



Implementation of corporate social responsibility: The Company's systems and measures and implementation status with respect to environmental protection, community involvement, social contribution, social service, public interest, consumer interests, human rights, safety and health, and other social responsibility activities:

Assessed areas	Implementation status (Note 1)			Departure from Corporate Social Responsibility Best Practice Principles for TWSE/TPEX listed companies and reasons
	Yes	No	Summary (Note 2)	
I. Implementation of corporate governance (I) Does the Company have a corporate social responsibility policy or system in place? Is progress reviewed on a regular basis? (II) Did the Company provide social responsibility training on a regular basis? (III) Does the Company have a unit that specializes (or is involved) in CSR practices? Is the CSR unit run by senior managerial officers and reports its progress to the Board of Directors?	✓ ✓	✓	(I) The Company has defined the Company's Corporate Social Responsibility Principles to guide the fulfillment of our corporate social responsibilities. (II) The Company does not yet provide regular educational training on corporate social responsibility. (III) The Company's Secretariat of the Board of Directors is the designated unit for promoting corporate social responsibility. It is responsible for the proposal and implementation of CSR policies, systems, related management guidelines, and action plans. It also	(I) No significant difference. (II) Education and training will be organized by the Company as necessary. (III) No significant difference.

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(IV) Did the Company formulate reasonable remuneration policies, integrate employee performance appraisal systems with CSR policies and establish effective reward and punishment systems?	✓		<p>reports regularly to the Board of Directors. The Company's CSR Report task force is responsible for the overall planning, communication, and integration, as well as compiling, editing, and revising data. The Secretariat of the Board of Directors is the designated unit for promoting corporate social responsibilities. The Board of Directors secretary serves as the convener and the chairman's secretary is responsible for implementation and integration. Members of the task force are representatives from respective departments.</p> <p>(IV) The Company has established reasonable salary and compensation policies. A clear system of rewards and penalties has been defined in the work rules, ethical corporate management principles, ethical corporate management operating procedures, and the Code of Conduct, and it is being implemented accordingly. Article 25-1 of the Company's Articles of Association: If the Company was profitable during the year, at least 2% of the profit shall be allocated as employee remuneration first, and no more than 2% may be allocated as remuneration for directors and</p>	(IV) No significant difference.

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			<p>supervisors. However, an amount shall be set aside in advance to compensate for cumulative losses, if any. Employee bonuses may be paid in shares or cash. Employees at affiliated companies that satisfy certain criteria may also qualify.</p>	
<p>II. Fostering a sustainable environment</p> <p>(I) Is the Company committed to improving the efficiency of the various resources and using recycled materials which have a low impact on the environment?</p>	✓		<p>(I) Actively working to increase resource utilization: We increased the recycling rate of process water, wastewater treatment and recycling, use recycled water, product packaging that is 100% recyclable, installed water saving devices on faucets, e-operations, use recycled printing paper and reducing paper consumption, waste sorting, waste reduction and recycling, kitchen scrap collection, and use of personal cutlery. These measures help to conserve the Earth's resources and protect environmental hygiene. Air-conditioning equipment is also only switched on when the indoor temperature is at 26°C or higher.</p>	(I) No significant difference.
<p>(II) Has the Company established a proper environmental management system based on the characteristics of the industry?</p>	✓		<p>(II) The head office does not generate any hazardous impact on the environment. Other factories comply with air pollution restrictions of local governments. Emissions are collected through pipes and go through</p>	(II) No significant difference.

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(III) Has the Company taken note of any impacts climate change has had on its operations and engaged in measuring greenhouse gas emissions, establishing a corporate energy conservation and carbon reduction strategy, as well as establishing a greenhouse gas reduction strategy?		✓	<p>an exhaust and wet purification system so that all emissions comply with standards. We switched to a natural gas boiler in coordination with the increase in heat recycling, lowering pollutant emissions to comply with regulations. The head office manages all domestic wastewater along with the processing zone's sewage disposal. Production plants in China comply with the wastewater emission concentration restrictions of local governments, and constantly improves wastewater treatment processes and increases recycling. Our plants continue to manage and reduce waste, and all waste is disposed by qualified disposal companies in each area.</p> <p>(III) At present, our Shandong Plant has implemented the ISO14046 GHG Inventory System. Each plant periodically washes its chiller and cooling tower, is gradually replacing lights to LED lights, uses heat recycling equipment, is implementing office energy saving measures, and buying new energy efficient equipment to achieve energy conservation & carbon reduction.</p>	(III) No significant difference.

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(II) Upholding public interests				
(I) Has the Company formulated appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		(I) Our employee management regulations comply with labor laws. We also provide employees with labor/national health insurance, pension contributions and company insurance in accordance with the law to protect their rights.	(I) No significant difference.
(II) Has the Company set up an employee hotline or grievance mechanism to handle complaints properly?	✓		(II) The Company 1. Established a Sexual Harassment Prevention and Complaints Committee as required by law. 2. Employees can use the internal e-mail system to communicate directly and effectively with all managers. 3. They can also use the <Globe Union Cares for You> complaints/suggestion mailbox (gu.careyou@globeunion.com) to send feedback or suggestions.	(II) No significant difference.
(III) Does the Company provide a safe and healthy working environment and provide employees with regular safety and health training?	✓		(III) We provide a safe and healthy working environment. We also provide employees with regular safety and health training. Please see Postscript 1 for more information.	(III) No significant difference.
(IV) Has the Company set up a channel for communicating with employees on a regular basis, and reasonably inform employees of any significant changes in operations that may have	✓		(IV) 1. We use electronic announcements to communicate with employees in a timely manner. 2. Employee-employer meetings are regularly convened in accordance with the law. Meeting minutes are kept	(IV) No significant difference.

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<p>an impact on them?</p> <p>(V) Has the Company established an effective career development and capability training program for employees?</p>	✓		<p>by HR responsible for tracking the progress of meeting resolutions. 3. A "Birthday Party" is held each month with managers invited sometimes to share their insights. The event is also used for departmental announcements and networking between employees. 4. An annual presentation is held each year with managers above the grade of vice president detailing company tasks from the previous year and the plans for the coming year.</p> <p>(V) 1. We use the annual "HR Evaluation Committee" to conduct objective assessments and provide employees with fair opportunities for promotion. 2. The Company also offers employees job rotation and international opportunities. Apart from prioritizing employees' personal preferences, job rotations are used to support the Company's development needs. 3. The Company also provides employees with OJT and Off-JT training that is required for them to be functional at work. Job rotations and trainings are used to accomplish the purpose of talent development.</p>	<p>(V) No significant difference.</p>

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(VI) Has the Company established any consumer protection mechanisms and complaint procedures regarding R&D, purchasing, production, operation and service?	✓		(VI) We maintain excellent channels of communication with our customers. To protect the rights of consumers, we have appropriate rules in place for handling customer complaints. This ensures that customer complaints are taken seriously and dealt with immediately.	(VI) No significant difference.
(VII) In terms of the marketing and labeling of products and services, has the Company followed relevant laws, regulations, and international norms?	✓		(VII) Our products are mainly intended for export. We have advertised and labeled goods and services according to relevant regulations and international standards.	(VII) No significant difference.
(VIII) Before doing business with suppliers, does the Company assess whether or not the suppliers have had previous records of negatively affecting the environment or society?		✓	(VIII) We have rules in place for managing supplier quality. While we do not require suppliers to provide their past records, we do pay attention to their record on environmental impact and social responsibility.	(VIII) No significant difference.
(IX) Do the Company's contracts with major suppliers include a clause that states that if the supplier violates our corporate social responsibility policies, resulting in significant impacts to the environment and society, the Company retains the right to terminate the contracts at any time?		✓	(IX) This is currently not included in our contracts but the relevant clauses will be added in the future.	(IX) The relevant clauses will be added to contracts in the future.

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(III) Enhancing information disclosure (I) Has the Company disclosed relevant and reliable information regarding its corporate social responsibility on its website and the Market Observation Post System?	✓		Our Company's provides disclosure through our corporate website and the market observation post system.	No significant difference.
(IV) If the Company has established corporate social responsibility principles based on "Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies", please describe any difference between the principles and their implementation: Our Company has defined the "Corporate Social Responsibility Principles" and its operational differences are described above.				
(V) Other key information useful for explaining status of corporate social responsibility practices: "Society" is made up of "people" playing different roles. Our Company aims to become the most trustworthy company in the world and realize sustainable development. We therefore strive to create an exceptional working environment so that even as we win over the trust of customers, employees, suppliers, shareholders and competitors we are also fulfilling our social responsibility. We are constantly promoting and implementing concepts of environmental protection. We support and sponsor organizations in society, including NT\$80 thousand to the Straits Economic & Cultural Interchange Association and NT\$160 thousand to Taichung Processing Region Friendship Association, Amazing Grace Deaf Bakery, and Eden Bakery. Our chairman established the Hope Media Foundation and actively engaged in charity donations and events, allocating approximately NT\$19,082 thousand for charity events throughout the year: The children's theater "Character Education to do Boldly What is Righteous" was open to 10 schools over the year, Taiwan Come Forward Award, Taichung City Social Welfare Account supported the Bureau of Social Affairs in implementing the Project to Keep Homeless from Freezing in Winter, the Subsidy Project for Settlement of Economically Disadvantaged People, living allowance for students under the poverty line and settlement expense subsidies for protective cases, Taichung City Government Sports Bureau Sports Scholarship for Students Under the Poverty Line, 2018 Creativity Contest, Hometown Long-term Care Happiness Package Experimental Project, Center for Media and Social Impact of National Central University, New Taiwan Volunteer Group, repairing shelters for the underprivileged and providing ideal classrooms for after-school programs, Hsinchu Deaf Association "Counseling Group for People with Hearing Impairment and Volunteer Training Project," "New Barrier-free Building Construction Project," etc. Out of respect for human rights, all Company employees are				

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treated equally regardless of gender, religion, political affiliation on employment opportunity. We strive to create a good working environment free from all forms of discrimination and harassment. All safety and health aspects are monitored and comply with government regulations.				
(VI) If the corporate social responsibility reports have been certified by external institutions, they should state so below: The Corporate Social Responsibility Report of the Company compiled for 2018 has been validated and authenticated by the accounting firm Ernst & Young as a third party.				