



Table of Contents

Sustainability Report Information

Message from Management

Key Performance

Alignment with UN SDGs

I. Strengthen Operational Management

1.1 Corporate Governance

1.2 Materiality Analysis and Stakeholder Engagement

1.3 Sustainable Supplier Management

II. Products and Customer Services

2.1 Customer Services

2.2 Green and Smart Products

III. Caring and Happy Corporate

3.1 Employee Care and Support

3.2 Comprehensive Compensation and Benefits

3.3 Talent Development and Growth

3.4 Occupational Health and Safety Mechanism
Implementation

3.5 Harmonious Labor Relations and Communication

IV. Promoting Sustainable Development

4.1 Contributions to Social Welfare

4.2 Energy and Greenhouse Gas Emissions

4.3 Reduction Targets and Initiatives for Greenhouse Gas,
Water Use and Other Waste

Appendix: GRI Index Table

Sustainability Report Information

About This Report

This Sustainability report is the first issuance of Symtek Automation Asia Co., Ltd. For Environmental, Social, and Governance (ESG).

The preparation of this report follows the latest standards for corporate sustainability reporting by the Global Reporting Initiative (GRI), specifically the core disclosure requirements and reporting process guidelines of the GRI Standards. The report presents the company's management policies and specific performance in the areas of corporate governance, economy, environment, and society for the year 2022.

It also identifies key sustainability issues for the company through stakeholder engagement and materiality analysis.

Reporting Period, Boundaries, and Data

This report discloses the company's corporate sustainability-related management policies and performance for the year 2023 (from January 1st to December 31st), with some information referring to the years before 2022 to illustrate trends. The report's boundaries primarily encompass Symtek Automation Asia Co., Ltd. including its headquarters and factories in Taiwan. The operations of the Dongguan factory in China and related enterprises are not included in the scope of this report. Taiwan is the key operational location mentioned in this report, and all financial data presented in this report are in New Taiwan Dollars (NTD) and are based on publicly disclosed information verified by certified Public accountants.

Release Date

Symtek Automation Asia Co., Ltd. plans to continue compiling and releasing an annual Sustainability Report to communicate its performance and commitments on key sustainability issues to stakeholders.

The report will be available in the ESG section of the company's website.

Publication Date: June 2023

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Message from Management

Since its establishment, Symtek Automation Asia Co., Ltd.(short as SAA) has been committed to researching and developing automation equipment and services for the manufacturing industry. We specialize in custom designs to meet our customers' specific needs, significantly enhancing their competitiveness. In the evolving landscape of process technology and intense industry competition, SAA continuously innovates and develops advanced products, growing alongside our customers. With 23 years of experience, we have become a company that contributes to the industry through innovation and sustainability, and we approach our corporate social responsibility with the aim of cultivating a sustainable global community, making the world a better place.

As the era of Industry 4.0 and smart manufacturing approaches, smart manufacturing not only improves process efficiency, reduces waste, but also addresses labor issues. Therefore, SAA advocates and provides smart manufacturing solutions to align with the company's development strategy, making it the cornerstone of our ESG efforts. While enhancing industrial smart manufacturing capabilities, our company also actively assists the Taiwan Printed Circuit Board Association in formulating industry white papers. In 2014, we introduced the PCB Industry Communication Protocol as part of the PCB Industry White Paper, continuously developing products and services to enhance industry competitiveness within this framework.

As a result, SAA 's sustainable corporate strategy is centered around core smart manufacturing technology. We view education and talent development as our corporate responsibility and actively engage in vocational and technical education. By combining the energy of public associations and research institutions, we aim to integrate smart manufacturing into industry and daily life. Through smart manufacturing, we strive to create employment opportunities, improve industry competitiveness, and promote environmental sustainability, embodying our core principles of business operations.



Key Performance

Strengthen Operational Management

17.45%	The revenue is 5,761,799 thousand, showing a growth of 17.45% in 2022.
0	SAA did not experience any incidents of corruption, infringement of customer privacy, or violations of fair competition in 2022.
100%	Important collaborative suppliers have already signed Supplier Social Responsibility and Ethics Commitment Letter in 2022.

Products and Customer Services

85.78%	The average customer satisfaction score from quarterly surveys was 85.78%, surpassing the revised target of 80% for the year of 2022.
305	As of 2022, the company possesses 305 patented technologies.

Caring and Happy Corporate

14.00%	Talent development: In 2022, we hired 46 interns (comprising 14% of the total workforce).
100%	All permanent employees are subject to performance assessments.
26 person,	As of the end of 2022, 26 supervisors and 8 research

8 person	personnel have been sent for further education to the Machinery Research Institute at Chung Yuan Christian University and the graduate school of management at Yuan Ze University.
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Promoting Sustainable Development

(The amount of donation is more than 4 million in 2020~2022.)


3.6 million	Donations to Zhongzheng Elementary School for underprivileged students' tuition fees and educational development, the accumulated amounted to 3.6 million from 2010 to 2022.
120,000	Sponsorship of 120,000 to support the project scholarships at Chung Yuan University from 2012 to 2022.
250,000	Donations of 250,000 to the Taiwan Printed Circuit Association's student paper competition from 2015 to 2022.
100,000	Donations of 100,000 to support international competitions for the Dongshi High School baseball team.
200,000	Donations of 200,000 to support Science Magazines in rural elementary schools.
2 million	Donations of 2 million to support the development of the National Taiwan University Department of Chemical Engineering in 2021 and 2022.
1,216.8 tons CO2e	In 2022, the total greenhouse gas emissions amounted to 1,216.8 metric tons of carbon dioxide equivalent, as detailed in the SAA's 111th Annual Greenhouse Gas Inventory Report.
0	There were no significant environmental violations or fines in 2022.

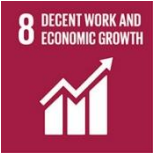
Alignment with UN SDGs



In 2015, all 193 member states of the United Nations unanimously agreed to adopt the "2030 Sustainable Development Agenda" (Agenda 2030) and its 17 Sustainable Development Goals (SDGs), ushering in a new era of global sustainable development. These 17 SDGs, along with their 169 sub-goals, not only highlight the most pressing sustainability issues faced by countries worldwide, such as poverty (SDG 1), health (SDG 3), gender equality (SDG 5), and climate change (SDG 13), but also reveal key tools needed to achieve economic, environmental, and social sustainability, such as renewable energy (SDG 7), industrial innovation (SDG 9), and responsible production and consumption (SDG 12).

SAA's Contribution to SDGs

SAA has been deeply involved in core automation manufacturing technology for decades and is an important partner in the development and innovation of Taiwan's high-tech industry. SAA understands and supports the United Nations' Sustainable Development Goals, actively participating in promoting the transformation of smart machinery and the development of the Internet of Things (IoT) to enhance the production efficiency and competitiveness of Taiwan's PCB industry, thereby driving sustainable development in the high-tech industry. In addition, SAA has upheld a spirit of practical integrity since its inception, providing an equal and safe working environment and employee welfare. SAA also leverages its industry expertise to collaborate with academic institutions, jointly cultivating the core capabilities of future high-tech professionals in Taiwan. From a practical business perspective, SAA contributes to various SDGs, as summarized in the table below:

SDGs	SAA's Contribution	Table of Contents
	Through industry-academic collaboration, we bring academic institutions closer to practical operations, nurture talent in the field of Industry 4.0, and enhance the core technical skills of future professionals.	Collaboratio n with Academia and Industry

	<ul style="list-style-type: none"> • Collaborated with the Taiwan Printed Circuit Association to establish the Smart Manufacturing Credit Class at Chung Yuan Christian University (since 2017). • Co-organized the National Smart Manufacturing Paper Competition with Central University, Chung Yuan Christian University, and Yuan Ze University (since 2021). • Partnered with Central University to apply for the Ministry of Education's Semiconductor Smart Manufacturing Talent Cultivation Program (since 2022). • Collaborated with Jianxing University in the Industrial Development Bureau's Smart Machinery Industry-Academia Promotion Program (since 2022). 	
	<p>Create a "fair and friendly" working environment that does not discriminate based on gender and provides more job opportunities for individuals with disabilities or disadvantaged backgrounds.</p>	<p>Employee care and support, for compensation and benefits systems,</p>
	<p>Comply with the law, never employing individuals under the age of fifteen.</p>	<p>Employee care and support,</p>

	Establish safety work regulations and regularly review the working environment, providing employees with the necessary safety and health protective equipment.	occupational health, and comprehensive cases.
	Participate in government initiatives and industry-academic collaborations, exchange technology, and provide internship and job opportunities.	Collaboration with Academia and Industry
	Integrate equipment IoT and data analysis systems to improve process parameters, enhance process capability, effectively increase customer manufacturing precision and yield, and reduce energy and raw material consumption.	Assisting in the creation of smart factories.
	Continue to invest in research and development, accumulating rich experience in the manufacture and development of automation equipment; participate in communication protocols and the national PCB team to promote industry's smart transformation.	Vision and Challenges: Assisting in the creation of smart factories.
	Proactively and voluntarily issuing an ESG (Environmental, Social, and Governance) sustainability report to disclose SAA's sustainable contributions and performance in corporate governance, economics, environment, and social aspects. Implementing ISO 14064-1:2018 carbon inventory systems and procedures, and proactively and voluntarily issuing carbon inventory reports.	Sustainability Report Information

I、Strengthen Operational Management

1.1 Corporate Governance

1) Company Profile	10
2) Company Operations and Performance.....	13
3) Company Ethics and Integrity in Operation.....	22
4) Risk Management	23
5) Promoting Sustainable Development.....	24
6) Vision and Challenges	25

1.2 Materiality Analysis and Stakeholder Engagement

1) Stakeholder Identification and Engagement	26
2) Significant Issues	31

1.3 Sustainable Supplier Management

1) Supplier Management Policy and Practices.....	34
2) Localization Procurement	35
3) Establishing a Sustainable Supply Chain	36

1.1 Corporate Governance

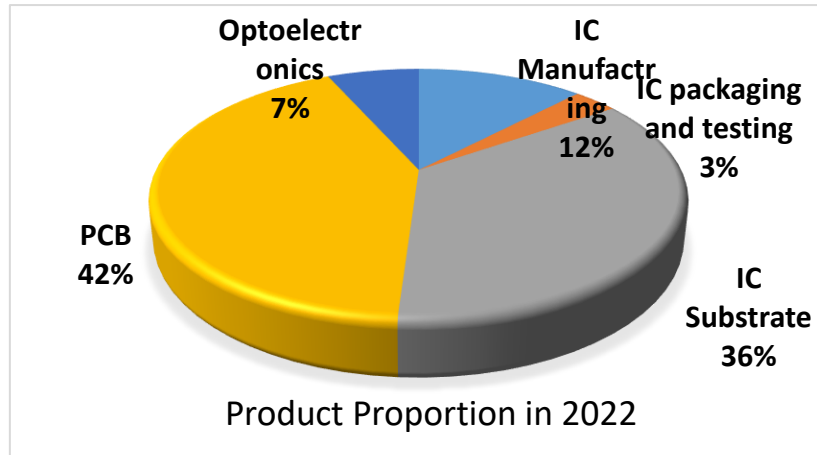
1) Company Profile

SAA was founded in October 1999 and originated from the automation equipment for the Printed Circuit Board (PCB) industry. As Taiwan's technology industry has developed, the company has gradually expanded into the automation machinery and equipment assembly markets of various industries, including ceramic substrates, electronic assembly, LED, IC packaging and testing, and semiconductor manufacturing. In Taiwan's semiconductor business cluster, SAA operates three business units: the IC Substrate Business Unit (IBU), the IC Backend Business Unit (BBU), the IC Foundry Business Unit (FBU), and has a presence in China through Symtek Automation China (SAC). It plays a crucial role in the semiconductor industry cluster by providing customers with the best-integrated system solutions.

As digital manufacturing technology has advanced, SAA integrates core automation technologies with image recognition, wireless communication, big data processing, robotics, autonomous vehicles, and intelligent track vehicle systems. It aspires to be the "best partner for driving smart factories" for its customers. The company established the "Advanced Technology R&D Center, ATC" connecting strategic partners from industry, government, and academia. The center provides core technologies such as big data analytics applications, Manufacturing Execution System (MES) data integration systems, communication protocols, equipment graphic control, and Computer-Integrated Manufacturing (CIM) systems. These technologies assist customers in achieving "smart operations, smart manufacturing, and smart machinery." SAA has also established a Smart Manufacturing Business Unit to lay out a blueprint for smart factories and enhance industrial competitiveness.

As the importance of the semiconductor industry continues to rise, coupled with increasing demand for advanced processes from customers, SAA has experienced continuous growth in its operational performance in recent years. In 2021, the company purchased a 4,000-square-meter site with plans to construct an approximately 11,000-square-meter green building factory, aiming to expand its production capacity to meet customer demands and lay the foundation for future market expansion.

Date of Establishment	October, 1999
Capital amount	NTD 714,000,000
Address	No. 421, RungminRd., Zhong Li City, Taoyuan, Taiwan
Industry	Listed in other Electronic Industries
Service Overview	<p>Our main business involves the assembly of automated machinery and other related products. We offer the following services:</p> <ol style="list-style-type: none"> 1. Planning and services for intelligent automation, whole-plant logistics, and information integration for industries such as electronics, optoelectronics, semiconductors, IC packaging and testing, semiconductor wafer manufacturing, and lens assembly. 2. Planning and services for logistics integration of automated warehousing systems, intelligent track vehicle systems, and autonomous vehicle systems. 3. Planning and services for equipment IoT and smart factory software and hardware integration.
Operating Location	Taiwan - Taoyuan City China - Dongguan City, Guangdong Province
Number of Employees	Total of 629 employees in Taiwan; Total of 402 employees in China (as of December 31, 2022)
Service Markets	Taiwan, China, Japan, Thailand, Malaysia, Singapore, India, Turkey, Europe, and the United States.
Association Qualifications	Members of the Taiwan Printed Circuit Board Association (TPCA) and the Taiwan Electronic Equipment Industry Association (TEEIA)



Operating Location



History and Major Events



Financial Performance

In the fiscal year 2022, SAA achieved a consolidated annual revenue of 5,761,799,000 New Taiwan Dollars (NTD), representing a growth of 17.45% compared to the previous year. In terms of profitability, the consolidated after-tax net profit reached 666,994,000 NTD, reflecting a 2.36% increase. (For detailed analysis of operational performance, please refer to the Annual Report for the year 111.)

2) Company Operations and Performance

Corporate Governance and Organizational Structure

SAA's highest governing body is the Board of Directors. On May 27, 2022, the Company held its annual shareholders' meeting and elected the ninth Board of Directors, consisting of 9 board members, including 3 independent directors. The Board collectively possesses expertise in business judgment, operational management, crisis handling, industry knowledge, leadership decision-making, and international market insights.

Among the board members with production experience are Director Wang, Nien-Ching, Director Qiu Ming-Qian, Director Tan Ming-Zhu, Independent Director Jian Rong-Kun, and Independent Director Liu Zhi-Hong. Those with extensive investment experience include Director Kuan, Chin-Kun, Director Qiu Ming-Qian, Director Qu Rong-Fu, and Independent Director Liu Zhi-Hong. Independent Director He Jian-de has made significant contributions to education. Board members who excel in marketing include Director Kuan, Chin-Kun, Director Wang Nien-Ching, Director Guan, Tian-Yu, Director Qu Rong-Fu, Independent Director Jian Rong-Kun, Director Qiu Ming-Qian, and Director Tan Ming-Zhu. Independent Director Liu Zhi-Hong possesses

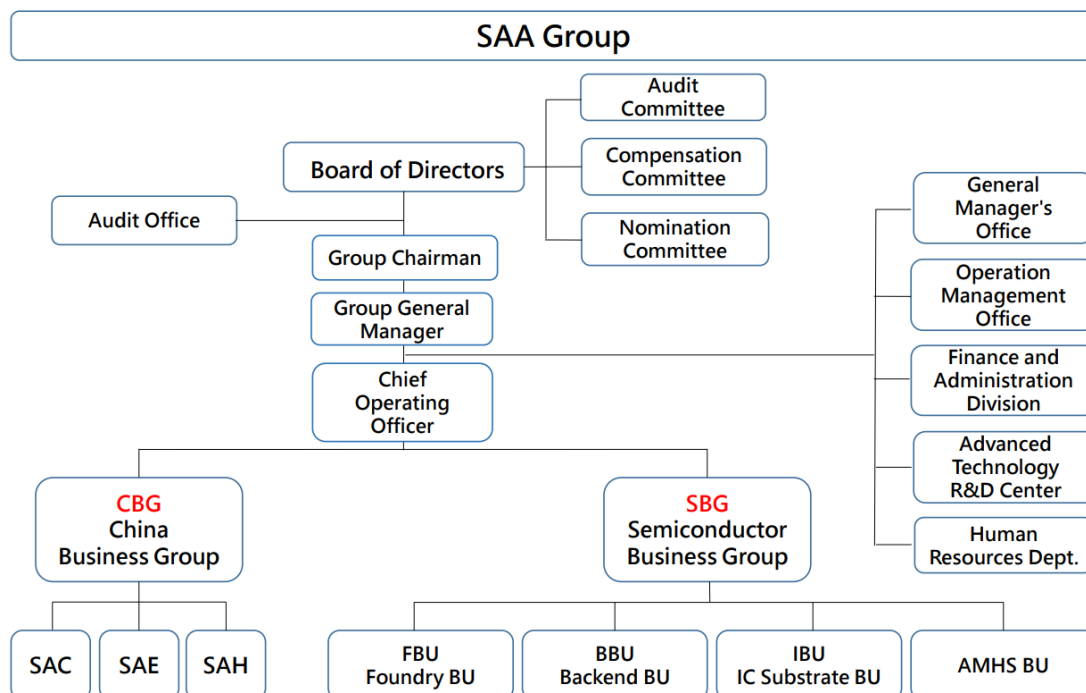
professional capabilities in accounting and finance, as well as practical experience in auditing and management.

The composition of the board is as follows: 3 independent directors, accounting for 33% of the 9 board members; 1 director representing the employees (Director Wang Nien-Ching), accounting for 11% of the 9 board members. Regarding the age range of board members, 3 directors are under the age of 55, 5 directors are between the ages of 56 and 65, and 1 director is 66 years or older.

The company also emphasizes gender equality in the composition of the board. In the ninth Board of Directors, there is already 1 female member. In the future, the company will timely amend and enhance its diversity policies based on the operation of the board, business needs, and development requirements to ensure that board members possess the knowledge, skills, and qualities necessary for their duties.

In the fiscal year 2022, the company held a total of 8 board meetings with an attendance rate of 96% for directors. SAA's Board of Directors is committed to pursuing integrity and sustainable operations. To protect the rights and interests of stakeholders and promote social prosperity, the directors of SAA adhere to self-regulation. When discussing and voting on matters that involve conflicts of interest, they abstain from participating and do not represent other directors in exercising their voting rights.

The Organization Chart



Composition of the Board

Title	Name	Education	Key Experience
Chairman	Kuan, Chin-Kun	B.S. in Chemical Engineering, National Taiwan University	Chairman of Symtek Automation Asia Co., Ltd. (6438)
Director	ROYAL MAX HOLDINGS LIMITED Representative: Guan, Tian-Yu	EMBA, The Chinese University of Hong Kong	Director & General Manager of Protek Technology Limited General Manager of Dongguan Protek Machinery Limited General Manager of Guangzhou Wirebond Technology Limited Supervisor of Protek Technology Limited (Shenzhen) Director of Symtek Automation Asia Co., Ltd. (6438)
Director	Wang, Nien-Ching	Electrical Engineering, Lunghwa University of Science and Technology M.S., National Chengchi University, College of Business M.S., Graduate Institute of Management, Yuan Ze University General Manager of Shinbei Enterprise Co., Ltd	Vice Chairman & General Manager of Symtek Automation Asia Co., Ltd. (6438) Chairman of Symtek Automation China Co., Ltd. Director of LinkCom Manufacturing Co., Ltd. (6821)
Director	Gudeng Precision Industries Co., LTD. Representative: Qiu Ming- Qian	PHD of Management Information System, NCCU MBA, Guanghua School of Management, Peking University MBA, National Taipei	Chairman of Gudeng Precision Industries Co., LTD (3680) Chairman of Gudeng Equipment Co., LTD (6953) Director of Symtek Automation Asia Co., Ltd. (6438)

		University	
Director	Tan Ming-Zhu	EMBA, National Chengchi University, College of Business	Chairman of LinkCom Manufacturing Co., Ltd. (6821) Director of Symtek Automation Asia Co., Ltd. (6438)
Director	Qu, Rong- Fu	M .B.A., Westbank University, U.S.A.	Chairman of Fu Wei Enterprise Co., Ltd. Chairman of Maxtronic Technology Co., Ltd. Director of Symtek Automation Asia Co., Ltd. (6438)
Independent Director	He, Jian- De	Ph.D. in Technology Management, Portland State University, USA	Professor and Dean, College of Management, Yuan Ze University Representative of Corporate Director, BMC Venture Capital Investment Corporation Independent Director of Symtek Automation Asia Co., Ltd.(6438)
Independent Director	Jian, RongKun	M. .B.A., National Chengchi University	Chairman of EISO Enterprise Co., Ltd. (5291) Independent Director of Ledlink Optics, Inc. (5230) Chairman of EISUN Enterprise Co., Ltd Chairman of Yi Cheng Construction Co., Ltd. Independent Director of Symtek Automation Asia Co., Ltd. (6438) Representative of Corporate Director, 500net Technology
Independent Director	Liu, Zhi- Hong	International Department, Waseda University, Japan M.S., Boston University U.S.A. M.S. in Accounting, National Taiwan University B.S. in Accounting, National Chengchi University Certified Public Accountant	Chairman of ThinFlex Corporation Independent Director of Poya International Co., Ltd. (5904) Independent Director of Sunny Pharmtech Inc. (6676) Chairman of Chien Hsing Information Corp. Director of KEEN UNION INVESTMENT LIMITED Director of Shun-Lai Enterprise Management Consulting Co., Ltd. Independent Director of Symtek Automation Asia Co., Ltd. (6438) Certified Public Accountant of Chang Hsing Accountants, Inc.

Term : From 27, May 2022 to 26, May 2025

Compensation Committee

To strengthen SAA's corporate governance structure and rationalize the relationship between performance and compensation, the company established the "Compensation Committee" under the supervision of the board of directors on December 18, 2013. The committee is responsible for formulating and regularly reviewing the company's compensation policies, systems, standards, and structures. The company has also established the "Board of Directors Performance Evaluation Method" and uses it to periodically assess the operational efficiency of the board of directors and director performance to determine compensation. Additionally, the Compensation Committee reviews the achievement of performance goals for key management personnel, individual performance, and considers market trends to make appropriate adjustments to annual compensation.

In accordance with the company's bylaws, in profitable years, up to 3% of the profits should be allocated for director's remuneration, and no less than 1% should be allocated for employee compensation. The allocation of related remuneration amounts must be approved by the Compensation Committee.

In the fiscal year 2022, the Compensation Committee held a total of three meetings (A) to discuss compensation and the attendance of independent directors is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Independent Director	Jian, RongKun	3	0	100%
Independent Director	He, Jian- De	3	0	100%
Independent Director	Liu, Zhi- Hong	3	0	100%

Term : From 27, May 2022 to 26, May 2025

Audit Committee

In response to the requirements of our country's financial regulatory authorities for publicly traded companies, the "Audit Committee" was established on August 13, 2014, as a replacement for the supervisor, with all independent directors serving as members of the Audit Committee. The independent directors on the Audit Committee all have professional backgrounds in accounting, business studies, and related fields. They provide comprehensive oversight in areas such as finance, operational management, and risk control, ensuring the effective leadership and supervision of the board of directors in driving the company's development and assisting in the management of existing or potential risks. In the year 2022, the Audit Committee held a total of 6 meetings (A), and the attendance of independent directors is as shown in the table below:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Independent Director	He, Jian-De	6	0	100%
Independent Director	Jian, RongKun	6	0	100%
Independent Director	Liu, Zhi-Hong	6	0	100%

Term : From 27, May 2022 to 26, May 2025

Nomination Committee

To strengthen SAA's corporate governance structure, the company established the "Nomination Committee" on August 12, 2022. The Major Corporate Functions are following.

1. Formulate standards for diverse backgrounds and independence such as professional knowledge required by members of the board of directors and senior managers, and search, review and nominate candidates for directors and senior managers based on this.
2. Construct and develop the organizational structure of the board of directors

and committees, conduct performance evaluations of the board of directors, committees, directors and senior managers, and evaluate the independence of independent directors.

3. Formulate and regularly review the training plan for directors and the succession plan for directors and senior managers. 4. Formulate the company's corporate governance code of practice.

In the year 2022, the Nomination Committee held a total of 1 meeting (A), and the attendance of independent directors is as shown in the table below:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)
Independent Director	Liu, Zhi-Hong	1	0	100%
Independent Director	He, Jian-De	1	0	100%
Independent Director	Jian, RongKun	1	0	100%

Term : From 12, Aug. 2022 to 26, May 2025

Management Team

Under the leadership of Chairman Kuan, Chin-Kun and General Manager Wang, NienChing, SAA has assembled a team of outstanding managers from various departments. With a prudent and diligent approach, the management team formulates business strategies, continuously deepens its core expertise in automation equipment, and expands its application scope into various industries. Together with industry partners and customers, they jointly chart the blueprint for the development of "Industry 4.0" smart factories. Major decisions made by SAA adhere to the company's risk management policy, with a focus on controlling existing and potential risks through sound principles. After discussion and resolution by the board of directors, relevant decisions are implemented systematically. An audit office is established to ensure the effectiveness of the company's internal control system through systematic and institutionalized methods, thus safeguarding SAA's operational efficiency and the best interests of its shareholders. SAA aims to

create sustainable value for its shareholders, employees, customers, and the public.

To strengthen the company's operational risk management system, on August 13, 2019, the SAA board of directors approved the amendment of the "Decision-Making Authority Matrix." In the operational cycles, various levels of decision-makers are designated based on the importance and immediacy of each task. For certain significant matters, such as annual budget proposals and corporate bond issuances, they must first be presented to and approved by the board of directors before execution is allowed.

An overview of SAA's operational team and their responsibilities is provided in the table below. For detailed information regarding the educational and professional backgrounds of the managers, please refer to SAA's annual report for the year 111 (2022) or visit the Taiwan Stock Exchange's Market Observation Post System for inquiries.

(<http://mops.twse.com.tw/mops/web/index>)

Management Team and Major Responsibilities

Title	Name	Date of Appointment	Major Responsibilities
General Manager	Wang, Nien-Ching	1999.10.28	Planning the company's long-term and short-term business strategies, evaluating the operational performance of various departments, and ensuring the financial security of the company and the effective promotion of its business.
Deputy General Manager of Operation Management Office	Lin, Zhao De	1999.10.28	Managing the company's fixed assets, procurement, warehouse; overseeing production center scheduling, processing department, and quality

			assurance department management; information systems management.
Chief Operating Officer and Deputy General Manager of FBU	Huang, Fa-Bao	Chief Operating Officer on 2019.03.07	Planning semiconductor industry-related production and sales strategies, market development, cost control, and customer relationship management.
Deputy General Manager of Finance and Administration Division and Chief Accounting Officer	Qiu, Qing-Xiang	2016.09.24	Responsible for financial planning and asset risk management, managing customer credit, and preparing budgets.
Deputy General Manager of IBU	Liang, Zhong-Cheng	1999.10.28	Planning production and sales strategies related to the electronics industry, market development, cost control, and customer relationship management.
Deputy General Manager of BBU	Huang, Ping-Yao	1999.10.28	Planning production and sales strategies related to the optoelectronics industry, market development, cost control, and customer relationship management.
General Manager of SAC	Xie, Jian-Ping	2019.03.07	Coordinate production management, research and development, and manufacturing matters for overseas factories. Responsible for expanding the local sales market, customer communication,

			and after-sales service.
Chief Technology Officer	Lu, Wen-Bin	2018.11.08	Drafting and revising annual technology plans, core technologies, research and development objectives, benefits, and budgets. Supporting the execution of smart manufacturing-related technologies and semiconductor AMHS (Automated Material Handling System) development projects.
Audit Supervisor	Zhao, Ren-Feng	2021.11.9	Systematically assess the operational risks and deficiencies of the company, execute internal control systems, and conduct audits.

3) Company Ethics and Integrity in Operation

To ensure that we adhere to various statutory regulations during our process of quality innovation and market competition, and to establish an ethical and responsible corporate culture along with a robust risk management mechanism, we have made amendments to our "Code of Ethics" and "Integrity Operating Guidelines" on May 3, 2017, "Integrity Operating Procedures and Behavioral Guidelines" on August 12, 2019, and "Code of Ethics" on August 13, 2020. These serve as the overarching policies and principles of corporate governance, requiring all company directors and managers to neither provide, accept, nor engage in any improper benefits or other violations of integrity. They are also obligated to protect trade secrets and company assets, adhere to fair trade practices, and comply with other legal regulations.

Additionally, we have implemented internal control measures such as the "Integrity Operating Guidelines" and "Integrity Operating Procedures and Behavioral Guidelines" on SAA Digital Learning Platform(e-learning) and disseminate this information during quarterly labor-management meetings.

Furthermore, the company has established the "SAA Code of Conduct" and "Employee Work Rules" as standards for business operations, administrative management, and employee behavior, aligning with the ethical and legal expectations of various stakeholders in the company's operations. To ensure that Swift's managers and employees fully understand the company's ethical culture and the concept of integrity in operations, we have required our management team to review and sign the "Code of Conduct Confirmation Letter" since 2012. In 2014, we expanded this initiative to include 60 supervisors and colleagues from the purchasing department, and in 2018, we further extended the signing requirement to general staff.

In 2022, Swift experienced no incidents of corruption, breaches of customer privacy, violations of fair competition, or any other significant breaches of socioeconomic regulations.

「SAA Code of Conduct」 percentage of Signed members

Signed members	person	percentage
Management team and purchasing department	99	100%
General staff	530	100%

4) Risk Management

The Board of Directors of our company is the highest authority for risk management policy, responsible for approving, reviewing, and overseeing the company's risk management policies to ensure their effectiveness and bears ultimate responsibility for risk management. A cross-departmental risk management team has been established as the responsible unit for executing risk management, with the Chief Operating Officer serving as the convener and several deputy conveners designated. The team members include heads of various functional units (all departments within the company). They are primarily responsible for monitoring, measuring, and evaluating company risks at the operational level. They should exercise their authority independently of business units and operational activities and report to the Board of Directors annually.

The Audit Department, based on the company's risk assessment results, formulates an annual audit plan to regularly verify whether risk control measures within the company are being effectively implemented. Audit reports are issued based on the audit results.

On November 8, 2022, a report on the 2022 risk management policy was

submitted to the Board of Directors, and the policy and its implementation for the year 2022 were disclosed on the company's website. Please refer to our website/Investor Services/Corporate Governance/Risk Management Policy for more information.

5) Promoting Sustainable Development

Please refer to the ESG Section on the company's website.

In accordance with the "Practical Guidelines for Sustainable Development of Listed and OTC Companies," the company revised its sustainable development guidelines at the Board of Directors meeting on March 8, 2022. Please refer to the company's website / Investor Services/Corporate Governance for details. The promotion of sustainable development in our company is overseen by the General Manager's Office, Human Resources Department, and Operations Management Department, with a report on the progress presented at the Board of Directors meeting on May 13, 2022.

1. The sustainable development vision set by the Chairman and General Manager of the company is as follows: With core technology in smart manufacturing as the key point, we consider educating talents as our corporate responsibility. We also shoulder the responsibility of technical vocational education in schools and industry-academia collaboration. By harnessing the capabilities of public associations and research institutions, we aim to implement smart manufacturing in both industry and daily life. Our mission is to create employment opportunities through smart manufacturing, enhance industrial competitiveness, and improve environmental sustainability.
2. In practice, various departments are responsible for different aspects of sustainable development based on their business responsibilities. These include the Corporate Governance Team, Environmental/Product Team, and Social/Employee Team. Through the integration of existing resources and management systems in various departments, we have established a framework for implementing sustainable development practices and assessing performance.
3. In the future, we will incorporate sustainable development into employee education and training to ensure that department managers can lead all employees in fully understanding the company's sustainable business philosophy.
4. We assist important suppliers of the company by requesting them to provide supplier commitments that include sustainable development initiatives. For example, commitments related to anti-discrimination, anti-forced labor, prohibition of child labor, anti-corruption, and environmental protection.
5. In line with future operational planning and deepening our presence in niche industries, organizational changes have been made within the company to promote sustainable development. This was reported during the Board of Directors meeting on February 24, 2023, along with the announcement of significant senior executives' appointments. The Board of Directors will review the operational strategy every quarter and, when necessary, urge the management team to make adjustment.

6) Vision and Challenges

With the vision of being the "best partner in promoting smart factories," SAA continually delves into core automation manufacturing technologies and actively deploys integrated applications for intelligent systems. Recognizing the changing demand for consumer electronic products in domestic and international markets and the intensifying competition, especially during the transition to the Internet of Things (IoT) era, there is a high level of innovation and application demand for key components like Printed Circuit Boards (PCBs). This poses challenges to the PCB industry in terms of process flexibility and efficiency.

As a leading Taiwanese automation equipment manufacturer, SAA possesses innovative and manufacturing capabilities in superior mechanical equipment. In 2016, SAA collaborated with the Taiwan Printed Circuit Board Association to establish communication protocols for the PCB industry, enabling system integration to connect the PCB supply chain. This served as the foundation infrastructure for IoT development. In 2017, SAA further joined the "PCB A-Team National Team," formed by the PCB Association, the Institute for Information Industry, the Industrial Technology Research Institute, and PCB and system manufacturers. This team provides integrated technical services for the journey towards Industry 4.0 smart production, jointly promoting the transformation of intelligent machinery and enhancing the competitiveness and upgrading of Taiwan's manufacturing industry.

Leveraging its expertise in automation and custom solutions, SAA, in conjunction with its long-term investment in research and development, has been meeting the rising demands for precision, yield, and quality in the high-tech industry. These heightened requirements have raised the competitive bar within the industry. However, in the midst of the formidable challenges faced during the transformation of the PCB industry, SAA must continuously enhance its core automation technologies, reinforce its interdisciplinary integration capabilities in areas such as visual imaging, wireless communication, and big data processing, and maintain a customer-centric approach. It must also make effective use of industry-academic resources to meet rapidly changing market demands and future development trends.

In response to the national need for industrial upgrading and strengthening innovation, SAA participated in the "Entrepreneurship A+ Action Plan" promoted by the Ministry of Economic Affairs for small and medium-sized enterprises in 2017. Through a collaborative adoption model, SAA passed down its years of experience in designing and manufacturing automation equipment, as well as its collaborative experiences in various high-tech industry fields, to emerging businesses. During this process, SAA also explored new perspectives and market opportunities for expanding its own business. As part of the "Entrepreneurship A+ Action Plan," SAA had the opportunity to connect with the startup company "Brighten Optoelectronics." Leveraging Brighten's research and development capabilities, SAA optimized and improved existing technologies and ventured into the field of intelligent optical equipment. This expansion allowed SAA to diversify its future market positioning and create greater revenue potential.

1.2 Materiality Analysis and Stakeholder Engagement

1) Stakeholder Identification and Engagement

SAA is committed to collaborating with internal and external partners to establish effective communication channels for co-creating a sustainable future. We follow the five key principles of stakeholder identification outlined in AA1000: dependence, responsibility, interest, influence, and diverse perspectives. We consider how each group is directly or indirectly impacted by the company's operational decisions or how they directly or indirectly influence the company's operational decisions, leading us to identify seven major stakeholder categories.



Communication Channel for Stakeholders Stakeholder@saa-symtek.com

Stakeholders	Concerned Issues	Communication Channels and Frequency	Achievements in 2022
Customer	Product Smartification. Green Products. Customer Privacy Protection. Product Responsibility.	(1) Conducting quarterly customer satisfaction surveys. (2) Daily communication via phone and email. (3) Periodic in-person visits.	2022 Customer Satisfaction Survey Four-season average of 85.9 in 2022.
Supplier	Localization Procurement. Supplier Sustainable Management.	(1) Conducting annual supplier audits. (2) Daily communication via phone and email. (3) Periodic meetings and on-site visits.	Total of 45 Key suppliers were assessed in 2022.
Employee	Occupational Health and Safety. Compensation and Benefits System. Labor Relations and Communication.	(1) Quarterly labor-management coordination meetings. (2) Employee education and training. (3) Internal memos, emails, bulletin boards. (4) Employee Welfare Committee. (5) Employee complaint mechanism. (6) Employee stock trust. (7) Subsidies for employees' in-service education.	The total of 4 labor-management coordination meetings, and the total of 14 Welfare Committee meetings were held in 2022. In 2020, the 'Employee In-Service Education Regulations' were amended to allow employees with one year or more of service to apply for a 50% subsidy of tuition fees for further education.

			One person applied for this subsidy, amount of NTD 13,150.
Investor / Stockholder	Operational performance. Integrity in business.	(1) Quarterly financial report publication. (2) Annual shareholders' meeting. (3) Irregular release of significant information on the Public Information Observation System and the official website. (4) Corporate briefings.	The total of 2 corporate briefings were held in 2022.
Government Agencies	Operational performance. Occupational Health and Safety. Product Smartification.	(1) Quarterly financial report publication. (2) Irregular participation in relevant meetings. (3) Compliance with relevant laws and regulations.	There were no significant legal violations in 2022.
Community Residents	Support or Invest in Social Development.	(1) Maintain good interaction with community residents. (2) Participate in and assist with community activities.	Since 2010, we have continuously donated funds for the nutrition lunches at Zhongzheng Elementary School in Zhongli District, with a total contribution exceeding NTD 3.6 million. Since 2015, we have participated in the Anue Group charity project, with a total contribution

			Exceeding NTD 530,000.
Academic Institutions	Industry-Academia Collaboration. Product Smartification.	(1) Industry-academia collaboration projects. (2) Irregular technical exchanges. (3) Collaborated with Jianxing University of Science and Technology on the execution of the Smart Machinery Industry-Academia Program, providing scholarships totaling 150,000 NTD for 15 interns and a one-year corporate internship program. (4) Organized a national university Smart Manufacturing Thesis Competition with a total budget of 500,000 NTD.	Since 2015, we have been sponsoring the TPCA Circuit Board Student Excellent Thesis Silver Award with a total donation of NTD 140,000. In addition to collaboration projects, to bring academic institutions closer to practical operations, we have donated technical support such as robotic arms or other equipment to nearby universities and public associations. This is aimed at enhancing the core technical capabilities of future professionals. Our investment in related industry-academia collaboration projects has now

			exceeded NTD 4 million.
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List of Charity Donations in the past three years

Year	Grantee	NTD	Text
2020/2/28	Industrial Development Bureau, MOEA	37,500	Metal Industry Intelligence Enhancement Program Scholarship
2020/3/9	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2019.
2020/9/18	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the first semester of 2020.
2020/11/30	Shang Tain Elementary School	3,000	Scholl anniversary sponsorship
2021/1/25	Industrial Development Bureau, MOEA	37,500	Metal Industry Intelligence Enhancement Program Scholarship
2021/3/10	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2020
2021/4/6	Yuan Ze University	200,000	Department of Mechanical Engineering Department Development Fund
2021/4/28	Tung-Shih Senior High School	100,000	Scholarship for the baseball team
2021/7/22	Taoyuan City Government	211,000	Firefighters and Police Colleagues: 500 sets of protective clothing and isolation suits each.
2021/8/17	Agriculture Multi-Discipline Association of Taiwan(AMOT)	50,000	Responding to the AMOT Association's public donation campaign 'Supporting Restaurants, Assisting Local Producers, and Caring for the People
2021/8/30	Charming Will Foundation	40,000	Supporting Arts Education for Charity.
2021/9/11	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the first semester of 2021.
2021/9/30	Kansai Elementary School	65,714	Donation of magazines
2021/9/30	Yushan Elementary School	17,143	Donation of magazines
2021/9/30	Shiguang Elementary School	17,143	Donation of magazines
2021/9/30	National Taiwan University	1,000,000	Department Development Fund for Department of Chemical Engineering.
2022/2/23	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2021
2022/3/21	Yuan Ze University	37,500	Scholarship

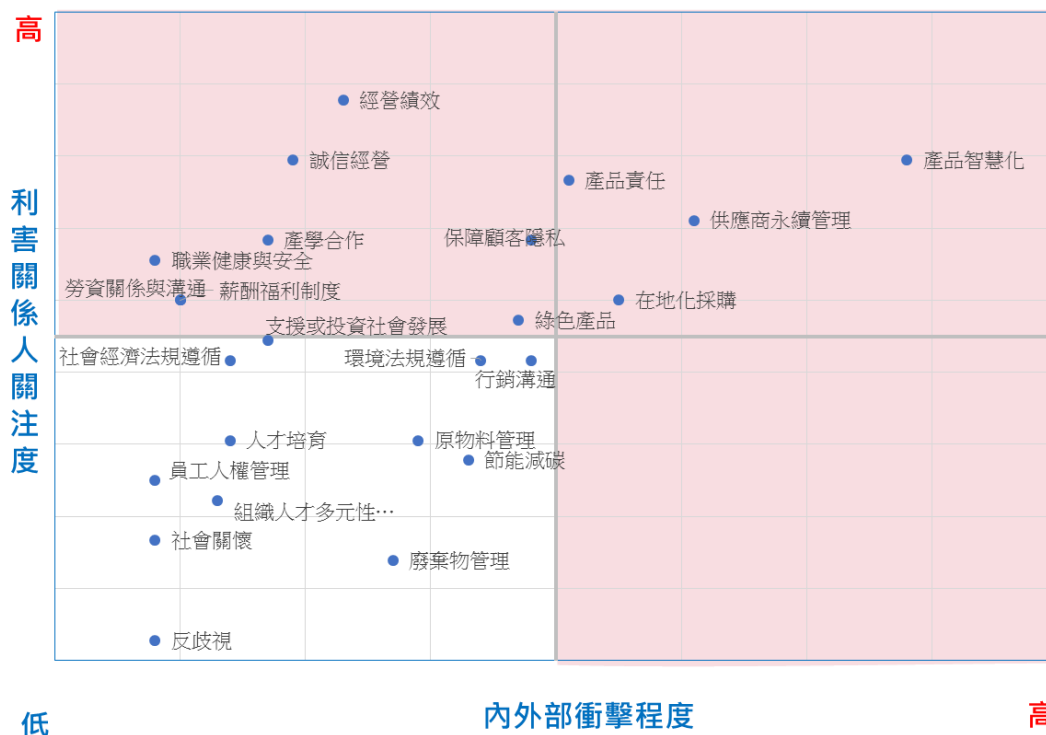
2022/4/28	National Taiwan University	1,000,000	Department Development Fund for Department of Chemical Engineering.
2022/6/24	Jianxing University of Science	100,000	Scholarship
2022/8/31	Kansai Elementary School	65,714	Donation of magazines
2022/8/31	Yushan Elementary School	17,143	Donation of magazines
2022/8/31	Shiguang Elementary School	17,143	Donation of magazines
2022/10/20	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2022
	Total	3,916,500	

2) Significant Issues

SAA employs the following three-step process to ensure that this report fully discloses relevant information about the company's sustainable development and addresses the significant issues of concern to stakeholders.

- Identification: By referencing information from benchmark companies abroad, concerns from domestic peers, GRI guideline themes, the Electronic Industry Citizenship Coalition (EICC) code of conduct, and industry norms, we compile a list of corporate social responsibility issues relevant to SAA.
- Prioritization: We prioritize these issues based on stakeholders' inclusiveness and level of concern, considering the results of internal and external impact assessments. We clarify the significance of these issues and evaluate whether they should be disclosed in this report.
- Confirmation: The Corporate Social Responsibility Promotion Task Force, composed of department heads within Swift, confirms the results of the assessment and prioritization of significant issues. These issues are then aligned with GRI themes and disclosure items to determine whether they provide valuable information to stakeholders.

SAA conducts discussions and investigations involving department heads to gain a comprehensive understanding of the impacts of significant economic, environmental, and social issues on the company from various perspectives and their influence on internal operational decisions. We also consider the concerns and impacts of various stakeholder groups on SAA's sustainable development issues. After sorting and matrix analysis and discussions with senior management, we determine the significant issues to be disclosed in this report.



List of Significant Issues

Significant Issues	Disclosure Items on GRI Standards		Report Chapters
Operation Performance	201-1	Direct economic value generated and distributed by the organization	1.1 Corporate Governance- Company profile
Local Procurement	204-1	Proportion of spending on local suppliers	1.3 Supplier Sustainability Management - Local Procurement
Integrity in Operation	205-2	Communication and training on anti-corruption policies and procedures	1.2 Company Operations and Performance- Company Ethics and Integrity in Operation 1.3 Supplier Sustainability Management
Green Product	302-5	Reducing the energy demand of products and services	2.2 Green and Sacralization
Supplier Sustainability Management	308-1	Adopting environmental criteria when selecting new suppliers	1.3 Supplier Sustainability Management
	308-2	The environmental impact of the supply chain and actions taken	
	414-1	Screening new suppliers using social criteria	

	414-2	Negative social impacts within the supply chain and actions taken.	
Compensation and Benefits System	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	3.2 Compensation and Benefits System - Benefits Items
	401-3	Maternity leave	3.2 Compensation and Benefits System - Maternity Leave
	405-2	Ratio of female to male basic salary increase	3.2 Compensation and Benefits System - Salary Compensation.
Labor Relations and Communication	402-1	Minimum notice period regarding operational changes	3.5 Harmonious Labor Relations and Communication - Management Policy
Occupational Health and Safety	403-2	Categories of injuries, injury rates, occupational diseases, days lost to injury, absenteeism rates, and the number of work-related fatalities	3.4 Implementation of Occupational Health and Safety Mechanisms - Management Policy
Product Responsibility	416-1	Assessment of the impacts of product and service categories on health and safety	2.2 Green and Smart Products - Safety Regulations and Hazardous Substance Management
	416-2	Incidents of non-compliance with health and safety regulations related to products and services	
Customer Privacy Protection	418-1	Complaints confirmed as privacy infringements or incidents of customer data loss	2.1 Customer Service - Complaint Handling and Customer Privacy Protection
Socioeconomic Legal Compliance	419-1	Violations of laws and regulations in the social and economic areas	1.2 Company Operations and Performance- Company Ethics and Integrity in Operation
Product Smartification	No corresponding indicators		2.2 Green and Sacralization
Collaboration with Academia and Industry	No corresponding indicators		2.2 Green and Sacralization

1.3 Sustainable Supplier Management

As a professional automation equipment and process development, system integration service provider, SAA collaborates with downstream customers such as PCB, LCD, and solar cell manufacturers to meet their process requirements. They procure necessary materials and components from suppliers in various industries such as hardware components, sheet metal, molds, power supplies, etc. They integrate software and technologies including programming, electrical control, visual imaging, and data analysis to offer highly customized automation production equipment. The industrial supply chain covers upstream, midstream, and downstream components as illustrated in the diagram below.

High-tech industry process equipment supply chain upstream, midstream and downstream



1) Supplier Management Policy and Practices

In order to provide superior products and innovative technologies, SAA has established close and long-term cooperative relationships with suppliers based on the principle of mutual benefit, aiming for sustainable growth. We understand that suppliers are not only important production partners for SAA but also play a crucial role in our sustainability initiatives. Their active cooperation and

responsiveness allow us to exert influence, jointly uphold environmental and social sustainability, and create greater social value.

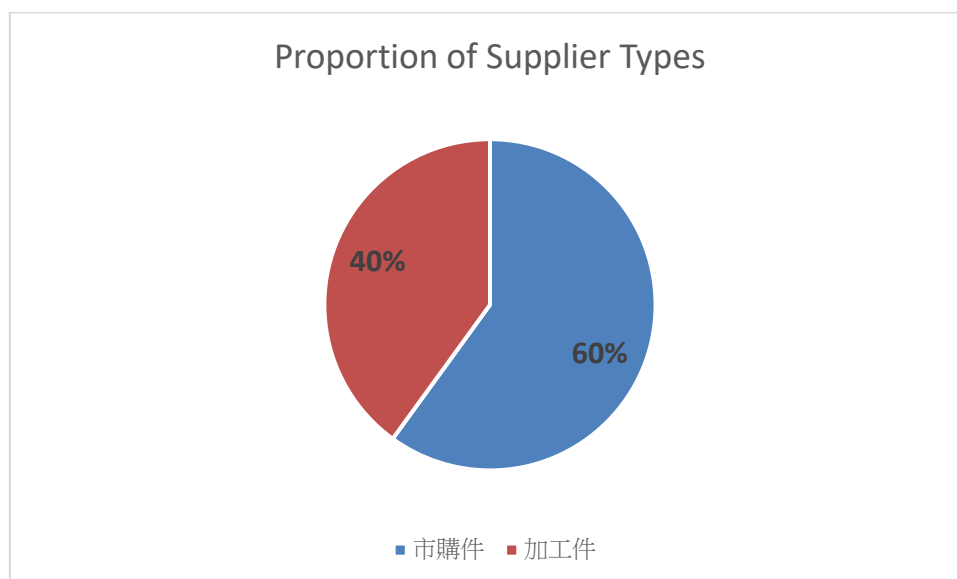
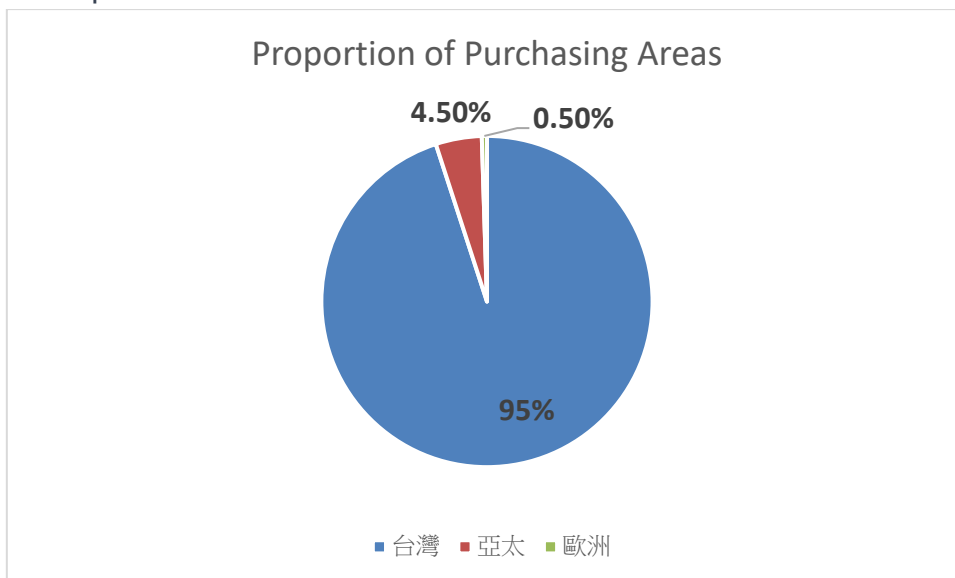
In alignment with ISO 9001:2015 Quality Management System updates and the implementation of the SAP Smart Decision Support System, SAA has gradually strengthened its supplier management mechanisms. In accordance with the "Supplier Management Procedure" and "Incoming Material Control Procedure," colleagues from the Procurement and Quality Assurance departments have collaboratively established a comprehensive supplier selection, assessment, and evaluation process to build a high-quality service and product upstream supply chain. Each supplier undergoes a review and assessment by the Procurement department before becoming an approved supplier for SAA. For supplier types highly impacting the quality of SAA products, such as those involved in machining production or their equipment, on-site assessments are conducted to ensure supplier qualifications through an in-depth examination of the supplier's operational production situation.

For existing suppliers, we conduct regular "Excellent Supplier Annual Assessments," reviewing aspects such as quality, delivery times, pricing, and cooperation. This process helps maintain the stability and quality of SAA's supply chain. Suppliers scoring above 80 points are included in the list of outstanding suppliers for future procurement, while those scoring below 60 points face the termination of the cooperation relationship.

2) Localization of Procurement

As SAA's primary operational base is in Taiwan, we take into consideration the environmental impacts of material production, transportation, and processing. To reduce our reliance on foreign suppliers and minimize environmental impacts, many of our materials and services are sourced from local suppliers in Taiwan. Items that need to be purchased from overseas are often procured through Taiwanese agents. In 2022, out of the 669 suppliers with whom SAA had transactions, approximately 95.8% of our procurement was from local sources. Additionally, the top ten suppliers by procurement amount were all local suppliers. Our suppliers can be categorized into two main types based on the type of products procured: purchased parts and

processed parts. In 2022, among the top ten suppliers, processed parts suppliers accounted for approximately 30% of the procurement amount, while purchased parts accounted for about 60%.



3) Establishing a Sustainable Supply Chain

To ensure that our suppliers fully understand SAA's sustainability goals and adhere to our corporate social responsibility and ethical standards, SAA has been modifying its existing "Supplier Social Responsibility and Ethical Code of Conduct Commitment" since 2018 and actively promoting it to ensure that all suppliers are well-informed about our sustainability commitments. We have completed the communication process with 100% of our suppliers.

The "Supplier Social Responsibility and Ethical Code of Conduct

Commitment" has strengthened its social responsibility clauses, requiring suppliers to respect basic human rights and labor rights, provide a good working environment, and ensure fair treatment of employees in terms of wages and benefits. Furthermore, in line with protecting the well-being and growth of children, all suppliers should not employ child labor. Additionally, all suppliers are expected to comply with environmental regulations and should not engage in activities that result in significant environmental harm, leading to penalties by regulatory authorities. We strictly prohibit suppliers from involvement in bribery or unethical behavior directed toward SAA employees and their relatives. Suppliers should also adhere to intellectual property rights and confidentiality agreements to ensure fair and ethical competition. In addition to the Supplier Commitment Agreement, our procurement personnel emphasize SAA's anti-corruption principles through verbal communication when working with suppliers. If it is discovered that a collaborating supplier seriously violates SAA's company policies or causes significant negative impacts on the environment and society, we reserve the right to terminate or dissolve the procurement contract.

Our Investor Services section on the official website provides a "Complaint Channel for Violations of Professional Ethics." Individuals reporting incidents should submit written statements, and we will maintain confidentiality regarding the identity of the whistleblower and the content of the report.

Email for complaints: SAA-integrity@saa-symtek.com

II. Products and Customer Services

2.1 Customer Services

- 1) Customer Management39
- 2) Customer Complaint Handling and Customer Privacy Protection.....40

2.2 Green and Smart Products

- 1) Safety Regulations and Hazardous Substances Management.....40
- 2) Assisting in Building Smart Factories.....41
- 3) Collaboration with Academia and Industry.....44

2.1 Customer Services

1) Customer Management

The diversification of customer demands has become a future trend. To maintain a competitive advantage, SAA proactively gathers the latest market information, develops a comprehensive range of products or services for customers to choose from, and emphasizes "local services." Through real-time on-site services, we swiftly meet customers' automation needs in the shortest possible time. Maintaining stable and positive relationships with customers and adhering to a customer-centric and flexible policy are our core strategies for customer retention. To provide high-quality products, we implement the following quality policy.

- Sincere Service : All employees are committed to improving product quality with a sincere service attitude.
- Customer-Centric : Providing excellent quality to achieve customer satisfaction.
- Active Innovation : Actively and proactively innovating and improving designs.
- Quality Priority : Prioritizing excellent quality to accommodate market growth and meet customer demands.

To achieve the service quality we have committed to, we employ the following practices in maintaining daily customer relationships.

- Regular visitation activities to gather market information.
- Valuing customer feedback by conducting customer satisfaction surveys annually and quarterly.

Customer satisfaction surveys allow us to objectively understand the gaps between customer needs and expectations. This information serves as a basis for operational management improvements. The aspects we survey include quality, delivery time, technical expertise, and service speed, among others. In 2022, the quarterly average customer satisfaction rating was 85.78%, surpassing the revised target of 80% or higher for 2022.

2) Customer Complaint Handling and Customer Privacy Protection

Properly handling customer complaints is one of the key focus areas to enhance customer satisfaction. When faced with customer complaints, SAA has established a "Customer Complaint Handling Procedure" that outlines the process for handling customer claims, complaints, suggestions, or dissatisfaction with our products. For instance, in the event of a complaint, we notify relevant departments such as Research and Development, Quality Assurance, or Manufacturing, analyze the root causes, formulate improvement measures, and report the results back to the customer to ensure they receive satisfactory post-sales service.

Regarding the protection of customer confidential information, we enter into confidentiality agreements with customers. In our employee code of conduct, we have established fair competition and anti-monopoly clauses. With respect to customer intellectual property and privacy, we have stipulated that employees must comply with SAA's information technology regulations. Confidential information should not be disclosed to third parties or made public; it should only be used for official business purposes and must safeguard the rights of third parties. Every SAA employee is responsible for protecting intellectual property, including licenses, patents, and proprietary technology, from damage, loss, or theft, among other risks. The property of third parties, such as business partners, should also be equally protected. In 2022, there were no violations of customer privacy, data breaches, or complaints related to information leakage.

2.2 Green and Smart Products

1) Safety Regulations and Hazardous Substances Management

As a systems integration company primarily focused on producing customized automated equipment, SAA places a strong emphasis on ensuring the safety of the products we manufacture. We adhere to relevant safety standards for design and validation. Additionally, we incorporate safety measures based on customer requirements, such as the integration of high-voltage testing equipment to ensure electrical safety, reinforcement of safety features in mechanical design, ergonomic assessments, and the placement of warning labels on parts of the products that may pose safety hazards. All product operation manuals include safety declarations and warnings. For products exported to Europe, we reference the safety regulations specified by the

European Union's CE standards. We complete the necessary safety regulation verification procedures, testing reports, and prepare the relevant technical documentation for self-declaration.

Product Safety Labeling Status

Label Content Type	Product Component Source or Service Provider	Product Content Components	Use Safety	Other (Spare Parts List)
All Model Operation Manuals	V		V	V
Electrical Box Hazard Label			V	
European Line Products CE Declaration	V		V	V

Concerning customer health and environmental protection, we have established an internal hazardous substance review process. We rigorously assess the materials we procure and may send them for third-party testing to determine if they contain hazardous substances that violate regulations. We ensure that components and auxiliary materials used throughout the product design, manufacturing, and shipping processes do not contain substances that could have adverse impacts on the environment or human health, in compliance with regulations such as the EU RoHS directive. Additionally, at the end of a product's lifecycle and after equipment is decommissioned, the metallic components can be recycled. In 2022, we did not encounter any violations of product health and safety regulations.

2) Assisting in Building Smart Factories

Starting as an automation company in the PCB (Printed Circuit Board) industry, SAA has been dedicated to research and manufacturing of automation equipment across various industries for the past 23 years. This includes electronics assembly, LED/IC testing, semiconductor manufacturing, and more. In recent years, we have observed a shift in the overall industry landscape, with our customers transitioning from automation to smart manufacturing, entering the realm of Industry 4.0. To seize this opportunity, we established the Advanced Technology R&D Center (ATC) to leverage our existing technologies, integrate relevant internal and external resources, and

invest in innovative technology development related to smart factory solutions. We actively pursue patents and, as of 2022, Symtek holds 305 patented technologies. We have also received prestigious awards such as the Ministry of Economic Affairs Innovation Research Award, SME Giant Award, National Solid SMEs Award, and Potential Middle Giant Enterprise Award.

SAA's assistance to clients in building smart factories can be divided into four strategic stages, with the current focus primarily on the first two stages. Leveraging our core capabilities in automation equipment, we have developed smart automation machinery, including Smart Autonomous Guided Vehicles (AGVs), Smart Rail Vehicles (RVGs), Smart Six-Axis Robots, and more. We have also initiated the deployment of systematic integration applications. Through software and hardware automation integration technologies, we have developed a series of Internet of Things (IoT) applications. The goal is to enable machines to "communicate" with each other, even integrating with raw material management systems to monitor the status of raw material supplies and respond to urgent or deficient production situations.

SAA's assistance to clients in building smart factories spans four stages



1. Upgrade Non-Automated Equipment to Automation Equipment.
2. Interconnect Automation Equipment.
3. Collecting Data from Automated Equipment and Perform Integrated Transformation.
4. Establish a Database, Develop Big Data Algorithms, and Conduct Analysis, Prediction, and Monitoring.

Intelligent Manufacturing Encompasses Three Major Areas.

Smart Machinery

Smart Equipment

Smart

Production.

智慧機械	智慧機械	智慧製造
<ul style="list-style-type: none"> •RVG/AGV •智慧單機 •S-wip system •視覺感知系統Robotics 	<ul style="list-style-type: none"> •大數據分析應用系統 •AI戰情決策中心 	<ul style="list-style-type: none"> •E-IOT •資料蒐集 •資料分析/應用



When assisting clients in their Industry 4.0 transformation process, SAA enhances the digitization and integration of both vertical and horizontal value chains. This optimization spans from product development to procurement, encompassing the entire process of production, manufacturing, logistics, and services. Beyond improving production efficiency and reducing labor costs, this approach helps clients from a resource and environmental perspective to:

(1) Reduce errors and minimize defects and overproduction: By replacing manual labor with digital processes and employing advanced technologies and machinery, clients can decrease the number of production errors, as machines are less prone to errors compared to humans. Additionally, through the utilization of big data analysis, factories can identify areas of waste and propose improvement plans to reduce overproduction.

(2) Sustainability and Resource Management: Through the analysis of big data, clients can optimize processes and identify optimal parameters, resulting in the reduction of energy, water, and resource consumption, including raw materials. This ensures that valuable resources

are not wasted, thereby enhancing customer value.

SAA Smart Machinery Energy Efficiency Case Study

Smart Machinery	Shipped in 2022	Annual Energy Savings	Assumptions
Replacing linear slides with robots effectively reduces energy consumption. In the linear slide mode, electricity consumption is 3.1 kilowatts, while in Robot mode, it is 2 kilowatts, resulting in an energy savings rate of approximately 35%	812 Units	535 million kWh	<ul style="list-style-type: none"> ● Operating an average of 20 hours per day for 300 days ● Energy savings are based on the electricity consumption in linear slide mode

3) Collaboration with Academia and Industry

Over the years, SAA has not only focused on internal research and development but has also strengthened its collaboration with external academic and industrial partners. We aim to harness the resources of research institutions and organizations to drive internal innovation and cultivate talent in the field of Industry 4.0, contributing to the industry's development. We consider academic-industry cooperation as one of the sources of our core competitiveness. In recent years, our primary partners in academic-industry collaboration have included Cheng Kung University Research and Development Foundation, Taiwan Printed Circuit Association, Central University, Vanung University of Science and Technology, and Industrial Technology Research Institute, among others. We have placed particular emphasis on areas such as machine innovation, software development, and applications of Industry 4.0. In addition to collaborative projects, to bridge the gap between academia and practical operations, we also donated two robotic arms to schools and vocational training institutions in 2018 for research purposes, fostering a mutually beneficial relationship.

Academic-Industrial Collaboration Projects

Year	Project Name	Collaborating Unit	Investment Amount	Output/Achievements
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			NTD	Description
2015	Development of Innovative Seamless Drum Mold Process Technology and Industrial Applications (2014.04.01~2015.03.31)	Cheng Kung University Research and Development Foundation	\$2,000,000	FEX-100 Exposure Machine
2016	Software Development for Flat Conveyor Specialized Six-Axis Robotic Arms (2013.11.01~2016.10.31)	Chung Yuan Christian University	\$328,000	Software for RZ-610
2017	Integration Application of Productivity 4.0 for Unmanned Handling Vehicles and Automatic Control (2016.10.11~2017.04.30)	Vanung University of Science and Technology	\$500,000	Unmanned Handling Vehicle Automatic Control Program
2022	Smart Machinery Industry-Academia Talent Development Program (2022.01.10~2022.11.30)	Jianxing University	\$700,000	Conversion of 15 Interns into Permanent Employees

Productivity 4.0 Integration Industry-Academia Research Project on Unmanned Handling Vehicles and Automatic Control

Collaborating Unit	Vanung University of Science and Technology
Project Nature	Applied Research
Research Summary	<ul style="list-style-type: none"> The concept of Industry 4.0 was first introduced in Germany in 2011, and it was primarily aimed at addressing four major global challenges: a diminishing workforce, shortened product and service lifecycles, and rising resource costs. We serve as the bridge between industrial manufacturers and smart automated manufacturing. This research primarily focuses on utilizing Automated Guided Vehicles (AGVs) for material storage and retrieval in warehouses. We control AGVs through wireless transmission to maximize the storage space in the factory, thereby addressing labor shortages and reducing injuries associated with manual material handling.

Expected Outcomes	<ul style="list-style-type: none">● Establishing a comprehensive dispatch system.● Algorithm development and implementation.● Creating a well-functioning material extraction and storage system.
Specific benefits and results	Addressing the shortage of human resources in enterprises and saving production time, is estimated to bring significant benefits to the company.

III 、 Warm and Happy Enterprise

3.1 Employee Care and Support

1) Employee Composition and Diversity.....	48
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3.2 Comprehensive Compensation and Benefits

1) Management Policies	51
2) Welfare Programs	51
3) Parental Leave	53

3.3 Talent Cultivation and Development

1) Education and Training.....	54
2) Performance Evaluation	56

3.4 Implementation of Occupational Health and Safety Mechanisms

1) Management Policy	58
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3.5 Harmony in Labor Relations and Communication

1) Management Policy	60
2) Labor-Management Meetings.....	60
3) Employee Code of Conduct	61

3.1 Employee Care and Support

SAA has always been people-oriented, placing great importance on labor relations and treating employees with integrity. We value every employee at SAA. Guided by the belief that employees are the "core of corporate social responsibility," we safeguard employees' legal rights and interests in accordance with labor laws. Through employee welfare systems and a robust education and training system, we enable employees to contribute their best to their work positions. We believe that happy employees lead to a healthy workplace and drive overall company development, ultimately realizing the ideal of co-creating a happy enterprise with employees at SAA. At SAA, our employees are not just workers for the company; they can create their own lives while working, learn from the diverse resources provided by SAA, and realize their life values. We offer a healthy working environment, comprehensive and diverse welfare systems, and complete career planning, allowing every partner who works with SAA to feel warmth, love, and happiness, and to grow and thrive together with SAA.

1) Employee Composition and Diversity

As of the end of 2022, SAA Taiwan had a total of 626 employees¹ primarily in research and development, processing, and production departments due to capacity expansion. Most of SAA 's Taiwan employees hold full-time positions, and in 2022, we had one substitute military service employee who worked in the Development Center. In terms of nationality statistics, 14.8% of employees in 2022 were foreign nationals. In addition, besides not employing individuals under the age of fifteen in compliance with Chapter 45 of the Labor Standards Act, we provide more job opportunities for disadvantaged groups with physical or mental disabilities. Detailed information on the workforce structure is as follows:

SAA is committed to providing customers with the best automation solutions, primarily engaged in the planning, design, research and development, production, installation, and after-sales service of industrial automation. Based

¹ The scope of employee information disclosed in this chapter covers employees and interns at SAA Taiwan. As for other workers defined by GRI, such as on-site personnel from outsourcing companies, due to frequent personnel changes, it is not possible to accurately compile relevant data for these workers. After assessment and consideration, it is currently not intended to include the disclosure of such workers in this report.

on industry characteristics and the social and cultural background of Taiwan, most of SAA Taiwan personnel are male colleagues.

The distribution of SAA Taiwan employees by gender and employment contract/type is as follows:

Unit : Person

Year	2022/12/31	
Gender	Male	Female
Full-time	402	81
Temporary	170	9
Total	572	90

Diversity Employee Composition Analysis (Based on Minority or Vulnerable Groups):

Type	Personnel					Percentage
	Business, Management, Finance	Research and Development	Procurement, Materials, Quality Assurance, Assistant, Production Center Production	Customer Service, Processing	Total	
2022/12/31						
Indigenous Peoples	0	0	0	1	1	0.6%
Individuals with Disabilities	2	0	0	2	4	2.3%
Foreign Employees	0	21	0	147	168	97.1%
Total	2	21	0	150	173	100%

Diversity Employee Composition Analysis (Based on Educational Level):

Type	Personnel					Percentage
	Business, Management, Finance	Research and Development	Procurement, Materials, Quality Assurance, Assistant, Production Center Production	Customer Service, Processing	Total	
2022/12/31						
Doctorate	0	1	0	0	1	0.2%
Master	21	43	0	6	70	10.6%
Bachelor	57	191	14	179	441	66.6%
Associate	14	5	10	53	82	12.3%

High School	6	9	6	47	68	10.3%
Total	98	249	30	285	662	100%

SAA Taiwan's total number and proportion of newly hired employees by age group and gender:

Gender	Age	2022/1/1~12/31
Female	<30 years old	38
	31-50 years old	11
	>51 years old	0
New hire ratio (Annual new hires employees / Year-end on-duty personnel)		7.4%
Male	<30 years old	184
	31-50 years old	87
	>51 years old	2
New hire ratio (Annual new hires employees / Year-end on-duty personnel)		41.2%
New hire ratio		48.6%

SAA Taiwan's total number and proportion of resigning employees by age group and gender:

Gender	Age	2022/1/1~12/31
Female	<30 years old	16
	31-50 years old	9
	>51 years old	1
Resigning ratio (Annual resigning employees / Year-end on-duty personnel)		3.9%
Male	<30 years old	111
	31-50 years old	67
	>51 years old	2
Resigning ratio (Annual resigning employees / Year-end on-duty personnel)		27.2%
Total Resigning ratio		31.1%

3.2 Comprehensive Compensation and Benefits

In SAA, our relationship with employees is akin to that of partners, and we prioritize their compensation and various welfare needs, striving to provide every employee with a favorable working environment and competitive compensation.

1) Management Policies

In our pursuit of employee welfare and well-being, we have established an Employee Welfare Committee to oversee various welfare matters. In accordance with the Employee Welfare Fund Regulations, we help with various welfare matters, including marriage, funerals, holiday gifts, childbirth, hospitalization, major disasters, and offer travel subsidies for employees (12,000 NTD per person). Additionally, we organize travel activities twice a year and year-end banquets each year, which are extended to employees and their families free of charge. In addition to these welfare measures, we also offer regular free health check-ups and occasional health consultations to assist employees in taking care of their own health. We provide employees with birthday leave to ensure the holistic development of their physical and mental well-being, safeguarding SAA's human capital.

SAA also complies with relevant government regulations by providing labor and national health insurance for employees. For the safety and well-being of our employees, we provide additional group insurance coverage to ensure more comprehensive welfare for our employees.

We offer stable and market-competitive compensation packages to our employees, determined based on their educational backgrounds, professional knowledge and skills, years of experience, and individual performance records.

2) Welfare Programs

In SAA, we aim to provide our employees not only with economic security but also with a variety of welfare programs that cater to their physical and mental well-being. We hope that by offering a range of employee welfare initiatives, we can nurture the physical, mental, and spiritual health of our employees. Our goal is to ensure that every partner who serves at Xun De experiences the warmth and care that come from a family-oriented perspective. Below is a list of the various welfare benefits provided to regular employees in SAA Taiwan.

SAA Taiwan Employee Welfare is as follows:

Welfare Program	Full-time Employees
Labor Insurance	√
National Health Insurance	√
Group Accident Insurance	√
Business Travel Expenses	√
Performance Bonuses	√
Group Activities	√
Club Activities	√
Labor Education and Training	√
Uniform	√
Year-End Banquet	√
Annual Health Checkup	√
Marriage Allowance	√
Travel Subsidy	√
Birthday Leave	√



Additionally, we also have an Employee Welfare Trust Plan Committee, which is comprised of members from SAA’s Employee Welfare Trust Plan Committee (referred to as “the Committee” hereafter). The Committee members have agreed to set aside a certain amount from their salary income into the Committee’s fund. This fund is collectively invested in SAA stocks for the long term, with the aim of managing and utilizing trust assets for the benefit of all members. The goal is to accumulate wealth for Committee members and safeguard their future livelihoods.

3) Parental Leave

SAA complies with the “Gender Equality in Employment Act” and the “Regulations for Maternity, Paternity, and Parental Leave” to provide employees with parental leave and related benefits. Employees who have been in service for one year or more can apply for parental leave without pay under the “Gender Equality in Employment Act” and the “Regulations for Maternity, Paternity, and Parental Leave” until their child reaches three years of age, for a maximum period of up to two years. For the years 2020 to 2022, SAA’s parental leave data is detailed in the table below.

Parental Leave Data is detailed in 2022	Number of male employees	Number of female employees	Total
Total number of employees eligible for parental leave	14	2	16
Total number of employees who used parental leave	2	2	4
Total number of employees who should have returned to work after parental leave	2	2	4
Total number of employees who returned to work during the reporting period after completing parental leave	2	2	4
Total number of employees who returned to work during the reporting period after completing parental leave	2	2	4
Total number of employees who returned to work during the reporting period after completing parental leave and remained employed for twelve months	1	2	3
Parental leave application rate	14.3%	100%	
Return-to-work rate	100%	100%	
Retention rate	50%	100%	

3.3 Talent Cultivation and Development

SAA strives to create a “fair and friendly” working environment where there is no differentiation based on gender. In addition to providing comprehensive care and welfare systems to ensure that employees can work happily without worries, SAA aims to enhance employees’ work efficiency and protect their career development. We aspire to achieve this through a well-rounded training system and regular performance evaluations. In addition to recognizing strengths, we offer various avenues to strengthen employee capabilities, allowing colleagues to enjoy joyful learning, grow, and thrive. We also provide resources for those who aspire to excel and plan for long-term development within SAA.

1) Education and Training

SAA recognizes that talent is our most important resource. Establishing a quality talent development environment and nurturing talent are the foundation and key to the company's sustainable operation. We prioritize employee learning and development as a crucial aspect of human resource development. We have diverse educational and training resources that allow employees to continue learning and recharging while working. Only through a people-centric and continuous learning approach can we keep pace with the rapid technological changes in the industry.

We organize various types of education and training programs to meet the needs of our colleagues and comply with relevant regulations. These programs include employee education and training, professional technical training, quality control training, employee development-related training, and occupational safety and health seminars. We provide employees with comprehensive professional skill development and self-growth opportunities. As of the fiscal year 2022, we have sent 28 managers and research personnel to pursue graduate studies at Chung Yuan Christian University's Institute of Mechanical Engineering and Yuan Ze University, and we have provided subsidies for 7 managers to attend graduate studies at Yuan Ze University's Graduate Institute of Management. This continuous talent development and managerial training lay the foundation for the future expansion of the company.

SAA's education and training include both in-house and external training programs, which are categorized based on the professional areas related to job functions. Starting in 2022, we plan to implement managerial education and training programs, dividing them into middle-level and high-level programs, with assistant managers distinguishing the middle and high levels. For new members joining the SAA family, we offer new employee training, covering company introductions, product overviews, company environment introductions, welfare systems, work rules, and safety and health.

Average training hours for SAA Taiwan employees (by gender):

Year	2022		
Gender	Male	Female	Total
Total Training Hours Received	3758.5	492	4250.5
Total Number of Employees (Note)	572	90	662
Average Training Hours per Employee	6.6	5.5	6.4

Note: Training hours include both in-house and external training.

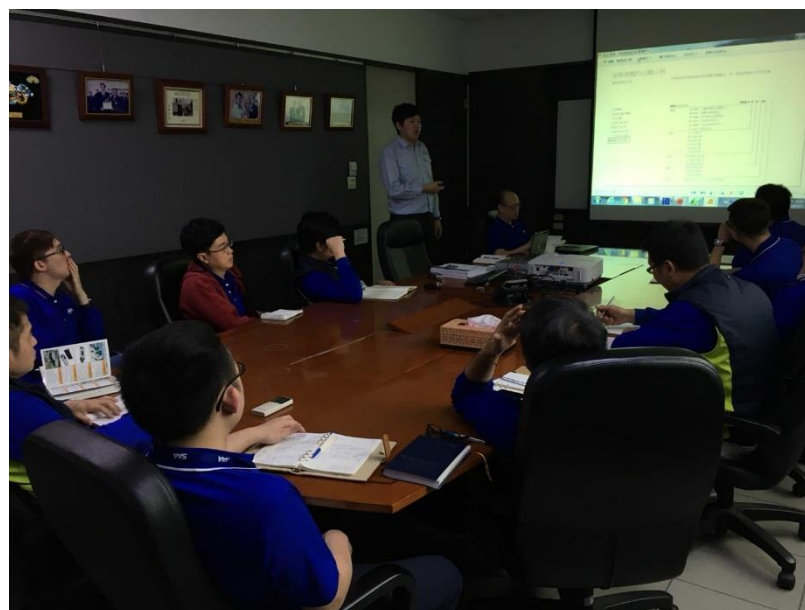
Average training hours for SAA Taiwan employees (by type):

Type	Business, Management, Finance	Research and Development	Procurement, Materials, Assurance, Assistant, Production	Quality Center	Customer Service, Processing	Total
2022						
Total Training Hours Received	249	2658	28		1315.5	4250.5
Total Number of Employees (Note)	94	251	32		285	662
Average Training Hours per Employee	2.6	10.6	0.9		4.6	6.4

Note: Training hours include both in-house and external training.

SAA places a strong emphasis on innovation, and our research and development units make us a knowledge-based organization. Therefore, we provide more specialized education and training in addition to new technology education and training.

In-house Training Photos:





2) Performance Evaluation

SAA Taiwan has established an employee performance evaluation method as the basis for transparent and fair promotions. All regular employees at SAA Taiwan (excluding foreign laborers) undergo semi-annual performance evaluations, with separate assessments for the first and second halves of the year. The evaluation results are submitted to the Human Resources department for record-keeping. The assessment criteria vary slightly between managerial and non-managerial levels. For managerial evaluations, the criteria primarily cover the achievement of departmental strategic goals and behaviors/attitudes (e.g., job knowledge, quality, learning, communication skills, planning, decision-

making, and teamwork). Non-managerial evaluations include criteria such as professional competence, teamwork, work efficiency, precision, job knowledge and skills, work attitude, interpersonal relationships, proactivity and development potential, attendance, disciplinary records, and post-evaluation status assessment. The evaluation process for both managerial and non-managerial levels consist of three stages: self-assessment, initial assessment, and final assessment. For new colleagues, we conduct an evaluation once their three-month probationary period has ended.

We believe that transparent performance evaluations help build trust within departments. Regular feedback from supervisors regarding employees' career growth allows strengths to be further leveraged and areas for improvement to be addressed promptly.

SAA Taiwan's Regular Performance Review Acceptance Percentage (by gender):

Year	2022		
Gender	Male	Female	Total
Number of Employees Undergoing Regular Performance and Career Development Review	402	81	483
Total Number of Employees	558	81	639
Percentage	72%	100%	76%

Note: The reason the male percentage does not reach 100% is primarily because foreign laborers in the production, customer service, and processing departments do not undergo performance evaluations

3.4 Implementation of Occupational Health and Safety Mechanisms

SAA provides a safe and comfortable working environment for employees and furnishes them with the necessary safety and health protection equipment. We have established regulations outlining safety guidelines to collectively prevent various accidents. Supervisors and management units regularly inspect the work environment. We adhere to the "Labor Safety and Health Act" and related regulations for factory safety and health work, with the aim of preventing occupational accidents and ensuring the safety and health of employees. We

conduct safety and health education necessary for employees' work and disaster prevention training, as well as health check-ups. In accordance with the "Labor Safety and Health Act" and relevant regulations, we establish appropriate safety and health guidelines as needed and submit them for approval by the Northern Region Labor Inspection Office of the Council of Labor Affairs, Executive Yuan, to be publicly implemented.

1) Management Policy

Having healthy and happy employees is essential for sustainable growth. To ensure the safety and health of our SAA employees, we provide relevant safety and health education and training. All employees must undergo a minimum of three hours of pre-employment safety and health education training, followed by at least three hours of on-the-job education and training annually.

General Labor Safety and Health Education Training Courses and Duration

Course	Duration
Overview of Labor Safety and Health Regulations	0.5
Concepts of Labor Safety and Health and On-Site Safety and Health Regulations	1
Emergency Response or Evacuation Procedures	1.5
Fire and First Aid Knowledge	2
Other Necessary Topics	1
Total	6

In addition to receiving general labor safety and health education training, employees in roles such as facility maintenance and machinery operators are required to undergo at least three hours of specialized safety and health education training. Operators of hazardous machinery or equipment (such as cranes) and personnel involved in handling hazardous substances or other specialized operations must receive training from government-approved training institutions and meet the necessary qualifications.

The Injury Rate (IR), which is equivalent to the Ministry of Labor's Frequency Rate (FR) of disabling injuries, the Occupational Disease Rate (ODR), and the Lost Days Rate (LDR), corresponding to the Ministry of Labor's Severity Rate

(SR), are all at 0.

The absenteeism rate for the years 2020 to 2022 remained below 15%, and overall, the absenteeism rate has shown a year-over-year decrease. It decreased from 0.44% in 2020 to 0.22%.

The absenteeism ratio

Year	Total Absentee Days		Total Working Days		Absenteeism Rate (%)		
	Male	Female	Male	Female	Male	Female	Total
2020	4387	987	96250	13500	4.6	7.3	11.9
2021	5136	975	116808	16616	4.4	5.87	10.27
2022	10853	1521	142428	22410	7.62	6.79	14.41

(Note) Explanation of Calculation Formula:

Absenteeism Rate (AR) = Total Absentee Days / Total Working Days x100%

Total absentee days include sick leave, long-term sick leave (30 days or more), and personal leave.

3.5 Harmony in Labor Relations and Communication

SAA complies with relevant labor laws and respects basic labor rights, ensuring equal treatment of employees in terms of their legal rights and employment policies. We employ open and two-way communication for disseminating company policies and understanding employee opinions. Monthly meetings are held to keep employees informed about changes in company operations. To protect the rights and interests of both labor and management and to foster harmonious labor relations, we are committed to strengthening communication and coordination through a two-way communication approach to problem-solving. We have established a labor suggestion box to collect employee suggestions and expand communication channels. Additionally, we have implemented an employee complaint system to handle complaints related to employee dissatisfaction with disciplinary actions, improper management, suggestions, and violations of relevant labor laws and regulations. As of the end of 2022, there have been no significant unresolved labor disputes in the past here years.

1) Management Policy

SAA Taiwan adheres to the principle of protecting employees. In cases where the company's business development requires the establishment of new business locations or relocation, leading to adjustments or reassignments of employee roles, employees will be provided with sufficient time for business handover and preparation for the new work environment.

Minimum Notice Period

SAA may not terminate a labor contract unless one of the following circumstances applies.

- 1 · The company ceases operations or is transferred.
- 2 · The company experiences financial losses and business contraction.
- 3 · The company's business nature changes, resulting in a reduced need for employees with no suitable positions available for placement.
- 4 · The company suspends work for over one month due to force majeure.
- 5 · The employee is unable to perform their assigned duties effectively.

If SAA terminates a labor contract due to any of the circumstances mentioned above, it shall provide advance notice as follows:

- 1 · For employees who have worked continuously for more than three months but less than one year, the notice should be given at least ten days in advance.
- 2 · For employees who have worked continuously for more than one year but less than three years, the notice should be given at least twenty days in advance.
- 3 · For employees who have worked continuously for more than three years, the notice should be given at least thirty days in advance.
- 4 · After receiving the advance notice mentioned in the previous item, employees seeking alternative employment may request leave during working hours for up to two days per week, with their wages paid during the leave period.
- 5 · If the employer fails to provide the required advance notice as stipulated in the first point, they shall pay the employee the wages for the notice period.

2) Labor-Management Meetings

SAA holds quarterly labor-management meetings in accordance with the law, with five representatives from both labor and management sides, to negotiate

various welfare systems and other matters. In 2022, a total of four meetings were held.

The scope of discussion in labor-management meetings includes:

Reporting Matters	Labor force size, labor force turnover, resignation rate, and other labor force dynamics.
	Production plans, business overview, and market conditions related to the company's operations.
	Labor activities, welfare programs, and improvements in the work environment.
Discussion Matters	Coordination of labor-management relations and promotion of cooperation between labor and management.
	Labor conditions, planning of labor welfare, and enhancement of work efficiency.
	Selection and removal of representatives for the labor-management meetings.
	Operation of the labor-management Meetings.

3) Employee Code of Conduct

The key to SAA's success in the market primarily lies in satisfied customers and engaged employees. Our partners, customers, regulatory authorities, and the public can trust that our employees possess high capabilities and extensive professional knowledge, while also paying close attention to social norms and ethical behavior. Every SAA employee must adhere to the code of conduct, uphold professional ethics, maintain fairness, and absolutely comply with all regulations.

The code of conduct includes 10 general rules for teamwork:

1	Compliance with laws and foreign trade regulations
2	Fair competition
3	Business reputation
4	Anti-money laundering laws
5	Proper account and document management
6	Protection of proprietary knowledge, respect for third-party rights, and information systems.
7	Principles of sustainable development
8	Separation of company and personal interests
9	A fair and respectful working environment
10	Compliance with rules for expenses, commissions, donations, sponsorships, and disbursements

IV 、 Promoting Sustainable Development

4.1 Investment in Social Welfare.....	63
4.2 Energy and Greenhouse Gas Emissions	
1) Energy Usage and Energy Conservation	65
2) Greenhouse Gas Emissions.....	66
3) Selection and Management of Greenhouse Gas Emission Factors	68
4.3 Reduction Targets, Initiatives, and Measures for Greenhouse Gas Emissions, Water Usage, and Other Waste	72

4.1 Investment in Social Welfare

SAA carefully steps forward, steadily growing one step at a time. We always maintain a serious and diligent attitude, adhering to the principle of "remembering one's roots and giving back to society." We actively invest corporate resources in various charitable activities. Upholding social welfare is SAA's principle of practicing corporate social responsibility and its mission! Through physical donations and other professional services, we contribute to creating happiness in the community, promoting community development, and striving to be good neighbors in the community. We hope that through our involvement in charitable activities, we can bring our values of happiness to more people and create a secure and happy social atmosphere.

Since 2010, we have donated a total of 300,000 NTD annually to Zhongzheng Elementary School for the tuition and lunch expenses of underprivileged children, accumulating to 3,600,000 NTD by 2022. In 2012, we also began sponsoring special project scholarships at Chung Yuan Christian University in Taoyuan, providing 20,000 NTD annually. By 2017, we had contributed a total of 120,000 NTD. In addition to scholarships, we also donate to the Taiwan Printed Circuit Association's student thesis competition, providing 50,000 NTD each year, accumulating to 250,000 NTD by 2022.

In addition to ongoing donation activities, in 2015 and 2016, we sponsored ECO Campus Experts Sharing events and donated to support the tuition and lunch expenses of underprivileged children at Zhongzheng Elementary School. We also sponsored the international competition travel expenses for the Lujhou Elementary School soccer team. We hope that through the power of SAA we can inspire everyone to value social welfare.

List of Charity Donations in the past three years

Year	Grantee	NTD	Text
2020/2/28	Industrial Development Bureau, MOEA	37,500	Metal Industry Intelligence Enhancement Program Scholarship
2020/3/9	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2019.
2020/9/18	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the first semester of 2020.
2020/11/30	Shang Tain Elementary School	3,000	Scholl anniversary sponsorship

2021/1/25	Industrial Development Bureau, MOEA	37,500	Metal Industry Intelligence Enhancement Program Scholarship
2021/3/10	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2020
2021/4/6	Yuan Ze University	200,000	Department of Mechanical Engineering Department Development Fund
2021/4/28	Tung-Shih Senior High School	100,000	Scholarship for the baseball team
2021/7/22	Taoyuan City Government	211,000	Firefighters and Police Colleagues: 500 sets of protective clothing and isolation suits each.
2021/8/17	Agriculture Multi-Discipline Association of Taiwan(AMOT)	50,000	Responding to the AMOT Association's public donation campaign 'Supporting Restaurants, Assisting Local Producers, and Caring for the People
2021/8/30	Charming Will Foundation	40,000	Supporting Arts Education for Charity.
2021/9/11	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the first semester of 2021.
2021/9/30	Kansai Elementary School	65,714	Donation of magazines
2021/9/30	Yushan Elementary School	17,143	Donation of magazines
2021/9/30	Shiguang Elementary School	17,143	Donation of magazines
2021/9/30	National Taiwan University	1,000,000	Department Development Fund for Department of Chemical Engineering.
2022/2/23	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2021
2022/3/21	Yuan Ze University	37,500	Scholarship
2022/4/28	National Taiwan University	1,000,000	Department Development Fund for Department of Chemical Engineering.
2022/6/24	Jianxing University of Science	100,000	Scholarship
2022/8/31	Kansai Elementary School	65,714	Donation of magazines
2022/8/31	Yushan Elementary School	17,143	Donation of magazines
2022/8/31	Shiguang Elementary School	17,143	Donation of magazines
2022/10/20	Zhongzheng Elementary School	150,000	Nutritious lunch fee for the second semester of 2022
	Total	3,916,500	

Items of Continuance Charity Donations

Year	Grantee	NTD Amount		Text
		Each year	Total	
2010~2022	Zhongzheng Elementary School	\$300,000	\$3,600,000	the tuition and lunch expenses of underprivileged children
2012~2017	Chun Yuan University	\$20,000	\$120,000	Scholarship
2015~2022	Taiwan Printed Circuit Association (TPCA)	\$50,000	\$250,000	Student Essay Contest

4.2 Energy and Greenhouse Gas Emissions

1) Energy Usage and Energy Conservation

We understand the Earth's climate and environment are gradually deteriorating due to the impact of greenhouse gases. As responsible global citizens, our company is committed to environmental protection. In addition to our efforts to conduct greenhouse gas inventories in our factories and accurately monitor emissions, we also propose feasible plans for reducing greenhouse gas emissions and actively implement reduction measures.

We are dedicated to the following.

1. Continuously promoting energy-saving and carbon reduction measures.
2. Encouraging the participation of all employees in energy-saving and carbon reduction activities.
3. Complying with environmental laws, customer requirements, and other relevant regulations.
4. Our company pledges to use international and domestic advanced standards as the basis for continuous improvement.

Based on the concept of sustainable development, our company collaborates with partners such as suppliers, customers, academic institutions, etc., during the process of product design, development, and manufacturing. We are committed to improving resource efficiency. Our automation equipment assists customers in improving yield and quality, reducing unnecessary raw material

and energy waste in the manufacturing process, indirectly promoting the operational growth and resource use intensity decoupling of the high-tech industry, and contributing to environmental sustainability efforts.

Furthermore, in our production and daily operations, we strictly adhere to various environmental protection regulations in our country, and there have been no violations recorded from 2020 to 2022.

2) Greenhouse Gas Emissions

Here is a list of emission sources identified within the boundaries of the Inventory organization.

Emission Source Category	Emission Source 2 nd Category	Emission Source Item	Factory Plant	
1. Direct Greenhouse Gas Emissions	Stationary Emission Sources	Other Unclassified Processes/Kitchen Gas, Engine Power Generation Process/Diesel Engine	Zhong Li	
		Engine Power Generation Process/Diesel Engine	Yang Mei	
	Mobile Emission Sources	Transportation Activities/Government Vehicles	Zhong Li	
		Transportation Activities/Government Vehicles	Yang Mei	
	Process Emission Sources	Maintenance and Repair Procedures/Gas Lamps, Maintenance and Repair Procedures/Pressure Cylinders, Spot Welding Facilities/Welding Rods/Sticks	Zhong Li	
		Spot Welding Facilities/Carbon Dioxide Steel Cylinders	Yang Mei	
	Fugitive Emission Sources	F03 G00099 Refrigerant Refilling/Refrigerator, Refrigerant Refilling/Refrigerator, Refrigerant Refilling/Freeze Dryer, Wastewater Treatment Process/ Septic Tank	Zhong Li	
		Wastewater Treatment Process/Septic Tank	Yang Mei	
		Electricity	-	Zhong Li

Emission Source Category	Emission Source 2 nd Category	Emission Source Item	Factory Plant
2. Indirect Greenhouse Gas Emissions from Input Energy		-	Yang Mei
	Other Energy	-	-
3. Indirect Greenhouse Gas Emissions from Transportation Activities	Upstream Transportation and Distribution	-	-
	Business Travel (Employee Business Travel)	-	-
	Employee Commuting	-	-
	Downstream Distribution and Emissions	General domestic waste-land transportation	-
		General domestic waste-land transportation	Yang Mei
	Customer and Visitor Transportation	-	-
4. Indirect Greenhouse Gas Emissions from the Use of Products by the Organization	Procured Goods and Services	Liquefied Petroleum Gas (LPG)	-
	Capital Goods	-	-
	Fuel-Related Activities	Taiwan Power Company: Purchased Electricity	Zhong Li
		Taiwan Power Company: Purchased Electricity	Yang Mei
	Waste Generated from Operations	General domestic waste D-1801、H-0002	Zhong Li
		General domestic waste D-1801、H-0002	Yang Mei
Upstream Leased Assets	-	-	
5. Indirect Greenhouse Gas Emissions Related to the Use of Products by the Organization	Process of Sold Products After Processing		
	Usage Stage of Sold Products	-	-
	Final Processing Stage of Sold Products	-	-

Emission Source Category	Emission Source 2 nd Category	Emission Source Item	Factory Plant
	Downstream Leased Assets	-	-
	Franchising	-	-
	Investment Process	-	-
6. Indirect Greenhouse Gas Emissions by other		-	-

3) Selection and Management of Greenhouse Gas Emission Factors

Our company calculates greenhouse gas emissions primarily using emission factors. Below, we explain the emission factors and related parameters for different emission source categories:

Category 1 - Selection and Management of Direct Greenhouse Gas Emission

Factors Activity data corresponding to greenhouse gases are substantiated using relevant usage records and documents. For activities related to processes, calculations are based on actual usage records, while experimental lines are recorded based on actual usage quantities.

Regarding the emission factors for Category 1 direct greenhouse gas emissions, we primarily use the original emission factors listed in the National Greenhouse Gas Registration Platform's Greenhouse Gas Emission Factor Management Table (Version 6.0.4). For fixed emission sources, if thermal values are provided by fuel suppliers, they are given priority and converted to lower heating values for reference calculations.

The table below summarizes the coefficients used for the fixed emission source audit items in this investigation.

Fuel Name	Various Greenhouse Gas Emission Factors	Coefficient Units	Source
Diesel Fuel	0.0000000000	t CH ₄ / Kiloliter	
Diesel Fuel	0.0000000000	t N ₂ O/ Kiloliter	

Fuel Name	Various Greenhouse Gas Emission Factors	Coefficient Units	Source
Diesel Fuel	0.0001055074	t CH ₄ / Kiloliter	Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table Version 6.0.4
Diesel Fuel	2.6060317920	t CO ₂ / Kiloliter	The same as above
Diesel Fuel	0.0000211015	t N ₂ O/ Kiloliter	The same as above
Liquefied Petroleum Gas (LPG)	0.0000277794	t CH ₄ / Kiloliter	The same as above
Liquefied Petroleum Gas (LPG)	1.7528812758	t CO ₂ / Kiloliter	The same as above
Liquefied Petroleum Gas (LPG)	0.0000027779	t N ₂ O/ Kiloliter	The same as above

The table below summarizes the coefficients used for the mobile emission source audit items in this investigation.

Fuel Name	Various Greenhouse Gas Emission Factors	Coefficient Units	Source
Diesel Fuel	0.0000000000	t CH ₄ / Kiloliter	
Diesel Fuel	0.0000000000	t N ₂ O/ Kiloliter	
Diesel Fuel	0.0001371596	t CH ₄ / Kiloliter	Environmental Protection Administration's Greenhouse Gas Emission Factor

Fuel Name	Various Greenhouse Gas Emission Factors	Coefficient Units	Source
			Management Table Version 6.0.4
Diesel Fuel	2.6060317920	t CO ₂ / Kiloliter	The same as above
Diesel Fuel	0.0001371596	t N ₂ O/ Kiloliter	The same as above
Car Gasoline	0.0000000000	t CH ₄ / Kiloliter	
Car Gasoline	0.0000000000	t N ₂ O/ Kiloliter	
Car Gasoline	0.0008164260	t CH ₄ / Kiloliter	The same as above
Car Gasoline	2.2631328720	t CO ₂ / Kiloliter	The same as above
Car Gasoline	0.0002612563	t N ₂ O/ Kiloliter	The same as above

The emission factors and calculation methods for fluorinated compounds (including CF₄, CHF₃, NF₃, SF₆, and other gases) used in the processes are based on the information provided in the "IPCC Guidelines for National Greenhouse Gas Inventories Chapter 6, 2006" version.

For VOCs (Volatile Organic Compounds) emissions from exhaust gases, mass balance calculations are used based on fixed inspection results, assuming a 100% collection rate for exhaust gases. The emission factors for septic tanks are calculated based on parameters from the IPCC National Inventory Guidelines (2006) and the Ministry of the Interior's Technical Regulations for the Design of Wastewater Treatment Facilities in Buildings (2010).

Category 2 - Selection and Management of Indirect Greenhouse Gas Emission Factors for Input Energy

The carbon emission factor for electricity used by the company is explained as follows:

- (1) According to the announcement by the Ministry of Economic Affairs, Energy Bureau, the carbon emission factor for electricity in 2022 is 0.509 kg CO₂e/kWh. This calculation of the carbon emission factor for electricity deducts the CO₂ emissions from line losses. Line losses are the CO₂ emissions generated by the supply-side transmission

and distribution system and are borne by the supply side, not included in the emissions on the consumption side.

Categories 3-6 - Selection and Management of Indirect Greenhouse Gas Emission Factors

The aggregated indirect greenhouse gas emission factors for categories 3-6 used by the company are summarized in the table below.

Emission Source Category	Emission Source Item	Various Greenhouse Gas Emission Factors	Coefficient Units	Source
Downstream Transportation and Distribution	General domestic waste-land transportation	0.0001310000	t CO ₂ e/ Ton Kilometer	Carbon Footprint Information Platform - TWEPA
Management of Waste Generated in Operations	General domestic waste D-1801、H-0002	0.3400000000	t CO ₂ e/ Ton	Carbon Footprint Information Platform -
Fuel and Energy-Related Activities	Taiwan Power Company: Purchased Electricity	0.0923000000	t CO ₂ e/ Thousand Degrees	Carbon Footprint Information Platform - DoITPro 2020
Fuel and Energy-Related Activities	Taiwan Power Company: Yang Mei-Purchased Electricity	0.0923000000	t CO ₂ e/ Thousand Degrees	Carbon Footprint Information Platform - DoITPro 2020
Management of Waste Generated in Operations	Yang Mei-General domestic waste- D-1801、H-0002	0.3400000000	t CO ₂ e/ Tonne	Carbon Footprint Information Platform -
Purchase of Products and Services	Liquefied Petroleum Gas (LPG)	0.0004670000	t CO ₂ e/ Kiloliter	EPA Carbon Footprint Information Platform

Excerpted from SAA's 2022 Greenhouse Gas Inventory Report.

4.3 Reduction Targets, Initiatives, and Measures for Greenhouse Gas Emissions, Water Usage, and Other Waste

Greenhouse Gas Emissions for the Past Two Years

Data Scope: Only the Parent Company

Inventory Method: Self-assessment and calculation not externally verified.

Unit: Metric tons of CO₂e

Year	Category 1	Category 2	Greenhouse Gas Emission Intensity (Tons of CO ₂ e per million dollars of revenue)	Category 3
2021	No Data	No Data	No Data	No Data
2022	292.2919	757.9010	0.3564	166.6132

Water Usage for the Past Two Years

Data Scope: Only the Parent Company

Inventory Method: Self-assessment and calculation not externally verified.

Year	Water Usage (Ton)	Parent Company per million dollars of revenue	Water Usage Intensity
2021	6,117.00	2,603	2.3504
2022	7,312.00	3,414	2.1415
Diff.	1,195.00		-9%
Diff.%	19.54%		

Water resource management or reduction goals

Our company is engaged in the assembly of automated machinery for the electronics, optoelectronics, and semiconductor industries. During our operations, we do not produce significant environmental pollutants such as air emissions, water contaminants, or hazardous substances. Our processes do not involve the use of water, and our daily water consumption is limited to domestic use, supplied by tap water from the Shimen Reservoir.

With the construction of our new facility in the Xinsheng Plant, we will implement the following water resource management measures.

1. We will install rainwater collection tanks and utilize irrigation systems for outdoor lawns and gardens to reduce the use of tap water. Rain sensors will be employed to avoid unnecessary watering on rainy days.
2. In 2022, our water consumption intensity decreased by 9% compared to the previous year. We will continue to promote water conservation among our employees, and we anticipate a provisional reduction of 10% in water consumption intensity in 2023.

Other Waste for the Past Two Years

Data Scope: Only the Parent Company

Inventory Method: Self-assessment and calculation not externally verified.

Year	Hazardous Waste (Ton)	Parent Company per million dollars of revenue	Waste Intensity	Non-Hazardous Waste (Ton)	Parent Company per million dollars of revenue	Waste Intensity
2021 (No waste wood)	-			59.7820	2,603	0.0230
2022 (including waste wood)	-			91.5600	3,414	0.0268
Increase (Decrease)						17%

Waste management or reduction goals

Our company generates waste that falls under the category of general business waste, specifically non-hazardous waste.

In addition to raising awareness and fostering a sense of environmental responsibility among our employees, we have implemented measures to reduce waste generation. Employees are encouraged to bring their own environmentally friendly utensils for meals, and we have a recycling program in place for the plates and bowls used.

In 2022, our waste intensity increased by 17% compared to the previous year. However, if we exclude waste wood (which was not present in 2021), the increase is only 1%.

We will continue to promote the use of environmentally friendly utensils and containers among our employees to further reduce waste. We anticipate a provisional 1% reduction in waste intensity in 2023.

