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Taiwan Union Technology Corporation(TUC)



2021

ESG Report

Environment Social Governance Report

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Letter from our Chairman

This is the first sustainability report of Taiwan Union Technology Corporation (TUC) prepared in accordance with the GRI reporting structure, with the major purpose of disclosing the outcome and results of TUC's commitments to all stakeholders, strategies, and management policies during the reporting period. The mission of TUC's operation is to provide advanced materials and professional services with top-notch quality and high added value required by the global electronics industry. Adhering to the principle of integrity and the responsible attitude of being practical and realistic as well as constant innovations, we provide general, rapid, and effective solutions for customers; we deem customers as partners and aim at jointly improving our competitive strength. Therefore, based on our industrial characteristics, implementing the concept of "environmental, social, and corporate governance (ESG)" is a positive value for the Company's sustainable development and joint prosperity with customers.

Based on the scope of ESG, with respect to environmental protection, TUC complies with relevant environmental laws and regulations, establishes policies of energy-saving and carbon dioxide reduction, reduction of water consumption or other waste management based on the emission of greenhouse gases (GHGs), water consumption, and the total weight of wastes, and executes pollution control to maintain the quality of environments. In addition, regarding issues related to climate change (i.e., potential risks and opportunities of carbon-neutral, carbon taxation, and green power), TUC has established its corporate strategies and targets and adopted relevant countermeasures to spare no effort in connecting to the international norms.

Employees are the most significant assets of TUC. We attach great attention to the working environment, development of, and care for employees. We have established diverse internal communication channels and continued promoting various projects for employee relations, environments, as well as safety and health improvement in the hope of creating a safe, healthy, and friendly workplace for employees and building a working environment with harmonious labor-management relations. TUC commits to strictly comply with relevant occupational safety and health regulations and other relevant requirements; we reinforce the occupational safety and health recognition of employees within the scope of control of the Company through communications to minimize the risk of accident occurrence. Furthermore, TUC regularly organizes employees' health inspection and fire prevention management, and implements a friendly working environment each year; through the periodic "Occupation Safety and Health Committee Meetings" convened, we actively eliminate potential hazards in workplaces. Given the significance of the physical safety protection measures for the working environment and employees, TUC promotes ISO 14001 and ISO 45001 management systems, regularly implements control for significant environmental considerations and occupational safety and health risks, and establishes targets and management programs for improvement.

From 2021 and up until now, due to the continual expansion of international strategic conflicts, the wrecking of COVID-19, and the constantly changing variables of the virus, risks related to ESG have been deteriorating, and the supply chain of the 5G industry failed to operate successfully, resulting in the overall deferred demand. However, TUC has been strictly executing relevant pandemic control measures to ensure the normal operation of the Company at all its plants. With the efforts of our employees, we managed to create a consolidated revenue with a business scale of NT\$21,132,040 thousand in 2021, representing an increase in profits by 17.1% as compared with the consolidated revenue from 2020; our consolidated net profit before tax in 2021 was NT\$2,413,332 thousand, representing an increase by 6.6% as compared with the consolidate net profit before tax from 2020.

Looking into the future, TUC will continue investing in the 5G and 6G application materials, new technologies, new manufacturing procedures, and further development in halogen-free green products in the future, adhere to the practical operation, improve our R&D capacity, strengthen and promote the joint cooperation with domestic and foreign end customers to develop products with better competitive strength and in new application fields, and introduce smart manufacturing systems to exert our production technologies and benefits, as well as improve the ratio of produces such as premium high-speed, high-frequency laminates, low-loss HDI laminates, and radio frequency (RF) laminates. TUC will assist customers in jointly improving our values, realizing our commitments to corporate social responsibility, and taking steps forward toward our target of sustainable development.

Chairman,
Taiwan Union Technology Corporation

Hsin Chung-Herng



Editorial Policy

To seek sustainable corporate operations and improve information transparency, TUC issued its 2021 Sustainable Report (the "Report"). Through the issuance of the Report, we provide descriptions related to the measures and performances of the Company for continuing building its integrity governance, implementing environmental protection and occupational safety measures, and improving employees' remunerations and benefits under the target of sustainable operations. TUC hopes that our stakeholders can continue attaching their attention to us and provide their valuable recommendations, allowing the Company to make advances on the path of implementing sustainable corporate operations.

ESG Information Disclosure

Disclosure Category	Scope of Coverage
Period	The entire year of 2021; in addition, considering the completeness of the information disclosed, when there are any operating activities in partial content that spans across years, descriptions will be otherwise provided in the Report.
Operating Joint	Plants in Taiwan (Headquarters, Hsinchu Plant)
Financial Data	Consistent with the data in the consolidated financial report published by TUC.
Environmental Safety and Health Data	Plants in Taiwan (Headquarters, Hsinchu Plant)
Employees' Data	Plants in Taiwan (Headquarters, Hsinchu Plant)
Public Welfare Activity Performance	TUC (Taiwan)

- TUC's plants in Taiwan (Headquarters, Hsinchu Plant) and plants overseas (Changshu Plant in Jiangsu, China and Zhongshan Plant in Guangdong, China) have obtained multiple international certifications, including ISO 9002, QS9000, QC080000 IECQ HSPM, IATF 16949, ISO 9001, ISO14001, OHSAS 18001, IPC-4101-QPL, and ISO 45001.

Publication Frequency

This is the first ESG report voluntarily published by TUC. In the future, TUC will publish the report each year. To improve the transparency and accessibility of our report's information disclosures, the electronic file of the complete report is available for download at the website of TUC (www.tuc.com.tw).

Current Publication Date: June 2022.

Next Publication Date: June 2023.

Preparation Basis and the Method for Information Confirmation

- The preparation structure of the Report is based on the core options in the GRI Standards 2016 issued by the Global Reporting Initiative (the "GRI") and in compliance with the requirements of "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies"; a content index of GRI Standards is also provided in the Appendices of the Report for stakeholders' reference.
- Financial data disclosed in the Report is certified by Deloitte & Touche in accordance with the International Financial Reporting Standards (IFRS), and NT\$1,000 is adopted as the calculation unit. Data on environmental protection, employees, and occupational safety is calculated and compiled by responsible departments, confirmed by the directors of departments, and presented in the index calculation methods commonly used internationally.

Feedback

For any opinions or recommendations regarding the content of the Report, please feel free to contact us:

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01

Stakeholder and Material Topic Identification

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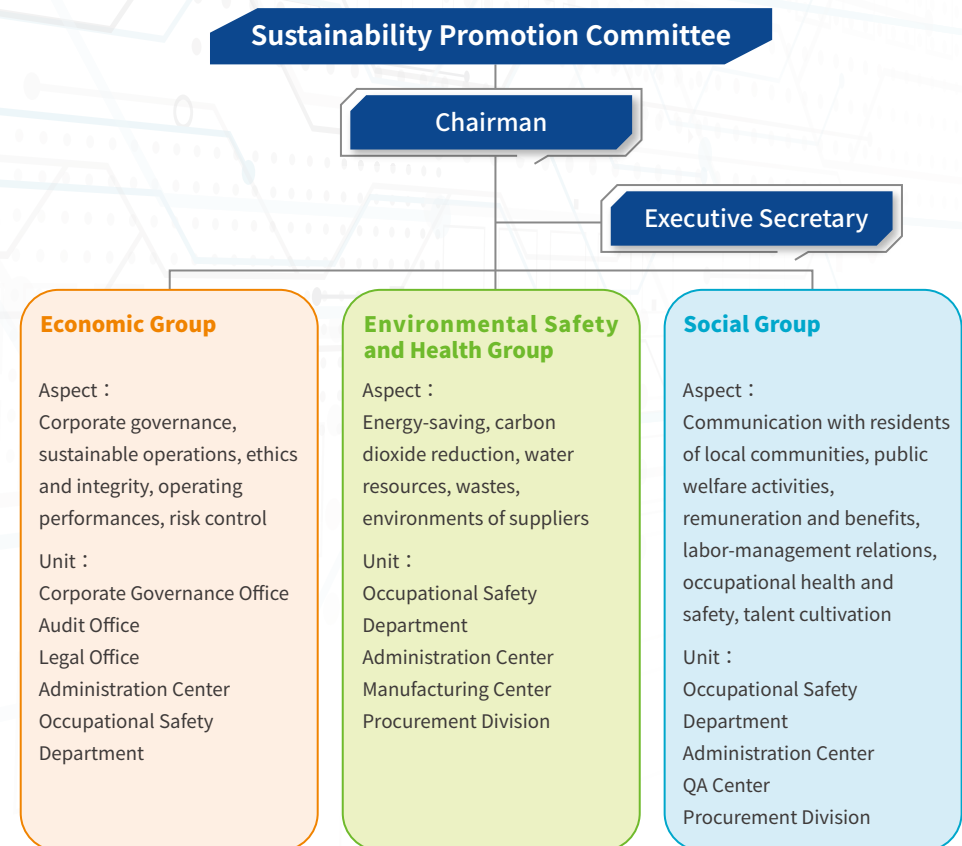
Procedures for Stakeholder and Material Topic Identification



1.1 Sustainability Promotion Committee

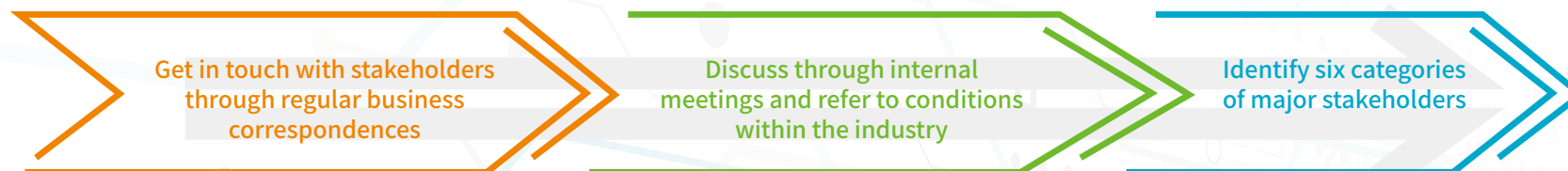
TUC carries out its sustainable corporate development concept based on the "Sustainable Development Best Practice Principles," "Corporate Governance Best Practice Principles," and "Integrity Management Operating Procedures" of Taiwan Union Technology Corporation and made the resolution at the meeting of the Board of Directors (the "Board") in May 2022 to set up the "Sustainability Promotion Committee" and appoint the director of the Corporate Governance Office to assume the position as the chairman; the Board is responsible for supervising the executions. The Sustainability Promotion Committee formulates sustainable development policies and is responsible for the internal promotion and implementation to incorporate the sustainable operation concept into the corporate culture of TUC step by step.

As sustainable development covers environmental, social, and corporate governance (the "ESG") aspects, the Sustainable Promotion Committee has established subordinate dedicated groups, and responsible departments shall collect issues concerned related to environmental protection, occupational safety, supply chain management, labor human rights, operating performances, and corporate governance. Also, with respect to stakeholders' interests, a stakeholder section is established on the corporate website to duly respond to material sustainable issues concerned by stakeholders. In the future, TUC also plans to report to the Board its ESG execution results each year to improve the level of participation of the Board in terms of the results of ESG promotion by the Company.



1.2 Define Stakeholders

Define Major Stakeholders



Stakeholders are groups that affect or are being affected by TUC. Our departments performed the initial selection for categories of stakeholders, with whom they come into contact due to regular business correspondence. Then, based on the interaction frequency, level of mutual effects between stakeholders and TUC, and the level of significance to one another, six categories of major stakeholders with significance to TUC were selected through discussions at internal meetings with reference to the conditions within the industry, including shareholders/investors, customers, suppliers, local communities, and governmental agencies.

Major Stakeholders



1.3 Communication Channels with and Issues Concerned by Stakeholders

Due to the different identity categories of TUC's major shareholders, there are differences between issues of TUC concerned by different categories of stakeholders. Departments of TUC actively continue favorable interactions with stakeholders through diverse channels to allow stakeholders of TUC to understand the Company's operation overview in due course. Meanwhile, TUC may also be able to understand the requirements and expectations of stakeholders regarding the Company and make responses in due course; the Company report to the Board regarding the communication status with major stakeholders each year.

Departments of TUC collect issues concerned and proposed by major stakeholders during the course of regular business correspondence, and the Sustainability Promotion Committee is responsible for compilation. At the same time, five sustainable issues were concluded based on GRI Standards 2016 and CSR reports within the industry (covering economic, environmental, and social aspects) to ensure the sustainable information disclosed by TUC satisfies the completeness and diversity required by GRI Standards.

Major Stakeholder	Major Responsibility of the Company	Issue Concerned	Communication Channel/Frequency
Shareholders/Investors	<ul style="list-style-type: none"> Comply with various latest legal specifications and policy amendments and respond to and make adjustments to the Company's information disclosure patterns and content to comply with legal requirements. Provide instant, real-time, and accurate corporate information and commit to the symmetric disclosure of investment information. Adopt a long-term and stable dividend policy and provide appropriate investment returns. Adopt stable financial strategies and render favorable corporate credibility and operating performances. 	<ul style="list-style-type: none"> Market image Economic benefits Compliance with environmental and social regulations Investment Employment relations Suppliers' environment evaluation Product and service labeling Compliance with product responsibility regulations Privacy, health, and safety of related parties 	<ul style="list-style-type: none"> Contact: Mr. Huang, Corporate Governance Office Tel.: 03-5551103 #116 Shareholders' meeting Set up investor contact on the corporate website (provide e-mail and contact number to establish an unblocked communication channel between investors and the Company. Appoint a dedicated department for corporate investment relations to be responsible for the communication with domestic and foreign corporate investment institutions. Make instant disclosures on the MOPS for material events and publish press releases or convene press conferences for explanations based on the requirements of circumstances.
Customers	<ul style="list-style-type: none"> Provide products and services of market competitiveness and high quality. Provide complete support and improve customers' satisfaction. Establish long-term and close business partnerships with mutual trust with customers. Communicate with all employees for compliance with the non-disclosure agreement and the responding code when they face the media. 	<ul style="list-style-type: none"> No discrimination No forced labor Anti-corruption Employment relationship Occupational health and safety Compliance with environmental and social regulations Customers' corporate social responsibility and environment evaluation Customer privacy, health, and safety Product and service labeling Compliance with product responsibility regulation 	<ul style="list-style-type: none"> Contact: Mr. Huang, Corporate Governance Office Tel.: 03-5551103 #116 Establish customer-oriented operating models and ethical cooperating relationships and jointly commit to innovating and developing advanced basic materials required by the global electronics industry. Adopt premium raw materials and have complete and trustworthy suppliers and partners to satisfy customers' order requirements with professional scheduled production and inventory adjustment. Adhere to stringent manufacturing management and comprehensive testing system to develop products of stable quality and reliability. Constantly seek efficiency improvement and provide instant response services worldwide. Cooperate with audits of customers in terms of products' environmental responsibilities and assist in the prevention and continual improvement. Communicate with employees and provide training for facing media and the information disclosure code.

1.1 Sustainability Promotion Committee

1.2 Define Stakeholders

1.3 Communication Channels with and Issues Concerned

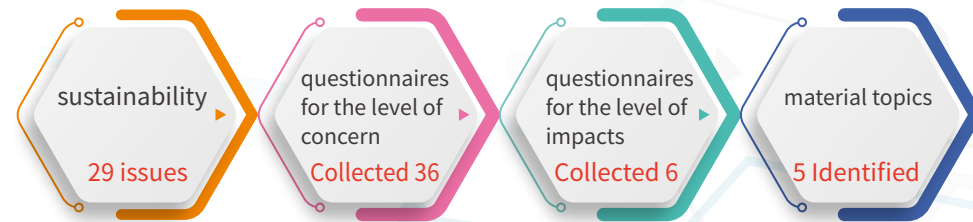
1.4 Identify Material Topics

1.5 Sustainable Development Targets

Major Stakeholder	Major Responsibility of the Company	Issue Concerned	Communication Channel/Frequency
Suppliers	<ul style="list-style-type: none"> Legal and fair transactions. Understand environmental safety and health matters and details of specifications. Understand and provide relevant assistance to the Company in implementing the social responsibility. 	<ul style="list-style-type: none"> Market image Economic performance Compliance with environmental regulations Employment relations Suppliers' labor evaluation No discrimination No forced labor Anti-corruption Compliance with social regulations Suppliers' social impact evaluations Compliance with product responsibility regulation 	<ul style="list-style-type: none"> Contact: Mr. Hsieh, Procurement Department Tel.: 03-5551103 #160 Execute relevant operations based on the supplier management policies established by the Company. Execute corporate social responsibility/environmental protection commitments. Annual audits of suppliers and contractors.
Employees	<ul style="list-style-type: none"> Ensure and respect human rights. Employees' development. Legal and fair valuation and treatment. Safe and healthy environments. Flexible benefits and health improvement. 	<ul style="list-style-type: none"> Employment relations No discrimination No forced labor Anti-corruption Occupational health and safety Diverse and equal opportunities Compliance with social regulations 	<ul style="list-style-type: none"> Contact: Ms. Yang, HR Department Tel.: 03-5551103 #310 Supervisors and employees hold communication meetings from time to time. Plan for comprehensive educational training. Set up employee service line and message board. Set up sexual harassment report line and mailbox. Have stationed medical staff in place to provide medical consultation and other services for employees. Free health inspection for employees each year.
Local communities	<ul style="list-style-type: none"> Compliance with environmental protection regulations. Environmental pollution control. Community participation and feedback. Local support and assistance. 	<ul style="list-style-type: none"> Waste management Waste gas emission and odor Sewage emission and processing Community participation and development 	<ul style="list-style-type: none"> Contact: Mr. Fang, Occupational Safety Department Tel.: 03-5551103 #150 Contact: Mr. Zhuo, Administrative Affairs Group, HR Department Tel.: 03-5551103 #308
Governmental Agencies	<ul style="list-style-type: none"> Comply with the latest legal specifications and policy amendments of competent authorities to comply with the legal requirements. Policy promotion, cooperation, and execution. 	<ul style="list-style-type: none"> Waste management and recycle Sewage processing and reuse Energy resource use and management GHGs managements Occupational health and safety Compliance with labor regulations Compliance with environmental protection regulations 	<ul style="list-style-type: none"> Contact: Mr. Fang, Occupational Safety Department Tel.: 03-5551103 #150 Contact: Ms. Yang, HR Department Tel.: 03-5551103 #310

1.4 Identify Material Topics

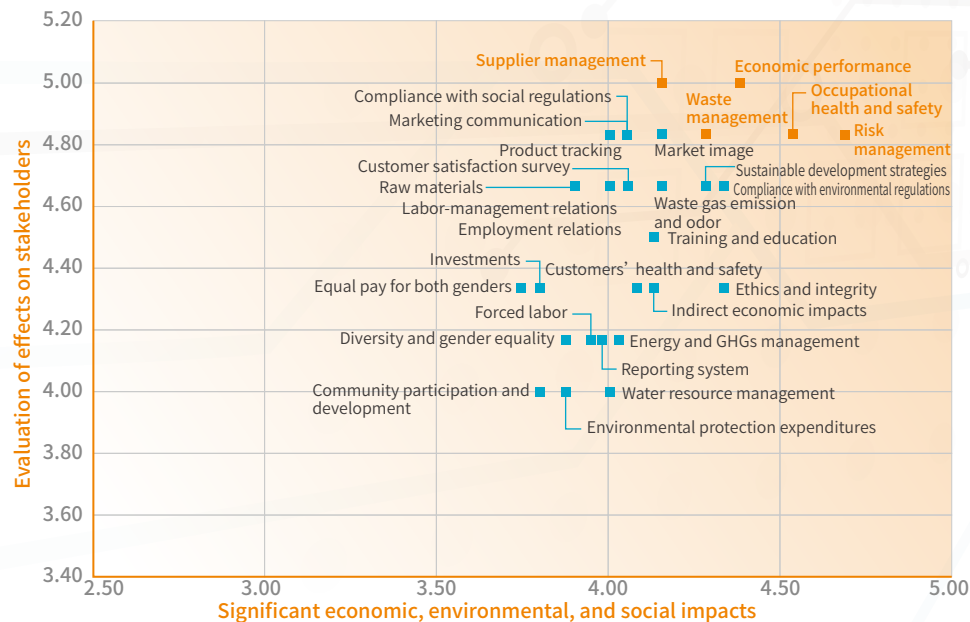
Material Topic Identification Procedures



Aspect	Sustainability Issues
Environmental aspect	Waste management
Social aspect	Occupational health and safety Supplier management
Economic aspect	Corporate governance risk management Economic performance

TUC's Sustainability Promotion Committee has formulated 29 sustainability issues and concluded the rating for the level of concern of major stakeholders regarding different sustainability issues through the distribution of questionnaires for major stakeholders (covering shareholders/investors, employees, customers, suppliers, governmental agencies, and local communities) to complete. Then, questionnaires were distributed to supervisors of the Company for the rating related to the level of impacts arising from different sustainability issues on TUC. Subsequently, a material topic matrix is made through the compilation of such ratings; after discussions made by the Sustainability Promotion Committee, the top five sustainability issues among the material environmental topics were included as the material topics for the year. By doing so, it is confirmed that the material topics of ESG aspects to be disclosed by TUC in priority for the year are waste management, occupational health and safety, supplier management, corporate governance risk management, and economic performance. TUC will describe the management policies and relevant disclosing items of different material topics. Meanwhile, to give equal consideration to the balance of information in the sustainability report, TUC also supplemented its results by investing in public welfare.

Material Topic Matrix



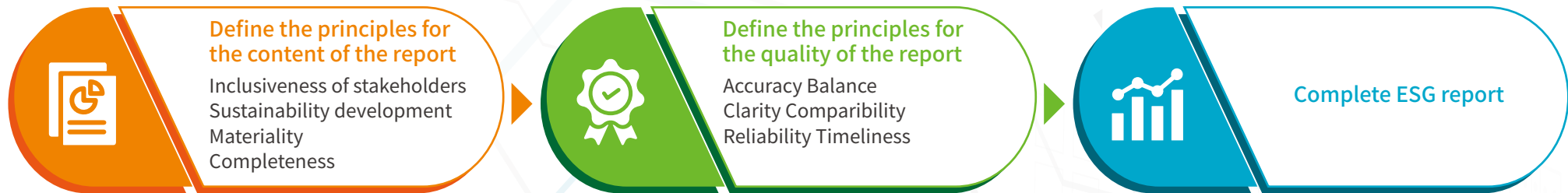
Based on the five major topics, TUC concluded the three major themes for the year, including providing materials and services of the quality required by industries and corporate governance risk control; protecting internal employees' life safety and allowing continued operations, as well as establishing long-term and stable trust relationships with external suppliers; reducing operating costs and minimizing resource consumption and environmental impacts.

Reducing operating costs and minimizing resource consumption and environmental impacts
(waste management)

Providing materials and services of quality required by industries and corporate governance risk control
(economic performance and corporate governance risk management)

Protecting internal employees' life safety and allowing continued operations, as well as establishing long-term and stable trust relationships with external suppliers; reducing operating costs and minimizing resource consumption and environmental impacts
(occupational health and safety and supplier management)

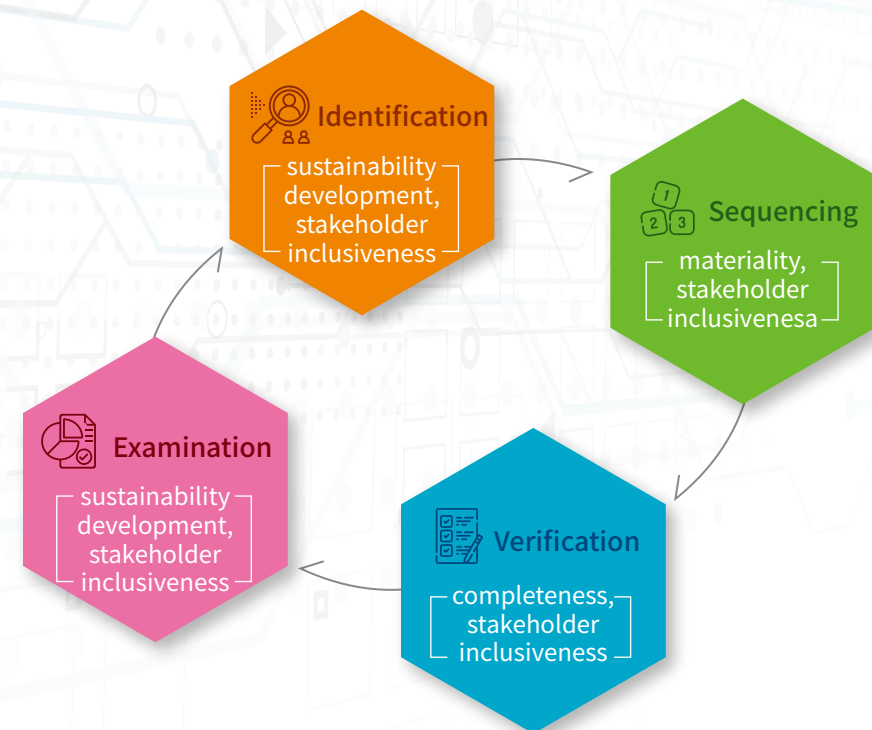
Report Preparation Principles



TUC complies with the requirements under the GRI Standards and prepares its ESG report based on the four major principles defined for the content of the report (including inclusiveness of stakeholders); six major categories of stakeholders were initially identified; based on the sustainability development, we disclosed how TUC adopts measures to improve or minimize the level of impacts in terms of the economic, environmental, and social development trends at the operating locations and the surrounding areas; based on the materiality, we reflected the significant economic, environmental, and social impacts, internal and external, caused by the Company, as well as evaluations and decisions that substantially affect major stakeholders; based on completeness, the material topics and their internal and external boundaries included in the Report are sufficient to reflect the scope of significant impacts of TUC on the economy, environment, and society.

Secondly, with reference to GRI Standards, TUC defined six requirements for the quality of the report to make information disclosure, covering accuracy (information of the report shall be fully accurate and comprehensive for stakeholders to evaluate the Company's ESG performances), balance (information of the report shall reflect positive and negative performances to allow different sectors to make reasonable evaluations on TUC's overall performances), clarity (the method for information presentation adopted by TUC shall allow stakeholders using the information to easily understand and acquire), comparability (TUC adopts internationally common standards to collect and disclose relevant information; meanwhile, the information presentation method allows stakeholders to analyze the Company's long-term performances). Reliability (information disclosed by TUC is collected, compiled, and disclosed through methods that are examinable and establish information quality and materiality), and timeliness (TUC provides important corporate operating information in due course to allow stakeholders to instantly grasp the Company's conditions, improving the Company's information transparency).

Define Material Topics and Boundaries











Aspect	Material Topic	Significance to TUC	Internal Boundary	External Boundary				Corresponding GRI Standards	Disclosures in the Report
			The Company	Shareholders/ Investors	Suppliers	Customers	Local Communities		
Corporate Governance	Risk Management	<ul style="list-style-type: none"> Various potential risk issues and operating evaluations shall be considered for the sustainable operations of enterprises; multiple different aspects extended from "economy" in the past in terms of risk issues, including environment, society, technology, and geopolitics. Identify risks that may affect the Company's operations and work with different business units based on the nature of risks to jointly evaluate the possibility of occurrence and level of effects, and reflect to the management in due course for adjusting the Company's operating strategies. 	●	●	●	●	●	<ul style="list-style-type: none"> Material Topics Set by TUC 	●
Environmental	Waste Management	<ul style="list-style-type: none"> Minimize the consumption of raw materials through manufacturing procedures designs and technology improvements, reduce the emission of pollutants from the source, and minimize operating costs, resource consumption, and environmental impacts. Adopting the angle of international environmental protection trends/concerns by governmental laws and regulations, select the prioritized targets for reduction based on the raw materials that contributed to the mass amount of waste, with complementary cost reduction policies. Evaluate feasible solutions for execution and commencement through learning from relevant models in industries. 	●			●	●	<ul style="list-style-type: none"> 306 	●
Social	Occupational Health Management	<ul style="list-style-type: none"> TUC provides safe and healthy working environments for employees; employees' health is the foundation of the Company's sustainable operations, allowing all employees and their families to feel at ease. 	●			●		<ul style="list-style-type: none"> 403 Occupational Safety and Health: 2018 (403-1~7) 	●
	Supplier Management	<ul style="list-style-type: none"> TUC has established its supplier management policies, implemented the control for suppliers to comply with quality, environmental, and social specifications, and carried out consultation and evaluations. Assist upstream and downstream suppliers in improving their green competitiveness so as to duly fulfill our social responsibilities and jointly create sustainable business opportunities. 	●		●	●		<ul style="list-style-type: none"> 414 Suppliers' Social Evaluation: 2016 (414-1) 	●
Economic	Operating Performance	<ul style="list-style-type: none"> The mission of TUC's operation is to provide advanced materials and professional services with top-notch quality and high added value required by the global electronics industry. 	●	●	●	●		<ul style="list-style-type: none"> 201 Economic Performance: 2016 (201-1) 	●

1.5 Sustainable Development Targets

The Sustainable Development Goals (SDGs) was a project initiated by the United Nations in 2015; 17 sustainable development targets and 169 sub-targets were proposed to serve as the guiding principles for members and global enterprises to implement sustainable development before 2030.

TUC incorporated sustainable development targets into the Company's operating strategies and expanded the thinking model that focuses on economic performance adopted by the Company previously to giving equal consideration to environmental protection and other legal compliance, improvement in employees' packages for outstanding talent retention, elimination of various unequal conditions, reduction of sewage emission, and other environmental issues; furthermore, we also invited suppliers to make joint efforts in terms of environmental improvement and workplace treatment improvement. Looking into the future, TUC will be able to continue making contributions to sustainable development targets and duly fulfill its corporate social responsibilities.

SDGs	Sub-target	Response from TUC	SDGs	Sub-target	Response from TUC
	1.4 Ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources.	<ul style="list-style-type: none"> Provide salary conditions more favorable than laws and regulations and have market competitiveness and comprehensive benefit measures for employees to work with dignity, improving individuals and families' economic standards. Moderately adjust employees' salaries based on the Company's profits to improve employees' cohesion toward the Company. 		6.4 Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity.	<ul style="list-style-type: none"> Use pure water in the manufacturing processes; collect water after backwashing for being used by toilets.
	4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations. 4.7 Promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence.	<ul style="list-style-type: none"> Arrange functional training for employees with different business attributes to ensure all employees have the opportunities to receive occupational training. 		10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, religion or economic or other status. 10.3 Ensure equal opportunity and reduce inequalities of outcome, including policies and practices for eliminating discrimination.	<ul style="list-style-type: none"> The recruitment, evaluation, and promotion systems exclude employees' physical or mental differences from consideration. Employee whistle-blowing channels are established; there are comprehensive whistle-blowing procedures to protect whistle-blowers.
	5.1 Eliminate all forms of discrimination against all women. 5.4 Recognize and value unpaid care and domestic work through social protection policies.	<ul style="list-style-type: none"> Refuse to adopt gender as a factor for the employment, evaluation and promotion of employees. Offer rights for employees, regardless of gender, to apply for parental leaves without pay. 		12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.	<ul style="list-style-type: none"> Continuously improve the production procedures to minimize the output of wastes. Reduce slag and sludge and minimize the output of waste.
	6.3 Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater.	<ul style="list-style-type: none"> Use pure water in the manufacturing processes; collect water after backwashing for being used by toilets. 		16.6 Develop effective, accountable and transparent institutions at all levels. 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.	<ul style="list-style-type: none"> Strengthen corporate governance to ensure practitioners comply with specifications of the Company through the internal control and establish independent whistle-blowing channels and comprehensive whistle-blowing procedures. Understand stakeholders' requirements and expectations for the Company through communications with them and regularly report to the Board.



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About TUC

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2.1 Company Profile

Taiwan Union Technology Corporation (TUC) was established in 1974. Its former name was Taiwan Union Glass Industrial Co., Ltd, mainly produced optical glass. In 1997, the company changed into producing Copper Clad Laminate (also called CCL) and Prepreg. In 2001, TUC started to provide Mass Lamination service for customers. In Dec., 2003, TUC was officially listed in Taiwan OTC.

Since 2004, TUC established Changshu plant in Jiangsu, China to satisfy customers demand in Greater China area. TUC also provides global service network located in Taiwan, China, Japan, South Korea, USA and Germany. The total capacity exceeds 2,200,000 sheets/month of laminates and 1,600,000 sq. ft./month of mass lamination.

TUC works with its customers and focuses on innovation, research and development to provide superior quality, professional support, value-added materials and advanced mass lamination service to the global electronics industry. TUC uses the best raw materials and manufacturing standards to produce consistent and reliable products to match the needs in each electronic application. Our Product features such advantages as high speed low loss, environmentally friendly, lead free compatible and halogen free, low CTE and superior chemical and thermal resistance, and rigid-flex applications. TUC obtains many international certificates, such as QC080000 IECQ HSPM, Sony Green Partner, ISO 14001, ISO/IATF 16949, ISO 9001 and ISO 45001.

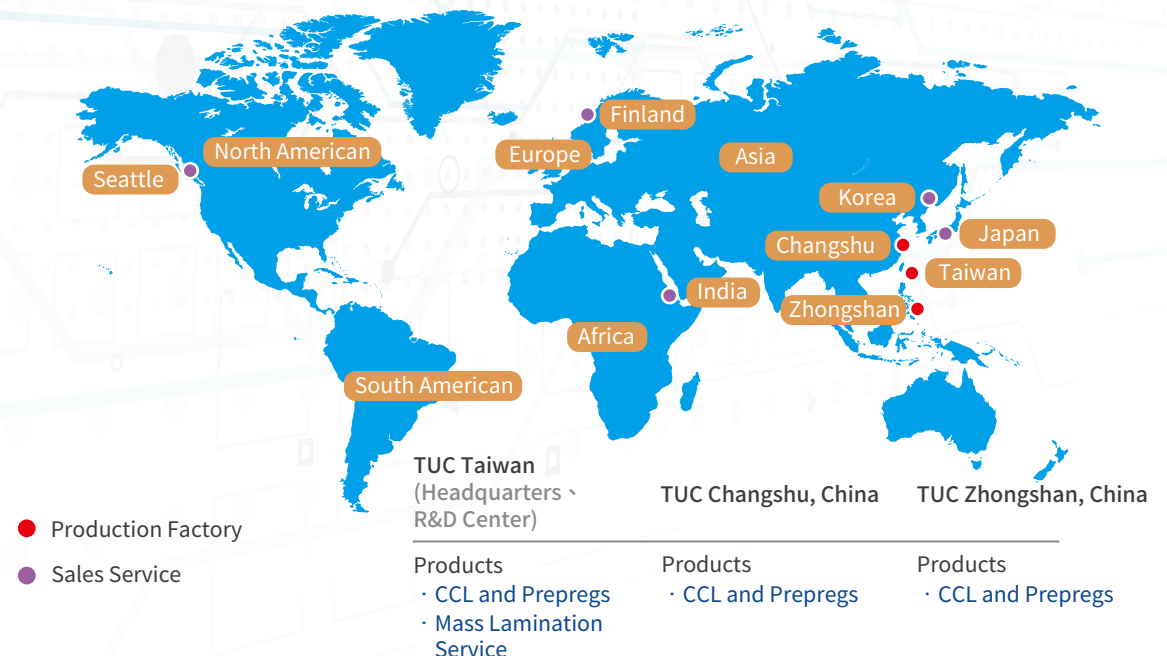
The mission of TUC's operation is to provide advanced materials and professional lamination services with top-notch quality and high added value required by the global electronics industry. Adhering to the principle of integrity and the responsible attitude of being practical and realistic as well as constant innovations, we provide competitive prices, rapid responses, and speedy delivery services, and aim to assist customers in improving their competitive strength.

Note: For the significant milestone of TUC, please refer to II. Corporate History, Chapter 2 Company Profile in the 2021 annual report for the shareholders' meeting.

Name of Company	Taiwan Union Technology Corporation
Location of Headquarters	Taiwan (Hsinchu)
Capital (Unit: NT\$ thousands)	2,690,070
Revenue in 2021 (Unit: NT\$ thousands)	10,694,696
Number of Employees	1,080 employees in Taiwan
Operating Joints	Zhubei City, Hsinchu County (Taiwan) Zhongshan, Guangdong (China) Changshu, Jiangsu (China) (red spots in the following figure)
Major Product/Service	As shown in the following figure.
Product Sales Volume (Unit: 1,000 pieces)	As shown in the following figure.

Note1: The data was calculated until 31 December 2021.

Note2: For the ratio of the top 10 shareholders of the Company, please refer to Chapter 3. Corporate Governance Report of the 2021 annual report.



Value Unit: NT\$ thousands

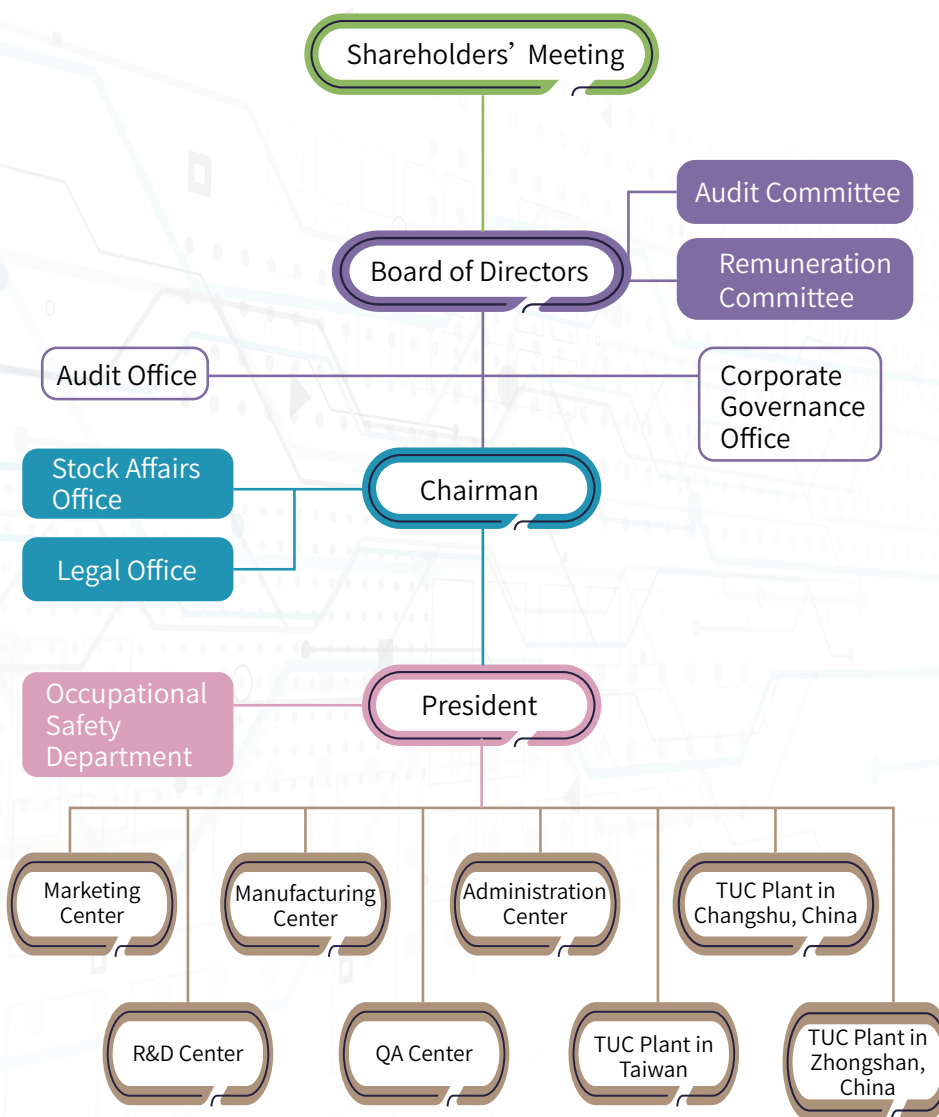
Year	2021			
Sales volume and value	Domestic sales		Foreign sales	
Major products	Volume	Value	Volume	Value
CCL (1,000 pieces)	3,653	2,082,621	4,799	3,542,373
Prepreg (1,000 meter)	8,449	1,062,533	12,849	2,134,997
Multi-layer laminate (1,000 SF)	4,394	1,490,093	748	249,303
Others	46	19,481	859	113,295
Total	-	4,654,728	-	6,039,968

For Product Category and Application Field of TUC

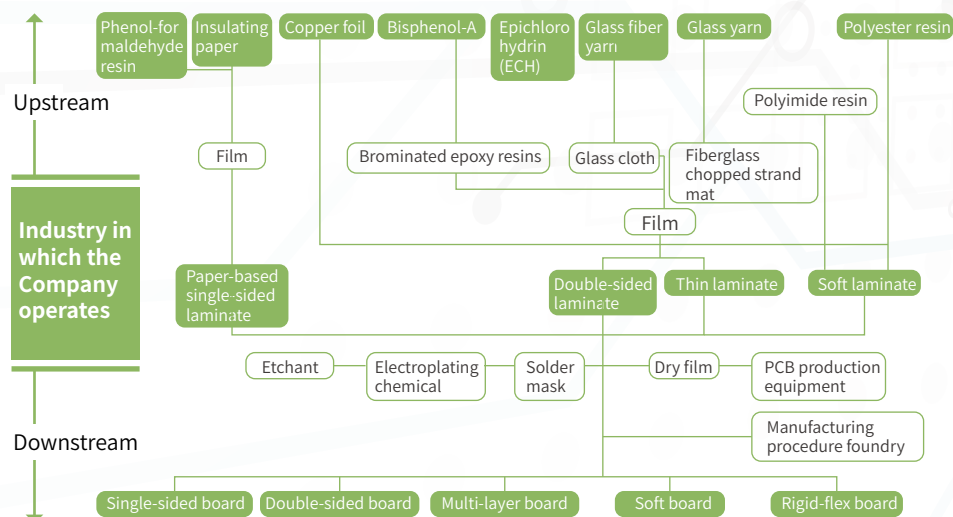
Please Refer to the Descriptions on the Corporate Website



ORGANIZATIONAL STRUCTURE



PCB Upstream and Downstream Structure



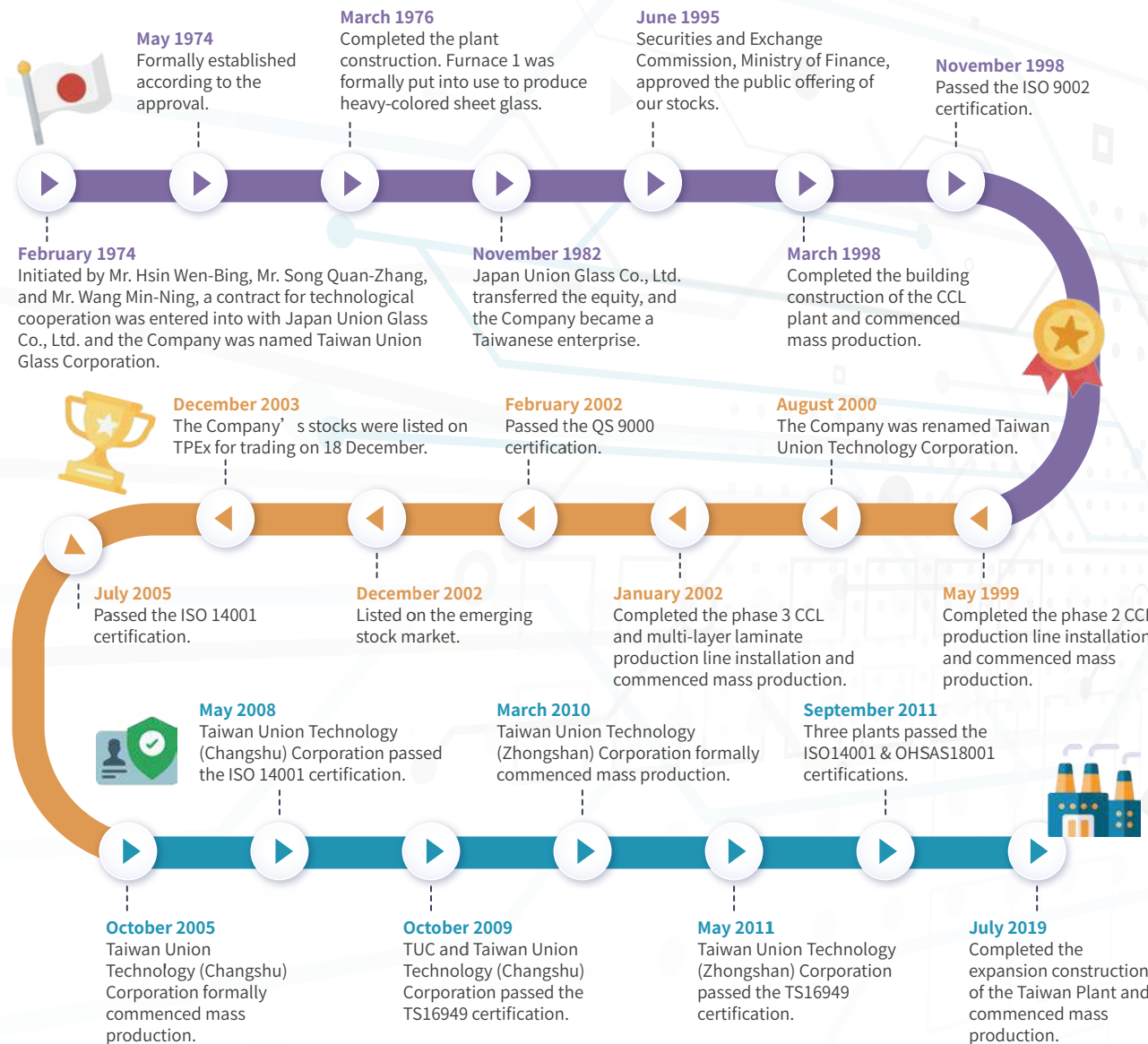
2.1 Company Profile
 Organizational Structure
 Historical Milestone

2.2 Operating Philosophy

2.3 Historical Awards and Management System

2.4 Participation in External Organizations

Historical Milestone



2.2 Operating Philosophy

Focus on Reformation and Contribution and Create New Values for Customers



Establish customer-oriented operating models and ethical cooperating relationships and jointly commit to innovating and developing advanced basic materials required by the global electronics industry.



Adopt premium raw materials and have complete and trustworthy suppliers and partners to satisfy customers' order requirements with professional scheduled production and inventory adjustment.



Adhere to stringent manufacturing management and comprehensive testing system to develop products of stable quality and reliability.

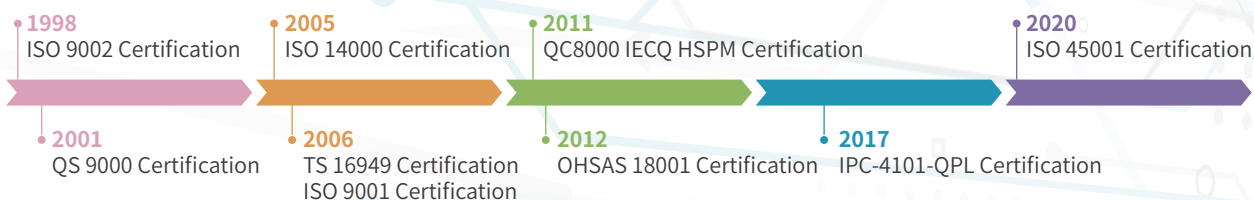


Constantly seek efficiency improvement, offer competitive prices, and provide instant response and delivery services worldwide.

2.3 Historical Awards and Management System

TUC continues improving the making innovation for the Company's manufacturing procedures, products, and services and fulfills the requirement that products are free of hazardous substances to provide solutions with great value and competitive strength.

Since 1998, TUC has been awarded the ISO 9002 Quality System Production Installation and Service Quality Insurance Model, QS 9000 Quality System Requirement, ISO 14001 Environmental Management System, ISO 9001 Quality Management System, TS16949 Automotive Industry Quality Management System, QC8000 IECQ HSRM Certification, IPC-4101 QPL Qualified Products List, as well as OHSAS 18001 and ISO 45001 Occupational Safety and Health Management System Certification one after another.



TUC's Awards and Certifications



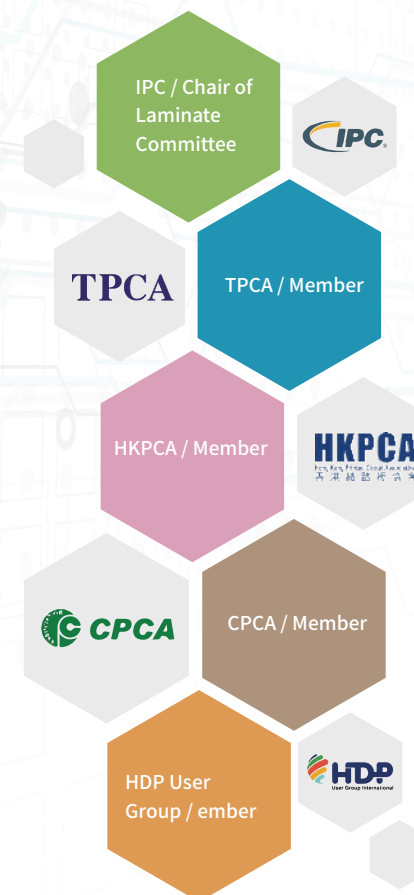
In 2018, TUC participated in the "54th Quality Award Evaluation" organized by the Chinese Society for Quality and received the Excellent Management Quality Award.



TUC's Environmental Safety and Health Improvement

2.4 Participation in External Organizations

Apart from advancing the competitive strength of our products, TUC also actively communicates with stakeholders in all sectors to maintain favorable interactions with members of associations through participating in industry-related associations and understanding the latest development and trends in industries.





Integrity Governance **19**

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Comprehensive corporate governance includes a sound Board, stringent internal control system, and stable financial control etc., which is beneficial for minimizing the corporate operational risks, and may improve the Company's competitive strength and create brand values. TUC has formulated a corporate culture of ethics and responsibility and adheres to various laws and regulations to implement integrity operations; meanwhile, it maintains a favorable corporate governance structure to ensure the healthy development of the Company's operations and safeguard the interests of investors and other stakeholders.

TUC has established its corporate governance system based on the Securities and Exchange Act and relevant specifications. To reinforce the protection of shareholders' interests, enhance functions of the board of directors, respect stakeholders' interests, and improve information transparency, the Board has passed the "Corporate Governance Best Practice Principles" to provide a fair, just, and open election procedure of directors; it also has independent directors and other measures in place to reinforce the management and supervising mechanisms of the Board. The Board also passed the "Operation for the Management of Material Internal Information and Insider Trading Prevention" to prohibit directors, managers, employees, and other insiders from profiting from information unavailable in the market. In addition, TUC also adheres to the principle of accurate, real-time, and fair disclosures; it has established a comprehensive information disclosure system and provided information related to operations, finance, board of directors and shareholders' meetings on the corporate website and the open information online report system to ensure shareholders being able to obtain the latest information related to the Company.

Corporate Governance
Best Practice Principles



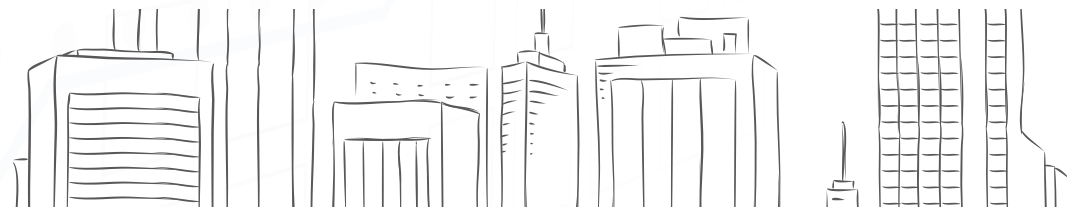
3.1 Governance Practices

The shareholders' meeting comprises all shareholders and makes decisions regarding material matters of the Company; it regularly listens to the report of the board of directors, and is the executive decision-making authority of the Company. The Board is the top governance authority; members of the board of directors duly perform the obligation of care of a good administrator, manage the business policies of the Company, examine the financial performance, and ensure the Company's operations comply with all laws and regulations. To perfect the operation of corporate governance and reinforce the Company's competitive strength, the Board has established the Audit Committee and Remuneration Committee to optimize the operation of the board of directors. The board of directors also has a subordinate independent Audit Office in place, which periodically executes audit tasks and reports the audit results to the Audit Committee and the board of directors.

TUC values corporate governance, seeks sustainable growth and integrity operations, and continues reinforcing its corporate governance structure. Adhering to information transparency, TUC adopts effective internal control systems to protect the interests of stakeholders. Considering the overall corporate operations, TUC designs and duly implements its internal control systems based on the Regulations Governing Establishment of Internal Control Systems by Public Companies and examines the system at all times to respond to the changes in internal and external environments, ensuring the effectiveness of the design

and execution of the internal control system, so as to improve operating performances through comprehensive management systems, and in turn, achieve the target of sustainable operations.

To reinforce the support provided to directors by the Company for fulfilling their duties to improve the efficacy of the board of directors, the board of directors passed a resolution to appoint the director of the Legal Office as the chief of corporate governance in October 2020; the chief of corporate governance is responsible for assisting the directors in performing their duties, providing data required, arranging matters related to continuing education, arranging matters related to Board meetings and shareholders' meetings, helping the Company for the compliance with relevant resolutions made by the board of directors and the shareholders' meeting, and maintaining investor relations. According to the results of the 8th Corporate Governance Evaluation in 2021, TUC falls within the range of 6% to 20 % , representing the effective and favorable operations of all corporate governance aspects; in the future, the Company will also commit to improving the overall synergies of corporate governance to improve the trust of stakeholders to TUC.



Business Execution Results of the Chief of Corporate Governance in 2021 (Corporate Operation Status on P24 of the Annual Report)

- Participate in continuing education and professional programs related to corporate governance for 12 hours.
- Assist independent directors and general directors in performing their duties, provide data required, and arrange the continuing education of directors:
 - Provide the latest amendments to and development of laws and regulations related to the Company's business field and corporate governance and make periodic updates.
 - Examine the level of confidentiality of relevant information and provide corporate information required by directors and maintain the smooth communication and exchanges between directors and business executives.
- Formulate the agenda of the board of directors meetings and notify directors seven days in advance, convene meetings and provide meeting data, provide reminders in advance when directors are required to rescue themselves due to the conflict of interests regarding the proposals, and dispatch the meeting minutes of the Board within 20 days from the meeting.
- Provide continuing education information to independent directors and general directors and assist in completing the directors' continuing education plan.
- Arrange regular communications between independent directors and CPAs to understand the Company's financial business.
- Evaluate and purchase appropriate liability insurance for directors and managers.
- The Corporate Governance Office reports at the Q1 Board meeting each year regarding the implementation status of sustainable development for the preceding year.



Meanwhile, a certified public accountant firm (CPA) is appointed to regularly perform audits and certifications for the financial statements of the Company. The Company is able to complete all information disclosures stated under laws and regulations accurately in due course, and responsible persons are appointed for the external disclosures of the Company's information. At the same time, a spokesperson system is established to ensure material information is disclosed appropriately in time for shareholders and stakeholders to refer to information related to the Company's financial operations.

Looking into the future, reinforcing the operations of the board of directors, improving information transparency, and introducing sustainable governance strategies into our corporate governance structure will be the targets for TUC to continue making efforts.



3.1.1 Board of Directors



Rules of Procedure for the Board of Directors Meetings



Regulations for the Performance Evaluation of Functional Committees of the Board of Directors

The board of directors manages the Company's operating strategies and responds to shareholders and other stakeholders. Directors faithfully execute their businesses, duly perform the obligation of care of a good administrator, and exercise their functions by adopting careful attitudes. Apart from matters to be resolved by the shareholders' meeting according to laws or the Articles of Association, the business execution and operations and arrangements for various governance systems of the Company shall be resolved by the board of directors. TUC's Articles of Association state that a candidate nomination system is adopted for the election of directors based on the principle of meritocracy by way of periodic re-election. Meanwhile, based on the requirements of the Corporate Governance Best Practice Principles, members of the board of directors who are concurrently managers of the Company shall not exceed one-third of the total number of directors; member diversity policy shall also be considered, including but not limited to two major aspects of standards (basic qualifications and value and professional knowledge and skills), and the members shall generally possess knowledge, skills, and literacy required for the execution of their duties. Directors of TUC have professional industrial abilities and extensive practical experiences; they possess in-depth knowledge related to the development trends of the industry. At present, the board of directors comprises seven directors (including four independent directors), with a term of office of three years; the Board meeting is convened at least once every quarter according to the law; a total of seven Board meetings were convened in 2021.

Note: For the major experience (educational background), concurrent positions of Board members and the list of substantial shareholders of TUC, please refer to the annual report of the Company.

To establish favorable operating systems for the board of directors, optimize the supervisory functions, and ensure that independent directors are able to maintain their independence when executing operations, the Board of TUC passed the "Rules of Procedure for the Board of Directors Meetings" to state the scope of duties of Independent directors for observation. Directors also adhere to the spirit of high self-discipline and duly recuse themselves for the conflict of interest.; except for describing the material content of stakes held at the Board

meeting, directors shall not participate in the discussion and voting when there is any suspicious harm to the Company's interests; such directors shall recuse themselves from discussions and voting, and shall not exercise the voting right on behalf of another director. At the same time, to improve the quality of the Board's decision, the Board also passed the "Regulations for the Performance Evaluation of Functional Committees of the board of directors" to carry out internal evaluations on the performances of the board of directors, individual directors, and functional committees. The evaluation results for performances of the board of directors may be used as the reference and basis for electing or nominating directors in the future; the evaluation results for directors' performances may also be used as the reference and basis for determining their individual remunerations.



Board performance evaluation system

- Self-evaluation through questionnaires each year



Self-evaluation results for performance in 2021

- Board: an average of 94
- Board members: an average of 97
- Audit Committee: an average of 94
- Remuneration Committee: an average of 94



Improvement plan

- Coordinate with directors for them to attend board of directors meetings in person
- Arrange professional continuing education programs
- Reinforce the effective communications between the chief auditor and CPAs Improve the level of participation of directors in the Company's operations

To duly perform its risk management effectively and improve the intention of professional talents assuming the position of directors, TUC purchases liability insurance for directors to free directors from worries when executing operations, and minimize and disperse the risk of significant damages to the Company and shareholders due to the mistakes or negligent behaviors committed by directors.

TUC gives consideration to legal compliance and governance practice issues directors may face when participating in the decision-making for the Company's operations and actively encourages and makes arrangements for professional programs related to continuing education of directors. In 2021, 57 hours in aggregate were recorded for the continuing education of all directors. In the future, the Company's chief of corporate governance will also plan to increase programs related to the continuing education of directors and sustainable corporate operations. TUC is convinced that our ethical governance and the leadership of a Board with extensive industrial experiences will allow the prosperous operations of the Company and allow us to continue marching on the grandeur path of sustainable operations.



3.1.2 Functional Committees

To optimize the supervisory functions and strengthen the management mechanism, the board of directors has established the Audit Committee and the Remuneration Committee. Functional committees shall independently exercise their functions according to regulations and respond to the board of directors, and they shall submit their proposals to the board of directors for resolution.

Audit Committee

The Audit Committee assists the board of directors in supervising the quality of accounting, auditing, and financial reporting procedures as well as financial control implemented by the Company and submits the evaluation results to the board of directors for discussion. The board of directors of TUC has passed the "Audit Committee Charter" to establish the Audit Committee subordinated to the board of directors; four independent directors assume the position as the member of the Audit Committee, one of them is a convener, and at least one of them possess accounting or financial expertise; the meeting is convened at least once every quarter; a total of four Audit Committee meetings were convened in 2021, and the total attendance rate reached 100%.

The chief auditor holds a private session with all independent directors at least once every quarter to report the internal audit execution status of the Company; a total of five meetings were convened for independent directors and the chief auditor in 2021. Furthermore, two meetings were convened for independent directors and CPAs in 2021; apart from reporting to independent directors regarding the review results of financial reports, CPAs also carried out communication of laws and regulations and made opinion exchanges during the meetings.

Note: For the resolutions made at the meetings of the Audit Committee of TUC in 2021, please refer to the annual report of the Company.

Remuneration Committee

To optimize the remuneration system of directors and managers and evaluate whether the operating performances of directors and managers and the compensations received by them are fair and reasonable, the Board of TUC passed the "Remuneration Committee Charter" to establish the Remuneration Committee subordinated to the board of directors; at least one of the member of the Remuneration Committee shall be an independent director; at present, four members are all independent directors; two meetings were convened in 2021, and the overall attendance rate reached 100%.

The primary function of the Remuneration Committee is to formulate and regularly examine the systems and standards for the performances and remunerations of directors and managers and regularly evaluate the remunerations of directors and managers. Meanwhile, the Remuneration Committee shall comprehensively consider the following principles when carrying out evaluations: remunerations offered by the Company shall comply with relevant laws and regulations and be sufficient to attract outstanding talents; for the performance evaluation and remuneration of directors and managers, the Company shall refer to the general standards of payment within the industry and consider the time invested, duties assumed, status of individual target achievement, performances regarding other positions assumed, remunerations of those with equivalent positions provided by the Company in recent years, as well as evaluate the reasonableness related to personal performances and the Company's operating performances and future risks based on the achievement of the Company's short-term and long-term business targets and the Company's financial conditions; directors and managers shall not be guided to engage in behaviors exceeding the Company's risk appetite for seeking remunerations; the Company shall consider industry characteristics and the Company's business nature to determine the ratio of short-term performance compensation distribution of directors and senior managers and the payment time for certain variable remunerations.

Under the substantial operations, the Remuneration Committee strictly adheres to the obligation of care as a good administrator, and faithfully performs its authority for the establishment and regular examination of performance evaluations of directors and managers as well as remuneration policies, systems, standards, and structures, and regular evaluation and establishment of remunerations of directors and managers, and the submission of proposals to the board of directors for discussions.

Note: For the resolutions made at the meetings of the Remuneration Committee of TUC in 2021, please refer to the annual report of the Company.

3.1.3 Internal Audit

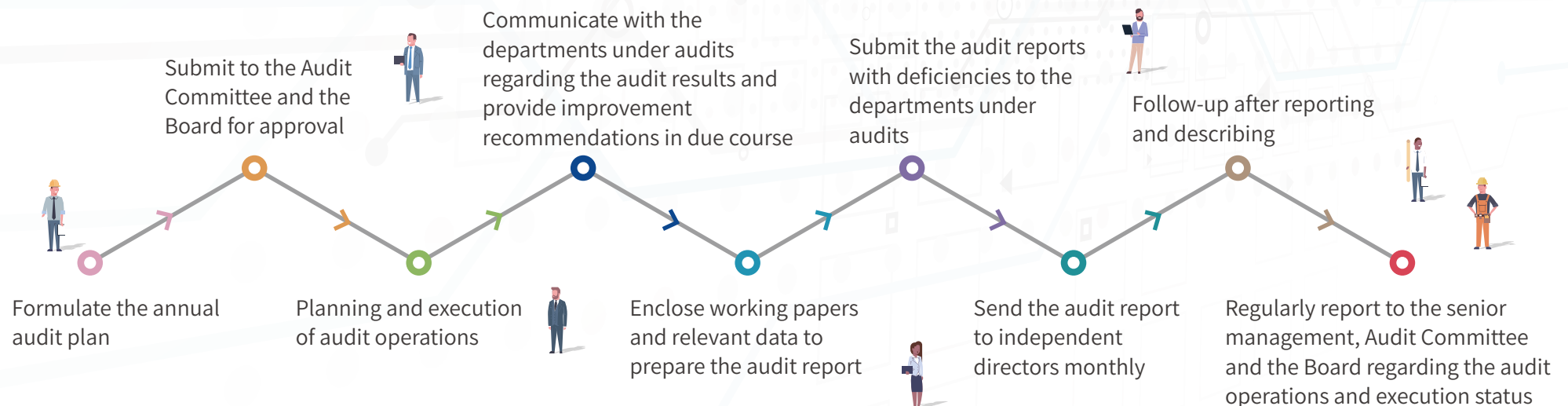
The purpose of the Company's internal audit is to assist the board of directors and managers in examining and reviewing the deficiencies of the internal control system, measuring the effects and efficiency of operations, and provide improvement recommendations in due course to ensure the continuous and effective implementation of the internal control system, and to serve as the basis for examining and correcting the internal control system. Based on the requirements under the "Regulations Governing Establishment of Internal Control Systems by Public Companies," TUC considers the operating activities of itself and its subsidiaries to establish an effective internal control system and examines for improvement at all times to respond to the changes in internal and external environments of the Company, ensuring the design and execution of the internal control system can continue to be effective. To ensure auditors execute their audit works by adopting the fair and detached positions, TUC has established an Audit Office, an independent department subordinated to the Board, and allocated dedicated auditors; the appointment/dismissal of the chief auditor shall be agreed by the Audit Committee and submitted to the board of directors for resolution. The appointment/dismissal, evaluation, and remuneration of internal auditors are subject to the "Specifications for Recruitment and Appointment" and "Specifications for Resignation Management" and submitted by the chief auditor to the Chairman for approval.

Apart from duly performing the self-evaluation operations of its internal control system, the board of directors and the management of TUC examines the self-evaluation results of all departments and the auditing report of the Audit Office annually; the chief auditor presents at the board of directors meeting to report the execution status of the audit operating according to the requirements and communicates with independent directors at least once every month regarding the execution status of internal audits and operating status of internal control of the Company.

Secondly, the Audit Office reviews the self-evaluation reports for the internal control system of different departments and subsidiaries of the Company each year and, together with internal control deficiencies found and improvement status of anomalies, submit them to the Board and the President to serve as the basis to evaluate the effectiveness of the overall internal control system and issue the statement of the internal control system.

TUC continues monitoring the Company in implementing various operating systems through auditors; the establishment of favorable governance practices and risk control systems can create the operating environments for sustainable development. In 2021, the Audit Office executed 34 audit operations in aggregate, and the compliance rate of audits achieved 95%; there was no significant non-compliance item, and all non-compliance items were improved with cases closed within the deadline.

Audit Procedures



3.1.4 Ethics and Integrity

TUC focuses on the core value of legal compliance and integrity first; it adheres to the upright and legal compliance spirits to engage in its businesses. To ensure the internal implementation of the ethical management philosophy, the Company has always been attaching attention to employees' moralities. When new employees report to work, the Human Resource Department discusses with them the Company's internal regulations of ethics and requires them to execute the "Service Agreement" and "Statement Commitment" to cultivate the ethical awareness of employees. Meanwhile, the Company requires the management to set themselves as the examples and strictly comply with the ethical principles so as to form the overall ethical culture of the Company through the influence character of the environment.

Internally, the Human Resource Department is the dedicated unit to promoting the ethical operation policies; TUC has established internal regulations, such as the "Procedures for Ethical Management" and "Operation for the Management of Material Internal Information and Insider Trading Prevention," passed by the board of directors through resolutions. The Company discloses its internal ethical regulations on its website for stakeholders' inquiries and sets up corresponding contact channels for stakeholders to reflect their opinions. For any doubts regarding the internal ethical regulations of the Company, employees may make inquiries on the website and consult the Human Resource Department through e-mail, calls, and other diverse channels.

At the same time, TUC has set up diverse whistle-blowing channels. Stakeholders can submit reports through the stakeholder section on the Company's website, and the Corporate Governance Office will assign dedicated personnel to commence the investigations. In principle, the whistle-blower shall make the reports by providing their names and relevant courses of the whistle-blowing events, including but not limited to the name of the whistle-blower, time and venue for the occurrence of the event, involvement circumstances, and other basic content and evidence. However, when an anonymous whistle-blower has enclosed substantial evidence, the dedicated personnel may carry out the subsequent investigation. When the dedicated personnel and the whistle-blower or the reported personnel have interests in the reported cases, or have relations that may affect the handling of the case, the dedicated personnel shall take the initiative to make disclosures and recuse itself for other personnel to carry out the investigation; meanwhile, the investigation process shall be handled fairly and shall remain strictly confidential; the identity of the whistle-blower shall not be disclosed. TUC also promises to protect whistle-blowers from being mistreated due to whistle-blowing matters.



For business interactions, in the course of business execution, employees of TUC shall illustrate the Company's integrity management policies and relevant requirements to transaction counterparties and explicitly refuse to directly or indirectly provide, promise, request, or accept unjust interests in any form or name. At the same time, employees shall be aware of and avoid engaging in business transactions with distributors, suppliers, customers, or other counterparties with business dealings involving unethical behaviors; once it is found that a counterparty of business dealing or cooperation involved in any unethical behavior, the Company shall evaluate whether to include the counterparty on the blacklist to realize the Company's ethical management policies. Finally, when entering into a contract with a transaction counterparty, TUC shall fully understand the counterparty's ethical management status and include the compliance with TUC's integrity management policies into the contractual terms between both parties; the Company shall state that, including but not limited to, when any party acknowledges any personnel violates the contractual party related to the prohibition from accepting commissions, rebates, or other improper interest, it shall immediately inform the other party of the identity of the personnel, provision, commitment, request, or acceptance method, amount, or other interests truthfully, and provide relevant evidence and cooperate with the investigations of the other party; when a party is harmed due to such matters, it may request the other party to make damage compensation equivalent to a certain percentage of the contractual amount, and the amount may be fully deducted from the contractual considerations payable. Where the business activity of any party involves unethical behaviors, the other party reserves the right to unconditionally terminate or cancel the contract at any time.

To allow integrity concepts to be deeply rooted in the course of business execution by employees, the Human Resource Department will organize online ethical training for employees on active duties step by step and regularly arrange for the senior management to discuss the importance of the ethical corporate culture with employees at meetings. Meanwhile, the Center shall report the execution results to the Board each year regarding the audit and evaluation by the management related to whether the preventive measures established to implement ethical management are working effectively and the compliance status with the evaluation of relevant business procedures; then, the Audit Office shall monitor and audit the overall ethical implantation status of the Company and report to the board of directors when necessary.

Multiple whistle-blowing channels



• Audit mailbox



• Chief of corporate governance mailbox



• HR mailbox

0

Number of cases accepted in 2021



Procedures for Integrity Management



Operation for the Management of Material Internal Information and Insider Trading Prevention

3.2 Risk Management

Various potential risk issues and operating evaluations shall be considered for the sustainable operations of enterprises; multiple different aspects extended from "economy" in the past in terms of risk issues, including environment, society, technology, and geopolitics. In response to the changes in the global economic environment and to realize the philosophy of sustainable development, the Company continues to observe the trends of global risks. The "Corporate Governance Office" subordinated to the board of directors is the core for risk management; it identifies risks that may affect the Company's operations and works with different business units based on the nature of risks to jointly evaluate the possibility of occurrence and level of effects and reflects to the management in due course for adjusting the Company's operating strategies.

3.2.1 Risk Management Policies and Procedures

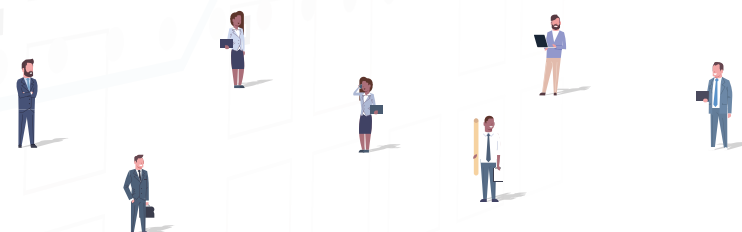
To facilitate the healthy operations and sustainable development of the Company and establish a comprehensive risk management culture to serve as the basis for risk management, the Company estimates to formulate and issue its "Regulations for Risk Management in 2022" to set out the risk management policies and procedures of the Company, including risk identification, risk analysis and evaluations, risk control and handling, risk supervisory review, and risk information communication and reporting, in the hope of improving the risk awareness of all employees and control risk within a bearable level.

3.2.2 Planned Structure of the Risk Management Organizational Structure (Department)

In accordance with the Company's "Regulations for Risk Management," the board of directors is the top decision-making and supervisory unit for the risk management of the Company, and the "Sustainability Promotion Committee" was also established. The "Corporate Governance Office" is responsible for promoting and monitoring the execution of various risk management work, approving the risk management policies and relevant regulations of the Company to comply with laws and regulations, and supervising the execution of various risk management systems and the effective operations of their mechanisms; risks are divided into environmental issues, social issues, and governance issues, and different functional groups are substantially held responsible.

Risk Management Structure of TUC

Risk Item	Responsible Department	Risk Operation Matter
Strategic risk	Chairman's Office	Establish the future operating policies of the Company.
Operating and market risk	President's Office Sales Relevant Departments	Based on the Company's strategies, execute the R&D, production, and sales of products and commit to the improvement of production technologies for improving quality and reducing costs to improve the Company's profits.
Financial and liquidity risk	Finance Department	Interest rate and exchange rate heading, bank credit management, and relationship maintenance.
Customer credit risk	Finance Department	Establish and review customers' credit limits and manage and collect account receivables.
Legal risk	Legal Office	Review contracts and the Company's authorizations, minimize corporate legal risks, and protect the Company's tangible and intangible assets.
Environmental safety and health risk	Occupational Safety Department	Regarding environmental protection and safety and health hazards as well as particular risk factors that may be caused by laborers and environmental impacts, implement environmental protection and safety and health management, as well as improve management performances based on the environmental safety and health policies as the core.



Sustainability Promotion Committee

Chairman

Executive Secretary

Economic Group

Aspect :
Corporate governance, sustainable operations, ethics and integrity, operating performances, risk control

Unit :
Corporate Governance
Audit Office
Legal Office
Administration Center

Environmental Safety and Health Group

Aspect :
Energy-saving, carbon dioxide reduction, water resources, wastes, environments of suppliers

Unit :
Occupational Safety Department
Administration Center
Manufacturing Center
Procurement Division

Social Group

Aspect :
Communication with residents of local communities, public welfare activities, remuneration and benefits, labor-management relations, occupational health and safety, talent cultivation

Unit :
Occupational Safety Department
Administration Center
QA Center
Procurement Division
Occupational Safety Department

Risk Category	Risk Description	Risk Management Policies and Strategies
Sustainable environment	Climate change, natural disasters, GHG emissions, carbon rights management	<ul style="list-style-type: none"> Set the target, perform inventory check for the GHG emissions and reviews the achievement status of the target each year; carry out examinations and corrections when failing to achieve the target. Continue maintaining the ISO14001 Environmental Management System and apply for the certification of a clean production evaluation system under the green factory label. The Company invested over NT\$16 million to newly install green solar power generation systems in 2021; the electronic generation in phase 1 was 390kw/hr; the target is 665kw/hr.
	Inability to save energy effectively	<ul style="list-style-type: none"> Formulate energy-saving plans and promote and promote and implement the plan accordingly.
	Continual increases in sewage emission	<ul style="list-style-type: none"> Monitor and record the sewage emission and quality of effluents daily and compare with the production capacity; perform management control upon the occurrence of an anomaly.
	Increase in the processing volume/decrease in the recycling volume of waste	<ul style="list-style-type: none"> Promote waste reduction, formulate waste categorization standards, and request output ends to categorize and collect wastes based on such standards to increase the recycling rate and minimize the waste volume.
	Water shortage, electricity shortage	<ul style="list-style-type: none"> Water shortage: Formulate emergency management measures for water-saving and implement them accordingly. Electricity shortage: Formulate emergency management measures for the ration of electricity supply and implement them accordingly.
	Violation of environmental protection regulations	<ul style="list-style-type: none"> Implement regulatory identification and review and make improvements for non-compliance matters.

Risk Category	Risk Description	Risk Management Policies and Strategies
Care for employees	Occurrence of occupational disaster	<ul style="list-style-type: none"> Occupational disaster <ol style="list-style-type: none"> Commence accident investigations and analysis for the occupational disasters that occurred and adopt countermeasures to improve the cause of such accidents. Formulate the SOP plans for new employees/on-the-job training/special operations/redeployment operations and regularly carry out product training for employees. Promote the occupational safety and health system based on the effectiveness of the ISO 45001 in accordance with the P-D-C-A structure. In response to COVID-19: Formulate emergency management SOP BCP and execute accordingly in response to the impacts of the outbreak and external environments. Promote management systems: <ol style="list-style-type: none"> Passed the ISO45001 Occupational Safety and Health Management System. Provide a safe and healthy environment. Reinforce the educational training and fire safety.
	Human resources	<ul style="list-style-type: none"> Establish relevant management regulations based on international conventions related to human rights. Reasonable employee salary and welfare measures. Establish effective career development training programs.
	Excessive separation rate/insufficient labor	<ul style="list-style-type: none"> Provide competitive overall salary systems to talents and attract and retain outstanding personnel.

Risk Category	Risk Description	Risk Management Policies and Strategies
Corporate governance and operating performance	Insufficient market competitiveness	<ul style="list-style-type: none"> Deepen the high-frequency, high-speed, and ultra-low loss 5G and 6G material production lines. Actively promote niche products with high added value, customer certification, and market exploration, such as laminates for HDI, materials for RF and high-end automotive electronics, and IC substrates, etc. Continue developing emerging customers (i.e., India) Strengthen and promote the strategic cooperation of 5G and 6G end customers.
	Economic risks	<ul style="list-style-type: none"> Exchange rate: The hedging strategies of the Company aim to avoid the majority of the market price risk, adopt derivatives with a highly negative correlation with the hedged items as the hedging instruments, and perform regular evaluations. Inflation: Disperse the source of raw materials and negotiate long-term supply agreements based on the total demand across the Taiwan Straits.
	Information safety events	<ul style="list-style-type: none"> Regularly convene the "Information Safety Management Committee meeting" to examine the Company's information safety governance policies and the management operating status since March 2016. Announce information network management principles. Improve the information network safety ability and establish remote host backup and data backup systems to prevent hacker invasions. Carry out continual operating management and upgrade software/hardware equipment and resources based on the level of risk. Continue organizing safety educational training and unscheduled online promotions.
	Operational risks	<ul style="list-style-type: none"> Internal control: Implement the internal control system. Stakeholder: Purchase liability insurance for directors and internal managers and protect shareholders' interests. Establish communication channels. Industry: Continue reinforcing R&D and production technologies based on product and technology trends.
	Social, economic, and legal compliance	<ul style="list-style-type: none"> Comply with relevant regulations and international standards and establish policies and reporting procedures related to the protection of consumers' or customers' interests. Establish supplier management policies and require suppliers to observe relevant specifications for environmental protection, occupational safety and health, or labor human rights issues.



3.3 Legal Compliance

Legal compliance is the foundation of corporate operations. Apart from communicating with new employees regarding our internal ethical regulations and requiring them to execute the service agreements and statement commitments when reporting to work, as the categories of regulations are vast and numerous, departments of TUC learn the amendment updates of relevant regulations through interactions with governmental agencies or press release, and then, carry out internal and external training for employees of the departments to ensure the Company's operations comply with various regulations.

Firstly, for corporate governance, TUC has established functional committees to monitor the Company's financial operations and the Company's internal control system and passed the "Corporate Governance Best Practice Principles" and "Regulations for the Performance Evaluation of Functional Committees of the Board" to allow the board of directors to actively participate in the decision-making of resolutions significant to the Company. Meanwhile, the Company has its chief of corporate governance in place to assist the board of directors operations and provide professional opinions to strengthen the functions of the board of directors. In the future, TUC will also continue complying with the corporate governance evaluation and Corporate Governance Best Practice Principles and strive to improve the legal compliance awareness of the Company's employees.

Secondly, for employee management, TUC has established relevant internal integrity regulations and repeatedly communicates the core value of ethics and integrity; through a series of regulation establishment, implementation, execution, self-review, unblocked whistle-blowing channels, protection of whistle-blowers, and other systems, TUC has established a comprehensive legal compliance firewall. The management sets itself as the model and requests employees to confirm that their relevant business behaviors comply with laws and regulations as well as the policies and internal regulations of the Company, carry out annual internal control self-evaluation to examine the compliance status, and accept internal audits. We have established guidelines to be observed by employees when executing businesses and require all employees of the Group's subsidiaries, regardless of their titles, job grades, and locations, to comply with the "Integrity Management Best Practice Principles" and "Code of Ethical Conduct for Employees," the content of which includes working environment standards, equal opportunities, confidentiality terms, prohibition of part-time jobs, and the recusal for the conflict of interest, giving or accepting gifts and business etiquette, respecting employees and customers, whistle-blowing, protection, and waivers, to gain the public's trust and improve our corporate image, ensuring the sustainable operations and development of the Company. To prevent and avoid being punished due to violating fair, competitive behaviors or anti-trust regulations, the Company has established a relevant code of conduct to serve as the behavioral standards of

the Company's management and practitioners when engaging the business conducts, so as to minimize the exposure to law violation risk. TUC participates in the industry competition based on principles of ethics and fairness; it manifests the corporate culture of legal compliance and establishes a corporate reputation worthy of trust and respect.

Moreover, for employee training, to improve the cognition of employees in terms of practicing ethics and legal compliance, the Legal Affairs Center cooperates with other responsible departments to perform training on a regular basis, with a focus on regulations involved in operations managed by employees of different departments and job grades; corresponding training content is provided to employees based on different job scope, including new employee training, physical programs, promotions by units, and external training; guidelines for legal compliance is also provided through posters in plants and the Company's intranet, allowing employees to access regulatory knowledge at all times.

Lastly, for environmental safety and health, TUC has established relevant regulations for monitoring the measurement and performances, ensuring that the Company complies with requirements under environmental protection and occupational safety regulations during the course of products' life cycle; it discovers potential problems by way of circular management and adopts control measures in due course to avoid causing harms to the Company.

In 2021, a total of three environmental protection violation/negligence cases occurred, and there were no significant abnormal environmental violation events (significant abnormal is defined as the amount of fines for a single event accumulated over NT\$1 million). To prevent and mitigate the environmental impacts caused by corporate operations, TUC has purchased equipment complying with the safety standards and established pollution control facilities, employed dedicated personnel, and set up dedicated units. In the future, we will continue carrying out various advancing and improving measures for environmental safety and health management and will introduce ISO 14001:2015 Environmental Management System to achieve continual improvements in the environments based on the PDCA operating principles. For deficiencies found in audits by the competent authority, TUC also commits to making improvements with sincerity to comply with relevant legal requirements, establishes relevant improvement targets, and regularly examines the subsequent effectiveness of the improvement measures in the hope of having zero environmental protection violation/negligence case.



Year of Occurrence	Cause of Violation	Fines	Improvement Measures
2021	The initially dedicated personnel resigned in haste without handing over properly; the successor failed to submit the regular inspection data within the deadline as it only operated the sewage report system for the first time. The circumstances violated paragraph 1, Article 22 of the Water Pollution Control Act.	NT\$6,000	The dedicated environmental protection personnel and its proxy are familiar with the operating procedures of relevant reporting systems, and there was no error recorded upon actual operations.
	After the completion of the regular inspection of emission pipes (P006, 21, 25), the staff failed to submit the regular inspection report for archiving within the deadline prescribed by the competent authority. The circumstances violated paragraph 3, Article 22 of the Air Pollution Control Act.	NT\$100,000	Environmental safety and health affairs involving administrative fines shall be set out in the weekly (monthly) report of the department for follow-up and control.
	The concentrations of arsenic, copper and nickel (pollutants) in the soil of the plant were 155mg/kg, 640 mg/kg, and 475 mg/kg, respectively, exceeding the standards for soil pollution control. The circumstances violated subparagraph 1, paragraph 3, Article 41 of the Soil and Groundwater Pollution Remediation Act.	NT\$100,000	Passed the approval for archiving under the "Soil Pollution Control Plan" by the Environmental Protection Bureau; a post-soil pollution remediation operation for the plant will be executed by April 2022.

In 2021, a total of two safety and health violation/negligence cases occurred, and there were no significant abnormal safety and health violation events (significant abnormal is defined as the amount of fines for a single event accumulated over NT\$1 million). To prevent and mitigate the safety and health impacts caused by corporate operations, TUC has evaluated the operational risk and carried out equipment improvement, communicated with operators regarding the operating procedures, continued carrying out various advancing and improvement measures, and introduced ISO 45001:2018 Occupational Safety and Health Management System to continue improving based on the operating principles of PDCA. For deficiencies found in audits by the competent authority, TUC also commits to making improvements with sincerity to comply with relevant legal requirements, establishes relevant improvement targets, and regularly examines the subsequent effectiveness of the improvement measures in the hope of having zero safety and health violation/negligence case.

Year of Occurrence	Cause of Violation	Fines	Improvement Measures
2021	Staff found that there was an abnormal fold on the appearance of the production film of the adhesive dispenser; the machine was not suspended when the staff went to the headroom of the adhesive machine, resulting in the sleeve of the cleanliness clothing being drawn into the machine during operation, causing bruises and injuries on the left hand and chest of the staff. 【The circumstances violated paragraph 1, Article 6 of the Occupational Safety and Health Act and paragraph 1, Article 57 as well as subparagraph 5, paragraph 1, Article 58 of the Rules for Occupational Safety and Health Facilities.】	NT\$240,000	<ol style="list-style-type: none"> 1. Reiterate the suspension of machines and two-person operations when handling anomalies. 2. Reinforce the communication with operators regarding the safe operating procedures. 3. Install additional air blowing devices to improve the fold of the film. 4. Install an additional interlocking device to the door of the headroom to suspend the machine when the door is opened.
	When the staff was carrying out the phase 2 replacement of the cutter's knife, as the installation screw of the blade was not fully locked, one side of the blade fell and resulted in a cut on a finger on the left hand of the staff. 【The circumstances violated paragraph 1, Article 6 of the Safety and Health Act and Article 278 of the Rules for Occupational Safety and Health Facilities】	NT\$60,000	<ol style="list-style-type: none"> 1. Implement educational training again, require staff to wear cut-resistant gloves, and amend the SOP. 2. Customize the protective sleeve for the blade to cover the blade by using the protective sleeve when replacing the blade. 3. Add an additional handle fixing hole for the bottom knife to fix the handle on the side of the blade for staff to hold easily before installation, avoiding direct contact with the blade. 4. Planish the acute angles on both sides of the blade.



3.4 Operating Performance

The mission of TUC's operation is to provide advanced materials and professional services with top-notch quality and high added value required by the global electronics industry. In 2021, our consolidated revenue was NT\$21,132,040 thousand, representing an increase of 17.1% from the consolidated revenue of NT\$18,046,852 thousand in 2020. Due to the increasing development of 5G technologies, the overall data center, cloud, telecommunication, and network industries are growing in the direction of high-frequency and high-speed environment designs and development. However, due to the continuing international strategic conflicts, the supply chain of the 5G industry failed to operate smoothly, resulting in the overall deferred demands. However, the high-frequency, high-speed, ultra-low loss and other high-end products maintained a good sales proportion, and our overall profits increased from the preceding year. In 2021, our consolidated net profit before tax was NT\$2,413,332 thousand, representing an increase of 6.6% from the consolidated net profit before tax of NT\$2,263,777 thousand in 2020.

Policies and Commitments

- Adhering to the principle of integrity and the responsible attitude of being practical and realistic as well as constant innovations, we provide general, rapid, and effective solutions for customers; we deem customers as partners and aim at jointly improving our competitive strength.

Short-term Development Plan

- The Company adheres to practical operations, improves its own R&D capacity, and cooperates with customers to jointly develop competitive products in new application fields. We introduce the smart manufacturing system to leverage on the production technologies and exert their benefits.
- Actively explore domestic and foreign large-scale end customers to improve the percentage of high-end high-frequency and high-speed boards, ULL HDI boards, the RF substrates, and other products.
- It is estimated that the sales volume of substrate in the following year would be approximately 22.47 million pieces and multi-layer laminates of approximately 5.37 million SF.

Mid-term and Long-term Development Plan

- Continue to obtain the certification of end customers for new high-end 5G products and achieve mass production.
- Adjust product and customer structures to improve profits.
- Actively secure the orders for high-end HSD, HLC laminates, and HDI laminates.
- Improve the production and sales ratio of halogen-free laminates.
- Reinforce the real-time services provided to local customers in response to the mass production of ultra-low loss products.
- Actively obtain customer certifications for the materials of RF laminates (RF, Antenna, Hi-DK) and achieve mass production.
- Actively improve the quality standards, product credibility, and brand image.

Responsible Department/ Reporting System

- Marketing Center, R&D Center



Resources Invested in 2021

- Development and testing evaluation operations for materials of the next generation low-loss high dielectric laminates.
- Establishment of the 110GHz band electrical performance test system.
- Development of sub6GHz application materials for the 5G basic equipment.
- Development evaluation operation for the application materials of 5G millimeter wave.
- Testing evaluation operation for the 112Gbps high speed communication application.



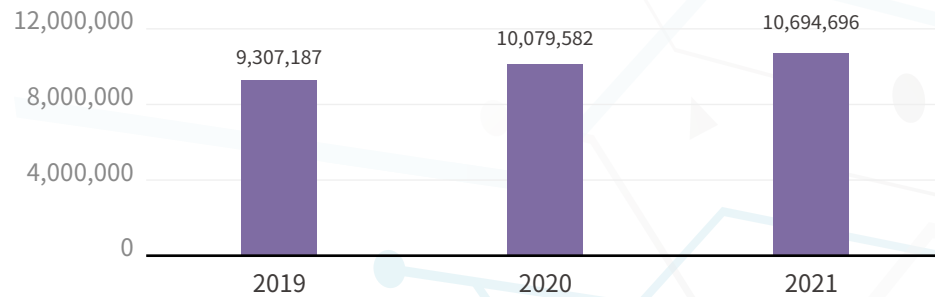
Achievements in 2021

- Continue promoting the server market, upgrade (PCIe.5.0/6.0) in accordance with the CPU data transmission speed of Intel/AMD, and improve the market share of super/ultra loss server main board.
- Deepen the high-frequency, high-speed, and ultra-low loss 5G material production line, expand our leading advantages in terms of technologies, and continue improving the market share of mid/low loss base station (5G/6G) and high-end communication and network products (100G/400G/800G).
- For halogen-free HDI boards required by mobile devices (laptops, mobile phones, tablets, and gaming machines), actively invest in the R&D and expand the market to achieve a broader product profile and stable operating foundation.
- Actively promote niche products with high added value, customer certification, and market exploration, such as boards for HDI, materials for RF modules, antenna, Wifi 6, automotive radar, and high-end automotive electronics (hybrid/EV), and IC substrates.
- Strengthen and promote the strategic cooperation with 5G/6G end customers to grasp early opportunities in the market.

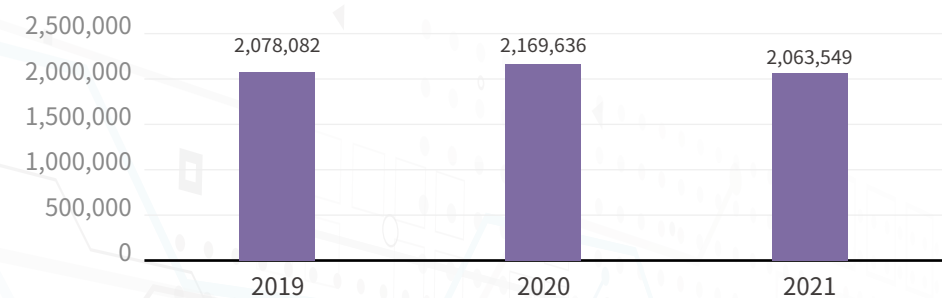
Evaluation of the Effectiveness of Strategies in 2021

- The revenue performance in the preceding year (2021) grew by 6.1% from the year before (2020) (individual revenue - 2021: NT\$10,694,696 thousand/2020: NT\$10,079,582 thousand).
- Develop new markets: India/Russia/Vietnam/Thailand.
- The market share of our products is 5.2% and 5% in Asia and worldwide, respectively (2020).
- Regarding the self-established KPI for operating performances, the Company achieved 95% of its targets.

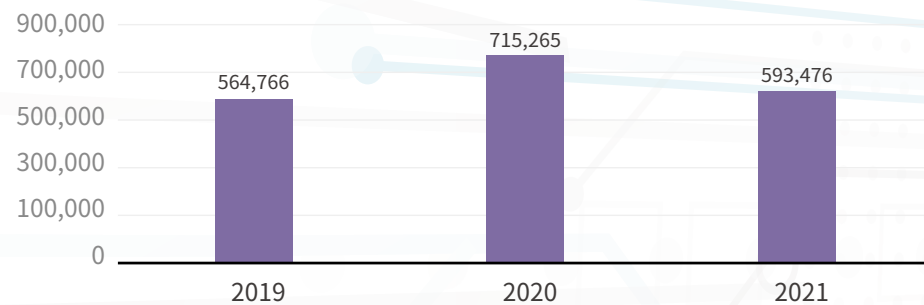
Revenue (NT\$ thousands)



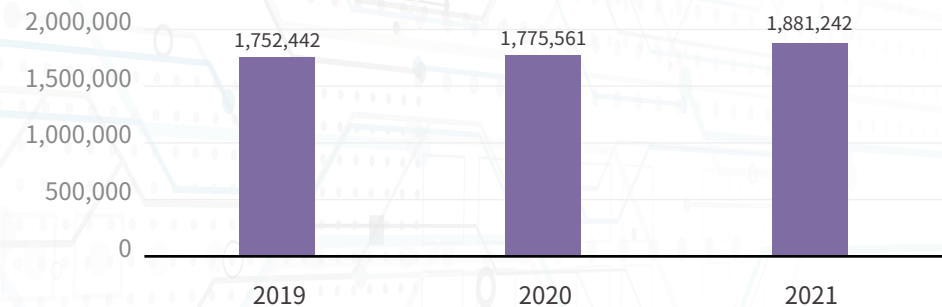
Gross Profit (NT\$ thousands)



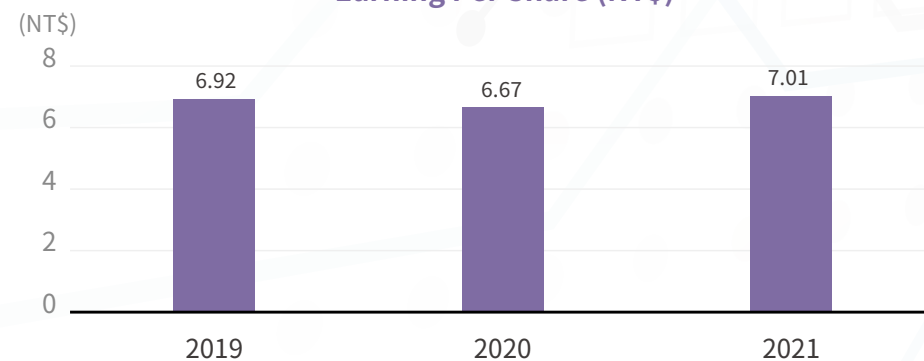
Net Profit (NT\$ thousands)



Net Profit for the Period (NT\$ thousands)



Earning Per Share (NT\$)



Note: The definition of income includes net sales plus the income from financial investments and proceeds from asset sales.

The definition of operating costs includes cash expenditures to external parties for the purchase of raw materials, product parts, facilities and services of venues.





04

Green Sustainability

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TUC has always been adhering to operating the Company through an environmental-friendly method of sustainable development. Regardless of the energy, GHGs emission, water resource management, or wastes, we have the corresponding control measures in place to minimize the negative impacts on the environment as possible.

4.1 Water Resource Management

The Company locates in a non-water pressure area, and there is no immediately significant water shortage risk; however, to respond to the water-saving issue nationwide, the Company is committed to cooperating with various water resource management measures. We have an underground raft foundation with water storage spaces of approximately 1,800 tons for use in the manufacturing procedures upon water shortage.

The water source of the Company is the tap water provided by Taiwan Water Corporation and the subterranean water, primarily for general household use and production, including manufacturing procedures, product cleaning, and water for A/C cooling systems. In 2020, Taiwan faced a water shortage crisis; to ensure there was sufficient water for use, we regularly activated the underground freshwater generator to reassure that there was water for emergency management.

Water Intake (million L)	Water Source	Water Intake	Water Intake in Water Pressure Area	Total Water Intake
2019	Water from a third party	372.45	None	373.05
	Subterranean water	0.60	None	
2020	Water from a third party	375.49	None	390.39
	Subterranean water	14.90	None	
2021	Water from a third party	337.13	None	365.39
	Subterranean water	28.27	None	

Note: Water from a third party is tap water, which is freshwater with a TDS of $\leq 1,000$ mg/L.

Water-saving Measures

- In 2021, we replaced the cooling water tower to save approximately 10,800 tons of water each year.
- The backwashing water from the pure water generator is used in cleaning washrooms, which saves approximately 30 tons of water per day.
- Use water-saving faucet.
- In 2019, we built the rainwater reclaim system for plant irrigation.

About 10,800 tons
of water saved



To save the use of water resources, water-saving faucets are adopted for taps in our plants, and the replacement of relevant water-using equipment prioritizes the consideration for water-saving designs; we also replaced our cooling water tower to minimize our water consumption, as well as reclaimed pure water and wastewater for cleaning washrooms, while also established rainwater reclaim system to collect rainwater for irrigation so as to continue making contributions to sustainable development.

Water Consumption (million L)	Total Water Intake of Tap Water	Total Water Intake of Subterranean Water	Total Water Emission	Water Consumption
2019	372.45	0.60	324.10	48.94
2020	390.39	14.90	218.57	186.72
2021	337.13	28.27	214.47	150.92

For sewage processing, sewage produced by manufacturing procedures is processed in the plant before being emitted through exclusive pipes, and discharged into the Fongshan River at the end.

Our sewage processing unit comprises an integrated equalization pond, rapid mixing pond, PH adjustment pond, slow mixing pond, sedimentation pond, gravity thickening pond, neutralization pond, and sludge dewatering plant, allowing us to duly process sewage produced by manufacturing procedures.

TUC has highly stringent control for sewage; it regularly tests the containment content every three months to ensure compliance with the effluent discharge standards.

Sewage Processing Value	PH Value	Water Temperature (°C)	BOD (mg/L)	COD (mg/L)	SS (mg/L)	Cupric Ion (mg/L)
Discharge Standard	6~9	15~35	≤ 47	≤ 111	≤ 49	≤ 1.4
2019	7.03	26.38	8.78	27.55	7.13	0.44
2020	6.93	26.58	10.43	54.10	4.08	0.86
2021	7.15	26.15	13.70	53.10	9.75	0.51

Note: For the water quality data, the average value is examined each year.

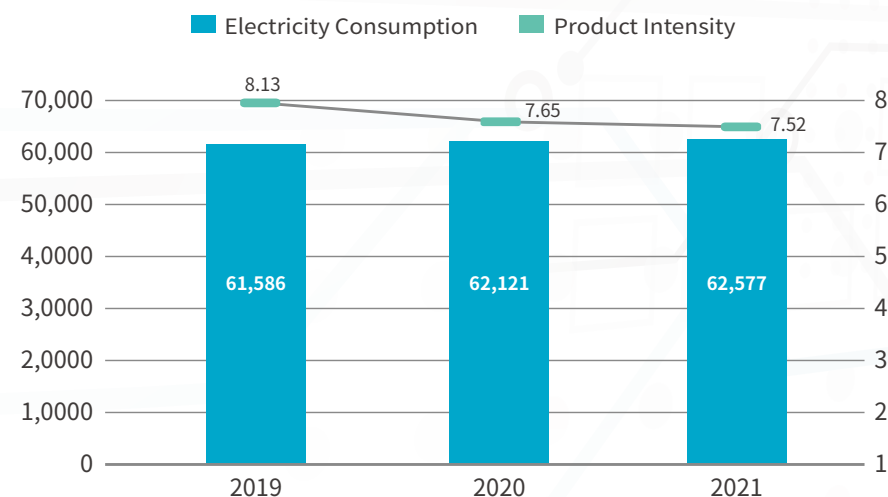
4.2 Energy-saving and Carbon Dioxide Reduction

The major products of TUC are copper-clad laminates (CCL), prepreg, and mass lamination services; the energy used in our manufacturing procedures is electricity. The electricity-using production line adjustments and the increase in production lines resulted in the increasing electricity consumption on a yearly basis

Energy Intensity	Output (1,000Sheet)	Electricity Consumption (1,000 kWh)	Product Intensity (electricity consumption/ outpour)
2019	7,574.67	61,586.00	8.13
2020	8,125.07	62,120.80	7.65
2021	8,322.62	62,576.80	7.52

Note: The output is the output of the CCL laminates.

Energy Consumption and Product Intensity



TUC is a major GHG emission company listed for management by the Environmental Protection Administration; therefore, it attaches great attention to energy and GHGs management. At present, as our production capacity has been increasing on a yearly basis, the electricity consumption increased accordingly. To effectively use energy and avoid/reduce waste, TUC established an energy-saving and carbon dioxide reduction plan to achieve its energy-saving and carbon dioxide reduction targets in accordance with the plan; for the past three years, we have saved 2,129.39 thousand kWh of electricity in aggregate; calculated based on the latest electricity coefficient of 0.502kg/CO₂ announced by the Energy Bureau for 2020, the energy saved can reduce the discharge of 1,068.95 tons of CO₂, benefiting approximately 107.98 hectares of afforestation.

From 2019 to 2021, the energy-saving and carbon dioxide reduction measures we adopted were primarily focused on improving the efficacy of our equipment, such as using high-efficiency pumps for cooling water pumps, and installing frequency converting control for the heat transfer oil pump of hot press. In order to effectively carry out carbon dioxide reduction measures for different GHG emission sources, TUC estimates introducing ISO 14064-1 in 2022 to establish its reduction target based on the results of the systematic inventory check.

In 2020, drought and water shortage in reservoirs occurred in Taiwan; the Company adopted the idea of water-saving for the formulation of its energy-saving projects; as of 31 December 2021, TUC has saved 15,955 tons of water resources in aggregate.

Statistics for Energy-saving	Energy-saving Volume (1,000kWh)	Water-saving Volume (ton)	Funds Invested (NT\$000')
2019	801.98	0	4,281.36
2020	1,033.50	3,090.00	11,435.00
2021	293.92	12,865.00	3,554.33

Year	Energy-saving (Water-saving) Plan	Energy-saving Volume	Unit	Remark
2019	1. Changed the pumps to high-efficiency pumps for M/L P8, and P10 cooling water pumps	189,782	kWh	Electricity-saving
	2. Installed frequency converting control for the heat transfer oil pump of phase 1 to 3 hot press	592,135	kWh	Electricity-saving
	3. Installed frequency converter for AOI dust collecto	20,059	kWh	Electricity-saving
2020	1. Energy-saving and extension of the useful life of the cooling water pump of the eccentric press at Plant III	140,415	kWh	Electricity-saving
	2. Update of the hot water tower at Plant II	846,062	kWh	Electricity-saving
	3. Replaced the ice water pump motor with IE3 (high efficiency)	47,018	kWh	Electricity-saving
	4. Recycled the water discharged from the mold temperature controller at Plant III	3,090	m ³	Water-saving
2021	1. Replaced the cooling water pump motor of C/T and ice machine at Plant II with IE3 (high efficiency)	293,919	kWh	Electricity-saving
	2. Installed smart water tower (CCL)	10,206	m ³	Water-saving
	3. Recycled the water discharged from the mold temperature controller at Plant I	2,659	m ³	Water-saving



4.3 Waste Management

★ Material Topic



- Continue making improvements to comply with relevant environmental safety and health regulations and other requirements; carry out processing and controls. Provide comfortable, safe, and healthy environments through design and manufacturing precedure improvements and create green products to satisfy employees' and customers' requirements. Carry out pollution prevention and risk control to reduce the production of wastes and the occurrence of hazardous accidents. Achieve the improvement in environmental safety and health performances through the participation of all parties and continual improvement.

- The production volume of general waste reduces by 1% from the unit production volume in the preceding year.

- $(\text{Production volume in the preceding year/output}) - (\text{production volume of the current year/output}) / (\text{production volume in the preceding year/output}) \times 100\% \geq 1\%$.

- The production volume of recyclable waste increased by 1% from the unit production volume in the preceding year.

- $(\text{Production volume of the current year/output}) - (\text{production volume in the preceding year/output}) / (\text{production volume in the preceding year/output}) \times 100\% \geq 1\%$.

Short-term Target



- Reinforce waste categorization and refuction and reduce the waste of resources and learning costs.
- Periodically visit the waste processing supplier to ensure its legal treatment.

- Establish waste reduction KPI and achieve and maintain the targets.

- Perform audits for three hazardous business waste processing suppliers and above each year to ensure the legal treatment.

Specific Plan



- Occupational Safety Department.

- External (customer/ certifying institution) audit and evaluation.
- The Company regularly hold meetings to review and track the KPI achieving status and examine performances.

Evaluation System

For waste production, TUC adheres to waste recycling and maximum use and minimizes the production volume; our waste processing is primarily recycling, complemented by final processing. For control measures, we require appropriate waste categorization and avoid random disposal of wastes, causing processing problems; in addition, we adopt source control for wastes and categorize wastes produced during manufacturing procedures based on their natures: waste wood, copper sulfate crystals, wood-pulp board, cupric chloride, wastepaper, and waste iron, to realize sorting and recycling. Meanwhile, we promote the reduction of wastepaper from paperwork and use double-side printing or use the blank side of scrap documents to print for general documents.

The entrusted processing method for waste includes minor chemical processing, incineration, physical processing, and reuse; waste clearing suppliers we work with are legal clearing institutions.

Category of Waste	2019	2020	2021	Recyclable	Hazardous Business Wastes
Waste wood	321	431	545	V	
Copper sulfate crystals	92	42	77		V
Wood-pulp board	382	449	509	V	
Cupric chloride	2,561	2,139	2,668		V
Wastepaper	997	1,170	1,153	V	
Waste iron	86	110	104	V	
Copper edge trim	373	428	451		
Waste laminate (less than 1 inch)	29	31	36		
General waste	1,367	1,307	673		
Copper dust	77	79	90		
Waste copper foil	150	132	140		
Scrap resin	398	265	287		V
Scrap film slag	180	63	134		V
Waste plastics	290	231	318	V	
Copper frame	183	179	207		
Total	7,486	7,056	7,391		

Waste Production Volume

Unit (ton)

	Reuse		Other treatment		Incineration		Landfill	
	General	Hazardous	General	Hazardous	General	Hazardous	General	Hazardous
2019	1,755	2,561	812	/	1,688	578	/	/
2020	1,960	2,139	849	/	1,738	328	/	/
2021	2,084	2,668	924	/	1,218	300	/	/

Unit (ton)

	General Business Waste		Hazardous Business Waste		Total Volume
	On-site	Off-site	On-site	Off-site	
2019	0	1,367	0	2,808	4,715
2020	0	1,307	0	3,342	4,649
2021	0	672	0	1,868	2,540

Note1: General business waste: Regarding the description of the calculation method, the entrusted processing by external parties shall be calculated at the actual weighing weight, including the domestic wastes from offices.

Note2: Hazardous business waste: The processing methods include incineration, chemical methods, and reuse as the final treatment.



4.4 Supply Chain Management

★ Material Topic

Commitment

- We set focusing on environmental protection, social responsibility, labor human rights, safety, health, and sustainable operation and development as our targets.
- Improve the quality, costs, delivery term, services, and sustainability of suppliers.
- Ensure our products and supply chain are free of conflict minerals.
- Assist upstream and downstream suppliers to improve their green competitive strength, duly perform their social responsibilities, and jointly create sustainable business opportunities.

Short-term Target

- Regularly provide ratings based on the suppliers' evaluation system (product safety, regulatory requirements, quality, delivery term, and management system certification) each year.
- Reduce the procurement volume for suppliers with ratings lower than the requirements or cancel their qualifications as our suppliers.

Mid-term to Long-term Target

- Provide consultation to companies in our supply chain for them to comply with the Company's environmental and labor requirements.

Specific Strategy

- Categorize suppliers based on their characteristics and level of risks.
- Perform evaluations based on the category for suppliers' annual audits.
- Perform consultations based on the evaluation results to comply with the Company's requirements.
- Hold suppliers' meetings from time to time to perform educational and communication promotions.

Responsible Department and Reporting Institution

- QA/Procurement.

Supply chain management is also a material issue for sustainable corporate operations. Suppliers are selected and managed based on the Specifications for the Evaluation and Management of Suppliers established by TUC; relevant units will formulate the audit plan based on risks and carry out field audits for major suppliers of our raw materials each year; for non-major suppliers of our raw materials, relevant units shall carry out document audits or field audits based on the quality of the products used.

List of Suppliers' Evaluation and Audit of TUC

Item	Target	Frequency	Evaluation Item
Quarterly evaluation	Major suppliers of raw materials	Each quarter	Quality, procurement, and technical support
Annual audit	Major suppliers of raw materials or based on the requirements of the competent authority (Formulate the audit plan based on risks -> Execute based on the "annual audit plan" formulated each December)	1. Yearly 2. Unscheduled audits: Upon any material defects found in the quality of products delivered by qualified suppliers	1. Quality Management System 2. Management Responsibility 3. Resource Management and SA8000 Social Responsibility System 4. Product Realization 5. Measurement, Analysis and Improvement 6. HSF System Evaluation List HSF

For quarterly evaluations, categorize suppliers into four levels from A to D based on quality, procurement, and technical support standards for management. Suppliers in levels C and D shall propose improvement plans within a prescribed period of time, and their improvement effects shall be regularly tracked. For quarterly evaluations, suppliers being rated level D for two consecutive times will be directly excluded from the list of suppliers, and they shall not apply for the supplier evaluation for six months.

Apart from regular evaluations, new suppliers and qualified suppliers shall execute relevant documents based on the categories of raw material suppliers to ensure that they comply with the environmental, quality, occupational safety, and other management requirements. Through investigation, suppliers we worked with for the past three months have not caused negative effects on environments and society.

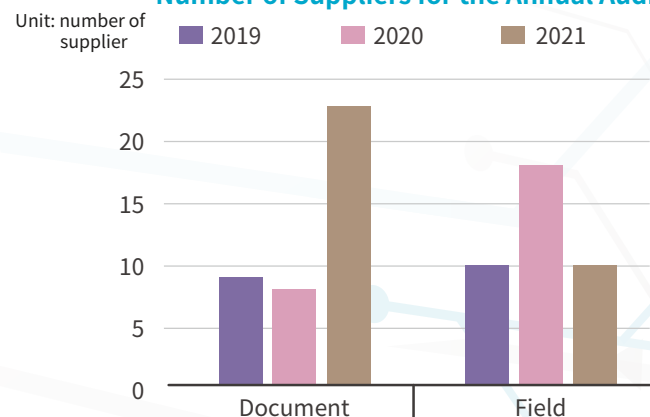
New suppliers/qualified suppliers shall possess the following data:



	Number of existing suppliers (raw material)	Ratio of signing and returning the human rights and environmental declaration documents	Number of new suppliers (raw material)	Ratio of signing and returning the human rights and environmental declaration documents
2019	122	30%	10	10%
2020	132	29%	8	0%
2021	140	27%	5	40%

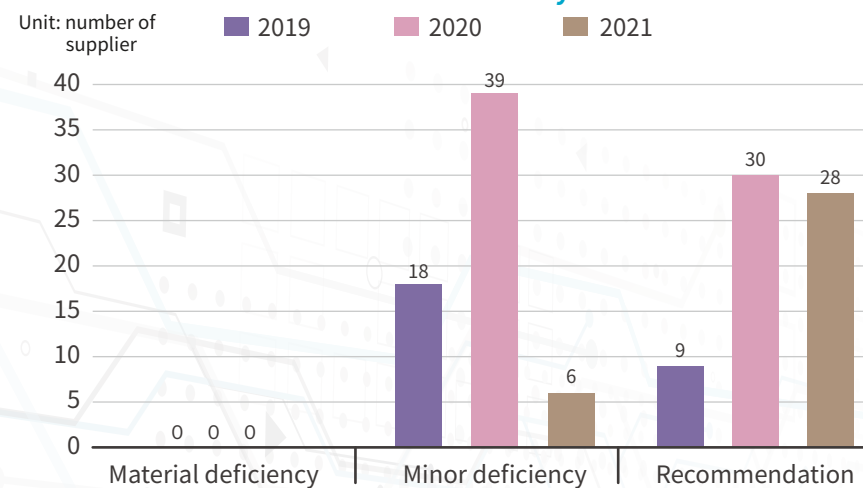
At present, TUC has no election system related to suppliers' environmental and social standards, and it primarily focuses on the requirements related to quality; however, during the quarterly evaluation of suppliers, relevant environmental and social requirements are included in the audit items. Regarding this item with space for improvement and reinforcement, TUC actively considers how to adjust the environmental and social selection standards for suppliers in the future to achieve comprehensive management.

Number of Suppliers for the Annual Audit



Note: Audits for suppliers of raw materials

Audit Deficiency



Suppliers' Audit Results from 2019 to 2021

Year	Number of suppliers for the quarterly evaluation (average)	Evaluation results (number of suppliers)	Annual audit (number of suppliers)	Evaluation results (number of suppliers)
2019	15/quarter	A:18 B:42 C:0 D:0	19	A:2 B:17 C:0 D:0
2020	16/quarter	A:14 B:45 C:5 D:0	26	A:0 B:26 C:0 D:0
2021	17/quarter	A:25 B:42 C:1 D:0	25	A:4 B:21 C:0 D:0





05

Care for Society

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5.3 Occupational Safety and Health	50
5.4 Public Welfare Participation	58

TUC values employees' labor interests; it creates happy working environments, provides friendly and equal work opportunities for employees, implements gender equality policies, and manifests an atmosphere of mutual respect. TUC also provides salary standards with market competitiveness, improves the cohesion of employees for the Company, and reduces the frequency of employee turnover to allow the stable development of corporate operations. TUC possesses a comprehensive educational training system and organizes various training courses to replenish employees' professional functions and improve their workplace competitiveness. We offer transparent promotional channels to allow employees to expect their potential in career development in the future. The favorable labor-management interactions allow employees to speak out at the labor-management meetings and express their opinions; TUC also provides responses in goodwill to achieve labor-management consensus. Based on our attention attached to employees' safety and health during the production stage, TUC obtained the ISO 14001 environmental management system certification in 2005 and passed the OHSAS18001 occupational safety and health management system certification in 2009. In 2021, the revision and certification renewal was performed, and we obtained the ISO45001 certification to build a safe and healthy working environment; we also implemented the identification and evaluation of potential hazards in the workplace to control risks and take precautions in advance. Lastly, in addition to the constantly recording favorable performances in revenue, basing on the concept of taking from society and giving back to society, TUC actively cooperates with its group policies to continue investing in public welfare activities for the performance of corporate social responsibility.

5.1 Employee Overview

TUC treats employees equally; through multiple equal-right measures, we eliminate all conditions that may potentially cause inequality in the workplace to protect employees' labor rights.

5.1.1 Human Right Protection

TUC values employees' rights and formulates a friendly environment with human rights protection. The Company commits to basic human rights widely recognized worldwide based on principles disclosed by the "Universal Declaration of Human Rights," "The United Nations Global Compact," "United Nations Guiding Principles on Business and Human Rights" issued by the United Nations, "Declaration on Fundamental Principles and Rights at Work" issued by the International Labor Organization, and other human right conventions, including respecting employees' freedom of association, care for the disadvantaged, ban on child labor, elimination of all forms of forced labor, elimination of employment discrimination, prohibition of any infringement and violation of human right, protection of gender equality, and equal treatment to all employees. TUC's remuneration policies also make sure that the salaries of employees are not differentiated due to individuals' gender, age, ethnicity, religion, or political opinion.

Meanwhile, TUC complies with labor and human rights laws and regulations of all of its operating joints; we communicate to new employees and employees on-the-job regarding human rights protection, labor rights, and other material information. In addition, TUC provides whistleblowing channels for employees; dedicated personnel will perform due diligence after accepting whistleblowing cases, and the whistleblower's personal information shall keep confidential. When the case is verified after investigation, TUC promises no unfavorable treatment will be imposed on the whistleblower. There was no violation of human rights occurred in 2021.

5.1.2 Employee Statistics

TUC is a leading brand for copper-clad laminate and prepreg products. In recent years, the improvement in the production efficiency of plants has driven the growth in our revenue, and the demand for human resources also increased significantly. We have been providing nearly a thousand job opportunities on average in recent years; together with the competitive salary standards, we can attract outstanding talents to join us to thrive.

In particular, TUC is in the electronic component industry, and all employees are in irregular contracts (i.e., full-time employees). The Company provides long-term and stable work patterns to allow employees to fully dedicate themselves to work without worries, which is beneficial for the protection of employees' lives in economic.

Second, the ratio of female employees has been increasing year by year; employees are divided into direct labor and indirect labor; direct labor are mostly males due to the nature of the production line operations; indirect labor mainly engage in R&D, QA, and sales, and are mainly males. As to age distribution, employees (including direct and indirect labor) who are under the age of 50 account for approximately 88% in recent years. It represents that the middle-aged employees are the major work force in TUC at the current stage. Senior superiors with practical experiences are responsible for leading the younger team for business sprints; our human resource structure is stable, and there is no likelihood of labor shortage.

The ratio of TUC's operating joint in Taiwan hiring local talents as the senior management is 94%, and it shows that TUC is willing to work with local communities to explore talents and attract outstanding talents to work near home. It will be beneficial to secure the recognition of local communities, and further improve local economic conditions.

5.1 Employee Overview

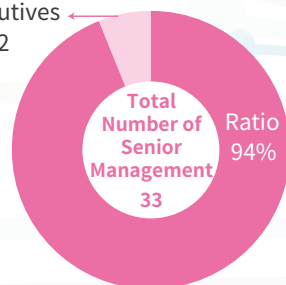
5.2 Adaptability and Competency

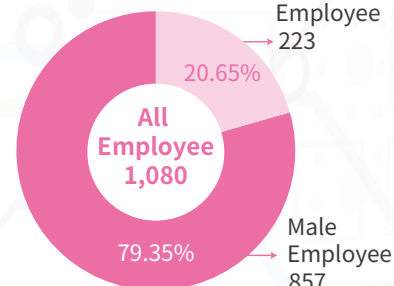
5.3 Occupational Safety and Health

5.4 Public Welfare Participation

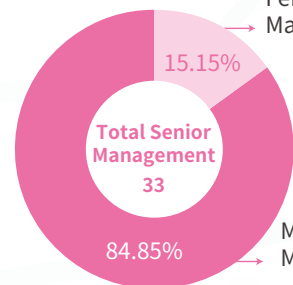
Statistics/Year		2019		2020		2021	
Total Number of Employees		1,151		1,114		1,080	
Employment Contract		irregular	regular	irregular	regular	irregular	Temporary
Gender	Male	635	268	629	254	591	266
	Female	191	57	180	51	179	44
Nationality	Local	826	4	809	0	770	0
	Foreign	0	321	0	305	0	310
Employment Category		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	903	0	883	0	857	0
	Female	248	0	231	0	223	0

Operating Joint (Taiwan)

 Number of other senior executives
2

 Number of Local Residents Employed as Senior Management
31

 Female Employee
223

 Female Employee
223

 Male Employee
857

 Female Senior Management
5

 Male Senior Management
28

Statistics/Year			2019		2020		2021	
			Number of Persons	Ratio	Number of Persons	Ratio	Number of Persons	Ratio
Director	Gender	Male	6	85.71%	6	85.71%	6	85.71%
		Female	1	14.29%	1	14.29%	1	14.29%
	Age	Under 50	1	14.29%	0	0	0	0
		50 and above	6	85.71%	7	100%	7	100%
	Education Level	Master's Degree	6	85.71%	6	85.71%	7	100%
		Bachelor's Degree	1	14.29%	1	14.29%	0	0
		High School and below	0	0	0	0	0	0
Employee	Gender	Male	698	81.64%	670	82.31%	668	83.29%
		Female	157	18.36%	144	17.69%	134	16.71%
	Age	Under 30	255	29.82%	199	24.45%	150	18.70%
		30 and above but under 50	535	62.57%	551	67.69%	585	72.94%
		50 and above	65	7.60%	64	7.86%	67	8.35%
	Education Level	Master's Degree	3	0.35%	4	0.49%	3	0.37%
		Bachelor's Degree	461	53.92%	447	54.91%	417	52.00%
		High School and below	391	45.73%	363	44.59%	382	47.63%
	Gender	Male	205	69.26%	213	71.00%	189	67.99%
		Female	91	30.74%	87	29.00%	89	32.01%
	Age	Under 30	21	7.09%	22	7.33%	20	7.19%
		30 and above but under 50	225	76.01%	220	73.33%	196	70.50%
		50 and above	50	16.89%	58	19.33%	62	22.30%
Indirect Labor	Education Level	Master's Degree	96	32.43%	102	34.00%	93	33.45%
		Bachelor's Degree	190	64.19%	189	63.00%	176	63.31%
		High School and below	10	3.38%	9	3.00%	9	3.24%

Note: The definition of the "senior management" in TUC is the management position at the level of manager (inclusive) and above.

New and Resigned Employee Statistics/Year		2019		2020		2021	
		Total	Ratio	Total	Ratio	Total	Ratio
Total Employees of the Year		1,151	-	1,114	-	1,080	-
New Employees							
Age	Under 30	138	50.00%	46	20.81%	61	35.88%
	30 and above but under 50	142	22.15%	73	11.51%	119	18.74%
	50 and above	2	0.85%	2	0.77%	2	0.73%
Gender	Male	252	27.91%	111	12.57%	144	16.80%
	Female	30	12.10%	10	4.33%	38	17.04%
Education Level	Master's Degree	17	17.17%	25	23.58%	16	16.67%
	Bachelor's Degree	163	25.04%	59	9.28%	66	11.13%
	High School and below	102	25.44%	37	9.95%	100	25.58%
Resigned Employees							
Age	Under 30	65	23.55%	47	21.27%	68	40.00%
	30 and above but under 50	116	18.10%	100	15.77%	133	20.94%
	50 and above	6	2.56%	10	3.86%	15	5.45%
Gender	Male	170	18.83%	129	14.61%	172	20.07%
	Female	17	6.85%	28	12.12%	44	19.73%
Education Level	Master's Degree	10	10.10%	18	16.98%	26	27.08%
	Bachelor's Degree	107	16.44%	74	11.64%	108	18.21%
	High School and below	70	17.46%	65	17.47%	82	20.97%



5.2 Adaptability and Competency

Sound human resource is the key to TUC's sustainable operations. To attract outstanding talents, TUC offers competitive remunerations and benefits, and provides incentives for employees who generate performances and long-term contributions. TUC adheres to the concept of treating employees fairly and formulates transparent evaluation as well as reward and punishment systems to form a positive atmosphere for fair competition among employees; by doing so, employees are willing to contribute more to work performances, and such measures also further shaped TUC's corporate culture of talent recruitment and retention, allowing employees to have better cohesion for the Company and actively participate in the Company's affairs. Secondly, for promotion channels, once the Company discloses its promotional information in transparency, employees with better work performances will be granted the opportunities for promotion, bringing about the atmosphere for employees to learn from the benchmark, and the Company will be able to continue cultivating more outstanding talents. Meanwhile, the Company schedules the training programs and arranges continuing education for employees to advance their growth in terms of their respective professional fields and realize their own values. Lastly, TUC has multiple channels in place to commence communications and conversations with employees so that employees can reflect their opinions in due course, and the Company will also provide responses in goodwill, so as to maintain the harmonious and reliable interactions between the labor and the management.

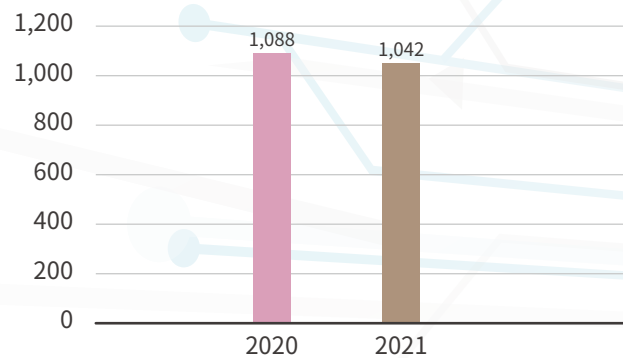
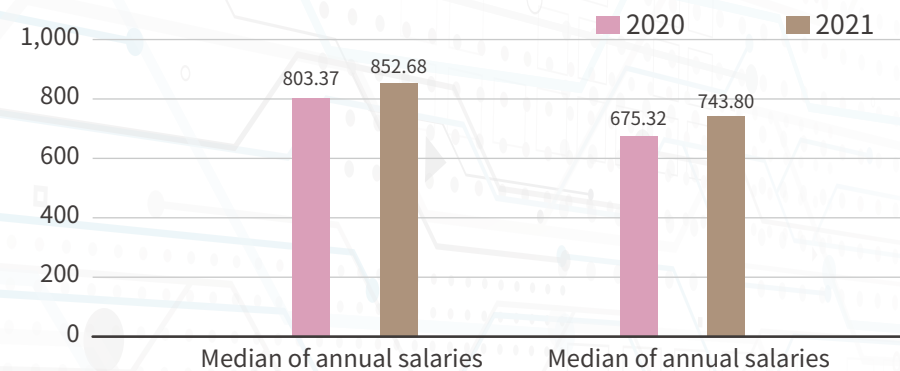
5.2.1 Salaries and Benefits

TUC determines employees' remuneration based on the achievement rate of the annual business goal and the profit rate, and provides competitive remuneration packages in the market more favorable than local laws and regulations. To duly reflect the individual remuneration from work performances, all employees are subject to regular performance and career development examinations, and the results thereof will be included in the consideration for employees' work promotion and development. It allows employees who have professional skills to improve themselves and become experts in such fields through their efforts and also allows employees with management competency and leadership potential to become the management, so as to provide broad spaces for employees' career development.

In general, the individual's seniority, education and experience, and professional abilities are the major factors of consideration for TUC's employee's salary, and there is no discrimination on the grounds of employees' physical or mental differences. With the growing job tenure, TUC's employees gained in-depth industrial knowledge and experiences. TUC also takes delight in sharing profits with employees so it is showed that the mean value as well as the median of the annual salaries of non-management employees are increasing year by year. Accordingly, it helps our employees have less worries about their lives in economic when they contribute their skills and expertise to the Company, and also improves employees' cohesion and sense of belonging at work.

Secondly, employees of both genders are divided into direct labors and indirect labors. For the ratio of the basic salaries and the overall salaries, the basic salaries of our direct labors in Taiwan between both genders are approximate, and the gap between the overall salaries of both genders is reducing on a yearly basis. As for indirect labors, the differences between the basic salaries and overall salaries of both genders were primarily resulting from the duties held by males and females were R&D and sales as well as administration and affairs, respectively, and the differences in seniority. However, to realize the workplace diversity and equality principles, TUC will adopt measures to narrow the salary gap between both genders. In addition, as to the salaries of junior employees, the standard salaries of our direct labors of both genders are higher than the local minimum wages.

Furthermore, to improve employees' work efficiency, TUC also provides multiple welfare programs, comfortable office environments and various benefit activities from time to time to relieve employees' work pressure and improve the healthy interactions among employees.

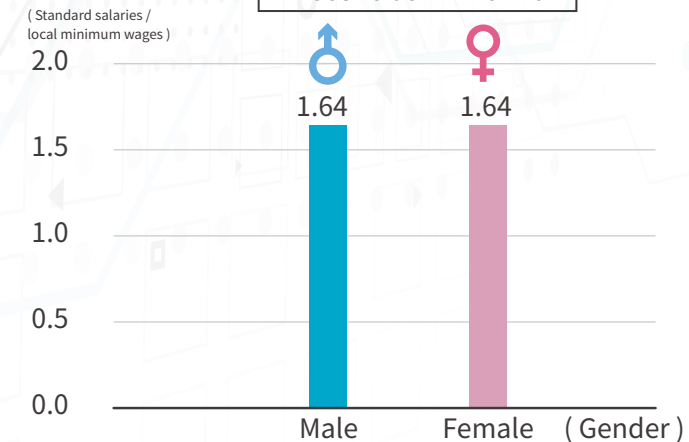
Full-time employees who are not the management

Salaries of full-time employees who are not the management


Unit: person; NT\$1,000

Ratio of basic salaries and remuneration			Ratio					
			2019		2020		2021	
Material operating joint	Employee category	Item	Male	Female	Male	Female	Male	Female
Taiwan	Direct	Basic salaries (Note 1)	1.09	1	1.08	1	1.06	1
		Remuneration (Note 2)	1.11	1	1.13	1	1.06	1
	Indirect	Basic salaries	1.62	1	1.59	1	1.54	1
		Remuneration	1.82	1	1.78	1	1.66	1

Note1: Basic salaries refer to the minimum fixed amount paid to employees for their duties, excluding any additional salaries, such as overtime payment, bonuses, or allowances.

Note2: Remuneration refers to basic salaries plus additional amounts paid to employees; "additional amounts paid to employees" include seniority allowances, bonuses (including cash and equity), benefits, overtime payment, leaves, and any other subsidies (i.e., traffic subsidies, living subsidies, and nursery subsidies).

Direct Labor in Taiwan


Note: Standard salaries are regular monthly salaries offered to full-time junior staff.

5.1 Employee Overview

5.2 Adaptability and Competency

5.3 Occupational Safety and Health

5.4 Public Welfare Participation

Benefits for full-time employees	Description
Group Insurance	Target: All employees (including foreign employees) Coverage: Regular insurance, material diseases, accidental injuries, accidental medication, hospital medication insurance, and cancer insurance
Marriage/funeral subsidy	Marriage : NT\$2,000 Funeral : 1. NT\$50,000 for the employee; 2. NT\$3,000 for the parents, foster parents, spouse, parents of the spouse, foster parents of the spouse, children, and adopted children of the employee
Bonuses for three material Chinese festivals	Based on the performance of the Company and employees
Year-end bonus	Two-month fixed salary
Regular health examination	Once a year; to care for the physical health of the senior management, supervisors with a job grade IX and above, the Company further arranges a full physical health examination every two years
Employee stock option	Offer employee stock option (The employee stock option was granted in 2017 and 2020)

Unpaid parental leave/year	Gender	Statistics		
		2019	2020	2021
Number of employees applied for unpaid parental leave	Male	1	1	1
	Female	4	2	3
Number of employees who shall have reinstatement upon the expiry of the unpaid parental leave	Male	1	1	1
	Female	4	2	3
Number of employees who were reinstated upon the expiry of unpaid parental leave (including those who have early reinstatement)	Male	1	0	0
	Female	3	2	1
Reinstatement rate	Male	100.00%	0.00%	0.00%
	Female	75.00%	100.00%	33.33%
Number of employees who are still on their position after 12 months from the expiry of unpaid parental leave	Male	1	0	0
	Female	3	2	0
Retention rate	Male	-	0.00%	0.00%
	Female	-	66.67%	0.00%

Note1: Reinstatement rate = (total number of employees who were reinstated during the year/ total number of employees who shall have reinstatement during the year) *100%.

Note2: Retention rate= (total number of employees who are still in their positions after 12 months from the reinstatement/ number of employees reinstated in the preceding year)*100%.



Office Environment



Pantry



Employees' Cafeteria



Shuttle Bus



Employees' Dormitory

5.2.2 Talent Cultivation

For TUC, high caliber employees have always been the most significant assets of TUC, and the key to our sustainable corporate operations is the constant learning and growth of employees. Education and training are a material route to ensure the continual value-adding of our human capital; therefore, TUC has long been focusing on employees' training. Based on the planning for our organizational development and the requirements for the functional operations, we regularly carry out human resource functional analysis and establish employee training programs; employees are included in our comprehensive training system once they assume their positions. With employees' performance evaluations and functional requirements in different stages as the indicators, we reinforce their professional skills and literacies in the core fields; together with our transparent and open core system, we encourage employees to fully exert their individual competitive strength and become a part of the force driving the Company's growth.

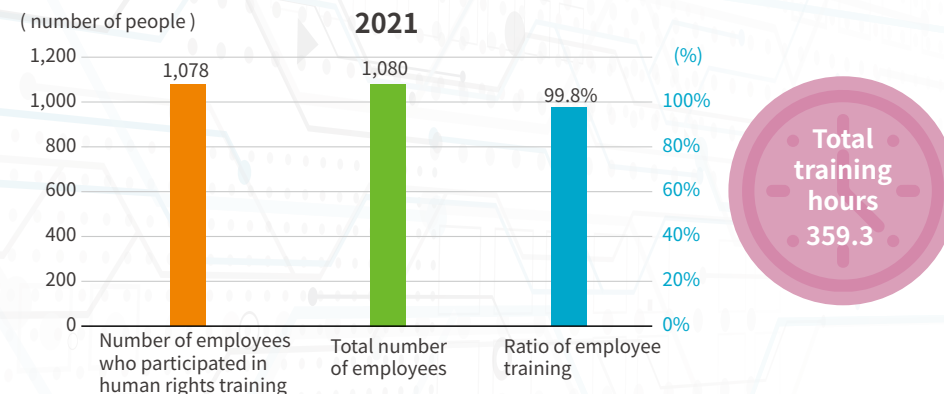
To improve employees' professional skills, TUC formulates training programs based on the Company's yearly development requirements and realizes the training targets, allowing employees' careers to be lengthened, and the Company to also enjoy the results arising from the growth of employees. Furthermore, through internal training, we continue passing down functional knowledge and experiences to relevant departments and assist employees in formulating their learning and development paths to serve as the basis for employees regarding their individual career plans.

Upon starting working, dedicated personnel will communicate with new employees about internal rules and systems of the Company and knowledge related to occupational safety, and the departments will perform project training for their new employees. Senior employees will be the tutors for new employees and arrange comprehensive environmental cognition, safety notice, and basic cultivation programs to assist new employees in successfully fitting into the working environment.

TUC actively encourages employees to take professional programs within their scope of business. Based on the continual growth of employees, we provide diverse learning channels allowing employees to exert their expertise and achieve their personal goals. The departments formulate their individual education and training programs based on their requirements and implement such training. We regularly communicate with employees regarding quality to cultivate an accurate concept of quality for all employees. Meanwhile, through periodical management training programs, we reinforce employees' methods and tool applications for quality control to seek the achievement of our quality target. We cultivate the leading abilities and mission execution capacities of leading personnel by arranging training programs based on the management requirements at different levels.

The production centers located in Taiwan and China, as well as the global business layout of TUC, provide a smooth career development channel. Through the open performance evaluation system on a yearly basis, employees regularly communicate with supervisors directly for the achievements and establishment of work targets to carry out individual performance evaluations, which serve as the basis for salary adjustment, bonus distribution, and promotion.

Given the impacts generated from the outbreak of COVID-19 in the first half of 2021, to protect employees' health and avoid contact with people, apart from organizing compulsory training required by laws, as usual, TUC canceled the remaining training programs or delayed them until the second half of the year. With the slowdown of the outbreak in the second half of the year, the Company resumed relevant training programs. In general, the number of average training hours per employee has been increasing on a yearly basis. For different employee classification types, direct labors' work is simple in nature as they engage in the production line operations in plants, while indirect labors majorly engage in tasks related to product design, development, and environmental safety and health and require various continual project training; therefore, the number of training hours for indirect labors is higher than that of direct labors; meanwhile, the number of average training hours for male employees is higher than that of female employees as our direct and indirect labors are mostly male.



Statistics/Year		2019	2020	2021
Number of average training hours per employee (Note 1)		6.45	9.20	8.30
Number of average training hours for employees by gender (Note 2)	Female	6.00	6.90	7.30
	Male	6.60	9.70	8.60
Number of average training hours for employees by category (Note 3)	Direct	3.50	4.50	5.40
	Indirect	10.10	12.20	15.60

Note1: Number of average training hours per employee: Total number of training hours of all employees during the year/ total number of employees at the end of the year.

Note2: Number of training hours per female employee: Total number of training hours of female employees for the year/ total number of female employees at the end of the year.

Note3: Number of average training hours for each category of employees: Total number of training hours for the employees in the category for the year/ total number of employees in the category at the end of the year.

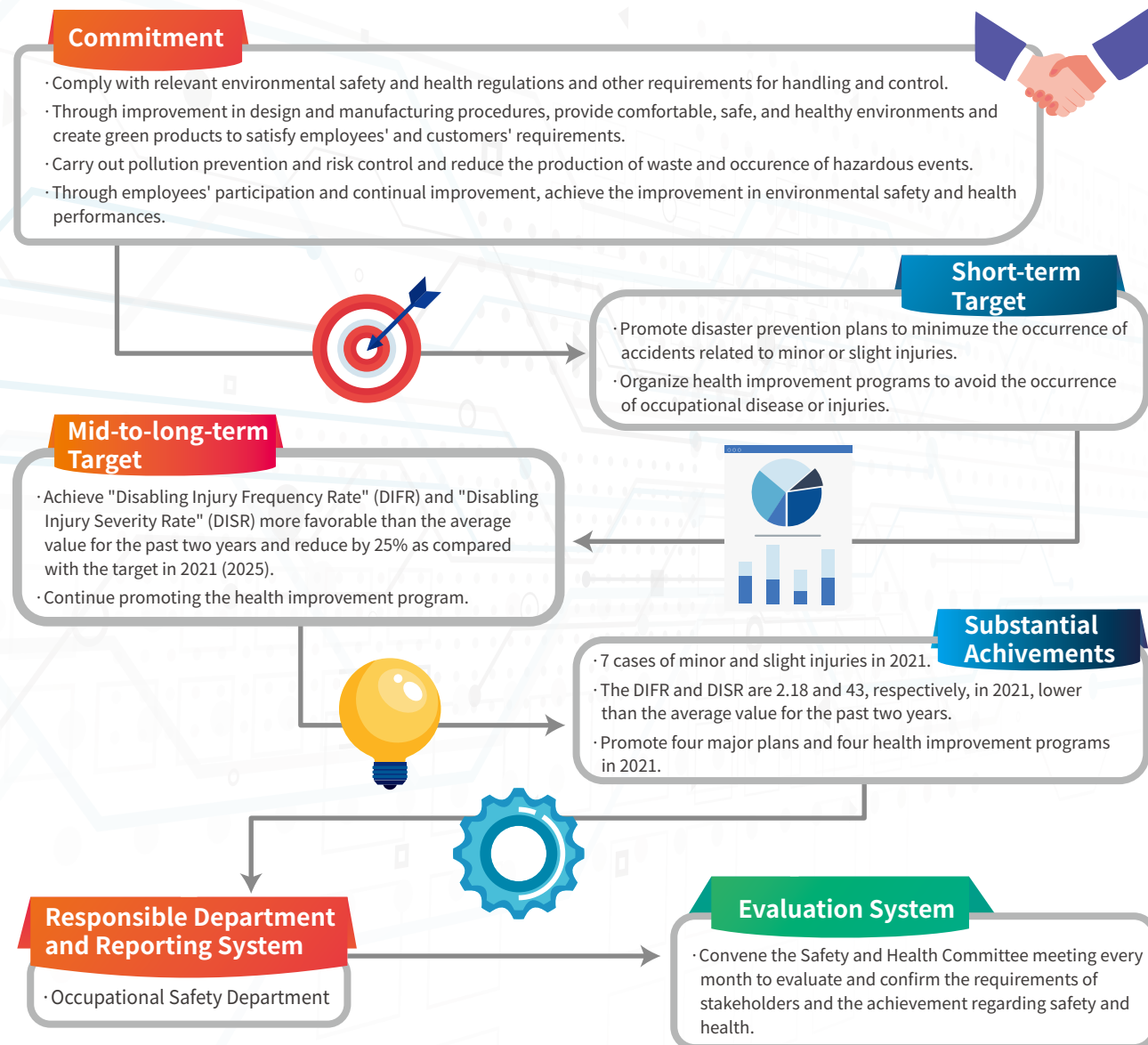
5.2.3 Labor-management Communication

The smooth labor-management communication is beneficial for the labor-management cooperation, by allowing employees to understand the Company's production plan, business overview, and market conditions, and by allowing the management of the Company to gain knowledge of the labor conditions of employees in due course, so as to create a friendly workplace based on employees' requirements. TUC strictly adheres to laws and regulations; and our human affairs administration and management comply with the local labor laws and regulations of different operating joints. TUC organizes the labor-management conference at least once every quarter. The representatives of management, including the Vice President of the Administration Center and the manager of the Human Affairs Department, are responsible for coordinating the labor-management relations and facilitating the labor-management cooperation through regular communications between both parties; by doing so, employees may express their opinions and fight for the improvement in labor conditions to effectively improve the status of labors.

At the same time, TUC also has diverse communication channels in place to allow employees to fully express their opinions and let the Company to make responses in due course through bidirectional communication; further, TUC also transformed employees' recommendations into policies for implementation. TUC has had harmonious labor-management relations in recent years, and there has been no labor-management dispute.



5.3 Occupational Safety and Health



5.3.1 Occupational Safety and Health Management System

Due to our attention attached to employees' safety and health in the production stage, TUC obtained the certification of OHSAS18001 Occupational Health and Safety Assessment Series. In 2020, the revision and certification renewal was performed, and we obtained the ISO45001 certification to establish a safe and healthy working environment and implement the identification and evaluation of potential hazards in the workplace, and in turn, control risks and take precautions in advance.

5.3.1.1 Hazard Identification, Risk Evaluation, and Accident Investigation

To identify the potential sources or conditions that may cause injuries, diseases, or property losses to internal/external personnel and stakeholders of the Company and cause damages to facilities and equipment in the working environments during the operations/activities of production, services, and product provision, and confirm the existence and features of hazards, TUC has established its "Procedures for Hazard Identification and Risk Evaluation" to continuously identify hazards, evaluate risks, and determine necessary control methods. For property losses or disasters (accidents) that occurred to the manufacturing equipment of plants or employees during the working period, to be able to adopt necessary first-aid measures and accident rescues, analyze and make statistics for the cause of accidents, and adopt effective countermeasures for improvement to prevent the recurrence of similar accidents, TUC has established its "Procedures for Occupational Accident Management and Case Investigation."



The statistical chart for disabling injuries and the investigation flow for occupational accidents are as follows:

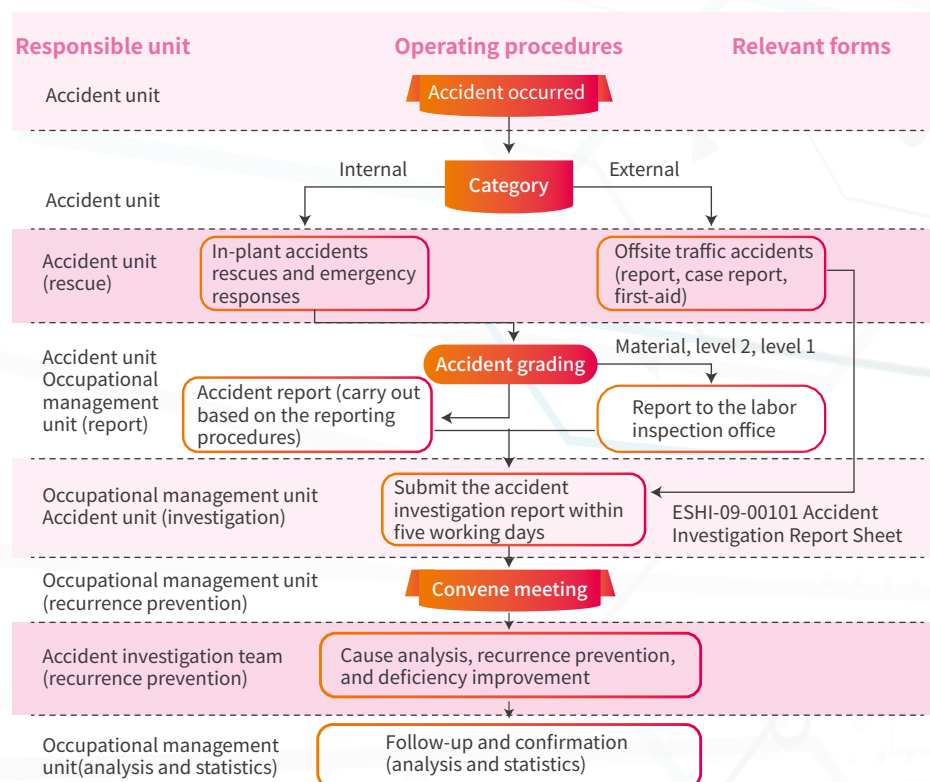
Employee – Statistics for the Category of Occupational Injuries and Occupational Diseases (Number of Cases)					
Category/Year		2019	2020	2021	Description of Hazards and Improvement
Categories of Occupational Injury	Improper act	0	0	1	1. Comply with SOP operations. 2. Education and trainings.
	Shear, cut, abrasion	1	6	4	1. Re-promote the education and training for the blade replacement; cut-resistant gloves are required for fetching cutters and replacing blades. 2. The tailor-made cutter protection sleeves; cover the blade of the cutter with the protection sleeve when replacing the blade to prevent occupational safety events during the course of blade replacement. 3. Modify the bottom knife of the cut-off knife and add a handle fixing hole, and fix the handle on the side of the cutter before installation for two staff to apply forces and avoid direct contact with the blade to minimize the risk of any cut. 4. Amend the SOP for blade replacement. 5. Post hazard announcement for reminder.
	Clipped, rolled	4	0	6	1. Education and trainings. 2. Suspend the operation of the machine for anomaly troubleshooting. 3. Carry out safe engineering improvements and prevent personnel from entering hazardous areas. 4. Install additional linked sensors for machines to suspend when the gate is open. 5. Work with two persons as a unit to prevent one person from being alone in the penthouse when an anomaly occurs.
	Tumble	3	0	1	1. No running. 2. Use handles. 3. Use fitting anti-slip slippers. 4. Post warning notice at stairs.

Employee – Statistics for the Category of Occupational Injuries and Occupational Diseases (Number of Cases)					
Category/Year		2019	2020	2021	Description of Hazards and Improvement
Categories of Occupational Injury	Contact with hazardous substances	0	0	1	1. Comply with SOP and wear personal protector. 2. Reiterate that the potion operations require wearing protective clothes throughout the procedures and perform the in-house education and training programs. 3. Acquire protective shields or equipment to minimize damages caused by factors of loose pipes or pipe bursts.
	Fall	1	1	0	1. Improve the safety protection for racks. 2. Operator shall wear helmets, safety belts, and other protective clothes.
	Fire	0	1	0	1. Carry out the engineering improvement for flash burns caused by abrasion.
	Hit	3	0	0	1. Install additional chains for the area where the staff got hit in the first place and re-organize the traffic flow for personnel. 2. Implement education and training promotion.
	Contact with high-temperature or low-temperature	2	0	0	1. Reiterate the safety of operations. 2. Wear oversleeves with high-temperature tolerance. 3. Install additional photoelectric sensors.
	Traffic accident	10	4	9	1. Carry out education and training promotion. 2. Carry out educational promotion at the Safety Committee meetings and various meetings.
Categories of Occupational disease	Occupational disease	0	0	0	

Note: TUC has no worker who is not an employee.



The Flow of Occupational Accident Investigation



Disabling Injury Index

Year	DIFR	DISR	Total Injury Index
2019	4.67	55	0.51
2020	1.78	62	0.33
2021	2.18	43	0.31
$FR = \frac{\text{total persons with disabling injuries} \times 10^6}{\text{total working hours}}$ $SR = \frac{\text{total number of lost days due to disabling injuries} \times 10^6}{\text{total working hours}}$ $\text{Total injury index} = \sqrt{\frac{FR \times SR}{1000}}$			

5.3.1.2 Occupational Safety and Health Committee and Training

The President is the chairman of TUC's Safety Committee is comprised of our President as the chairman, occupational safety and health personnel, supervisors of departments, engineering technicians, medical staff, and more than one-third of the labor representatives.

The Safety Committee holds monthly meeting to review occupational safety and health management plans, operating environment monitoring, health management and improvement matters, automatic inspection, safety and health audit, machine and equipment or raw material hazards, occupational accident investigation reports, contractor management, external audit results, safety and health training and its proposals, and the in-plant performance of environmental safety and health management to serve as the continuous improvement policies.



5.3.2 Employee Health Management and Health Improvement

According to Regulations of the Labor Health Protection, TUC has served dedicated personnel for labor health services and engaged residing physicians to regularly perform field visits to provide health consultation for our employees. All plants are zoned according to the risk of hazards. We equip with sufficient first-aid kits and other emergency response tools for employees to use in emergency rescues, and we also have dedicated personnel in place to regularly update and supplement the items in the first-aid kits.

Our employees are entitled to annual general and special health examinations. Our in-house physicians will make the follow-up health management planning based on the results of the health examination.

Annual Health Examination Projects and Plans				
年度	2018年	2019年	2020年	2022年
計畫名稱	保肝計畫	甲狀腺防治計畫	代謝症候群防治計畫	健康動起來計畫
依計畫內容規劃檢項目並健康促進活動(2021年因應疫情取消)				
年度	2018年	2019年	2020年度	
檢查項目	腹超、肝膽、膽、胰、脾、腎、T3/T4	腹超、肝膽、膽、胰、脾、腎、T3/T4	腹超、肝膽、膽、胰、脾、腎、T3/T4	腹超、肝膽、膽、胰、脾、腎、T3/T4
檢查結果異常	1(膽結石/膽結石)	23(結肝大/1CM)	第5級異常 48	第5級異常 54
異常性狀人數	100	151	第3級異常 283	第3級異常 283
受檢人數	100	151	第2級異常 102	第2級異常 102
諮詢次數	23	71	重大異常 2	重大異常 2
特殊情形	部分同仁需多次複檢	多數同仁需多次複檢	多數同仁需多次複檢	多數同仁需多次複檢
特殊情形	部分同仁需多次複檢	多數同仁需多次複檢	多數同仁需多次複檢	多數同仁需多次複檢

2020年開始與廠醫陳孟龍主任討論依據健康指數分五級管理

Physician provides on-site consultation service three times per month

tuc

醫師臨場諮詢服務

【活動時間與地點】

醫師	服務時間	服務地點	服務人數
林俊宏	下午0時	3700 (A)	230 (A)
陳俊宏	下午0時	1400 (B)	130 (B)

服務時間：每週一、三、五上午9時至下午5時
服務地點：工廠內
服務人數：100名左右

服務內容

醫師姓名	服務時間	服務地點	服務人數
林俊宏	下午0時	3700 (A)	230 (A)
陳俊宏	下午0時	1400 (B)	130 (B)

【活動時間與地點】

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每位同仁諮詢內容皆分類紀錄至EXCEL檔定期追蹤

To care for employees' physical and mental health conditions, TUC has formulated and implemented a maternity protection plan to ensure the health and safety of female workers who are pregnant and who have given birth within one year at the workplace. Our overload prevention plan prevents employees from cardiovascular diseases caused by shift work, night shifts, and long working hours. The illegal invasion notification and disposal plan avoids the risk of harassment and bully at work. The human factor hazards prevention program avoids musculoskeletal diseases caused by the repetitive movements during operations. TUC regularly implements improvement measures according to the evaluation results and the actual situations. In addition, the Company has planned health improvement activities to support employees' health.



We organize monthly health promotion, including the health improvement, weight loss, smoking cessation, mental health, epidemic disease prevention and control, disease health education, etc.





A Series of promotion of health improvement for Supervisor

透過團隊健康活動，使主管於工作之餘得以舒緩壓力，並凝聚團隊心力，2018年結合外部路跑、登山、單車等健康活動，列入年度管理必修課程，共舉辦三次活動，部級以上主管至少須參加一次

- (1).5/27新竹半城馬拉松
- (2).9/29飛鳳山登山活動6公里
- (3).12月南寮騎單車活動



A Series of promotion of health improvement in 2021 – Body Fat Measurement

日期：前測2/23(二)後測7/28(三)
時間：14:00~16:30
地點：B1F有氧教室
機型：TANITA體組成分析儀



進入有氧教室
請脫鞋襪
請填寫姓名/年齡
身高等基本資料
測量/體脂肪/肌肉組成

我要報名

立即填寫減重班報名
表凡現場報名者皆可
獲得小禮物喔!!

領取您的
檢測報告

體重/體脂率/除
脂量基礎代謝/
內臟脂肪/體水
份/體型判定/四
肢肌肉量與脂肪
量平衡比例

A Series of promotion of health improvement in 2021 – 1-on-1 Consultation with Nutritionist

日期：3/23 & 4/20 (二)
時間：14:00~16:00
地點：2F醫務室

Q1減重到底要減脂
還是減油?
Q2運動前吃還是運
動後吃?吃什麼?
Q3早餐要不要吃?
Q4可以吃消夜嗎?

減重減脂的任何問題
都可以向營養師諮詢

敬風綜合醫院 營養室主任
劉香蘭營養師

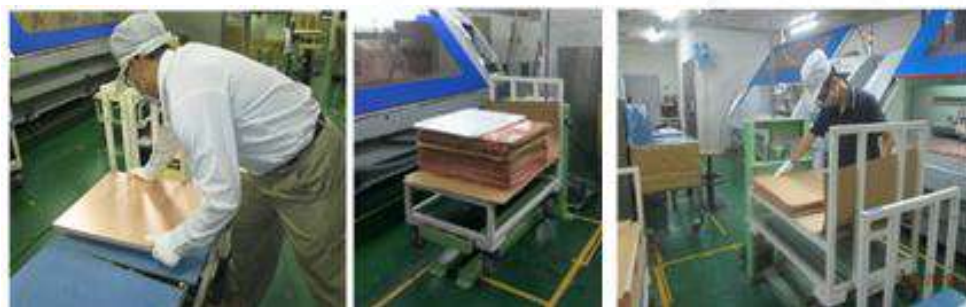


5.3.3 Improvement of Working Environment and Operating Mode

Employees are the bedrock of TUC. During the health examination, we distribute human factor questionnaires to collect the conditions of operators in each unit for evaluations and summarize human factor hazards that employees may happen in the workplace. In addition, it is determined, with the assessment of physician, some movements may cause employees' musculoskeletal pain during work. We also evaluate operating projects with a higher level of hazards and come up with plans to improve the working environment together with the on-site supervisors, operators, occupational health nurses and safety and health staff.

The Top 5 of pain area is listed in the following table

Analysis of Computer Operator						
Part	Lower back	Right shoulder	Right hand and right wrist	Left hand and left wrist	Left shoulder	Knee
107	26	23	20	20	19	
108		5	6			4
110	6		4	3		
Analysis of Production Line Operator						
Part	Lower back	Right shoulder	Left shoulder	Upper back	Neck	Right leg
107	61	51	47	38	33	
108	17	16		14		17
110	9				3	



- ▲ Improvement plan for the post-processing of lamination on 2nd floor of Plant II: Install a trolley lift to raise the trolley so that the operators need not to bend to get the lamination.



- ▲ Improvement plan for hot-press plate assembly and disassembly: Purchase a 100 cm long handle to connect the scrapers to prevent operators from bending over to clean the bottom.



- ▲ Human factor improvement plan for the moving operations at the dock

5.1 Employee Overview

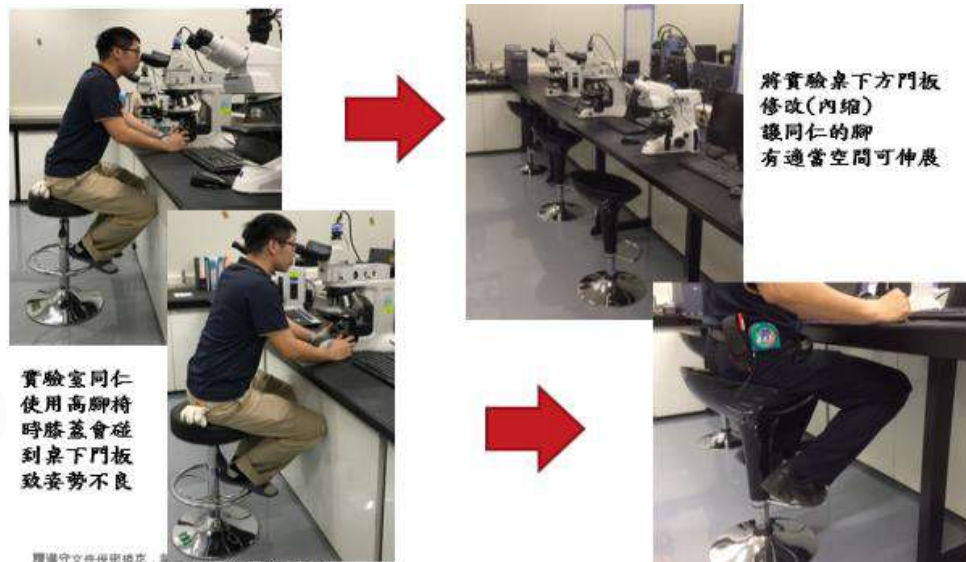
5.2 Adaptability and Competency

5.3 Occupational Safety and Health

5.4 Public Welfare Participation

5.4 Public Welfare Participation

As a member of the society as a whole, an enterprise is interdependent with investors, employees, local communities, and other stakeholders. To set an example for other to follow, TUC exerts our own influences to fulfill our corporate social responsibilities and we cooperate with local groups at all operating joints to ensure resources are available to those in real need. In addition to dedicating to public welfare in our names, TUC also called upon employees to make donations to make the most effective use of resources by gathering the public's kindness, and make the society better.



▲ Human factor engineering improvement in the R&D Laboratory



▲ Health promotion courses for human factors improvement

Adopt the "International Environmental Education Park" to clean and maintain the green lands in the park.

Participating in various environmental protection measures and activities, and the resources and supplies sharing and exchange platform promoted by the Environmental Protection Bureau of the county government to save resources.

Make offerings to the Earth God Temple of Taiho Vil., Zhubei City.

01



Adopt neighboring parks (16th Park), adopt roads (Boai Street), adopt environmental air quality areas, and regularly carry out maintenance and cleaning (behind the Women and Children Affairs Building, Hsinchu County).



02

03



Sponsor TPCF (TPCA Environment Foundation) to improve the competitive strength of TUC for environmental education and green culture, and to duly perform social responsibilities.



04

05



Sponsor the self-improvement activities of Taiho Vil., Zhubei City.



06

07



Participate in the Luliaokeng ecology volunteer activity and international coastal cleanup activity to jointly protect our ecology and environment.



本月4日，23位台耀科技股份有限公司志工來到新竹淺山區域。這已是台耀第三度參與鹿寮坑友善環境耕作，2018年首次與台灣環境資訊協會（以下簡稱環資）合作，至社區進行「鹿寮坑土壤改良場」，運用自然資材製作堆肥；2019年3月採收結束，協助下肥，幫果樹坐月子；新的一年，志工來到農民詹榮妹的果園協助採收，並前往自然谷環境教育基地進行生態導覽與葉拓體驗。



網址 : <https://e-info.org.tw/node/222457> ; 3

▲ TUC's volunteers participated in the community activities held by Taiwan Environmental Information Association

國際淨灘活動

台耀科技參與荒野協會在南寮漁港主辦的國際淨灘活動，活動當天陽光普照但風勢強勁，人員參與踴躍，賦予淨灘活動一個好的開始。

當天活動有多家的廠商也一起參加，也有當地居民一起共襄盛舉，集合場都是躍躍欲試的人潮，經主辦單位解說淨灘方式加上頗富律動感的暖身操後，由協會幹部分組帶往海灘。

經由現場荒野協助人員的帶領下，將參與人員很整齊的分佈於各區域，在跨過馬路後來到充滿島嶼風情的沙灘，廣闊的頭前溪出海口映入眼簾，遠處一波波浪花緩緩拍打，讓人不由得心曠神怡。

志工們在這麼美的景致中開始奮力清除海邊的漂流垃圾，除了寶特瓶、保麗龍、廢碗盤外，還有為數不少的木棧板散落在沙灘上，在志工齊心合力下，沙灘慢慢回覆往日的乾淨，志工們臉上都洋溢著滿足的笑容。



▲ TUC's volunteers participated in the beach cleanup held by the Society of Wilderness



Appendices

60

GRI Content Index

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Statement for Certification

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Appendices

GRI Content Index

★ means material topic

Topic	Disclosure Item	Item Description	Chapter	Page	External Assurance	Remark
GRI 102: General Disclosure						
Organization Overview	102-1	Name of Organization	2.1 Company Profile	22		
	102-2	Activities, Brand, Products, and Services	2.1 Company Profile	22		
	102-3	Location of Headquarters	2.1 Company Profile	22		
	102-4	Location of Operating Activities	2.1 Company Profile	22		
	102-5	Ownership and Legal Form	2.1 Company Profile	22		
	102-6	Market of Service Provision	2.1 Company Profile	22		
	102-7	Scale of Organization	2.1 Company Profile	22		
	102-8	Information of Employees and Other Workers	5.1.2 Employee Statistics	73		
	102-9	Supply Chain	2.1 Company Profile 4.4 Sustainable Supply Chain	22 70		
	102-10	Significant Changes in the Organization and Its Supply Chain				No significant change
	102-11	Warning Principles or Policies	3.2 Risk Management	48		
	102-12	External Initiatives	1.5 Sustainable Development Targets	20		
	102-13	Membership of Associations	2.4 Participation in External Organizations	37		
Strategy	102-14	Statement of the Decision-maker	Letter from our Chairman	3		
Ethics and Integrity	102-16	Value, Principles, Standards, and Behavioral Specifications	3.1.4 Ethics and Integrity	46		
	102-17	System for the Recommendation and Concern of Ethics	3.1.4 Ethics and Integrity	46		
Governance	102-18	Governance Structure	3.1.1 Board of Directors	41		
	102-19	Engagement Authority and Responsibility	3.1.4 Ethics and Integrity	46		
	102-20	Economic, Environmental, and Social Topics Managed by the Management	3.1.4 Ethics and Integrity	46		
	102-21	Consultation with Stakeholders Regarding Economic, Environmental, and Social Topics	3.1.4 Ethics and Integrity	46		
	102-25	Conflict of Interest	3.1.1 Board of Directors 3.1.4 Ethics and Integrity	41 46		
	102-36	Procedures for Remuneration Determination	1.1.2 Functional Committees – Remuneration Committee	43		

Topic	Disclosure Item	Item Description	Chapter	Page	External Assurance	Remark
Communication with Stakeholders	102-40	Stakeholder Group	1.2 Define Stakeholders	9		
	102-41	Group Agreements	-			No group agreement signed
	102-42	Stakeholder Identification and Selection	1.2 Define Stakeholders	9		
	102-43	Policies for Communication with Stakeholders	1.3 Communication Channels with and Issues Concerned by Stakeholders	10		
	102-44	Proposal of Crucial Topics and Matters of Concern	1.3 Communication Channels with and Issues Concerned by Stakeholders	10		
GRI 102: General Disclosure						
Reporting Practices	102-45	Entities Included in Consolidated Financial Statements	Preparation Policy	5		
	102-46	Define Content of the Report and Boundary of Topics	1.4 Identify Material Topics	14		
	102-47	List of Material Topics	1.4 Identify Material Topics	14		
	102-48	Information Restatement	-			No information restatement
	102-49	Changes in Report	-			No change in the report
	102-50	Reporting Period	Preparation Policy	5		
	102-51	Date of the Previous Report				Initial publication
	102-52	Reporting Cycle	Issuance Frequency	6		
	102-53	Contact Person to Answer Questions Related to the Report	Opinions and Feedback	6		
	102-54	Declarations of Reporting Based on the GRI Standard	Preparation Basis and Information Confirmation	5		
	102-55	GRI Content Index	Appendices - GRI Content Index	106		
	102-56	External Assurance	-			No external assurance executed

Topic	Disclosure Item	Item Description	Chapter	Page	External Assurance	Remark
Corporate Governance Aspect/Economic Aspect						
★ Risk Management						
GRI 103 : Management Policy 2016	103-1	Explanation of Material Topics and Their Boundaries	Identify Material Topics	15		
	103-2	Management Policies and Their Key Elements	3.2 Risk Management	48		
	103-3	Evaluation of Management Policies	3.2 Risk Management	48		
Topics Set by TUC	-	Corporate Governance Operating Performances	3.2 Risk Management	48		
★ Operating Performance						
GRI 103 : Management Policy 2016	103-1	Explanation of Material Topics and Their Boundaries	Stakeholder Engagement - Identify Material Topics	10		
	103-2	Management Policies and Their Key Elements	3.4 Operating Performance	57		
	103-3	Evaluation of Management Policies	3.4 Operating Performance	57		
GRI 201 : Economic Performance 2016	201-1	Direct Economic Value Generated from and Allocated by the Organization	3.4 Operating Performance	57		
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Water and Effluent						
GRI 303 : Water and Effluent 2018	303-1	Mutual Effects of Sharing Water Resources	4.1 Water Resource Management	62		
	303-2	Impact Management Related to Effluent	4.1 Water Resource Management	62		
	303-3	Water Intake	4.1 Water Resource Management	62		
	303-4	Water Discharge Volume	4.1 Water Resource Management	62		
	303-5	Water Consumption	4.1 Water Resource Management	62		
Energy-saving and Carbon Dioxide Reduction						
GRI 302 : Energy 2016	302-1	Internal Energy Consumption of the Organization	4.2 Energy-saving and Carbon Dioxide Reduction	46		
	302-3	Energy Intensity	4.2 Energy-saving and Carbon Dioxide Reduction	46		
	302-4	Energy Consumption Reduction	4.2 Energy-saving and Carbon Dioxide Reduction	46		
★ Waste Management						
GRI 103 : Management Policy 2016	103-1	Explanation of Material Topics and Their Boundaries	Stakeholder Engagement - Identify Material Topics	10		
	103-2	Management Policies and Their Key Elements	4.3 Waste Management	66		
	103-3	Evaluation of Management Policies	4.3 Waste Management	66		

Topic	Disclosure Item	Item Description	Chapter	Page	External Assurance	Remark
GRI 306 : Waste 2020	306-1	Waste Generation and Significant Impacts Related to Waste	4.3 Waste Management	66		
	306-2	Impact Management Related to Waste	4.3 Waste Management	66		
	306-3	Waste Generation	4.3 Waste Management	66		
	306-4	Waste Disposal and Transfer	4.3 Waste Management	66		
	306-5	Direct Disposals of Waste	4.3 Waste Management	66		
Legal Compliance Related to Environmental Protection						
GRI 307 : Legal Compliance Related to Environmental Protection 2016	307-1	Violation of Environmental Protection Regulations	3.3 Legal Compliance	53		
Social Aspect						
Labor-management Relations						
GRI 401 : Labor-management Relations 2016	401-1	New Employees and Former Employees	5.1.2 Employee Statistics	73		
	401-2	Benefits Provided to Full-time Employees (excluding temporary or part-time employees)	5.2.1 Salaries and Benefits	79		
	401-3	Parental Leave	5.2.1 Salaries and Benefits	79		
	Salary	The number of full-time employees not holding a management position and the average salary and median of full-time employees not holding a management position of the enterprise, as well as the differences of the former items with the preceding year shall be disclosed	5.2.1 Salaries and Benefits	79		
★ Occupational Safety and Health						
GRI 103 : Management Policy 2016	103-1	Explanation of Material Topics and Their Boundaries	Stakeholder Engagement - Identify Material Topics	10		
	103-2	Management Policies and Their Key Elements	5.3 Occupational Safety and Health	88		
	103-3	Evaluation of Management Policies	5.3 Occupational Safety and Health	88		

Topic	Disclosure Item	Item Description	Chapter	Page	External Assurance	Remark
GRI 403 : Occupational Safety and Health 2018	403-1	Occupational Safety and Health Management System	5.3.1 Occupational Safety and Health Management System	89		
	403-2	Hazard Identification, Risk Evaluation, and Accident Investigation	5.3.1 Occupational Safety and Health Management System	89		
	403-3	Occupational Health Services	5.3.2 Employee Health Management and Health Improvement	94		
	403-4	Participation, Consultation, and Communication of Workers Related to Occupational Safety and Health	5.3.1 Occupational Safety and Health Management System	89		
	403-5	Training of Workers Related to Occupational Safety and Health	5.3.1 Occupational Safety and Health Management System	89		
	403-6	Health Improvement of Workers	5.3.2 Employee Health Management and Health Improvement	94		
	403-7	Prevention and Mitigation of Occupational Safety and Health Impacts Directly Related to Businesses	5.3.3 Operating Environment and Operating Method Improvement	101		
	403-9	Occupational Injuries	5.3.1 Occupational Safety and Health Management System	89		
★ Sustainable Supply Chain						
GRI 103 : Management Policy 2016	103-1	Explanation of Material Topics and Their Boundaries	Stakeholder Engagement - Identify Material Topics	10		
	103-2	Management Policies and Their Key Elements	4.5 Sustainable Supply Chain	70		
	103-3	Evaluation of Management Policies	4.5 Sustainable Supply Chain	70		
GRI 414 : Suppliers' Social Evaluation 2016	414-1	New Suppliers Selected by Using Social Standards	4.5 Sustainable Supply Chain	70		
Compliance with Social and Economic Regulations						
GRI 419 : Compliance with Social and Economic Regulations 2016	419-1	Violation of Laws and Requirements in Social and Economic Fields	3.3 Legal Compliance	53		
Public Welfare Participation						
GRI 203 : Indirect Economic Impact 2016	203-1	Investments in Infrastructure and Development and Impacts of Supportive Services	5.4 Public Welfare Participation	103		

★ means material topic

Certification Statement External Assurance Has Not Been Executed