commitment and loyalty, but also help improve the company's financial structure and enhance shareholder value, which is the key to long-term sustainable development of the company. One of the important strategies.

## 4.5 Social Responsibility

Auden is committed to social welfare and giving back to the local community, placing great importance on communication and collaboration with all stakeholders. In 2023, the total investment in projects amounted to **NT\$406,300**. We actively invite staff to participate in community service activities, promoting harmonious development within the community. Our focus is particularly on supporting vulnerable groups and environmental education for students, with the aim of raising awareness and fostering growth, ensuring that the spirit of giving continues to thrive in society.

Additionally, environmental protection is a key part of our corporate social responsibility. We organize internal and external activities to promote environmental awareness. Each year, we hold environmental protection events to engage staff, students, and community residents. Specifically, through the Touring Film ecological films shown in Taoyuan's schools, we aim to enhance understanding of the value of ecological preservation and inspire a sense of responsibility among participants. We continuously encourage staff to join these initiatives, working together to protect our planet.

**Auden spreads love and is dedicated to creating a harmonious and beneficial social environment.**

## Auden Education Foundation

Auden started with a focus on communication antenna design and R&D, emphasizing both product and technological innovation while upholding corporate social responsibility and environmental protection. The company actively supports various social welfare initiatives, including women's and children's education, care for vulnerable groups, and environmental protection efforts, earning high praise from the Taoyuan community.

In response to the need for tech talent and the importance of environmental sustainability, Auden's board approved the establishment of the 'Auden Education Foundation' on March 14, 2023. Chairman Zhang Yubin was appointed as the first chairman, and the foundation received official approval from the Ministry of Education on July 18, 2023.








Recruit outstanding talents and promote the vigorous development of the industry.

Establish the concept of caring for the environment through education and promotion.

Promote corporate environmental protection and green enterprises to contribute to the sustainability of the earth.



Auden Education Foundation

Name	Influence
 <p>Touring Film Festival</p>	<ul style="list-style-type: none"> <li>Take root in environmental education and give back to local elementary and middle school students in Taoyuan.</li> <li>In 2023, a total of 142 public broadcasts were broadcast, with 32,220 people participating.</li> </ul>
 <p>Donate blood</p>	<ul style="list-style-type: none"> <li>By participating in blood donation activities, Auden staff and neighborhood residents demonstrate their sense of responsibility and love for society.</li> <li>54 bags of blood were collected .</li> </ul>
 <p>Hutou Mountain Cleansing Mountain</p>	<ul style="list-style-type: none"> <li>The Hutou Mountain Mountain Cleaning Activity allows staff to participate in mountain cleaning operations, clean up garbage and protect the cleanliness of the natural environment.</li> <li>A total of 102 employees and their families participated.</li> </ul>
 <p>Slow Flying Angel Healthy Outdoor Exploration</p>	<ul style="list-style-type: none"> <li>Go to the largest smart farm in Asia with the partners of the ChenSenMei Social Welfare Foundation, and lead them to participate in public broadcast activities to understand the changes in the environment together.</li> <li>26 people from the Truth , Kindness and Beauty Foundation + 17 Auden volunteers</li> </ul>
 <p>Christmas celebrating with the organize of ChenSenMei Social Welfare Foundation</p>	<ul style="list-style-type: none"> <li>Led the partners of the ChenSenMei Social Welfare Foundation to make exclusive gingerbread houses, and combined the efforts of colleagues to donate 2 sets of Dell computer monitors so that teachers can use more efficient computer equipment to make their work smoother.</li> <li>29% of colleagues participated in donation activities. Six volunteers went to serve, serving a total of 45 Slow Flying Angels.</li> </ul>
 <p>Relative Donation Amount for Coffee</p>	<ul style="list-style-type: none"> <li>This activity not only provides food and clothing for disadvantaged local school children, but also demonstrates Auden's social responsibility and mission as a company.</li> <li>A total of 173,760 yuan can be donated in 2023, which can subsidize approximately 271 children from disadvantaged families. It has also made a meaningful contribution to environmental protection and social welfare.</li> </ul>
 <p>Hngzyang na Matui&amp;Nahuy Children's Choir</p>	<ul style="list-style-type: none"> <li>By donating to choirs in rural primary schools, we help tide over difficult times and achieve corporate social responsibility.</li> <li>The long-term goal is to "let the world hearTayal; let Tayal see the world."</li> </ul>





## Project 1 Touring Film Festival

# Deeply engaged in environmental education for 10 years!!

### Execution method

- We have sent invitations to middle and elementary schools in Taoyuan to apply for ecological film screenings. Trained volunteer instructors will visit the schools to lead these screenings and interactive Q&A sessions. Small stationery gifts are provided to encourage student engagement.
- Following the film, the "Mission Little Heroes" activity helps students reflect on ways they can contribute to environmental improvement.

### Proposal motivation

- The Touring Film Festival introduces international environmental films to raise awareness about ecological conservation. Since 2014, it has been discovered that such valuable educational films were only available at specific locations, like the National Museum of Natural Science and other museums. The festival aims to broaden access and deepen the impact of environmental education.

### Proposal Description

- By collaborating with the Touring Film Festival to acquire public screening rights, we have notified the Taoyuan City Department of Education, allowing schools to apply for educational screenings.

### Execution Results



### Taiwan Touring Film - Taoyuan School Screening Events (Promoting Environmental Education):

- 2021: 64 sessions, 21,830 participants
- 2022: 73 sessions, 24,709 participants
- 2023: 142 sessions, 32,220 participants
- Over the past **10** years,
- more than **130,000** participants have been reached!



### Touring Film Study Sheet

To foster middle and elementary school students' concern for the Earth's ecology and environmental awareness, Auden has designed learning worksheets to be completed after the film screenings. These worksheets guide students to reflect on how their actions impact the environment and encourage them to take proactive steps to contribute positively to the planet.





## Project 2 Donate Blood

### Proposal motivation

- In response to the nationwide blood shortage, Auden Technology is hosting a blood donation drive. We encourage the public to participate, boost their own blood circulation, and help replenish medical blood supplies to save lives.

### Proposal Description

- Through the blood donation drive, Auden's staff and local residents have shown great social responsibility and compassion, inspiring others to contribute and fostering a positive community spirit.

### Execution method

- Auden, in collaboration with HOTAI Environmental Sustainability Foundation, Eurofins E&E Wireless Taiwan Co., Ltd., Hsinchu Blood Donation Center, Rotary Club of PA-TE YANG TE, Bade District Dafali Office, Bade District Daanli Office, ING-TAI CO., LTD, and other organizations, jointly organized a blood donation event.

## Execution Results

A total of **54** bags of blood were donated, with Auden staff accounting for 64% and neighborhood residents and public accounting for 36%.

The chairman and many senior executives responded to participate



## Project 3 Hutou Mountain Cleansing Mountain

### Proposal motivation

- To encourage Auden staff and their families to actively give back to the local environment and achieve fitness and health goals, we organized the Hutou Mountain Cleansing event.

### Proposal Description

- The Hutou Mountain Cleansing event involved staff and their families in cleaning the mountain and protecting the environment. It also included autonomous vehicle driving and creative nature DIY activities to inspire innovative environmental protection.

### Execution method

- Auden's Hutou Mountain event involved staff and families in cleaning up the area and removing invasive species.
- Environmental Education: Volunteers educated staff on local ecology and wildlife conservation.
- Autonomous Vehicle Experience: Staff tested autonomous vehicles, learning about the latest technology.
- Nature-Inspired DIY: Participants created artwork from natural materials, boosting creativity and environmental awareness.
- Team Building: The event fostered teamwork and strengthened staff's sense of belonging and responsibility.

## Execution Results

A total of **102** staff and family members participated.





### Project 4 Slow Flying Angel Healthy Outdoor Exploration

- Proposal motivation**
- Through guiding Slow Flying Angels to visit and experience various places and activities, we provide them with more care and attention, allowing them to feel the warmth and inclusiveness of society.
- 
- Proposal Description**
- We partnered with ChenSenMei Social Welfare Foundation to visit Asia's largest smart farm and explore the innovative iFarming technology.
  - Additionally, we led partners from the Truth, Goodness, and Beauty Social Welfare Foundation in a touring film public screening to raise awareness about environmental changes and deepen their understanding of our planet.
- 
- Execution method**
- We arranged for Slow Flying Angels and related staff to visit Yuanxian Farm. During the tour, a professional guide explained the operation principles of the smart farm, modern agricultural techniques, and the production process of agricultural products.
  - Additionally, we organized a screening of the touring film for Slow Flying Angels and staff.

#### Execution Results

Seventeen Auden volunteers led 26 Slow Flying Angels from ChenSenMei Social Welfare Foundation through a variety of activities, including tours, screenings, interactions, and creative sessions. This initiative provided a rich, educational, and entertaining experience for the Slow Flying Angels and participants, while also fulfilling our goal of giving back to society.



### Project 5 Christmas Celebrating Wint The Orginize Of Truth, Goodness And Beauty

- Proposal motivation**
- In order to give back to the local community, we show our love and support. Through Christmas, we deliver hope and love to local social welfare organizations.
- 
- Proposal Description**
- Auden gives back to local social welfare organizations every year during the Christmas season. This year, we learned that the ChenSenMei Social Welfare Foundation needs to replace its computers. We are calling on Auden staff and our clients to jointly raise funds to upgrade the computer equipment for the ChenSenMei Social Welfare Foundation.
- 
- Execution method**
- Collect donations from staff to purchase two sets of computer monitor combinations for the ChenSenMei Social Welfare Foundation. Promote the event and donation methods through internal channels to encourage participation.
  - Auden staff will deliver the monitors to the foundation and hold a gingerbread house DIY activity with the 'Slow Flying Angels,' fostering interaction and fun. The 'Slow Flying Angels' will also perform with percussion instruments, delighting Auden volunteers.
  - At the end, the completed gingerbread houses will be displayed for everyone to enjoy.

#### Execution Results

- We donated two sets of computer monitor kits manufactured by Auden's client, Dell. 29% of our colleagues participated in the fundraising activity, with six volunteers serving a total of 45 Slow Flying Angels.
- The results of the event were promoted internally and on community media, sharing photos and stories to express gratitude for the staff's participation and support.





## Project 6 Relative Donation Amount For Coffee

- Proposal motivation**
  - To cut down on waste and boost environmental responsibility, Auden set up a coffee area with high-quality coffee to reduce reliance on disposable cups. This encourages staff to use reusable cups and supports the company's sustainability goals.
- Proposal Description**
  - Auden is dedicated to assisting underprivileged children by providing subsidies and focusing resources on supporting vulnerable groups in society. This commitment ensures that aid reaches those in need.
- Execution method**
  - The staff uses an exclusive coffee machine and charges NT\$20 for each cup of coffee. Auden provides a corresponding donation of NT\$20 to do charity together.

### Execution Results

In 2023, we served a total of **4,344** cups of coffee, averaging around 362 cups per month. Auden donated a cumulative total of **NT\$173, 760**, which could subsidize over **271** underprivileged students.

It also reduces the generation of garbage and contributes to environmental protection and social welfare.



## Project 7 Hngzyang Na Matui&Nahuy Children's Choir

- Proposal motivation**
  - The Hngzyang na Matui & Nahuy Children's Choir from a rural indigenous school faces economic challenges due to difficult family situations and reduced donations and performance opportunities from the pandemic. We aim to support the choir through company donations, helping them overcome these difficulties, promote Taiwan's indigenous culture, and provide more music education opportunities for the children.
- Proposal Description**
  - Through donations, we aim to support the choir of a rural elementary school and fulfill our corporate social responsibility. Our short-term goal is to enhance students' musical education and leisure quality, while our long-term goal is 'to let the world hear Tayal and let Tayal see the world.'
- Execution method**
  - Auden donated NT\$30,000

### Execution Results

Hngzyang na Matui&Nahuy Children's Choir "**won gold**" at the world competition



Related reports





# Appendix

- Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Index
- Appendix II: Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies (Article 4, Item 4)
- Appendix III: Sustainability Accounting Standards Board (SASB) Index

## Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Index

Auden has reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2023.

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
<b>1. General disclosures</b>					
GRI 2: General Disclosures 2021	2-1	Organizational details	Company introduction 2.1 Business Overview	5 16	
	2-2	Entities included in the organization's sustainability reporting	About This Report	4	
	2-3	Reporting period, frequency and contact point	About This Report	4	
	2-4	Restatements of information	-	-	Not applicable/There are no Statements of information in this report
	2-5	External assurance	-	-	Not applicable/This report has not been verified.
<b>2. Activities and Workers</b>					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	2.1 Business Overview	16	
	2-7	Employees	4 Social Inclusion/Workforce Structure	72	
	2-8	Workers who are not employees	4 Social Inclusion/Workforce Structure	72	

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
<b>3. Governance</b>					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.2 Integrity and Risk Management/ Diversity board	24	
	2-10	Nomination and selection of the highest governance body	2.2 Integrity and Risk Management/ Diversity board	24	
	2-11	Chair of the highest governance body	2.2 Integrity and Risk Management/ Diversity board	24	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Integrity and Risk Management	24	
	2-13	Delegation of responsibility for managing impacts	2.2 Integrity and Risk Management	24	
	2-14	Role of the highest governance body in sustainability reporting	2.1 Business Overview/Sustainable Development Committee	19	
	2-15	Conflicts of interest	2.2 Integrity and Risk Management/ Avoidance of benefits	26	
	2-16	Communication of critical concerns	2.2 Integrity and Risk Management/Audit system	28	
	2-17	Collective knowledge of the highest governance body	2.2 Integrity and Risk Management/ Education	26	
	2-18	Evaluation of the performance of the highest governance body	2.2 Integrity and Risk Management/Board performance evaluation	27	
	2-19	Remuneration policies	2.2 Integrity and Risk Management/Salary and Compensation Committee	27	
	2-20	Process to determine remuneration	2.2 Integrity and Risk Management/Salary and Compensation Committee	27	
	2-21	Annual total compensation ratio	-	-	Confidentiality constraints
<b>4. Strategy, Policy and Practice</b>					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Message From The Chairman	3	
	2-23	Policy commitments	2.1 Business Overview/Economic Performance 2.2 Integrity and Risk Management/ Economic Performance	20 23	



GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
GRI 2: General Disclosures 2021	2-23	Policy commitments	2.3 Innovation and Research	32	
			2.4 Information Security	39	
			2.5 Customer Service	43	
			2.6 Sustainable Supply Chain	48	
			3.2 Green Measures/Carbon Reduction	57	
			3.3 Green performance	65	
			4.1 Human Rights	76	
			4.2 collective bargaining	87	
			4.3 Talent Development	87	
	4.4 Salary And Benefits	87			
	2-24	Embedding policy commitments	2.1 Business Overview/Economic Performance	16	
			2.2 Integrity and Risk Management/Economic Performance	23	
2.3 Innovation and Research			32		
2.4 Information Security			39		
2.5 Customer Service			43		
2.6 Sustainable Supply Chain			48		
3.2 Green Measures/Carbon Reduction			57		
3.3 Green performance			65		
4.1 Human Rights			76		
4.2 collective bargaining	87				
4.3 Talent Development	87				
4.4 Salary And Benefits	87				
2-25	Processes to remediate negative impacts	2.2 Integrity and Risk Management/Risk management	23		
2-26	Mechanisms for seeking advice and raising concerns	2.1 Business Overview/Economic Performance	20		
		2.2 Integrity and Risk Management/Economic Performance	23		
		2.3 Innovation and Research	32		
		2.4 Information Security	39		
		2.5 Customer Service	43		
		2.6 Sustainable Supply Chain	48		
		3.2 Green Measures/Carbon Reduction	57		

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	4.1 Human Rights 4.2 collective bargaining 4.3 Talent Development 4.4 Salary And Benefits	76 87 87 87	
	2-27	Compliance with laws and regulations	2.2 Integrity and Risk Management/ Comply with regulations	29	
	2-28	Membership associations	2.1 Business Overview/Participation of the association	22	
<b>5. Stakeholder engagement</b>					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.3 Stakeholder engagement	12	
	2-30	Collective bargaining agreements	-		Not applicable/ Information unavailable
<b>GRI 3 :Material Issues2021</b>					
Material Issues	3-1	Process to determine material topics	1.1 Identify material topics	10	
	3-2	List of material topics	1.2 Material Issues and Value Chain	11	
<b>Economic performance</b>					
<b>Economic Performance</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	2.1 Business Overview/Economic Performance	20	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.1 Business Overview/Economic Performance	20	
	201-2	Financial implications and other risks and opportunities due to climate change	3.1 TCFD	53	
	201-3	Defined benefit plan obligations and other retirement plans	4.4 Salary And Benefits	96	
	201-4	Financial assistance received from government	2.1 Business Overview	22	
<b>Market presence</b>					
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.4 Salary And Benefits	95	
	202-2	Proportion of senior management hired from the local community	4 Social Inclusion/staff	74	

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
<b>Indirect economic impacts</b>					
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	4.5 Social Responsibility	98	
	203-2	Significant indirect economic impacts	4.5 Social Responsibility	98	
<b>Procurement practices</b>					
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.6 Sustainable Supply Chain	50	
<b>Anti-corruption</b>					
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.2 Integrity and Risk Management/anti-corruption system	28	
	205-2	Communication and training about anti-corruption policies and procedures	2.2 Integrity and Risk Management/anti-corruption system	28	
	205-3	Confirmed incidents of corruption and actions taken	2.2 Integrity and Risk Management/anti-corruption system	28	
<b>Anti-competitive behavior</b>					
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.2 Integrity and Risk Management/Audit system	28	
<b>Environment</b>					
<b>Energy</b>					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	3.2 Green measures/Energy management	63	
	302-2	Energy consumption outside of the organization	3.2 Green measures/Energy management	63	No external energy consumption
	302-3	Energy intensity	3.2 Green measures/Energy management	63	
	302-4	Reduction of energy consumption	3.2 Green measures/Energy management	63	
	302-5	Reductions in energy requirements of products and services	-	-	-

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
<b>Water and effluents</b>					
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	3.2 Green measures/Resources	61	
	303-2	Management of water discharge-related impacts	3.2 Green measures/Resources	61	
	303-3	Water withdrawal	3.2 Green measures/Resources	61	
	303-4	Water discharge	3.2 Green measures/Resources	61	
	303-5	Water consumption	3.2 Green measures/Resources	61	
<b>Emissions</b>					
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	3.3 Green performance	65	
	305-2	Energy indirect (Scope 2) GHG emissions	3.3 Green performance	65	
	305-3	Other indirect (Scope 3) GHG emissions	3.3 Green performance	65	
	305-4	GHG emissions intensity	3.3 Green performance	65	
	305-5	Reduction of GHG emissions	3.3 Green performance	65	
	305-6	Emissions of ozone-depleting substances (ODS)	-	-	Not applicable
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	Not applicable
<b>Waste</b>					
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	3.2 Green measures/Waste management	61	
	306-2	Management of significant waste-related impacts	3.2 Green measures/Waste management	61	
	306-3	Waste generated	3.2 Green measures/Waste management	61	

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
GRI 306: Waste 2020	306-4	Waste diverted from disposal	3.2Green measures/Waste management	61	
	306-5	Waste directed to disposal	3.2Green measures/Waste management	61	
Supplier environmental assessment					
GRI 3 : Material Issues2021	3-3	Management of material topics	2.6Sustainable Supply Chain	48	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2.6Sustainable Supply Chain	48	
	308-2	Negative environmental impacts in the supply chain and actions taken	2.6Sustainable Supply Chain	48	
<b>Social</b>					
Employment					
GRI 3 : Material Issues2021	3-3	Management of material topics	Labor-management communication/ collective bargaining&Talent Development&Salary And Benefits	86	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4 Social Inclusion/New and retired staff	74	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.4 Salary And Benefits	95	
	401-3	Parental leave	4.2 collective bargaining/Parental leave	90	
Labor/management relations					
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	4.2collective bargaining	88	
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.1 Human Rights	84	
	403-2	Hazard identification, risk assessment, and incident investigation	4.1 Human Rights	85	
	403-3	Occupational health services	4.1 Human Rights/staff health	82	
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.1 Human Rights/human rights training	80	

GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	4.1 Human Rights	84	
	403-6	Promotion of worker health	4.1 Human Rights	80	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1 Human Rights	84	
	403-8	Workers covered by an occupational health and safety management system	4.1 Human Rights	84	
	403-9	Work-related injuries	4.1 Human Rights	85	
	403-10	Work-related ill health	4.1 Human Rights	85	
Training and education					
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4.3 Talent Development	94	
	404-2	Programs for upgrading employee skills and transition assistance programs	4.2 collective bargaining 4.3 Talent Development	89 93	
	404-3	Percentage of employees receiving regular performance and career development reviews	4.2 collective bargaining	88	
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.2 collective bargaining	89	
	405-2	Ratio of basic salary and remuneration of women to men	4.4 Salary And Benefits	95	
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.2 Integrity and Risk Management	28	
			4.1 Human Rights	76	
Child labor					
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	4.1 Human Rights	76	
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1 Human Rights	76	



GRI standard	NO.	Disclosure	Chapter	Page	Omission/Note
Security practices					
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	4.1 Human Rights/security training	85	
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	4.1 Human Rights	76	Nothing related happened
Local communities					
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.5 Social Responsibility	98	
	413-2	Operations with significant actual and potential negative impacts on local communities	4.5 Social Responsibility	98	
Customer health and safety					
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.2Green measures/Sustainable quality, WEEE & ROHS 2.0	62	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2Green measures/Sustainable quality	62	Nothing related happened
Custom theme					
Information Security					
GRI 3 : Material Issues2021	3-3	Management of material topics	2.4 Information Security	39	
Economic Performance					
GRI 3 : Material Issues2021	3-3	Management of material topics	2.2 Integrity and Risk Management/ Economic Performance	23	
Customer Service					
GRI 3 : Material Issues2021	3-3	Management of material topics	2.5Customer Service	43	
Innovation and Research and Products					
GRI 3 : Material Issues2021	3-3	Management of material topics	2.3 Innovation and Research/Innovation	32	

## Appendix II: Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies (Article 4, Item 4)

NO.	Disclosure	Chapter	Page
1	The number of full-time staff in non-supervisory positions, the average and median salary of full-time staff in non-supervisory positions, and the differences between these figures and the previous year.	<b>4.4 Salary And Benefits</b>	95
2	The company's governance of climate-related risks and opportunities, the actual and potential climate-related impacts, how it identifies, assesses, and manages climate-related risks, and the metrics and targets used for evaluating and managing climate-related issues.	<b>3.1 TCFD</b>	53

## Appendix III: Sustainability Accounting Standards Board (SASB) Index

Disclosure Topics	Code	Accounting Metric	Kind	Chapter
Product Security	TC-HW-230A.1	Description of approach to identifying and addressing data security risks in products	Qualitative	Not applicable
Employee Diversity & Inclusion	TC-HW-330A.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employee	Quantify	<b>4.2 collective bargaining</b>
Product Lifecycle Management	TC-HW-410A.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantify	Not applicable
	TC-HW-410A.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantify	Not applicable
	TC-HW-410A.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Quantify	Not applicable
	TC-HW-410A.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Quantify	<b>3.2 Green measures</b>
Supply Chain Management	TC-HW-430A.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantify	Not applicable
	TC-HW-430A.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantify	Not applicable
Material Sourcing	TC-HW-440A.1	Description of the management of risks associated with the use of critical materials	Qualitative	Not applicable