



2023 All Ring Tech Co., Ltd. ESG Report

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About This Report

All Ring Tech Co., Ltd. prepares its sustainability reports in accordance with the "Sustainability Reporting Guidelines for Publicly Listed," addressing issues of stakeholder concern as well as information related to environmental, governance, and social aspects. The Company issued its first sustainability report in 2016 (including previous years' reports as corporate social responsibility reports in 2021) and has since published a "Sustainability Report" annually. This will be the company's 9th sustainability report, scheduled for release in August 2024.

This report covers information pertaining to All Ring Tech Co., Ltd. (hereinafter referred to as All Ring Technology, All Ring, the Company, or we) from January 1, 2023, to December 31, 2023. Some sections will also reflect information and data traced back from the years 2021 and 2022. The report includes operating locations in Taiwan (Kaohsiung headquarters and Hsinchu factory), while the financial information encompasses operations in both Taiwan and China. Compared to 2022, there are no significant changes to the scope and addressed topics; any involvement of additional scope will be explained within the report. Furthermore, in addition to referencing the GRI's principles for disclosure of material information, the Company has adopted more rigorous standards for report preparation. Through continuous improvement, we review the data collection processes and scope to enhance data quality each year.

The statistical disclosed in this report is derived from the Company's statistics and surveys. The source of financial data has been audited/reviewed by PricewaterhouseCoopers Taiwan in accordance with International Financial Reporting Standards (IFRS). All Amounts are expressed in New Taiwan Dollars (TWD).

Although this report has not been verified by a third party, to ensure the accuracy of all financial, environmental, and social information and data contained herein, the Company will issue the report following review and approval by the Corporate Governance and Sustainability Development Committee and the Board of Directors.

Report Principles

This report references the Global Reporting Initiative's Universal Standards published in 2021, as its main framework. This edition also aligns with the "Corporate Sustainable Development Practice Guidelines," the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) standards.

Publication and Reporting

All Ring issues an annual “Sustainability Report” and provides an electronic version on the Company's website for users to download and view.

- Last publication date: September 2023
- Expected publication date: August 2024
- Subsequent publication date: August 2025



Contact Methods

Feel free to contact us should there be further clarifications required on this report's contents.

- Department: All Ring Tech Co., Ltd. – Financial Division
- Contact Number: (07)607-1828#323
- Fax: (07)696-1308
- Address: No.1, Luke 10th Rd., Lujhu, Kaohsiung, Taiwan. (Kaohsiung Science-based Industrial Park)
- E-mail : sp.hsieh@allring-tech.com.tw

Message from Our Chairman

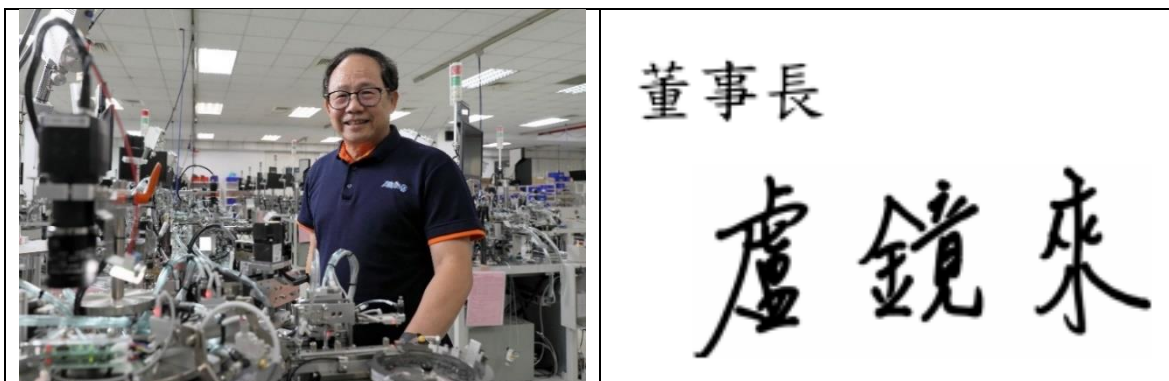
All Ring Tech Co., Ltd. was founded in May 1996. Initially, the Company operated with a capital of NT\$1.2 million, renting a 165.29 square meters (sqm) factory and employing a small team of engineers. Remarkably, within six years of its establishment, the Company was listed. Today, it has evolved into a solidly founded automation equipment company. We appreciate the outcome and continually embrace the entrepreneurial spirit, expressing gratitude to all the organizations and individuals who have provided support. Accordingly, we have established our management philosophy of "Innovation, Customer First, Fast, Economical, Harmonious, and Trustworthy," realizing our vision of "Care and Share," with "Integrity" as the highest ethical principle guiding our business operations.

Since its establishment, All Ring has been dedicated to contributing to research and development to help customers enhance their competitiveness. We continuously strive to create more added value for society, thereby gaining recognition from various stakeholders and fulfilling our role in giving back to the partners who have supported All Ring since its inception. To fulfill our corporate responsibility for sustainable operations, we have set a goal to cultivate more "Happy & Smart Robots" for Taiwan, gradually implementing this through industry-academia collaboration. We hope that such care and sharing will transform into tangible cultural actions, establishing a model for a harmonious enterprise in society.

As a leading manufacturer in the semiconductor, passive components, and LED equipment industries, the Company focuses on enhancing existing products and meeting customer needs and services as our primary operational direction. To achieve sustainable operations and fulfill customer requirements, we continuously develop new energy-saving process equipment and expand into the development of smart robots, aiming to improve the comfort and convenience of human life. In addition to maintaining relationships with existing customers, we actively seek to expand our customer base, focus on research and development, and enhance customer satisfaction to maintain our leading market share in equipment within the industry, thereby bringing greater benefits to the company. Only by staying close to our customers can we maintain a competitive advantage in the market.

In response to international trends, companies around the world are increasingly showcasing their ability to face climate change risks. As a publicly listed company, All Ring is also fully committed and well-prepared to tackle these challenges. Since 2013, we have issued a corporate social responsibility report, which was renamed a sustainability report in 2022. Through information disclosure and goal setting, we aim to cultivate the Company's capacity to contribute to sustainable development. We will continue to uphold our entrepreneurial principles of "Innovation, Customer First, Fast, Economical, Harmonious, and Trustworthy," along with our corporate spirit of "Dedication and Top." We will develop core technologies that align with market trends and government policies promoting the localization of industrial equipment, enabling our customers to access high-quality and cost-effective production machinery, thereby enhancing the competitiveness of domestic customers in the international market.

All Ring continues to look toward the future, aspiring to become an innovator in product design and manufacturing within the automation equipment industry. We focus on enhancing the quality of human life, implementing social responsibility, and being environmentally friendly. We aim to closely integrate our sustainability development philosophy with our corporate vision, creating greater value for society, technology, and economic development!



All Ring 2023 ESG Performance Review

E-Environment

There were **no violations against the Environmental Protection Act** in 2023, hence **no major penalties were imposed**.

All Ring **fulfilled all Environmental Monitoring Standards** in 2023.

All Ring **fulfilled and exceeded all Air Pollution Monitoring Standards** in 2023.

S-Social

There were no cases of discrimination in 2023.

There were no violations against the Labor Standards Act in 2023.

There were no occupational cases, nor material occupational disasters or death in 2023.

All Ring **fulfilled all Industrial Safety Standards** in 2023.

Social Contribution reached NT\$3,790,000 in 2023.

G-Governance

There were no major fines nor compensations made for violating social laws and regulations in 2023.

In 2023, All Ring has ranked **14th** place of the “**Excellence in Corporate Social Responsibility Award**” recognized by **CommonWealth Magazine**.

In 2023, All Ring has ranked **4th** place of “**Talent Sustainability Award**” recognized by **CommonWealth Magazine**.

The 16th Year of Co-hosting the "All Ring Innovation and Creativity Competition" with Kun Shan University of Science and Technology in 2023

Chapter 1 Our Sustainability Approach

1.1 Sustainability Implementation

Management Policy	
<ul style="list-style-type: none"> ◇ Customer First, customer needs as the foundation. ◇ R&D and marketing as the core focus of our operations. 	<ul style="list-style-type: none"> ◇ Fully leverage external resources to expand operational scale. ◇ Innovative research and development, striving for excellence.

The Company has established a Corporate Governance and Sustainable Development Committee, comprised of the Management Office, Finance Office, General Manager's Office, Procurement, and other business units. The committee is chaired by Deputy General Manager Tsai Ming-Jie, who is responsible for promoting the proposal and implementation of the Company's sustainable development policies. Each year, the committee reviews the results of the previous year's implementation, reports the findings to the Board of Directors, and continuously monitors the effectiveness of improvements in the new year. The Board of Directors reviews the reports from the management team each quarter, including the sustainability development report. The management team presents the Company's strategies to the Board, which assesses the feasibility of these strategies for success. The Board regularly monitors the progress of the strategies and encourages the management team to adjust when necessary. The Corporate Governance and Sustainable Development Committee reported the implementation results of the previous year to the Board of Directors on February 26, 2024. Relevant discussions were included in the meeting minutes, and the Board's administrative unit will follow up on these discussions and present them at the next board meeting.

The following issues are led and planned by the Management Office:

Environmental issues	Appropriate management systems, improvements on resource utilization efficiency, climate change assessment, and greenhouse gas emissions.
Social issues	Human/ labor rights, employee welfare, and safety

Corporate governance evaluation results in 2023:

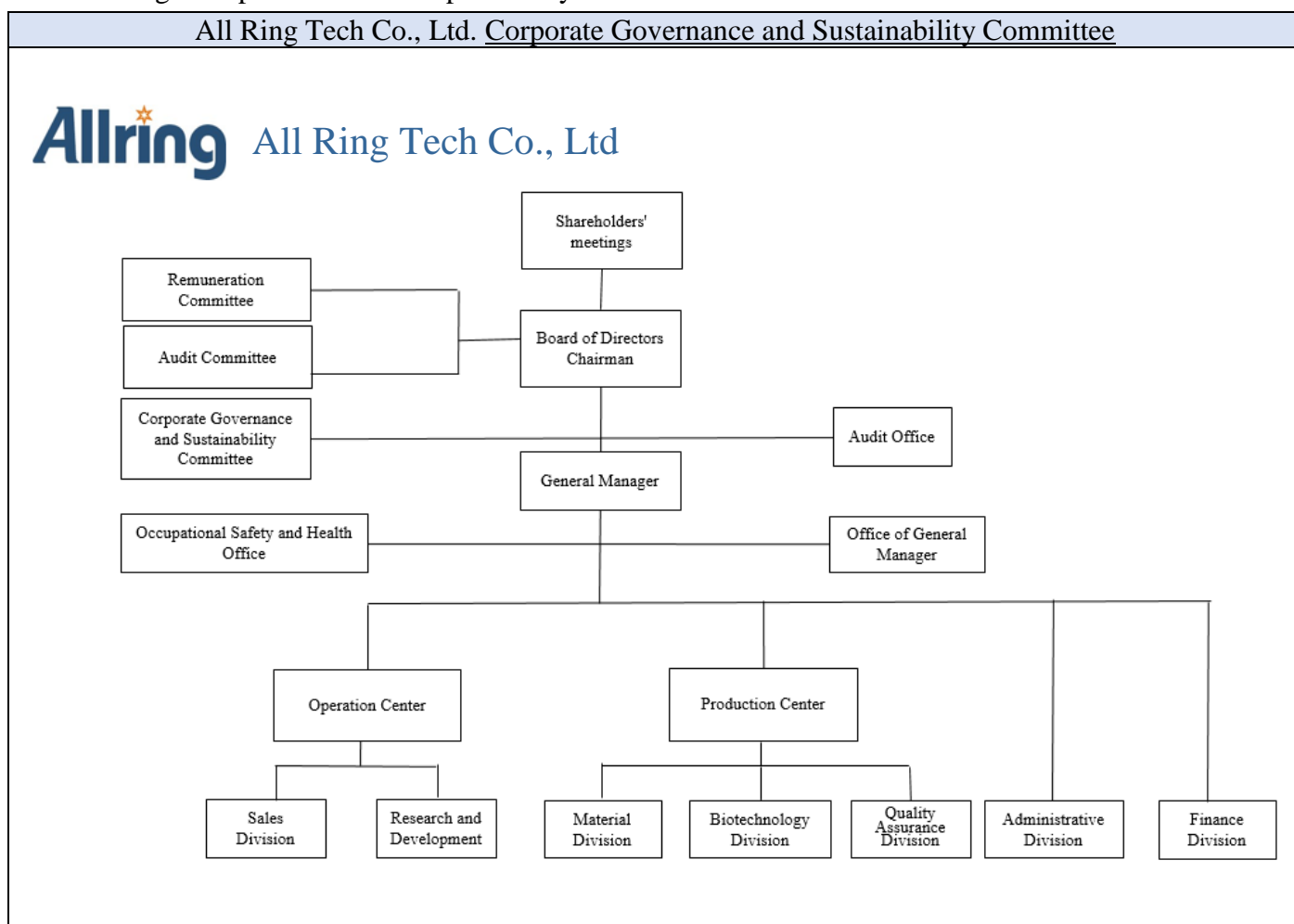
<ul style="list-style-type: none"> ◇ Maintaining shareholder rights, internal control, and investor communication The Company was ranked among the top 6%~20% of listed companies in the "2023 Corporate Governance Evaluation" (9th Round).
<ul style="list-style-type: none"> ◇ 4 investor briefings were convened to provide face-to-face updates on the Company's current status to institutional investors and stakeholders.
<ul style="list-style-type: none"> ◇ Board members and the managements of corporate governance have completed the required training hours as stipulated by the regulatory authorities.
<ul style="list-style-type: none"> ◇ Uploaded significant information in both Chinese and English versions to the TWSE MOPS.
<ul style="list-style-type: none"> ◇ Prepared the sustainability report in accordance with GRI and SASB standards.
<ul style="list-style-type: none"> ◇ Compiled and uploaded the English versions of the financial statements, annual report, and sustainability report.
<ul style="list-style-type: none"> ◇ Implemented the intellectual property management plan and reported the annual results to the Board of Directors. Organized an information security risk team and reported the annual results to the Board of Directors.
<ul style="list-style-type: none"> ◇ Disclosed the intellectual property management plan, information security risk framework, implementation status of sustainable development, ethical corporate management and implementation and employee welfare practices in accordance with regulatory requirements on the Company website.
<ul style="list-style-type: none"> ◇ Revised relevant internal control systems in real-time to ensure compliance with regulations.
<ul style="list-style-type: none"> ◇ 14th place in the 2023 Global Sustainable Citizen Award for Small Giants. 4th place in the 2023 Global Talent Sustainability Award for Small Giants.
<ul style="list-style-type: none"> ◇ In collaboration with Kun Shan University, we have been hosting the "All Ring Innovation and Creativity Competition," which entered its 16th year in 2023.

The Board of Directors guides corporate strategy, supervises the management team, and oversees the operations and arrangements of the corporate governance system. The Board is accountable to the Company and the shareholders' meeting, exercising its authority in accordance with laws, company agenda, and shareholder resolutions. It reinforces the responsibilities and obligations of each management level, ensuring effective oversight and management of the Company.

The Company, in collaboration with Hua Nan Commercial Bank, has established the "All Ring Charitable Trust Fund" to jointly promote sustainability-related initiatives. The Company reports the implementation results and operational effectiveness of the previous year to the Board of Directors in the first quarter annually .

To implement sustainable development management, All Ring Tech Co., Ltd. coordinates the Management Office and Finance Office, collaborating with each department to plan and promote short-, medium-, and long-term corporate sustainability goals. This approach aims to establish a more focused and streamlined framework for sustainability responsibilities. Simultaneously, the Company reviews and tracks sustainability issues related to economic, environmental, and social aspects to continuously enhance its effectiveness in the field of sustainable development.

All Ring's Corporate Social Responsibility committee chart as follows:



1.2 Communication with Stakeholders

All Ring has identified stakeholders that may have a significant impact on its operations, categorized into 8 groups: employees and relevant workers, suppliers, shareholders, financial institutions, customers, government organizations, community, and the media. The stakeholder identification results show slight changes from last year, with banks added as a new stakeholder group. The concerns of stakeholders and communication channels are as follows:

Stakeholders	Stakeholders' significance to the Company	Communication channels	Communication frequency	Results of communication
Employees and relevant workers	Employees are the cornerstone of stable corporate development and a key factor in sustainable management. Therefore, All Ring places great importance on every member of the Company.	Dissemination on the monthly meeting	Monthly	<ul style="list-style-type: none"> ● Each monthly meeting, the Management Office announces information regarding holiday gifts, bonus distributions, and training programs ● The Welfare Committee reports on the results and status of the Company's welfare activities and previews upcoming events during the monthly meetings ● Announce welfare matters (such as health checks, holiday gifts, etc.), information from the Welfare Committee, operation updates, training programs, and performance bonus distribution information ● In 2023, a total of 7 monthly meetings were held, with educational promotions related to labor rights in both January and May. If employees experience unfair treatment, the Company has established channels for them to file complaints ● In 2023, the statistics for occupational safety and health training indicated an investment of NT\$18,100, with a total of 91 participants and a cumulative training duration of 469 hours ● In 2023, All Ring invested a total of NT\$278,417 in employee training, with a total training duration of 624.5 hours ● Employee welfare expenses in 2023 amounted to NT\$2,534,796 ● 1 employee trip was organized in 2023 ● 8 festive events were held in 2023 ● 3 family activities were conducted in 2023 ● A total of 250 employees participated in health checks in 2023, with a total cost of NT\$240,986
		Email and bulletin board announcements	Aperiodically	
		Establish a labor feedback mailbox and contact point	Promptly	
Suppliers	All Ring considers suppliers to be important partners. Only by strengthening and ensuring good collaboration with suppliers can we provide high-quality products and services.	Visits	Aperiodically	<ul style="list-style-type: none"> ● Conducting irregular visits to suppliers to understand the actual operations at their facilities ● Inviting suppliers to participate in company-organized community service activities (such as fun runs) ● In 2023, out of the company's suppliers, 22 have undergone evaluation, with a total evaluation rate of 89%, and 2 suppliers were deemed non-compliant
		Audit suppliers' knowledge of the management system	Regularly	
		Set up a contact point	Promptly	
Shareholders	Shareholders are the stockholders of All Ring, and they play an important role in the company's operations. Therefore, we must be accountable to them.	Publishing significant information, financial data, and operational updates on Market Observation Post System the Company webpage	Regularly	<ul style="list-style-type: none"> ● Simultaneously announcing significant information in both Chinese and English, allowing domestic and foreign investors to stay informed about major matters affecting the Company's operations ● Uploading bilingual shareholder meeting materials to keep domestic and foreign investors informed about shareholder decisions ● Participating in domestic and foreign institutional investors' conferences (attended 4 institutional investors' conferences presentations in 2023)
		Convening Shareholders' Meeting	Annually	
		Participating in institutional investor conferences organized by regulatory	Aperiodically	

Stakeholders	Stakeholders' significance to the Company	Communication channels	Communication frequency	Results of communication
		authorities and securities institutions.		
		Hosting visits from domestic and foreign corporate financial analysts	Aperiodically	
		Set up a contact point	Promptly	
Financial Institutions	Only by establishing close communication channels with financial institutions can they clearly and promptly understand the Company's operational status, thereby helping to achieve corporate goals.	Market Observation Post System	Regularly	<ul style="list-style-type: none"> ● Maintaining close communication to ensure that partner banks fully understand the Company's operational status and signing financing agreements to address potential funding needs
		Set up a contact point	Promptly	
Customers	To establish and maintain strong customer relationships, the Company focuses on understanding customer needs and experiences in order to provide quality products and services.	Providing customers with multiple communication channels, including a service hotline, a complaint hotline, and a customer service email	Promptly	<ul style="list-style-type: none"> ● Continuously monitoring after-sales conditions and providing real-time feedback ● Inviting customers to participate in company-organized community service activities (such as fun runs) ● No incidents of leakage of customer orders or confidential information occurred in 2023 ● The customer satisfaction survey for 2023 scored 4.6 out of 5
		Visiting customers to understand after-sales service and equipment conditions	Aperiodically	
		Inviting customers to visit the company	Aperiodically	
		Participating in semiconductor exhibitions	Annually	
		Designated contact points	Promptly	
Government Organizations	Establishing good communication channels with government organizations ensures that the Company can promptly address and correct any errors that may occur during operations, helping to achieve the Company's set objectives.	Participating in courses and promotional events organized by regulatory authorities.	Aperiodically	<ul style="list-style-type: none"> ● Completing the required announcements and filings with regulatory authorities within the deadlines ● Cooperating in responding to inquiries and questionnaires from regulatory authorities and adjusting subsequent progress methods based on their recommendations
		Cooperating with regulatory oversight and audits	Aperiodically	
		Establishing a contact point to maintain positive interaction with regulatory authorities	Promptly	
		Designated contact points	Promptly	
Community	All Ring Tech Co., Ltd. envisions "Enhancing human intelligent living through innovative technology," and is committed to serving the community and contributing to social prosperity.	Providing care for the community	Aperiodically	<ul style="list-style-type: none"> ● In 2023, community service expenditures amounted to NT\$3,794,571.
		Providing scholarships for underprivileged students, sponsoring school resources, and organizing community service activities	Aperiodically	
		Charity donations	Aperiodically	

Contact number and e-mail have been declared in the “Investors” page on the website for public search, while the situation of communication with every stakeholder also has been reported to the board of directors once a year, for details of communication in 2023, please refer to the report to the board of directors dated February 26, 2024.

Contact Methods of Stakeholders

External parties such as customers and suppliers can understand the Company's products and services through phone, fax, and email. Other stakeholders, including shareholders, government agencies, community residents, and the news media, can stay updated on the latest information via the Company website, shareholder meetings, annual reports, and magazine articles. Communication points are also established as basic channels for interaction between the Company and its stakeholders.

Communication channels	Contact person	Contact method
Stocks agency	President Securities Corporation	02-27478266 No.8, Dongxing Rd., Songshan District, Taipei City
Shareholder Investors	Special Assistant Lu at the Administrative Division	07-6071828(huihsuan.lu@allring-tech.com.tw)
Stock Division	Assistant Vice President Wang at the Finance Division	07-6071828(whm@allring-tech.com.tw)
Customers	Manager Lu at the Sales Division	07-6071828(Debbie.lu@allring-tech.com.tw)
Suppliers	Assistant Vice President Hung at the Materials Division	07-6071828(chen@allring-tech.com.tw)
Employees and communities	Special Assistant Lu at the Administrative Division	07-6071828(huihsuan.lu@allring-tech.com.tw)
Auditor	Assistant Manager Lien at the President's Office	07-6071828(paohui.lien@allring-tech.com.tw)

1.3 Identification of Material Topics

Procedures for Determining Material Topics

The selection of major issues for the Company is based on GRI standards and the Sustainable Accounting Standards Board (SASB) criteria. Identification is conducted by company representatives, department heads, and external experts, who assess the actual or potential negative impacts and positive impacts of the Company on economic, environmental, and social (labor rights) aspects related to these topics.

Compared to 2021, in addition to revising the sustainability report to comply with GRI 2 guidelines, a decision was made by department heads to add “Energy,” “Procurement Practices,” “Supplier Environmental Assessment,” and “Supplier Social Assessment” as significant issues for this report.

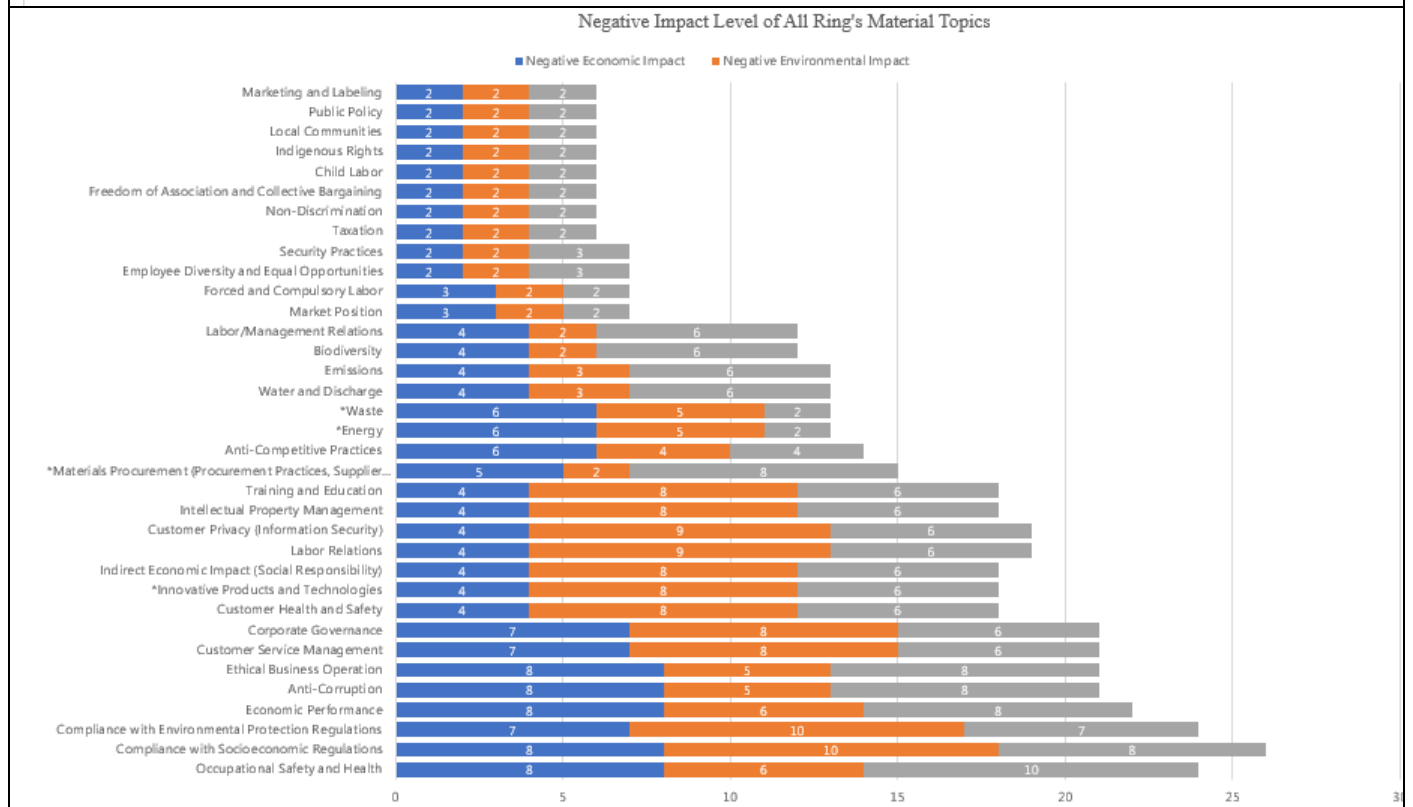
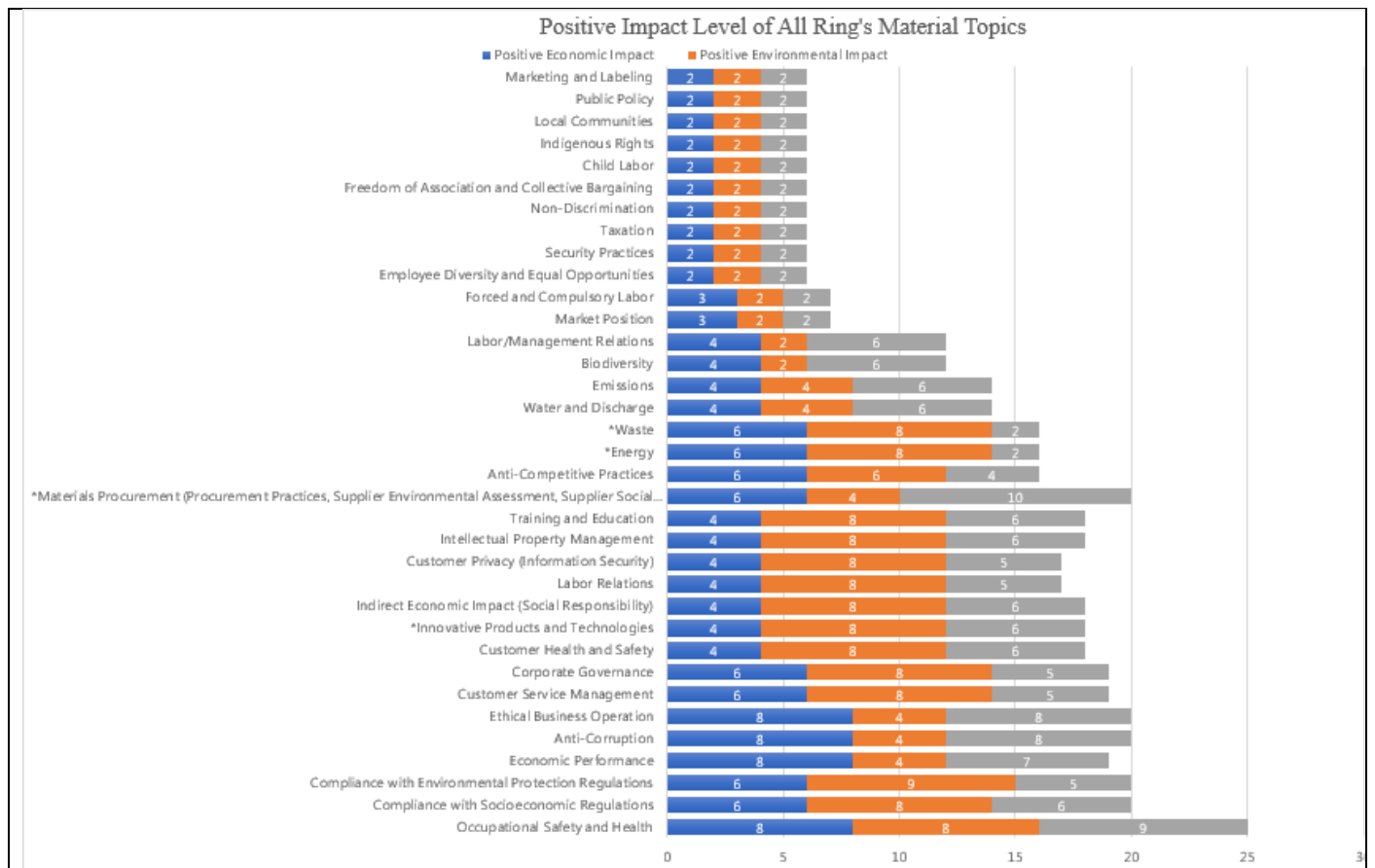
The assessment can be divided into four stages:

I. Understand the organization’s context	Referencing GRI standards and the Sustainable Accounting Standards Board (SASB), a total of 38 sustainability issues have been consolidated.
II. Identify the actual and potential impacts	Company representatives, department heads, and external experts assess the actual or potential negative impacts and positive impacts of the Company on economic, environmental, and social (human/ labor rights) aspects related to each sustainability issue. The scores for actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts are summed up for each topic. A total of 17 topics received scores greater than 30.
III. Assess the significance of impacts	After discussions between company representatives, department heads, and stakeholders, meetings were held with external experts. Drawing on past operation experiences, the significance and likelihood of each issue were explored, ultimately resulting in the selection of 17 topics as the Company's major themes for this report.
IV. Prioritize the most significant impacts for reporting	Company representatives and department heads conducted a comprehensive assessment with external experts based on the nature of the topics, consolidating the 17 topics into 13 major themes. These major themes were then assigned to various sections of the report for disclosure.

The 13 major themes identified by the Company are as follows:

1. Occupational Safety and Health
2. Economic Performance
3. Ethical Management and & Anti-Corruption
4. Customer Service Management
5. Corporate Governance
6. Customer Health and Safety
7. Product Innovation and Technologies
8. Labor /Employment Relations
9. Information Security
10. Intellectual Property Management
11. Training and Education
12. Materials Procurement
13. Energy

Materiality Assessment Results



Identification Results of Material Topics		
Material topics		
1. Occupational Safety and Health	2. Economic Performance	3. Ethical Management & Anti-Corruption
4. Customer Service Management	5. Corporate Governance	6. Customer Health and Safety
7. Product Innovation and Technologies	8. Labor /Employment Relations	9. Information Security
10. Intellectual Property Management	11. Training and Education	12. Materials Procurement (Procurement practices, supplier environmental assessment, and supplier social assessment)
13. Energy		
Secondary topics		
14. Anti-competitive behavior	15. Energy	16. Waste
17. Water and effluents	18. Emissions	19. Biodiversity
20. Labor-Management Relations	21. Market Position	22. Forced or compulsory labor
23. Employee Diversity and Equal Opportunity	24. Security Practices	25. Tax
26. Non-discrimination	27. Freedom of association and Collective bargaining	28. Child labor
29. Rights of indigenous peoples	30. Local Communities	31. Public Policy
32. Marketing and Labeling	33. Social Responsibility (Indirect Economic Impact)	

List of Material Topics

List of material topics	Description of the organization's policies or commitments relevant to the material topics	Description of the actual/potential positive/negative impacts [economy, environment, people (including their human rights)]	Main objects with influence	Corresponding Chapter
<p>Occupational Safety and Health (GRI 403)</p>	<p>Healthy employees are a crucial foundation for a company's success. Creating a safe work environment is the responsibility of both the company and all employees. By adhering to government health, safety, and environmental regulations, we maintain environmental quality and promote a zero-harm objective.</p>	<p>Actual positive Environmental and Economic aspect: Our company strictly adheres to occupational safety and health regulations and other relevant social and environmental laws. The management department is responsible for planning and promoting these initiatives to implement our environmental health and safety policies. Regular inspections and preventive measures are conducted to minimize the occurrence of accidents, ensuring the protection of our company's image and operational costs. Human/ Labor Rights aspect: Departmental supervisors identify relevant risks and hold regular morning meetings and management conferences to discuss and address these issues. Additionally, we conduct periodic occupational safety training sessions to establish a strong awareness of workplace safety among employees. Actual negative/potential negative Economic and Human/Labor Rights aspect: In the event of workplace accidents, there may be injuries or occupational diseases that lead to production disruptions. This could result in incurring medical expenses, compensation, or legal liabilities, adversely affecting the Company's operations.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused By) ■ Government Organizations (Facilitated By) ■ Shareholders (Facilitated By) ■ Employees And Other Workers (Directly Related) ■ Community Residents (Directly Related) 	<p>Chapter 2 Working with Integrity</p>
<p>Economic Performance, Corporate Governance (GRI 201)</p>	<p>As a publicly listed company, we are accountable for our operation performance and results to the investing public. The scope of our corporate governance practices is broad, encompassing the disclosure of financial and operational decision-making matters. Therefore, we comply with regulatory requirements by regularly announcing relevant financial information and providing quarterly financial reports in both Chinese and English, which are reviewed by certified accountants. This</p>	<p>Actual positive/potential positive Economic aspect: By developing appropriate financial strategies, we ensure the Company's operational stability. At the same time, we maintain close communication with our auditors, constantly monitoring regulatory updates and adjusting the Company's internal processes accordingly. This includes proper recognition of relevant accounts and timely filing, reducing the risk of penalties due to oversight. Furthermore, to achieve sustainable corporate governance, we adhere to various corporate governance evaluation standards and relevant legal regulations, thereby enhancing the Company's long-term competitiveness in the market.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Government Organizations (Facilitated by) ■ Financial Institutions (Facilitated by) ■ Employees and Other Workers (Facilitated by) ■ Customers (Facilitated by) ■ Shareholders (Directly Related) 	<p>Chapter 2 Working with Integrity</p>

	ensures that both domestic and international investors, as well as regulatory authorities, can clearly and promptly understand the Company's operational status—an objective that we are committed to achieving.	<p>Actual negative/potential negative Economic aspect: Poor financial strategies can lead to weak economic performance, undermining investor confidence, causing a decline in stock prices, and resulting in capital outflows. This, in turn, damages the Company's brand image and market reputation. Furthermore, failure to effectively implement sound corporate governance practices may increase legal risks, reduce operational efficiency, exacerbate financial opacity, harm brand reputation, and escalate internal conflicts. These negative impacts can ultimately affect the Company's market valuation and sustainability.</p>	<ul style="list-style-type: none"> ■ Community Residents (Directly Related) 	
<p>Ethical Management & Anti-Corruption (GRI 205)</p>	The occurrence of fraud and corruption can lead to significant losses for the Company, adversely affecting shareholder equity and eroding trust among customers and suppliers. The potential losses that may arise after such incidents are often difficult to quantify. Therefore, the prevention of corruption is prioritized by the Company over remedial measures.	<p>Actual positive Economic aspect: Implementing ethical management & anti-corruption measures can help establish a strong reputation and brand image, protect the interests of the Company and its shareholders, and enhance shareholder trust.</p> <p>Actual negative/potential negative Economic aspect: If internal employees engage in fraud or corruption, it can lead to a loss of trust from shareholders, customers, and suppliers, which in turn affects the Company's image and exposes it to substantial losses, as well as the loss of potential business opportunities.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Government Organizations (Facilitated by) ■ Shareholders (Directly Related) ■ Employees and Other Workers (Directly Related) ■ Customers (Directly Related) 	Chapter 2 Working with Integrity
<p>Customer Service Management (Customized topic)</p>	To establish and maintain strong customer relationships, the Company bases its offerings on customer needs, providing the required products and services. As a provider of advanced manufacturing equipment, we recognize that end users are ultimately the customers. Therefore, we focus on delivering equipment that is easier to operate, safer, and more efficient, as these factors are critical in considering the customer experience.	<p>Actual positive/potential positive Economic aspect: By understanding customer feedback on the Company's products and services, this information can serve as a basis for future improvements, allowing the Company to offer more satisfying products and services, thereby enhancing its market value and reputation.</p> <p>Human/Human Rights aspect: The Company provides products and services based on customer needs, always adhering to a customer-centric approach that prioritizes the most critical consideration of customer experience.</p> <p>Actual negative/potential negative Economic Aspect: Failing to respond promptly to customer needs or provide satisfactory products and services may lead to customer attrition, negatively impacting the Company's operations.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Employees and Other Workers (Facilitated by) ■ Customers (Directly Related) 	Chapter 3 Innovation and Energy Conservation

<p>Customer Health and Safety (GRI 416)</p>	<p>As a provider of advanced manufacturing equipment, we recognize that the end users are the true customers. Therefore, we prioritize delivering equipment that is easy to operate, safe, and efficient, as these aspects are crucial for enhancing the customer experience.</p>	<p>Actual positive/potential positive Economic aspect: Producing high-quality and safe products can strengthen market competitiveness and enhance the Company's image. Human/Human Rights aspect: Clear product labeling helps consumers make informed purchasing decisions while also safeguarding their physical and mental health. Actual negative/potential negative Economic aspect: The lack of products that ensure health and safety may weaken market competitiveness and affect the Company's position in the market. Human/Human Rights aspect: The absence of products designed with health and safety in mind may pose risks to customers' physical and mental well-being, leading to accidents, legal disputes, or liabilities, thereby increasing the Company's legal risks and costs.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Government Organizations (Facilitated by) ■ Customers (Directly Related) 	<p>Chapter 3 Innovation and Energy Conservation</p>
<p>Product Innovation and Technologies (Customized topic)</p>	<p>Our company is research and development-oriented, with innovation in core products as the lifeblood of our operations. By focusing on technological advancements and breakthroughs through R&D, we aim to enhance product competitiveness and market advantage, securing a prominent position in the industry.</p>	<p>Actual positive/potential positive Economic aspect: Offering innovative products and technologies can enhance the Company's market value and competitiveness, thereby driving sustainable development. Actual negative/potential negative Economic aspect: Failing to continuously develop innovative products and technologies may result in a loss of market competitiveness, making it difficult to attract new customers or retain existing ones, which could negatively impact revenue. Environmental aspect: If resource efficiency is not considered during the development process, it may lead to resource waste and environmental impacts, such as increased energy consumption or excessive material waste.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Shareholders (Facilitated by) ■ Customers (Facilitated by) ■ Employees and Other Workers (Directly Related) 	<p>Chapter 3 Innovation and Energy Conservation</p>
<p>Labor /Employment Relations (GRI 401)</p>	<p>Labor/ employment relations are one of the key factors for business success. In recent years, rapid economic growth has led to structural transformation challenges across industries, highlighting the significance and recognition of labor-management relations within organizations.</p>	<p>Actual positive/potential positive Human/Human Rights aspect: The Company is committed to creating a fair workplace and offers comprehensive compensation and benefits, which effectively help retain talent. Actual negative/potential negative Economic aspect: Failing to manage labor and employment relationships may lead to operational risks, potential penalties under relevant regulations, and could even result in higher employee turnover.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Employees and Other Workers (Directly Related) 	<p>Chapter 4 Working Together to Build</p>

<p>Information Security (GRI 418)</p>	<p>With the constant emergence of news events related to external information security, it remains a critical issue for our company. We prioritize preventing disasters and, in the unfortunate event of an incident, ensuring a swift recovery.</p>	<p>Actual positive/potential positive Economic aspect: Failing to manage labor and employment relationships may lead to operational risks, potential penalties under relevant regulations, and could even result in higher employee turnover. Potential negative Human/Human Rights aspect: If the Company experiences a serious information security breach, it will damage the company's image, which could, in turn, harm its operations.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Government Organizations (Facilitated by) ■ Employees and Other Workers (Facilitated by) ■ Customers (Directly Related) 	<p>Chapter 2 Working with Integrity</p>
<p>Intellectual Property Management (Customized topic)</p>	<p>As a research and development-oriented company, fostering innovation through R&D and protecting intellectual property are particularly important, while also ensuring that we avoid any infringements.</p>	<p>Actual positive/potential positive Economic aspect: The Company establishes comprehensive rules and regulations to ensure effective management and protection of its patents. Potential negative Economic aspect: The lack of intellectual property protection measures may result in products or technologies being copied or misappropriated by competitors, thereby reducing the Company's market competitiveness.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Employees and Other Workers (Facilitated by) ■ Government Organizations (Facilitated by) ■ Customers (Directly Related) 	<p>Chapter 3 Innovation and Energy Conservation</p>
<p>Training and Education (GRI 404)</p>	<p>Employees are the greatest asset of a company. Creating an attractive workplace environment for talent undoubtedly enhances the company's competitiveness and helps the organization achieve its sustainability goals.</p>	<p>Actual positive/potential positive Human/Human Rights aspect: The Company strengthens and enhances employees' professional skills through regular training and education, which contributes to improving the Company's sustainable competitiveness. Potential negative Human/Human Rights Aspect / Economic aspect: Without regular employee training and education, employees may struggle to keep up with industry and market changes in their professional fields, affecting work efficiency and quality. This could lead to reduced productivity, increased production costs, and delays in product delivery.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Employees and Other Workers (Directly Related) 	<p>Chapter 4 Working Together to Build</p>
<p>Materials Procurement (Procurement practices, supplier environmental assessment, and supplier social assessment) (GRI 204、GRI 308、GRI 414)</p>	<p>The progress of raw material procurement affects the timely delivery of products.</p>	<p>Actual positive/potential positive Environmental Aspect / Social aspect: Effective supplier management helps the Company build strong collaborative relationships with suppliers, achieving a harmonious and optimized supply chain. Actual negative/potential negative Environmental aspect: The lack of effective procurement management may lead to inefficient use of resources,</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Suppliers (Directly Related) 	<p>Chapter 3 Innovation and Energy Conservation</p>

		<p>increased energy consumption, and waste generation, resulting in negative environmental impacts.</p> <p>Environmental Aspect / Social aspect: The absence of environmental and social assessments and management of suppliers may result in improper environmental damage and human rights violations within the supply chain, negatively affecting the Company's image.</p>		
<p>Energy (GRI 302)</p>	<p>Energy management is an unavoidable issue for the Company's operations. Without proper control, rising electricity prices in the future will directly affect profitability. Responsible management can reduce operational risks and enhance the competitiveness of our products in sustainability-related matters.</p>	<p>Actual positive/potential positive Environmental aspect: Implementing energy-saving and carbon reduction goals helps to minimize the negative environmental impact of energy emissions. Economic aspect: To comply with the EU Carbon Border Adjustment Mechanism and Taiwan's 2050 net-zero emission target, the company is committed to improving energy performance, thereby enhancing the sustainable competitiveness of its products in the market. Human and Human Rights aspect: The company organizes and encourages all employees to participate in green, sustainable environmental actions, thereby enhancing their sense of social responsibility and commitment to sustainability. Actual negative/potential negative Environmental aspect: Failure to implement energy-saving and carbon reduction measures may result in a sharp increase in energy consumption, raising the Company's greenhouse gas emissions, exacerbating climate change, and causing environmental damage. Economic aspect: Poor energy management may lead to higher energy costs, impacting the Company's operating expenses and profit margins. Failing to meet the Carbon Border Adjustment Mechanism and net-zero emission targets could cause the Company's products to lose competitiveness in the market, affecting the company's sustainability and market valuation.</p>	<ul style="list-style-type: none"> ■ All Ring Tech Co., Ltd. (Caused by) ■ Suppliers (Facilitated by) ■ Employees and Other Workers (Facilitated by) ■ Community Residents (Directly Related) 	<p>Chapter 3 Innovation and Energy Conservation</p>
<p>Explanation of Key Impacted Parties:</p> <ol style="list-style-type: none"> 1. Caused by: The Company's actions or inactions can lead to negative impacts. 2. Facilitated by: Organizational activities that lead to, promote, or encourage the emergence and attention of significant issues. 3. Directly Related: Directly causing a tangible impact on relevant stakeholders. 				

Chapter 2 Working with Integrity

2.1 Management Approach

Material Topics: Economic Performance and Corporate Governance	
Reason for topic	As a publicly listed company, we are accountable for our operational performance and results to the investing public. Our corporate governance practices encompass a wide range of areas, including the disclosure of financial and operational decision-making. Therefore, we adhere to regulatory requirements by regularly announcing relevant financial information and publishing quarterly financial reports in both Chinese and English, which are audited or reviewed by certified accountants. This ensures that both domestic and international investors, as well as regulatory authorities, are clearly and promptly informed about our operation status. Achieving this transparency is a core objective of our company.
Impact and Implications	<p>Actual/Potential Positive Impacts</p> <p>Economic: By formulating appropriate financial strategies, we ensure the stability and effectiveness of the Company's operation status. We maintain close communication with our accountants to continuously monitor regulatory updates and adjust our internal processes accordingly. This enables us to recognize relevant accounts and file reports on time, thereby mitigating the risk of penalties due to oversight. Furthermore, to achieve sustainable corporate governance, we adhere to various corporate governance evaluation standards and relevant legal regulations, enhancing our sustainability competitiveness in the market.</p> <p>Potential Negative Impacts</p> <p>Economic: Inappropriate financial strategies can lead to subpar economic performance, eroding investor confidence in the Company, resulting in declining stock prices and capital flight, ultimately damaging the brand image and market reputation. Additionally, failure to effectively implement good corporate governance may increase legal risks, reduce operational efficiency, exacerbate financial opacity, harm brand reputation, and lead to increased internal conflicts. These negative effects can further impact the Company's market valuation and sustainability.</p>
Policy/Strategy	To ensure that investors can access necessary financial information promptly, the Company publishes all significant financial information in both Chinese and English. Financial reports, which are audited or reviewed by accountants, are also provided in English for international investors. Additionally, the shareholder meeting handbook, annual reports, and related attachments, as well as the ESG sustainability report, are available in English to enhance the transparency of the Company's information.
Objective	<p>Short-term goals:</p> <p>In compliance with regulatory requirements, the Company is gradually increasing the disclosure of necessary financial information and advancing the timeline for information release, allowing investors to access important information more promptly. In terms of corporate governance, the Company consistently ranks within the 6%-20% among listed companies.</p> <p>The Company continues to monitor the corporate governance evaluation criteria published annually by the Taiwan Stock Exchange's Corporate Governance Center. Based on these criteria, the Company adjusts the format, descriptions, and completeness of its disclosures to aim for a leading position in the corporate governance rankings among listed companies and to become a benchmark for others to follow.</p> <p>The Company's operational performance is a key focus for all investors. Therefore, keeping pace with technological advancements and achieving close collaboration with customers to develop equipment that meets their needs is essential for stabilizing and growing the Company's operations while also improving the gross margin of existing products. The short-term goal is to prioritize customer demands by developing innovative new equipment to secure orders and enhance operational performance.</p> <p>Medium to long term goals:</p> <p>The mid- to long-term business goal is to advance into the top 5% of listed companies. This will be achieved by offering excellent equipment and service quality, enabling customers to accept higher pricing. Additionally, through technological innovation, the operational efficiency and production costs of new equipment will be improved, allowing the Company's gross margin to continue rising.</p>
Management Evaluation	We ensure timely and clear disclosure of relevant financial information and decision-making announcements to avoid penalties for incomplete disclosures. Monthly executive meetings review key operational metrics, including expense management, machine profitability, and order intake. This allows us to adjust company goals and plans in real-time, effectively managing our business performance.
Results and improvement	The Company conducts monthly reviews of the budget versus actual revenue and profit discrepancies, proposing corrective measures for any shortfalls. For governance areas that did not score well, the finance department provides improvement recommendations, which are implemented upon managerial approval. The short-term goal for corporate governance is to continuously track the annual evaluation indicators released by the Taiwan Stock Exchange's Corporate Governance Center, adjusting the format, explanations, and completeness of external disclosures accordingly. The medium to long-term goal

	<p>involves organizing assessment criteria for outsourced evaluations or management systems, which are reported to management to secure resources for ongoing improvement in corporate governance performance.</p> <p>Monthly management meetings and weekly expense report meetings are held to review expenditures, inventory management, order management, and other operational matters. This ensures that overall operations remain aligned with original plans, facilitating timely cross-departmental communication and effective improvements when deviations or issues arise.</p>
Preventive or remedial measures	<p>Establish close communication channels with the Taipei Exchange, stock transfer agencies, and related offices to ensure consistency in all company disclosures. This prevents discrepancies in disclosed data due to oversights and allows for immediate contact and correction in case of errors.</p>

Material Topic: Integrity and Anti-Corruption	
Reason for topic	<p>The occurrence of fraud and corruption can lead to significant losses for the Company, ultimately impacting shareholder rights and eroding trust among customers and suppliers. The potential losses resulting from such incidents are often difficult to quantify. Therefore, the prevention of corruption is prioritized over remedial measures within our company.</p>
Impact and Implications	<p>Actual Positive Impacts: Economic: Implementing ethical management and anti-corruption measures can help establish a strong reputation and brand image, protecting the interests of the Company and its shareholders while enhancing their trust.</p> <p>Actual/Potential Negative Impacts: Economic: If internal personnel engage in fraud or corruption, it can lead to a loss of trust among shareholders, customers, and suppliers, negatively impacting the Company's image and resulting in financial losses.</p>
Policy/Strategy	<p>The Company regularly promotes awareness during monthly meetings regarding cases reported in the news involving lawsuits or penalties due to violations of regulations, serving as a warning to employees. We also establish agreements with suppliers and customers that allow them to directly contact our auditing department if any signs of unethical behavior arise during transactions. Relevant records will be submitted to our auditing unit, which will handle the complaints or reports according to established procedures. If any abnormal signs are detected by our employees regarding suppliers or customers, we will notify their auditing departments and place that company on a watch list for closer scrutiny.</p>
Objective	<p>Short-term goals: We confirm potential internal control deficiencies through internal audits and external audits by accountants, making improvements as issues are identified. Additionally, we continuously promote awareness of integrity among employees and encourage mutual oversight to strengthen our ethical culture.</p> <p>Medium to long term goals: We encourage each department to evaluate their internal processes regularly, identifying potential internal control deficiencies. This proactive approach aims to prevent any incidents of fraud or corruption from occurring.</p>
Management Evaluation	<p>The company establishes regulations and conducts audits to ensure compliance with internal control procedures. By implementing random checks, we assess whether each department adheres to these standards. Any non-compliance is documented in a deficiency report, which is communicated to the respective supervisors. Each month, we compile these findings and present them to the general manager and the chairman, while continuously monitoring the status of the improvement actions taken.</p>
Results and improvement	<p>The Company did not uncover or receive any reports of fraud or corruption incidents in 2023.</p>
Preventive or remedial measures	<p>The Company regularly conducts training and awareness programs for employees to ensure they fully understand the commitment to business ethics, relevant policies, prevention measures, and the consequences of dishonest behavior. A reporting channel has been established to protect the identity of whistleblowers and the confidentiality of their reports. All reported cases are thoroughly investigated by the audit department. If verified, the audit unit collaborates with the management to handle the situation according to relevant disciplinary measures, and information regarding the violator's position, name, violation date, details, and outcomes will be disclosed promptly.</p>

Material Topic: Information Security	
Reason for topic	In light of the numerous news events concerning external information security, the Company places significant emphasis on this issue. We prioritize preventing disasters and, in the unfortunate event that a disaster occurs, we are committed to rapid recovery. By implementing robust security measures and response protocols, we aim to safeguard our data and maintain the trust of our stakeholders.
Impact and Implications	<p>Actual/Potential Positive Impacts</p> <p>Economic: By establishing a comprehensive information security management system, the Company can provide reassurance to cooperating suppliers and consumers, contributing to business development.</p> <p>Potential Negative</p> <p>Human/ labor Rights: If the Company experiences a serious information security breach, it will damage the Company's reputation, potentially leading to operational setbacks.</p>
Policy/Strategy	Establish information management guidelines and hold periodic information-related seminars, as well as provide colleagues with user manuals.
Objective	<ul style="list-style-type: none"> ● Short-term: Regulate the circulation of information equipment through executive orders. ● Mid-term: Cultivate basic cybersecurity awareness among employees in each department. ● Long-term: Prevent cybersecurity incidents from occurring.
Management Evaluation	Conduct periodic cybersecurity drills, such as phishing email tests.
Results and improvement	<ul style="list-style-type: none"> ● Strengthen training for personnel with lower awareness based on cybersecurity drill results. ● In 2023, a total of 7 monthly meetings were held, with information-related briefings in January and April. An educational training session was conducted for 18 employees identified as having weak cybersecurity awareness, requiring each person to watch a 3-minute and 12-second video to complete the training. ● Enhance the establishment of backup mechanisms.
Preventive or remedial measures	<ul style="list-style-type: none"> ● Use monthly meetings to reinforce cybersecurity awareness. ● Display posters promoting cybersecurity in the work environment. ● Play informational videos in the lobby. ● Utilize screensavers to promote cybersecurity messages.

2.2 Transparent and Sustainable Operation

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201-1	Direct economic value generated and distributed by the organization
201-4	Financial assistance received from the government
207-1	Tax policy
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207-3	Stakeholder communication and management on tax-related Issues


All Ring was founded in 1996, with headquarters located in Kaohsiung Nanke Science Park. It is the first technology-based company that mass produces within the science park. All Ring is a professional technology-based company that specializes in semi-conductors, passive components, LED process automation and mechanical design, as well as the procession, production, assembly, design and development of computer software.

The Company was ISO 9001 certified in 2000 and listed on OTC upon approval by TPEx in 2002, with a current capital of around NT\$830 million. All Ring has invented many technology patents and received recognition from the industry. We stand by the Company's belief "Focus, First" to bring our technology and services to greater heights.

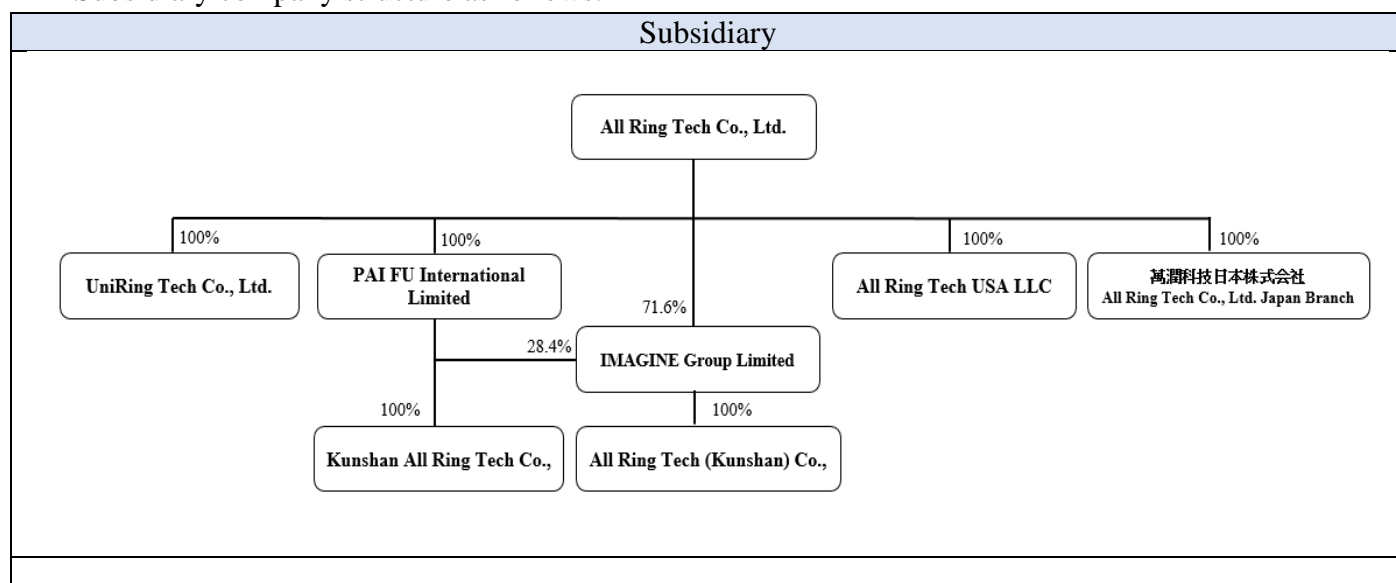
Since its founding, All Ring has been active in its Research and Development investments, from passive components and semi-conductors to LED equipment. We will continue to nourish talents, strengthen our core skills, develop high-end products in the mainstream market to provide efficient, cost-effective and high-quality products.

To align with international and market trends, as well as marketing strategies, All Ring is committed to increasing its competitiveness in the export market. In addition, we invest resources and effort in corporate governance, environmental protection and social care. In addition, we invest resources and effort in corporate governance, environmental protection and social care. We uphold the spirit of sustainable management, in hopes of achieving both growth and sustainability.

Overview of the Company's status and relevant information as follows:

Overview of All Ring's Company Status	
Company Name	All Ring Tech Co., Ltd.
Established Date	1996-05-24
Market	Listed
Stock Code	6187
Industry	Equipment production and manufacture
Listed Date	2002-09-27
Core Products	Semi-conductors, Passive Components, LED Process Automation
Chairman	Lu, Ching-Lai
Number of Employees	296 employees
Locations	Headquarters in Kaohsiung: No.1, Luke 10th Road, Luzhu District, Kaohsiung City (Luzhu Science Park), Taiwan Plant in Kunshan, China: No. 299, Yushan Town, Shansong Road, Kunshan City, Jiangsu Province, China Plant in Hsinchu: 2F, No. 24-2, Industrial East 4th Road, Hsinchu City, Hsinchu Science Park
Base Capital	NT\$830 million
Revenue (NT\$ thousands)	1,205,311 thousand
Company Appearance	

Subsidiary company structure as follows:



Shareholder Structure		
As of April 10, 2024		
Shareholders	Shareholding (shares)	Shareholding Ratio (%)
Natural domestic person	55,012,507	61.05
Juridical domestic person	25,715,543	28.54
Foreigners and foreign legal personnels	9,380,082	10.41

External Certifications and Organizational Engagement

In pursuit of a sustainable operation and to fulfill the Company's social responsibilities, we actively participate in different associations and committees, which include: SME Awards Association, National Association of Small & Medium Enterprises, R.O.C. NASME, Taiwan Science Park Association, Nanke Production Association, Kaohsiung Federation of Labor Unions, Taiwan Green Technology Association, Taiwan Technology Industrial Park Electrical and Electronic Manufacturer's Association, TASS - Taiwan Alliance for Sustainable Supply, Chinese Mechanical Engineering Society, Taiwan Passive Component Industry Association, TPCIA, Kaohsiung Entrepreneurs Association and Taiwan Electrical and Electronic Manufacturers' Association. Also, the Company's main objective is to obtain sustainable development within the industry and the environment, hence we constantly join the above associations to promote our social development. In recent years, the Company have also received international system verifications and is ISO 9001 certified. The following table shows external certifications and initiatives:

International Certification System and Safety Projects Obtained by All Ring Tech		
 <p>ISO 9001:2015</p>	 <p>安全認證優質企業證書 TWAE0 Certificate</p>	 <p>VERIFICATION OF CONFORMITY</p>
ISO 9001	AEO	SEMI S2

Organizations All Ring Tech being engaged with	Membership
SME Awards Association	Member
National Association of Small & Medium Enterprises, R.O.C. NASME	Member
Taiwan Science Park Association	Member
Academia-Industry Consortium for Southern Taiwan Science Park	Member
Kaohsiung Federation of Labor Unions	Member
Taiwan Green Technology Association	Member
Taiwan Technology Industrial Park Electrical and Electronic Manufacturer's Association	Sponsored Member
TASS - Taiwan Alliance for Sustainable Supply	Member
Chinese Mechanical Engineering Society	Managing Supervisor
Taiwan Passive Component Industry Association, TPCIA	Standing Director
Kaohsiung Entrepreneurs Association	Member
Taiwan Electrical and Electronic Manufacturers' Association	Member

Operation Performance

The global semiconductor market reached its lowest point in 2023, primarily due to weak global economic conditions and external factors impacting both business and consumer market demand. Our customers, in response to inventory adjustments, delayed capital expenditure plans such as plant expansions and the addition of production lines. As a result, our consolidated revenue decreased compared to 2022, and both operating profit and net profit were affected. However, through effective control of operating expenses and contributions from non-operating investments, the Company remained profitable. We have also continued to work closely with customers in developing equipment to meet demand, staying responsive to market needs. Below are the financial details of All Ring:

Item/ Year	2021	2022	2023
Operating Revenue (NT\$ thousands)	2,604,316	2,248,713	1,205,311
Operating Cost (NT\$ thousands)	1,387,133	1,171,181	580,825
Operating Gross Profit (NT\$ thousands)	1,217,183	1,077,532	624,486
Operating Profit/Loss (NT\$ thousands)	635,778	464,896	85,423
Non-operating Income and Expenses (NT\$ thousands)	12,561	137,125	75,419
Pre-tax Income (NT\$ thousands)	648,339	602,021	160,841
Net income after tax (NIAT) (NT\$ thousands)	541,223	499,039	138,173
Total Comprehensive Income (NT\$ thousands)	642,923	408,377	226,563
Earnings Per Share (NT\$ thousands)	6.64	6.15	1.7
Dividends (NT\$ thousands)	366,543	249,723	130,500
Employee Salaries (Including Employee Benefits) (NT\$ thousands)	409,751	428,741	333,507
Payments to Investors (NT\$ thousands)	366,543	249,723	130,500
Payments to the Government (NT\$ thousands)	70,751	80,779	48,986
Community Investments (NT\$ thousands)	10,640	-	-

Note:

- Investor Expenditure refers to dividends paid to all shareholders, loan interests (inclusive of any forms of debt interest and borrow) and unpaid dividends to be paid to preferred stockholders.
- Government expenditure refers to all taxes (including sales tax, income tax, property tax) and penalties.
- Employee benefits under "Employee salaries (including employee benefits)" include labor health insurance premiums/pension fees and the other total amount of benefits provided to employees in the form of money (excluding education and training, protective equipment costs, or

other costs directly related to employees' duties). The other item, "employee benefits amount," refers to the total cost of non-monetary benefits the Company provides to the Welfare Committee for employees, such as employee trips, health check-ups, and gift boxes for the three festivals.

4. Community investments refer to donations.

5. The amounts are denominated in NT\$.

6. This financial information provides data from the consolidated financial statements of All Ring Tech Co., Ltd.

The Company maintains close communication with government agencies to stay updated on internal management plans and policies, ensuring compliance with local government regulations. This also allows us to stay informed about various subsidy programs, from which we select the most suitable options. We prepare and submit the necessary documentation to secure additional subsidies while continuing our daily operations. During the reporting period, All Ring received financial subsidies from the following government agencies:

Item	Government Sector	Subsidized amount (NT\$)
Subsidy for Family-Friendly Measures	Ministry of Labor	90,314
Subsidy for Family-Friendly Measures	Ministry of Labor	100,000
Subsidy for the 5G Inspection Robot Project	Taiwan Small & Medium Enterprise Counseling Foundation	10,252,000
Total		10,442,314

Note: Tax exemptions, subsidy programs, and epidemic subsidies are all considered government financial assistance.

All Ring strictly adheres to the current tax regulations issued by the relevant authorities, including securities transaction tax, futures transaction tax, and business tax.

The Company has established the following tax policies:

- Regulatory compliance principle - Follow tax regulations and the spirit of legislation, file correct tax returns, and prepare proper supporting documents.
- Comprehensive decision-making principle - We focus on changes in local and international tax laws, assess their impacts comprehensively, and formulate corresponding strategies.
- Information transparency principle - Disclose tax information regularly through public channels, such as financial statements and annual reports, to ensure information transparency.
- Positive communication principle - Maintain open and honest communication with tax authorities to help improve the tax environment and policies.²⁷
- Reasonable tax saving principle - Take advantage of legal and transparent tax incentives rather than illegal tax evasion.
- Reasonable structure principle - The corporate structure and transaction arrangements are economically sound and do not take advantage of special arrangements for tax avoidance.
- Risk management principle - When making and executing tax decisions, we evaluate the related risks and adopt appropriate strategies.
- Business substance principle – The related party transaction is in line with economic substance and the decision maker bears the risk and receives a reasonable return on the transaction.
- Arm's length principle - The price and terms of related party transaction should be similar to those of non-related parties in similar transactions.

In terms of tax governance, control, and risk management, the Finance Department closely collaborates with the external auditing firm to identify potential tax risks and proactively engage in tax planning. With an effective risk management mechanism in place, the Company successfully keeps the frequency and monetary impact of tax disputes at a low-risk level.

The Company actively engages in communication with stakeholders through various channels and participates in tax advocacy initiatives to support the implementation of new tax policies, working together to build a healthy tax environment.

Note: Annual report URL: <https://reurl.cc/9R56dd>

- **Tax Authorities:** In case of any doubts regarding the applicability of tax laws, we proactively consult with the tax authorities for discussions. When we receive official requests for information from the tax authorities, we fully cooperate by submitting the relevant documents and explanations on time.
- **Independent Directors and Investors:** Tax-related issues are communicated to the independent directors through the board meetings, enabling them to effectively understand the tax risk management

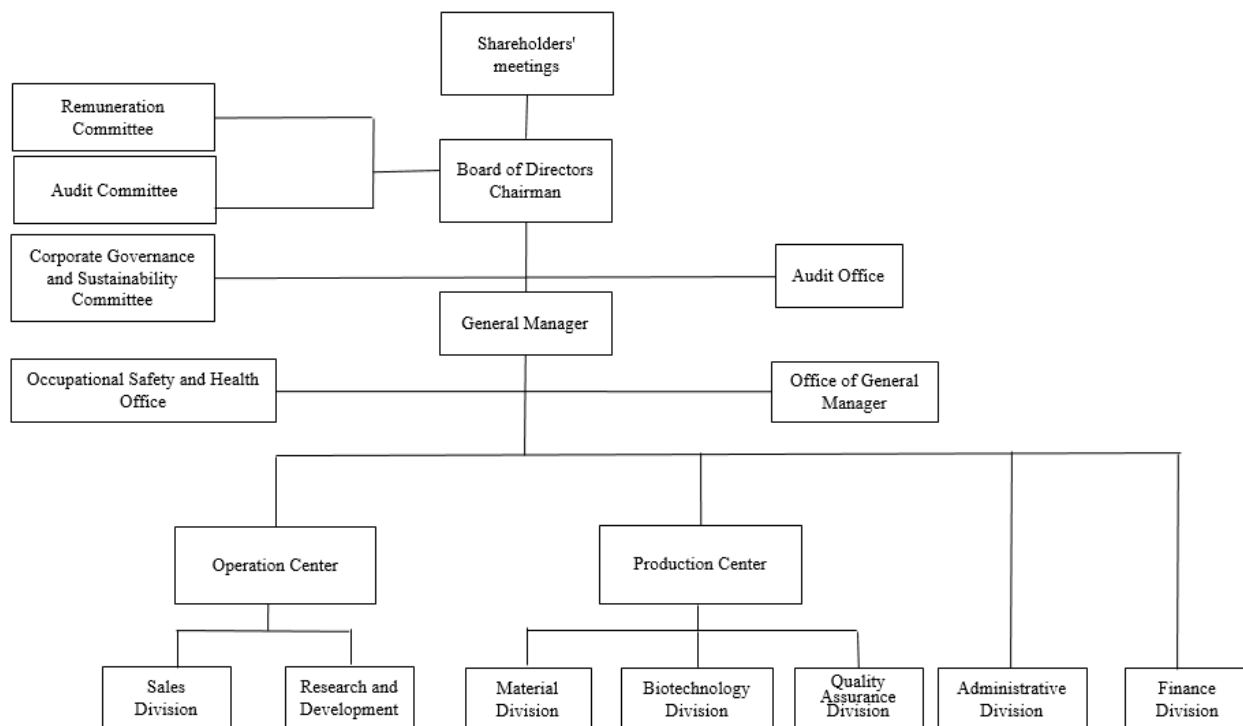
status. Additionally, we provide explanations on the reasons behind changes in the effective tax rate and the results of tax governance in the tax governance section on our official website.

2.3 Corporate Governance

2-9	Governance Structure and Composition
2-10	Nomination and Selection of the Highest Governance Body
2-11	Chair of the Highest Governance Body
2-12	Role of the Highest Governance Body in Impact Oversight
2-13	Impact Management Lead
2-14	Role of the Highest Governance Body in Sustainability Reporting
2-15	Conflict of Interest
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2-18	Performance Evaluation of the Highest Governance Body
2-19	Compensation Policy
2-20	Compensation Decision-Making Process
2-23	Policy Commitments
2-24	Incorporation of Policy Commitments
2-25	Procedures for Remediating Negative Impacts

All Ring has established a sound corporate governance system in accordance with the “Corporate Governance Best Practice Principles for Listed Companies.” To enhance corporate governance quality, protect shareholder rights, strengthen the functions of the Board of Directors, and promote transparency, the Company has developed a “Corporate Governance Best Practice Code” to serve as the foundation for the execution of corporate governance-related matters, ensuring that the Company's operations comply with regulations and contribute to increasing company value. Furthermore, to further strengthen corporate governance, the Company has established an Audit Committee and a Compensation Committee. These committees are responsible for overseeing financial reporting, formulating internal control systems, reviewing compensation policies and structures, and managing the nomination and selection procedures for directors and senior executives, ensuring transparency in corporate governance.

Organizational Chart



Department Job Description

Department	Job Description
Audit Office	Responsible for efficient implementation of internal audit and control system, ensure laws and regulations are abided, and provide suggestions for improvements.
Administrative Division	Responsible for planning and management of company's general affairs, human resources, computer software and hardware system, designing and editing programs based on system, and maintaining computers' operations.
Finance Division	Responsible for the Company's finance, accounts, and stocks.
Sales Division	Responsible for market evaluation, expansion, plan, development, sales, customer credit, payment collection of semi-conductors, passive components and LED process automation.
Biotechnology, Materials, Quantity Assurance Division	Responsible for design, manufacture, sales, service, quality inspection and control, material purchase, storage of semi-conductors, passive components and LED process automation.
Product Development	Responsible for the design and development of mechanical, electrical control, hardware and software systems for automation equipment in the semiconductor, passive component, and LED industries, as well as the design and development of mechanical, electrical control, and hardware/software systems for new products.
Corporate Governance and Sustainability Development Committee	On February 26, 2024, the Board of Directors approved the appointment of Associate Manager Tsai Ming-jie as the person responsible for overseeing Corporate Governance and Corporate Social Responsibility initiatives. In accordance with the responsibilities and scope of each unit, he will ensure the promotion and implementation of these efforts and will regularly report on the progress to the Board of Directors.

Board of Directors

It is the Chairman, Mr. Lu Ching-Lai, and CEO, Mr. Ou Cheng-En, formulate various business plans of All Ring and coordinate departmental integration based on market conditions and competitive dynamics.

The Board of Directors consists of 6 directors and 3 independent directors. Directors with employee status account for 22%, while independent directors make up 33%, and female directors represent 11%. None of the 3 independent directors have served more than three consecutive terms. The Company places a strong emphasis on gender equality in the composition of the board. Of the 9 board members, at least one is a female director, and the future goal is to exceed the legal requirements for independent directors and increase the proportion of female directors. With board members who possess extensive management experience and professional backgrounds, we are committed to maximizing shareholder value. The selection of each board member aligns with All Ring's industry characteristics and future development needs. The details of the board members are listed in the table below:

Title	Name	Gender	Age	Elected date	Experience	Current Designation
Chairman	Lu, Ching-Lai	Male	Above 50	1996.05.27	<ul style="list-style-type: none"> Executive Master of Business Administration of National Cheng Kung University Philips Electronic Building Elements Ind 	<ul style="list-style-type: none"> Chairman At Uni-Ring Tech. Co., Ltd Director At Fengqiao Investment Co., Ltd. Director At Feng Huang Innovation Entrepreneurship Investment Co., Ltd. Director At Feng Huang Si Innovation Entrepreneurship Investment Co., Ltd Director At Imagine Group Limited Director At Pai Fu International Limited
Director	Ou, Cheng-En	Male	Age 30-50	2023.06.15	<ul style="list-style-type: none"> Cheng Shiu University Sh Electronics Taiwan Co., Ltd. 	Director at Uni-Ring Tech. Co., Ltd.
Director	Chen, Chien-Chang	Male	Above 50	2011.06.22	<ul style="list-style-type: none"> LiRen Private High School Owner at Fudu Construction Ltd., Co 	Director at Fudu Construction Ltd., Co.
Director	Chiu Huang, Ching-Han	Male	Above 50	2012.12.17	<ul style="list-style-type: none"> Kaohsiung Municipal Lin Yuan Senior High School Owner at Han Lin Construction Co., Ltd. 	Owner at Han Lin Construction Co., Ltd.
Director	Representative of Fengqiao Investment Co., Ltd.: Chung, Yu-Ju	Female	Above 50	2017.06.15	<ul style="list-style-type: none"> Department of Early Childhood Education, National University of Tainan Owner at Fengqiao Investment Co., Ltd. 	Owner at Fengqiao Investment Co., Ltd.
Director	Representative of Jin Cheng Investment Ltd: Tsai, Chin-Shu	Male	Above 50	2021.07.20	<ul style="list-style-type: none"> Department of Electrical Engineering, Cheng Shiu University 	<ul style="list-style-type: none"> Owner at Jin Cheng Investment Ltd. Owner at Dingji Electromechanical Engineering Co., Ltd.
Independent Director	Li, Ming-Hsien	Male	Above 50	2020.06.10	<ul style="list-style-type: none"> Master, Department of Accounting, National Chengchi University Deputy Director, PwC Taiwan 	<ul style="list-style-type: none"> Deputy Director, Zhi Cheng Joint Accounting Firm Adjunct Associate Professor at National Cheng Kung University Independent Director at ScinoPharm Taiwan., Ltd. Independent Director at Brogent Technologies Inc. Independent Director at POYA International Co., Ltd.

Title	Name	Gender	Age	Elected date	Experience	Current Designation
Independent Director	Kuang, Cho-Hua	Male	Above 50	2020.06.10	<ul style="list-style-type: none"> Department of Mechanical Engineering, University of Cincinnati Professor emeritus, Institute of Mechanical And Electro-Mechanical Engineering, National Sun Yat-Sen University 	<ul style="list-style-type: none"> Adjunct Professor, Institute of Mechanical And Electro-Mechanical Engineering, National Sun Yat-Sen University
Independent Director	Chou, Huan-Ming	Male	Above 50	2010.05.12	<ul style="list-style-type: none"> Ph.D, Department of Mechanical Engineering, National Cheng Kung University Professor of Mechanical Engineering and Dean of the College of Engineering 	<ul style="list-style-type: none"> Vice President for Academics, Kun Shan University

Note:

- There are a total of 1 board members in the age between 30 to 50 and 8 board members above 50 years old.
- Term of the current Board of Directors: June 15, 2023, to June 14, 2026.

The composition of the Board of Directors is designed to align with the Company's operations, business model, and development needs by formulating appropriate diversification strategies, which include:

- Basic Qualifications and Values:** Gender, age, nationality, and culture.
- Professional Knowledge and Skills:** Professional background (e.g., law, accounting, industry, finance, marketing, or technology), specialized skills, and industry experience.

The independent directors of the Company must meet one of the following professional qualifications and have at least five years of work experience:

- Teaching Experience:** Lecturer or above at a public or private university in relevant fields such as business, law, finance, accounting, or corporate affairs.
- Professional Certifications:** Judge, prosecutor, lawyer, accountant, or other specialized professionals with certification from national examinations relevant to the Company's business.
- Relevant Work Experience:** Experience in business, law, finance, accounting, or corporate affairs.

The election of the Company's directors (including independent directors) is conducted in accordance with Article 192-1 of the Company Act, using a candidate nomination system. The qualifications, academic and professional background, and whether the candidates are subject to any disqualifying circumstances as outlined in Article 30 of the Company Act are reviewed. Directors are elected based on the number of seats specified in the Company's articles of incorporation. The elections for independent and non-independent directors are held simultaneously and counted separately. Directors are elected based on the number of votes they receive, with those receiving the highest number of votes being elected in order. In the event of a tie between two or more candidates exceeding the prescribed number of seats, a lottery is held to determine the elected candidates. In cases of absenteeism, the Chairman will conduct the lottery on behalf of the absent members. In addition, the Company's board emphasizes independent operation and transparency. Both directors and independent directors operate as individual entities, exercising their rights and duties independently. The Company has also established a board performance evaluation system to enhance the efficiency of the board's operations and improve its overall functionality.

Item Name	Nationality	Gender	Concurrent Employee	Age				Seniority			Operational Management	Leadership	Industry Knowledge	Financial Accounting	Crisis Management	Environmental Protection
				Under 50	51-60	61-70	71-80	Less than 3 years	3-9 year	9 Years above						
Lu, Ching-Lai	R.O.C.	Male	V			V					V	V	V		V	V
Ou, Cheng-En	R.O.C.	Male	V	V							V	V	V		V	
Chen, Chien-Chang	R.O.C.	Male				V					V	V			V	
Chiu Huang, Ching-Han	R.O.C.	Male									V	V			V	

Chung, Yu-Ju	R.O.C.	Female			V					V	V			V	V
Tsai, Chin-Shu	R.O.C.	Male			V					V	V			V	
Li, Ming-Hsien	R.O.C.	Male				V			V	V	V	V	V	V	
Kuang, Cho-Hua	R.O.C.	Male					V		V		V	V		V	
Chou, Huan-Ming	R.O.C.	Male				V		V			V	V		V	

Board of Directors' attendance

A total of 6 meetings (A) of the Board of Directors were held in 2023. The attendance of the directors is as follows:

Title	Name	Attendance in person	Attendance by proxy	Attendance rate [B/A] (%)	Note
Chairman	Lu, Ching-Lai	6	0	100%	Re-elected
Director	Cheng, Hsin-Yao	2	0	66.67%	Dismissed after re-election on June 15, 2023; previous term
Director	Ou, Cheng-En	2	1	66.67%	Newly appointed after the re-election on June 15, 2023; newly appointed term
Director	Chen, Chien-Chang	6	0	100%	Re-elected
Director	Representative of Li Chiao Investment Co., Ltd.: Chung, Yu-Ju	6	0	100%	Re-elected
Director	Representative of Han Lin Construction Co., Ltd.: Chiu Huang, Ching-Han	6	0	100%	Re-elected as a natural person after the re-election on June 15, 2023; reappointed for another term.
Director	Representative of Chin Cheng Investment Limited: Tsai, Chin-Shu	6	0	100%	Re-elected
Independent Director	Li, Ming-Hsien	5	1	83.33%	Re-elected
Independent Director	Kuang, Cho-Hua	6	0	100%	Re-elected
Independent Director	Chen, Chang-Jen	2	0	66.67%	Newly appointed after the re-election on June 15, 2023; newly appointed term
Independent Director	Chou, Huan-Ming	3	0	100%	Newly appointed after the re-election on June 15, 2023; newly appointed term

Interest Avoidance

The Company evaluates the qualifications and independence of candidates when nominating independent directors. After the election of all directors, the company informs them of their responsibilities and duties as board members and requires them to sign a declaration. In cases where there is a conflict of interest between the directors and a board resolution, the Chairman reminds the directors to abstain from discussing or voting on the matter, ensuring that all decisions made by the board prioritize maximizing the interests of the Company and its shareholders.

The Company currently has three independent directors, accounting for 33.33% of the board. All external directors meet the requirements for independence. Additionally, for the purposes of business development and practical operations, two directors also serve as executives of the Company. In cases where board resolutions involve potential conflicts of interest, the Chairman will appoint an acting chairperson to maintain the proceedings, and the process will be thoroughly documented in the meeting minutes. The following are records of conflicts of interest in the Company's board resolutions for the year 2023:

Meeting Date	Proposal	Situation of Conflict of Interest	Feedback from the Board of Directors
The 16 th Session of the 10 th Term 2023/02/22	Proposal 18: Distribution of Incentive Bonuses to directors and employees.	Chairman Lu, Ching-Lai appointed Independent Director Li, Ming-Hsien to serve as the acting chairperson.	After the acting chairperson consulted with all attending directors, including the independent directors, all attending directors unanimously agreed to approve the resolution.
The 17 th Session of the 10 th Term 2023/04/25	Proposal 4: The distribution of 2022 remuneration to directors and employees.	Chairman Lu, Ching-Lai appointed Independent Director Li, Ming-Hsien to serve as the acting chairperson.	After the acting chairperson consulted with all attending directors, including the independent directors, all attending directors unanimously agreed to approve the resolution.
The 18 th Session of the 10 th Term 2023/06/02	Proposal 1: The Company's treasury stock transfer for employee stock options.	Chairman Lu, Ching-Lai appointed Independent Director Li, Ming-Hsien to serve as the acting chairperson.	After the acting chairperson consulted with all attending directors, including the independent directors, all attending directors unanimously agreed to approve the resolution.
The 1 st Session of the 11 th Term 2023/06/28	Proposal 5: Appointing members to the Compensation Committee	For the sake of avoiding conflicts of interest, the three independent directors are requested to abstain from discussing and voting on this proposal.	After the Chairman consulted with the attending directors, all attending directors unanimously agreed to approve the resolution.
The 3 rd Session of the 11 th Term 2023/11/08	Proposal 9: Distribution of the Company's year-end bonuses to employees and directors for 2023.	Chairman Lu, Ching-Lai appointed Independent Director Li, Ming-Hsien to serve as the acting chairperson.	After the acting chairperson consulted with all attending directors, including the independent directors, all attending directors unanimously agreed to approve the resolution.
	Proposal 10: Distribution of employees' project bonuses.	Chairman Lu, Ching-Lai appointed Independent Director Li, Ming-Hsien to serve as the acting chairperson.	After the acting chairperson consulted with all attending directors, including the independent directors, all attending directors unanimously agreed to approve the resolution.

Continuing Education of the Board of Directors

To enhance the functions of the Company's board of directors and improve the operations of the board in alignment with the Company's governance blueprint, All Ring has established a training program for directors in accordance with Article 4 of the Guidelines for Continuing Education of Directors and Supervisors of Listed Companies. In 2023, each director is required to complete at least six hours of training annually. Accordingly, a director training roadmap has been developed to strengthen the professional capabilities of the directors and their focus on corporate governance.

Title	Name	Training date	Organizer	Course name	Training hour	Total hours
Chairman	Lu, Ching-Lai	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention	3	
Director	Ou, Cheng-En	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	12
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention	3	
		2023.12.08	Accounting Research and Development Foundation	Enhancing practical measures for the 'Three Steps of Defense' in internal control	6	
Director	Chen, Chien-Chang	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6

		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention.	3	
Director	Chiu Huang, Ching-Han	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention	3	
Director	Chung, Yu-Ju	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention	3	
Director	Tsai, Chin-Shu	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention.	3	
Independent Director	Kuang, Cho-Hua	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention.	3	
Independent Director	Chou, Huan-Ming	2023.08.09	Taiwan Corporate Governance Association, TCGA	The responsibilities of directors and supervisors under corporate governance, along with case studies	3	6
		2023.08.09	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention	3	
Independent Director	Li, Ming-Hsien	2023.09.25	Taiwan Corporate Governance Association, TCGA	Insider trading cases and strategies for prevention	3	6
		2023.09.25	Taiwan Corporate Governance Association, TCGA	The risks and opportunities for business operations arising from climate change and net-zero emission policies	3	

Audit Committee

All Ring has established an Audit Committee, all members of which are independent directors. The committee meets at least once every quarter and is responsible for reviewing the Company's financial statements to ensure proper presentation, selecting (or dismissing) the external auditors, assessing their independence and performance, overseeing the effective implementation of the Company's internal controls, ensuring compliance with relevant laws and regulations, and managing existing or potential risks to the company.

The main duties and responsibilities of the committee are as follows:

(1) Formulation of or amendment to the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
(2) Assessment of the effectiveness of the internal control system.
(3) Formulation or amendment to the procedures for material financial business behavior involving acquiring or disposing of assets, engaging in derivative transactions, lending funds to others and making of endorsements/guarantees in accordance with the provisions of Article 36-1 of the Securities and Exchange Act.
(4) Matters involving the directors' own interests.
(5) Material asset or derivative transactions.
(6) Material loans, endorsements, or guarantees.

(7) Offering, issuance or private placement of securities with the nature of equity.
(8) Appointment, dismissal, or remuneration of certified public accountants.
(9) Appointment or removal of the head of Finance, Accounting or Internal Audit.
(10) Annual financial statements signed or sealed by the Chairman, Manager, and Accounting Manager.
(11) Other material matters as required by the Company or the competent authorities.

A total of 6 meetings (A) of the Audit Committee were held in 2023. The attendance of independent directors is as follows:

Audit Committee Operations					
Title	Name	Attendance	Attendance by proxy	Attendance Rate (%)	Note
Independent Director	Li, Ming-Hsien	5	1	83.33%	Re-elected, Date of Re-election: 2023.06.15
Independent Director	Kuang, Cho-Hua	6	0	100%	Re-elected, Date of Re-election: 2023.06.15
Independent Director	Chen, Chang-Jen	2	0	66.67%	Re-elected, Date of Re-election: 2023.06.15
Independent Director	Chou, Huan-Ming	3	0	100%	New appointed, Date of Re-election: 2023.06.15

Meeting Date	Topic of Discussion	Committee's Resolution	Feedback from the Board of Directors
The 14 th Session of the 1 st Term 2023/02/22	<p>Proposal 1 : The Company's 2022 business report, individual financial statements, and consolidated financial statements are submitted for approval.</p> <p>Proposal 2 : The Company's 2022 earnings distribution.</p> <p>Proposal 3 : Issuance of the Company's internal control system statement based on our self-assessment and internal audit results</p> <p>Proposal 4 : The evaluation of the independence and suitability of the accountant to be appointed for the year 2023.</p> <p>Proposal 5 : The Company's intention to make an endorsement for its subsidiary, UniRing Tech Co., Ltd.</p> <p>Proposal 6 : Revision of the Company's 'Sustainable Development Practice Code.</p> <p>Proposal 7 : Revision of the Company's 'Corporate Governance Practice Code</p> <p>Proposal 8 : Revision of the Company's 'Board of Directors Meeting Rules.</p> <p>Proposal 9 : Revision of the Company's 'Internal Major Information Handling and Insider Trading Prevention Management Procedures</p> <p>Proposal 10 : Revision of the Company's 'Internal Audit Implementation Rules for Treasury Stock.</p> <p>Proposal 11 : The Company proposes to establish a new subsidiary in the United States for investment purposes.</p> <p>Proposal 12 : The Company proposes to seek pre-approval for the certified public accountant, their firm, and affiliated entities to</p>	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.

	provide non-audit services to the Company and its subsidiaries.		
The 15 th Session of the 1 st Term 2023/04/25	Proposal 1 : The Company's consolidated financial statements for the first quarter of 2023 Proposal 2 : The Company's intention to make an endorsement for its subsidiary, UniRing Tech Co., Ltd.	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 16 th Session of the 1 st Term 2023/06/02	Proposal 1 : The Company's transfer of treasury shares to employees for stock option purposes	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 1 st Session of the 2 nd Term 2023/06/28	Proposal 1 : Resolution on the election of the convener and chairperson of the Company's second Audit Committee. Proposal 2 : Resolution on the proposed change of the Company's certified public accountant due to the internal rotation policy of the accounting firm.	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 2 nd Session of the 2 nd Term 2023/08/09	Proposal 1 : The Company's consolidated financial statements for the second quarter of 2023. Proposal 2 : The intention of its second-tier subsidiary Kunshan All Ring Tech Co., Ltd. (hereinafter referred to as "Kunshan All Ring Electronics") to provide funds to its second-tier subsidiary All Ring Tech (Kunshan) Co., Ltd. (hereinafter referred to as "All Ring Machinery"). Proposal 3 : Resolution on the proposed change of the Company's audit supervisor.	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 3 rd Session of the 2 nd Term 2023/11/08	Proposal 1 : Resolution on the Company's consolidated financial report for the third quarter of 2023. Proposal 2 : Resolution on the Company's audit plan for the year 2024. Proposal 3 : Resolution on the Company's proposed investment in a new subsidiary in Malaysia. Proposal 4 : Resolution to approve the amendment of the Company's internal control system.	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.
The 4 th Session of the 2 nd Term 2024/02/26	Proposal 1 : Resolution on the Company's 2023 Business Report, Individual Financial Report, and Consolidated Financial Report. Proposal 2 : Resolution on the Company's profit distribution for 2023. Proposal 3 : Resolution on the Company's capital surplus cash dividend distribution. Proposal 4 : Resolution to issue a statement of internal control system based on internal self-inspection and audit results. Proposal 5 : Resolution on the evaluation of the independence and suitability of the appointed accountant for 2024. Proposal 6 : Resolution on the Company's provision of endorsement and guarantee for its subsidiary, Lianrun Technology Co., Ltd. Proposal 7 : Resolution on the issuance of new shares for the Company's fourth domestic unsecured convertible corporate bonds and the registration of capital stock change. Proposal 8 : Resolution to pre-approve the audit	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.

	firm, its affiliates, and related parties to provide non-audit services to the Company and its subsidiaries.		
The 5 th Session of the 2 nd Term 2024/05/08	<p>Proposal 1: The Company's consolidated financial statements for the first quarter of 2024.</p> <p>Proposal 2: Resolution to amend the Company's "Procedures for Acquiring and Disposing of Assets."</p> <p>Proposal 3: Resolution on the issuance of new shares for the Company's fourth domestic unsecured convertible bonds and the registration of capital stock change.</p> <p>Proposal 4: Resolution on the Company's proposed cash capital increase through the issuance of new shares and the issuance of the fifth domestic unsecured convertible bonds in 2024.</p>	Approved by all independent directors present at the meeting.	Reported to the Board of Directors and approved by all the directors present.

Remuneration Committee

All Ring has established a Director Compensation Policy and a Compensation Committee. The remuneration for board members is determined with reference to the opinions of stakeholders. According to All Ring's Director Compensation Policy, the remuneration for the Independent Directors, Directors, and the Chairman of the Board is divided into the following categories:

1. Remuneration for Independent Directors

1. Remuneration

- (1) **Salary:** Independent directors shall receive compensation for performing duties on behalf of the Company, regardless of the Company's profitability. The remuneration will be paid monthly and may be adjusted by the Compensation Committee based on the director's level of involvement in the Company's operations and the value of their contributions.
- (2) **Position Allowance:** The Company does not provide additional position allowances as part of the remuneration for independent directors.
- (3) **Severance Pay:** The Company does not provide severance pay as part of the remuneration for independent directors.
- (4) **Bonus:** The Company does not provide bonuses as part of the remuneration for independent directors.

2. **Retirement Pension:** The Company does not provide a retirement pension as part of the remuneration for independent directors.

3. **Board Member Compensation from Profit Distribution:** The Company does not provide remuneration to independent directors from the distribution of profits.

2. Remuneration for Directors

1. Remuneration

- (1) **Director Salary:** The Company's Remuneration Committee may determine the individual director's salary based on their level of involvement in the Company's operations and the value of their contributions, with reference to industry salary standards. The director's salary may range from 0% to 150% of the industry salary standard. The assessment may be based on either a monthly or annual salary.
- (2) **Severance Pay:** The Company does not provide severance pay as part of the remuneration for directors.
- (3) **Bonus:** Directors involved in the Company's daily operations and management, in addition to their salary, may receive a bonus based on their salary (converted into monthly salary). The bonus will be evaluated by the Compensation Committee based on the company's financial and operational performance for the year, and then submitted for approval by the Board of Directors.

2. **Retirement Pension:** Except for directors who also hold employee status, the Company does not provide retirement pension as part of the remuneration for directors.

3. Chairman Remuneration Remuneration

- (1) **Chairman Salary:** The Company's Compensation Committee may determine the Chairman's salary based on their level of involvement in the Company's operations and the value of their contributions, with reference to industry salary standards. The Chairman's salary may range from 0% to 150% of the industry salary standard.
- (2) **Fixed Monthly Salary:** Based on the Chairman's tenure with the Company and the value of their position, the annual salary adjustment shall not exceed 15%, and the salary ceiling shall be three times the average annual salary of managers.
- (3) **Variable Compensation:** The Chairman must also hold employee status in order to be eligible for year-end bonuses, performance bonuses, and employee profit-sharing.

All members of the Compensation Committee are independent directors. The role of the Compensation Committee is to evaluate the compensation policies and systems for directors and executives from a professional and objective standpoint, and to make recommendations to the Board of Directors for their decision-making. The scope of the recommendations includes regularly reviewing and suggesting revisions to this policy, setting and periodically reviewing the annual and long-term performance goals for directors and executives, as well as the policies, systems, standards, and structures for their compensation. The Committee also regularly assesses the achievement of performance goals for the Company's directors and executives, referencing industry standards and basing compensation decisions on performance evaluation results. The Committee determines the content and amounts of individual compensation accordingly. Decisions of the Committee require approval by at least half of all members. If there is no objection from the Committee Chair when consulting the members during a vote, the decision is considered passed and holds the same effect as a formal vote. The results of such votes should be reported immediately and recorded.

A total of 4 meetings (A) of the Compensation Committee were held in 2023. The attendance of committee members is as follows:

Remuneration Committee Operations					
Title	Name	Attendance	Attendance by proxy	Attendance Rate (%)	Note
Independent Director	Li, Ming-Hsien	4	0	100%	Re-elected, Date of Re-election: 2023.06.15
Independent Director	Kuang, Cho-Hua	4	0	100%	Re-elected, Date of Re-election: 2023.06.15
Independent Director	Chen, Chang-Jen	2	0	66.67%	Re-elected, Date of Re-election: 2023.06.15
Independent Director	Chou, Huan-Ming	1	0	100%	New appointed, Date of Re-election: 2023.06.15

Meeting Date	Topic of discussion	The Remuneration Committee's resolution	Feedback from the Board of Directors
The 10 th Session of The 4 th Term 2023/02/22	Proposal 1: Resolution on the allocation of director's compensation and employee compensation for the year 2022. Proposal 2: Resolution on the issuance of internal personnel incentive bonuses.	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 11 th Session of The 4 th Term 2023/04/25	Proposal 1: Resolution on the allocation of director's compensation and employee compensation for the year 2022. Proposal 2: Resolution on the retirement request of General Manager Mr. Zheng Xin-Yao. Proposal 3: Resolution on the promotion of internal personnel Mr. Ou Cheng-En, CEO, to the position of General Manager.	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 12 th Session of	Proposal 1: Resolution on the transfer of treasury stock to employees for stock subscription.	Agreed by all participating members.	Reported to the Board of Directors and approved by

The 4 th Term 2023/06/02			all the directors present.
The 1 st Session of The 5 th Term 2023/11/08	<p>Proposal 1: Resolution on the appointment of the Chairperson and Meeting Chairman of the Company's 5th Compensation and Remuneration Committee.</p> <p>Proposal 2: Resolution on the distribution of the 2023 year-end bonus for internal personnel.</p> <p>Proposal 3: Resolution on the issuance of project bonuses for internal personnel.</p> <p>Proposal 4: Resolution on the salary and compensation adjustments for internal personnel.</p> <p>Proposal 5: Resolution on the promotion of Mr. Zhang Qun-Ting, Assistant Manager, to Deputy General Manager.</p> <p>Proposal 6: Resolution on the appointment of Mr. Cai Jun-Hong as Assistant Manager.</p> <p>Proposal 7: Resolution on the appointment of Mr. Huang Jing-De as Assistant Manager.</p> <p>Proposal 8: Resolution on the appointment of Mr. Liu Zhi-Ou as Assistant Manager.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 2 nd Session of The 5 th Term 2024/02/26	<p>Proposal 1: Resolution on the allocation of director's compensation and employee compensation for the year 2023.</p> <p>Proposal 2: Resolution on the proposed change of the Company's Corporate Governance Officer.</p> <p>Proposal 3: Resolution on the issuance of incentive bonuses for internal personnel for the year 2023.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.
The 3 rd Session of The 5 th Term 2024/05/08	<p>Proposal 1: Resolution on the allocation of director's compensation and internal personnel's employee compensation for the year 2023.</p> <p>Proposal 2: Resolution on the salary and compensation adjustments for internal personnel.</p> <p>Proposal 3: Resolution on the issuance of project bonuses for internal personnel.</p>	Agreed by all participating members.	Reported to the Board of Directors and approved by all the directors present.

Corporate Governance and Sustainable Development Committee

The Company has established a Governance and Sustainability Committee, composed of the Management Department, Finance Department, General Manager's Office, Material and Sales Units. The committee is chaired by General Manager Tsai Ming-Chieh, who is responsible for promoting and implementing the Company's sustainability policies. The Board of Directors reviews the results of the previous year's execution annually and continues to track the improvement outcomes for the new year on a quarterly basis. Each quarter, the Board receives reports from the management team, including the sustainability report. The management team proposes company strategies to the Board, which assesses the feasibility of these strategies and regularly reviews their progress, urging adjustments when necessary. The sustainability report will be submitted to the Board for review upon completion of the initial draft.

In order to enhance the Company's respect and support for human rights, the Board of Directors has formulated the "Code of Ethical Conduct", the "Code of Ethical Management", the "Ethical Management Complaint Procedures and Whistle-Blowing System", and the "Human Rights Policies." The Company's human rights policies are announced by the Administrative Division at the monthly meeting each year (at least once), which emphasizes the principle of creating a fair workplace and gives high priority to establishing a working environment that is safe, dignified, and free of discrimination and harassment. In addition, the Administrative Division announces the Company's whistle-blowing channels, current employee benefits policies, and resources. Besides, the Company presents awards and certificates to employees with outstanding KPIs, which is also announced on the Company's website, in the hope of encouraging employees' centripetal force towards the Company to focus more on improving their responsibility.

The person in charge of impact management of each responsible unit will continuously control the operation of the internal team to ensure that it meets the environmental, economic, and social sustainability criteria. The details of the communication items are listed in the table below:

Issue	Total number of material events	Communication method and frequency	Results of communication
Environment	Total 4 for the year	Report of the Board of Directors/At least once a year	The Company reports to the Board of Directors on the greenhouse gas inventory and verification timeline plan established in the "Sustainability Development Roadmap" released by the Financial Supervisory Commission in March 2022. This plan includes the scheduling of greenhouse gas inventories and verifications for both the parent company and its subsidiaries within the group. Progress is reported quarterly.
	Total 4 for the year	Report of the Board of Directors/At least once a year	<p>Regulatory Compliance (Social, Environmental): Master the regulations established by the competent authorities (such as the Financial Supervisory Commission, the Securities and Futures Bureau, the National Taxation Bureau, and the Environmental Protection Administration) to avoid facing legal penalties.</p> <p>Occupational Health and Safety: Healthy employees are a crucial foundation for a company's success. Creating a safe work environment is the responsibility of both the Company and all employees. By adhering to government regulations on health, safety, and environmental protection, we can maintain environmental quality and promote the goal of zero accidents.</p> <p>Environmental and Economic: Our company strictly adheres to relevant social and environmental regulations, including occupational health and safety. The management office is responsible for planning and implementing our environmental health and safety policies, conducting regular inspections to prevent accidents, and ensuring the Company's image and operational costs are maintained.</p> <p>Environmental: Effective supplier management helps build strong collaborative relationships with suppliers, achieving a harmonious optimization of the supply chain.</p> <p>Environmental: Implementing energy-saving and carbon-reduction goals is essential to minimize the negative impact of energy emissions on the environment.</p> <p>Economic: To comply with the EU Carbon Border Adjustment Mechanism and our country's goal of achieving net zero emissions by 2050, our company is committed to improving energy performance, thereby enhancing the sustainability and competitiveness of our products in the market.</p>
	Total 11 for the year	Report of the Board of	Material procurement (Procurement practices, supplier environmental assessment, and supplier social assessment)

		Directors/At least once a year	
Economy	Total 41 for the year	Report of the Board of Directors/At least once a year	In the report to the Board of directors, we will present the financial statements audited or reviewed by accountants for each quarter, details of assets acquired or disposed of by the company, endorsements and guarantees provided for subsidiaries, approval of mutual funding loans between subsidiaries, annual profit distribution, and significant financial matters such as stock buybacks for employee transfers and plans for establishing overseas subsidiaries. We will provide relevant materials to address the inquiries of board members for their review and arrange for responsible supervisors with the appropriate authority to attend and respond to the directors' questions, enabling the Board to make decisions that align with the interests of the Company and the public.
	Total 26 for the year	Report of the Board of Directors/At least once a year	Innovate in products and technology development to create business value and generate revenue.
	Total 51 for the year	Report of the Board of Directors/At least once a year	Economic: By formulating effective financial strategies, the Company's operation performance can be significantly enhanced. Additionally, adhering to tax regulations for recognizing relevant accounts and filing on time, along with audits and reviews by accountants, helps mitigate the risk of penalties. Economic: If internal personnel engage in fraud or corruption, it not only erodes trust among shareholders, customers, and suppliers but also adversely affects the Company's image and leads to financial losses. Economic: Understanding customer evaluations of our products and services provides a basis for future improvements, enabling us to offer more satisfactory offerings and enhance the Company's market value and image. Labor Rights: The Company provides products and services based on customer needs, prioritizing their experiences. We aim to deliver meaningful products and services and have established a complaint management system that allows customers to reach out via email or phone to express their concerns. Economic: To achieve sustainable corporate governance, we strictly adhere to various corporate governance evaluation standards and relevant legal regulations, thereby enhancing our sustainable competitiveness in the market. Economic: Producing high-quality and safe products strengthens our market competitiveness and improves our image. Customer Rights: Clear product labeling helps consumers obtain accurate information during purchases, safeguarding their physical and mental well-being. Economic: Providing innovative products and technologies can enhance the Company's market value and competitiveness, thereby achieving sustainable development. Economic: Beyond operation activities, the Company should fulfill its social responsibilities and give back to society to the best of its abilities, which can help enhance our corporate image. Economic: Failing to manage labor relations may pose operational risks in the future, potentially leading to legal penalties and increased employee turnover. Labor Rights: The Company is committed to creating a fair workplace and providing comprehensive salary and benefits, which effectively aids in talent retention. Economic: Establishing a robust information security management system ensures that cooperating suppliers and consumers feel secure, contributing to the Company's growth. Labor Rights: A serious information security breach could damage the Company's image and adversely affect operations. Economic: The Company establishes comprehensive regulations to effectively manage and protect patents.
	Total 5 for the year	Report of the Board of Directors/At least once a year	The TIM film is applied in the bonding process for second-generation devices using indium sheets as metal thermal interface materials. We continue to conduct product testing and verification in collaboration with ASE Group (Advanced Semiconductor Engineering) and international chip manufacturers.
	Total 3 for the year	Report of the Board of Directors/At least once a year	1. Current Revenue and Gross Profit for Each Project: 1.1 Monthly and annual revenue and gross profit for the cleaning robot 1.2 Monthly and annual revenue and gross profit for the inspection robot

		once a year	<p>2. Progress and Direction of New Project Development:</p> <p>2.1 New Cleaning Robot:</p> <p>2.1.1 Report on development progress and areas for improvement</p> <p>2.1.2 Report on assembly improvements and assembly progress</p> <p>2.2 New Inspection Robot:</p> <p>2.2.1 Propose an upgraded version of the inspection robot based on business and customer needs to meet customer requirements</p> <p>3. Future Development Direction for New Technologies:</p> <p>3.1 Based on current market trends, the R&D department will explore new technological advancements and how to integrate them into our products</p>
Society	Total 38 for the year	Report of the Board of Directors/At least once a year	In the report to the Board of Directors, we will present updates on important internal policies and regulations in accordance with legal developments, communicate the content and results of our engagement with stakeholders, and discuss the recent implementation of corporate governance matters related to corporate social responsibility. We will also make timely adjustments to company decisions based on the Board's guidance.
	Total 4 for the year	Report of the Board of Directors/At least once a year	<p>1. Social Responsibility (Indirect Economic Impact)</p> <p>2. Labor Relations</p> <p>3. Information Security</p> <p>4. Intellectual Property Management</p>
	Total 34 for the year	Report of the Board of Directors/At least once a year	<p>Labor Rights: Department heads identify relevant risks and regularly convene management meetings and morning briefings to discuss and develop countermeasures. Regular occupational safety training is conducted to instill a sense of workplace safety among employees.</p> <p>Labor Rights: The Company implements regular employee training and education to enhance and elevate employees' professional skills, contributing to the company's sustainable competitiveness.</p> <p>Human/ Human Rights: We adhere to international standards such as the "United Nations Guiding Principles (UNGP) on Business and Human Rights," the "Declaration on Fundamental Principles and Rights at Work," and the "Universal Declaration of Human Rights," as well as national policies. We have established a Supplier Code of Conduct that requires suppliers to sign written commitments to ensure management guarantees, collectively fulfilling corporate social responsibility and enhancing the Company's sustainable development competitiveness.</p> <p>Labor Rights: The Company organizes and encourages all employees to participate in green sustainability initiatives, thereby enhancing their awareness of social responsibility and commitment to sustainability.</p>
	Total 0 for the year	Client feedback reporting / At least once a month	Customer Health and Safety: Currently, there are no complaints regarding regulatory violations. We continue to collaborate with qualified suppliers to serve our key customers and promote excellent service across various aspects, which has resulted in receiving outstanding supplier awards from our clients.

Performance Evaluation of the Board of Directors

The Company has established a board performance evaluation management system, which conducts annual self-assessments for the board and individual directors. Evaluation criteria include the level of participation in operations, awareness of responsibilities, clarity of internal communication channels, and the maintenance and ongoing education of professional skills. The results of these assessments are reported to the board to assist directors in performing their duties more effectively and to enhance the overall effectiveness of the board.

The 2023 assessment results indicate that all directors and the board have fulfilled their supervisory responsibilities towards the Company, with no areas identified for improvement. The specific indicators and evaluation criteria are outlined in the table below:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	2023/1/1~2023/12/31	1. Board of Directors 2. Individual Board members 3. Remuneration Committee	1. Self-evaluation of the Board of Directors 2. Self-evaluation of Board members 3. Self-evaluation	Performance Evaluation of the Board of Directors
				1. Level of participation in business operations
				2. Quality of board decisions
				3. Directors committee and structure

		4. Audit Committee	of the functional committees	4. Election and continuing education of the directors 5. Internal Control The results of the 2023 performance evaluation of the Board of Directors were excellent. Performance evaluation of individual board members 1. Execution of the Company's goals and tasks 2. Understanding of the director's roles and responsibilities 3. Level of participation in business operations 4. Management and communication of the internal relations 5. Expertise and continuing education of the directors 6. Internal Control The results of the 2023 performance evaluation of the individual board members were all excellent. Performance evaluation of functional Committees (Remuneration Committee/Audit Committee) 1. Level of participation in business operations 2. Awareness of the duties of the functional committees 3. Quality of decisions made by the functional committees 4. Composition of the functional committees and election of their members 5. Internal Control The results of the 2023 performance evaluation of the Remuneration Committee were excellent, and the results of the performance evaluation of the Audit Committee was excellent.
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Corporate Governance Officer

On February 26, 2024, the Board of Directors approved the appointment of Associate Manager Tsai Ming-Chieh, our Legal and Intellectual Property Supervisor, as the Corporate Governance Officer. This decision aims to protect shareholder rights and enhance the functions of the Board of Directors.

The business execution status for 2023 is as follows:

1. Assistance to Independent and General Directors in Performing Their Duties and Providing Required Information:

- (1) Regularly inform board members of the latest amendments and developments in regulations related to the Company's operations and corporate governance.
- (2) Review the confidentiality levels of relevant information and provide the necessary company information to the directors, ensuring smooth communication and interaction between the directors and business managers.
- (3) Independent directors, in accordance with the Corporate Governance Practice Guidelines, have engaged in multiple discussions with the internal audit manager and external auditors to understand matters related to the Company's financial operations and internal controls. When necessary, the Company facilitates the participation of relevant operational managers in meetings to address questions from the independent directors.

2. Assistance with Compliance in Board and Shareholder Meeting Procedures and Resolutions:

- (1) Report to the Board or independent directors on the status of the Company's corporate governance operations, ensuring that shareholder and board meetings comply with relevant laws and corporate governance guidelines.

- (2) Assist and remind directors of the regulations they must adhere to while conducting business or making formal board resolutions and provide recommendations when illegal resolutions are proposed during board meetings.
- (3) After meetings, oversee the disclosure of significant resolutions from the board, ensuring the legality and accuracy of the disclosed information to protect equitable access to trading information for investors.
3. **Maintain Investor Relations:** Arrange for directors to communicate and engage with key shareholders, institutional investors, or general shareholders as needed. This ensures that investors receive sufficient information to assess the Company's fair capital market value and that shareholder rights are effectively protected.
4. **Draft the Board Meeting Agenda:** Notify directors of the meeting agenda at least seven days in advance, convene the meeting, and provide relevant materials. If any agenda items require conflict of interest avoidance, reminders will be given in advance. Additionally, the minutes of the board meeting will be completed within twenty days after the meeting.
5. **Conduct Shareholder Meeting Registration:** Ensure that the date of the shareholder meeting is registered in advance as required by law, and prepare the meeting notice, agenda, and minutes within the legal timeframe. This includes handling matters related to amending the articles of incorporation, re-election of directors, and changes in registration.

The professional development status of Vice President Li, Chien-Te, the Corporate Governance Officer for 2023, is as follows:

Training date	Organizer	Training course	Training hour
2023/05/22	Taiwan Stock Exchange /Taipei Exchange	Publicly Listed Company Action Plan Advocacy Meeting	3.0
2023/08/09	Taiwan Corporate Governance Association, TCGA	Insider Trading Cases and Preventive Measures	3.0
2023/08/09	Taiwan Corporate Governance Association, TCGA	Explanation of the Responsibilities of Directors and Supervisors under Corporate Governance and Case Studies	3.0
2023/09/14	Taiwan Investor Relations Institute	Mergers and Acquisitions in Taiwanese Enterprises	3.0

Human Rights Policies

The Company conducts periodic internal and external audits to ensure that the management system's goals, policies, and regulations comply with international standards, and that they operate adequately, effectively, and appropriately within the organization.

In response to significant human rights issues, the following compliance principles of the Company have been established:

1. Comply with labor, health and safety, and environmental laws and regulations of the operating location, as well as relevant international standards.
2. Prohibit the use of child labor, and strictly forbid forced labor and prison labor. We do not accept any suppliers or subcontractors that employ child labor or forced labor.
3. Respect employee freedom and prohibit any form of forced labor.
4. Commit to environmental protection and provide safe and healthy working and living conditions to ensure the safety and health of employees.
5. Promote labor-management cooperation and respect employees' rights to freedom of association, collective bargaining, and peaceful assembly.
6. Provide an equal and fair working environment, prohibiting any form of discrimination.
7. Arrange production plans reasonably and organize employees' working hours and rest periods fairly.
8. Respect employees' basic human rights and prohibit any form of degrading treatment.
9. Provide reasonable wages and benefits, ensuring equal conditions that meet employees' basic needs.
10. Avoid any form of corruption, extortion, and embezzlement.
11. Continuously improvement on above-mentioned compliance principles.

In addition, the Company references international standards such as the “United Nations Guiding Principles on Business and Human Rights,” the International Labour Organization's “Declaration on Fundamental Principles and Rights at Work,” and the “Universal Declaration of Human Rights” to manage our suppliers. We require suppliers to sign written commitments as a management guarantee and strictly adhere to the management regulations of our sustainability responsibility framework while fulfilling corporate social responsibility.

All Ring Tech Co., Ltd. is committed to maintaining high ethical standards and prioritizing sustainable operations. Under the established integrity guidelines, any unethical behavior is not tolerated. In the event of a crisis, we will analyze the causes and implement appropriate preventive measures to minimize impacts and ensure smooth operations. Additionally, we have established a stakeholder communication section on the Company website, providing contact phone numbers and email addresses for all stakeholders to promptly reach out to responsible personnel. This facilitates timely improvements and remedies related to any incidents. Stakeholders can also access our official website: Investor Section → Shareholder Column → Stakeholder Contact.

2.4 Risk Response and Management

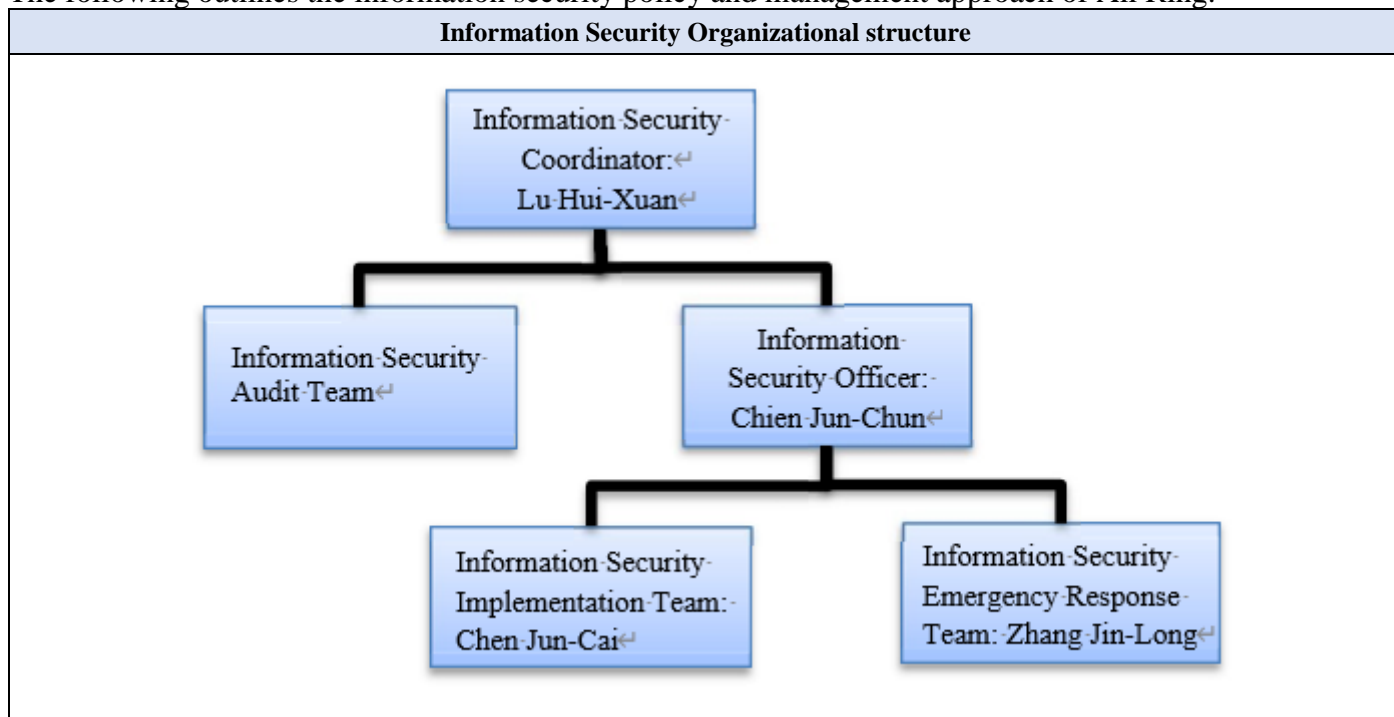
Scope of Risk Control		
Type	Potential Risk	Countermeasures
Adjustments in interest and exchange rates	(1) Impact of interest rates fluctuations	The Company will adhere to a prudent and conservative financial management approach, maintaining close contact with our banking partners to stay informed about interest rate fluctuations. This strategy aims to minimize the impact of interest rate volatility on the Company's operations.
	(2) Impact of exchange rates fluctuations	<ul style="list-style-type: none"> ● Utilizing the natural hedging characteristics, foreign currency receivables from product sales are used to cover foreign currency payables from procurement. Therefore, only the foreign currency portion needs to be evaluated. We analyze exchange rate and choose favorable timing for currency exchange or repayment of foreign currency obligations, while also using financial instruments as necessary to mitigate exchange rate risk. ● Financial personnel constantly monitor international financial conditions, gather information on exchange rate changes, and maintain close contact with bank foreign exchange personnel. They also review financial and economic information provided by banks and investment institutions to stay updated on the dynamics of exchange rate. ● Sales personnel consider exchange rate fluctuations during the quoting and negotiation process, adjusting product prices to appropriately reflect exchange rate volatility.
	(3) Impact of Inflation	<ul style="list-style-type: none"> ● The prices of raw materials required by the Company remain stable, and under the current moderate inflation conditions, the impact on the Company's future profits and losses is minimal.
Engagement in high-risk, high-leverage investments, loans and endorsement guarantees	Derivatives transactions, profits and losses	Company loans to others shall abide "Fund Loan operation Procedures" and "Endorsement guarantee operation procedures." Besides, the Company does not engage in any other derivative operation.
Future research and development plans and estimated costs	Future development plans	<ol style="list-style-type: none"> 1. Gain a thorough understanding of the market and customer needs, focusing on their satisfaction, while continuously cultivating the research and development expertise of the Company's personnel in mainstream R&D technologies. 2. All successful R&D processes adhere to quality assurance standards, establishing comprehensive standardized information to ensure the effective transfer of R&D technical knowledge. 3. Engage actively with research institutions and academic entities, seeking insights from various experts and scholars to gradually strengthen the Company's R&D capabilities. 4. Form strategic alliances with R&D technology vendors to guide their development direction and foster new technologies, thereby reducing R&D costs and risks. 5. Collaborate with foreign professional equipment manufacturers to jointly develop new products and gradually transfer the technology to enhance our independent capabilities.
Risks and countermeasures of selling and purchasing concentration	(1) Purchase (2) Sales	<ol style="list-style-type: none"> 1. Purchase: The Company maintains long-term, stable relationships with various suppliers. If a supplier is unable to provide a stable source of goods or meet delivery timelines, we will first seek alternative suppliers or suitable substitute materials. The primary raw materials for our products are not sourced from a single monopolistic supplier; instead, we have established good cooperation with our suppliers over the long term. Additionally, we periodically review the quality of materials from suppliers and explore the market for other quality vendors to mitigate the risk of concentrated sourcing. 2. Sales: To mitigate the impact of fluctuations in specific industry conditions, the Company is developing manufacturing equipment for various types of passive components (resistors, capacitors, inductors), semiconductor equipment, LED equipment, and testing equipment, aiming for product diversification. Additionally, a review of our top ten customers over the past three years reveals that they are primarily well-known large enterprises. This is largely due to the trend towards lighter, thinner, and smaller electronic products, along with increased capital expenditures by major semiconductor and passive component manufacturers, indicating that there is currently no risk of customer concentration.

Information Security Management

To strengthen information security management, the Company's board of directors approved the establishment of a dedicated Chief Information Security Officer (CISO) and specialized security personnel on November 8, 2023. These individuals are responsible for planning, monitoring, and executing the Company's information security systems, with regular reports on their progress submitted to senior management to mitigate operational risks. The information security organization is led by the Chairman's Assistant as the convener, with the head of the IT department serving as the CISO. This team includes several professional IT personnel who form various project groups:

- **Information Security Execution Team:** Responsible for researching, evaluating, establishing, and managing the technical specifications of information security policies, including the usage and maintenance management of the Company's software and hardware.
- **Information Security Emergency Response Team:** Executes emergency response procedures for unexpected security incidents and monitors security events.
- **Information Security Audit Team:** Conducts regular audits of the implementation status of security policies and regulations. The security unit reports annually to the Board of Directors on the effectiveness of security management and strategic direction.

The following outlines the information security policy and management approach of All Ring:



1. Information Security Policy

To strengthen our information security management, the Company has established an “Information Security Management Policy” to ensure the confidentiality, integrity, and availability of critical information. Upholding the principle of maintaining a secure environment for customer transactions, we implement comprehensive protections and preventive measures for our information systems and the data stored, processed, transmitted, or disclosed by the Company. This approach aims to eliminate incidents of damage, theft, leakage, tampering, misuse, and infringement. We clearly express our commitment to information security, ensuring that vendors and their employees with whom we do business fully understand our information security policy in order to safeguard our Company's information integrity.

2. Specific Management Plan :

To achieve our cybersecurity policies and objectives and to establish comprehensive cybersecurity protection, the following management actions and specific management plans are being implemented:

- ① We have adopted next-generation firewalls, implementing a tiered access system for internal and external networks. Personnel are granted access only to general services, while special services require permission requests, with all records retained.
- ② The email server is equipped with a spam gateway and selected modules for social engineering protection, fraud prevention, and antivirus filtering to block harmful emails.

- ③ An endpoint security protection system has been introduced, ensuring control over external devices. We have established standards for portable storage media, recorded user internet and file access behavior, and conducted an inventory of information asset equipment.
- ④ Our data center employs standard antivirus software and is planning to implement advanced MDR (Managed Detection and Response) software for continuous 24-hour monitoring and protection.
- ⑤ We have established an independent backup area, paired with backup software and hardware, to regularly back up data from the information room and personal computers. Only backup services have access to this area, reducing the risk of hacking.
- ⑥ We practice account privilege management, ensuring that general users have only the minimum necessary permissions. Special permissions require an application and approval process. All accounts are mandated to change passwords regularly, with password strength set to the highest level to mitigate risks.
- ⑦ Regular cybersecurity training sessions are conducted to internalize awareness of cybersecurity protection and enhance personnel cybersecurity consciousness.
- ⑧ We have joined the Science Park Cybersecurity Information Sharing and Analysis Center (SP-ISAC) to stay informed about potential cybersecurity threats and vulnerabilities, enabling better management and proactive responses.

3. Resources Allocated to Information Security Management:

Information security has become a crucial issue for the Company's operations. The corresponding cybersecurity management initiatives and the resources allocated are as follows:

- ① **Dedicated Personnel:** We have designated information security supervisor and dedicated cybersecurity personnel responsible for the planning, technical implementation, and related auditing of the Company's information security. Internal audits are conducted regularly, and if any deficiencies are identified, immediate corrective actions are requested from the audited units, with follow-ups to ensure improvements, thereby reducing internal cybersecurity risks. The reporting process for dedicated cybersecurity personnel in publicly listed companies has been completed.
- ② **Information Management System Implementation:** Starting in 2024, we have decided to invest in the certification of the ISO 27001 Information Security Management System. This will ensure that our information systems operate under standardized management protocols, minimizing security vulnerabilities and production anomalies caused by human errors. We will also engage in annual reviews for continuous improvement.
- ③ **Customer Satisfaction:** There have been no significant cybersecurity incidents or complaints regarding the loss of customer data.
- ④ **Cybersecurity Announcements and Education:** We provide announcements to all employees, including new hires, regarding cybersecurity protection regulations and important precautions to take.

4. Cybersecurity Training:

In the April 2023 monthly meeting, we conducted an information security awareness session for all employees. Additionally, we have issued aperiodic announcements to remind staff not to use personal devices for company matters (on January 3, 2023), to be cautious of phishing emails (on June 19, 2023), and to provide troubleshooting tips for common issues during software and hardware updates.

2.5 Risk of Climate Change

In recent years, global warming and climate change have intensified, prompting companies around the world to implement various response strategies. Environmental sustainability and the green economy have naturally become key development trends. In response to this phenomenon, All Ring Tech Co., Ltd. continuously monitors the impact of climate change on its operational activities and implements corresponding strategies for various risks. Our goal is to reduce energy consumption, lower carbon emissions, and improve carbon management performance, thereby achieving our corporate sustainability objectives. To emphasize the importance of energy conservation and carbon reduction, we aim to instill the principles of energy efficiency among employees in the workplace, enhancing energy usage efficiency and adopting action plans to minimize the consumption of natural resources. All Ring Tech Co., Ltd. follows the framework set forth by the Task Force on Climate-related Financial Disclosures (TCFD) to disclose relevant climate change risks as follows:

Risk of climate change				
Governance body	To effectively address climate change-related issues, the Company has established a Sustainability Development Committee as the highest governing body for climate change management. This committee monitors stakeholder demands and trends regarding climate issues, convenes relevant departments to assess and manage climate risks, and formulates strategies and objectives to report to and confirm actions with the Board of Directors. The Sustainability Development Committee reports the progress of the greenhouse gas inventory to the Board on a quarterly basis.			
Risk category	Our company assesses the impact of climate change risks and opportunities on All ring based on the climate risk and opportunity assessment methodology, as well as the timing of their occurrence. The results of the climate risk and opportunity identification are as follows:			
	Type	Issue of Risk	Time of Occurrence	
	Transition Risk	Imposition of carbon fees	Short-term	The government's imposition of carbon fees will increase operational costs.
		Customer Requirements for the Use of Renewable Energy	Short-term	Purchasing renewable energy will increase operational costs.
		Low-Carbon Technology Transition	Short-term	Revenue will decrease due to failure to meet customer carbon management standards for suppliers.
	Increase in Climate-Related Disclosure Requirements	Short-term	Verification of climate-related disclosures will increase management costs.	
Actual Risk	Impact of Extreme Weather Events	Short-term	Production disruptions will affect equipment delivery timelines, which in turn will impact subsequent orders and revenue.	
Category of opportunities	Type	Opportunity	Financial Impacts	
	Resilience	Expand the use of renewable energy and improve energy efficiency.	Install renewable energy systems to reduce reliance on purchased electricity; continue replacing high-energy-consuming equipment to lower the cost of purchased electricity.	
	Market	Obtain Sustainability-Related Management System Certification.	Meet customer expectations and create collaboration opportunities.	
Strategy	The Company will prioritize completing the inventory and verification process in the short term to identify the primary sources of carbon emissions. This will serve as the basis for internal discussions to establish medium- and long-term carbon reduction targets and implementation strategies. In the medium and long term, the Company will continuously adjust its strategies based on the evaluation of projected costs and benefits, ensuring steady progress towards its goals while seeking the most cost-effective solutions to mitigate the impacts of climate change.			
Risk management	Through a sustainability-themed questionnaire, we conduct a materiality analysis to identify significant issues related to climate change. We integrate climate change risks into our management framework for further assessment and oversight. The Company references the TCFD framework to identify climate-related risks and opportunities, developing responsive measures and target plans aimed at mitigating the impacts of climate change risks on business operations and enhancing corporate climate resilience. The identification and assessment of climate risks are coordinated by the Sustainability Development Department, which gathers input from relevant departments. This process involves compiling information on policies, regulations, market trends, and internal objectives to create a comprehensive list of climate change risk issues. By establishing future climate scenario conditions, we analyze potential risks we may face and conduct qualitative or quantitative analyses of high-priority risk items, evaluating the potential financial impacts of these risks to complete the materiality assessment.			
Indicators and objectives	The Company has not yet completed the greenhouse gas inventory process, so a baseline for carbon reduction targets has not been established, and carbon reduction strategies and objectives have yet to be formulated. As there are no specific targets in place, there are also no concrete transition plans.			

<p>Impact on finance</p>	<ul style="list-style-type: none"> ✓ Type of Financial Impact: Major customers impose constraints on carbon emissions throughout the supply chain, requiring the Company to select suppliers. ✓ Risk Description: The Company designs and assembles semiconductor production equipment, and our manufacturing process does not generate waste gases or wastewater. The primary carbon emissions arise from the production processes of our suppliers and the transportation involved in after-sales services. As a result, our major customers' control over supply chain carbon emissions mainly affects our suppliers. This communication and vetting process for suppliers may lead to an increase in the procurement costs of raw materials for our company. ✓ Potential Financial Impact: As the inventory and verification processes have not yet been completed, we are currently unable to estimate the financial impact. ✓ Explanation of Financial Impact: Due to the ongoing inventory and verification processes, we are temporarily unable to quantify the financial impact.
<p>Carbon pricing basis</p>	<p>The Company does not generate waste gases or wastewater during the production process. The primary source of carbon emissions comes from general electricity consumption during operations, with the carbon emissions produced by the power company during electricity generation being attributed to the indirect emissions from the daily operations of various departments.</p> <p>Due to the nature of our industry, we do not have production lines designed in a flow-line format, making it challenging to allocate electricity consumption to specific departments. Additionally, our operations do not involve significant electricity consumption; therefore, there is no need to establish internal carbon pricing to regulate energy use across departments. Instead, we encourage our employees to engage in energy-saving practices, reduce carbon emissions, and utilize renewable resources through awareness campaigns.</p>
<p>Greenhouse gas inventory plan</p>	<p>The Financial Supervisory Commission plans for all publicly listed companies to complete greenhouse gas inventory by 2027. The Company, however, aims to finish the internal audit of the parent company by the end of 2026, with the subsidiary audits to be completed by the end of 2027.</p>
<p>External endorsement or assurance</p>	<p>The Company plans to complete the internal audits of the parent company by the end of 2026, with subsidiary audits expected to be finished by the end of 2027. Additionally, we anticipate completing the verification process for the parent company by the end of 2028, and for subsidiaries by the end of 2029. To concretely implement and promote sustainability, we have established green management strategic goals, initiated various projects, and executed green management and performance evaluations. We aim to complete the group verification work by the end of 2029, utilizing external verification to assess our performance outcomes and effectively protect the Earth.</p>

2.6 Compliance with Laws and Regulations

Anti-corruption System

Since its establishment, All Ring Tech Co., Ltd. has strictly prohibited any acts of corruption, bribery, and extortion. To guide employees in adhering to ethical standards, the Company requires them to act with integrity and caution, avoiding the abuse of their positions for personal gain or accepting gifts from others. We continuously enhance employee education and training, conduct regular audits, and have established a disciplinary system to uphold these standards.

Activity	Target audience	Content
Law of order	All employees	Monthly and weekly meetings are conducted to announce updated Code of Integrity Management and relevant materials. Case studies are shared to highlight issues of concern with existing employees, so as to prevent any forms of dishonest behaviors.
Reporting mechanism	All employees	Employees can provide feedback to upper management through various communication channels. Our website includes feedback systems, annual reports, corporate, social, responsibility reports to disclose stakeholder communication channels, ethical management complaint procedures and whistle-blowing system, providing employees with whistle-blowing channels related to integrity management
Regular inspection	All employees	It is also listed as a human resource policy, while the Company has established a disciplinary system.

Integrity Management Task Force

The Board of Directors has tasked the Company governance officer and the Human Resources Department, both reporting to the Board, to establish an "Ethical Management Task Force." This dedicated unit is responsible for formulating and supervising the implementation of ethical management policies and prevention measures. The task force will report annually (at least once a year) to the Board of Directors on compliance with ethical management policies and the status of improvements regarding any identified shortcomings. Additionally, these reports will be submitted to the Audit Committee formed by independent directors to fully implement the principles of corporate ethical management.

In the event of corruption incidents, the Company will hold the involved personnel accountable and propose corrective measures to address any deficiencies. For those facing criminal liability, we will continue to gather intelligence and cooperate fully with the investigation units.

Whistleblower Process:

1. The Management Department receives the whistleblower report.
2. An administrative investigation is conducted to collect relevant evidence and analyze any illegal or unethical behavior.
3. The results of the investigation are submitted to the unit supervisor for approval.
4. Administrative responsibilities are pursued, or the case is referred to judicial authorities for further investigation.

The Company is fully committed to promoting an ethical action plan to enhance our integrity metrics and manage corruption risks. The Internal Audit Department serves as the operational hub for corruption risk assessments, conducting checks on various operations based on the "Code of Ethical Management" and the "Ethical Management Complaints and Reporting System." In 2023, All Ring Tech Co., Ltd. and its subsidiaries did not identify any instances of corruption, nor did we receive any anonymous or named reports of misconduct.

Communication and Training on Anti-corruption

According to the internal regulations of All Ring Tech Co., Ltd., employees are prohibited from directly or indirectly accepting any improper benefits while engaging in business activities. During the onboarding training for new employees, we emphasize the importance of business ethics. Additionally, we strengthen control points in our system design and implementation to prevent any violations of business ethics from occurring.

Regarding the avoidance of conflicts of interest for directors and managers, any individual involved in decisions or transactions that present a conflict of interest is prohibited from participating in the decision-making or voting processes. All directors and managers are required to sign a statement of ethics. The Company has established “Procedures for Handling Internal Information and Preventing Insider Trading” which prohibit insider trading by all employees, managers, directors, and anyone who is aware of company information due to their professional or control relationships. Additionally, the Board of Directors has approved the “Ethical Management Complaints and Reporting System,” which requires all employees to uphold principles of confidentiality and ethics while providing channels for reporting inappropriate behavior.

The Company regularly promotes awareness during monthly meetings about cases reported in the media or internally, where violations of laws and regulations have led to lawsuits or penalties, serving as a warning to employees. We also establish agreements with suppliers and customers that allow them to directly contact our audit unit if any signs of ethic violations arise during transactions. Relevant records will be submitted to our audit department, which will handle the cases according to the complaint or reporting procedures. If employees identify any abnormal signs related to suppliers or customers, we will notify the audit department of those counterparts and place them on a watchlist for closer scrutiny. We conduct regular educational training sessions for employees to ensure they fully understand the Company’s commitment to ethics, policies, prevention measures, and the consequences of unethical behavior. We have set up reporting channels that guarantee the confidentiality of whistleblowers and the content of their reports. All reported cases will be thoroughly investigated by the audit unit. If the investigation confirms wrongdoing, the audit unit will collaborate with the management department to take appropriate disciplinary action, promptly disclosing information about the violator's title, name, date of violation, details of the misconduct, and handling outcomes. Furthermore, employees who prevent incidents of forgery or misappropriation that could cause losses to the Company or customers will be recognized for their efforts. Those who report or assist in uncovering fraud or other actions detrimental to the Company's interests will also be commended. If reported incidents are verified as true, we will review the relevant internal control systems and operational procedures, proposing improvements to prevent similar issues from occurring in the future.

During the reporting period, the Company implemented the following training and educational activities during monthly meetings:

- (1) On January 2, 2023, during the monthly meeting, the Intellectual Property Supervisor presented to employees the definition of “National Core Technologies” as outlined in Article 3, Section 3 of the National Security Law, along with the items it protects. The session also reiterated the criminal liabilities associated with the infringement of trade secrets. A total of 294 employees were expected to attend, with 266 actually present, resulting in an attendance rate of 90%.
- (2) For new employees, we conducted training sessions on various regulations, including the Copyright Law, Trademark Law, Patent Law, Trade Secrets Law, Integrated Circuit Protection Law, and Securities and Exchange Act. As of May 7, 2024, we held 11 training sessions specifically for new hires, with a total of 54 participants.

2.7 Law-abiding

All Ring Tech Co., Ltd. mandates that employees maintain good conduct, exercise caution in their actions, and refrain from abusing their positions for personal gain. Regarding tax matters, the Company complies with all tax laws and regulations, ensuring there are no instances of tax evasion. In terms of environmental responsibility, we are committed to environmental protection policies while also prioritizing workplace safety. Socially, we adhere to government policies related to social and economic development and fulfill our corporate responsibilities to society. In 2023, All Ring Tech Co., Ltd. faced no significant penalties for regulatory violations and made no political contributions.

Corporate governance related law	Labor right and interest	Regulatory compliance with environmental regulations	Product Law
<ul style="list-style-type: none"> No violations of the Company Law No violations of the Commercial Law No infringement of securities finance laws and regulations No corruptions No political donations No litigation involving anti-competitive, anti-trust, and monopoly practices 	<ul style="list-style-type: none"> No violations of gender equality No forced labor No child labor No violations of rights of indigenous peoples 	<ul style="list-style-type: none"> No violation of waste disposal laws No violations of the Air Pollution Control Act No violation of the Water Pollution Control Act No incidents of any severe breaches 	<ul style="list-style-type: none"> No use of prohibited or controversial products No violations of voluntary codes or any marketing-related regulations No violations of laws related to use of products and services; hence no major fines were imposed. No customers' privacy was invaded, no customers' information was lost

Note: A significant event is defined as any single incident where the cumulative penalty amount exceeds NT\$1 million.

To ensure that daily operations adhere to the Company's integrity policy standards, All Ring Tech Co., Ltd. has established basic behavioral standards that must be followed by directors, managers, and general employees. These include the Code of Ethics Management, the Code of Ethical Conduct, and the Code of Sustainable Development Practices. The company has implemented a reporting system and a whistleblower protection mechanism, allowing individuals to report violations through the following channels:

Reporting channels	
Receiving unit	Audit Office
Address	Audit Office, No.1, Luke 10th Road, Luke District, Kaohsiung City
Reporting number	07-607-1828
Email address	paohui.lien@allring-tech.com.tw

Chapter 3 Innovation and Energy Conservation

3.1 Management Approach

Material Topic: Innovative Products and Technologies	
Reason for topic	The Company is focused on research and development, making innovation in core products particularly crucial. By building on our technical expertise, we leverage R&D to enhance product competitiveness and maintain market advantage.
Impact and Implications	<p>Actual/Potential Positive Impacts: Economic: Providing innovative products and technologies can enhance the Company's market value and competitiveness, thereby achieving sustainable development.</p> <p>Actual/Potential Negative Impacts: Economic: Failure to continuously develop innovative products and technologies may result in a loss of market competitiveness, making it difficult to attract new customers or retain existing ones, ultimately affecting revenue. Environmental: If resource efficiency is not considered during the development process, it could lead to resource waste and negative environmental impacts, such as increased energy consumption or significant material waste.</p>
Policy/Strategy	<ul style="list-style-type: none"> ● Each year, the development department sets KPIs for all products, cascading from the department level down to individual project researchers. Progress is reviewed quarterly, and the KPIs and objectives are continuously adjusted in response to market demands.
Objective	<ul style="list-style-type: none"> ● Short-term Goals: <ol style="list-style-type: none"> 1. Enhance the foundational design capabilities of new R&D personnel through the mentorship of senior colleagues. 2. Collaborate with customers to introduce new product processes for relevant testing and validation. ● Mid-term Goals: Accumulate experience through practical case studies to improve and optimize equipment based on customer needs, while enhancing R&D personnel's problem-solving skills. ● Long-term Goals: Develop R&D personnel to independently assess and lead project development.
Management Evaluation	<p>Setting KPI Goals:</p> <ul style="list-style-type: none"> ● Development Phase: Shorten equipment development timelines by implementing a collaborative design process with multiple roles, establishing a Bill of Materials (BOM) ● Production Phase: Verifying equipment functionality and stability to reduce production scheduling times. ● After-Sales Service: Decrease the number of customer complaints. ● Annual Patent Applications: Set a target for the number of patent applications to be filed each year.
Results and improvement	<ul style="list-style-type: none"> ● Each year, the R&D unit conducts a review of the KPIs for all project researchers, ensuring a consistent number of patents developed and continuously monitoring the future direction of equipment development.
Preventive or remedial measures	Individual KPI project progress is regularly uploaded to the internal project management system for tracking. Project completion progress is monitored, and after a project is completed, the project leader verifies the KPI content and achievement rates.

Material Topic: Customer Health and Safety	
Reason for topic	As a research-oriented company, innovation in R&D and the protection of intellectual property are particularly important, along with the need to avoid infringement issues.
Impact and Implications	<p>Actual/Potential Positive Impacts: Economic: The Company establishes comprehensive regulations and systems to effectively manage and protect its patents.</p> <p>Potential Negative Impacts: Economic: A lack of intellectual property protection measures could lead to products or technologies being copied or misappropriated by competitors, reducing the Company’s market competitiveness.</p>
Policy/Strategy	The management of patents is handled by the legal and intellectual property department, which is responsible for planning, applying for, and maintaining patents. The Company also uses encrypted software to prevent the leakage of trade secrets. For employees who need to use licensed software for business purposes, the IT department manages these licenses centrally. If employees require such software, it will be installed and authorized by the IT staff within the legal limit, and access will be revoked once it is no longer needed.
Objective	<p>Patent Domain:</p> <ul style="list-style-type: none"> • Short-term: Strengthen patent searches and design to avoid infringing on third-party patents during the innovation proposal stage in the R&D unit. • Mid-term: Implement KPI performance management for the R&D department to stabilize patent positioning. • Long-term: Consistently accumulate patents to enter the top 100 in the country and establish effective patent quality management. <p>Trade Secret Domain:</p> <ul style="list-style-type: none"> • Short-term: Enhance control over drawings and technical documentation within the R&D unit and ensure legal training for new employees. • Mid-term: Standardize control over software and hardware procurement, rejecting illegal licenses and infringement. • Long-term: Acquire cybersecurity software to strengthen controls and establish a Data Loss Prevention (DLP) mechanism to prevent data leakage.
Management Evaluation	<p>Patent Domain: The legal and intellectual property department assists in managing the KPIs of each R&D unit and conducts monthly audits and assessments.</p> <p>Trade Secret Domain: The IT department performs audits using encrypted software, while the document management center oversees the control of data flow uniformly.</p>
Results and improvement	<p>Patent Domain: In 2023, the goal of achieving 37 domestic patent applications was met. In 2024, the target is set at 38 patents, with 20 applications completed in the second quarter, achieving a 53% completion rate.</p> <p>Trade Secret Domain: There were no incidents of data leakage in 2023.</p>
Preventive or remedial measures	Access to portable storage devices is prohibited, and the Data Center (DC) manages access through Group Policy Objects (GPO). Additionally, encryption software is installed, ensuring that unauthorized personnel cannot decrypt files even if they gain access.

Material Topic: Customer Health and Safety	
Reason for topic	The Company provides advanced packaging process equipment for semiconductors, prioritizing the development of equipment that is easier to operate, safe, and efficient for the users.
Impact and Implications	<p>Actual/Potential Positive Impacts Economic: Producing high-quality and safe products can enhance the Company's market competitiveness and image. Human/Human Rights Aspect: A clear and user-friendly interface aids operators in their usage.</p> <p>Actual/Potential Negative Impacts Economic: A lack of stability and clear operational instructions may weaken the competitiveness of the Company's products in the market and affect the Company's position. Human/Human Rights Aspect: A design lacking a clear and user-friendly interface, along with insufficient safety measures, could increase the risk of accidents that lead to operator injuries, potentially exposing the Company to legal litigation or liability.</p>
Policy/Strategy	The Company prioritizes "Quality First, Safety Foremost" as our primary consideration. We implement the ISO quality system and have obtained certification from the international firm SGS. Key equipment has also passed SEMI S2 safety certification, enabling us to achieve the goal of standardizing equipment protection programs.
Objective	<p>Short-term goals: Establish a real-time customer feedback mechanism. Through immediate reports from our Account Executives (AE), corresponding departments can take prompt action, aiming for "zero incidents" of personal injury.</p> <p>Medium-term goals: Review and improve the efficiency of existing equipment while enhancing safety.</p> <p>Long-term goals: Continuously improve equipment quality, maintaining efficiency while also enhancing stability and safety.</p>
Management Evaluation	Use the acquisition of certifications as a basis for evaluation, and continuously introduce and establish safety standards.
Results and improvement	In 2023, we successfully obtained valid audit certifications, and key equipment continues to apply for SEMI S2 certification. We also arranged SEMI training courses, with at least 20 participants.
Preventive or remedial measures	Each year, we conduct a review of procedural systems, with the TQIC team—responsible for standardized management—acting as a preventive measure for continuous improvement. This process is divided into system control and mechanical aspects, combining both to achieve effective safety protection.

Material Topic: Customer Service Management	
Reason for topic	The Company provides advanced packaging process equipment for semiconductors, offering products and services tailored to customer needs. This enables our clients to achieve stable production in the semiconductor field and receive timely support.
Impact and Implications	<p>Actual/Potential Positive Impacts Economic: By understanding customer evaluations of our products and services, we can use this feedback as a basis for future improvements, ultimately providing customers with more satisfactory products and services, thereby enhancing the quality and image of the Company.</p> <p>Actual/Potential Negative Impacts Economic: Failure to respond promptly to customer needs or provide satisfactory products and services may lead to customer attrition, adversely affecting the Company's operations.</p>
Policy/Strategy	<ul style="list-style-type: none"> ● Development Department: Located nearby to provide immediate troubleshooting and repair services for equipment issues. ● Sales Department: Responsible for communicating customer needs and coordinating equipment shipping arrangements.
Objective	<ul style="list-style-type: none"> ● Short-term Goals: <ol style="list-style-type: none"> 1. Customer orders and other business-related confidential information and documents must comply with the labor contract and not be disclosed. 2. Provide timely services to customers, achieving a satisfaction score of 4.6 or higher. ● Mid-term Goal: Proactively understand customer needs to develop required equipment.

	<ul style="list-style-type: none"> ● Long-term Goal: Ensure that all external documents and product technical data provided by customers (such as product specifications, circuit diagrams, drawings, etc.), as well as software and intellectual property documents (including any format of stored data and documents like paper, CDs, USB drives, etc.), are properly logged, stored, safeguarded, and updated as needed.
Management Evaluation	The protection, management, and use of all electronic data media within the company shall adhere to the "Electronic Information Management Procedures" as the guiding principle.
Results and improvement	<ul style="list-style-type: none"> ● In 2023, there were no incidents of customer orders or confidential data leakage. ● In 2023, the customer satisfaction survey scored 4.6 out of 5.
Preventive or remedial measures	The Company implements customer satisfaction surveys to gather feedback on product usage, using this information to inform future improvements and provide customers with higher-quality products and services. Additionally, a complaint management system is in place, allowing customers to submit complaints via email, phone, or other channels. To ensure confidentiality, a customer management database is maintained through a controlled system, restricting access to authorized personnel only and strictly safeguarding customer information.

Material Topic: Energy	
Reason for topic	Energy management is an unavoidable issue for the Company's operations. Without proper control, rising electricity prices in the future will directly impact profitability. Responsible management can reduce operational risks and enhance the competitiveness of our products in sustainability initiatives.
Impact and Implications	<p>Actual/Potential Positive Aspects:</p> <p>Environmental: Implementing energy-saving and carbon reduction goals will lower energy emissions and their negative impact on the environment.</p> <p>Economic: To comply with the EU Carbon Border Adjustment Mechanism and our country's goal of achieving net-zero emissions by 2050, the Company will diligently improve energy performance, thereby enhancing the sustainability competitiveness of our products in the market.</p> <p>Human and Human Rights: The Company organizes and encourages all employees to participate in green sustainability initiatives, thereby fostering a sense of social responsibility and commitment to sustainability.</p> <p>Actual/Potential Negative Aspects:</p> <p>Environmental: Failure to implement energy-saving and carbon reduction measures may lead to a sudden increase in energy usage, resulting in higher greenhouse gas emissions and exacerbating climate change and environmental degradation.</p> <p>Economic: If energy is not managed properly, it could lead to increased energy costs, impacting the Company's operating expenses and profit margins. Not meeting the Carbon Border Adjustment Mechanism and net-zero emissions goals could diminish the competitiveness of the Company's products in the market, affecting corporate sustainability and market valuation.</p>
Policy/Strategy	The Company's policy is "Energy Saving, Carbon Reduction, Sustainable Development."
Objective	<p>Short-term Goal: Replace the cooling tower fans with energy-efficient models, reducing electricity consumption by 8,669 kWh annually.</p> <p>Mid-term Goal: Upgrade high-energy-consuming air compressors, aiming to decrease electricity usage by approximately 100,000 kWh each year.</p> <p>Long-term Goal: Replace in-house motors with IE3 high-efficiency motors to lower overall electricity consumption.</p>
Management Evaluation	Implement self-management by adjusting the air conditioning temperature according to seasonal variations.
Results and improvement	The office areas have been adjusted to prevent air conditioning waste, aligning with the Company's short-term goals. We will continue to manage energy issues moving forward.
Preventive or remedial measures	By reviewing the overall electricity consumption annually, we will develop strategies to reduce energy usage.

Material Topic: Material Procurement (Procurement Practices, Supplier Environmental Assessment, and Supplier Social Assessment)	
Reason for topic	The time required for raw material procurement can impact the production and delivery of company equipment. Additionally, the environmental and social evaluations of suppliers are important indicators for our clients.
Impact and Implications	<p>Actual/Potential Positive Impacts:</p> <ul style="list-style-type: none"> • Environmental and Social: Effective supplier management can help establish strong cooperative relationships with suppliers, leading to a harmonious and optimized supply chain. <p>Actual/Potential Negative Impacts:</p> <ul style="list-style-type: none"> • Environmental: A lack of effective procurement management may result in inefficient resource use, increasing energy consumption and waste generation, thereby negatively impacting the environment. • Environmental and Social: Insufficient environmental and social evaluation and management of suppliers could lead to improper environmental destruction and human rights violations within the supply chain, adversely affecting the Company's image.
Policy/Strategy	Quality Policy: Retain high-quality suppliers while eliminating underperforming ones; seek and evaluate new, reputable suppliers.
Objective	<p>Short-term Goal: Identify and evaluate new, reputable suppliers.</p> <p>Mid-term Goal: Assess suppliers to retain high performers and eliminate underperformers.</p> <p>Long-term Goal: Enhance cost advantages.</p>
Management Evaluation	Conduct regular evaluations of suppliers in accordance with ISO standards.
Results and improvement	First, provide guidance and place the supplier under observation for three months. If necessary, reduce order volume, followed by a one-month suspension of orders. Ultimately, if issues persist, the supplier will be permanently suspended, meaning they will no longer collaborate with us. In 2023, there were no suppliers that we ceased cooperation with.
Preventive or remedial measures	First, provide guidance, followed by observation.

3.2 Management of Products and Services

All Ring was founded in 1996, with headquarters located in Kaohsiung Nanke Science Park. It is the first technology-based company that mass produces within the science park. All Ring is a professional technology-based company that specializes in semi-conductors, passive components, LED process automation and mechanical design, as well as the procession, production, assembly, design and development of computer software. Today, All Ring has its headquarters in Kaohsiung, plants in Kunshan, China, and Hsinchu.

Product or service	Region of sales	Revenue (NT\$ thousands)	Sales volume (units)	Unit of sales
Semiconductor automation equipment	Taiwan/overseas	2,137,000	3,712	A set
Passive component automation equipment	Taiwan/overseas	106,000	260	A set
LED manufacturing equipment	Taiwan/overseas	30,000	25	A set
Others	Taiwan/overseas	39,000	- (Consumable parts)	Unit varies due to different components and equipment
Total		2,312,000	3,997	

All Ring's core technologies include automation, bonding, dispensing, AOI (Automated Optical Inspection), micro-control, and process capabilities for passive components.

Semiconductor automation equipment	<ol style="list-style-type: none"> 1. The dispensing products are used in the semiconductor Wafer Level Underfill dispensing packaging process. By optimizing the dispensing path, the process throughput is enhanced, and visual inspection systems are employed for packaged product inspection. 2. The AOI (Automated Optical Inspection) equipment is used in the semiconductor packaging process, primarily for final product appearance inspection. It performs visual defect detection on the die surface, ball surface, and the four sides, replacing manual visual inspection.
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	3. Cooling Equipment: The product is carried by a boat, which is supplied by the loader and conveyed via a channel to the dispensing area for thermal paste application. Once the thermal paste is applied, the product undergoes inspection using a dispensing visual system to confirm the coating status. After the application inspection, the product is transferred via the channel to the die attach machine for heatsink insertion. The product, thermal paste, and heatsink are then pre-fixed using a cold pressing process at the pre-bonding station. Subsequently, the product is conveyed to the hot press station for thermal curing and bonding of the product, thermal paste, and heatsink. Finally, the product is transferred to the post-attach visual system for inspection of the heatsink bonding condition, and then the Unloader performs the unloading operation to complete the entire production line process.
Passive component automation equipment	1. Testers, Packaging Machines, Cutting Machines, and Electroplating Machines: These are used for processing rectangular electronic components such as chip resistors, Multi-layer Ceramic Capacitor (MLCC), and Multilayer Ceramic Inductor (MLCI). The equipment is involved in a series of operations including ceramic stacking, cutting, testing, electroplating, and packaging of these products. 2. Winding Series Equipment: This equipment utilizes various winding methods, including winding and cutting, all of which are automatically performed. It is designed to work with different product characteristics, in combination with corresponding assembly or back-film equipment, to complete a series of production processes.
LED manufacturing equipment	1. Sorting Machines, Packaging Machines, Cutting Machines: After packaging is completed, the electrical and spectral properties of the products are measured and classified according to their grade, followed by collection and packaging.

All Ring has formulated a set of quality management protocols in each product manufacturing process to ensure that the operation is in sync with the law, contracts, quality policies and the Company's goals. The following are the safety certifications obtained for our products or services:

Overview of certified products or services		
Item or project name	Safety Certification	Customer assessment rate
Baking varnish	Limit of Harmful Substances of Industrial Protective Coatings GB 30981-2020	80%
Equipment security	SEMI S2	100%
Note: Percentage = (Total number of products or services reviewed by customers/total number of products and services produced for customers) x 100		

In modern society, consumers have increasing demands for product labeling. Clear product labels ensure that consumers receive accurate information when making purchasing decisions, enabling them to make informed choices. Therefore, the Company provides products with clear and detailed information and labeling. We have established “Warning Label Adhesion Operating Standards” to provide standardized labels for product safety protection, ensuring compliance with industry equipment safety regulations and offering effective reminders and declarations through label production. As of the end of 2023, All Ring has not encountered any incidents of violating product and service safety information labeling or marketing regulations, including any laws related to marketing communications (such as advertising, promotions, and sponsorships). The labeling of our products complies with the following requirements:

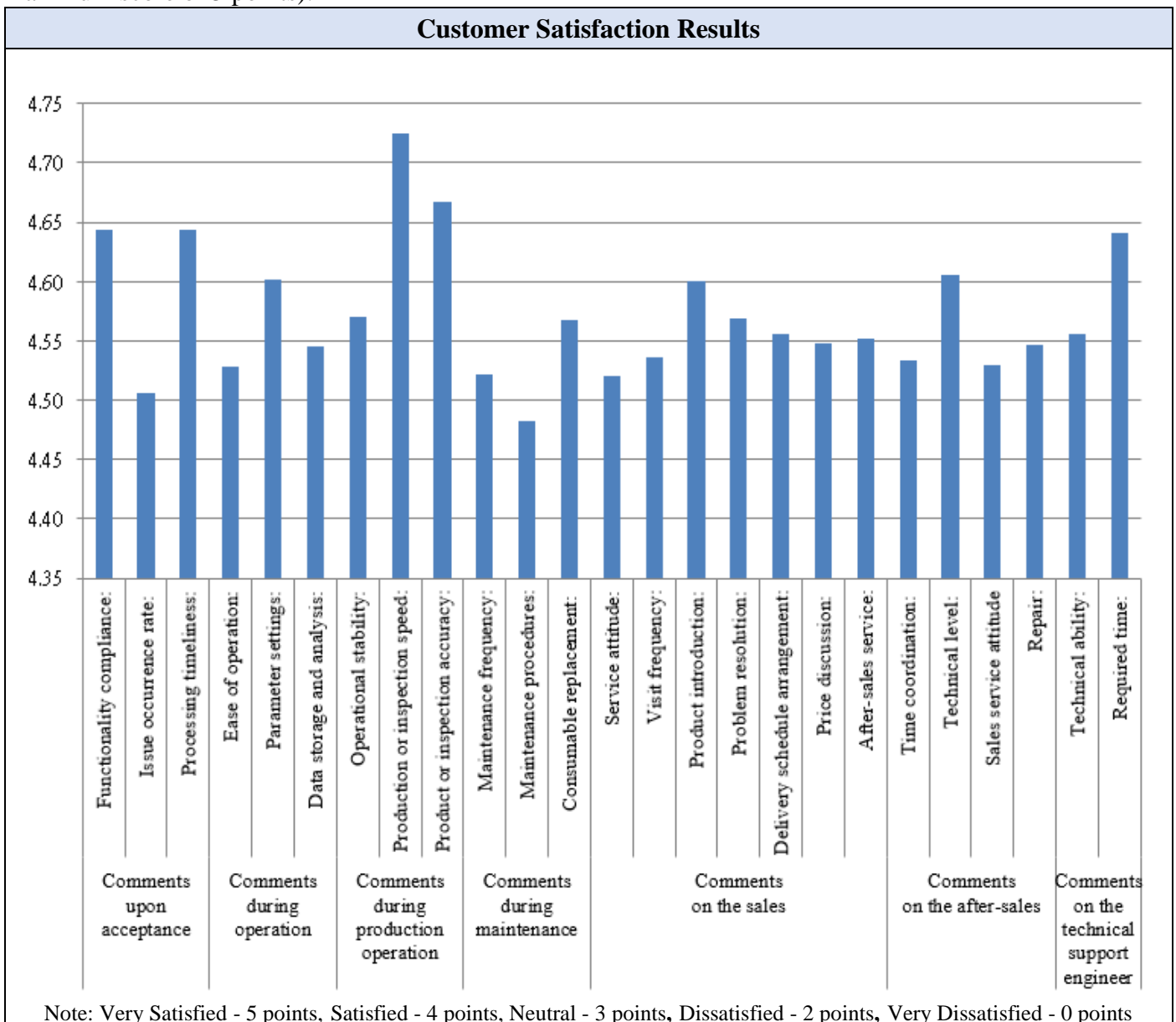
1. Equipment operation safety is conducted in accordance with customer safety symbol guidelines and general rules (e.g., SEMI standards).
2. All products comply with machine specifications and standards, as well as requirements for prompt after-sales service.

Customer Service Management

The Company regulates the collection, processing, and use of customer data, enhancing the protection and management capabilities of customer information, reducing operational risks, and creating a trustworthy environment for information protection and privacy. Any customer data obtained for business purposes must be properly safeguarded and must not be disclosed to third parties without authorization; it may not be used outside of the permitted timeframe, and if notified, it must be deleted without retaining any copies. As of the end of 2023, the Company has not had any incidents of infringing on customer privacy.

In order to continuously improve product quality and services, the Company conducts customer satisfaction surveys targeting all service clients. This survey aims to gather feedback on the evaluation of All Ring’s products from the customer’s perspective, which will serve as the basis for future improvements and help provide customers with more satisfactory products and services. The questionnaire includes sections for customer feedback on acceptance comments, operational feedback, production and operation feedback, maintenance feedback, comments on the "sales" team, feedback on "after-sales service," and feedback on "technical support engineers."

The customer satisfaction results for the company in 2023 are shown in the following chart (with a maximum score of 5 points):



3.3 Supplier Management and Assessment

Supplier Management

All Ring views suppliers as important business partners. To ensure the work safety of suppliers, all production sites, in addition to complying with occupational safety and health laws and relevant regulations to implement hazard communication and supervision, also promote various management mechanisms to strengthen the suppliers' occupational safety and health management. The Company manages suppliers' occupational safety and health primarily through hazard communication forms and has established a supplier qualification review system. Suppliers are required to complete a supplier qualification review form, which is then reviewed and categorized by the relevant departments to create a “Qualified Supplier List.” Occupational safety and health risks are reviewed three times annually. Supplier improvement progress is audited to enhance the quality of operations and the occupational safety and health standards of suppliers.

The followings are the Company's procurement items and proportion:

Contract category	Purchasing area	2021		2022		2023	
		Number	Proportion of the purchase amount to the total purchase amount (%)	Number	Proportion of the purchase amount to the total purchase amount (%)	Number	Proportion of the purchase amount to the total purchase amount (%)
Labor (contracting and service)	Local	6	100	10	100	21	100
	Oversea	0	-	0	-	0	-
Property (raw materials)	Local	484	97.98	502	97.66	476	96.75
	Oversea	10	2.02	12	2.33	16	3.25
Total		500	100%	524	100%	513	100%

Note:

1. Local refers to Taiwan; overseas refers to areas other than Taiwan (e.g., the U.S., Vietnam).

Supplier Code of Conduct and Sustainable Development Management

I. Establish Standards	<p>The Company prioritizes the safety and health of workers involved in operations, products, or services related to its business. Suppliers are required to comply with the “All Ring Technology Supplier Code of Conduct” to ensure the safety of their working environment. The Company also encourages suppliers to request that their downstream suppliers, contractors, and service providers recognize and adopt this code. In addition, all suppliers, collaborators, and contractors must comply with the company's environmental, safety, and health requirements.</p>
II. Risk Assessment	<p>To further understand the sustainability status of the supply chain and manage supply chain sustainability risks, the Company conducts an annual three-phase supplier sustainability risk survey and assessment.</p> <p>Based on the supplier's priority on occupational safety management, both institutional and execution aspects are advanced to achieve the goal of zero accidents and zero incidents. In accordance with the “All Ring Technology Partner Management Guidelines,” the evaluation unit prepares an “Annual Performance Evaluation Form for Partners” three months before the contract expires, based on daily performance data and the partner's contract compliance. This evaluation is approved by the supervisor of the evaluation unit and serves as the basis for contract evaluation and the sustainability self-assessment questionnaire, which is used for sustainability risk assessment. New suppliers are required to complete a self-assessment form for review.</p> <p>Risk Assessment Phase 1: Proactive Investigation Risk Assessment Phase 2: Supplier Risk Assessment Questionnaire, using the "Sustainability Self-Assessment Questionnaire" to evaluate the first-tier suppliers' performance in terms of sustainability risk compliance. Risk Assessment Phase 3: Follow-up on High-Risk Suppliers/On-Site Audits.</p>
III. Third-Party Vendor Evaluation and Assessment	<p>The Company's contract renewal application documents are outlined in the "Partner Management Guidelines." These guidelines also specify that the contract execution unit is responsible for assessing the performance of partners in fulfilling the contract. The results of this assessment are compiled into the "Annual Performance Evaluation Form."</p>

Supplier Assessment

All Ring's core products include semi-conductors, passive components, LED process automation, mechanical and engineering design, processing, manufacturing and assembly, as well as design of computer software.

1. Operating process and types of processing equipment.
2. Precision Machining capabilities.
3. Days required for urgent delivery.
4. Staff turnover rate.
5. Inspection on types of equipment.
6. Frequency of regular maintenance (including calibration) of the gauge.
7. Quality control capabilities.

The Company conducts evaluations once per year, dependent on the situation, we may increase assessments on various manufacturers. In 2023, there are 22 suppliers who have completed supplier evaluation, whereas the percentage of suppliers who have completed evaluation process is 89%, with 2 suppliers unqualified in our list.

Upon evaluation, should there be suppliers who fail to meet our criteria, following measures are being implemented.

Suppliers undergo counseling and observation for three months → reduce number of orders from suppliers → Suspension. We will stop ordering from supplier for one month → Ban. We will not work with the supplier.

All Ring Technology strictly prohibits any form of forced or compulsory labor, as well as the employment of child labor, and requires suppliers to comply with the Code of Conduct. Regular audits are conducted to ensure that suppliers are adhering to these standards. In the event that any instances of forced labor are found within the supply chain, the Company will take the following corrective measures:

1. Investigate the issue of forced labor and its underlying causes
2. Communicate with the supplier's management team and gather relevant information
3. The supervisor of the Sustainability Department must immediately notify the purchasing manager to discuss and determine corrective actions
4. All procurement or cooperation contracts will include clauses that promote corporate social responsibility and explicitly prohibit any risks associated with forced labor

During the reporting period, no instances of child labor or forced labor were reported among the Company's suppliers.

3.4 Resource Control

The issue of carbon neutrality, stemming from global climate change, has become an international consensus and a potential emerging environmental regulatory risk. Industries worldwide are implementing measures to address the challenges posed by climate change. In recent years, the United Nations has actively promoted the Sustainable Development Goals (SDGs), and most global manufacturers have begun to respond. These efforts are focused on reducing pollution, protecting the environment, improving energy efficiency, making better use of resources, and minimizing waste, all with the goal of achieving sustainable business development.

Energy Saving, Low Carbon Emissions, and Sustainability

The primary sources of greenhouse gas emissions for the Company are purchased electricity and non-renewable fuels (such as gasoline). To effectively reduce greenhouse gas emissions, the Company has focused on electricity conservation. In 2023, All Ring Technology reduced electricity consumption by 24,302 kWh compared to 2022, resulting in a reduction of 12,029.49 CO₂e. This was mainly achieved by replacing traditional lighting with LED tubes. Additionally, the Company plans to implement motion-sensor lighting in public areas in 2024 to further improve electricity efficiency. Due to an increase in after-sales service demand in 2023, the Company saw a corresponding rise in gasoline usage.

The energy consumption of All Ring over the past three years is shown in the table below. In the future, the Company will continue to implement various energy-saving measures to achieve the goal of sustainable energy usage:

Energy Consumption				
Indicator	Unit	2021	2022	2023
Electricity Usage	Joule/ Year	1,630,496	1,799,652	1,502,144
	GJ	5,869.79	6,478.75	5,407.72
Gasoline usage	L/Year	41,573	46,440	74,699.84
	GJ	1,357.65	1,516.59	2,439.48
Diesel usage	L/Year	0	2,836	2,840.46
	GJ	0	99.74	99.90
Organization-specific metrics	Total number of full-time employees	262	277	296
Total Energy Consumption	GJ	7,227.44	8,095.08	7,947.09
Energy strength	GJ/ Total number of full-time employees	27.59	29.22	26.85

Note:

1. The heating value of electricity is converted as 1kWh = 0.0036GJ.
2. Conversion factors are calculated based on fuel calorific values of fuel using the EPB Gas Emission Factor Management Table version 6.0.4. Gasoline 7,800 kcal/L; diesel 8,400 kcal/L;; 1 kcal = 4.184 KJ.
3. There were no diesel data for 2021 as there were no vehicles purchased.

Apart from improving energy efficiency, the Company implements energy conservation and carbon reduction policies, to encourage employees to work together for a sustainable corporation.

<p>1. Conduct training for employees to encourage energy conservation and carbon reduction</p>	<p>The Company holds monthly meetings to regularly promote the "Turn Off Lights and Save Energy" initiative and to raise awareness among employees about environmental protection and energy-saving practices. The following are specific implementation methods:</p> <ol style="list-style-type: none"> (1) Adjust air conditioning temperatures based on actual room conditions (with temperature setting indicators on the switches). (2) "Turn off Lights" plan—encouraging employees to turn off lights when not in use. (3) Promote water conservation, bring personal chopsticks, cups, and handkerchiefs. (4) Encourage walking and reduce the frequency of using elevators.
<p>2. Promotion of Energy Efficiency Measures throughout factory office and headquarter office</p>	<p>The following energy-saving and resource conservation measures have been implemented at the factory:</p> <ol style="list-style-type: none"> (1) Replacing conventional fluorescent lights with LED daylight lamps (2) Implementing zone-based control for air conditioning systems (3) Replacing water-cooled air conditioning units with ice storage-type systems and adjusting the air conditioning mode according to seasonal changes (4) Upgrading the air compressor from fixed-speed to variable-speed operation (5) Ensuring doors and windows that are isolated from external air are kept tightly closed to prevent air conditioning from leaking out or hot air from entering, which would increase cooling load (6) Turning off computers and electrical equipment that are not in use for extended periods to reduce standby energy losses (7) Implementing energy-saving plans across three main areas: air conditioning systems, electrical lighting, and other electrical usage. Regularly reviewing energy-consuming equipment and replacing outdated models (8) Installing water-saving devices on faucets in the factory to reduce water consumption (9) Replacing old toilet fixtures with dual-flush systems to save water. (10) Using efficient, water-saving irrigation systems and ensuring appropriate watering levels for the factory grounds

<p>3. Use of E-signature to ensure environmental sustainability</p>	<p>The Company is committed to promoting environmental sustainability and responding to global energy conservation and carbon reduction efforts. To support these goals, an electronic system has been established for efficient querying and tracking. Additionally, the Company has transitioned from manual approval processes for requisitions, procurement, and expense reimbursements to an electronic approval system, thereby reducing paper usage.</p>
<p>4. Adopt carbon reduction plans to improve service and sales processes</p>	<p>The Company establishes service locations near the main customer facilities and provides nearby employee dormitories to deliver timely services to customers. This approach helps streamline service processes and aligns with the goal of reducing carbon emissions.</p>

In addition to implementing energy-saving and carbon-reduction measures within the Company to achieve environmental sustainability, the Company is also focusing on product transformation and green production as key directions of effort. While serving customers, the Company is also committed to giving back to the environment and society, aiming to achieve green management. The following are the actual actions taken by the Company:

<p>1. Climate Change and Opportunities</p>	<p>To fulfill its social responsibility of protecting the environment, All Ring Technology strictly prohibits the use of harmful substances regulated by laws and regulations in its production equipment. Relevant information is communicated to all departments to ensure that the company's products meet customer requirements. The Company continuously works on improvements in areas such as environmental pollution, energy and resource conservation, and waste reduction to minimize potential environmental risks. As a means to mitigate climate change, the Company focuses on reducing and controlling greenhouse gas emissions. Efforts are made throughout all stages—from product design, supplier management, and machine assembly to customer service—to control greenhouse gas emissions. As of 2023, the company has not been subject to any penalties due to environmental pollution.</p> <p>As All Ring is a company specializing in equipment design and assembly, the primary source of its greenhouse gas emissions is electricity consumption, with no significant emissions of high-pollutant substances. Additionally, the assembly process follows green manufacturing practices. Therefore, the Company can easily track its carbon emissions each month through the electricity bills, in alignment with the goal of achieving carbon neutrality. This approach also guides the company's research, development, and assembly of machinery, all while adhering to the principles of environmental sustainability.</p>
<p>2. Green Products</p>	<p>All Ring is committed to environmental pollution prevention by installing solar energy systems, actively promoting resource recycling and reuse, and implementing various environmental and safety management measures. The Company regularly conducts mandatory environmental inspections across the entire plant, strengthens hazard identification and safety education for all employees, provides disaster prevention training, and conducts health checks for staff. The goal is to achieve zero pollution in production and zero accidents in the workplace. In terms of environmental and climate impact, All Ring also focuses on reducing greenhouse gas emissions and improving energy efficiency.</p> <p>In addition to complying with domestic regulations, the Company strives to meet international standards and strives for excellence in both business growth and its commitment to environmental protection and workplace safety.</p>
<p>3. Specific Implementation Methods for Green Assembly Manufacturing</p>	<p>The following actions have been implemented by the Company to promote environmental sustainability and reduce carbon emissions:</p> <ol style="list-style-type: none"> (1) Machine Design: Machines are designed to be lighter in weight, reducing carbon emissions during transportation. (2) Smart Multi-functional Machines: Intelligent, multi-functional machines are designed to assist customers in achieving a streamlined production process, reducing manufacturing time and aligning with green energy concepts. (3) Increasing Machine Output Efficiency and Yield: Enhancing machine productivity and yield helps customers reduce the production of defective products. (4) Reducing Greenhouse Gas Emissions at the Factory: Measures are taken to lower greenhouse gas emissions within the factory premises. (5) Local Sourcing: By sourcing materials locally, transportation distances are shortened, contributing to carbon neutrality. (6) Proximity Service Centers: Service locations are set up near customers, allowing machine assembly to occur locally and reducing transportation distances and associated carbon emissions. (7) Carpooling for Customer Deliveries: The Company offers vehicle consolidation services to customers, reducing the energy consumption caused by multiple individual shipments. (8) Carpooling for On-Site Repairs: Employees carpool when visiting customer sites for product maintenance, thereby reducing carbon emissions from travel.

Management of Greenhouse Gases

As All Ring is an equipment design and assembly company, its greenhouse gas emissions primarily come from electricity consumption, with no significant emissions of highly polluting substances. The assembly process follows green manufacturing practices. By reviewing the monthly electricity bills, the Company can track its carbon emissions and better understand the amount of carbon released during the manufacturing process. This helps ensure that All Ring actively monitors and takes steps to reduce its carbon emissions, reinforcing its commitment to carbon reduction initiatives.

Item	2021	2022	2023
Scope 1: Direct greenhouse gas emissions (metric tons CO ₂ e)	98.00	116.89	131.037
Scope 2: Indirect greenhouse gas emissions (metric tons CO ₂)	829.92	890.828	742.0591
Scope 3: Other greenhouse gas emissions (metric tons CO ₂)	N/A	N/A	128.303
Total emissions = Scope 1 + Scope 2 (metric tons CO ₂ e)	927.92	1,007.71	1,001.3991
Greenhouse gas emission intensity (metric tons Co ₂ e / total number of full-time employees)	3.54	3.64	3.38

Note:

- Scope 1 focuses on emission sources owned or controlled by the Company, including stationary combustion sources, process emissions, mobile combustion sources for transportation and fugitive emission sources. The emission coefficients are calculated by GWP value based on the latest data released by the Energy Administration, Ministry of Economic Affairs, version 6.0.4 (IPCC Sixth Assessment Report).
- Scope 2 refers to inter-energy emissions such as purchased electricity. Electricity emission factor is calculated based on the latest figures issued by the Energy Administration, Ministry of Economic Affairs. 2021= 0.509 kgCO₂e/kWh; 2022= 0.495 kgCO₂e/kWh; 2023= 0.494 kgCO₂e/kWh.
- Types of greenhouse emissions: Carbon Dioxide (CO₂), Methane (CH₄), and Nitrous Oxide (N₂O).
- In response to Lite-on Technology Corporation's supplier greenhouse gas inventory policy, the Company began implementing Scope 3 inventory in 2023.

Carbon Emission Reduction Program

The Company has set greenhouse gas emissions reduction targets based on the year 2022 as the baseline:

- Short-term goal:** Reduce greenhouse gas emissions by 5% within the next 5 years.
- Medium-term goal:** Achieve a 50% reduction in greenhouse gas emissions by 2030.
- Long-term goal:** Achieve zero greenhouse gas emissions at all operational sites by 2050.

Future Carbon Emission Reduction Goals

- Install Motion-Sensor LED Lights in Public Areas:** The target for 2024 is to reduce electricity consumption by 2,500 kWh, with an estimated reduction in carbon emissions of 1,237.5 CO₂e.
- Replace Traditional T8 and T5 Fluorescent Tubes with LED Tubes:** The target for 2024 is to reduce electricity consumption by 5,600 kWh, with an estimated reduction in carbon emissions of 2,772 CO₂e.
- Replace Energy-Efficient Fans in Cooling Towers:** The target for 2024 is to reduce electricity consumption by 8,668 kWh, with an estimated reduction in carbon emissions of 4,290.66 CO₂e.

Carbon Emission Reduction Achievements

In 2022, the Company achieved an additional energy savings of 375,000 kWh, which is equivalent to a reduction of 185.71 metric tons of CO₂e, resulting in a cost savings of 2.2 million NTD. Since 2017, the energy-saving projects accumulated by the Company have led to a total energy savings of 14,048,000 kWh in 2021 alone, with cumulative savings of 38.01 million NTD and a reduction of 9,202 metric tons of CO₂e. This is roughly equivalent to the carbon sequestration of 17.97 Da'an Forest Parks in one year. Compared to 2022, the Company's greenhouse gas emissions were reduced by 148 million metric tons of CO₂e in 2023.

The Company is committed to improving air quality, and we strictly adhere to regulations during the production process to ensure that no substances harmful to the ozone layer are released. During the reporting period, no harmful environmental emissions were recorded.

3.5 Accessibility of Water Resource

Water Usage

The water used at the Taiwan operational site is sourced from the Nanhua Reservoir, with the main water supply being tap water. Additionally, rainwater is collected for irrigation purposes. Climate change has altered the conditions for water resource usage, making both water quantity and quality critical issues to be addressed globally. The Company uses the "Water Risk Atlas" from the World Resources Institute to monitor the water risk levels at its operational locations. The Taiwan site is categorized as a low-to-moderate risk area. In 2023, the Company's wastewater discharge totaled 5.86 million liters.

The Company's water usage is primarily for employee needs. At monthly meetings, the Company promotes water conservation awareness among employees and implements car wash machine usage management. Additionally, the water pressure at faucets within the factory is adjusted. The employees' efforts in water conservation have resulted in a noticeable decrease in the water usage density year over year.

The following table shows the water consumption results for All Ring over the past three years:

Indicator	2021	2022	2023
Water withdrawal (million liters)	10.45	10.16	9.72
Water discharge (million liters)	3.53	3.82	5.86
Water consumption (million liters)	6.92	6.34	3.86
Organization-specific metrics (Unit)	Total number of full-time employees	Total number of full-time employees	Total number of full-time employees
Organization-specific measurement	262	277	296
Water use intensity	0.040	0.037	0.033

Note:

1. Water consumption = Water withdrawal - Water discharge

2. Water use intensity is calculated as: Water withdrawal (million liters) / Total number of full-time employees

The Company's "Chemical Oxygen Demand" (COD) and "Ammonia Nitrogen" (NH₃-N) levels exceeded discharge standards due to the septic tank being too small, causing the feces to remain undecomposed and flow into the wastewater discharge pool. This led to elevated levels of COD and NH₃-N beyond the allowable limits. In 2023, the Company increased the frequency of septic tank cleaning, which effectively reduced the COD and NH₃-N discharge levels. Moving forward, in addition to further increasing the septic tank cleaning frequency, the company plans to introduce appropriate chemicals into the septic tank to reduce the concentrations of COD and NH₃-N, with the goal of meeting discharge standards.

Wastewater Discharge Standards and Monitoring Values for the Past Two Years				
Tested Item	2022		2023	
	Emission Standards (ppm)	Annual Average Monitoring Values (ppm)	Emission Standards (ppm)	Annual Average Monitoring Values (ppm)
Suspended Solids	30.000	27.231	30.000	18.377
Chemical Oxygen Demand (COD)	100.000	192.846	100.000	115.562
Ammonia Nitrogen	30.000	170.338	30.000	103.469

3.6 Material Usage and Waste Management

Material Usage

The general industrial waste generated during All Ring's production process is primarily packaging waste, which is classified and treated in accordance with environmental regulations. Due to the nature of the industrial process and other constraints, the reuse rate of cardboard boxes and plastic pallets in 2023 was approximately 36%.

The table below shows the consumption of packaging materials, including raw materials for packaging and non-recyclable packaging materials used by All Ring:

Unit: Ton

Use of Packaging materials			
Raw Material	2021	2022	2023
Non-renewable raw packaging materials			
Plastic Bags	1.2	0.90	0.70
Shrink Films	4.5	4.60	3.80
Renewable raw packaging materials			
Cardboard boxes	10.65	9.20	7.20
Wooden Boxes	19.5	18.70	11.40

Waste management

To effectively manage waste and prevent environmental contamination, the Company places great importance on reducing production waste. All waste is properly classified, recycled, and outsourced for disposal. The Company does not generate hazardous waste. General waste (such as back film, glue spots, soldering waste, etc.) is handled by qualified external vendors. Additionally, GPS tracking is used to monitor and ensure that waste collection companies accurately collect and transport waste to the Kangshan Waste Incineration Plant. This ensures that waste is properly handled, recycled, and reused to prevent environmental pollution. During the reporting period, no significant spills or leaks occurred.

The table below shows the non-hazardous waste generated by the Company:

Non-Hazardous Waste Statistics		
Waste composition	Disposal	
Item	Waste amount (ton)	Handling Method
General Waste	3.13	Incineration (excluding energy recovery)
Cardboard boxes	10.40	Other recycling operations
Packaging material	0.60	Preparation for reuse

Chapter 4 Working Together to Build

4.1 Management Approach

Material Topic: Occupational Health and Safety	
Reason for topic	Healthy employees are a key foundation for a company's success, and creating a safe working environment is the shared responsibility of the Company and all its employees. By complying with government environmental, safety, and health regulations, the Company aims to maintain environmental quality and promote a zero-accident goal.
Impact and Implications	<p>Actual Positive Impacts</p> <ul style="list-style-type: none"> • Environmental and Economic: The Company strictly adheres to occupational safety and health regulations, as well as other relevant social and environmental laws. The management department is responsible for planning and promoting these initiatives, ensuring the implementation of environmental, safety, and health policies. Regular inspections and preventive measures are carried out to avoid accidents, safeguarding the Company's image and operational costs. • Human/Labor Rights: Supervisors at various levels identify relevant risks, holding regular morning meetings and management conferences to discuss and address potential issues. Additionally, periodic occupational safety training sessions are conducted to establish a strong safety culture among employees. <p>Actual/ Potential Negative Impacts</p> <ul style="list-style-type: none"> • Economic and Human/Labor Rights: In the event of a workplace accident, the Company may face employee injuries or occupational diseases, which could lead to production disruptions. This may also incur medical expenses, compensation payments, or legal liabilities, negatively impacting the company's operations and financial performance.
Policy/Strategy	Each department of the Company continuously monitors updates to relevant laws and regulations within their areas of responsibility. Internal processes for revising company policies are initiated whenever there are changes in regulations. Auditors conduct spot checks based on the established audit plan to ensure that internal processes are in compliance with the updated standards, thereby guaranteeing that the Company operates in accordance with applicable laws and regulations.
Objective	<p>Short-term Goal: Through internal audits and inspections by external parties, identify any areas where the Company's current operations are not in compliance with regulations. Set deadlines for corrective actions to minimize potential risks and losses.</p> <p>Medium- to Long-term Goal: Cultivate a practice among department heads to regularly monitor updates to regulations, ensuring timely implementation of regulatory revisions and adjustments to operational processes. The goal is to proactively address these changes before they are identified during audits.</p>
Management Evaluation	If the Company's auditors identify internal deficiencies, they will draft a deficiency report. Relevant personnel and supervisors are required to address the issues outlined in the report. The number of deficiencies recorded will impact individual performance evaluations. A year-over-year decrease in the number of deficiencies identified through internal or external audits indicates that the Company's regulatory compliance and operational management are being effectively implemented.
Results and improvement	The Company has uploaded the monitoring results in electronic format on its website. All environmental measurement standards fully comply with relevant regulatory requirements.
Preventive or remedial measures	<ol style="list-style-type: none"> 1. Safety Helmets: In workplaces where there is a risk of falling objects that could injure the head, safety helmets must be worn during operations. 2. Safety Glasses: In operations or work environments where sparks, fine dust, or flying debris may be produced, and where there is a potential risk of eye injury, safety glasses must be worn during work. This includes operations like grinding machines and traditional lathes. 3. Hearing Protection: In noise zones (areas with noise levels above 85 decibels), such as compressor rooms, earplugs or earmuffs should be worn. 4. Hand and Foot Protection: When removing metal chips or handling materials where there is a risk of hand injury, gloves should be worn to prevent injury (it is strictly prohibited to wear gloves while operating rotating machinery). Workers in assembly areas are required to wear safety shoes. 5. Safety and Health Training: The facilities management team provides safety and health training for both new and existing employees, including instruction on the proper use of personal protective equipment (PPE). 6. Emergency Response and Fire Drills: Regular emergency response training and fire drills are conducted. 7. Walk-Through Management: A walk-through management system is implemented, including regular inspections and checks, to ensure that all safety and health requirements are followed, to prevent accidents, protect company assets, and raise employee awareness of environmental safety and health. 8. Monthly Safety Awareness: During monthly meetings, safety rules and regulations are promoted to ensure compliance and to prevent occupational hazards resulting from work activities. 9. Risk Assessment and Incident Prevention: The Company implements risk assessment and identification within the plant, regularly analyzes workplace incidents, posts safety signs to remind employees of mechanical safety, conducts periodic and ad-hoc training, promotes proposal-based improvements, performs emergency and preventive drills, reviews high-risk operations, and controls the plant's environmental conditions (e.g., humidity levels).

Material Topic: Training and Education	
Reason for topic	Employees are the greatest asset of a company. Creating a workplace environment that attracts talent is key to enhancing the Company's competitiveness. By establishing Standard Operating Procedures (SOPs) and arranging training programs, new employees can be seamlessly integrated into the team, while ensuring the transfer of team knowledge and experience. This approach helps the organization achieve its goal of sustainable operations.
Impact and Implications	<p>Actual/Potential Positive Impacts: Human/Labor Rights: The Company strengthens and enhances employees' professional skills through regular training and education, which helps to improve the company's sustainable competitiveness.</p> <p>Potential Negative Impacts: Human/Labor Rights, Economic: If effective employee training is not provided, employees' professional skills may not align with team needs, leading to decreased work efficiency and quality. This could result in increased production and R&D costs.</p>
Policy/Strategy	Comprehensive training reduces cognitive errors and has successfully achieved the standardization of operational processes.
Objective	<p>Short-term: Establish a robust and effective training system to ensure employees complete their pre-employment training within a short period, allowing them to quickly integrate into their roles and contribute their strengths.</p> <p>Mid- to Long-term: Systematically cultivate employees' professional skills and facilitate knowledge transfer through training programs, implementing a succession plan to ensure the Company maintains sustainable competitiveness.</p>
Management Evaluation	Employees can file complaints through designated channels when encountering unreasonable situations.
Results and improvement	The Company has established different performance evaluation systems for each employee based on their job roles. Through performance assessments and feedback sessions, we identify each employee's talents and suitability, which then serve as the basis for performance evaluations. In 2023, the employee evaluation rate reached 100%.
Preventive or remedial measures	<ol style="list-style-type: none"> 1. Talent Recruitment: In addition to interviews conducted by professional managers, candidates are assessed using personality and competency tests after the interview to ensure effective evaluation. 2. Recruitment Activities Direction and Effectiveness: The results and direction of recruitment activities are reported during the monthly management meetings. 3. Salary Adjustment Measures: Salary adjustments are reviewed and made based on the annual performance evaluations to ensure alignment with the Company's compensation strategy. 4. Employee Training and Development Plan: Training programs are planned and implemented according to the needs of various departments within the Company. Internal training focuses on enhancing new employees' understanding of intellectual property, software, and product security. Both internal and external training opportunities are provided to help employees strengthen their skills.

Material Topic: Labor/Employment Relations	
Reason for topic	Labor-management relations are one of the key factors for business success. In recent years, with the rapid growth and evolution of the economy, every industry faces challenges related to structural transformation. In addition to actively recruiting professional employees, creating a stable and positive labor-management relationship is essential for building a workplace environment that allows the company to effectively respond to various challenges.
Impact and Implications	<p>Actual/Potential Positive Impacts: Human/Labor Rights: The Company is committed to creating a fair workplace, offering comprehensive compensation and benefits to effectively retain talent.</p> <p>Actual/Potential Negative Impacts: Economic: If labor-management relations are not properly managed, the Company may face talent shortages, leading to operational risks in the future.</p>
Policy/Strategy	<ul style="list-style-type: none"> ● "Heartfelt" Health-Focused Workplace: Foster health awareness by building a culture of self-management and promoting employee health consciousness. This includes offering personal health care and consultation services, complemented by multiple communication channels, informational materials, and health seminars to engage employees. ● "Caring" Channels for Support: Supervisors and colleagues actively show concern for the Company's health promotion initiatives in meetings and public settings, offering timely assistance and support to employees in need. This creates a robust psychological support system and promotes proactive mental health measures, such as organizing wellness activities that extend from employees to their families. ● "Thoughtful" Comfortable Environment: Promote a healthy work environment with options like office vegetable-based meals, fitness routines, stair climbing encouragement, and the establishment of various sports-related groups. This includes initiatives such as offering healthy meal boxes, avoiding fried foods and sugary drinks.

	<ul style="list-style-type: none"> ● Creating a Maternal Health & “Peace” Environment: Ensure female employees can work with peace of mind during pregnancy and for up to one year postpartum. This helps female employees achieve a balance between work and life. One initiative is the establishment of breastfeeding rooms. ● "Enthusiastic" Promotion of Health Activities: Actively drive health promotion activities by integrating various resources. This includes creating a health-promoting workplace environment and organizing health-related events to encourage employee well-being.
Objective	Short-term Goal: Continue to build a well-established labor-employer environment that fosters a safe, reliable, and free working atmosphere, enhancing employee cohesion and organizational commitment. Long-term Goal: Increase employee satisfaction and retention rates.
Management Evaluation	There have been zero labor-related penalty cases issued by government authorities.
Results and improvement	1. The Company was awarded the Top 100 Sustainable Citizen Award by the Commonwealth Magazine in 2023. 2. The Company was awarded the Top 5 Sustainable Talent Development Award by the Commonwealth Magazine in 2023. 3. Labor-management dispute: 0
Preventive or remedial measures	1. Regularly review the company's current compensation levels in comparison with the overall competitiveness of the external job market. 2. Conduct periodic employee forums to understand and gauge the concerns and feedback of staff. 3. Plan and organize various activities annually to facilitate communication and interaction among colleagues.

4.2 Talent Development and Work Safety

Human Resource

Employees are the cornerstone of a company's stable development and the key to sustainable operations. All Ring places great importance on every employee and ensures compliance with local labor regulations. As of the end of 2022, the total number of employees in the Company was 296, with no non-employee workers. The number of employees in the Company for 2023 is as follows:

		Number of employees		
Region/Type		Female	Male	Total
Taiwan	Number of employees	45	251	296
	Number of full-time employees	42	251	293
	Number of temporary employees	3	0	3
	Number of regular employees	42	251	293
	Number of part-time employees	3	0	3

Note:

1. The Company has no employees of other genders or whose gender is not disclosed.
2. The Company does not have employees without guaranteed hours.
3. The figures in the table are calculated as of December 31, 2023.

To strengthen harmonious relationships with the local community and enhance the stability of employees' work, the Company prioritizes hiring local residents when expanding the workforce. 100% of the managerial staff at the assistant manager level and above are Taiwanese. In 2023, the Company had a total of 42 managerial staff and 245 non-managerial employees. The distribution of employee positions over the past three years is as follows:

Year		2021	2022	2023	
Item/ Gender	Age	Number	Number	Number	
Executive level (Note)	Male	Below 30	0	0	0
		30-50	25	30	28
		Above 51	5	6	5
	Female	Below 30	0	0	0
		30-50	5	3	4

		Above 51	1	3	5
Number of executive employees			36	42	42
Non-executive employees	Male	Below 30	47	44	43
		30-50	117	140	160
		Above 51	18	15	18
	Female	Below 30	3	6	4
		30-50	25	24	25
		Above 51	4	6	4
Total number of non-executive employees			214	235	254
Number of full-time employees			250	277	296

Note: Supervisors at the manager level and above.

Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)	Number	Entrant Rate (%)
Below 30	28	11.2	2	0.8	28	10.11	4	1.44	13	4.39	4	1.35
30-50	23	9.2	5	2	37	13.36	6	2.17	31	10.47	7	2.36
Above 51	1	0.4	0	0	0	0	0	0	1	0.34	3	1.01
Total number of newcomers	59				75				59			
Total employees	250				277				296			
Total Entrant Rate (%)	23.6				27.08				19.93			

Note:

1. New employees are exclusive of employees who have resigned.
2. New entry rate of male (female) employees of the age group = Number of new male (female) employees of the age group at the end of the year / Total number of employees at the operations at the end of the year.
3. New employees' employment rate = Number of new employees in current year / Total number of employees at the operations at the end of the year.

Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age/ Item	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)	Number	Turnover rate (%)
Below 30	8	3.2	0	0	10	3.61	2	0.72	3	1.01	4	1.35
30-50	19	7.6	1	0.4	31	11.19	4	1.44	23	7.77	4	1.35
Above 51	1	0.4	1	0.4	1	0.36	0	0	3	1.01	3	1.01
Total number of resignations	30				48				40			
Total employees	250				277				296			
Total turnover rate (%)	11.45				17.33				13.51			

Note:

1. Definition of employees who have left the Company: Resignation, Dismissal, Retirement, Death during work, etc.
2. Turnover rate of male/female employees of the age group = Number of male/female employees of the age group who quit in the year / Total number of employees at the operations at the end of the year.
3. Employment rate of resigned employees = Number of employees who left the Company in current year/ Total number of employees at the operations at the end of the year.

Human Rights and Labor Diversity

All Ring adheres to the principle of creating a fair workplace, maintaining an environment that offers equal opportunities, dignity, safety, equality, and freedom from discrimination and harassment. All employees are treated without discrimination based on gender (including sexual orientation), race, socio-economic status, age, marital or family status, language, religion, political affiliation, nationality, appearance, physical attributes, or disability. As a result, no incidents of discrimination or sexual harassment occurred during the reporting period.

In the Company's recruitment process, we also adhere to the provisions of the Disability Rights Protection Act. In terms of employing minority or disadvantaged groups, a total of three employees with disabilities were hired in 2023. The employment distribution of diverse groups over the past three years is shown in the table below:

Year		2020	2021	2022	
Item/ Gender	Age	Number	Number	Number	
Minority or disadvantaged groups	Male	Below 30	0	0	
		30-50	2	2	
		Above 51	0	0	
	Female	Below 30	0	0	1
		30-50	0	0	0
		Above 51	0	0	0

Note: The Company employs people with disabilities under a quota system in accordance with the law.

Minimal Notice Periods for Operational Adjustments

To ensure the protection of employees' labor rights, the Company complies with the relevant provisions of the Labor Standards Act. In the event of significant operational changes or termination of the labor relationship with employees, the Company will adhere to the local labor regulations. The notice period for terminating the labor contract will be as follows:

- For employees who have worked for more than three months but less than one year, a notice will be given 10 days in advance.
- For employees who have worked for one year but less than three years, a notice will be given 20 days in advance.
- For employees who have worked for more than three years, a notice will be given 30 days in advance.

Employees' Salaries

Employees are the most important asset to the Company, and regardless of whether they are male or female, the Company is committed to providing competitive salaries to ensure their well-being. As of the end of the reporting period, the ratio of the standard salary for male and female employees in entry-level positions to the local minimum wage is shown in the table below:

Country/Region	Ratio of standard salary to local minimum salary for male basic employees	Ratio of standard salary to local minimum salary for female basic employees
Taiwan/Kaohsiung	2.01	1.5

Retaining top talent enhances the Company's market position and competitiveness in terms of talent. It is essential to conduct a comprehensive review of employees' competencies and the reasonableness of their compensation packages, and to continuously adjust them. Establishing smooth communication channels and career advancement pathways is crucial. The following table shows the ratio of the highest annual total compensation to the annual total compensation of other employees (excluding the highest-paid individual) in 2023:

Country/Region	Ratio of the annual total remuneration of the highest paid individual of the Company to the median of the annual total remuneration of the employees (excluding the highest paid individual)	Increase ratio in the annual total remuneration of the highest paid individual of the Company to the annual total remuneration of the employees (excluding the highest paid individual)
Taiwan/Kaohsiung	4.49	0.29

Note:

- The Chairman is not the highest paid individual, unless concurrently serving as General Manager/CEO.
- Formula for calculating the median ratio of annual remuneration: Annual remuneration of the highest paid individual for the year / Median individual annual remuneration for the year.
- Formula for calculating the increase ratio of annual remuneration: Percentage increase in the annual remuneration of the highest paid individual for the year / Percentage increase in median individual annual remuneration for the year.

The Company provides starting salaries that exceed the minimum wage set by labor laws, regardless of gender. However, salary adjustments are based on factors such as years of service, work performance, and other considerations. The Company encourages employees to demonstrate outstanding job performance in order to earn promotion opportunities. The following table shows the annual salary compensation ratio during the reporting period:

Ratio of remuneration for each position	Number		Total annual remuneration (NT\$)		Ratio of remunerations	
	Female	Male	Female	Male	Female	Male
Management level	9	35	14,882,926	80,296,098	1	1.38
Non-management level	44	193	24,667,950	205,985,656	1	1.9

Occupational Safety Evaluation

Although the Company has not yet implemented an Occupational Health and Safety Management System, in order to provide a safe working environment, All Ring has established a Safety Committee. Through regular reviews, identification, and discussions, each department head is responsible for identifying relevant risks. In the event of significant risks, these issues are discussed at the daily management meetings or the monthly executive management meetings, where corresponding countermeasures are proposed.

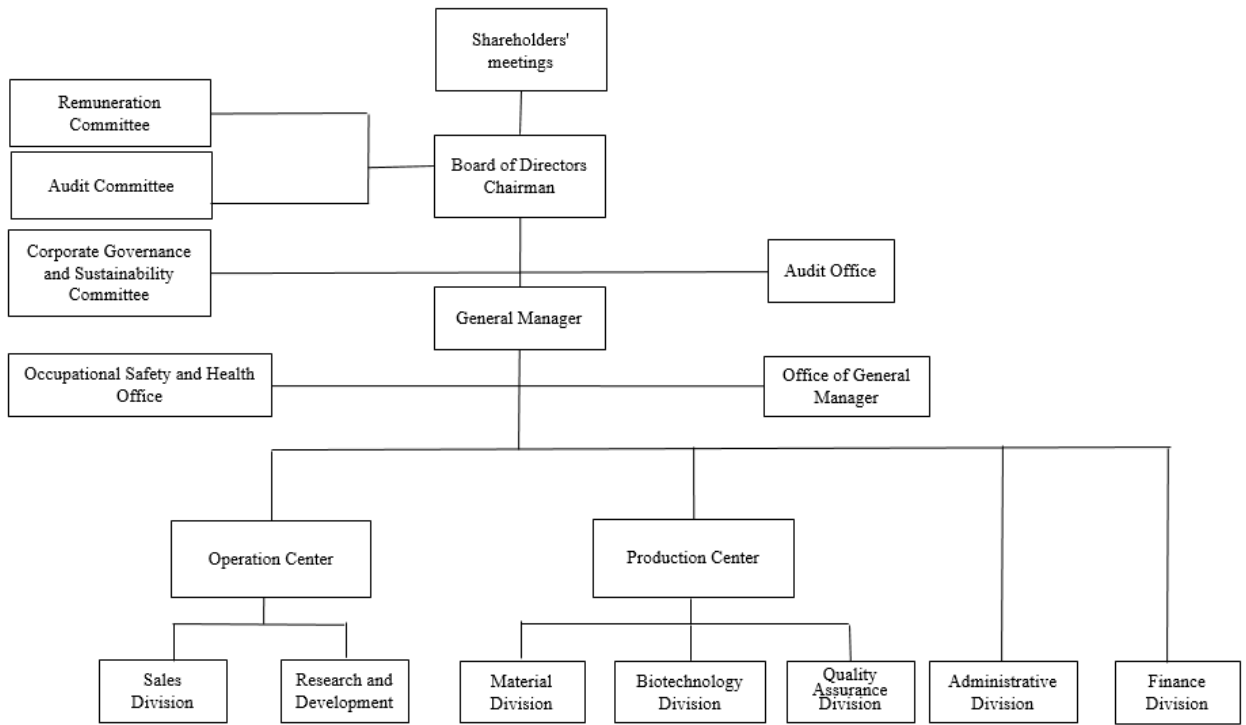
The Management Department is responsible for planning and promoting matters related to occupational health and safety management, implementing environmental and safety policies, and continuously improving the working environment. Safety personnel conduct regular and irregular inspections to ensure the proper implementation of various safety and health requirements in the workplace, prevent accidents, protect company assets, and raise employee awareness of safety and health.

To provide employees with a safe and healthy working environment and establish a high-quality safety culture, All Ring Technology plans to obtain ISO 45001 Occupational Health and Safety Management System certification by December 2024. Through systematic management, the Company will identify and control hazard factors in all operations to ensure that employees, contractors, and all onsite workers are not exposed to hazards during their work. Additionally, the Company will regularly convene a Safety and Health Committee to coordinate and advise on safety and health management matters.

The Company has an Occupational Health and Safety Management Unit with a total of 12 members. The Occupational Health and Safety Committee meets every three months to specifically discuss proposals related to safety and health, ensuring the safety and health of the working environment.

In 2023, the Occupational Health and Safety Committee convened on March 13, June 12, September 11, and December 11, and made the following resolutions: 'When staff engage in elevated work, they must use a work platform, wear a full-body safety harness, and secure the hook to a stable anchorage point. Department heads are required to reinforce this message and ensure compliance.' Additionally, 'On-site personnel must follow occupational health and safety regulations during work operations. In the work area, safety shoes must be worn. If safety shoes are not worn and the issue is not resolved after being addressed by safety personnel, the matter will be reported to the managements according to the regulations.'

Occupational Health and Safety Management Unit Organizational Chart

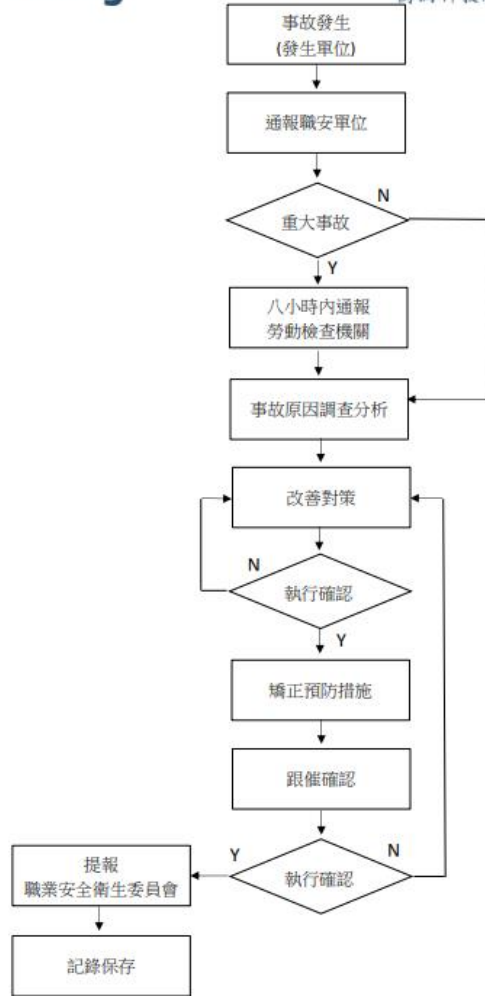


Establishing a comprehensive safety incident response process is essential to ensure a swift and effective response in the event of a safety incident, minimizing the impact on both employees and the Company. Through a systematic approach involving reporting, investigation, improvement, and verification measures, the Company can promptly identify and correct safety hazards, preventing the recurrence of similar incidents.

Occupational Safety Incident Operating Flowchart



萬潤科技股份有限公司



Health Checkups

All Ring Technology continuously reminds its employees that 'work is always just a part of life!' A healthy body is the foundation for good work performance. In addition to the basic labor health checkups, the Company offers six additional tests: “rheumatoid check, inflammatory marker test, thyroid function test, digestive function test, thyroid ultrasound test, and arteriosclerosis screening,” with all costs covered by the Company. If any abnormalities are detected, dedicated staff will conduct further follow-up and provide ongoing support.

Count of employee joining body examination and statistics of total amount list					
Health Checks	1. Basic health check	9. Bile function test	16. Atherosclerosis risk index	24. Bone density scan	25. Electrocardiogram test
	2. Vision screening	10. Renal function test	17. Cardiac function test	26. Abdominal ultrasound	27. Thyroid Ultrasound
	3. Hearing test	11. Gout screening	18. Tissue inflammation screening	28. Doctor Consultation	
	4. Urinalysis	12. Diabetes check	19. Liver cancer screening		
	5. Routine blood tests	13. Advanced diabetes screening	20. Colorectal cancer screening		
	6. White blood cells classification	14. Blood lipid profile	21. Breast cancer screening for females		
	7. Liver function tests	15. Hyperlipidemia	22. Prostate cancer screening for males		
	8. Test for Alcoholic Hepatitis		23. X-ray (digital radiograph)		
No. of employees who went for health checks (Persons)	250				
Total health check costs (NT\$)	462,000				
Note: Fees for special health checkups such as rheumatoid checkup, tissue inflammation checkup, thyroid function test, digestive function test, thyroid ultrasound, and arteriosclerosis test are included in the general health checkup fee.					

2023 Health Checkup Photos of All Ring Tech



Blood pressure test



Vision screening



Ultrasound examination



X-ray checks



Colleagues waiting in line for Health checkups



Colleagues' basic information verification / height and weight check

Occupational Injuries and Diseases

All Ring prioritizes employee health above all, with requirements that exceed regulatory standards. The Company has hired certified occupational safety managers and established a dedicated environmental and safety unit to oversee and enforce safety regulations within the plant. Regular care is provided to employees to effectively eliminate or reduce occupational safety risks. Additionally, the Company provides accident insurance to protect employees' occupational health and safety. In 2023, there were no reported occupational injuries or diseases among employees or non-employee workers. In the future, All Ring will continue to safeguard the well-being of every employee.

Working hours				
Category	Item	2021	2022	2023
Total number of working hours	Female's working hours	75,696	103,432	91,614
	Male's working hours	446,208	414,083	440,968
	Total number of working hours	521,904	517,515	532,582

4.3 Professional Training and Welfare

Professional Training

Developing employees' skills brings positive benefits to the Company. All Ring is committed to establishing a comprehensive talent development system, aiming to provide employees with complete training to enhance their skills across various areas and reduce workplace injuries.

The Company places great importance on occupational health and safety, promoting relevant safety training to ensure the health and safety of employees at work. Through these training programs, we aim to raise employees' awareness of potential hazards, strengthen their safety consciousness, and equip them with the necessary emergency response skills, thereby reducing the occurrence of workplace accidents, safeguarding employee well-being, and enhancing the Company's overall operational efficiency and image. In 2023, the Company invested NT\$18,100 in occupational health and safety training. A total of 91 employees participated in the training, accumulating a total of 469 hours of training.

Occupational Safety and Health Training Statistics			
Training programs	Number of trainees	Hours	Training fee (NT\$)
Orientation Training for New Employees	36	216	0
Fire Safety Drills	42	168	0
Occupational Health and Safety On-the-Job Training	2	24	3,200
Occupational Health and Safety Supervisors' On-the-Job Training	1	6	1,000
Forklift Operation On-the-Job Training	3	9	1,800
Fixed Crane Operation On-the-Job Training	2	3	1,200
Fire Safety Manager Refresher Training	1	6	1,200
Fire Safety Manager Initial Training	1	12	3,600
First Aid Personnel On-the-Job Training	1	3	600
Occupational Health Care Personnel On-the-Job Training	1	6	2,000
First Aid Personnel Training	1	16	3,500

Note:

- Occupational safety and health related training includes general training or training on specific occupational hazards and dangers.
- Orientation training for new employees and fire safety drills are internal training programs, so the cost is 0.

In 2023, All Ring invested a total of NT\$278,417 in education and training, with a total of 624.5 hours of training. The employee training statistics for the Company are shown in the table below:

Training hours statistics					
Item/Category		Management level		Non-management level	
Unit/Gender		Male	Female	Male	Female
Total number of employees	People	30	9	221	33
Number of training Hours	Hour	62	40	500.50	22
Average number of training hours	Hour/People	2.07	4.44	2.26	0.67
Training fees	NT\$	58,479	20,600	195,490	3,848

Photos taken from trainings

Training program: Product Quality Education and Training



Training program: Education and Training





The Company manages and improves the performance of individuals, departments, and the whole company through a performance appraisal system. The proportion of employees receiving appraisals at the headquarters was 100% in 2023.

Item	Management level	Non-management level	Direct employees	Indirect employees
Percentage of male employees who have undergone performance assessment (%)	100	100	100	100
Percentage of female employees who have undergone performance assessment (%)	100	100	100	100

Employees Benefits

All Ring is dedicated to creating a work environment where talent can thrive and employees experience happiness. The Company strictly adheres to relevant laws and regulations in formulating employee policies, and offers benefits that exceed legal requirements, including health checkups and the provision of lunch and dinner. We also encourage employees to have children and comply with local parental leave systems. Each year, All Ring organizes special events during festive occasions, allowing employees to come together and strengthen mutual bonds. In addition, we provide an excellent work-life balance, ensuring employees can work in a positive environment and contribute collectively to the Company's success.

All Ring provides a list of employee welfare stated in table below:

I. Care and pension measures:

Caring for employees' lives and helping them settle their families is an essential responsibility of All Ring. In addition to the subsidies provided by the Employee Welfare Committee, the Company also offers assistance for weddings, funerals, and other significant life events. We have established a welfare system that includes condolence payments to ensure comprehensive care for our employees. Below is an overview of the wedding, funeral, and celebratory subsidies provided by All Ring and the Welfare Committee:

Subsidy	Subject	Amount
Birthday Funds	Employee	NT\$3,000
Festive Funds	Employee	NT\$3,000/festival
Childcare grants	Employee and spouse	NT\$5,000/person
Wedding Subsidies	Employee	NT\$10,000/person
Death Gratuities	Employee and spouse	NT\$3,000
	Employees' and spouses' parents	NT\$3,000
	Employees' children	NT\$3,000
	Employees' grandparents	NT\$1,500

II. Other benefits:

- Insurance:** In addition to mandatory labor and health insurance, the Company also provides group insurance for employees, including accident insurance, medical insurance, and other coverage.
- Health Checks:** The Company places great importance on employee health checks. With employee consent, we actively follow up with employees who have abnormal or special health conditions. In addition to the standard basic labor health check, we also arrange for free annual health checkups, which include advanced screenings for special conditions.
- Employee and Family Care:** The Company is committed to caring for the personal lives of employees and extends this care to their families. The Company and the Employee Welfare Committee jointly plan and provide a variety of benefits, including birthday bonuses, holiday bonuses for major festivals, maternity gifts, and wedding subsidies.
- Flexible Working Hours:** The Company implements a flexible working hours system, considering each employee's family life situation. Employees can coordinate with their supervisors and submit requests to adjust their working hours within the core working time framework.

Welfare type	Welfare	Content
Food	Delicious food	Free lunch, afternoon tea and dinner for employees
	Lunch gathering	Department gathering once every quarter
Clothing	Clothes	Employees' uniforms, jackets and Dress-down Days
Housing	Temporary Accommodation	Hostels for employees who stay far from company, or employees who are unable to return home due to work
Transport	Car Subsidies	Subsidies for employees with their own cars, and provision of public cars for employees to fetch guests.
Education	Library	Mobile library and magazine corner for employees to encourage the habit of reading
Leisure	Gym	Gym for employees to use after work and to remind them of the importance of physical fitness
	Sports Field	Table tennis, basketball courts, billiards for employees to work out
	Facilities	Resting area with coffee, drinks, hot food for employees to replenish their energies
	Company gathering	Events during festive seasons, games and year-end dinner to improve employees' relationships
	Employees' leisure	Subsidies for local and overseas travel

III. Year-End Bonuses and Profit Sharing:

All Ring Technology, guided by the spirit of 'care and sharing,' distributes profits to employees based on the Company's actual operational performance each year. Only by retaining 'suitable and high-quality talent' and placing them in the right positions can the company continue to grow and thrive. Talent is the Company's most valued asset. In line with overall business performance and company goals, employee work performance, behavioral competencies, contributions, and future development potential are evaluated to determine their total compensation. The planning of compensation is consistent and does not vary based on the employee's location or gender. The Company ensures that the total compensation and benefits offered to employees comply with labor laws and exceed market standards, allowing every employee to work with peace of mind and fully leverage their expertise. Below is an overview of the Company's bonus and benefits package:

Item	Description
Employee Salary	As per the Company's "Articles of Association", proportion of salary is proposed and reviewed by the management team based on employee's contribution to the Company.
Employee Stock Option	Share Option Certificates are provided for employees.
Performance Bonus	Taxed profits are set aside for performance bonuses each month. Management team issues bonuses based on employees' contributions to the Company.
Year-end Bonuses	Year-end bonuses are based on employees' yearly performance evaluations.

Employees are an intangible asset of the Company. By offering a competitive compensation system and employee benefits, the Company not only enhances employee loyalty but also demonstrates its commitment to corporate social responsibility, which in turn helps ensure the sustainable development of the business.

The Financial Supervisory Commission, upon officially launching the 'Corporate Governance 3.0 - Sustainable Development Blueprint,' announced that it will continue to strengthen the disclosure requirements for public listed companies. These companies will be required to disclose information such as 'the number of employees not holding managerial positions, annual employee welfare expenses, and the differences compared to the previous year,' to enhance corporate social responsibility and improve corporate governance standards in the capital markets. Additionally, the Legislative Yuan's Finance Committee is focusing on the issue of 'promoting a positive salary increase cycle for listed companies to address the current severe low-wage problem,' aiming to serve as a benchmark for future practices.

The Company has established a Compensation Committee, with independent directors serving as members, to assist in reviewing relevant compensation information. The Company has developed different performance evaluation systems tailored to the nature of each employee's role. Through performance assessments and one-on-one discussions, we aim to identify each employee's talents and suitability, which then serve as the basis for performance evaluations.

IV. Other benefit measures:

Effective communication channels for employees
The Company's ability to achieve stable and sustainable development relies on effective communication among colleagues and between employees and the organization, fostering a friendly workplace environment and strengthening our resource on talents. We conduct regular annual performance management discussions, allowing each employee to engage with their direct supervisor to review work status, performance, individual expertise, and future career development plans. This process enhances mutual trust and understanding. Additionally, the Company provides a safe and comfortable work environment along with reasonable compensation and benefits. We also care for employees' well-being through both formal and informal channels, building a sense of belonging and promoting harmonious labor relations. An exclusive mailbox for employees has been established, allowing them to submit feedback, which the management team addresses individually. This creates a communication channel to understand employees' voices and timely assist in resolving issues, fostering dialogue and collaboration, and helping employees recharge and excel in their roles.
Benefit facility - Staff Lounge
The employee lounge features modern sofas and large windows that allow outdoor greenery to brighten the space. A variety of books are also available, creating an environment where employees can not only relax physically but also find a sense of peace. The Company fully covers employees' meal expenses (for lunch or dinner), with a focus on healthy, light options that include fruit almost every day. Additionally, recognizing the hard work of employees, the lounge offers a diverse selection of meals and beverages, ensuring that every All Ring employee can enjoy healthy and satisfying food while at work.



Gym

Exercise strengthens cardiovascular function, promotes blood circulation, reduces the risk of diabetes, heart disease, hypertension, and colon cancer, and increases joint flexibility, helping to slow down the aging process. While the benefits of exercise are numerous, these positive effects cannot be achieved overnight nor can they be stored for the long term. To gain various advantages from exercise, it is essential to maintain a regular and moderate workout routine tailored to individual health conditions and interests.

Recognizing the importance of health amidst busy schedules, the company provides a gym for employees to use freely and regularly organizes competitions to enhance teamwork and camaraderie among staff. This initiative encourages everyone to prioritize their health while fostering a collaborative work environment.



Cardio Boxing

The boxing aerobic class focuses on learning diaphragmatic breathing techniques, which help participants control their punches and retractions. This not only helps burn calories but also aids in reducing body fat. Additionally, the class provides employees with an effective way to release stress while staying active.



Library

The Company has established a mobile library and a magazine area for employees to borrow from, encouraging a reading culture among staff. The library boasts a diverse and extensive collection, with new books added regularly, including children's books, in hopes of instilling a love for reading from an early age.



Hotel-like Dormitories

The Company has rented several dormitories to provide a resting space for employees from out of town or those returning late. Each dormitory is equipped with basic amenities such as a TV, air conditioning, refrigerator, and water dispenser, designed to meet hotel standards. Employees can freely use the dormitories upon request. The management of the dormitories follows hotel-like practices, with regular room cleaning and maintenance, comfortable furnishings, and designated parking spaces for employees.



Year-end Dinners

The year-end party, or "weiya," is a highly valued annual event at All Ring, where the Company expresses gratitude and rewards its employees. This festive occasion is filled with joy and excitement, featuring employee performances and a raffle for prizes. Each year, the event showcases newly launched products such as smartphones, various electronics, large TVs, and electric vehicles as grand raffle items. At All Ring's year-end party, everyone wins something, and the Chairman emphasizes the spirit of giving back by enhancing the rewards each year, ensuring that employees leave with plenty of gifts and enjoy a prosperous new year.



Appraisals and Rewards

All Ring recognizes employee achievements through various reward programs and has established the 'Employee Reward and Discipline Management Policy' to publicly acknowledge outstanding teams and individuals, affirming their contributions in different areas.

① Recognition:

a. **Recognition of Senior Employees:** Employees who have been with the company for long periods (e.g., every 5 or 10 years of service) are publicly recognized at events such as year-end parties or monthly meetings, where they are presented with a plaque to honor their service.

b. **Selection of Outstanding Employees:** Each year, 1-2 outstanding employees are selected to represent the Company in external competitions. Regardless of whether they are chosen, they are recognized internally.

② Rewards:

- a. **Project Completion Rewards:** Upon the completion of a project, incentives and project bonuses are awarded based on the contributions of the project team members.
- b. **Research and Development or Patent Bonuses:** Bonuses are awarded based on the results of research and development achievements or granted patents.
- c. **Performance-based Rewards:** Various types of rewards are given based on individual job performance.



Employee Travel

Italy



Australia



Festive Events

All Ring organizes related festive activities during major holidays to strengthen the connection between employees and the company, fostering a sense of unity and team spirit.

The festive activities are as follows:

1. **Lantern Festival:** Enjoying tangyuan (sweet rice dumplings), solving riddles, and playing games.
2. **Mother's Day:** 'Mommy, give me a hug' photo activity and a carnation flower-giving event.
3. **Father's Day:** Free massage therapy for relaxation, specifically for vision-impaired employees.
4. **Grandparents' Day:** A photo activity, with beautifully packaged photo frames as gifts.
5. **Mid-Autumn Festival:** Gift boxes and mooncakes.
6. **Christmas:** Gift exchange, party, and games with food and drinks.



All Ring Family Activities



All Ring's Gift Exchange on Christmas Day



Unpaid Parental Leave

Adhering the "Labor Standards Act" and "Gender-Work Equality Act", the Company provides unpaid parental leaves. Not only do we assist qualified employees to apply for unpaid parental leave, but we also arrange for them to return to their original positions after their terms and actively help them reintegrate into the workplace. The number of employees who applied for parental leaves over the past three years stated as follows:

Year	2021			2022			2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees who are eligible for unpaid parental leave application - A	11	0	11	13	2	15	6	2	8
Number of employees who applied for unpaid parental leave in the year - B	0	0	0	0	2	2	0	2	2
Number of employees who should be reinstated from unpaid parental leave in the year - C	0	0	0	0	1	1	0	2	2
Number of reinstated employees from unpaid parental leave in the year - D	0	0	0	0	1	1	0	1	1
Number of employees who were reinstated from unpaid parental leave in previous year - E	0	1	1	0	0	0	0	1	1
Number of employees who were reinstated from unpaid parental leave and continued working in previous year - F	0	1	1	0	1	1	0	1	1
Unpaid parental leave reinstatement rate % in the year (D/C)	-	-	-	-	50%	50%	0	50%	50%
Unpaid parental leave retention rate % in the year (F/E)	-	100%	100%	-	100%	100%	0	100%	100%

Note:

1. Number of employees who should be reinstated = Number of employees expected to be reinstated from unpaid parental leave in the current year.
2. Number of retention employees in 2023 = Number of employees who were reinstated in 2022 and remained in the Company as at December 31, 2023.
3. Unpaid parental leave reinstatement rate % in the year = Number of reinstated employees from unpaid parental leave in the year/Number of employees who should be reinstated from unpaid parental leave in the year (D/C).
4. Unpaid parental leave retention rate % in the year = Number of employees who were reinstated from unpaid parental leave and continued working in previous year/ Number of employees who were reinstated from unpaid parental leave in previous year (F/E).

Pension System

All Ring views it's employees as partners who have worked hard together, they are also valuable assets to the Company. To secure a comfortable retired life for employees, apart from calculating retirement pensions as per Article 55 of the Labor Standards law, retirement funds comprise 6% of employees' salaries. The Company has also established a retirement system in accordance with the Labor Standards Act and the Labor Pension Act., the Remuneration Committee and the Board of Directors resolved to establish an employee stock ownership trust to provide employees with more diversified remuneration policies to take care of the work and lives of retired employees.

Evolution and implementation of the Company's retirement policies:

Pension System	Implementation
Old pension system	According to the Supervisory guidance of the Labor Retirement Fund issued by the Supervisory Committee since May 20, 2000, 4% of employees' monthly salary is reserved as retirement fund, they are being kept with the committee. All retirement pensions are paid according to the "Labor Standards Act."
New pension system	Since July 1, 2005, based on the "Labor Pension Regulations", the Company has development a retirement system suitable for local employees. For employees who select based on the "Labor Pension Regulations", we pay the Bureau of Labor Insurance no less than 6% of the employee's salary, whereas payment is dependent on the employees' account type and accumulated income, whereby they can choose to collect monthly or collect whole sum.
Employee stock ownership trust	On June 14, 2022, the Remuneration Committee and the Board of Directors resolved to set up an employee stock ownership trust. We join hands with the Taiwan Cooperative Bank to establish a system of employee stock ownership trust, in which employees contribute a fixed amount of money from their monthly salaries, while the Company also relatively contributes an amount in a proportion of 1:1 to deposit into the trust account, helping employees develop a savings habit and accumulate retirement funds early.
Subsidiaries in China	According to the Labor Law of the People's Republic of China, subsidiary companies in China are to allocate a certain percentage of employees' salaries as insurance funds monthly, a part of the money is used by the government, the remaining are offered to employees to provide them a source of income during old age.

Employee stock ownership trust



4.4 Social Care and Sponsorship






In order to promote the communication between the industry and the society and to achieve the integration between the enterprise and the community, All Ring bases on the local sustainable development and combines the industrial core with internal and external resources to develop the seven major activities, including "cultivating semiconductor talents", "helping the disadvantaged", "caring for the yearly festivals", "promoting arts and culture", "scholarship program", "dream project", and "reading publicity." We hope to help and improve the resolutions of social problems through the power of the enterprise and give play to the influence of All Ring on the society.

All Ring, together with the All Ring Charity Foundation and all employees, upholds the spirit of sustainability and the vision of "improving the intelligent life of human beings with innovative technologies" to serve the community, in the hope of pooling everyone's strengths and contributing to shared prosperity of the society.

All Ring stands by the vision of "Caring and sharing" by actively participating in charity events and donating to local schools and communities so as to contribute to society, provide help for the disadvantaged groups, reduce wealth gaps between the rich and the poor, and improve public's general welfare. Through its efforts, All Ring hopes to instill positivity into the society and nourish talents for the country.

Name	Amount (NT\$)	Description
All Ring New Year Plan	589,500	For 10 consecutive years, All Ring had donated New Year dishes, provided care for financially disadvantaged children in the community for them to feel love and concern during Chinese New Year and achieve social integration.
All Ring Mid-Autumn Plan	173,999	For 10 consecutive years, All Ring had purchased 458 mooncakes from disadvantaged groups to donate to economically challenged children in the community. Not only do we support disadvantaged groups and their employment, we provide love and warmth for children during mid-autumn festivals.
All Ring creative competition	1,546,000	All Ring has been committing to charity events for a long term, fulfilling its corporate social responsibility. Talent development is also one of our key objectives. To develop students' professional and innovative capabilities, All Ring and Kun Shan University has co-organized All Ring Innovative and Creative Competition for the 16th year. In 2023, we have received a total number of 302 applications from masters, doctors, colleagues, university, high schools and vocational schools. A total of 146 were shortlisted. Our society can only progress with innovation and creativity. We hope that students get the opportunity to interact and gain insights from talents from various fields of expertise through competitions, this increases their professionalism and competitiveness.
All Ring Dream Fulfilment Project	184,072	All Ring actively contributes to the disadvantaged groups and recognizes the importance of education. All Ring, along with All Ring Charity Foundation had started the "Dream Fulfilment Project" 12 years ago. We donate coloring books to children who applied for the program and aim to inspire children, unleash their creativity and gain new knowledge. For outstanding students who are economically challenged, we make further understanding of their family conditions, while representations from each company department attempt to fulfill their dreams. These students get to complete the Dream Fulfilment Card and deliver to the respective departments for dream fulfillment.
Scholarship program	279,000	We place great emphasis on youth development and education; hence we have worked with various schools from Tainan, Luzhu, Guanmiao, Kangshan to provide scholarships and bursaries to encourage students. A total of 66 scholarships were offered this year.
Emergency rescue plan	81,000	We hope to give back to the community. Working with local schools in Luzhu and Kangshan, we provide assistance to disadvantaged students through emergency rescue plans, so as to provide them with an easeful and happy child.
Breakfast grants for the disadvantaged children	20,000	All Ring collaborates with the World Peace Prayer society, through donations made to starving children, we hope the disadvantaged children can feel love despite challenges faced.
Photonics Industry & Technology Development Association.	50,000	Through donations as a starting point, we sponsor the Siyuan STEM Creative Competition to cultivate technical talent and strengthen the foundation of technological innovation.
Donations Program For The Boyo Social Welfare Foundation	250,000	We provide long-term care for disadvantaged groups, through donations to support the Boyo Foundation in providing after-school tutoring for children in remote areas, helping children from underprivileged families with their learning and enhancing the competitiveness of disadvantaged students.
Kaohsiung Public Library-Luzhu Branch	7,000	We have long-term partnership with local libraries to promote reading activities, sponsoring event costs, and nurturing a love for reading.
Tainan Municipal Guanmiao District Guanmiao Elementary School	40,000	Through donations, we assist schools in organizing after-school clubs, allowing students from low-income families to develop a second skill and transform their lives through learning.

Kaohsiung Yanchao Junior High School	30,000	Through donations, we assist schools in organizing after-school clubs, allowing students from low-income families to develop a second skill and transform their lives through learning.
South-Link Medical Foundation	400,000	Donations to the South-Link Medical Foundation to provide medical care for residents in remote areas, with the hope that through these donations, we can ensure that the sick are cared for and the elderly can live out their lives with dignity.
Chinese Mechanical Engineering Society	60,000	All Ring is dedicated to cultivating semiconductor talent, and through donations to the Chinese Mechanical Engineering Society, we aim to nurture young talent and enhance the overall competitiveness of the country.
All Ring Blood Donation Event	52,500	Through action, we practice social welfare. For many years, we have encouraged employees to roll up their sleeves and donate blood, organizing blood donation events to help those in need. We hope that through these events, we can promote sustainable values.
All Ring Summer Recreation Camp Program	34,000	Partnering with nearby universities, we organize a “Summer Recreation Camp” during the summer vacation, allowing children from low-income families in the Luzhu District to participate and enjoy a meaningful and enriching holiday. We hope that through this activity, we can promote community integration and provide students with opportunities to engage in various fun activities and learning experiences.
Fengmi National Youth Cup Football Championship	50,000	Donating to sponsor the football tournament helps children from low-income families participate in the competition. This not only enhances their football skills but also provides them with an opportunity to showcase their talents and boost their self-confidence.

Photos of Public Welfare	
All Ring New Year Plan	 
All Ring Mid-Autumn Plan	 
All Ring Creative Competition	 

<p>All Ring Dream Fulfilment Project</p>		
<p>Scholarship Program</p>		
<p>All Ring Blood Donation Event</p>		
<p>All Ring Summer Recreation Camp Program</p>		

Appendix

Appendix I: GRI Sustainability Reporting Standards

Statement of use	All Ring Tech Co., Ltd. has referred to the information quoted in the GRI Content Index Table of the GRI Standards Report for the period from January 1, 2023 to December 31, 2023.				
GRI 1 Use	GRI 1: Foundation 2021				
Applicable GRI Industry Standards	N/A				
GRI Standards Category/Topic	Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
1. Organization and reporting practices					
GRI 2 General Disclosures 2021	2-1	Organizational details	2.2 Transparent and Sustainable Operation		
	2-2	Entities included in the organization's sustainability reporting	About This Report		
	2-3	Reporting period, frequency and contact point	About This Report		
	2-4	Restatements of information	About This Report		
	2-5	External assurance	About This Report		
2. Activities and workers					
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	3.2 Management of Products and Services		
	2-7	Employees	4.2 Talent Development and Work Safety		
	2-8	Workers who are not employees	4.2 Talent Development and Work Safety		
3. Governance					
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	2.3 Corporate Governance		
	2-10	Nomination and selection of the highest governance body	2.3 Corporate Governance		
	2-11	Chair of the highest governance body	2.3 Corporate Governance		
	2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Corporate Governance		
	2-13	Delegation of responsibility for managing impacts	2.3 Corporate Governance		
	2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainability Implementation 2.3 Corporate Governance		
	2-15	Conflicts of interest	2.3 Corporate Governance		
	2-16	Communication of critical concerns	2.3 Corporate Governance		
	2-17	Collective knowledge of the highest governance body	2.3 Corporate Governance		
	2-18	Evaluation of the performance of the highest governance body	2.3 Corporate Governance		
	2-19	Remuneration policies	2.3 Corporate Governance		
2-20	Process to determine remuneration	2.3 Corporate Governance			
2-21	Annual total compensation ratio	4.2 Talent Development and Work Safety			
4. Strategy, policies and practices					
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from Our Chairman		
	2-23	Policy commitments	2.3 Corporate Governance		
	2-24	Embedding policy commitments	2.3 Corporate Governance		
	2-25	Processes to remediate negative impacts	2.3 Corporate Governance		
	2-26	Mechanisms for seeking advice and raising concerns	2.6 Law-abiding		
	2-27	Compliance with laws and regulations	2.6 Law-abiding		
	2-28	Membership associations	2.2 Sustainable Operation		
5. Stakeholder engagement					
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2 . Communication with Stakeholders		
	2-30	Collective bargaining agreements	-		The Company has no collective bargaining agreements or labor union.

Disclosure of Material Topics

GRI number	Issues	Serial Number	Disclosure of GRI Standards	Corresponding Chapter	Page No.	Omitted/Note
GRI 3 : Material Topics 2021	Management of material topics	3-1	Process to determine material topics	1.3 Identification of Material Topics		
GRI 3 : Material Topics 2021	Management of material topics	3-2	List of material topics	1.3 Identification of Material Topics		
Material Topic: Economic Performance (GRI 201)						
GRI 3 : Material Topics 2021	Management of material topics	3-3	Management of material topics	2.1 Management Approach		
GRI 201	Economic Performance 2016	201-1	Direct economic value generated and distributed	2.2 Transparent and Sustainable Operation		
		201-2	Financial implications and other risks and opportunities due to climate change	2.4 Response to Risk Management		
		201-3	Defined benefit plan obligations and other retirement plans	4.3 Professional Training and Welfare		
		201-4	Financial assistance received from government	2.2 Transparent and Sustainable Operation		
Material Topic: Ethical and Anti-Corruption (GRI 205)						
GRI 3 : Material Topics 2021	Management of material topics	3-3	Management of material topics	2.1 Management Approach		
GRI 205	Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.5 Compliance with Laws and Regulations		
		205-2	Communication and training on anti-corruption policies and procedures	2.5 Compliance with Laws and Regulations		
		205-3	Confirmed incidents of corruption and actions taken	2.5 Compliance with Laws and Regulations		
Material Topic: Material Procurement (Procurement Practices (GRI 204), Supplier Environmental Assessment (GRI 308), and Supplier Social Assessment (GRI 414))						
GRI 3 : Material Topics 2021	Management Approach	3-3	Material topics management	3.1 Management Approach		
GRI 204	Procurement procedures Disclosure of the topic 2016	204-1	Proportion of spending on local suppliers	3.3 Supplier Assessment and Management		
GRI 308	Supplier environment evaluation Disclosure of the topic 2016	308-1	New suppliers that were screened using environmental criteria	3.3 Supplier Assessment and Management		
		308-2	Negative environmental impacts in the supply chain and actions taken	3.3 Supplier Assessment and Management		
GRI 414	Supplier association evaluation Disclosure of the topic 2016	414-1	New suppliers that were screened using social criteria	3.3 Supplier Assessment and Management		
		414-2	Negative social impacts in the supply chain and actions take	3.3 Supplier Assessment and Management		
Material Topic: Energy (GRI 302)						
GRI 3 : Material Topics 2021	Management Approach	3-3	Material topics management	2.1 Management Approach		
GRI 302	Energy Disclosure of the topic 2016	302-1	Energy consumption within the organization	3.4 ResourceControl		
		302-2	Energy consumption outside of the organization	3.4 ResourceControl		
		302-3	Energy intensity	3.4 ResourceControl		
		302-4	Reduction of energy consumption	3.4 ResourceControl		
		302-5	Reductions in energy requirements of products and services	3.4 ResourceControl		
Material Topic: Labor/Employment Relations (GRI 401)						
GRI 3 : Material Topics 2021	Management	3-3	Material topics management	4.1 Management Approach		
GRI 401	Disclosure of the topic labor/employment relations 2016	401-1	New employee hires and employee turnover	4.2 Talent Development and Work Safety		
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Professional Training and Welfare		
		401-3	Parental leave	4.3 Professional Training and Welfare		

Material Topic: Regulatory Compliance (Occupational Safety and Health (GRI 403), Socio-Economic Regulatory Compliance, and Compliance with Environmental Regulations)						
GRI 3: Material topics 2021	Management Approach	3-3	Material topics management	2.1 Management Approach		
GRI 403	Occupational safety and health Disclosure of topic management 2018	403-1	Occupational health and safety management system	4.2 Talent Development and Work Safety		
		403-2	Hazard identification, risk assessment, and incident investigation	4.2 Talent Development and Work Safety		
		403-3	Occupational health services	4.2 Talent Development and Work Safety		
		403-4	Worker participation, consultation, and communication on occupational health and safety	4.2 Talent Development and Work Safety		
		403-5	Worker training on occupational health and safety	4.3 Professional Training and Welfare		
		403-6	Promotion of worker health	4.2 Talent Development and Work Safety		
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3 Supplier Assessment and Management		
	Disclosure of the topic occupational safety and health 2018	403-8	Workers covered by an occupational health and safety management system	4.2 Talent Development and Work Safety		
		403-9	Work-related injuries	4.2 Talent Development and Work Safety		
		403-10	Work-related ill health	4.2 Talent Development and Work Safety		
Material Topic: Training and Education (GRI 404)						
GRI 3: Material topics 2021	Management Approach	3-3	Material topics management	4.1 Management Approach		
GRI 404	Disclosure of the topic training and education 2016	404-1	Average hours of training per year per employee	4.3 Professional Training and Welfare		
		404-2	Programs for upgrading employee skills and transition assistance programs	4.3 Professional Training and Welfare		
		404-3	Percentage of employees receiving regular performance and career development reviews	4.3 Professional Training and Welfare		
Material Topic: Customer Health and Safety (GRI 416)						
GRI 3: Material topics 2021	Management Approach	3-3	Material topics management	3.1 Management Approach		
GRI 416	Disclosure of the topic customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.2 Management of Products and Services		
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Management of Products and Services		
Material Topic: Information Security (Customer Privacy (GRI 418))						
GRI 3: Material topics 2021	Management Approach	3-3	Material topics management	3.1 Management Approach		
GRI 418	Customer privacy Disclosure of the topic 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Management of Products and Services		

* Customized topic	Serial Number	Disclosure of GRI Standards	Corresponding	Page No.	Omitted/Note
* Customer service management					
GRI 3 Customer service management Management Approach	3-3	Material topics management	3.1 Management Approach		
* Corporate Governance					
GRI 3 Corporate governance Management Approach	3-3	Material topics management	2.1 Management Approach		
* Innovative products and technologies					
GRI 3 Innovative products and technologies Management Approach	3-3	Material topics management	3.1 Management Approach		
* Intellectual property management					
GRI 3 Intellectual property management Management Approach	3-3	Material topics management	3.1 Management Approach		

Disclosure of Other Topics

Specific Topic Standards: 200 Series (Economic Topics)					
Market Presence					
GRI 202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.2 Talent Development and Work Safety		
	202-2	Proportion of senior management hired from the local community	4.2 Talent Development and Work Safety		
Indirect Economic Impacts					
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	4.4 Social Care and Sponsorship		
	203-2	Significant indirect economic impacts	4.4 Social Care and Sponsorship		
Anti-competitive Behavior					
GRI 206 Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.6 Law-abiding		
Tax					
GRI 207 Tax 2019	207-1	Approach to tax	2.2 Transparent and Sustainable Operation		
	207-2	Tax governance, control, and risk management	2.2 Transparent and Sustainable Operation		
	207-3	Stakeholder engagement and management of concerns related to tax	2.2 Transparent and Sustainable Operation		
GRI 207 Tax 2019	207-4	Country-by-country reporting	-		無
Specific Topic Standards: 300 Series (Environmental Topics)					
Materials					
GRI 301 Materials 2016	301-1	Materials used by weight or volume	3.6 Material Usage and Waste Management		
	301-2	Recycled input materials used	3.6 Material Usage and Waste Management		
	301-3	Reclaimed products and their packaging materials	3.6 Material Usage and Waste Management		
Water and Effluents					
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	3.5 Accessibility of Water Resource		
	303-2	Management of water discharge-related impacts	3.5 Accessibility of Water Resource		

GRI 303 Water and Effluents 2018	303-3	Water withdrawal	3.5 Accessibility of Water Resource		
	303-4	Water discharge	3.5 Accessibility of Water Resource		
	303-5	Water consumption	3.5 Accessibility of Water Resource		
Emissions					
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	3.4 Resource Control		
	305-2	Energy indirect (Scope 2) GHG emissions	3.4 Resource Control		
	305-3	Other indirect (Scope 3) GHG emissions	3.4 Resource Control		
	305-4	GHG emissions intensity	3.4 Resource Control		
	305-5	Reduction of GHG emissions	3.4 Resource Control		
	305-6	Emissions of ozone-depleting substances (ODS)	3.4 Resource Control		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.4 Resource Control		
Waste					
GRI 306 Waste 2020	306-1	Waste generation and significant waste-related impacts	3.6 Material Usage and Waste Management		
	306-2	Management of significant wasterelated impacts	3.6 Material Usage and Waste Management		
GRI 306 Waste 2020	306-3	Waste generated	3.6 Material Usage and Waste Management		
	306-4	Waste diverted from disposal	3.6 Material Usage and Waste Management		
	306-5	Waste directed to disposal	3.6 Material Usage and Waste Management		
GRI 306 Effluents and Waste 2016	306-3	Significant spills	3.6 Material Usage and Waste Management		
Specific Topic Standards: 400 Series (Social Topics)					
Labor/Management Relations					
GRI 402 Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	4.2 Talent Development and Work Safety		
Diversity and Equal Opportunity					
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.2 Talent Development and Work Safety		
	405-2	Ratio of basic salary and remuneration of women to men	4.2 Talent Development and Work Safety		
Non-discrimination					
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-	-	No such incident occurred
Freedom of Association and Collective Bargaining					
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	No such incident occurred
Child Labor					
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	3.3 Supplier Management and Assessment		
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	3.3 Supplier Management and Assessment		
Security Practices					
GRI 410 Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	-	-	Our company does not employ security personnel.
Rights of Indigenous Peoples					

GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	-		No such incident occurred
Local Communities					
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.4 Social Care and Sponsorship		
	413-2	Operations with significant actual and potential negative impacts on local communities	4.4 Social Care and Sponsorship		
Public Policy					
GRI 415 Public Policy 2016	415-1	Political contributions	2.6 Law-abiding		
Marketing and Labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.2 Management of Products and Services		
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Management of Products and Services		
	417-3	Incidents of non-compliance concerning marketing communications	3.2 Management of Products and Services		

Appendix II: Sustainable Accounting Guideline SASB Checklist

(Resource Transformation Industrial Machinery & Goods)

Disclosed Topics	Index	Disclosed Index	Unit	Disclosure for the Year 2023	Corresponding Chapter	Page No.
Energy management	RT-IG-130a.1	(1) Total energy consumption (2) Percentage of electricity consumption (3) Percentage of electricity consumption that are renewable	<ul style="list-style-type: none"> Gigajoules (GJ) Percentage (%) 	<ul style="list-style-type: none"> Total Energy Consumption: 5,407.72 GJ Grid Electricity Consumption Ratio: 68.05% Renewable Energy Usage Rate: N/A 	3.4 Resource Control	
Employee health and safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR)	Rate	<ul style="list-style-type: none"> Total Recordable Incident Rate (TRIR): 0% Fatality Rate: 0% Near Miss Frequency Rate (NMFR): 0% 	4.2 Talent Development and Work Safety	
Economy of fuel and usage emissions	RT-IG-410a.1	Fuel efficiency of medium and heavy-duty trucks based on the number of vehicles sold	Fuel Consumption per Thousand Ton-Miles (Gallons per Thousand Ton-Miles)	74,699.84 L / 1,344,597.12 km = 0.055	-	-
	RT-IG-410a.2	Fuel efficiency based on the number of off-road equipment sold	Fuel Consumption per Hour (Gallons per Hour)	N/A	N/A	-
	RT-IG-410a.3	Fuel efficiency based on the number of generators sold	Power Generation per Gallon (Watts per Gallon)	N/A	N/A	-
	RT-IG-410a.4	Calculations made based on sales of following products: (1) Nitrogen oxides (2) Emissions of suspending particulates: (a) Marine diesel engines (b) Rail locomotive diesel engines (c) Medium/ heavy duty engines (d) Other non-road diesel engines	Emissions per Kilowatt-Hour of Electricity (Grams per Kilowatt-Hour)	N/A	N/A	-
Material procurement	RT-IG-440a.1	Revenue from remanufactured products and services	-	Adopting the MRP (Material Requirements Planning) method to reduce the risk of material shortages	-	-
Design and design of remanufacturing work	RT-IG-440b.1	Revenue from remanufactured products and services	Amount	N/A	N/A	-

Activity Indicators

Activity Indicators	Serial Number	Disclosure Status for the Year 2023
Production Quantity by Product Category	RT-IG-440b.1	Semiconductor Automation Equipment (units): 518 Passive Component Automation Equipment (units): 82
Number of Employees	RT-IG-440b.1	296

Appendix III : Sustainability Disclosure Standards—Other Electronics Industry

Serial Number	Disclosed Topics	Unit	Disclosure for the Year 2023	Corresponding Chapter	Page No.
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Gigajoules (GJ), Percentage (%)	<ul style="list-style-type: none"> Total Energy Consumption: 5,407.72 GJ Grid Electricity Consumption Ratio: 68.05% Renewable Energy Usage Rate: 0% 	3.4 Resource Control	
2	Total water withdrawal and total water consumption	Thousand Cubic Meters (m ³)	<ul style="list-style-type: none"> Total Water Withdrawal: 9.72 Thousand Cubic Meters Total Water Consumption: 3.86 Thousand Cubic Meters 	3.5 Accessibility of Water Resource	
3	Weight of hazardous waste generated and recycling percentage	Metric Tons (t), Percentage (%)	The weight of hazardous waste generated by the Company in 2023 is 0 metric tons, and the recycling percentage of hazardous waste is 0%.	3.6 Material Usage and Waste Management	
4	Explanation of occupational accident categories, number of cases, and rates	Ratio (%), Quantity	In 2023, there were no occupational injuries or occupational diseases among employees and non-employees.	4.2 Talent Development and Work Safety	
5	Disclosure of product lifecycle management: including the weight of end-of-life products and electronic waste, and the recycling percentage (Note 1).	Metric Tons (t), Percentage (%)	<ul style="list-style-type: none"> Weight of End-of-Life Products and Electronic Waste: 14.13 Tons Recycling Percentage of End-of-Life Products and Electronic Waste: 73.6% 	-	-
6	Description of risk management related to the use of critical materials	N/A	Adopting the MRP (Material Requirements Planning) method to reduce the risk of material shortages	-	-
7	Total Monetary Losses Due to Legal Actions Related to Anti-Competitive Practices	Reporting Currency	In 2023, the Company had no legal cases arising from anti-competitive practices, antitrust, or monopolistic behavior.	-	-
8	Production Volume of Key Products by Product Category	Varies by Product Type	Semiconductor Automation Equipment (units): 518 Passive Component Automation Equipment (units): 82	-	-

Appendix IV: Climate-related Information for TWSE/TPEX Listed Companies

Item	Corresponding Chapter	Page No.
1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	2.5 Response to Risk Management	
2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).	2.5 Response to Risk Management	
3. Describe the financial impact of extreme climate events and transformational actions.	2.5 Response to Risk Management	
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	2.5 Response to Risk Management	
5. If scenario analysis is used to assess the resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and key financial impacts should be described.	2.5 Response to Risk Management	
6. If there is a transition plan for managing climate-related risks, describe the plan as well as the metrics and objectives used to identify and manage entity and transition risks.	2.5 Response to Risk Management	
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be specified.	2.5 Response to Risk Management	
8. If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits offset or the amount of renewable energy certificates (RECs) should be described.	2.5 Response to Risk Management	
9. Greenhouse Gas (GHG) Inventory and Assurance Status, Reduction Targets, Strategies, and Specific Action Plans (to be filled in sections 1-1 and 1-2)	1-1 Greenhouse Gas Inventory and Assurance Status for the Past Two Years 1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans	

1-1 Greenhouse Gas Inventory and Assurance Status for the Past Two Years

1-1-1 Greenhouse Gas Inventory Information

Provide the greenhouse gas emissions (tons CO₂e), intensity (tons CO₂e per million), and data coverage scope for the most recent two years.

According to the regulations of the Sustainable Development Roadmap for publicly listed companies, at a minimum, the following should be disclosed:

1. The parent company should begin conducting the inventory starting in 2025, with the disclosure of the inventory information in 2026.
2. Subsidiaries included in the consolidated financial statements should begin conducting the inventory starting in 2026, with the disclosure of the inventory information in 2027.

The greenhouse gas emissions of the parent company for the past two years are as follows:

		2022		2023	
		Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e / Revenue in NT\$ million)	Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e / Revenue in NT\$ million)
Parent Company	Scope 1: Direct Greenhouse Gas Emissions	116.89		131.037	
	Scope 2: Indirect Greenhouse Gas Emissions	890.828		742.0591	
	Scope 3: Other Indirect Greenhouse Gas Emissions	N/A		128.303	
	Subtotal	1,007.71		1,001.3991	
Total		1,007.71	0.45	1,001.3991	0.83

Note 1: Direct emissions (Scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect emissions (Scope 2, i.e., indirect greenhouse gas emissions from the consumption of electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions from company activities that are not related to energy indirect emissions but come from sources owned or controlled by other companies).

Note 2: The coverage of direct emissions and energy indirect emissions data should follow the schedule as specified in Article 4-1, Paragraph 2 of the "Regulations for the Preparation and Filing of Sustainability Reports for Listed Companies" by the Taiwan Stock Exchange (hereinafter referred to as the "Regulations"). Information on other indirect emissions may be disclosed voluntarily.

Note 3: The emission results for 2022 and 2023 are based on the Company's self-conducted inventory and have not been verified by a third-party organization.

Note 4: The intensity of greenhouse gas emissions is calculated based on revenue (in NT\$ million).

1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status for the past two years, including the scope of assurance, the assurance provider, the assurance standards, and the assurance opinion.

As of now, our company has not yet commissioned an external verification agency to provide assurance.

Note 1: The process should be carried out according to the schedule specified in Article 4-1, Paragraph 3 of the "Regulations for the Preparation and Filing of Sustainability Reports for Listed Companies."

Note 2: The assurance provider must meet the relevant requirements for assurance institutions set by the Taiwan Stock Exchange Corporation and the Taiwan OTC Securities Exchange (TPEX).

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Describe the baseline year and its data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and the progress toward achieving the reduction targets.

Greenhouse Gas Reduction Goals

[Energy Reduction Goals]

- **Short-term Goal:** Replace cooling tower energy-saving fans, which can reduce electricity consumption by 8,669 kWh per year.
- **Medium-term Goal:** Replace high-energy consumption air compressor equipment, which can reduce electricity consumption by approximately 100,000 kWh per year.
- **Long-term Goal:** Replace in-house motors with IE3 high-efficiency motors to reduce electricity usage.

Greenhouse Gas Reduction Strategies and Specific Action Plans

Conduct training for employees to encourage energy conservation and carbon reduction

The Company holds monthly meetings to regularly promote the "Turn Off Lights and Save Energy" initiative and to raise awareness among employees about environmental protection and energy-saving practices. The following are specific implementation methods:

- (1) Adjust air conditioning temperatures based on actual room conditions (with temperature setting indicators on the switches).
- (2) "Turn off Lights" plan—encouraging employees to turn off lights when not in use.

	<p>(3) Promote water conservation, bring personal chopsticks, cups, and handkerchiefs.</p> <p>(4) Encourage walking and reduce the frequency of using elevators.</p>
<p>Promotion of Energy Efficiency Measures throughout factory office and headquarter office</p>	<p>The following energy-saving and resource conservation measures have been implemented at the factory:</p> <p>(1) Replacing conventional fluorescent lights with LED daylight lamps</p> <p>(2) Implementing zone-based control for air conditioning systems</p> <p>(3) Replacing water-cooled air conditioning units with ice storage-type systems and adjusting the air conditioning mode according to seasonal changes</p> <p>(4) Upgrading the air compressor from fixed-speed to variable-speed operation</p> <p>(5) Ensuring doors and windows that are isolated from external air are kept tightly closed to prevent air conditioning from leaking out or hot air from entering, which would increase cooling load</p> <p>(6) Turning off computers and electrical equipment that are not in use for extended periods to reduce standby energy losses</p> <p>(7) Implementing energy-saving plans across three main areas: air conditioning systems, electrical lighting, and other electrical usage. Regularly reviewing energy-consuming equipment and replacing outdated models</p> <p>(8) Installing water-saving devices on faucets in the factory to reduce water consumption</p> <p>(9) Replacing old toilet fixtures with dual-flush systems to save water.</p> <p>(10) Using efficient, water-saving irrigation systems and ensuring appropriate watering levels for the factory grounds</p>
<p>Use of E-signature to ensure environmental sustainability</p>	<p>The Company is committed to promoting environmental sustainability and responding to global energy conservation and carbon reduction efforts. To support these goals, an electronic system has been established for efficient querying and tracking. Additionally, the Company has transitioned from manual approval processes for requisitions, procurement, and expense reimbursements to an electronic approval system, thereby reducing paper usage.</p>
<p>Adopt carbon reduction plans to improve service and sales processes</p>	<p>The Company establishes service locations near the main customer facilities and provides nearby employee dormitories to deliver timely services to customers. This approach helps streamline service processes and aligns with the goal of reducing carbon emissions.</p>

>>For more information, please refer to 3.4 Resource Control.

2023 Reduction Achievement Status

We have adjusted office areas to optimize space usage and avoid air conditioning waste, which aligns with the Company's short-term energy reduction target. Moving forward, we will continue to manage and address energy-related issues to further reduce our environmental impact.

Note 1: The process should be carried out according to the schedule specified in Article 4-1, Paragraph 4 of the “Regulations for the Preparation and Filing of Sustainability Reports for Listed Companies.”

Note 2: The baseline year should be the year when the greenhouse gas inventory for the consolidated financial report boundary is completed. For example, in accordance with Article 4-1, Paragraph 2 of these regulations, companies with a capital of NT\$10 billion or more are required to complete the inventory for the 2024 fiscal year by 2025. Therefore, the baseline year is 2024. If the Company completes the inventory for the consolidated financial report in an earlier year, that earlier year may be used as the baseline year. Additionally, the data for the baseline year may be calculated as a single year's data or as an average over multiple years.