

2022

Sustainability Report

2022 Young Optics

YOUNGOptics

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About the Report

Thank you for reading Young Optics' Sustainability Report. You can access or download this report from Young Optics' official website or TWSE Market Observation Post System. This report demonstrates Young Optics' performance and achievements in the economic, environmental and social domains, and shows our commitment to becoming a sustainable enterprise to our stakeholders.

Consolidating Principle

This report follows the Global Reporting Initiative (GRI) Standards 2021, which are the most widely used sustainability reporting standards in the world. A comparison table of GRI disclosure items is provided in the appendix. This report is based on our own data and analysis, and has not been verified by an independent third party.

Structure and Scope ²⁻²

- The report includes seven chapters: Business Operation, Sustainable Development, Corporate Governance, Sustainable Environment, Sustainable Innovation, Friendly Workplace and Social Participation.
- This report mainly covers the scope of Young Optics Taiwan's headquarters, while some chapters also include the scope of Young Optics' China subsidiaries (Kunshan Factory, Suzhou Factory), which will be indicated separately in the report. °

Publication Time ²⁻³

Young Optics' Sustainability Report is an annual report, which can be downloaded on the official website Of Young Optics and TWSE Market Observation Post System.

- Issue time of the last report : September 2022
- Issue time of current report : September 2023
- Issue time of the next report : September 2024

Contact Information ²⁻³

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Official Website



Facebook

Letter from ESG Steering Committee Chair Person

Young Optics follows the philosophy of “Customer First, Quality Excellence” and strives for sustainable operation. We offer high-quality products from product design, manufacturing process to service to satisfy customers’ needs. We aim to enable our products to enhance everyone’s life. While pursuing operational performance, we also pay attention to international trends, and incorporate sustainable development of the economy, environment and society into Young Optics’ management principles. Through internal management measures such as business planning, education and training, supplier policies, we promote balanced development between the economy, society, and the environment. We are dedicated to creating a society of coexistence and common prosperity.

All members of Young Optics adhere to business ethics and ensure honesty and integrity among employees to protect the assets, rights, stakeholders, and image of the enterprise. Furthermore, Young Optics treats the shareholders fairly and improves the structure and operation of the committee. It also increases the transparency of information to implement sustainable management and corporate governance.

Young Optics complies with environmental protection, safety and health, and green products in terms of environment. It requires all subsidiaries to follow the local laws and regulations and also regards sustainable operations as a key goal to promote sustainable development. It establishes green processes and documents to control and supervise the manufacturing from design to production. It aims to integrate the three main aspects of “green design”, “green procurement” and “green manufacturing process” to minimize the environmental impact of corporate activities. It will keep abreast of international sustainable trends and fulfill its duties as a global citizen.

In terms of society, Young Optics adheres to the principles of “employing people on their own merits”, “assigning suitable talents to the right place” and sharing profits with employees. It provides a friendly environment that promotes health, safety, gender equality and diversity. Moreover, Young Optics has established a career system for each unit to organize employees, which includes a career development map and training courses that match talents and places. It provides a creative workplace environment that enables employees to grow together with Young Optics. It also connects with surrounding communities to create social impacts. Besides enterprise growth, Young Optics believes in the concept of “take it from society, use it for society” and cares for every corner of society.

Looking towards the future, Young Optics will remain true to its original aspirations and adhere to the management policy of “Customer First, Quality Excellence”. It will focus on its core business, continuously optimize product design, manufacturing processes, and management technology. It will strengthen the company based on corporate governance, implement a sustainable development strategy with clear goals, enhance the company’s value, and create the highest value for stakeholders and society as a whole.



Chairman Sarah Lin



01

Business Operation

- 1.1 About Young Optics
- 1.2 Economic Performance
- 1.3 Future Development

01 Business Operation

1.1 About Young Optics

1.2 Economic Performance

1.3 Future Development

2-1, 2-6

1.1.1 About Young Optics

Young Optics was founded in Hsinchu Science Park on February 18, 2002, and listed on the Taiwan Stock Exchange on January 26, 2007 with the stock code 3504.

It specializes in the research, design, manufacture and sales of key components and optical engines. It is the first major domestic manufacturer of key components to develop optical engines independently. Its headquarter is located in Hsinchu Science Park in Taiwan. Young Optics also has four subsidiaries worldwide, including Kunshan and Suzhou in China, Dhaka Industrial Zone in Bangladesh and Akita in Japan. As of December 31, 2022, the total number of employees of Young Optics and its subsidiaries is 2,319.

• Young Optics' Information




Establishment: February 18, 2002	
Chairman	Sarah Lin
President	Claude Hsu
Number of Employees	2,319
Headquarter	No. 7, Xin'an Rd., East Dist., Hsinchu City, Taiwan

• Global Location

Global Location	Establishment	Address
Kunshan Young Optics	2004	No. 20, Third Avenue, Kunshan Export Processing Park, Jiangsu, China
Suzhou Young Optics	2003	2nd Floor, Building 6, No. 80 Tongyuan Road, Suzhou Industrial Park, China
Bangladesh Young Optics	2012	2F-A209,B209,#6 Building,No.80,TongYuan Rd., Suzhou Industrial Park
Mejiro Genossen,LTD	2016	1-7 Takahata, Kubota, Yurihonjo City, Akita Prefecture, Japan

1.1.2 Operational Philosophy

With the vision of “present the boundless charm of optical technology for humanity”, We are eager to start with preparation at all times, persisting in the achievement for “mission of acquiring healthy, safe and happy life” through optical strengths for human.

-  To enable recording beauty of the boundless universe to become easily accessible.
-  Leading the expanded vision for humanity, assisting in human exploration to the microcosmos.
-  Extending people's experience in vision, hearing and tactile sense.

Young Optics is proud of our highly skilled optical technology team that covers all aspects of the product development process. From research and development to design, production, and manufacturing, our team is committed to delivering exceptional optical solutions. We specialize in optical design, mechanism design, electronic software design, glass lens grinding and polishing, molded glass forming, plastic lens injection, and precision processing of various film cores. Our expertise also extends to aspheric precision measurement, optical coatings such as anti-reflective, infrared, and ultraviolet-infrared, metal processing, optical component and lens assembly production, as well as waveguide design and manufacturing. With our vertically integrated optical process capabilities, we offer a wide range of customized integrated service solutions to simplify operations for our partners and meet their diverse optical requirements.

Our product range encompasses a variety of items, such as micro-projectors, major appliances, smart speakers, video walls, security surveillance imaging lenses, digital headlights for vehicles, LIDAR lenses, HUD combiners, Puddle lights, industrial inspection lenses, 3D printing, and optical components. These products are accompanied by comprehensive customized services to meet the unique needs of our customers. We are actively seeking strategic partnerships with both customers and suppliers, aiming to collaboratively compete in the target market and establish a mutually beneficial competitive advantage in the midst of intense global competition and rapid technological advancements.

01 Business Operation

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Product and Service

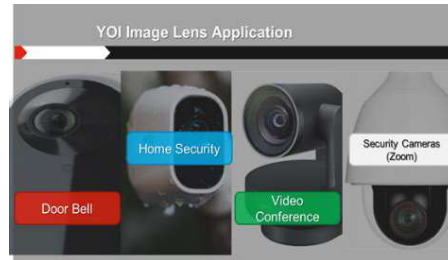


Image Optics

YOI produces digital image optics components mainly used in various professional security and smart home products.

3D Printer and Peripheral Products

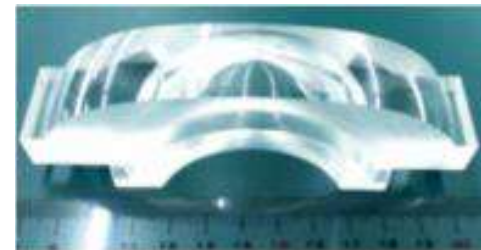
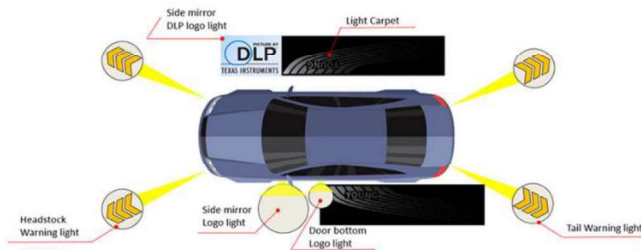
Mainly used in jewelry and dental industries to improve production efficiency and realize customized production, providing more economical sample-making methods for industries such as industrial, medical, and footwear.

Optical Components

YOI produces various optical components such as plastic lenses, glass molded lenses, glass ground lenses, waveguide lenses, color wheels, integration rods, prisms, reflection mirrors, filters, and projection lens modules, mainly used in various optical systems.

Pico Display

Due to technological advancements, pico displays are not only used in portable projection products, but also expanded to home or private theaters, TVs, white goods, smart speakers, robots, medical inspections, and even small advertising billboards and commercial applications (such as restaurant ordering systems).



01 Business Operation

1.1 About Young Optics

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1.1.3 Business Overview

Date	Item	Date	Item	Date	Item
2002	<ul style="list-style-type: none"> YOI was established with a paid-in capital of NT\$230,000,000. Launched the first HD2 (720P) optical engine for micro-projectors. Launched the first XGA optical engine for video wall applications. 	2010	<ul style="list-style-type: none"> Increased the paid-in capital by NT\$ 75,000,000 through Follow-On Offering, raising the total paid-in capital to NT\$ 1,148,148,000. Awarded the "Outstanding Innovation Award" in the "Industrial Technology Advancement Award" by the Ministry of Economic Affairs. Successfully developed ultra-short-throw projection lenses and Megapixel car recorder lenses. Moved to 7, Hsin An Rd., Hsinchu Science Park, Hsinchu City, 300. 	2017	<ul style="list-style-type: none"> Ranked among the top 6-20% in the 3rd Corporate Governance Evaluation" by the TWSE. Awarded the 20th Outstanding Photonics Product Award from the Photonics Industry & Technology Development Association.
2003	<ul style="list-style-type: none"> Launched the first zoom lens for front projection. Established Young Optics (Suzhou) Co., Ltd. in China through third-party investment. 			2018	<ul style="list-style-type: none"> Ranked among the top 100 domestic corporate invention patent applicants in 2017. Ranked among the top 100 domestic corporate patent applicants in 2017. Ranked among the top 6-20% in the 4th Corporate Governance Evaluation" by the TWSE. Awarded the "Badge of Accredited Healthy Workplace" from the Health Promotion Administration, Ministry of Health and Welfare.
2004	<ul style="list-style-type: none"> Increased the paid-in capital by NT\$ 130,000,000 through Follow-On Offering, raising the total paid-in capital to NT\$ 360,000,000. Acquired the total equity of Grace China Investments Limited, an reinvestment holding company of the parent's company, Coretronic Corporation and its subsidiary, Young Optics (Kunshan) Co., Ltd. Additionally, successfully completed the expansion of optical engines and related optical components production. Successfully mass-produced the HD2+ (720P) optical engine. 	2011	<ul style="list-style-type: none"> Cancellation of treasury stocks led to a capital reduction of NT\$ 7,550,000, resulting in a total paid-in capital of NT\$ 1,140,598,000. Established Young Optics (BD) LTD. through third-party investment, to expand optical component production. 	2019	<ul style="list-style-type: none"> Ranked among the top 100 domestic corporate invention patent applicants in 2018. Ranked among the top 6-20% in the 5th Corporate Governance Evaluation" by the TWSE. Awarded the 28th Taiwan Excellence Gold Awards.
2005	<ul style="list-style-type: none"> Increased the paid-in capital by NT\$ 30,000,000 through Follow-On Offering, raising the total paid-in capital to NT\$ 601,765,000. 	2012	<ul style="list-style-type: none"> Received the Health Promotion Award from the Bureau of Health Promotion, Ministry of Health and Welfare. 	2020	<ul style="list-style-type: none"> Ranked among the top 100 domestic corporate invention patent announcements and certifications in 2019. Ranked among the top 6-20% in the 6th Corporate Governance Evaluation" by the TWSE Awarded the 29th Taiwan Excellence Award.
2007	<ul style="list-style-type: none"> YOI's stocks were listed on the Taiwan Stock Exchange (listing date: January 26, 2007). Increased the paid-in capital by NT\$ 92,460,000 through Follow-On Offering, raising the total paid-in capital to NT\$ 835,816,000. Successfully developed Pico Display engine technology. 	2013	<ul style="list-style-type: none"> Received an 'A' ranking award in the 10th "Information Transparency and Disclosure Ranking System", Securities and Futures Institute. 	2021	<ul style="list-style-type: none"> Ranked among the top 100 domestic corporate invention patent announcements and certifications in 2020. Ranked among the top 21-35% in the 7th Corporate Governance Evaluation" by the TWSE.
2008	<ul style="list-style-type: none"> Acquired all equity of Aptek Optical Corp. 	2014	<ul style="list-style-type: none"> Received an 'A' ranking award in the 11th "Information Transparency and Disclosure Ranking System", Securities and Futures Institute. 	2022	<ul style="list-style-type: none"> Ranked among the top 100 domestic corporate invention patent announcements and certifications in 2021. Ranked among the top 21-35% in the 8th Corporate Governance Evaluation" by the TWSE.
2009	<ul style="list-style-type: none"> YOI was awarded the 12th Outstanding Photonics Product Award by the Photonics Industry & Technology Development Association (PIDA). 	2015	<ul style="list-style-type: none"> Received an 'A+' ranking award in the 12th "Information Transparency and Disclosure Ranking System", Securities and Futures Institute. Ranked among the top 20% in the 1st Corporate Governance Evaluation" by the TWSE. 	2023	<ul style="list-style-type: none"> The subsidiary Young Optics (Kunshan) Co., Ltd. and Young Optics (BD) LTD. have obtained the IATF 16949 audit certification. Ranked among the top 100 domestic corporate invention patent announcements and certifications in 2022. Ranked among the top 36-50% in the 8th Corporate Governance Evaluation" by the TWSE.
		2016	<ul style="list-style-type: none"> Ranked among the top 20% in the 2nd Corporate Governance Evaluation" by the TWSE. Acquired 99% share of Mejiro Genossen Inc. 		

01 Business Operation

1.1 About Young Optics

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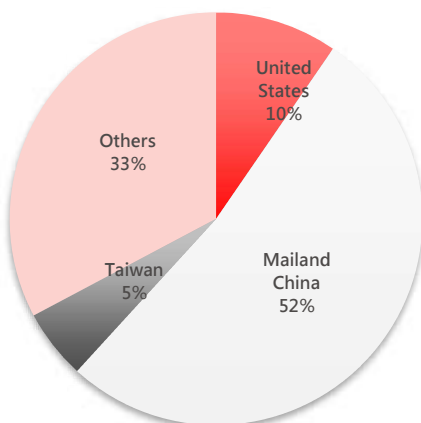
For the fiscal year of 2022, Young Optics Inc. (YOI) has reported consolidated sales revenue of NT\$4,684 million. Gross profit was reported at NT\$809 million with gross profit margin of 17.3%. Net operating profit was reported at NT\$18.01 million with net income of NT\$66.37 million. Net income attributable to Shareholders of the parent NT\$64.65 million. The basic EPS was NT\$0.57 per common share.

In the first half of 2022, due to mass production of Pico Display, growth in Optical Component due to novelty application, improvement in 3D Printer material shortage and strong needs for automobile digital headlight, shipments have increased compared to the same period last year. However, inflation in European and American countries have led to worries of recession, along with impact caused by China's epidemic prevention policy, customers had been making adjustments or even cleared their inventory, which further led to conservative order placement, consolidated sales revenue of latter half is amounted to NT\$2,223 million (A decrement of about 10% compared to first half), the consolidated sales revenue was reported at NT\$4,684 million, an annual growth of only 3%. We see most growth in automobiles lens of 61% in the year 2022, 3D Printer slightly increased by 4%, Pico Display and Optical Component 2%; Image Optics smart home camera shipment increased, on the other hand, shipment of web cam has decreased by 11% compared to last year due to customers' inventory adjustments.

The sales analysis of YOI'S major products in 2022 is as follows:
Unit : NTD million

Item	Year	2021	2022	Increase (decrease) in amount
Pico Display		1,625	1,660	35
Image Optics		885	786	(99)
Optical Component		983	1,001	18
3D Printer		631	657	26
Auto		210	338	128
Video Wall		201	198	(3)
Others		28	44	16
Total		4,563	4,684	121

2022 Sales to other than consolidated entities



Consolidated Statements of Comprehensive Income

Amounts in thousands of NTD	2020	2021	2022
Operating revenue	3,905,582	4,562,666	4,683,503
Gross profit	711,380	785,270	809,273
Operating income	(235,569)	27,300	18,008
Non-operating income and expenses	2,780	24,558	78,240
Net profit before tax	(232,789)	51,858	96,248
Income tax expense	3,427	24,884	29,877
Net income	(236,216)	26,974	66,371
Basic earning per share (in New Taiwan Dollar)	(2.07)	0.23	0.57
Summary statement of employee benefits, depreciation and amortization expense by function :			
Employee benefits expense	1,166,623	1,266,850	1,351,391
Financial cost :			
Interest on borrowing from bank	10,536	7,693	13,015
Interest on lease liabilities	12,828	10,253	9,440
taxation	6,700	18,241	17,262

Consolidated Balance Sheets in recent 3 years

Amounts in thousands of NTD	2020	2021	2022
Total current assets	2,511,922	3,186,858	2,908,506
Property, plant and equipment, net	2,226,151	2,038,093	1,979,410
Total assests	5,516,024	5,940,138	5,566,258
Total current liabilities	1,348,109	1,550,402	1,481,347
Long-term borrowings	552,751	834,932	416,944
Total liabilities	2,334,262	2,756,303	2,253,811
Common stock	1,140,598	1,140,598	1,140,598
Capital surplus	1,648,711	1,648,711	1,648,711
Total retained earnings	571,503	598,604	663,186
Toatal equity	3,181,762	3,183,835	3,312,447

With regard to information for insiders, please refer to the website at YoungOptics(<https://www.youngoptics.com/investors-20-page24>) and <https://mops.twse.com.tw/mops/web/index>.

01 Business Operation

- 1.1 About Young Optics
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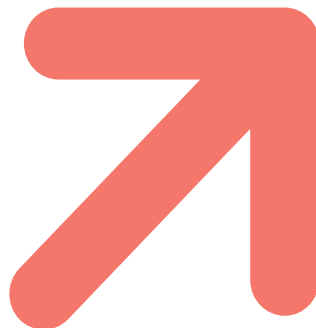
2-6

Looking towards the future, YOI will pursue the following strategies:



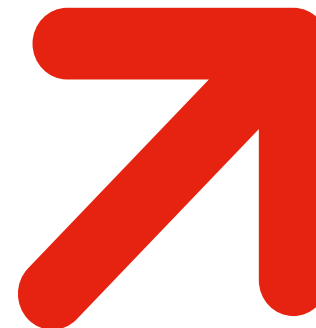
Open up markets

Proactively open up markets of virtual reality (VR), augmented reality (AR) Optical.



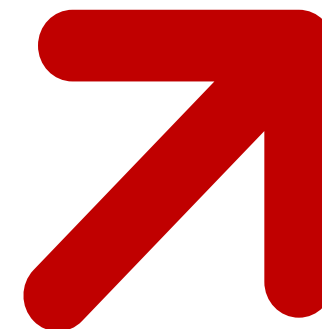
Improve profit margin

Components, glasses for mobile, automobile projector, 3D-Printing and more. Continuously improve process management and technology to enhance cost advantages and improve profit margin.



Increase the capacity utilization

Increase the capacity utilization rate of glass lenses in the Bangladesh and Taiwan factories.



Implement quality excellence

Implement quality excellence in every detail of products, processes, and services, becoming the most reliable supplier partner for customers.

Raise low-cost fund in accordance with the group's operational layout as the backing for the company's sustainable development.

New products(services) planned for development:



VR/MR/AR glasses(set)

Micro fisheye lens

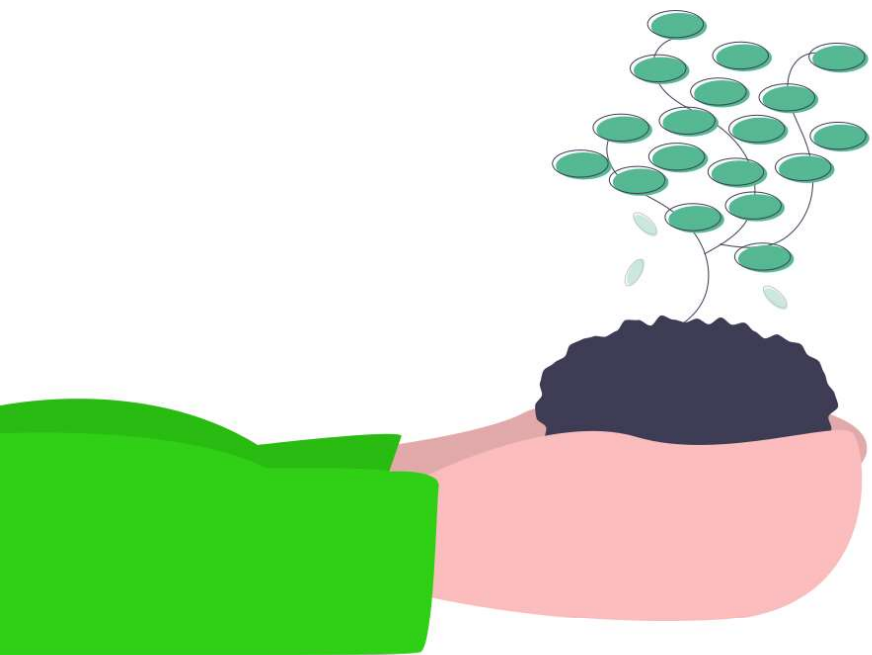
Automotive micro projection module for ground lighting

Digital headlight lens

Economical 3D printing optical module

Statellite camera module

Optical module for maskless exposure machine



02 Sustainable Development

2.1 Sustainable Development

2.2 Stakeholders Communication

2.3 Material Topics

2.4 Material Topics' Boundary

2.5 ESG Policy and SDGs

02 Sustainable Development

2.1 Sustainable Development

2.2 Stakeholders

Communication

2.3 Material Topics

2.4 Material Topics

'Boundary

2.5 ESG Policy and

SDGs

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As the extreme climate continues to intensify, the global competition for talent and geopolitical factors have impacted the economy, society, and environment to varying degrees¹². While pursuing operational growth, YOI also upholds the responsibilities of a corporate citizen and Young Optics promises:



Governance

To create company value, enhance shareholder rights, and at the same time comply with laws and regulations, it is essential to strictly observe business ethics and improve corporate governance.



Environmental

YOI maintains an unwavering focus on the risks associated with climate change. Leveraging our innovative research and development capabilities, we are dedicated to green design, innovative management, the development of green processes and green procurement. We collaborate with our supplier partners to enhance technology and improve resource efficiency. Our commitment to environmental sustainability is evident in our efforts to optimize energy use, manage water resources, and implement waste management strategies.



Society

To ensure the protection of human rights, prioritize employee welfare, safety, and health, and foster harmonious labor-management and communication relations, Young Optics Industries (YOI) is committed to upholding human rights, managing supply chains, and actively engaging with the community.

2.1.1 Sustainable Development Committee

YOI has established the "Sustainable Development Best Practice Principles" and the "Sustainable Development Committee" to promote sustainability-related work. The Chairman of the Board serves as the "Chief Committee Member," and the President and CFO serve as "Committee Members," while the heads of each business department serve as "Executive Representatives" and the head of HR Operation Div. serves as the "Management Representative."

The Management Representative is responsible for convening committee and Executive Representatives to establish annual sustainable focus areas and plans. They also conduct regular reviews the execution of the annual plans. The CFO reports to the Board of Directors on YOI's implementation of sustainability and integrity management every year.

Sustainable Development Committee Organization

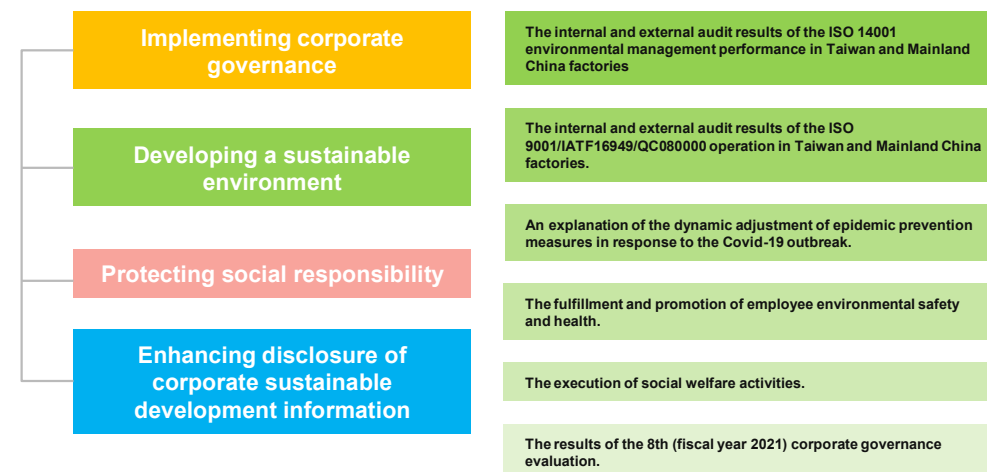


2.1.2 Sustainability Policy

Our sustainability policies include :

The report for the fiscal year 2022

includes the following contents:



02 Sustainable Development

2.1 Sustainable Development

2.2 Stakeholders Communication

2.3 Material Topics

2.4 Material Topics

'Boundary

2.5 ESG Policy and SDGs

2-29

Young Optics gathers data from both domestic and international companies, conducts relevant surveys, and adheres to the AA1000 stakeholder engagement standards (2015) based on dependency, responsibility, tension and influence, and diverse perspectives. The company identifies seven key stakeholders: employees, investors, customers, suppliers, local communities, non-profit organizations, and governments. Young Optics believes that establishing effective communication channels with these stakeholders is crucial. This enables the company to understand their needs and expectations while helping it navigate economic, social, and environmental challenges. By doing so, Young Optics aims to create a positive social impact and generate greater value for all stakeholders. Ultimately, these efforts contribute to the company's overall growth.

The following table outlines the various communication channels employed by Young Optics to engage with its stakeholders:

● Communication Channels for Stakeholders

Stakeholders	Concerned Issues	Communication Channels	Stakeholders	Concerned Issues	Communication Channels
Employees	<ul style="list-style-type: none"> Compensation System Talent Development / Training Occupational Health and Safety 	Contact email : employees@youngoptics.com	Suppliers	<ul style="list-style-type: none"> Supply Chain Management 	Contact email : webmail1@youngoptics.com
		Employees suggestion box			Video Conference/telephone/email
		Management and Labor Council/Forum/Employee Welfare Committee			Dedicated procurement and supplier management Division
		Online questionnaire open for critical topics			Green product management system (GPMS)
		Corporate ERP System-welfare committee zone/ Heart-to-heart talk with the President			Quarterly / annual supplier auditing
Investors	<ul style="list-style-type: none"> Operation Performance Corporate Governance Innovative Research & Development 	New employee training	Local Communities	<ul style="list-style-type: none"> Waste Treatment Occupational Health and Safety Community Activities Participation 	Contact email : csr.yo@youngoptics.com
		Contact email : ir.yo@youngoptics.com			Organize corporate visits
		Spokesperson and Deputy Spokesperson : +8863 620-6789			Organize various events of social care and public charities
		Market Observation Post System/Shareholders meeting/Investor conference	NGO/NPO	<ul style="list-style-type: none"> Public Charity Promotion Community Activities Participation 	Contact email: csr.yo@youngoptics.com
Customers	<ul style="list-style-type: none"> Economic Performance Green Product 	Corporate website			Organize various events of social care and public charity
		Quarterly financial statement and annual report	Government	<ul style="list-style-type: none"> Labor Relation Occupational Health and Safety Waste Treatment Environmental compliance 	Contact email : csr.yo@youngoptics.com
		Contact email : webmail1@youngoptics.com			regulations public hearing/relevant workshop/course/forum and lecture participation
		Video Conference/telephone/email/personal visiting customers			Management and Labor Council
		Domestic and overseas exhibition Participation			

02 Sustainable Development

2.1 Sustainable
Development

2.2 Stakeholders
Communication

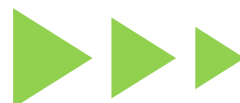
2.3 Material Topics

2.4 Material Topics
'Boundary

2.5 ESG Policy and
SDGs

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Analysis and Identification of Material Topics



1

Identification of Important Issues

Environmental X13, Social X15, Governance X16

2

Questionnaire Investigation

Prioritize tasks according to their degree of
attention and impact

3

Analysis of Questionnaire

Material Topics X12

4

Approval

YoungOptics selects the results by collecting international sustainability trends, Global Reporting Initiative Standards (GRI Standards), the United Nations Sustainable Development Goals (SDGs), optical industry-related issues, various corporate sustainability reports, and relevant announcements from government agencies. The company identified 44 sustainability issues and formulated relevant goals and implementation plans based on a questionnaire survey of stakeholders, which identified 12 major themes.

International Sustainable Trends

GRI Standards
Sustainable Development Goals
Optoelectronics Industry's Issues
Sustainability Report
Governments 'Announcements

53 Stakeholders

Including: Directors, Employees
and Shareholders

Consider these factors when interpreting questionnaire results :

Stakeholders 'Attention to Material Topics
Impact of Material Topics on Operations

We will review whether the sustainability
report discloses performance related to
material topics and use it as a reference for
the next annual report.

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2.3 Material Topics

2.4 Material Topics

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SDGs

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● Important Issues

Based on the collected data and summarization, the following 44 sustainability issues were:



Environmental
Circular Economy
Environmental Policy and management System
Environmental Protection
Environmental Regulation Compliance
Waste Management
Green Process and Product
Green Procurement
Climate Change and Energy Management
Raw Material Management
Pollution Prevention
Hazardous Substance Management
Ecological Conservation and Biodiversity
Water Management



Social
Labor Relations
Labor and Human Rights
Salary and Benefits
Occupational Health and Safety
Training and Education
Diversity, Equity and Inclusion's working environment
Social Participation and Technology care
Labor Regulations Compliance
Talent Attraction and Retention
Forced Labor
Prohibition of Child Labor
Equal Pay for Work of Equal Value
Conflict Minerals
Sustainable and Environmental Education
Work-life Balance



Governance
Corporate Governance and Financial Performance
Ethical Corporate and Regulations Compliances
Sustainable Strategy and Promotion
Information and Privacy Security
Shareholder rights
Customers 'Privacy and Relations Management
Product Quality and Lead Time
Supply Chain Management
Innovative Research and Development Management
Anti-corruption
Responsible Consumption and Production
Local Supply Chain
Risk Management
Corporate Image
International Capital Market
Stakeholders Communication and Channels

02 Sustainable Development

2.1 Sustainable Development

2.2 Stakeholders Communication

2.3 Material Topics

2.4 Material Topics

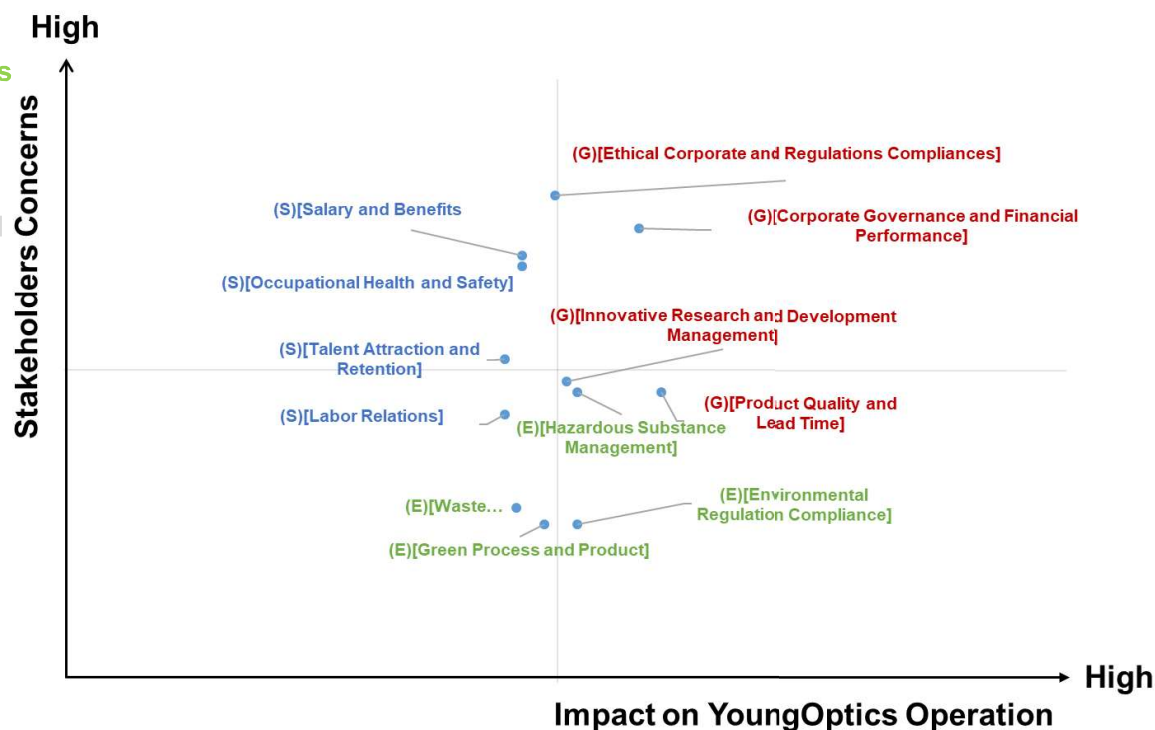
'Boundary

2.5 ESG Policy and
SDGs

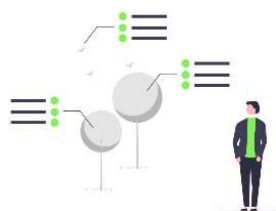
3-1, 3-2, 3-3

● 12 Material Topics

According to the survey results, a matrix analysis of major topics was conducted. Among the 12 major topics, corporate governance and operating performance received the highest score for the degree of operational impact and stakeholder attention. The detailed results are as follows:



Category	Topics
Environmental	Hazardous Substance Management
	Waste Management
	Environmental Regulation Compliance
	Green Process and Product
Social	Salary and Benefits
	Occupational Health and Safety
	Talent Attraction and Retention
	Labor Relations
Governance	Corporate Governance and Financial Performance
	Ethical Corporate and Regulations Compliances
	Innovative Research and Development Management
	Product Quality and Lead Time



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● Sustainable Goals and Action Plans

Based on the analysis of major themes, the ESG execution team formulated key sustainable policies and plans to promote the sustainable development of YoungOptics. The details are as follows, and relevant projects are disclosed in each chapter.

Category	Goal	Action Plan
Environmental	Climate Change Management	Organize education and training, conduct greenhouse gas inventory, data collection, emission calculation, greenhouse gas inventory report
	Conserve Electricity Usage	Increase Energy-saving Rate
	Reduce Waste	Increase Recycling Rate
	Conserve Water	Increase Reclaimed Water Rate
	Develop Eco-friendly Product	Optimize Product Design
Social	Supply Chain Sustainable Assessment	Implement investigation of Supply Chain Sustainable Development Questionnaire per year
	Diversity and Inclusion	Optimize Ethnicity, Gender, Disability Support Plan
	Promote Sustainable Education	Organize Employees 'Sustainable Activity
	Friendly Working Environment	All types of appeal cases will be responded to and handled within one week, ensuring smooth communication.
Governance	Enhance Employees 'Ethical Corporate Awareness	Enhance the rate of corporate ethics education among indirect employees.
	Promote Financial Performance	Reduce production losses during the manufacturing process

This report discloses the scope of Taiwan's manufacturing plant, which includes the company and its employees, as well as external stakeholders such as investors, customers, suppliers, local communities, non-profit organizations, and governments.

Category	Material Topics	GRI Topic-specific Standards	Chapter	Scope							
				YOI		Stakeholder					
				Company	Employee	Investor	Customer	Supply Chain	Local Community	NPOs	Government
Environmental	Hazardous Substance Management	Material	4.3 Environmental Management	●	—	—	●	—	●	—	●
	Waste Management	Waste	4.3 Environmental Management	●	—	—	●	—	●	●	●
	Environmental Regulation Compliance	Environmental Compliances	4.2 Policy and Promise	●	—	●	●	—	●	●	●
	Green Process and Product	Material	5.2 Green Product	●	—	●	●	—	—	—	—
Social	Salary and Benefits	Labor/Management Relations	6.3 Remuneration and Benefits	●	●	—	—	—	—	—	—
	Occupational Health and Safety	Occupational Health and Safety	6.7 Safe Workplace	●	●	—	—	—	—	—	●
	Talent Attraction and Retention	Training and Education	6.2 Talent Development	●	●	—	—	—	—	—	—
	Labor Relations	Labor/Management Relations	6.3 Remuneration and Benefits	●	●	—	—	—	—	—	—
Governance	Corporate Governance and Financial Performance	Compliance with Laws and Regulations	3.2 Integrity Management	●	—	●	●	●	—	—	●
	Ethical Corporate and Regulations Compliances	Economic Performance	3.1 Corporate Organization	●	●	●	●	●	—	—	●
	Innovative Research and Development Management	Economic Performance	5.1 Innovational Management	●	—	●	●	●	—	—	—
	Product Quality and Lead Time	Economic Performance	5.3 Green Alliance	●	—	●	●	●	—	—	—

02 Sustainable Development

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2.5 ESG Policy and SDGs



Young Optics is deeply committed to the Sustainable Development Goals (SDGs), which were unveiled by the United Nations Sustainable Development Summit in 2015. Leveraging our core competencies and key areas of focus, we aspire to employ our professional expertise to contribute towards the collective attainment of these sustainable development goals. Going forward, we are steadfast in our commitment to tirelessly strive for an improved quality of life for all individuals.

SDGs	Corresponding chapter
 Goal 3. Good health and well-being	6.5 Health Care 6.6 Employee Care 6.7 Safe Workplace
 Goal 4. Quality Education	6.2 Talent Development
 Goal 8. Decent work and economic growth	1.2 Economic Performance 6.2 Talent Development
 Goal 12. Responsible consumption and production	5.2 Green Product
 Goal 13. Climate Action	Ch.4 Sustainable Environment
 Goal 17. Partnerships for the goals	Ch.7 Social Participation

03

Corporate Governance

- 3.1 Corporate Organization
- 3.2 Integrity Management
- 3.3 Risk Management
- 3.4 Intellectual Property Management



03 Corporate Governance

3.1 Corporate Organization

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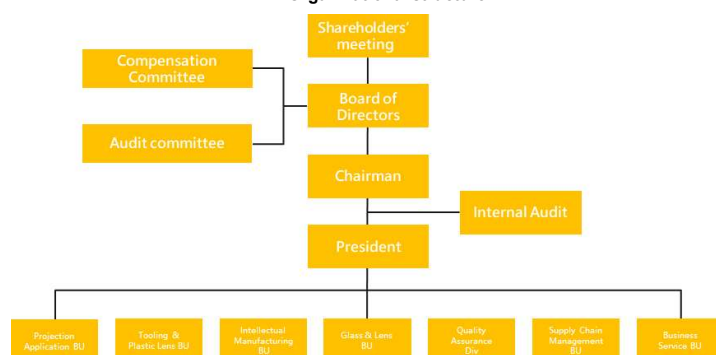
2-9, 2-11, 2-17, 2-18, 405-1

YoungOptics relies on the “Corporate Governance Best Practice Principle for TWSE/TPEs Listed Companies” as the basis for corporate governance operations. The company’s board of directors passed a resolution on October 28, 2022, to appoint Chief Financial Officer Cynthia Chang as the company’s corporate governance manager, leading the financial unit to be jointly responsible for corporate governance-related matters.

The main contents of corporate governance-related matters include handling matters related to board of directors and shareholders’ meetings in accordance with the law, preparing minutes of board of directors and shareholders’ meetings, assisting directors in their appointment and continuing education, providing directors with information needed to perform business, and collecting the latest legal developments related to operating the company, to assist directors in complying with laws.

Performance of Corporate Governance	2022	2021
Corporate Governance Evaluation System	Listed Company Top 50%	Listed Company Top 35%
Average Attendance Rate	96%	100%
Audit Committee’s Average Attendance Rate	100%	100%
Compensation Committee’s Average Attendance Rate	100%	100%
Directors’ Training Hours	47	66

Organizational structure



3.1.1 Board of Directors and Functional Committees

The board of directors is the highest governance unit and major operational decision-making center of the company. Its primary responsibilities include supervising operating performance, preventing conflicts of interest, ensuring compliance with various laws and shareholder meeting resolutions, and maximizing shareholders’ rights. The board of directors convenes at least once every quarter. In 2022, the eighth board of directors convenes a total of 4 times. The company’s management reports operating performance to the board of directors, who decide on major operating policies and investment plans. The actual attendance rate of all directors in 2022 is 96%. Director attendance and information are as follows.

Information and attendance of the eighth of YOI's Directors

Title	Name	Gender	Age	Professional qualification and experience	In-person attendance rate(%)
Chairman	CORETRONIC Corporation Legal Representative: Sarah Lin.	Female	61-70	National Chengchi University (NCCU), Bachelor of International Business Possesses professional skills and knowledge in business management, leadership decision-making, and the optoelectronics industry. President of Coretronic Corporation	100%
Director	CORETRONIC Corporation Legal Representative: Sara Lin.	Female	51-60	MBA of, Johnson & Wales University, USA Possesses professional capabilities in management, leadership decision-making, and knowledge in the optoelectronics industry. Executive Vice President of Coretronic Corp.	100%
Director	CORETRONIC Corporation Legal Representative: Ken Wang	Male	51-60	Master of Electronic and Computer Engineering National Taiwan University of Science and Technology Possesses professional capabilities in management, leadership decision-making, and knowledge in the optoelectronics industry. President of, Nano Precision Taiwan Limited	100%
Director	Jyh-Hong Shyu	Male	51-60	Master of College of Law, National Taiwan University Possesses professional capabilities in management, leadership decision-making, legal knowledge, and knowledge in the optoelectronics industry. President of YOUNG OPTICS INC.	100%
Independent director	Hsiang-Hsun Wu	Male	41-50	Ph.D. of International Business, National Taiwan University Possesses professional knowledge and practical experience in investment management Assistant Professor College of Management, Yuan Ze University	75%
Independent director	Chih-Hun Huang	Male	41-50	Master of Accountancy, National Cheng Kung University Possess professional knowledge in management, financial accounting. Chairman and financial manager of HABITZ MEDTECH CO., LTD	100%
Independent director	Wan-Ting Yuan	Male	51-60	EMBA from Guanghua School of Management, Peking University, China Possess practical experience in business management. Chairman of Aces Electronics Co., Ltd.	100%

03 Corporate Governance

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● Diversity and Independence

According to the "Corporate Governance Best Practice Principle for TWSE/TPEs Listed Companies", the board of directors should consider diversity and formulate appropriate diversity policies based on its own operations, operating types, and development needs. The policies should include but not be limited to the following two general-oriented standards, basic conditions, and values: gender, age, nationality, and culture, etc.; professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industrial experience, etc.

The company's shareholders' meeting conducted a comprehensive re-election of directors on July 15, 2021. The board of directors consists of 7 directors, including 3 independent directors. Among the 7 directors, 6 are outside directors and 1 is an employee director. There is no spouse or relative relationship within the second degree among the 7 directors. The proportion of independent directors is 43%, and the term of office of each independent director does not exceed 9 years. The average age of all directors is about 53 years old.

YoungOptics has set a target for the ratio of female directors to be above 14% to focus on gender equality in the composition of the board of directors. Currently, there are 2 women among the 7 directors, with the ratio reaching 29%.

The members of the board of directors come from different professional fields, such as technology, finance, accounting, law, education, academic, and management, to implement the goal of diversifying the professional fields of the board of directors. Directors Sarah Lin, Sara Lin, and Ken Wang have knowledge of operation management, leadership decision-making, and the optoelectronic industry. Director Jyh-Horng Shyu has professional abilities in law, business management, leadership decision-making, and optoelectronic industry knowledge. Independent director Hsiang-Hsun Wu comes from academia and has practical experience in investment and management. Independent director Chih-Hun Huang is an accountant and serves as a lecturer at the IRTC Corporate Manager Training Center, with financial, accounting professional capabilities, and operational management capabilities. Independent director Wan-Ting Yuan has practical experience in operational management and leadership decision-making, all of which are helpful to the company's operational planning.

● Functional Committee

	Audit Committee	Remuneration Committee
Establish purpose	To enhance corporate governance, YOI established an audit committee in 2012. The committee is composed of three independent directors and is responsible for exercising supervisory powers in accordance with the law. The Audit Committee meets at least once every quarter and may convene meetings as necessary.	To reinforce corporate governance, YOI established the Remuneration Committee in 2012. The committee comprises three independent directors, who are authorized by the board of directors' resolution. It convenes at least twice a year and can be called upon as necessary. The committee is responsible for the remuneration policy and inclusive evaluation system for the company's directors and managers, with recommendations made by the board of directors.
Responsibilities of the committee	<ul style="list-style-type: none"> Adoption or amendment of an internal control system. Assessment of the effectiveness of the internal control system. Adoption or amendment of handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, the extension of monetary loans to others, or endorsements or guarantees for others. To review a matter bearing on the personal interest of a director. To review a material asset or derivatives transaction, monetary loan, endorsement, or provision of guarantee. The hiring or dismissal of an attesting CPA, or the compensation given there to. To review quarterly financial reports. To converse regularly with the chief internal auditor and CPAs on major financial matters of YOI. 	<ul style="list-style-type: none"> The Remuneration Committee of YOI is responsible for evaluating the compensation policies and systems for remuneration of directors and managers, assessing the achievement of performance objectives, determining the content and amount of individual remuneration, and making recommendations to the Board of Directors for their decision-making reference from a professional and objective perspective.
Audit meeting times	4	2
In-person Attendance Rate	100%	100%

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● Performance Evaluation of the Board of Directors and Training and Education

YoungOptics has established “Directors and Managers’ Salary Remuneration Policy and System and Performance Evaluation” and “Board of Directors Performance Evaluation Methods”. The company conducts annual performance evaluations at the end of each year, and the performance evaluations of the Board of Directors and functional committees are all affirmative by the members.

The evaluation objects and the measurement aspects of performance evaluation are as follows:

Performance evaluation of the Board of Director	Performance evaluation of board members (self or peer evaluation)	Performance evaluation of functional committees
<ul style="list-style-type: none"> ● Participation in the Company's operations ● Enhancing the quality of the Board's decision-making ● Composition and structure of the Board of Directors ● Selection and ongoing education of directors ● Internal control 	<ul style="list-style-type: none"> ● Understanding of company's goals and missions ● Awareness of director responsibilities ● Participation in company's operations ● Internal relationship management and communication ● Professionalism and continuous learning of directors ● Internal control 	<ul style="list-style-type: none"> ● Participation in company's operations ● Awareness of functional committee responsibilities ● Enhancing the quality of functional committee decision-making ● Composition and selection of functional committee members ● Internal control

To improve the corporate governance-related abilities and qualities of all directors, we arrange regular training courses for directors every year. In 2022, the total number of training hours for all directors will be 47 hours. The training courses are as follows:

Corporate Governance

- Insider Trading Prevention Campaign
- International Twin Summit
- Reference guide for Independent Director and Audit Committee
- Internal Insider Trading Compliance Seminar
- Continuing Professional Development Program for Issuers, Securities Firms, and Stock Exchange Accountants

Sustainable Business

- Cathay Sustainable Finance and Climate Change Summit
- Global Corporate Sustainability Forum (GCSF)
- Industry Advocacy Meeting on Sustainable Development Roadmap

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● Corporate Ethics and Integrity Value

YoungOptics is committed to pursuing business ethics and establishing a corporate culture of honest management. It requires directors, managers, and employees to adhere to the principle of integrity and implement it in all commercial interaction activities. The human resources department is responsible for promoting the company's integrity management.

To promote the core values of corporate integrity and implement corporate internal control and internal audit mechanisms, the company has formulated "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", and "Regulation Governing Avoidance of Conflicts of Interest in Suppliers". These policies serve as the basis for compliance with the ethics and integrity of members and suppliers. Under the whistle-blowing system item in the "Ethical Corporate Management Best Practice Principles", relevant regulations such as procedures for handling whistle-blowing cases and confidentiality of the identity of the whistle-blower and the content of the whistle-blower are formulated. Dedicated mailboxes for reporting by each stakeholder are also available to ensure the rights and interests of the company and all stakeholders.

● Whistleblowing Channel

Keep lines of communication open. No reporting letters or documents are received in the 2022 contact mailboxes.

Reporting Channel	Email
Reporting a violation of engagement infraud	webmail2@youngoptics.com
Stakeholders' communication channel	ir.yo@youngoptics.com employees@youngoptics.com webmail1@youngoptics.com csr.yo@youngoptics.com

● Implement Ethical Corporate Management

- The audit office has incorporated business integrity as a crucial risk assessment factor in the annual audit plan. During the audit process, it reviews the relevant internal control systems, operating procedures, and personnel's top-to-bottom implementation to guide the issuance of audit reports.

- YoungOptics and its suppliers must comply with the "Regulation Governing Avoidance of Conflicts of Interest in Suppliers" and sign a "Supplier Honesty and Integrity Agreement" before transactions. In 2022, 66 new suppliers have obtained the agreement. Out of 48 companies, 18 have been approved to be exempted from the agreement after meeting the internal regulations.



● Ethical Corporate Management Education

The human resources department at YoungOptics is responsible for developing and implementing our honest management policy to ensure that all colleagues understand and adhere to our corporate culture. As part of this policy, the integrity management code is included in the employment contract. Additionally, relevant training sessions are conducted for new employees, supervisors at all levels, and existing staff members. These courses serve as a reminder for all colleagues to exercise caution and diligence in their work.

Object	The brief of Educational implementation
New Employee	The total accumulated training hours is 1,544 hours.
Manager	On December 6, 2022, current managers and group supervisors at or above the division level will be promoted on the standards of ethical corporate management and prevention of insider trading.
Serving Officer	The internal announcement serves as a reminder of our company's strong commitment to business ethics. It emphasizes the importance of integrity for directors, managers, and employees in all business interactions. We promote a zero-tolerance policy towards the misuse of authority for personal gain, such as accepting illegal benefits, entertainment, gifts, kickbacks, or embezzling public funds. Furthermore, we are dedicated to fostering a culture of self-discipline among all company personnel. In situations where individuals have a personal interest in proposals or matters that could potentially harm the company's interests, they are encouraged to express their opinions and address any questions, but they are prohibited from participating in discussions and voting to avoid conflicts of interest.

03 Corporate Governance

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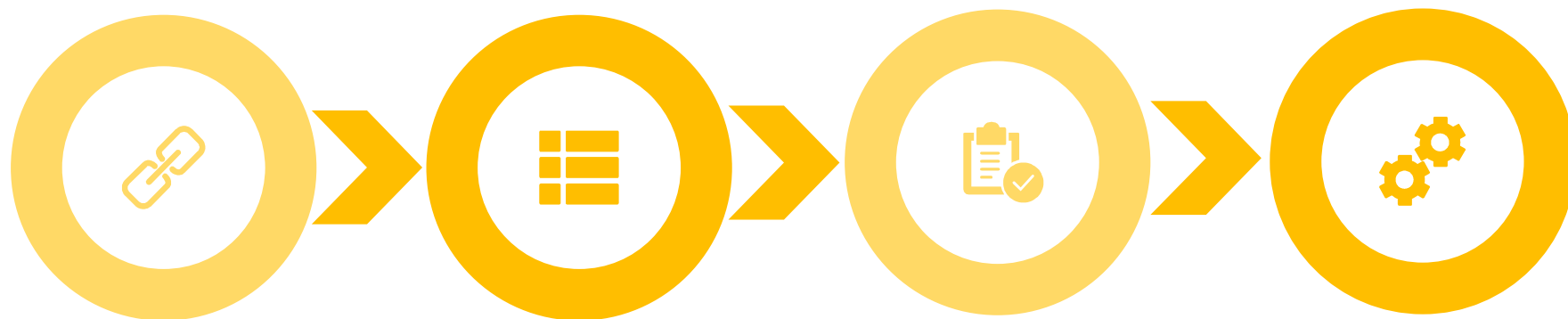
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The risk assessment focuses primarily on YoungOptics' manufacturing plant in Taiwan, considering its relevance to the industry and impact on major issues. Additionally, important subsidiaries, YoungOptics (Kunshan) and YoungOptics (Suzhou), are included in the risk management assessment.

To ensure effective risk management, YoungOptics has established a Quality Management System Executive Committee, which conducts an annual review meeting. During this meeting, environmental, social, and corporate governance-related risks associated with the organization's operations are assessed. Strategies for addressing major risks are formulated and reviewed mid-year.

To address the identified major risks, YoungOptics has implemented internal risk procedures. These procedures vary depending on the type of risk and encompass relevant regulatory requirements and systems, such as ISO9000, ISO14001, ISTF16949, occupational safety, and information security regulations.



Risk Issues Collection

Identify risks by collecting relevant internal and external issues, as well as understanding stakeholder's expectations and needs.

Risk Issues Identification

Analyze issues that affect the company's internal risks, and then we classify risk categories by severity and occurrence..

Risk Assessment

Interpret analysis results, measure risk tolerance, and develop risk strategies and goals.

Risk Countermeasures

Assign relevant departments to implement response measures and monitoring methods according to risk categories.

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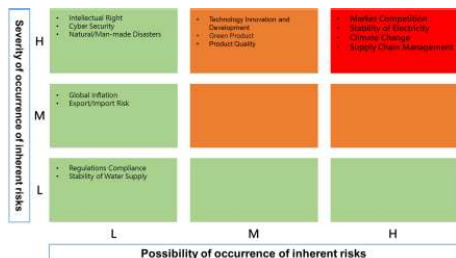
● Risk Management Strategies

Through risk assessment, we have identified medium and high risks across various risk topics. To address these risks in 2022, we have developed specific response measures for major risk projects. Our goal is to employ resilient corporate management strategies that enable us to effectively navigate the uncertainties brought about by rapid global change.

Medium risks include technological innovation and research and development, as well as green products and product quality. High risks encompass market competition, power supply stability, climate change, and supply chain management.

	Risk	Topic	Strategy
M I D D L E	Technology Innovation and Development	<ul style="list-style-type: none"> New technology application and product launch. 	<ul style="list-style-type: none"> Strengthen the company's core technology, reduce costs, and enhance competitiveness. Develop new technologies, new products and new project proactively. Introduce new technologies/R&D researcher, new technology, and new equipment.
	Green Product	<ul style="list-style-type: none"> International environmental regulations update. Hazardous substance monitoring, management and compliance. 	<ul style="list-style-type: none"> Compliance to customer environmental requirements and product regulations during the product development process. Update supplier green product specifications and implement regular or irregular evaluations regularly.
	Product Quality	<ul style="list-style-type: none"> Optimize output effectiveness in the production line. 	<ul style="list-style-type: none"> Balance production schedule planning with the three elements of quality, time, and expenditure to meet customer delivery deadlines. The plan will be revised on a rolling basis, with reference to the production model, production demand and order status.
H I G H	Market Competition	<ul style="list-style-type: none"> Changes in customer and market development trends. Increase in competitors for products and services. Price fluctuations. 	<ul style="list-style-type: none"> Collect/monitor market information and data to adjust strategies. Find target customers through customer visits and exhibitions.
	Stability of Electricity	<ul style="list-style-type: none"> Peak power consumption, power shortage, power outage alternatively. Taiwan Power Company power supply abnormality. 	<ul style="list-style-type: none"> Install uninterruptible power supply extension equipment to strengthen the power supply system/processing machine/precision measurement equipment. Develop a complete emergency response plan.
	Climate Change	<ul style="list-style-type: none"> Relevant provisions of the Global Climate Act. China announces its goal of achieving carbon neutrality by 2060 and promotes dual energy control policies. 	<ul style="list-style-type: none"> Investigate high-power equipment in the factory and limit the frequency and time of use. Cooperate with power rationing and adjust production process flexibly to meet supply needs. Monitor supplier delivery dates and ship on time.
	Supply Chain Management	<ul style="list-style-type: none"> Supplier product quality and supply stability. Essential materials/components/technology monopoly. 	<ul style="list-style-type: none"> Suppliers are required to submit product quality/function/material approvals before mass production.

● Analysis of risk management occurrence and severity



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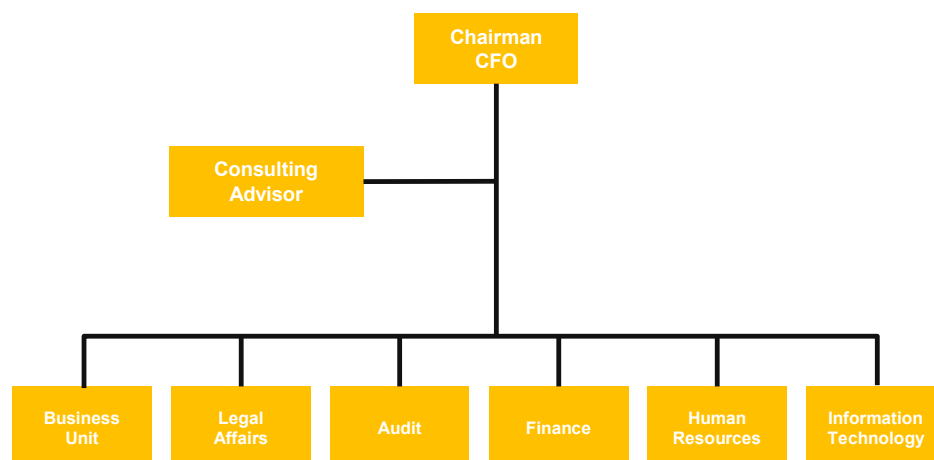
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In 2020, YOI established the “Cyber Security Management Committee” to coordinate, plan, audit and promote the integration of internal and external resources and unified cyber security management. The committee serves as a strong backup for the sustainable development and continuous operation of YOI.

Since 2020, YOI reports annually to the Board of Directors on the implementation of cyber security management. The most recent report to the Board of Directors was on October 28, 2022.

● Cyber Security Management Committee



● Cyber Security Management Committee duties

Unit	Duty
Information Security Management Committee	Integrate resources and coordinate, plan, audit, and promote the information security
Other business unit	Cooperate the executive of policy
Legal unit	Provide the legal assistances, manage the litigation and non-litigation cases, and avoid infringing on the interests
Audit unit	Evaluate the executive of information security policy, audit the acts and regulations which are observed, and provide the improving suggestions
Finance unit	Cooperate the executive of policy
Human resources unit	Promote the information security policy and educational training
Information unit	Plan and execute the information security policy



03 Corporate Governance

3.1 Corporate Organization

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Specific Plan for Cyber Security Management

● Investment in Cyber Security Management

YOI places great emphasis on cyber security issues and has been increasing our manpower and investment in software and hardware construction year by year. In 2022, we invested NT\$3 million in cyber security-related software resources and hardware equipment. We also allocated a budget for cyber security issues in 2023 to continue introducing innovative security defense technologies and ensure that our security architecture protection capabilities keep up with the times.

YOI has also joined the "Science Park Information Sharing and Analysis Center (SP-ISAC)" and the "Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC)", actively participating in their cyber security-related education and training programs and seminars to achieve the dual effects of cyber security intelligence sharing and cross-domain defense.

Any losses suffered by YOI in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken: None

(1) Establish a Cyber Security Management Committee to ensure that cyber security policies keep up with the times and sustain business operations.

(2) Company trade secret leakage risk: Introduce a document preservation and encryption system. The release of files to external parties requires authorization from the supervisor, and access to mobile storage devices is also under control, providing double security.

(3) Network attack risk: Update internal and external firewall equipment to enhance protection capabilities and defense effectiveness.

(4) Virus, worm, and ransomware infection risk: Upgrade the antivirus system, increase device coverage and endpoint protection capabilities, and establish a junk and virus email interception system to cut off the source of infection.

(5) Anonymous device access to the intranet risk: Implement real-name wireless network connection and effectively monitor the use of wireless networks.

(6) System damage and file loss risk: Construct a new backup system to improve backup and restore efficiency and extend the file retention period, strengthening the effectiveness of the last line of defense.

(7) Impersonation login system risk: In addition to the mechanism of regularly changing passwords for important systems, the development project also introduces multi-factor authentication mechanisms to prevent malicious individuals from stealing important confidential.

(8) Privileged account management: System administrator login accounts use multi-factor authentication mechanisms to prevent malicious intrusion, destruction, and theft of company confidential.

(9) Employees using VPNs, email, and other services use multi-factor authentication mechanisms to prevent hackers from using leaked account passwords to log in.

(10) Establish email-related protection systems with email filtering, antivirus, auditing, and backup mechanisms.

(11) Conduct email social engineering exercises, educate and train personnel who mistakenly open emails or links, and retain relevant records.

(12) Establish personnel device usage management regulations, such as software installation, email, internet usage, personal information devices, and portable media control regulations.

(13) Establish appropriate management measures for security control, personnel access control, and environment maintenance (such as temperature and humidity control) in computer rooms and important areas.

(14) Regularly publish cyber security advocacy periodicals to strengthen the cyber security awareness of employees.

(15) Provide quarterly cyber security system reports to senior executives and cooperate with various departments to carry out cyber security joint defense.

(16) Establish a cloud backup environment by the ERP system to ensure continuous business services in the event of disasters or malfunctions, as part of YOI's business continuity plan.

(17) Develop emergency response plans for core systems in the event of disasters, establish Recovery Time Objectives (RTO) and data Recovery Point Objectives (RPO), and regularly educate and train relevant personnel and hold drills to ensure the effectiveness of the backup plan.



04 Sustainable Environment

- 4.1 Climate Change Management
- 4.2 Policy and Promise
- 4.3 Environment Management
- 4.4 Energy Management

04 Sustainable Development

4.1 Climate Change Management

4.2 Policy and Promise

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4.4 Energy Management

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The TCFD framework, released by the International Financial Stability Board (FSB) in June 2019, requires companies to adopt “governance”, “strategy”, “risk management” and “Metrics and Targets” to manage climate change risks and opportunities. The framework can help businesses review changes in policies, regulations, technologies, markets, and make rolling revisions based on the assessment results of physical risks, transition risks, and opportunities in response to greenhouse gas reductions in the Climate Change Act.

YoungOptics aims to control emissions through greenhouse gas inventory, improve energy efficiency, reduce greenhouse gas emissions, and gradually propose reduction targets.

● Climate Risk

Climate Risk	
Physical Risks	Severe weather conditions such as heavy rain, droughts, and typhoons can disrupt the stability of water and electricity supply in the areas where suppliers and customers are situated. They can also pose risks to the safety of factories and the surrounding environment, as well as impact the stability of supply chain operations.
Transitional Risks	Optimize the product manufacturing process and reduce carbon emissions in the future under rising energy costs (such as rising electricity bills and carbon taxes).

● The Chance for Enterprise under Climate Change

1. Through greenhouse gas inventory to understand carbon emissions, improve energy efficiency and reduce greenhouse gas emissions.
2. Improve the efficiency of resource use, such as the efficiency of production, materials, logistics to reduce operating costs.
3. Improve product energy-saving rate, enhance corporate image and competitiveness, and seek more business opportunities.
4. Enhance the capacity of every staff member, from the highest to the lowest levels, to adjust to climate change. This includes mastering risk management and seizing opportunities. Furthermore, encourage the adoption of a sustainable lifestyle starting with oneself.

● Future Action Plan

YoungOptics has identified climate change risks and formulated three major strategies to deal with them. The company continuously adjusts action plans based on international trends to respond to the challenges posed by extreme climate and seize the best market opportunities.

In the future, YoungOptics will use the TCFD framework to improve the four core elements of governance, strategy, risk management, and metrics and targets. The company will identify more complete climate risks and opportunities, establish management mechanisms, metrics and targets, and response measures. YoungOptics will promote measures such as power saving, water saving, waste reduction, resource recycling, and greenhouse gas emission reduction to implement energy conservation, improve energy use efficiency, and create a sustainable environment.



1. YoungOptics and subsidiaries follow ISO 14001, have established an environmental management system in 2015 and pass third-party verification which is valid until 2024/7/4. YoungOptics conducts annual greenhouse gas inventories in accordance with ISO 14064-1 guidelines to track and disclose emissions results and discloses in the sustainability report and the company's website every year.



2. We plan to entrust a third-party verification agency to conduct verification, obtain verification statements, and greenhouse gas inventory results to find possible reduction opportunities.



3. We organize environmental sustainability-related training activities to improve employees' awareness and specific actions in sustainability.

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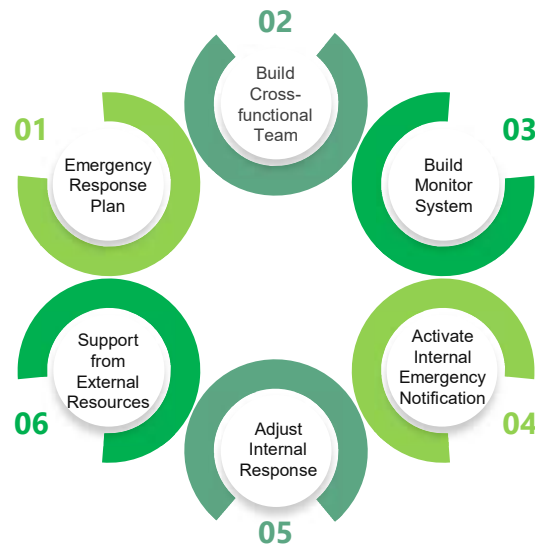
4.1 Climate Change Management

4.2 Policy and Promise

4.3 Environment Management

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● Emergency Response Plan to Climate Change

As climate change leads to more frequent extreme weather events, the resilience of our water supply is being put to the test. To mitigate the impact of these events, YoungOptics has developed a contingency process focused on hydraulic emergencies. Our team members undergo comprehensive emergency incident training to ensure they are prepared to implement the plan when necessary. This emergency response plan includes procedures for activating emergency response measures and initiating recovery operations.

For instance, our water shortage emergency response plan involves promptly notifying relevant units of the emergency, adjusting our internal water supply system, and establishing communication channels with external partners such as water truck manufacturers and Taiwan Water Corporation. We also have specific shutdown criteria in place to minimize the risk of water shortages affecting our machinery and causing production disruptions due to abnormal temperatures and humidity. In terms of recovery operations, we have established procedures for water replenishment, equipment restart, and notifying the production line to resume work once production standards are met. Through effective collaboration across departments, we are able to reduce the impact of climate-related risks on our internal operations.

4.1.1 Greenhouse Gas Emissions Management

YoungOptics is committed to reducing greenhouse gas emissions and has established an internal management mechanism to achieve this goal. We conduct independent inventories of our greenhouse gas emissions and actively engage in reduction efforts by continuously updating equipment, improving energy efficiency, and reducing emissions. Our management target is to achieve a 3% reduction.

In 2022, we conducted an inventory of greenhouse gas emissions at our manufacturing plant in Taiwan. The results showed that direct greenhouse gas emissions were 1.567 CO₂e, while indirect greenhouse gas emissions decreased from 14,688.75 CO₂e in 2021 to 14,044.77 CO₂e in 2022 due to successful power-saving measures. This represents a reduction of 4.38%.

● Greenhouse Gas Emission

	2021	2022
Scope 1	0.523	1.567
Scope 2	14,688.75	14,044.77

Greenhouse Gas Emission in recent 2 years
(Unit CO₂e/ Year)



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Policy

- Product complies with environmental regulations.
- Reduce waste generation and prevent pollution from the source.

Promise

- Utilize energy and resources effectively, protect the environment, reduce waste, and prevent pollution.
- Improve and strive to prevent contamination and protect the health and safety of our employees continuously.
- During the manufacturing process, we should prioritize minimizing industrial waste and promoting resource recycling. This approach will help us decrease the emission of pollutants such as gases, noise, and waste materials.
- Comply with environmental regulations and related requirements, and publicize and inform all employees.

Regulation Compliance

- 2022 YoungOptics has not suffered any losses due to environmental pollution or industrial safety incidents, nor has it been fined by the government.



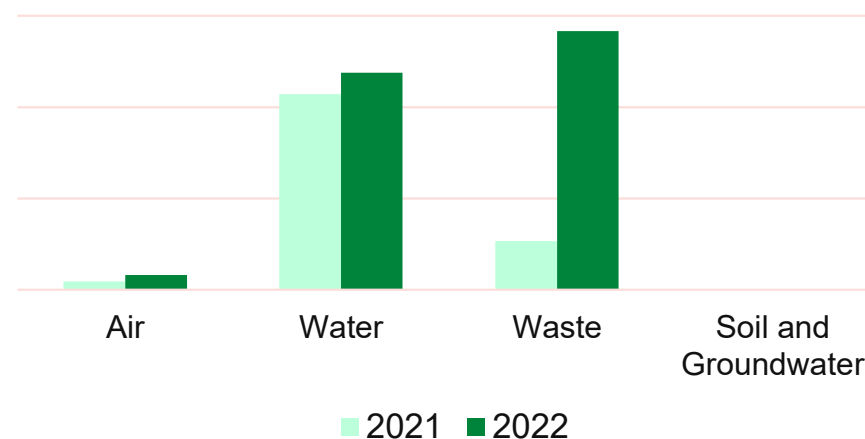
● Environmental Expenditure

The total environmental protection expenditure in 2022 is approximately NT\$2.689 million. Except for the decrease in soil and groundwater input costs, other expenditures have increased.

● Environmental Expenditure

Pollutant	Amount(NTD/Thousand)	
	2021	2022
Air	45.27	81.868
Water	1,071.23	1,188.888
Waste	267.619	1,418.291
Soil and Groundwater	0.649	0.568
Total	1,384.77	2,689.615

Compare with Environmental Expenditure



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● Waste Management

In terms of waste management, we adhere to the classification specifications set by the Ministry of Environment and engage qualified domestic removal and processing agencies to handle waste in a responsible manner. We actively strive to improve our waste recycling and reuse rates and explore new methods for recycling and reusing materials, aiming to reduce the overall waste generated by our company.

In 2021, our general industrial waste output amounted to 57 tons. However, due to the expansion of certain production capacities, we anticipate an increase in waste output to 81.06 metric tons in 2022.

Item	Unit	Year	
		2021	2022
Industrial Waste	ton	57	81.06
Hazardous Waste	ton	2.66	3.33

● 2022 Waste Processing Method

Subsequent waste treatment methods are entrusted or jointly processed. General industrial waste and hazardous industrial waste are incinerated as the main treatment method.

Waste Name	Declared Weight (Ton)	Waste Intermediate Treatment	Treatment Percentage
Industrial Waste			
Waste plastic products	17.88	Incineration	78.8%
General waste generated from business activities	45.784		
Scrap wooden pallet	0.1		
Waste fiber or other cotton, cloth and other mixtures	0.1		
Glass, Ceramics, Bricks, Tiles and Clay mixtures	4	Landfill	4.9%
Scrapped oil mixtures.	13.2	Physical Treatment	16.3%
Hazardous Waste			
The flash point of waste liquid is less than 60°C (excluding alcoholic waste with ethanol volume concentration less than 24%)	1.97	Incineration	59.1%
Inorganic Waste Chemical	1.35	Chemical Treatment	40.5%
Scrapped electronic parts and components, leftover scrap and defective goods.	0.014	Physical Treatment	0.4%

● Air Pollution Prevention

The air pollution source of YoungOptics mainly comes from the volatilization of solvents used in the manufacturing process, which has no significant impact on the environment. The total emissions in 2022 will be approximately 7.703 metric tons, resulting in air pollution costs of approximately 818,680.

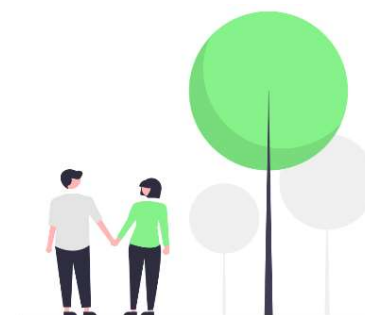
● Water Resources Management

YoungOptics effectively manages its water resources, as evidenced by the discharge water quality test results meeting the standards set by the Hsinchu Science Park Bureau, National Science and Technology Council. In 2021, our total water consumption was 82,784 tons, which increased to 88,948 tons in 2022 due to expanded production capacity.

To conserve water, we employ various measures such as recycling air conditioning condensate and reverse osmosis wastewater for toilet flushing and cooling water tower replenishment. In 2021, we successfully reused 13,860 tons of water through these methods. In 2022, as our process water usage increased, the volume of wastewater recycling rose to 15,600 tons.

● Water Use in Recent Two Years

Item	2021	2022
Total Unit : ton/year	82,784	88,948
Reclaimed Water Unit : ton/year	13,860	15,600



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YoungOptics is committed to actively promoting energy reduction measures, including the selection of energy-efficient equipment and the implementation of energy-saving designs. We strive to reduce energy consumption in our operations and products while optimizing energy usage efficiency.

In line with the Bureau of Energy, Ministry of Economic Affairs' initiative to achieve a 10% electricity savings in 10 years, YoungOptics has achieved a cumulative energy saving rate of 13.52% from 2015 to 2022, with an average annual energy saving rate of 1.69%. This translates to a total energy saving of 3,432,240 degrees.

In addition to analyzing individual equipment's energy consumption and implementing energy-saving measures through equipment replacement, we are committed to further advancements in data diagnosis, digital control, and the utilization of renewable energy sources in our future endeavors.

● Reduce leakage



Strengthen the treatment of gaps between ceiling and floor.

Regularly inspect air pressure pipelines for leaks, check at least 80 points every month, and target leaks <10 points.

Repair damaged air ducts to reduce RCU leakage and reduce MAU air supply.

● Reduce Energy Consumption



Increase the cooling water temperature by 1°C to reduce heat dissipation energy consumption and evaporated water volume.

The clean room MAU air outlet dew point is increased by 1°C to reduce dehumidification energy consumption.

Optimize the thermal load of the ice water machine and reduce energy consumption.

Turn off office lights for 1 hour during lunch break and implement energy conservation adjustment during day and night.

Choose energy-efficient LED lighting.

● Adjust Temperature



Office air conditioning temperature settings.

Setting of temperature and humidity in clean rooms and laboratories.

● Improve equipment operation efficiency



Evaluate equipment efficiency and replace machines with inefficiency.

Lease energy-efficient water dispenser.

● Sustainable Lifestyle



Promote shared transportation to and from get off work.

Encourage video conferencing to replace business trips

Encourage employees to take the stairs instead of elevators.

Computer energy saving settings.

Promotion of the habit of turning off the lights.

05

Sustainable Innovation

5.1 Innovation Management

5.2 Green Product

5.3 Green Alliance



05 Sustainable Innovation

5.1 Innovation Management

5.2 Green Product

5.3 Green Alliance

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YoungOptics' quality policy is "Customer First, Quality Excellence". To fulfill this philosophy, we promise to:

1. Oriented by customer needs, pursuing optimal quality.

2. Innovate and improve the quality level of product design continuously.

3. Cooperate with suppliers to grow simultaneously and enhance the quality of their supply.

4. Doing it right the first time, meet the delivery requirements on schedule, quality and quantity.

5. Provide the best after-sales service and collect data as the basis for quality improvement

05 Sustainable Innovation

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YoungOptics places a strong emphasis on technological innovation as a core value to pursue quality excellence. To foster a culture of innovative thinking, the company has implemented the "Patent Rights and Technology Development Incentive Measures" since 2010. This initiative encourages regular patent applications and technology publication discussions, establishing a company-wide communication and sharing platform that stimulates cross-departmental discussions and promotes learning and growth among colleagues of all levels.

Through this approach, YoungOptics has accumulated a total of 1,367 patent applications and 870 patent approvals worldwide as of 2022. It has consistently ranked among the top 100 juridical persons in Taiwan for invention patents in recent years. The company's dedication to building a company patent technology database has enhanced its technical capabilities across all aspects of its operations.

● Innovative Management History

Establish a problem-solving mechanism in intellectual property rights disputes and analysis issues in 2022.

Establish a counter-response mechanism for mainland patent infringement in 2020.

Establish an essential technology patent deployment management plan in 2018.

Establish patent management and reward system in 2016.

Establish patent information to assist process of manufacturing, and research and development planning.

Establish Trade Secrets and Confidential Document Encryption Protection Mechanism in 2019.

Establish Taiwan's electronic application mechanism and the U.S. national patent independent maintenance mechanism in 2017.

Establish an electronic systematic patent evaluation system in 2015.

Through patent rights and technology development incentives to encourage colleagues to display innovative spirit in daily work.

- Think out of the box, challenge the established practices of the past, and have the courage to try different methods.
- Challenge yourself and use different ways to do things better.
- Propose new ideas, good suggestions, and solutions, and reach out to help the team solve complex problems.
- Minimize complexity and simplify the complex, making processes more flexible and agile.



Global Patent Accumulation

870

2022 Researcher Percentage

13.8%

2022 Research and Development Investment/ Operating Revenue

9.43%

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Since 2016, YoungOptics has been committed to the promotion of green products, focusing on “green design”, “green procurement”, and “green manufacturing”. Our goal is to ensure product quality aligns with customer needs and sustainable development objectives. We incorporate green sustainability into our product design process, from research and procurement to inspection and shipment. We transform customer demands for green products into design projects and collaborate with suppliers to produce these products, ensuring compliance with customer requirements, local environmental regulations, and relevant international standards.



5.2.1 Green Design

YoungOptics has implemented a “green product management operating procedure” in its design process to ensure compliance with sustainability and environmental regulations. Our products adhere to stringent EU RoHS and international standards, and are free from hazardous substances such as Lead, Cadmium, Mercury (Hg), Hexavalent chromium, Polybrominated biphenyls (PBBs), Poly Brominated Diphenyl Ethers (PBDEs), and Phthalates (PAEs).

During the design phase, our R&D department utilizes the green product management platform to select components that meet green product specifications, environmental laws of various countries, and customer requirements. If any components fail to meet environmental standards, we take proactive measures and propose sustainable solutions.

In the pursuit of excellence, YoungOptics not only emphasizes product functionality and specifications but also incorporates considerations for environmental protection and the utilization of renewable resources into our product packaging design. The specific strategies we implement are as follows:

Choose packaging materials that comply with RoHS heavy metals (Pb, Cd, Hg, Cr6+) with a total concentration of less than 100 ppm.

Do not use plastic packaging materials made of polyvinyl chloride (PVC) and chlorine-containing.

Use wooden packaging materials and pallets that comply with ISPM #15 regulations.

Packaging materials have fully introduced the symbols of the international recycling mark to arouse consumers' awareness of environmental protection and implement recycling.

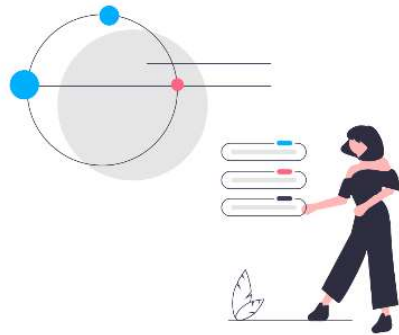
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5.2.2 Green Procurement

Green procurement considers quality, price, and products and services that are valuable to the ecological environment and human health. We adhere to the following four principles:

1. Consider whether the product is essential before purchasing.

2. The product life cycles should be considered the various environmental impacts from raw material to waste.

3. Choose suppliers who are environmentally friendly and comply with environmental regulations.

4. Collect environmental information about products and suppliers.

Procurement of Green Raw Materials 100%

In 2022, YoungOptics committed to purchasing 100% green raw materials and implemented a green supply chain platform. This platform mandates suppliers to adhere to our “Green Product Procurement Specifications”. Our parts recognition system ensures suppliers’ compliance with regulations and their ability to provide eco-friendly products and services, thereby promoting energy conservation, waste reduction, and pollution prevention.

Local Procurement 60%

Subject to local raw materials or components meeting quality standards, YoungOptics aims to increase local procurement to mitigate environmental impact. In 2022, local procurement constituted approximately 60% of our total purchases.

Not-use Conflict Minerals

YoungOptics is committed to avoiding the use of conflict minerals. To ensure supplier compliance, we have initiated investigations into our suppliers to verify that metals such as Au, Sn, Ta, and W are not sourced from illegal or conflict-ridden areas in the Republic of Congo.

As of 2022, we have received responses from 80 suppliers to the CFSI CMRT “Conflict Minerals Questionnaire”. We have also required suppliers to sign a conflict-free minerals declaration, achieving a 100% response rate. We will continue to monitor and improve our conflict minerals practices in the future.

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5.2.3 Green Manufacture

YoungOptics is committed to managing materials, equipment, fixtures, consumables, personnel, and the operating environment to reduce the use of harmful substances, the generation and discharge of pollutants, and improve business waste treatment. We follow the “green product management procedures” during the manufacturing process, do not use or mix any hazardous substances banned by the company, and ensure that there is no mixing of HSF and HS components/finished products. At the same time, a hazardous substances management process is formulated. Through the “Green Product Specification Operation Manual”, this operation specification manages the harmful substances contained in the green products produced and sold by YoungOptics and their related components, accessories, and packaging materials. Substances comply with EU Directive 2011/65/EU (RoHS2.0), REACH regulations, China RoHS, US TSCA/California 65, Japan, automotive, and other international regulations. By controlling banned and restricted hazardous substances and future restricted substances, we review and update “green product specifications” in response to new additions and revisions of regulations and customer specifications, so that products can meet regulations and customer requirements.

● Hazardous Substances Management



In 2012, YoungOptics introduced the “GPM Green Product Management Platform System”. The system investigates the content of hazardous substances in materials and parts from suppliers and establishes a list of materials containing hazardous substances and relevant statistics on hazardous substances. The database manages the usage status of hazardous substances as a reference for improving green products in the future. The survey contents of the “GPM system” include RoHS third-party notary unit test reports, hazardous substances questionnaire surveys (including RoHS 2, REACH SVHC, Appendix 17, EU POPs, and US TSCA, etc., more than 300 substance surveys), safety data sheets (SDS), and material certifications.

● Establish Hazardous Substances Document

YoungOptics has created the “Hazardous Substance Testing Operation Instructions” to ensure that all products are free of hazardous substances. The instructions reference IEC 62321, SJ/T 11365-2006, and other regulations to specify the splitting standards and risk levels of sampled parts and components. The instructions also include RoHS 6 acceptance and rejection standards for hazardous substance testing, and sampling testing of hazardous substance content in suppliers’ incoming materials to ensure that suppliers’ incoming materials comply with international environmental standards.

To prevent the extremely low possibility of mixing harmful substances during the manufacturing process, YoungOptics has formulated the “OQC Shipping Product Inspection Specifications”. This regulation standardizes the sampling and inspection of hazardous substances in finished component products, components outside the finished machine, accessories, and outer boxes. Based on this, various machine types are formulated. The “Guidelines for the Inspection of Hazardous Substances in Finished Products” standardizes the sampling methods and acceptance and rejection standards for the six hazardous substances of RoHS. It implements testing by relevant regulations to ensure that shipped products comply with international environmental standards.

● Hazardous Substances Monitoring Plan

1. RoHS Test: To reduce the risk of violating RoHS regulations for OEM products imported into countries such as Europe, America, and Japan. YoungOptics has installed X-ray fluorescence spectrometer testing equipment at Taiwan and Kunshan’s factory to mainly detect hazardous substances such as lead (Pb), cadmium (Cd), mercury (Hg), total chromium (Cr), and total bromine (Br).

2. Corresponding to customer needs, we design products that meet halogen-free specifications and conduct investigations on product materials. :

- (1) The content of brominated flame retardants is less than 900 ppm.
- (2) The content of Chlorine-containing Flame Retardants is less than 900 ppm.
- (3) The content of bromine-chlorine (Cl) less than 1500 ppm

● Reuse Packaging Plan

YoungOptics recycles and reuses pallets and cartons used for domestic and foreign sales and in-factory storage in the final stage of production and manufacturing. Work pallets are also recycled in agreement with suppliers to minimize the impact of the production process on the ecological environment.

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● Supplier Standard

YoungOptics selects certified manufacturers as new suppliers. YoungOptics (Kunshan), YoungOptics(Suzhou), YoungOptics(BD), and Japan Mejiro Co., Ltd. are group-affiliated companies, so there is no need to conduct new supplier evaluations.

Item	Regulation	Management Plan	Standard
Environmental	<ul style="list-style-type: none"> Environmental sustainability and occupational safety and health policy promotion. Green Product Promise. Environmental hazardous substances questionnaire Safety Data Sheet REACH SVHC Survey 	<ul style="list-style-type: none"> New suppliers must meet hazardous material-free safety standards. Through the GPM platform ensure that the latest version of the hazardous test report is obtained, with the goal of 100% non-use of banned substances. Priority to cooperate with manufacturers that comply with ISO 14001 certification and environmental and hazardous substance management. 	<ul style="list-style-type: none"> RoHS REACH ISO 14001
Social	<ul style="list-style-type: none"> Commitment to Honest Cooperation Conflict Minerals Survey Supplier Management 	<ul style="list-style-type: none"> Before cooperating with new suppliers, it should implement a conflict minerals investigation. It is necessary to fulfill the integrity clause and sign a commitment letter to establish a positive cooperative relationship. 	
Economy	<ul style="list-style-type: none"> Comply with the general terms of supply of material Non-disclosure Agreement Supplier questionnaire and notification letter Supplier audit and evaluation 	<ul style="list-style-type: none"> Audit suppliers to ensure that the material quality, delivery time, price, service and GP provided by suppliers meet the requirements. Provide coaching and education training to enhance supplier competitiveness. 	<ul style="list-style-type: none"> ISO 9001

● The Supplier Audit and Tutoring

YoungOptics has established audit standards for suppliers' green product management systems and conducts annual audits to enhance suppliers' green product assurance capabilities and ensure their current implementation. The audits cover green product management systems and quality management systems.

Supplier Audit

In 2022, YoungOptics conducted annual audits for a total of 62 suppliers, all of whom met the qualification criteria, resulting in a 100% pass rate.

The audit encompassed various aspects including shipment quality assurance, handling of quality abnormalities, environmental protection, compliance with banned substance testing and standards, review of environmental protection internal audit plans, dissemination and promotion of environmental substance information, and evaluation of testing equipment. Suppliers achieving a score of 80 or above were deemed qualified. Those scoring below 80 were mandated to submit an improvement plan, following which the Quality Assurance Department would schedule a re-audit.

Supplier Tutoring

YoungOptics has established a professional coaching platform to help suppliers solve problems and grow together with them.(1) **E-Procurement** (2) **Green Product Management System** : Throw the GPM platform to provide notifications such as new versions of green product specifications, and education and training handouts to prevent suppliers from following forbidden regulations and materials. It also provides procurement and engineers with the ability to check supplier file upload status and the latest information.

06

Friendly Workplace

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- 6.2 Talent Development
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YoungOptics employs people based on their talents and places them in appropriate positions. The company shares profits with employees and provides them with a stage to develop their personal functions and gain a sense of accomplishment at work through performance-based promotions. YoungOptics employs people in compliance with local labor laws in all locations around the world and upholds equal opportunities in talent selection. All employees are recruited regardless of ethnicity, nationality, religion and belief, gender, sexual orientation, gender identity or expression, physical and mental disabilities, medical conditions (including pregnancy), age, marital status, family status, political orientation, etc. All employees are treated equally, respected, and treated with dignity. As of December 31, 2022, YoungOptics and its subsidiaries had a total of 2,319 employees. The direct employee employment ratio was 62.48%, the indirect employee employment ratio was 37.52%, and the average employee age was 32.8 years. Annual employee information is as follows:

● The Brief Statics of Employees

Item		Year	2021	2022
Number of Employees	Direct staff		1,464	1,449
	Indirect staff		773	870
	Total		2,237	2,319
Average Age			32.9	32.8
Average Years of Service			5.04	5.24
Education Distribution Ratio(%)	Ph.D.		0.18%	0.17%
	Masters		7.55%	7.20%
	University/ College		33.21%	37.39%
	Senior High School		42.78%	34.58%
	Below Senior High School		16.27%	20.66%

● Distribution of employees in Taiwan

In 2022, 54.7% of YoungOptics' employees in Taiwan were male, while 45.3% were female. The company did not employ any part-time, temporary, or dispatched employees in Taiwan. YoungOptics also promoted diversity in employee ethnic groups by hiring foreign talents.

Item	2021	2022
Male	53.9%	54.7%
Female	46.1%	45.3%

● New Employee

In 2022, most of YoungOptics' new employees were under 30 years old. The average proportion of new male domestic employees was 54.7%, while the average proportion of new female domestic employees was 45.2%. The average proportion of new male foreign employees was 66.9%, while the average proportion of new female foreign employees was 33.05%.

Item	Year	2021				2022			
		Male/Female				Male/Female			
		Female	%	Male	%	Female	%	Male	%
New (Citizen)	Under 30	74	46.8%	84	53.2%	62	42.2%	85	57.8%
	31-50	79	59.0%	55	41.0%	48	48.0%	52	52.0%
	Above 51	1	20.0%	4	80.0%	8	57.1%	6	42.9%
New (Non-citizen)	Under 30	5	27.8%	13	72.2%	28	29.8%	66	70.2%
	31-50	4	44.4%	5	55.6%	12	44.4%	15	55.6%
	Above 51	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Note : Ratios are calculated to the first decimal place.

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YoungOptics adheres to the position of labor-management harmony, mutual benefit, and win-win regarding employee rights and interests. The company handles various management systems in accordance with labor-related laws and regulations. Employee welfare committees and internal societies have been established to enhance interaction among colleagues. We regularly implements employee health examinations and various health lectures to care for the health of colleagues. Employee assistance programs have been set up to provide free personal psychological and medical consultation to care for employees and their families when they face setbacks and difficulties.

6.2.1 Human Right Policy

YoungOptics is committed to the highest standards of labor, human rights, environmental protection, and ethical conduct. The company provides a safe working environment and treats workers with dignity and respect. YoungOptics fights against discrimination, harassment, and abuse and prevents the employment of involuntary workers. The company acts fairly and ethically and thoroughly complies with the Labor Standards Act, Employment Service Act, Act of Gender Equality in Employment, etc. for building YoungOptics' relevant administrative procedures and standards.

Safe Workplace

Respect and Dignity

Anti- discrimination

Anti- harassment

Anti- abuse

YoungOptics, as a socially responsible enterprise, adhere to international human rights conventions such as the "Universal Declaration of Human Rights", the "United Nations Global Compact", the "United Nations Guiding Principles on Business and Human Rights" (UNGP), and the "United Nations International Labor Organization". The company also implements various measures, including recruitment, prevention, and management of illegal infringement at work, employee complaints and communication, employee reward and punishment management, and foreign worker management.

However, in 2022, due to a staff shortage, YoungOptics was found to have violated Article 32, Paragraph 2 of the Labor Standards Act during a labor inspection on March 2, 2022. The company extended working hours beyond the statutory provisions of 46 hours and the provisions of Article 36 of the Labor Standards Act, exceeding the legal requirements of 7 days. To address this issue, the company supplemented its staff and strengthened its digital system to control personnel over time. As of the end of 2022, there have been no further violations of the Labor Standards Act.

6.2.2 Friendly Talent Environment

YoungOptics adheres to anti-discrimination policies, prevents involuntary labor, and respects employees' freedom of association during talent recruitment. The company hires a certain proportion of foreign employees in line with its global strategic layout. Before cooperating with third-party employment agencies and educational institutions, YoungOptics conducts investigations to ensure full compliance with legal employment processes.



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6.2.2 Friendly Talent Environment

In 2022, YoungOptics responded to “TALENT, In Taiwan” launched by “CommonWealth Magazine”, “CommonWealth Learning”, and “Cheer” to jointly protect Taiwan Talent amid the wave of declining birthrates and global talent shortages. The program gathered the capabilities of industry, government, academia, and research institutes. In the future, YoungOptics’ yearly report will no longer only include financial figures and environmental carbon emissions but also investment in human resources and social participation, as well as diversity, equity, and inclusion in the creation of a future talented environment. In response to the Taiwan Talent Sustainability Action Alliance, YoungOptics released its 2022 talent sustainability indicator results.



Index	Goal	DEI Action Plan
Diversity and Inclusion	<ul style="list-style-type: none"> ✓ Recruit employees from diverse ethnic communities actively. ✓ Achieve equality and common prosperity through mechanism design. ✓ Design specific strategic indicators such as gender ratio of supervisors, salary fairness, differentiated welfare policies, etc. 	<ul style="list-style-type: none"> ❑ The ratio of foreigners to locals is about 1:2.5. ❑ The ratio of female supervisors to male supervisors is approximately 1:3.46. ❑ Organize joint activities for local and foreign new employees, covering cultural and food exchanges.
Organization Communication	<ul style="list-style-type: none"> ✓ Implement an employee experience listening mechanism to understand true voices and suggestions. ✓ Develop a creative and personalized internal communication platform to promote effective communication. ✓ Build employee trust in the management team and a culture of trust and respect effectively. 	<ul style="list-style-type: none"> ❑ Conduct joint orientation activities for new local and foreign employees, share how cross-department and cross-ethnic groups can promote collaboration, and hold symposiums with top executives of business units to open dialogue with different communities.
Physical and Mental Health	<ul style="list-style-type: none"> ✓ Consider all aspects of well-being, such as physical, mental, social, and financial well-being, and effectively measure results. ✓ Provide a work safety environment that is superior to labor standards laws and diverse and flexible employee welfare. ✓ Design smooth grievance channels to ensure zero discrimination, bullying, harassment, and other behaviors in the workplace 	<ul style="list-style-type: none"> ❑ Build the complaint and handling channels such as the "Sexual Harassment Prevention Act", "Complaints and Punishment Measures", "Directions for Prevention and Management of Unlawful Infringement", "Employee Complaints and Opinion Communication Management Measures", and "Employee Rewards and Punishment Management Measures".
Talent Cultivation	<ul style="list-style-type: none"> Develop and reskill employees and managers to increase resilience and support employees' plans. ✓ Assist employees to give full opportunity to develop their strengths and potential. Promotion opportunities will not differ based on personal identity. ✓ Create a diversified talent training and minimize gender and ethnic differences. 	<ul style="list-style-type: none"> ❑ The promotion mechanism is open to both supervisor recommendation and employee self-recommendation. A total of 36 self-recommended colleagues were promoted in 2022. The ratio of self-recommendation to supervisor recommendation is approximately 1:1.61. ❑ The ratio of male to female employees in the company is approximately 1.2 to 1.

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6.2.3 Diversity and Inclusion

To extend a warm welcome to our foreign colleagues, Young Optics organized a captivating city tour of Hsinchu. The tour aimed to acquaint them with the city's rich history, diverse culinary delights, and the convenience of renting a YouBike. In addition to fostering professional and technical exchanges between domestic and foreign co-workers, the newbie camp facilitated relationship-building by encouraging participants to share their observations about Taiwan. This initiative not only helps forge a deeper connection with this land but also promotes cross-cultural understanding.

To expedite the recruitment and training of talent across various factories, the human resources units in Taiwan and Bangladesh have joined forces. Through this collaboration, Taiwan company trains overseas engineers while leveraging video technology transfer. This approach enables us to grow alongside our overseas factories and cultivate an environment that is both diverse and inclusive. Ultimately, our goal is to nurture international talent in the field of optics.



6.2.4 Education and Training

Continuous learning is a cherished value at Young Optics. Upon joining our company, each employee is provided with a personalized training map tailored to their professional grade. This empowers them to chart their own career paths, fully explore their potential, and cultivate their professional abilities. Our comprehensive training programs encompass a range of internal and external initiatives, including courses, lectures, seminars (both physical and digital), and external training opportunities. These programs are designed to foster independent learning and stimulate personal growth. Here are some of the training models we offer:

New employee Orientation	Hold a joint activity for new employees and arrange one-on-one conversations with the general manager for one month after joining the company.
Job rotation	Cultivate cross-field talents and encourage employees to apply for job rotation to develop cross-field expertise.
Expatriate	Encourage employees to cultivate their international vision and cross-cultural communication and management capabilities, and go to overseas subsidiaries for experience.
Project	Provide and encourage employees with opportunities to participate in cross-functional tasks and teams to extend their work reach and enrich their work experience.

- **Training Course Plan**

Self-Growth Course					
Management talent training					
Key talent training					
Professional functional courses for specific employees					
Professional (Internal Education, External Education, OJT)					
	Professional for New Employee (Business, R&D, Engineering, Materials, Production, Administration, Quality Assurance)				
Manager					
Employee					
12 month					
3-6 month					
Under 3 month	New employee General Course (Joint Activity)				

- **Joint Activity**



- **Professional Training**



- The implementation of employee continuing education and training for 2022

Type of Training	Courses Category	Course(s)	Hour(s)	Person(s)	Working hour(s)
Internal Training	Management and Administration	60	41.5	740	688
	RD	9	54	648	962
	Language	13	35.5	503	1,404
External Training	Professional	33	622	34	626
Total Cost (NTD)	392,976				

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● The Youth's Employment Ultimate Program

YoungOptics complies with the Minimum Age Convention No. 138 of the International Labor Organization (ILO) and ensures that the working hours and workplace operations of juveniles comply with Article 29 of the Occupational Safety and Health Act and customer standards.

In 2022, YoungOptics joined the Youth's Employment Ultimate Program of the Ministry of Labor, actively cultivating a new generation by **recruiting 17 young people** to join the company. Senior colleagues of YoungOptics served as workplace mentors to guide and train the trainees. The total training period is 9 months, and through bi-weekly workplace mentor comments, young trainees are provided with employment and learning opportunities.

6.3 Remuneration and Benefits

YoungOptics provides a competitive salary and benefits to attract and retain outstanding talents. Salaries are calculated based on the job category, academic background, and experience. The company uses annual salary surveys to measure market salary levels and overall economic indicators as the basis for salary adjustments. Salary adjustments are made based on employee performance and are matched with a performance bonus system, employee dividends, R&D patent bonuses, and senior employee rewards. Profits and results are linked to employees' share. In 2022, the average income of company-wide employees was NTD 783,000, an increase of 2% compared to 2021. The average salary of non-supervisors was NTD 742,000.

In practice, profits and achievements are shared with employees. The articles of association of YoungOptics stipulate that if there is a profit in a year, no less than 10% should be allocated as employee remuneration. In 2022, according to the profit status of YoungOptics, employee remuneration was estimated to be NTD 14,138,559 within the percentage range stipulated in the articles of association.

● Overall Salary

Year	2021	2022
Average Salary(Thousand)	766	783

● Salaries for full-time employees not holding supervisory positions

Year	2021	2022
Overall Salary(Thousand)	739	742
Median Salary(Thousand)	622	571

6.2.5 Green Education

YoungOptics provides green education and training courses for employees to explain the definition of green products and the operation of the supplier management system. The training content includes the following items:

Course List

International Environmental Regulation
Green Product Design Standard
How to Test Hazardous Substances
Green Supply Chain Management
Parts Approval System
GPM Management System
Management Practices

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6.3 Remuneration and Benefits

● Performance Evaluation

At YoungOptics, we are committed to being a performance-oriented company that values all employees equally. We do not discriminate on the basis of gender. Our indirect employees receive performance appraisals twice a year, and our direct employees are given monthly performance bonuses based on their performance. We believe that this approach helps us to maintain a high level of productivity and employee satisfaction.

● Pension Plan

YoungOptics established a Supervisory Committee of Labor Retirement Reserve on March 6, 2002, and formulated employee retirement measures in accordance with the Labor Standards Law and the new regulations on labor pensions. Employees in retirement years under the system will be fully allocated in accordance with the law. Two percent of the salary will be set aside as a retirement reserve fund and deposited into a special account in the Bank of Taiwan. The Labor Pension Regulations came into effect on July 1, 2005. Employees of YoungOptics can choose to apply the pension provisions related to the Labor Standards Act or apply the pension system of the Act and retain their seniority before the application of the Act.

● Benefits

1. In addition to the statutory leave under the Labor Standards Act, the company also provides 7 days of flexible leave throughout the year.

2. A welfare committee is set up by the company, which allocates funds every year for the committee to provide benefits such as lunch subsidies, Labor Day, Dragon Boat Festival, Mid-Autumn Festival, birthday gifts, wedding and maternity gifts, as well as hospitalization and funeral condolences.

3. To promote the work-life balance of colleagues, we encourage employees to participate in various association activities and plan annual employee activities.

4. Implement employee health care and management, arrange free health examinations for employees every two years; set up a health center, and hire occupational medicine specialists and a full-time nurse to be stationed in the company to assist employees in health management.

5. Specially hired professional psychological counselors are stationed regularly to provide services to help colleagues relieve various psychological pressures and assist spiritual growth.

6. YoungOptics purchases labor insurance and health insurance by the law and also provides employees with overseas travel insurance, group insurance, and group insurance at preferential rates for their dependents.

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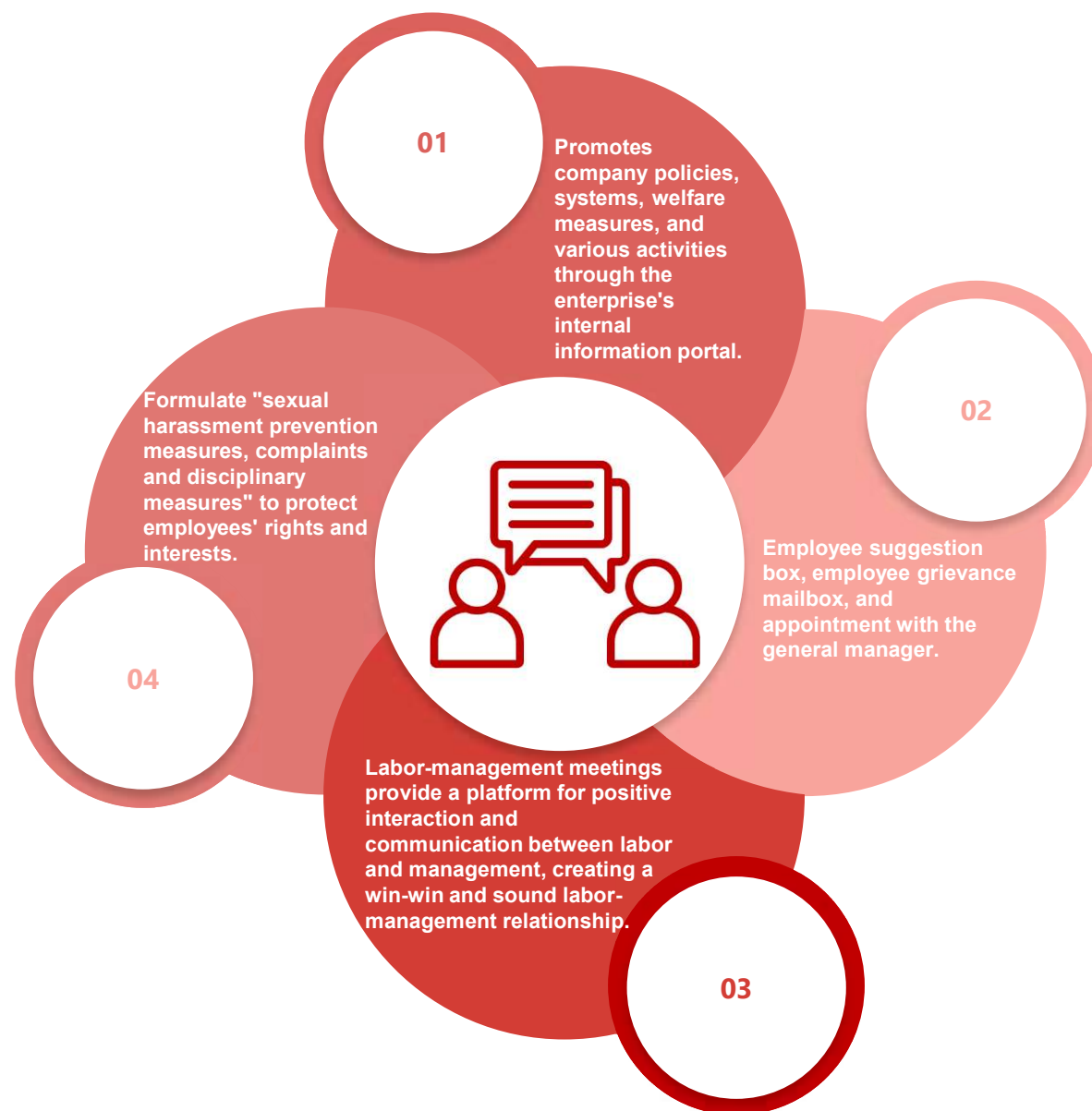
YoungOptics provides multiple communication channels to ensure that employees' opinions can be fully expressed, and relevant responsible units can respond and provide solutions in a timely manner. These channels include an internal information portal (EIP) that promotes company policies, systems, welfare measures, and various activities, an employee suggestion box, an employee complaint mailbox, and an appointment with the general manager.

YoungOptics holds labor-management meetings regularly to provide a platform for positive interaction and communication between labor and management, creating a win-win and sound labor-management relationship. In 2022, a total of 5 labor-management meetings were held. There have been no major labor disputes in the past two years.

In accordance with the regulations of the Hsinchu Science Park Administration, YoungOptics has formulated "Working Rules" and "Sexual Harassment Prevention Measures, Complaints and Punishment Measures." Any complaint investigation is conducted confidentially to protect the personal rights and interests of the complainant and his or her agent.



employees@youngoptics.com



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At YoungOptics, we are committed to creating a healthy workplace environment that promotes the well-being of our employees. We have obtained the Healthy Workplace Certification Mark from the Health Promotion Administration and have joined the 2022 Common Health Magazine "Corporate Health Responsibility" Commitment Enterprise.

We require all new employees to submit a physical examination report when they first join YoungOptics. Special operations personnel undergo specific health examinations every year, and we hold regular employee health examinations and multiple health promotion activities to ensure the well-being of our employees. In 2022, we held health examinations for all employees at YoungOptics, with 723 people completing the process.

● Health care

At YoungOptics, we prioritize the health and safety of our employees. We have full-time occupational safety and health personnel and a health care room, and we employ occupational medicine specialists to provide employee-related health consultation services. Our goal is to implement employee health care and independent health management.

In addition to the above-mentioned health care benefits, we also provide health lectures, physical fitness courses, and stress relief activities. We believe that these activities help our employees maintain a healthy work-life balance and improve their overall well-being.

- Health Care Workshop : Including intraocular pressure testing, preventing cardiovascular diseases, understanding thyroid, diabetes metabolism bone density, and other related activities, with a total of 116 participants.
- Health Monitor : Provide free lung CT, free bone mineral density test DXA, body fat test, and self-paid flu vaccine.
- Physical Education Course : Provide free exercise classes every year, including dance aerobics, rhythm aerobics, motivation aerobics, general aerobics, and muscle aerobics. 15% of employees participate in sports clubs and sports activities every week.
- Mental Health Workshop : On Fridays, we offer consultation services with a total of 104 participants. We also hold parent-child lectures to support the family development of employees and to understand children's behavior. Problematic behavior in children is a necessary stage in their growth process and reflects their inner world. Understanding the psychology behind the child's behavior is key to solving the problem, with a total of 14 participants. Additionally, we held an aromatic oil massage with a total of 12 participants, making a total of 130 participants.
- Health Diet : Regular food safety audits. The company has set up a staff restaurant and entrusts group catering to provide meals. Regular central kitchen audits are conducted for group catering manufacturers to confirm water inspection reports and ingredient history documents to ensure food safety. In addition, weekly menus are pre-reviewed. Make sure their meals are nutritionally balanced.



● Health care workshops



● Physical Education Course

● Mental Health Workshop



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● Association Activities

To foster employees' physical and mental well-being, we have established a variety of clubs, including fitness, yoga, badminton, volleyball, vitality aerobics, and agricultural clubs. The Welfare Committee provides financial support for club activities. These clubs offer employees the opportunity to engage in beneficial physical and mental activities with colleagues who share similar interests after work. Additionally, we organize diverse community activities to help employees build deeper friendships.

● Board Game



● Employee Activities

"Xmas event-1 Let's play Basketball" is an activity to make friends with basketball. Colleagues form their teams. A total of 162 colleagues participated. "Xmas event-2 Top 6 shooting Player" And open for live broadcast.

● Xmas event Top 6 Shooting Player



● Designated Shops

We aim to provide our corporate employees with convenient services and create economic benefits for other industries. To achieve this, we have created a map of designated stores that will be convenient for our colleagues. This map will help our employees locate the stores easily and quickly.

6.6.1 Maternity Protection

● Parental Leave

At YoungOptics, we prioritize maternal care in the workplace. We have established a comprehensive system of leave without pay for childcare, maternity leave, paternity leave, and family care leave. Additionally, we provide parking spaces for pregnant women and maternity subsidies to support our employees during this important time.

To further encourage our employees to give birth and provide safe and secure welfare care, we have signed special agreements with many nurseries and kindergartens in the Hsinchu area.

Our lactation room at YoungOptics Hsinchu is equipped with bottle sterilization equipment, breast milk storage freezers, and lockers. It has been certified as a lactation room by the Hsinchu City Health Bureau for three consecutive years.



Item	Female	Male	Total
A. Number of employees eligible for parental leave	12	21	33
B. Number of employees who applied for parental leave	4	1	5
Application rate(B/A)	33.33%	4.76%	15.15%
C. Number of employees to be reinstated after parental leave	23	4	27
D. Number of employees reinstated after parental leave	9	2	11
Reinstatement rate (D/C)	39.13%	50.00%	40.74%
E. Number of employees reinstated after parental leave in 2021	15	2	17
F. Number of employees who remained on the job one year upon reinstatement after parental leave in 2021	8	1	9
Retention rate (F/E)	53.33%	50.00%	52.94%

A : Number of employees eligible for parental leave in 2022 : Calculation of the number of employees who have taken maternity leave and paternity leave from 2020 to 2022

B : Number of employees who applied for parental leave in 2022: Number of people applying for childcare stay in 2022

C : Number of employees to be reinstated after parental leave in 2022: Total number of people applying for childcare leave from 2020 to 2022

E : Number of employees reinstated after parental leave in 2021: Number of people applying for reinstatement in 2020

F : Number of employees who remained on the job one year upon reinstatement after parental leave in 2021: Number of people who have continued to work for one year after being reinstated after childcare leave in 2020

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YoungOptics expects its employees to work in a healthy and safe environment. We take our responsibility to ensure the environmental safety and hygiene of our employees' workplaces seriously. To achieve this, we assess the risk factors that lead to disasters, pollution, environmental safety, personal injuries, and unhealthy health. Our management goal is "zero work injuries and zero disasters." We aim to prevent and improve the risk factors by establishing emergency response plans and drills. Our chemical management procedures and management ensure a safe and hygienic working environment. YoungOptics has an Occupational Safety and Health Committee, which includes labor and management representatives. We hold meetings every quarter to report and promote the company's occupational safety and health operations.

At YoungOptics, we have established comprehensive occupational safety and health management regulations, including labor safety and health codes, safety and health risk identification and assessment management, labor safety automatic inspection management, personal protective equipment management, explosion-proof electrical hazard area division management, and contractor safety, health, and environmental protection management. We also have measures in place for abnormal accident reporting and handling, employee health management, prevention of abnormal work load-promoted disease management, human-induced hazard prevention and management, workplace illegal infringement prevention and management, and workplace maternal health management.

6.7.1 Safety Workplace

At YoungOptics, we analyze all operating activities, evaluate the risk and opportunity levels, and establish a management plan to make planned improvements or create benefits if there are major environmental considerations. We assess environmental considerations when introducing new equipment, new processes, using new chemicals, or changing operating procedures. We comprehensively re-assess risk assessments every year.

To protect workers from the hazards of harmful substances in business premises and provide a safe working environment, we have formulated management measures for working environment assessment. We commission qualified environmental testing agencies to conduct secondary working environment monitoring every year to understand the current status and exposure of workers' working environment. The inspection results will be announced on the internal website, and we are committed to maintaining the safety of the operating environment.

We reduce risks by improving possible hazards caused by unsafe environments, equipment, and behaviors. We start from the usual 6S-organizing, rectifying, cleaning, literacy, and safety to formulate 6S activity implementation and methods. The department of safety and health carries out regular inspections, and recommended improvement items and situations that need improvement will be reviewed and recorded for the unit to refer to for improvement and regular tracking and review of reported progress.

● Occupational safety and health education and training in 2022

To promote environmental safety and health awareness among employees, YoungOptics conducts training courses that are tailored to the company's internal operations, regulatory requirements, and stakeholder needs. These courses include pre-employment, on-the-job, safety production, and emergency response training. In 2022, a total of 1,968 employees received environmental, safety, and health education and training, with a cumulative training time of 3,903 hours.

Year	Number of persons	Hour(s)
2021	1,373	2,633
2022	1,968	3,903



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● Disaster prevention measures and response

Through ERT emergency response organization and training, we can establish correct concepts, effectively mobilize and integrate, improve the disaster response management system, strengthen disaster prevention and rescue functions, and achieve the purpose of ensuring the lives and property of colleagues and the sustainable operation of the company

Through on-the-job hazard knowledge training and new employee training in environmental safety, we can enhance all personnel's awareness of the hazards of chemical substances, establish a chemical substance management system, and achieve the purpose of preventing chemical disasters.

We publish environmental, safety, and health-related announcements from time to time, provide environmental, safety, and health-related information and courses, and use cases to educate colleagues to pay attention to safety and strengthen work safety awareness. We also allocate a certain proportion of first aid personnel according to the number of employees and hold first aid training courses every year.

● Emergency Response Training



● Four Major Plans for Labor Health Protection.

To protect the physical and mental health of workers, four major Health Protection Plans are formulated following the guidelines of the Ministry of Labor:

Topic	Action Plan
Artificial Hazard Prevention Plan	Detect musculoskeletal problems of employees early, assess whether their working posture, workload, etc. will aggravate their problems, and take measures such as work site improvements and work restrictions accordingly.
Prevention Plan Against Disorders Triggered by Abnormal Workloads	Consider their workload, avoid employees' diseases caused by shifts, night shifts, long hours and other abnormal workloads, and provide suggestions from occupational doctors or their work arrangements to reduce employees' cardiovascular and cerebrovascular diseases.
Prevention Plan Against Illegitimate Infringement while Performing Duties at Work	Prevent employees from being subjected to workplace violence in the workplace, including physical violence, mental violence, sexual harassment, sexual assault, etc., take preventive measures against verbal, psychological, and physical violence, and establish relevant reporting mechanisms in the company so that illegal violations can be dealt with as early as possible and coordination is complete.
Maternal Health Protection Plan	Support female employees in various stages of pregnancy and childbirth (including pregnancy, giving birth less than one year ago, still breastfeeding, or planning pregnancy, and assist in improving the working environment or adjusting work content.

● Contractors' Environmental Protection Safety and Health Management

YoungOptics has established supplier management regulations that require suppliers to sign contractor safety, health, and environmental regulations. This is to ensure that our environmental protection, safety, and health policy objectives are implemented and to reduce the incidence of accidental disasters caused by suppliers during construction.

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6.7.2 Work Accident Management

YoungOptics Environmental Safety aims to achieve “zero work-related injuries and zero disasters”. To achieve this goal, we conduct education and training, work environment inspections, and internal and external audits to review the work environment, safety, and hygiene operations. We have established an accident notification and investigation mechanism to review the causes of disasters, analyze them, and formulate corrective and preventive measures. We ensure the completion of improvements through continuous tracking.

In 2022, YoungOptics’s disabling frequency rate was 6.6, and there were 17 occupational disasters, the largest of which was traffic accidents accounting for 64.7%. Therefore, we will strengthen traffic safety with new employees and training courses. The number of workers affected by the disaster was 13, accounting for 1.389% of the total number of employees at the end of 2022, and the loss of working hours was 807 hours.

● 2022 Work Accident Statistics

Item	Gash/Stab/Pressure Injury	Traffic accident	Fall	Total
Number of Cases	3	11	3	17
Lost Time(hour)	26	724.5	56.5	807

● Work Accident Statistics

Item	Year	2022	2021
Disabling Frequency Rate(A)		6.6	6.74
Disabling Injury Severity Rate(B)		49	16
Frequency-Severity Indicators(C)		0.56	0.32
Average number of days lost due to disabling injuries(B/A)		7	2

A : Disabling Frequency Rate : Number of people with disabling injuries x1,000,000 / Total number of working hours

B : Disabling Injury Severity Rate : Number of lost day due to disability x1,000,000 / Total number of working hours [per million working hours].

● Infectious disease prevention

In terms of the prevention of statutory and acute epidemic infectious diseases, YoungOptics always pays attention to important epidemic news and formulates relevant epidemic prevention measures based on the warnings issued by the Taiwan Centers for Disease Control, including temperature measurement on entry, alcohol disinfection, working in separate zones. Manage and track home isolation cases, and provide epidemic-related health education to colleagues. In addition, to reduce the spread of seasonal influenza in the workplace, YoungOptics holds flu vaccination events every year.

At the peak of the epidemic in 2022, the health center will formulate and adjust the company's epidemic prevention policies based on the epidemic policy, and compile relevant knowledge announcements for employees to help colleagues better understand epidemic diseases. They will also call the staff one by one to diagnose the health status of colleagues, and assist in answering questions. It includes the leave process, personal rights, relevant epidemic knowledge, notification process, etc., and provides care to help employees recover as soon as possible.

To ensure the hygiene and health of YoungOptics, catering staff and security guards who are permanently stationed at YoungOptics must provide a qualified physical examination report to our health center for review before being hired. They must also undergo regular health examinations every year. Additionally, the entire factory is regularly disinfected to prevent the breeding of pests and maintain a hygienic working environment for employees.

公佈日期	主旨
2023/5/9	【保健室公告】新安廠防疫規範
2023/3/17	【保健室公告】疫情放寬，新安廠防疫措施公告
2023/2/17	【保健室公告】新安廠防疫措施公告
2022/11/4	【保健室公告】新安廠防疫措施公告
2022/7/15	【保健室公告】新安廠防疫措施公告
2022/5/9	員工服務部公告：新安廠 2022/05/14(六) 公共區域及辦公區消毒作業執行說明
2022/5/10	人力營運處公告：因應政府公告5/8起施行之相關防疫規定說明
2022/5/11	疫情嚴峻，福委會發送新型冠狀病毒抗原快速檢驗試劑(每人一劑)，與您一起用心防疫
2022/5/4	人力營運處公告：疫情相關請假說明
2022/4/6	【保健室公告】全國疫情警戒逐漸升溫，新安廠防疫措施公告
2022/4/1	【保健室公告】清明連假期間，自主管理防疫措施
2022/2/25	【保健室公告】全國疫情警戒逐漸放寬，新安廠防疫措施公告(3/1開始實施)
2022/1/18	【保健室公告】全國疫情逐漸升溫，新安廠防疫措施公告



07 Social Participation

7.1 Book Donation

7.2 Picking Pomelos

7.3 Blood Donation

7.1 Book donation

In Taiwan, there exists a community of 1.198 million individuals with disabilities. These incredible souls face not only the challenges of their own disabilities but also the weight of societal stereotypes and the pressure of premature aging. In the face of these hardships, the mission to support and empower these individuals, whom we fondly refer to as "Man Fair," in leading fulfilling lives and achieving financial independence remains an ongoing endeavor.

Nestled in the heart of Hsinchu, the Man Fair Sheltered Workshop stands as a beacon of environmental consciousness and compassion for the Earth. Its noble purpose is to operate its own brand and create employment opportunities for Man Fair individuals aged 18 and above. However, in recent times, the workshop has encountered daunting obstacles due to the relentless impact of the COVID-19 pandemic. Donations of various materials, generously contributed by kind-hearted souls from all walks of life, have significantly dwindled, particularly second-hand books.

Moved by the plight of the Man Fair community, the YOI Welfare Committee has joined hands with the Hsinchu Man Fair Sheltered Workshop to initiate a heartwarming endeavor called "Books Spread the Love-Second-hand Book Collection Activity." This initiative aims not only to find new owners for these cherished books but also to pass on the flame of knowledge to future readers. The proceeds raised from the subsequent processing of these books will serve as a vital employment and operational service fund for the Man Fair community, fostering a collaborative effort towards a brighter future.

In this remarkable campaign, nearly 300 second-hand books have been collected, brimming with stories and wisdom waiting to be shared. Each book holds within its pages the potential to transform lives and ignite the spark of imagination. As these books find their way into the online bookstore, every penny earned will be devoted to the Hsinchu Man Fair Sheltered Workshop. It is here that these funds will be lovingly channeled back into the community, enriching the lives of Man Fair individuals through employment opportunities and essential operational services.

Together, let us embrace the power of literature, compassion, and unity as we embark on this touching journey. By supporting the Man Fair community, we sow the seeds of hope and create a world where every individual, regardless of their abilities, can thrive and find their rightful place in society.

7.2 Picking pomelos

Under the warm southern sun, the YOI partners gathered together at Li Chun Jin Wen Dan Garden to pick pomelos with their families. We are willing to turn this warm heart into strength to help more people and hold a pomelo charity sale in the company. All proceeds are donated to the Hsinchu Family Support Center.

Number of participants: 162 people
Funds raised: NTD 18,600



7.3 Blood donation

Two blood donation events were organized on March 8 and September 6, 2022. A total of 181 individuals actively participated in these two events, resulting in the collection of 254 blood bags. It is important to note that blood cannot be replaced by artificial blood or artificial products. Individuals with severe injuries often require multiple blood bags daily to sustain the most fundamental vital signs. Your generous blood donation will serve as a crucial lifeline for others, enabling them to continue their lives.

Date	People	Bag
2022/3/8	103	150
2022/9/6	78	104
Total	181	254



Appendix



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