



Voltronic Power

Advancing Power

Voltronic Power Technology Corp.

2021 ESG Annual Report and

Independent Assurance Statement

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Independent Assurance Statement of Voltronic Power's ESG Report 2021

Introduction :

Hang Seng S.D. Co., Ltd. (Hang Seng, We) has been entrusted by the management of Voltronic Power Technology Corp (VPT, the Company) to conduct independent assurance of VPT Sustainability Report 2021 (the Report). All contractual contents for this assurance engagement rest entirely within the responsibility of VPT. Our task was to give a fair and adequate judgment on the VPT Sustainability Report 2021.

The intended users of this assurance statement are stakeholders having relevance to the VPT overall Sustainability Performance and impacts of its business activities during 2021 (January 1st, 2021 to December 31st, 2021). Hang Seng is a service provider of ESG and Climate-related Financial Disclosure Services, having qualified professionals in the field of Enterprises ESG Assurance, Corporate Governance, Environment, Social Responsibility, Climate Change, Greenhouse Gas Inventory and so on. In November 2020, Hang Seng published the "New Testament on Enterprises Sustainability-ESG 90 Images ". Moreover, the actual controller of Hang Seng has 19 years of senior partner of Deloitte & Touche Taiwan and 28 years of Certified Public Accountant qualification, especially specialize in the verification of financial information.

We have maintained complete impartiality and independence during the assurance engagement and were not involved in the preparation of report contents. This information and its presentation in the report are the sole responsibility of the management of VPT. Hang Seng was not involved in the



drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Assurance Standard :

The Independent Assurance was carried out in accordance with Account Ability, U.K Standard AA 1000 AS (2008) and related standards AA 1000 APS(2008), AA 1000 SES (2015), Principles of Inclusivity, Materiality & Responsiveness, Global Reporting Initiative (GRI) Standards 2016 published by the Global Sustainability Standards Board (GSSB), "in accordance Core Option" reporting guidelines as per GRI Standards 2016.

Scope & Type of Assurance :

Our Assurance engagement covers the following :

- ◆VPT sustainability performance as described in the report 2021 in accordance with GRI Standards 2016 Core Option and performance indicators and according disclosure on management approach (DMAs) from Economic, Environment & Social category, also defined in Reporting boundaries.
- ◆Evaluation of disclosed information in the report as per the Assurance Standards.
- ◆Type-1, Moderate as per AA 1000 AS (2008)

Limitation : Due to the influence of the new coronal pneumonia virus (covid-19), the assurance engagement was limited to carry out at the headquarter and factory of VPT in Taipei, Taiwan. We also conducted video inspection on the major manufacturing unit located at Shenzhen and ZhongShan, China. The consultations with external stakeholder were not carried out. We have not observed any significant situations to limit our assurance activity. The verification is carried out based on the data and information provided by VPT,



assuming they are complete and true. We did not verify the reported financial data as same is verified by another third party in annual report.

Assurance Methodology:

Hang Seng has challenged the report contents and assess the process undertaken by VPT from source to aggregate in disclosure of information/data related to Sustainability performance. Our judgment is based on the objective review of reported information as per criteria defined under Assurance standards.

Analytical methods and the performance of interviews as well as verification of data, done as random sampling, to verify and validate the correctness of reported data and contents in light of contractual agreement and the factual VPT Corporate Sustainable Development strategy (CSD) as mentioned in the report. Our work included consultation with over 20 VPT representatives including senior management and relevant employees. The approach deemed to be appropriate for the purpose of assurance of the report since all data therein could be verified through original proofs, verified database entries.

The Assurance was performed by our multidisciplinary team of experienced professionals in the field of Corporate Sustainability, Environment, Social, Government and Stakeholder Engagement. We are of the opinion that our work offers a sufficient and substantiated basis to enable us to come to a conclusion mentioned below and based on the content of our contract.

Adherence to AA 1000 principles:

Inclusivity : VPT has established the Stakeholder Engagement Management Process. Through a variety of stakeholders' engagement activities, VPT actively understood stakeholders' expectations and existing issues, and responded timely.

Materiality : VPT identified the material issues related to sustainable development viz. economic, environment & social performance as an outcome of



its stakeholder engagement and business priorities and provide balance information in the report. The Corporate Sustainable Development (CSD) strategy is aligned to address identified material issues.

Responsiveness : VPT responded to its stakeholders against identified material issues critical to sustainable development through disclosure made in report 2021, including Corporate Sustainable Development strategy, risks, opportunities and approaches, management system and its essential, 2021 sustainability object progress, and stakeholders' engagement.

Conclusion :

In conclusion, we can mention that no instances or information came to our attention that would be to the contrary of the statement made below :

- ◆ VPT Sustainability Report (also as ESG Report) 2021 meets the requirement of Type-1, Moderate Assurance according to AA1000AS (2008) and Global Reporting Initiative (GRI) Standards 2016 "in accordance Core Option" reporting guidelines as per GRI Standards 2016.
- ◆ The Report includes statements and claims that reflects VPT achievements and challenges supported by documentary evidences and internal records.
- ◆ The performance data we found in the report are collected, stored and analyzed in a systematic and professional manner and were plausible.
- ◆ Hang Seng shall not bear any liability or responsibility to a third party for perception and decision about VPT based on this Assurance Statement.

For and on behalf of
HANG SENG S.D. CO., LTD
Matthew Wu
Authorized Signatory

Chairman, Matthew Wu

Issue Date : 2022-06-28

Statement from Chairperson

Hsieh Juor-Ming

Chairperson and ESG
Executive Committee
Chairperson



"Follow the sustainable development goals of the United Nations and fulfill the sustainable development responsibilities of enterprises"

The UN
Sustainable
Development
Goals that we
should do our
best



Committed to reaching
the objectives of
responding to climate
change

Net Zero Emissions in our own operation by 2035.

Net Zero Emissions in the value chain by 2050.

Sustainability
Environmental
Social
Governance

Information disclosures of policies formulation and implementation results of "ESG : Environmental & Social & Governance" have always been important indicators for Foreign Investment Institutions to evaluate investment targets, also for International Brand Company to evaluate suppliers. "Governance" is the most important item of the "General Disclosures" in the "ESG Report". "Environment, Society" and "Economy" are the "Specific Disclosures" in the "ESG Report".

Therefore, the business philosophy of VPT always regards "Governance", "Economy", "Environment" and "Society" as the Four Cornerstones of Sustainability Responsibility for all stakeholders and the pursuit of Enterprises Sustainability. As a result, "Corporate Governance" is not only to do Corporate Governance for VPT, but to do the most important part of Sustainability Responsibility, if it can do well in Sustainability Responsibility, it will be able to do a good job of Corporate Governance.

In order to publicize and practice the most important business philosophy of the company, in 2015, VPT established the " Sustainability Responsibility Task Force ", which is directly supervised by Chairperson, periodically reports to the Board, and "voluntarily" issued annual Corporate Social Responsibility Report in accordance with the G4 (Fourth Generation) Sustainability Reporting Guidelines published by the Global Reporting Initiative(GRI), and published in two languages as Chinese and English due to the needs of shareholders and global customers.

In order to follow the latest pace of internationalization and compiling a more sophisticated ESG Report, VPT early adoption of Global Reporting Initiative Standards 2016 published by the Global Sustainability Standards Board to prepare the 2017 annual ESG report (the effective date of the Standards is July 1st, 2018, but encourages early adoption), to show the most positive attitude of VPT towards the sustainability topic and sustainability responsibility in the Global Value Chain. In addition to the GRI Standards 2016, some contents of the ESG report from 2018 are supplemented by "Corporate Sustainability Assessment".

In addition, as a member of international corporate citizenship, VPT has been taking the three goals of SDG13 " CLIMATE ACTION", SDG8 " DECENT WORK AND ECONOMIC GROWTH" and SDG5 " GENDER EQUALITY" among the 17 Sustainable Development Goals (SDGs) of the United Nations as

our sustainable development goals. And, in view of the global pandemic of new coronal pneumonia (covid-19) since 2020, SDG3 " GOOD HEALTH AND WELL-BEING " has been added as the fourth sustainable development goal of VPT.

In terms of SDG13 " CLIMATE ACTION", in 2019 VPT signed a declaration in support of the Paris Agreement to achieve net zero carbon emissions by 2050. In order to fulfill the responsibilities and obligations of becoming major international customers' supplier, VPT added the following carbon emission reduction targets in 2020 :

I Net Zero Emissions in our own operation by 2035.

II Net Zero Emissions in the value chain by 2050.

We fully integrate and apply the TCFD framework in the governance of climate-related risks and opportunities since 2021, and publish 2021 TCFD Report(Task Force on Climate-Related Financial Disclosures) for the first time in the TCFD framework, and obtained the " Climate-related Financial Disclosure Report Independent Conformity Verification Statement“ Conformity Verify Overall Result : The maturity model for Climate-related Financial Disclosures is Level-6 Ultra-Excellence grade.

After studying and implementing the climate related risks and opportunities governance, we added SDG 12 " RESPONSIBLE CONSUMPTION AND PRODUCTION", SDG 7 " AFFORDABLE AND CLEAN ENERGY" and SDG 9 " INDUSTRY, INNOVATION, AND INFRASTRUCTURE" as the fifth to seventh SDGs of VPT.

Chairperson of the Board

Hsieh Juor-Ming

ABOUT THIS REPORT

REPORT SCOPE AND FREQUENCY

From 2015, VPT voluntarily began to annually issue Sustainability report. The scope of these reports will contain the Sustainability information of Taiwan headquarters and Taipei factory (Taipei factory joined operation in January 2019), China Shenzhen export factory (Voltronic Power Technology (Shen Zhen) Corp.) , the China Shenzhen domestic factory (Orchid Power (Shen Zhen) Manufacturing Company) and since 2016, newly added the China Zhongshen export factory (Zhongshen Voltronic Power Electronic Limited) and since 2018, newly added the China ZhongShan Voltronic Precision Inc and also since 2019, newly added the Voltronic Power Technology (Vietnam) Company Limited. These companies are generalized as "VPT" in this report, but for some items geographically referred to Taiwan headquarters and Taipei factory as "Taiwan Region" and referred to Voltronic Power Technology (Shen Zhen) Corp. and Orchid Power (Shen Zhen) Manufacturing Company and ZhongShan Voltronic Precision Inc. as "China Region", and also referred to Voltronic Power Technology (Vietnam) Company Limited as "Vietnam Region". The reporting period of the Sustainability information disclosure in this report is from January 1 to December 31, 2021. The reporting period of the Sustainability information disclosure in last two years reports are from January 1 to December 31, 2020 and from January 1 to December 31, 2019.

REPORTING GUIDELINES

The reporting principles and standard disclosures of 2015 and 2016 reports are in accordance with the G4 (Fourth Generation) Sustainability Reporting Guidelines published by the Global Reporting Initiative (GRI), and the standard disclosures of report are in accordance with "Core Option", and additionally, some disclosures are reference to "BLOOMBERG ESG SURVEY Disclosure Score". Since 2017, the annual report's reporting principles and standard disclosures are in accordance with the GRI (Global Reporting Initiative) Standards 2016 published by the Global Sustainability Standards Board (GSSB), and the standard disclosures of this report are in accordance with "Core Option". Since 2018, the contents of the annual report are supplemented and disclosed with reference to "Corporate Sustainability Assessment".

PRESENTATION OF DATA

In this report, ratios or normalized data are useful and appropriate formats for data presentation, and if necessary, absolute data should also be provided and explanatory notes are advisable.

DATA AGGREGATION AND DISAGGREGATION

The data aggregation and disaggregation of this report, in principle, information reported on an aggregated basis as "VPT", but some information reported on a disaggregated basis by "Taiwan Region" and "China Region" and "Vietnam Region", and if necessary, some "China Region" information reported on a disaggregated basis by "Voltronic Power Technology (Shen Zhen) Corp.", "Orchid Power (Shen Zhen) Manufacturing Company", "Zhongshan Voltronic Power Electronic Limited." and "Zhongshan Voltronic Precision Inc.".

METRICS

Reported data should be presented using generally accepted international metrics (such as kilograms, tones, liters) and calculated using standard conversion factors. When specific international conventions exist (such as GHG equivalents), calculated using the equivalents of the specific international conventions.

MEDIUM OF REPORTING

The report is written in traditional Chinese and in English, and deliberates the provisions of "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies", voluntarily disclose the corporate social responsibility report and the link to the file of that report posted on the company's website on the internet information reporting system (Market Observation Post System) designated by TWSE (Taiwan Stock Exchange Corporation) by June 30.

The medium of reporting according to the principles of environmental protection, web-based reporting in www.voltronicpower.com "Company Information".



Governance

Universal Standards



GRI 101: FOUNDATION

2016

1. Reporting Principles

Principles for defining report content

Stakeholder Inclusiveness

- 1.1 The reporting organization shall identify its stakeholders, and explain how it has responded to their reasonable expectations and interests.

Sustainability Context

- 1.2 The report shall present the reporting organization's performance in the wider context of sustainability.

Materiality

- 1.3 The report shall cover topics that:
- 1.3.1 reflect the reporting organization's significant economic, environmental, and social impacts; or
 - 1.3.2 substantively influence the assessments and decisions of stakeholders.

Completeness

- 1.4 The report shall include coverage of material topics and their Boundaries, sufficient to reflect significant economic, environmental, and social impacts, and to enable stakeholders to assess the reporting organization's performance in the reporting period.

Principles for defining report quality

Accuracy

- 1.5 The reported information shall be sufficiently accurate and detailed for stakeholders to assess the reporting organization's performance.

Balance

- 1.6 The reported information shall reflect positive and negative aspects of the reporting organization's performance to enable a reasoned assessment of overall performance.

Clarity

- 1.7 The reporting organization shall make information available in a manner that is understandable and accessible to stakeholders using that information.

Comparability

- 1.8 The reporting organization shall select, compile, and report information consistently. The reported information shall be presented in a manner that enables stakeholders to analyze changes in the organization's performance over time, and that could support analysis relative to other organizations.

Reliability

- 1.9 The reporting organization shall gather, record, compile, analyze, and report information and processes used in the preparation of the report in a way that they can be subject to examination, and that establishes the quality and materiality of the information.

Timeliness

- 1.10 The reporting organization shall report on a regular schedule so that information is available in time for stakeholders to make informed decisions.

2. Using the GRI Standards for sustainability reporting

Applying the Reporting Principles

- 2.1 The reporting organization shall apply all Reporting Principles from Section 1 to define report content and quality.

Reporting general disclosures

- 2.2 The reporting organization shall report the required disclosures from *GRI 102: General Disclosures*.

Identifying material topics and their Boundaries

- 2.3 The reporting organization shall identify its material topics using the Reporting Principles for defining report content.

- 2.3.1 The reporting organization should consult the GRI Sector Disclosures that relate to its sector, if available, to assist with identifying its material topics.

- 2.4 The reporting organization shall identify the Boundary for each material topic.

Reporting on material topics

- 1.9 The reporting organization shall gather, record, compile, analyze, and report information and processes used in the preparation of the report in a way that they can be subject to examination, and that establishes the quality and materiality of the information.

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- 2.4 The reporting organization shall identify the Boundary for each material topic.

Reporting on material topics

2.5 Reporting on material topics :

2.5.1 shall report the management approach disclosures for that topic, using *GRI 103: Management Approach*; and either:

2.5.2 shall report the topic-specific disclosures in the corresponding GRI Standard, if the material topic is covered by an existing GRI Standard (series 200, 300, and 400); or

2.5.3 should report other appropriate disclosures, if the material topic is not covered by an existing GRI Standard.

The report reporting on material topics as 2.5.2.

Presenting information

Reporting required disclosures using references

2.6 If the reporting organization reports a required disclosure using a reference to another source where the information is located, the organization shall ensure:

2.6.1 the reference includes the specific location of the required disclosure;

2.6.2 the referenced information is publicly available and readily accessible.

Compiling and presenting information in the report

2.7 When preparing a sustainability report, the reporting organization should :

2.7.1 present information for the current reporting period and at least two previous periods, as well as future short and medium-term targets if they have been established ;

2.7.2 compile and report information using generally accepted international metrics (such as kilograms or liters) and standard conversion factors, and explain the basis of measurement/calculation where not otherwise apparent ;

2.7.3 provide absolute data and explanatory notes when using ratios or normalized data ;

2.7.4 define a consistent reporting period for issuing a report.

3. Making claims related to the use of the GRI Standards

Claims that a report has been prepared in accordance with the GRI Standards

3.1 To claim that a sustainability report has been prepared in accordance with the GRI Standards, the reporting organization shall meet all criteria for the respective option (Core or Comprehensive) from Table 1 :

The report meets all criteria for core option.

Table 1 Criteria to claim a report has been prepared in accordance with the GRI Standards

Required criteria	Core option
Use the correct claim (statement of use) in any published materials with disclosures based on the GRI Standards	Include the following statement: ‘This report has been prepared in accordance with the GRI Standards: Core option’
Use GRI 101:Foundation to follow the basic process for preparing a sustainability report	Comply with all requirements in Section 2 of GRI 101: Foundation (‘Using the GRIStandardsforsustainabilityreporting’)
Use GRI 102: General Disclosures to report contextual information about the organization	Comply with all reporting requirements for the following disclosures from GRI 102: General Disclosures: Disclosures 102-1 to 102-13 (Organizational profile) Disclosure 102-14 (Strategy) Disclosure 102-16 (Ethics and integrity)

	<p>Disclosure 102-18 (Governance)</p> <p>Disclosures 102-40 to 102-44 (Stakeholder engagement)</p> <p>Disclosures 102-45 to 102-56 (Reporting practice)</p>
Use GRI 103:Management Approach to report the management approach and the topic Boundary for all material topics	<p>For each material topic, comply with all reporting requirements from GRI 103: Management Approach</p> <p>Reasons for omission are only permitted for Disclosures 103-2 and 103-3</p>
Use the topic-specific GRI Standards (series 200, 300, 400) to report on material topics	<p>For each material topic covered by a topic- specific GRI Standard:</p> <ul style="list-style-type: none"> •comply with all reporting requirements in the ‘Management approach disclosures’ section •comply with all reporting requirements for at least one topic-specific disclosure <p>For each material topic not covered by a GRI Standard, it is recommended to report other appropriate disclosures for that topic</p> <p>Reasons for omission are permitted for all topic-specific disclosures</p>
Ensure that reasons for omission are used correctly, if applicable	Comply with all requirements in clause 3.2 (Reasons for omission)
Notify GRI of the use of the Standards	Comply with all requirements in clause 3.4 (Notifying GRI of the use of the Standards)

Reasons for omission

3.2 If, in exceptional cases, an organization preparing a sustainability report in accordance with the

GRI Standards cannot report a required disclosure, the organization shall provide in the report a reason for omission that :

3.2.1 describes the specific information that has been omitted; and

3.2.2 specifies one of the following reasons for omission from Table 2, including the required explanation for that reason.

Table 2 Reasons for omission

Reason for omission	Required explanation in the sustainability report
Not applicable	Specify the reason(s) why the disclosure is considered to be not applicable.
Confidentiality constraints	Describe the specific confidentiality constraints prohibiting the disclosure.
Specific legal prohibitions	Describe the specific legal prohibitions.
Information unavailable	<p>Describe the specific steps being taken to obtain the information and the expected timeframe for doing so.</p> <p>If the reason for omission is due to the fact that the necessary information cannot be obtained, or is not of adequate quality to report (as may sometimes be the case when the Boundary for a material topic extends beyond the reporting organization), explain this situation.</p>

Using selected Standards with a GRI-referenced claim

3.3 If the reporting organization uses selected GRI Standards, or parts of their content, to

report specific information, but has not met the criteria to prepare a report in accordance with the GRI Standards (as per clause 3.1), the organization :

3.3.1 shall include in any published material with disclosures based on the GRI Standards a statement that :

3.3.1.1 contains the following text: ‘This material references [title and publication year of the Standard]’, for each Standard used;

3.3.1.2 indicates which specific content from the Standard has been applied, if the Standard has not been used in full;

3.3.2 shall comply with all reporting requirements that correspond to the disclosures reported;

3.3.3 shall notify GRI of the use of the Standards, as per clause 3.4;

3.3.4 should apply the Reporting Principles for defining report quality from Section 1;

3.3.5 should report its management approach by applying *GRI 103: Management Approach* together with any topic-specific Standard (series 200, 300, or 400) used.

The report uses selected GRI Standards 2016 and meets the criteria in accordance with the GRI Standards to report all the information.

Notifying GRI of the use of the Standards

3.4 The reporting organization shall notify GRI of its use of the GRI Standards, and the

claim it has made in the report or published material, by either:

3.4.1 sending a copy to GRI at standards@globalreporting.org; or

3.4.2 registering the report or published material at
www.globalreporting.org/standards

The report sending a copy to GRI at standards@globalreporting.org to notify GRI of the use of the Standards

GRI 102: GENERAL DISCLOSURES

2016

1. Organizational profile

102-1 Name of the organization : The name of the organization is Voltronic Power Technology Corp.

102-2 Activities, brands, products, and services

a. A description of the organization's activities.

VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger.

b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets : not applicable.

102-3 Location of headquarters

a. Location of the organization's headquarters : The location of VPT's headquarters is in Neihu Dist., Taipei, Taiwan.
The address is No. 406 Xinhua 1st Road, Neihu District, Taipei ,Taiwan.

102-4 Location of operations

- a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.

The countries (have significant operations and that are specifically relevant to the sustainability topics covered in the report) where VPT operates, including Taiwan headquarters and Taipei factory, China Shenzhen export factory (Voltronic Power Technology (Shen Zhen) Corp.) , the China Shenzhen domestic factory (Orchid Power (Shen Zhen) Manufacturing Company) , the China Zhongshen export factory (Zhongshen Voltronic Power Electronic Limited) , the China ZhongShan Voltronic Precision Inc. and Voltronic Power Technology (Vietnam) Company Limited. These companies are generalized as "Voltronic Power" in this report, but for some items geographically referred to Taiwan headquarters and Taipei factory as "Taiwan Region" and referred to Voltronic Power Technology (Shen Zhen) Corp., Orchid Power (Shen Zhen) Manufacturing Company , Zhongshen Voltronic Power Electronic Limited and ZhongShan Voltronic Precision Inc. as "China Region", and referred to Voltronic Power Technology (Vietnam) Company Limited as "Vietnam Region".

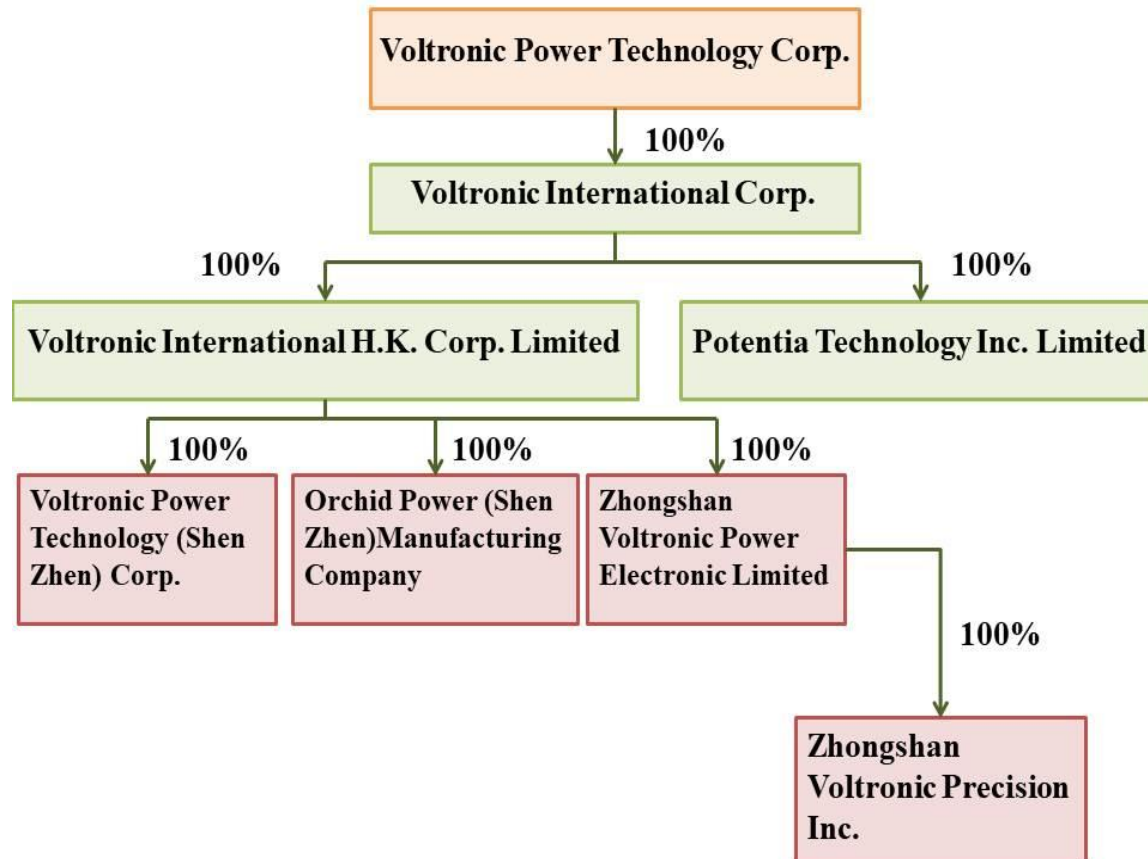
102-5 Ownership and legal form

- a. Nature of ownership and legal form.

The Taiwan headquarters and Taipei factory of VPT is a Company Limited by Shares which established in according to Taiwan Company Act, and got listed for its stocks to public in Taiwan Stock Exchange Corporation on March 31, 2014.

Voltronic Power Technology (Vietnam) Company is a subsidiary directly invested by Voltronic Power Technology Corp. and established in Vietnam with 100% shareholding.

China Shenzhen export factory (Voltronic Power Technology (Shen Zhen) Corp.) , China Shenzhen domestic factory (Orchid Power (Shen Zhen) Manufacturing Company) , China Zhongshen export factory (Zhongshan Voltronic Power Electronic Limited) and the China ZhongShan Voltronic Precision Inc. were established in accordance with the following investment structures as the 100% held subsidiary company in China.



102-6 Markets served

a. Markets served, including :

- i. geographic locations where products and services are offered;
- ii. sectors served;
- iii. types of customers and beneficiaries.

VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger, with customers in 135 countries and regions around the world.

See Table 1 VPT's sales regions of main products :

Table 1 Unit : Thousand NTD ; %

Sales Regions		FY2019		FY2020		FY2021	
		Amounts	Ratio	Amounts	Ratio	Amounts	Ratio
Domestic		521,153	4.03%	556,186	4.07%	654,861	3.86%
Export	Asia	6,060,324	46.85%	5,956,540	43.63%	7,514,964	44.32%
	Other	6,354,905	49.12%	7,139,838	52.30%	8,786,857	51.82%
	Subtotal	12,415,229	95.97%	13,096,378	95.93%	16,301,821	96.14%
Total		12,936,382	100.00%	13,652,564	100.00%	16,956,682	100.00%

102-7 Markets served

a. Markets served, including :

- i. geographic locations where products and services are offered;
- ii. sectors served;

- iii. net sales (for private sector organizations) or net revenues (for public sector organizations);
- iv. total capitalization (for private sector organizations) broken down in terms of debt and equity;
- v. quantity of products or services provided.

1.2.1 total assets;

1.2.2 beneficial ownership, including the identity and percentage of ownership of the largest shareholders :

Please refer to page 90 of the FY 2021 annual report.

1.2.3 detail classification:

1.2.3.1 net sales or net revenues by countries or regions that make up five percent or more of total revenues;

1.2.3.2 costs by countries or regions that make up five percent or more of total costs;

1.2.3.3 the total number of employees by country or region.

year	item	Taiwan	Vietnam	Voltronic Shenzhen	Orchid Shenzhen	Zhongshen Voltronic	ZhongShan Voltronic Precision	Total
2019	Total number of employees	130	78	949	33	1114	276	2580
	Net Sales							NTD 12,936,382 thousand
	Total Capitalization							Debt NTD 5,460,357 thousand and equity NTD 4,879,915 thousand, total capitalization NTD 10,340,272 thousand.
	Total Assets							NTD 10,340,272 thousand.
	Quantity of products provided							Inverter : 97,895 units PV Inverter : 224,439 units

year	item	Taiwan	Vietnam	Voltronic Shenzhen	Orchid Shenzhen	Zhongshen Voltronic	ZhongShan Voltronic Precision	Total
2020								On-line UPS systems: 737,621 units Off-line UPS systems: 5,367,563 units
	Total number of employees	140	259	933	29	1,280	334	2,975
	Net Sales							NTD13,652,564 thousand
	Total Capitalization							Debt NTD 6,582,642thousand and equity NTD 5,338,568 thousand, total capitalization NTD 11,921,210 thousand.
	Total Assets							NTD11,921,210 thousand.
	Quantity of products provided							Inverter : 227,308units PV Inverter : 329,617units On-line UPS systems: 786,781units Off-line UPS systems: 5,427,793 units
2021	Total number of employees	142	277	851	19	1,367	392	3,048
	Net Sales							NTD16,956,682 thousand

year	item	Taiwan	Vietnam	Voltronic Shenzhen	Orchid Shenzhen	Zhongshen Voltronic	ZhongShan Voltronic Precision	Total
2021	Total Capitalization							Debt NTD 7,676,447thousand and equity NTD 5,707,676 thousand, total capitalization NTD 13,384,123 thousand.
	Total Assets							NTD13,384,123 thousand.
	Quantity of products provided							Inverter : 176,664 units PV Inverter : 366,462 units On-line UPS systems: 874,914 units Off-line UPS systems:6,162,777 units

Costs by countries or regions that make up five percent or more of total costs;

Expressed in Thousands of New Taiwan Dollars; %							
regions	FY2019		FY2020		FY2021		
	Amount	Percentage	Amount	Percentage	Amount	Percentage	
Asia	7,834,939	99.7%	7,630,676	98.1%	10,396,569	99.66%	

Net sales or net revenues by countries or regions that make up five percent or more of total revenues;

Expressed in Thousands of New Taiwan Dollars; %

regions	FY2019		FY2020		FY2021	
	Amount	Percentage	Amount	Percentage	Amount	Percentage
Asia	6,581,477	50.88%	6,512,727	47.70%	8,169,824	48.18%
Europe	2,727,015	21.08%	2,974,863	21.79%	3,755,400	22.15%
America	2,655,856	20.53%	2,874,820	21.06%	4,250,342	25.07%
Africa	858,084	6.63%	1,167,887	8.55%	615,991	3.63%

102-8 Information on employees and other workers Information on employees and other workers

- Total number of employees by employment contract (permanent and temporary), by gender.
- Total number of employees by employment contract (permanent and temporary), by region.
- Total number of employees by employment type (full-time and part-time), by gender.

VPT's employees all are formal / contract employees, according to December 31, 2019, December 31, 2020 and December 31, 2021 respectively the number of statistics are as follows.

Year	Gender	Taiwan	Vietnam	Voltronic Shenzhen	Orchid Shenzhen	Zhongshen Voltronic	ZhongShan Voltronic Precision	Total
2019	Male	75	57	594	17	731	178	1652
	Female	55	21	355	16	383	98	928
	Subtotal	130	78	949	33	1114	276	2580
2020	Male	77	175	579	14	843	225	1,913
	Female	63	84	354	15	437	109	1,062
	Subtotal	140	259	933	29	1,280	334	2,975

Year	Gender	Taiwan	Vietnam	Voltronic Shenzhen	Orchid Shenzhen	Zhongshen Voltronic	ZhongShan Voltronic Precision	Total
2021	Male	78	168	526	4	915	275	1,966
	Female	64	109	325	15	452	117	1,082
	Subtotal	142	277	851	19	1,367	392	3,048

Temporary workers employed in 2019, 2020 and 2021 are as follows.

Year	Personnel/Hours	Taiwan	Vietnam	Voltronic Shenzhen	Orchid Shenzhen	Zhongshen Voltronic	ZhongShan Voltronic Precision	Total
2019	Personnel	179	78	746	0	2,720	0	3,723
	Hours	38,231	5,366	267,530	0	1,324,121	0	1,635,248
2020	Personnel	110	79	2,436	0	713	154	3,492
	Hours	22,547	5,600	412,143	0	134,401	28,169	602,860
2021	Personnel	378	39	5,771	0	819	311	7,318
	Hours	44,539	9,073	1,192,774	0	255,528	97,032	1,598,946

- d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees : *none*.
- e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries) : *not applicable*.
- f. An explanation of how the data have been compiled, including any assumptions made : *The compilation of data was based on the actual registration data of human resources departments of various regions in December 31st of the year, and didn't contain any assumptions.*

102-9 Supply chain

- a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.

Please refer to page 90 of the FY 2021 annual report.

102-10 Significant changes to the organization and its supply chain

- a. Significant changes to the organization's size, structure, ownership, or supply chain, including:

- i . Changes in the location of, or changes in, operations, including facility openings, closings, and expansions :

none.

- ii . Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) : *none.*

- iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination : *no significant change.*

102-11 Precautionary Principle or approach

- a. Whether and how the organization applies the Precautionary Principle or approach (include an organization's approach to risk management in operational planning, or when developing and introducing new products.)

VPT accepts clients' projects, specializing in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger, occupies the mid-stream in the industrial supply chain, R&D products based on customer order requirements are resold to end-users of downstream industries through customer orders, not to strive for own brand name, not to compete against customers, thus without the risk of product

development. At present, Voltronic Power has over 300 clients; the sales are very spread out, also without risk of excessive centralization of customers.

VPT's major shareholders uphold the concept of sustainable investment, not to sale the company's shares to achieve the purpose of profit, and the Management Team has the abilities that cannot to be replaced in the R&D and in the production technology also in the development of customers, and for the purpose of sustainable operation, therefore, there is neither the risk of being hostile takeover nor the risk of losing of operating rights.

Therefore, VPT hasn't Poison Pill Plan and absolutely no Poison Pill Plan (or Shareholder Rights Plan) will be implemented. There also hasn't Blank Check Preferred Authorized which is authorized to issue any quantity of preferred stock without shareholders' approval.

The Taiwan headquarters of VPT is a listed company in according to Taiwan Company Act and the Securities and Exchange Act, only issued Common Stocks, every one share have the equal voting power. There are neither Unequal Voting Rights (Including Preferred Stock) nor Dual Class Unequal Voting Rights - Common Shares .

102-12 External initiatives

- a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses (include the date of adoption, the countries or operations where applied, and the range of stakeholders involved in the development and governance of these initiatives; differentiate between non-binding, voluntary initiatives and those with which the organization has an obligation to comply) : *Since Taiwan is not a member of the United Nations and cannot participate in the United Nations or other international organizations, so VPT cannot formally sign the economic, environmental and social*

charters, principles, or other initiatives to which the organization subscribes, or which it endorses developed by the United Nations or other international organizations.

102-13 Membership of associations

- a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.

VPT is the member of Taiwan Electrical and Electronic Manufacturers' Association also is the member of Taipei Computer Association.

2. Strategy

102-14 Statement from senior decision-maker

- a. A statement from the most senior decision-maker of the organization (such as CEO, Chairperson, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.

The statement from senior decision-maker, please refer to pages 16 to 18 of this report.

3. Ethics and integrity

102-16 Values, principles, standards, and norms of behavior

In order to improve the Ethical Management, VPT according to the resolution of the board of directors, in November 2015 establishing Ethical Management Task Force, under the board of directors, is responsible for adopting and supervising the implementation of Ethical Management policy and prevention programs. Please refer to Appendix I of this report .

4. Governance

102-18 Governance structure

- a. Governance structure of the organization, including committees of the highest governance body.
- b. Committees responsible for decision-making on economic, environmental, and social topics.

The board of directors is one of the two core institutions in VPT's corporate governance organizational structure, in accordance with the articles of incorporation, is comprised eight directors, four of them are independent directors, are elected by the shareholders' meeting from among the persons with disposing capacity. The election of all directors in that a candidate nomination system shall be adopted and those shareholders shall elect independent directors from among the listed in the slate of independent director candidates. According to the Company Law and the Articles of Incorporation, the terms of all directors, all are three years, but he/she may be eligible for re-election. There is no "Classified Board System". The percentage of total registered shares owned by the directors and supervisors at total issued shares, according to the provisions of the securities regulatory authority. Take out liability insurance for all directors and supervisors and reporting to Board of Directors.

In 201, there were eight directors, two were female director and 6 were male directors. Age of the Youngest Director is 36 years old, age of the Oldest Director is 73 years old, Board average age is 59 years old. According to the provisions of the Taiwan Company Law of, the director must be upon reaching the twentieth year of age and has the capacity to make juridical acts.

There were four independent directors and two of non-executive directors and two of executive directors on board; the chairperson of the board was elected by the board of directors. The chairperson of the board of directors shall internally preside the shareholders' meeting, the meeting of the board of directors, and shall externally represent the company. Because the chairperson of the board is CEO duality, so VPT voluntarily appoints one more independent directors than that were required by laws, and the Audit Committee was composed of the entire four of independent directors.

Board Structure

VPT has two-tier board (with SUPERVISORY BOARD -Audit Committee)

First-tier board	Directors' status	Number of members
SUPERVISORY BOARD -Audit Committee	Independent directors	4
VPT's audit committee is composed of four independent directors, which shall carry out: 1, the functions of the Supervisor Board; 2, the approval of financial reports; 3, the pre-examination of major resolutions of the board of directors.		
Second-tier board	Directors' status	Number of members
MANAGEMENT BOARD-Board of Directors	Independent directors	4
	Other non-executive directors	2
	Executive directors	2
Total size of both boards		8

Note: Four independent directors are members of both the Supervisor Board -Audit Committee and the Board of Directors.

Board Independence Statement

VPT's Board Independence Statement :

- ☐ An explicit definition of what determines that a board member is independent : Members of independent directors must comply with the independence regulations of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” which are adopted pursuant to the Securities and Exchange Act.

So all of the independent director in Taiwan List Company need to sign the Declaration of the Independent Director before becoming a qualifying candidate.

Please refer to the official standard format of TWSE as the website:

<http://www.twse.com.tw/staticFiles/listed/manual/ff8080816a66b410016a9a187dc9013c.doc?ts=1559028215853>

☐ A target share of independent directors on the board :

According to VPT's Article of Incorporation, there should have at least 3 independent directors out of 5 to 8 of total board of directors, so the share of independent directors on the board should not be less than 37.5%. But VPT's target is independent directors to account for 50% on the board, therefore, at present, four of the eight board members are independent directors.

Non-executive Chairperson/Lead Director

Is the board of directors/supervisory board headed by a non-executive and independent chairperson and/or an independent lead director?

☐ Chairperson is non-executive and independent. Specify for how many years this approach has been adopted :

VPT's Supervisor Board -Audit Committee is composed of all independent directors, so the chairperson of the Supervisor Board -Audit Committee must be an independent director. VPT has set up the Supervisor Board -Audit Committee since May 2016 and over five years until December 2020.

☐ Role of chairperson and CEO is joint, but independent lead director is appointed. Please indicate the name of the lead director :

Role of VPT's chairperson and CEO is joint, therefore, voluntarily appoints one more independent director than that were required by laws, and the Supervisor Board -Audit Committee was composed of the entire four of independent directors. And independent director Li Jianran was appointed as independent Lead Director by the Audit Committee.

Board Diversity Policy

Does company have a formal, publicly available board diversity policy that clearly requires diversity factors such as gender, race, ethnicity, country of origin, nationality or cultural background in the board nomination process?

☐ Yes, VPT's policy is publicly available and specifically includes the following:

☐ Gender

☐ Race or Ethnicity

☐ Nationality, country of origin or cultural background

According to VPT's Corporate Governance Best Practice Principles and the organizational regulations of the Nominating Committee, it is clearly required that the composition of the board of directors shall be determined by taking diversity into consideration in the process of nomination, and that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

1, Basic requirements and values: Gender, age, nationality, and culture.

2, Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

1, Ability to make operational judgments.

2, Ability to perform accounting and financial analysis.

- 3, Ability to conduct management administration.
- 4, Ability to conduct crisis management.
- 5, Knowledge of the industry.
- 6, An international market perspective.
- 7, Ability to lead.
- 8, Ability to make policy decisions.

Board Gender Diversity

Indicate the number of women on company's board of directors / supervisory board :

☐ Number of female directors:

The number of VPT's directors is eight: four independent directors, two of which is female, four non-executive directors and executive directors, one of which is female.

VPT's Supervisory Board-Audit Committee is composed of four independent directors, two of whom is female.

VPT's Board consists of four independent directors and four non-executive directors and executive directors. Two independent director and one executive director are women.

VPT pays attention to gender equality of the board of directors and strengthening corporate governance. The target of female directors' proportion of all directors is 33%, currently 37.5%.

Board Effectiveness

How does company ensure the effectiveness of board of directors/supervisory board and the alignment with the (long-term) interests of shareholders?

	Indicators/measures
--	---------------------

<p>Board Meeting Attendance Number of meetings attended in percentage last business/ fiscal year.</p>	<p><input type="checkbox"/> Average board meeting attendance: 87.50% of meetings of board of directors. 100% of meetings of supervisory board.</p> <p><input type="checkbox"/> Minimum of attendance for all members required, at least (in 75%)</p>
<p>Board Mandates Number of other mandates (Other mandates: refers to the number of other external directorships in publicly listed companies held by members of the board of directors/supervisory board (examples include executive board positions such as CEO, or member of the board of directors at another company).) of the board of directors/ supervisory board members. This only applies to nonexecutive and independent directors, not executive directors or employee representatives.</p>	<p><input type="checkbox"/> Number of non-executive/ independent directors with 4 or less other mandates: 6 Provide the names of these directors: Passuello Fabio, Cheng Ya-Jen, Lee Chien-Jan, Wang Hsiu-Chi, Liao Kuei-Fang , Ho Yun-Hsuan</p> <p><input type="checkbox"/> Number of other mandates for non-executive/ independent directors restricted to: 4</p>
<p>Board Performance Review Performance assessment of board of directors/ supervisory board members.</p>	<p><input type="checkbox"/> Regular self-assessment of board performance. Specify or provide documents: The Regulations Governing Evaluation of Performance of Board</p>

	<p>of Directors and the evaluation results on the board's performance are disclosed at the section of Corporate Governance on our official website at http://www.voltronicpower.com.tw.</p> <p><input type="checkbox"/> Regular independent assessment of board performance. Specify or provide supporting documents:</p> <p>The Regulations Governing Evaluation of Performance of Board of Directors and the evaluation results on the board's performance are disclosed at the section of Corporate Governance on our official website at http://www.voltronicpower.com.tw.</p>
Board Election Process	<p><input type="checkbox"/> Board members are elected and re-elected on an every three years basis.</p>
<p><u>Board Average Tenure</u></p> <p>Indicate the average tenure of board members on company's board of directors/supervisory board in years. If company has a one-tier board structure, this figure includes all members (executive directors, non-executive directors and independent directors). If company has a two-tier board structure, this figure ONLY includes independent directors and nonexecutive directors (e.g. exclude</p>	

employee representatives).

☐ Average tenure of board members in years:

VPT has a two-tier board structure, the term of independent directors and non-executive directors is three years and all directors are eligible for re-election for in accordance with the Company Law and the Articles of Association. Since VPT publicly listed up to December 2020, the average term (including re-election term) of independent directors and non-executive directors has been : 5 years

Board Industry Experience

Indicate the number of board members with relevant work experience in your company's sector according to GICS (Global Industry Classification Standard) Level 1 sector classification (excluding executive members and employee representatives) and list the directors' names.

Number of independent or non-executive members with industry experience (e.g., excludes executives):	2
List the independent or non-executive directors included in the above count:	FSP Group Representative: Cheng Ya-Jen Passuello Fabio

Audit Committee form another of the two core institutions in VPT's corporate governance organizational structure, also referred to as Those Charged With Governance (TCWG) in the new Auditor's Report.

CEO Compensation - Success Metrics

Does company have predefined financial returns and/or relative financial metrics relevant for Chief Executive Officer's variable compensation?

- ☐ Yes, company has pre-defined financial returns and/or relative financial metrics relevant for Chief Executive Officer's variable compensation.
- ☐ Financial Returns (e.g. return on assets, return on equity, return on invested capital, etc.). List all metrics used for this category : Use shareholder equity remuneration, that is, earnings per share (EPS).
- ☐ Relative Financial Metrics (e.g. comparison to peers using metrics such as total shareholder return, Tobin's Q, growth, etc.). List all metrics used for this category : Use the total amounts of dividends, bonuses and additional paid-in capitals shall be distributed per share each year.

CEO Compensation - Long-Term Performance Alignment

Does company have the following compensation structures in place to align with long-term performance?

- ☐ Yes, company has guidelines on deferred bonus, time vesting, and performance period for the CEO's variable compensation.

Deferral of Bonus for Short-term CEO Compensation

Is a portion of the CEO's short-term incentive deferred in the form of shares or stock options? Indicate the percentage of the short-term bonus deferred in the form of shares or stock options:

The short-term incentive of VPT's CEO shall be made in accordance with the company's performance appraisal methods as proposed by the Remuneration Committee and decided by the board of directors, then be paid in accordance with the provisions of the Company Law, the Articles of Incorporation and the company's management regulations. If there trigger the reason or necessity for the short-term compensation deferred payment, directly deferred, is not particularly deferred in the form of shares or stock options.

Performance Period for Variable CEO Compensation

What is the longest performance period applied to evaluate variable compensation (based on predefined targets, either relative or absolute), covered in executive compensation plan? Is there a clawback policy in place? Note that compensation that only is time vested is not considered as performance based compensation in this part of the question. Indicate the longest performance period covered by your executive compensation plan:

In principle, the variable compensation of VPT's CEO shall be assessed and distributed according to the performance results of the previous year. If the clawback policy assessment is triggered, the company shall clawback the relevant variable compensation from the CEO; and the assessment period of the related clawback policy assessment is 2 years, so that the longest performance period covered by the executive compensation plan is 3 years.

☐ VPT has a clawback provision in place. Specify:

The financial returns metric used by the company for the CEO's variable compensation is shareholder equity remuneration, that is, earnings per share (EPS).

For example, according to the EPS of the FY X0, to assess and pay the due variable compensation to CEO in the FY X1.

It occurs within two years after the payment of variable compensation, that the existence of facts in FY X0 (e.g. receivables arising from sales), but actually happens in FY X1 or FY X2 years (e.g. bad debt losses of previous receivables), which has a significant impact on the EPS of FY X0, at that time, it is necessary to reassess the FY X1 due variable compensation to the CEO, and to clawback the remuneration from the CEO in respect of the difference in the assessment of the variable remuneration.

Time Vesting for Variable CEO Compensation

Indicate the longest time vesting period for variable CEO compensation: In principle, it's one year.

CEO-to-Employee Pay Ratio

Provide the annual compensation for the Chief Executive Officer and the median of the annual compensation of all other employees as well as the ratio between the two. If is unable to provide the median, provides figures for total mean compensation and the ratio using the mean. The currency provided should remain consistent for all figures.

- ☐ Not applicable. Although the company tracks the ratio of the median or mean employee compensation or the total annual compensation of the Chief Executive Officer, but it is not disclosed based on the consideration of the company's business secrets.

Management Ownership

Do company's CEO and other executive committee members hold company shares?

- ☐ Yes, company's CEO and other executive officers hold company shares

Position	Name(s)	Multiple of base salary
Chief Executive Officer	Hsieh Juor-Ming	—
Average across other executive committee members owning shares	Wang Chia-Yi Chin Chih- Hsin Lu Yu- Cheng	—
See page 23 of the FY 2021 Annual Report		

Management Ownership Requirements

Does company have specific stock ownership requirements for the CEO and other members of the executive committee?

☐ No, there are no share ownership requirements.

Government Ownership

Indicate whether individual governmental institutions own more than 5% of the total voting rights of the company and if yes, whether golden shares exist for them. Government ownership of 5% or less of the voting rights need not be reported.

☐ No governmental institutions own more than 5% of the total voting rights.

Family Ownership

Indicate whether (founding) family members, personally or through other companies or organizations, individually have more than 5% of the voting rights of the company.

☐ Yes, (founding) family members individually own more than 5% of the voting rights. Total % of voting rights of the company:

members	names	Shareholding relationship	Number of shares held	Shareholding ratio
Founder	Hsieh Juor- Ming	Personal holding	11,052,484	12.67%
		Holdings through Ming Fang International Investment Co., Ltd.	670,078	0.77%
Founder's wife	Chen Tsui-Fang	Holdings through Open Great International Investment Limited Company	3,310,359	3.80%
		Personal holding	1,122,357	1.29%

Dual Class Shares

- ☐ Not applicable. VPT only issues one class common stock, with the same voting rights for each share except as otherwise stipulated by the Law (e.g. avoidance of interest).

5. Stakeholder engagement

102-40 List of stakeholder groups

- a. A list of stakeholder groups engaged by the organization.

The stakeholder groups engaged by VPT are customers, employees, local communities, shareholders and providers of capital as well as suppliers.

102-41 Collective bargaining agreements

- a. Percentage of total employees covered by collective bargaining agreements : $2,906P/3,048P = 95.34\%$ °

102-42 Identifying and selecting stakeholders

- a. The basis for identifying and selecting stakeholders with whom to engage.

The basis for identification and selection of stakeholders with whom to engage, Voltronic Power lists all possible stakeholder groups, then excludes that are not applicable, the rest are listed for the Stakeholder Engagement.

possible stakeholder groups	reasons for exclusion	stakeholder groups
Civil society	The Taiwan and China and Vietnam factories of Voltronic Power does not exist "Civil society".	—
Customers	—	Customers

Employees, other workers, and their trade unions	—	Employees and their trade unions
Local communities	—	Local communities
Shareholders and providers of capital	—	Shareholders and providers of capital
Suppliers	—	Suppliers

102-43 Approach to stakeholder engagement

- a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

102-44 Key topics and concerns raised

- a. Key topics and concerns that have been raised through stakeholder engagement, including:
- how the organization has responded to those key topics and concerns, including through its reporting;
 - the stakeholder groups that raised each of the key topics and concerns.

Stakeholder group	Key topics and concerns	VPT's responsibilities	Communication channels and response methods
Customers	<ul style="list-style-type: none"> - Market Presence - Customer Privacy - Non-discrimination - No Forced or Compulsory Labor - No Child Labor - Anti-corruption — Compliance 	<ul style="list-style-type: none"> - Provide high-quality products and services that are the best on the market. - Provide services that include design, manufacturing, logistic support, and comprehensive solutions. Improve level of customer satisfaction. 	<ul style="list-style-type: none"> - Cooperate with customers' production and environmental, requirements, responsibilities, and inspections. Assist with preventions and improvements.

		<ul style="list-style-type: none"> - Establish long-term close relationships with customers based on mutual trust and commercial partnership. - Inform all employees of the need to adhere to confidentiality agreements and principles that should be followed when facing the media. 	<ul style="list-style-type: none"> - Train employees and enforce rules for information disclosure when facing the media. — Annual report on corporate social responsibility
Employees	<ul style="list-style-type: none"> — Market Presence — Non-discrimination — No Forced or Compulsory Labor — Occupational Health and Safety — Training and Education — Compliance 	<ul style="list-style-type: none"> — Ensure and respect human rights. — Personnel development. — Legal and fair assessment and treatment. — Safe and healthy working environment. — Personnel welfare and health promotion. 	<ul style="list-style-type: none"> — Convene supervisor and supervisee communication meetings. — Staff mailbox and message board. — Provide free employee health check. — Annual report on corporate social responsibility
Local communities	<ul style="list-style-type: none"> — Jobs and employment opportunities — Local environmental protection — Compliance 	<ul style="list-style-type: none"> — Job creation and employment opportunities — Compliance with environmental regulations 	<ul style="list-style-type: none"> — Give priority to local recruitment — Compliance with environmental regulations — Annual report on corporate social responsibility
Shareholders and providers of capital	<ul style="list-style-type: none"> — Market Presence — Economic Performance — Investment — Anti-corruption — Labor/Management Relations — Compliance 	<ul style="list-style-type: none"> — Comply with the most updated regulations and policies from competent authorities. Swiftly respond to and adjust corporate information disclosure formats and content to conform to regulatory requirements. 	<ul style="list-style-type: none"> — Annual regular meeting of shareholders. — Take part in Institutional Investor Conference (Take part in Institutional Investor Conference twelve times in 2021)

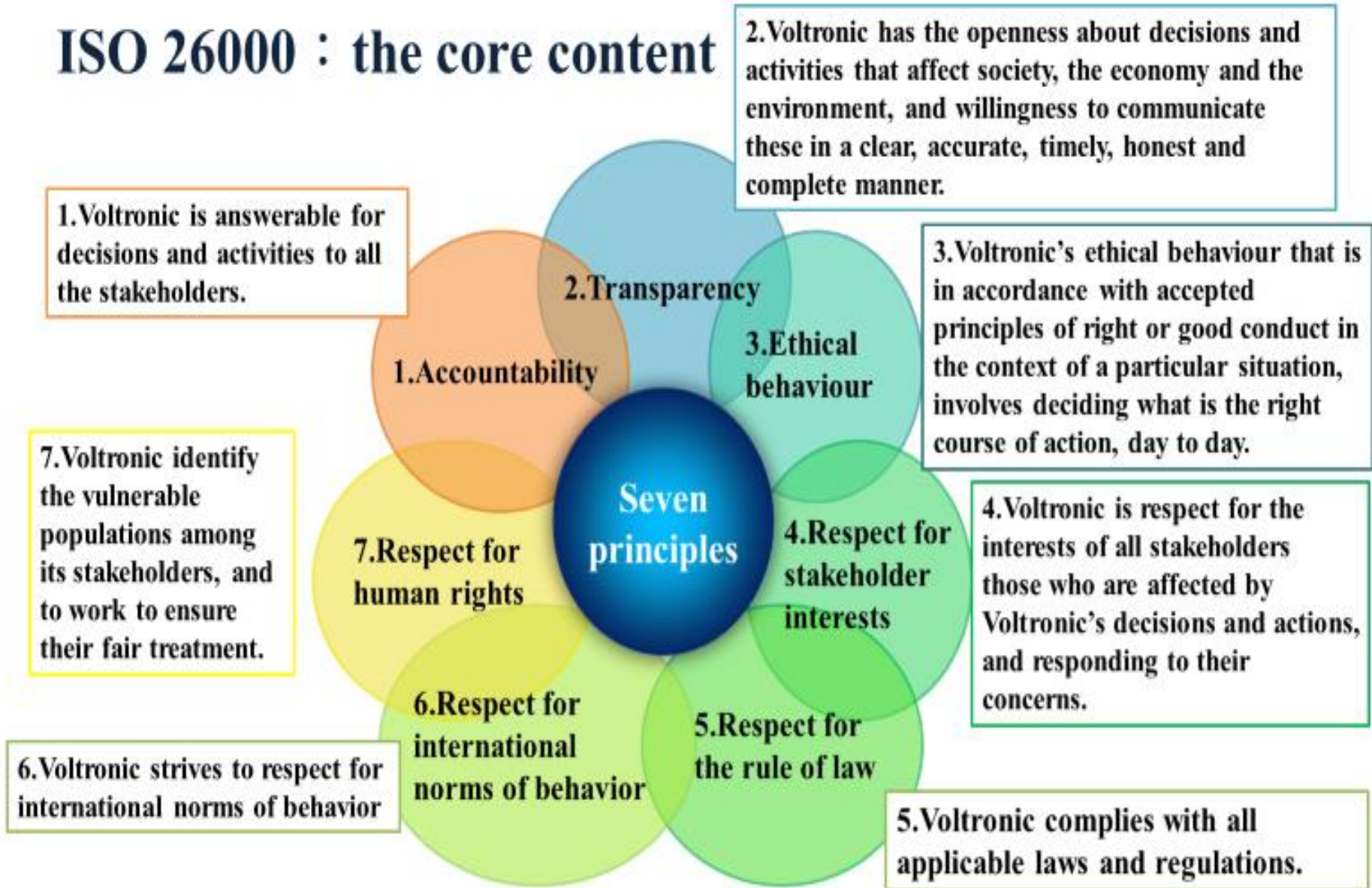
		<ul style="list-style-type: none"> — Appropriately provide immediate, concurrent, and accurate company information. Do our best to disclose investment information. — Maintain a long-term and stable dividend policy. Provide appropriate investment returns. — Steadily build company financial strategy. Maintain good company credit and operational performance. 	<ul style="list-style-type: none"> — Quarterly financial report and monthly operational information announcements. — Disclose immediate material information on TWSE MOPS as well as the company website. — According to the announcement of material events, in addition to disclose on TWSE MOPS as well as the company website, also depending on the situation requires, occasionally issue press release or convene a press briefing. — Set up email address and contact phone on company website to establish a smooth communication channel between the investor and the company. — Establish a specifically juristic person investors relationship department to hold regular face-to-face communication meetings or telephone conferences with domestic or abroad juristic person Investors. — Annual report on corporate social responsibility
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Suppliers	<ul style="list-style-type: none"> — Market Presence — Supplier Environmental Assessment — Supplier Assessment for Labor Practices — Supplier Human Rights Assessment — Compliance 	<ul style="list-style-type: none"> — Legal and fair transactions. — Understanding of environmental safety and health considerations and specification details. — Understand and assist Voltronic with implementation of social responsibility. 	<ul style="list-style-type: none"> — Sign an environmental protection commitment letter. — Request and audit suppliers' products, environment and responsibilities, and cooperate with preventive and continuous improvement. — Annual report on corporate social responsibility
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Linkages between International norms and ISO 26000



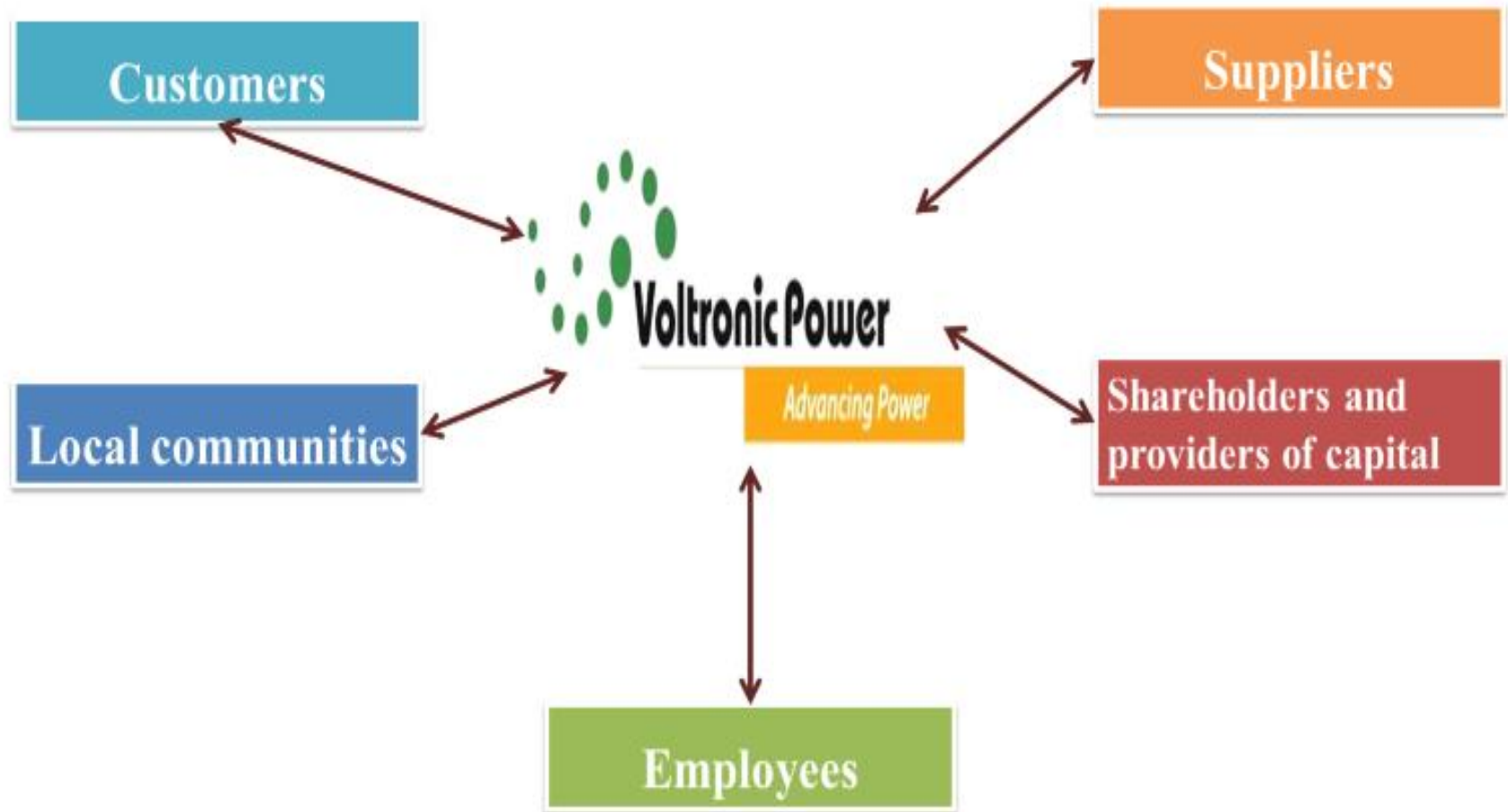
ISO 26000 : the core content



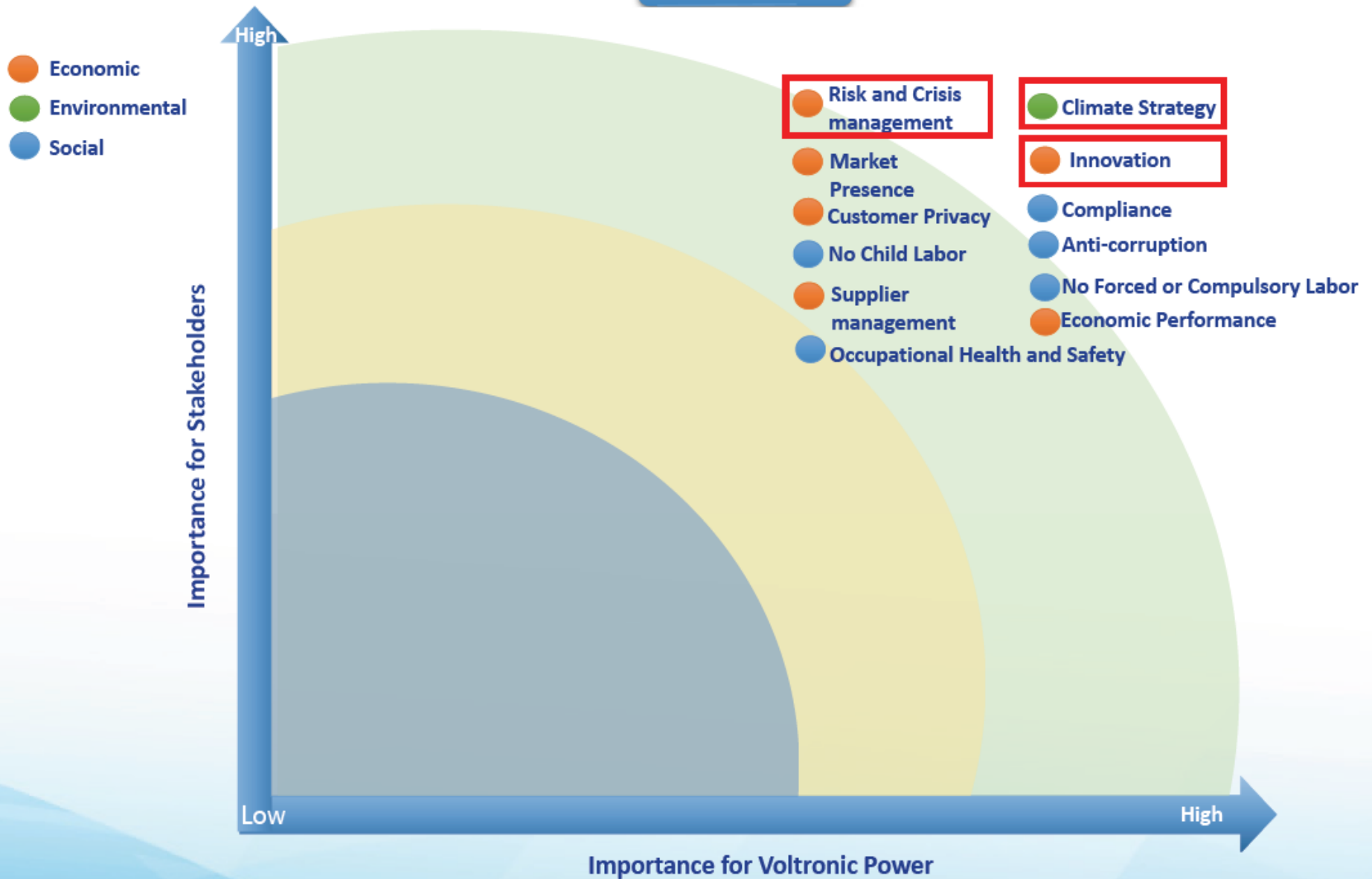
The Seven Core Subjects



Stakeholder Engagement



Materiality Matrix



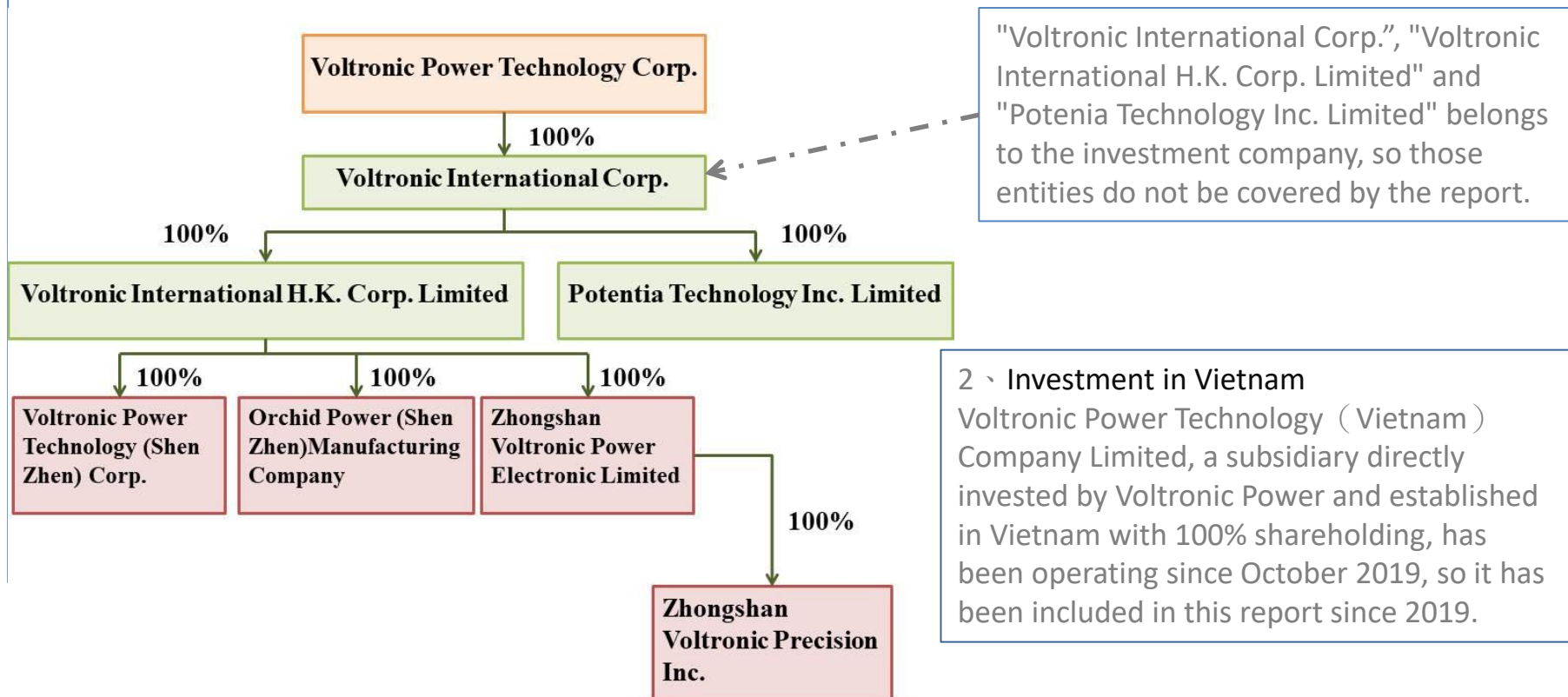
6. Reporting practice

102-45 Entities included in the consolidated financial statements

- A list of all entities included in the organization's consolidated financial statements or equivalent documents.
- Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.

All entities of VPT's consolidated financial statements, including Taipei head office, Taipei factory and the following investment :

1 、 Investment in China



102-46 Defining report content and topic Boundaries

- a. An explanation of the process for defining the report content and the topic Boundaries.
- b. An explanation of how the organization has implemented the Reporting Principles for defining report content.

VPT publishes 2021 Annual Corporate Social Responsibility Report (disclosure period from January 1 to December 31, 2021), for the GRI 2016 Standard Disclosures (including both General Standard Disclosures and Specific Standard Disclosures) of this report are in accordance with "Core Option". Therefore, in accordance with "Core Option", that should be disclosure aspects and boundaries, VPT firstly identified and selected stakeholders groups, excluding related aspects and boundaries of the not applicable stakeholders groups (VPT's factories that in Taiwan Region, Vietnam Region and China Region does not exist "Civil society", therefore, stakeholder group "Civil society" is not applicable to VPT.), the remaining other aspects and boundaries, VPT gives to expose, and VPT gives the same attention, there is no special preference or special arrangement in order of priority. But through the analysis of major issues, identify the three most important issues: climate strategy, innovation, risk and crisis management.

102-47 List of material topics

- a. A list of the material topics identified in the process for defining report content.

Category	Economic	
Aspects	<ul style="list-style-type: none">Economic PerformanceMarket Presence ?Indirect Economic Impacts	<ul style="list-style-type: none">Procurement PracticeAnti-corruptionAnti-competitive Behavior

Category	Environmental				
Aspects	<ul style="list-style-type: none">• Materials• Energy• Water• Biodiversity			<ul style="list-style-type: none">• Emissions• Effluents and Waste• Environmental Compliance• Supplier Environmental Assessment	
Category	Social				
Aspects	<ul style="list-style-type: none">• Employment• Labor/Management Relations• Occupational Health and Safety• Training and Education• Diversity and Equal Opportunity	<ul style="list-style-type: none">• Non-discrimination• Freedom of Association and Collective Bargaining• Child Labor• Forced or Compulsory Labor• Security Practices	<ul style="list-style-type: none">• Rights of Indigenous Peoples• Human Rights Assessment• Supplier Social Assessment• Public Policy	<ul style="list-style-type: none">• Customer Health and Safety• Marketing and Labeling• Customer Privacy• Socioeconomic Compliance	

Material Issues

Has company conducted a materiality analysis to identify the most important material issues (economic, environmental, or social) for company's performance? Provide the three most material issues that have the greatest impact on company's business and the generation of long-term value. Indicate how these issues impact company's business and serve as sources of long-term value creation for company.

☐ Yes, VPT has conducted a materiality analysis to identify key issues for long-term value creation.

	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue Specify company's material issue:	Select the category company's material issue belongs to: <input type="radio"/> Climate strategy	Select the category company's material issue belongs to: <input type="radio"/> Innovation	Select the category company's material issue belongs to: <input type="radio"/> Risk and crisis management

	Material Issue 1	Material Issue 2	Material Issue 3
<p>Business Case</p> <p>Provide a brief rationale for why this issue is material to company's business:</p>	<p>In response to climate change, energy conservation and carbon reduction, the control of global average temperature rise in this century within 2 degrees Celsius, and the control of global temperature rise above the pre-industrial level of 1.5 degrees Celsius are the main objectives of the Paris Climate Change Agreement.</p> <p>In response to climate change, energy conservation and carbon reduction, VPT is committed to developing InfiniSolar for a long time, combining solar system, AC utility, and battery power source to supply continuous power, and prioritizing the use of the cheapest and most economical power supply to assist public utilities,</p>	<p>Although VPT has been devoting itself to the development of InfiniSolar for a long time since nine years ago, but it is necessary to make continuous R&D and innovation every year. Therefore, VPT has set the goal that a new series of InfiniSolar must be developed every year so as to improve the storage capacity and operational convenience.</p>	<p>Because VPT's customers are located in 135 countries and regions around the world, the sales revenues are mostly in US dollars, while most of the raw materials are purchased in Renminbi (RMB) from China, which all are different from the Reporting Currency (NT) of VPT. Therefore, the risk of exchange rate fluctuation is absolutely important to VPT.</p> <p>In additional, due to the continuous growth of VPT, the increasing amount of data and information, information security risks under the electronic processing system have absolute importance for VPT.</p>

	Material Issue 1	Material Issue 2	Material Issue 3
	enterprises of all types and family communities in various countries and regions to achieve the goal of energy conservation and carbon reduction.		
Business Impact Select the type of impact this material issue has on company's business (cost/revenue/risk):	<input type="radio"/> Revenue	<input type="radio"/> Revenue	<input type="radio"/> Risk
Business strategies Specify company's primary business strategies, initiatives or products that address this issue:	In response to climate change, energy conservation and carbon reduction, VPT's climate business strategy is committed to developing InfiniSolar for a long time, combining solar system, AC utility, and battery power source to supply	A new series of InfiniSolar is developed every year to improve the storage capacity and operation convenience.	For exchange rate fluctuation risks, a quarterly sensitivity and stress test shall be conducted; if necessary, report to Board of Directors and to select appropriate hedging tools. Information systems build secure firewalls; backup

	continuous power, and prioritizing the use of the cheapest and most economical power supply to assist public utilities, enterprises of all types and family communities in various countries and regions to achieve the goal of energy conservation and carbon reduction.		databases to hard drives and tapes regularly; conduct simulation exercises irregularly; and ensure information security from time to time.
Long-Term Target/Metric Does company have a long-term target or metric to measure company's progress on this issue in a systematic way? Specify this target or metric if available:	Sales revenue and sales volume from InfiniSolar will grow by an average of 5% annually over the next five years.	In the next five years, a new series of InfiniSolar which must meet the market demand, will be developed every year.	It's continuously going on every year.
Target Year Specify the year for the long-term target	From the base period of 2018 to 2023, sales revenues and sales volume increased by 25% compared with 2018. It has grown by 96% in 2021.	In the next five years, a new series of InfiniSolar which must meet the market demand, will be developed every year.	It's continuously going on every year.

Executive Compensation Is this metric or target used to determine the compensation of executive committee member(s)? If yes, specify how this metric is used.	This target is used as one of the KPIs to determine the various compensation of executive committee members. With a score of 1 to 5, the growth rate is 1% to 5%, with corresponding scores.	This target is used as one of the KPIs to determine the various compensation of executive committee members. A new series of InfiniSolar which meets the market requirement is developed every year, with 5 points, otherwise is 0 points.	
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Materiality Disclosure

Does company publicly disclose details of company's materiality analysis, including information on how company conducts the materiality analysis process and your progress towards company's targets or metrics?

☐ Yes, VPT publicly discloses this information.

☐ VPT publicly discloses materiality analysis, including the most material issues and a description of the process.

Through a complete stakeholder management process, VPT regularly and irregularly negotiates with stakeholders to understand the issues of interest; consults ESG experts and follows global ESG norms and initiatives; integrates the views of management, Those Corporate Governance Units and Board of Directors: identifies the material issues of sustainable development of VPT and review the impacts of material issues on corporate operations, in order to create the long-term value of the company's sustainable development. The process of materiality analysis and the most material three issues are as follows:

Materiality Analysis Process

Step One
Collecting and identifying issues

Through a complete stakeholder management process, regularly and irregularly negotiates with stakeholders to understand the issues of interest.

Step Two
Identifying potential issues

Consult ESG experts and follows global ESG norms and initiatives.

Step Three
Understanding the importance of material issues

Integrate the opinions of management and Corporate Governance Units to understand the importance of material issues.

Step Four
Deciding the three most important material issues

Integrate the opinions of Management, Corporate Governance Units and Board of Directors: Deciding the three most important material issues.

Step Five
Outputting the three most important material issues

Outputting the three most important material issues for Voltronic Power are Climate Strategy, Innovation, Risk and Crisis Management.

❑ VPT publicly reports on the progress towards the targets or metrics for material issues.

102-48 Restatements of information

- a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.

VPT did not carry out mergers or acquisitions, and did not change the base years or periods neither the nature of the business nor measurement methods.

In 2021, ISO14067 carbon footprint inventory was conducted for some products, IASE 3000 and IASE 3401 were conducted for greenhouse gas emissions and energy-saving with carbon reduction benefits of all products.

Therefore, greenhouse gas emissions (scope I) and (scope III) and energy-saving with carbon reduction benefits of products in the comparative year were revised.

102-49 Changes in reporting

- a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.

Compared with the previous report, this report hasn't significant changes from previous reporting periods in the list of material topics and topic Boundaries.

102-50 Reporting period

- a. Reporting period for the information provided.

The information provided in this report is for the period from January 1 to December 31st, 2021.

102-51 Date of most recent report

- a. If applicable, the date of the most recent previous report.

Date of most recent previous report is "Annual Report 2020" publishing in June 2021 (the reporting period is from January 1 to December 31, 2020)

102-52 Reporting cycle

a. Reporting cycle Reporting cycle.

The reporting cycle is once annual.

102-53 Contact point for questions regarding the report

a. The contact point for questions regarding the report or its contents.

The contact point for questions regarding the report or its contents:

Taiwan spokesperson also contact person

Name: Wang Kuo-Chin

Title: Financial manager Telephone: +886-2-27918296

Investor hotline: +886-2-27910054

Email: investor@voltronic.com.tw

China spokesperson also contact person

Name: Jin Zhi-Xin

Title: Vice General Manager

Telephone: +86-755-86016601

Email: investor@voltronic.com.tw

102-54 Claims of reporting in accordance with the GRI Standards

a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either :

- i .‘This report has been prepared in accordance with the GRI Standards: Core option’;
- ii .‘This report has been prepared in accordance with the GRI Standards: Comprehensive option’.

This report has been prepared in accordance with the GRI Standards: Core option.

102-55 GRI content index

- a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.
- b. For each disclosure, the content index shall include:
 - i . the number of the disclosure (for disclosures covered by the GRI Standards);
 - ii . the page number(s) or URL(s) where the information can be found, either within the report or in other published materials ;
 - iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.

Table 1 GRI content index, please refer to page2 to page 13 of this report.

102-56 External assurance

- a.A description of the organization's policy and current practice with regard to seeking external assurance for the report.

In order to strengthen the breadth and depth of ESG report, VPT began to seek an independent assurance statement by the impartially external corporate social responsibility and sustainable development professional institutions since the preparation of annual report in 2018.The policy of seeking the external corporate social responsibility and sustainable development of professional institutions is to confirm its professionalism, impartiality and independence.

- b. If the report has been externally assured:
 - i . A reference to the external assurance report, statements, or opinions. If not included in the

assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;

ii. The relationship between the organization and the assurance provider;

Apart from consulting and assurance entrust business on corporate governance, corporate social responsibility, sustainable development, there is no other business relationship between VPT and HengSeng S.D. Co., Ltd., which issued an independent assurance statement for VPT's ESG FY2021 report in 2022.

iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.

The senior executives are involved in seeking external assurance for the organization's sustainability report based on three principles: professionalism, impartiality and independence.

Independent Assurance Statement of VPT's ESG Report 2021, please refer to page 14 to page 15 of this report.

The content of this report is written in traditional Chinese and in English, and deliberates the provisions of "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies", voluntarily disclose the corporate social responsibility report and the link to the file of that report posted on the company's website on the internet information reporting system (Market Observation Post System) designated by TWSE (Taiwan Stock Exchange Corporation) by June 30.

GRI 103: MANAGEMENT APPROACH

2016

General requirements for reporting the management approach

103-1 Explanation of the material topic and its Boundary

- a. An explanation of why the topic is material.
- b. The Boundary for the material topic, which includes a description of:
 - i . where the impacts occur;
 - ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.
- c. Any specific limitation regarding the topic Boundary.

Please reference @ this report pages 64 to 70

103-2 The management approach and its components

- a. An explanation of how the organization manages the topic.
- b. A statement of the purpose of the management approach.
- c. A description of the following, if the management approach includes that component:
 - i . Policies
 - ii . Commitments
 - iii. Goals and targets
 - iv . Responsibilities
 - v . Resources

vi. Grievance mechanisms

vii. Specific actions, such as processes, projects, programs and initiatives

In view of all other aspects and boundaries except for exclusion, the management approaches are set down according to relevant laws and regulations. See the management approach disclosures of various topics.

103-3Evaluation of the management approach

a. An explanation of how the organization evaluates the management approach, including:

- i . the mechanisms for evaluating the effectiveness of the management approach;
- ii . the results of the evaluation of the management approach;
- iii. any related adjustments to the management approach.

Annual ESG report is prepared to examine the implementation effect of management approach of various topics and, if applicable, to assess and revise management approaches.

Risk Governance

Indicate which people, departments and committees are responsible and accountable for enterprise risk management in terms of risk appetite & tolerance as well as risk monitoring & reporting. Also indicates the expertise and training applicable to non-executive directors as well as the corporate structure of risk management functions.

	Indicate name and position	Reporting line: please indicate who the person or committee reports to
Highest ranking person with dedicated risk management responsibility on an operational level (not CEO)	name: Lu Yu- Cheng position: Senior Manager	Report to CEO regularly and irregularly, then report to the Audit Committee and the Board of Directors periodically (at least once a quarter) by CEO.
Highest ranking person with responsibility for monitoring and auditing risk management performance on an operational level (not CEO)	name: Jin Zhi-Xin position: Vice General Manager	Report to CEO regularly and irregularly, then report to the Audit Committee and the Board of Directors periodically (at least once a quarter) by CEO.

☐ Number of non-executive members of board of directors/supervisory board — audit committee with expertise in (enterprise) risk management. Specify number of non-executive directors : Four independent directors and two non-executive directors, totally six directors.

☐ Regular risk management education for non-executive directors ensured. Specify : Six hours of training courses are held every year. The course content is selected from the courses of internal control internal audit, corporate governance regulations, securities management regulations, the impact of international economic and trade development trends on enterprise operation, risk identification and management of enterprise operation, risk and turnaround of climate change etc.,

☐ The risk management function is structurally independent of the business lines. Specify : The highest ranking person with dedicated risk management responsibility on an operational level and the highest ranking person with responsibility for monitoring and auditing risk management

performance on an operational level, all are reporting to CEO regularly and irregularly, and then reporting to the audit committee and the board of directors periodically by CEO, the risk management function is structurally independent of the business lines.

Sensitivity Analysis and Stress Testing (incl. Water and Climate)

Does company perform sensitivity analysis and stress testing on a group level?

☐ Yes, the standard steps for sensitivity analysis and stress testing on a group level are as follows:

Sensitivity analysis and stress test implementation steps

1 Identify current issues of concern (potential risks and vulnerabilities faced by various departments of the group)

2 Define the scope of stress test (department/risk/business opportunity)

3 Choose the method of perform and constructing situation (sensitivity analysis/situation analysis)

4 Confirm the required information and set the impact scale and duration of the risk factors

5 Conduct value estimation (loss assessment before and after impact)

6 Explain the results (including policy recommendations and formulation of countermeasures)

7 Submit to CEO for decision execution; to the Board of Directors for decision execution in material cases.

☐ Yes, on changes in financial risks, such as exchange and interest rate

Please see “Voltronic Power Technology Corp. and Subsidiaries Consolidated Financial Statements for the Years Ended December 31, 2021 and 2020 and Independent Auditors’ Report” pages 48 to 51 “Financial risk management objectives and policies “

☐ Yes, on climate change risks

Climate change risk sensitivity analysis projects :

Item number	Projects	Content
1	Location security	Whether there had occurred in recent year, or maybe occur in the next two years, about doubts of the safety of the locations due to climate change (e.g. sea water rising causes submergence; natural disasters caused by climate change anomalies) in each major operating position.
2	Operating cost	Whether the operation costs of each major operating position are increased due to the policies of the countries or regions where the operating position is located, such as the levy or increase of taxes and fees (e.g. the levy of carbon emission charges, such as the increase of electricity charges) in response to climate change or the requirement of energy-saving infrastructure construction.

Climate change opportunities sensitivity analysis projects: Cost-Benefit analysis of energy saving and carbon reduction for all kinds of products produced; long-term R&D, innovation, production and sales plans and budgets for products with the best cost-benefit value.

☐ Yes, on changes in water availability or water quality

Sensitivity analysis projects of changes in water availability or water quality:

Item number	Projects	Content
1	changes in water availability	The demand of VPT for water resources is mainly for the employees' livelihood water and is the municipal supply water. Each important operation site should avoid locating in the areas where water shortage or water restriction will occur frequently.
2	changes in water quality	The demand of VPT for water resources is mainly for the employees' livelihood water and is the municipal supply water. Each important operation site should avoid locating in the areas where frequent floods or other natural disasters lead to polluted water quality.

☐ Yes, on other risks (e.g. operational risks, market risks, strategic business risks, compliance risks).

Item number	Projects	Content
1	operational risks	Due to the rapid growth of business and the expansion of production capacity, attention should be paid to and analysis of the risks that may arise from the five elements of production: labor, machinery, raw materials, production methods and production environment.

2	strategic business risks	Some products of VPT occupies the leading technology position in global. Therefore, they may be copied and counterfeited. So VPT should continue to develop and innovate those technologies, and continue to maintain the leading advantage.
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Emerging Risks

Indicate three important long-term (3-5 years+) emerging risks that company identifies as having the most significant impact on the business in the future, and indicate any mitigating actions that company has taken in light of these risks.

	Description of risk	Potential business impact of the risk	Mitigating actions
Emerging Risk 1 Risk of Labor Shortage	The current production positions of Voltronic Power are almost in China. Due to the vigorous economic development and service industry in China, causing the shortage of direct labor universally of China's production industry.	If there is a shortage of direct labor, it may lead to the failure of delivery on time, which will affect customers' satisfaction.	1. Employ dispatched workers and temporary workers 2. Strengthen the automation of some production processes 3. Improve standardized operating procedures for all production processes

Emerging Risk 2 Tariff risk in the US-China trade war	Due to the US-China trade war, the United States imposed high tariffs on products from China.	If the United States imposes high tariffs on products from China, it will be detrimental to the sales business to the United States.	Set up Taiwan Taipei factory and Vietnam factory, mainly producing and selling products to the United States.
Emerging Risk 3 COVID-19 Risk	Since 2020, the COVID-19 has been in the global pandemic.	If the company or factory employees are infected, in addition to endangering the lives of employees, it may cause the company to shut down or the factory to shut down, which will have a significant impact on the business.	<ol style="list-style-type: none"> 1. Implement and follow the epidemic prevention measures of local governments. 2. Publicize and implement the epidemic prevention measures of "taking body temperature, wearing masks, washing hands frequently and paying attention to public health". 3. Suspend transnational business travel and reduce domestic business travel, and replace it with video, online or teleconference and e-mail. 4. Take necessary epidemic prevention and access control measures for visitors.

Risk Culture

What strategies does company pursue in order to promote and enhance an effective risk culture throughout the organization?

In order to promote and enhance an effective risk culture throughout the organization, VPT has formulated “Risk and Crisis Management Operational Principles of Voltronic Power Technology Corp.” Please see Appendix II

☐ Financial incentives which incorporate risk management metrics, specify the incentives and metrics.

☐ For senior executives, specify the incentives and metrics:

For senior executives, the relevant risk management assessment metrics are as follows:

☐ Whether to proceed risk and crisis identification

☐ Whether to proceed risk and crisis analysis

☐ Whether to proceed risk and crisis assessment

☐ Whether to develop risk and crisis management plans

☐ Whether to supervise the implementation of risk and crisis management plans

☐ Whether to proceed the assessment of risk and crisis management plan implementation

☐ Handling and reporting of emergency risks and crisis events

The above risk management assessment metrics are part of the KPIs that determine the variable compensation of senior executives.

☐ For line managers, specify the incentives and metrics:

For line managers, the relevant risk management assessment metrics are as follows:

- ☐ Advocacy and training of risk and crisis management plans
- ☐ Daily operational implementation of risk and crisis management plans
- ☐ Emergency crisis exercise of risk and crisis management plans
- ☐ Handling and reporting of emergency risks and crisis events

The above risk management assessment metrics are part of the KPIs that determine the variable compensation of line managers.

- ☐ Focused training throughout the organization on risk management principles, specify:

For senior executives, they should be trained in the contents, procedures and implementation methods of the Company's Risk and Crisis Management Operational Principles, formulate annual Risk and Crisis Management Plan(RCMP), hold regular and irregular meetings to review the implementation of the RCMP, and track improvement when necessary.

For line managers, advocate annual RCMP and provide necessary training, line managers then advocate the annual RCMP and provide necessary training to their employees.

- ☐ Inclusion of risk management criteria in the HR review process for employee evaluations

- ☐ Measures allowing individual employees to proactively identify and report potential risks throughout the organization, specify:

Individual employees are encouraged to proactively identify and report potential risks throughout the organization. If the potential risks are verified and controlled in time, bonuses will be awarded to the individual employees according to their benefits. Individual employees can proactively identify and report potential risks to their line managers, or to senior executives, can also use mailboxes or hotline.

☐ Measures allowing continuous improvement in risk management practices through the involvement of employees in structured feedback process, specify:

The implement of the annual Risk and Crisis Management Plan, the company uses some risk management assessment metrics as part of the KPIs for senior executives and line managers to determine their variable compensation. Hope to implement and continuously improve risk and crisis management.

In addition, employees how to cooperate with the implementation of the annual Risk and Crisis Management Plan will be as part of their performance appraisal. Employees also will be asked for their views on the annual Risk and Crisis Management Plan during period appraisal, encouraging employees to participate in the structured feedback process and continuously improve risk and crisis management.

☐ Incorporating risk criteria in the product development or approval process



Economic Standards



GRI 201: Economic Performance 2016

1. Management approach disclosures

The Direct economic value generated – Revenues of VPT, were from net sales of recurring operating activities and some from financial investment income. Employee wages and benefits were in accordance with relevant Labor laws and regulations, the measures for performance appraisal. Dividends to all shareholders were in accordance with the dividend policy stipulated in the Articles of Incorporation. Loan interests to all banks were according to the interest rate and terms of the loan contracts. Payments to government subjected to local Government laws and regulations. VPT's Employees' compensations, Directors' Compensation and dividends to Shareholders were in accordance with the Articles of Incorporation which enacted according to the Law, and by a resolution adopted by a majority vote at a meeting of Board of Directors otherwise at a meeting of Shareholders . No "Change of Control Benefits/Golden Parachute Agreements" 、no "Say On Pay Provision".

VPT, the offices and factories of Taiwan Region located in industrial district, the offices and factories of China Region also located in industrial districts ,the offices and factories of Vietnam Region also located in industrial districts; in water consumption only for employees living water ; in terms of our

own operation, the greenhouse gas emission sources are mostly the carbon emissions (CO₂) generated by the purchased power required for the company's operation. For the climate change strategy of VPT, please refer to the Voltronic Power Technology Corp. 2021 TCFD Report.

VPT's pension plans for employees all are defined contribution, subject to the applicable laws and regulations, regularly contribute.

VPT doesn't receive any financial assistance from Taiwan , China or Vietnam.

2. Topic-specific disclosures

201-1 Direct economic value generated and distributed

- a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
 - i. Direct economic value generated: revenues;
 - ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

item	FY2019		FY2020		FY2021	
	amount	percentage	amount	percentage	amount	percentage
Direct economic value generated: Revenues	12,936,382	100%	13,652,564	100%	16,956,682	100%
Economic value distributed:						
– Operating costs	(8,793,796)	(67.97%)	(9,251,793)	(67.77%)	(11,849,402)	(69.88%)
– Employee wages and benefits	(1,585,483)	(12.26%)	(1,670,297)	(12.23%)	(2,182,716)	(12.87%)
– Payments to providers of capital (Dividends and Interest)	(,1849,293)	(14.30%)	(1,967,296)	(14.41%)	(2,054,355)	(12.12%)
– Payments to government (Taiwan)	(312,988)	(2.42%)	(266,082)	(1.95%)	(407,170)	(2.40%)
– Payments to government (China)	(171,729)	(1.33%)	(186,325)	(1.36%)	(123,963)	(0.73%)
Economic value retained	223,093	1.72%	310,771	2.28%	339,076	2.00%

2019 Dividends to shareholders, NT 1,849,293 thousand from the direct economic value : Revenues generated in year 2019, NT 83,301 thousand from the additional paid in capital, totaling NT 1,932,594 thousand.

2020 Dividends to shareholders, NT1,967,296thousand from the direct economic value : Revenues generated in year 2020, NT 87,435 thousand from the additional paid in capital, totaling NT 2,054,731 thousand.

2021 Dividends to shareholders, all are from the direct economic value.

Compilation

Revenues

- Net sales equal gross sales from products and services minus returns, discounts, and allowances.
- Revenue from financial investments includes cash received as interest on financial loans, as dividends from shareholdings, as royalties, and as direct income generated from assets (such as property rental) .
- Revenues from sale of assets include physical assets (such as property, infrastructure, and equipment) and intangibles (such as intellectual property rights, designs, and brand names).

Operating costs

- Cash payments made outside the organization for materials, product components, facilities, and services purchased. This includes property rental, license fees, facilitation payments (since these have a clear commercial objective),

royalties, payments for contract workers, employee training costs (where outside trainers are used), or employee protective clothing.

Employee wages and benefits

- Total payroll comprises employee salaries, including amounts paid to government institutions (such as employee taxes, levies, and unemployment funds) on behalf of employees. Non-employees working in an operational role are normally not included here, but rather under operating costs as a service purchased.
- Total benefits include regular contributions (such as to pensions, insurance, company vehicles, and private health), as well as other employee support such as housing, interest free loans, public transport assistance, educational grants, and redundancy payments. They do not include training, costs of protective equipment, or other cost items directly related to the employee's job function.

Payments to providers of capital

- Dividends to all shareholders
- Interest payments made to providers of loans. This includes interest on all forms of debt and borrowings (not only long-term debt) and also arrears of dividends due to preferred shareholders.

Payments to government

- All organization taxes (such as corporate, income, property) and related penalties paid at the international, national, and local levels. This figure does not include deferred taxes because they may not be paid. For organizations operating in more than one country, report taxes paid by country. Report the definition of segmentation used.

201-2 Financial implications and other risks and opportunities due to climate change

- a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:
- i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;
 - ii. a description of the impact associated with the risk or opportunity;
 - iii. the financial implications of the risk or opportunity before action is taken;
 - iv. the methods used to manage the risk or opportunity;
 - v. the costs of actions taken to manage the risk or opportunity.

Please refer to the Voltronic Power Technology Corp. 2021 TCFD Report.

201-3 Defined benefit plan obligations and other retirement plans

- a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.
- b. If a separate fund exists to pay the plan's pension liabilities:
 - i . the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;
 - ii . the basis on which that estimate has been arrived at;
 - iii. when that estimate was made.
- c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.
- d. Percentage of salary contributed by employee or employer.
- e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.

VPT's pension plans for employees all are defined contribution, subject to the applicable laws and regulations, regularly contribute, so there is no undefined benefit obligation or retirement plan liabilities.

201-4 Financial assistance received from government

- a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:
 - i . tax relief and tax credits;

- ii. subsidies;
 - iii. investment grants, research and development grants, and other relevant types of grant;
 - iv. awards;
 - v. royalty holidays;
 - vi. financial assistance from Export Credit Agencies (ECAs);
 - vii. financial incentives;
 - viii. other financial benefits received or receivable from any government for any operation.
- b. The information in 201-4-a by country.
- c. Whether, and the extent to which, any government is present in the shareholding structure.

VPT doesn't receive any financial assistance from Taiwan or China. In 2021, received tax relief benefits of NT 6.2 million from Vietnam government.

GRI 202: Market Presence 2016

1. Management approach disclosures

VPT abides by the local Laws and Regulations of all significant locations of operation, all the entry level employees of the business group, regardless of gender, the ratios of standard entry level wage compared to local minimum wage all are 100% (including) above. VPT formulates senior management localized training and development policy, the proportions of senior management hired from the local community at significant locations of operation all are 70% (including) above.

2. Topic-specific disclosures

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

- a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.
- b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.
- c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.
- d. The definition used for 'significant locations of operation'.

All the entry level employees of the business group, regardless of gender, the ratios of standard entry level wage compared to local minimum wage all are 100% (including) above.

202-2 Proportion of senior management hired from the local community

- a. Percentage of senior management at significant locations of operation that are hired from the local community.
- b. The definition used for 'senior management'.
- c. The organization's geographical definition of 'local'.
- d. The definition used for 'significant locations of operation'.

The definition of "senior management" used by the business group as "manager" rank (including) above personnel, the proportion of senior management hired from the local community (the geographical definition of "local" of the business group is according to the nationality) as following :

significant locations of operation	FY2019	2020	2021
Taiwan Region	100%	100%	100%
China Region	89%	89%	84%
Vietnam Region	note	note	note
note : no senior management			

GRI 203: Indirect Economic Impacts 2016

1. Management approach disclosures

VPT's Taiwan Region Offices and Factories located in the industrial district, China Region Offices and Factories located in the industrial districts, , Vietnam Region Offices and Factories located in the industrial districts, abide by those industrial district management codes, therefore the "local communities" is not the engaged stakeholder group to VPT, so the issue of development and impact of infrastructure investments and services supported is not applicable to VPT.

2. Topic-specific disclosure

203-1 Infrastructure investments and services supported : *nil*

203-2 Significant indirect economic impacts : *nil*

1. Management approach disclosures

VPT, the Taiwan Region's procurement is mainly for services procurement, and the China Region's procurement is mainly for raw materials procurement, the proportions of spending on local suppliers (the geographical definition of "local" of the business group is according to the nationality) all are 80% (including) above.

2. Topic-specific disclosures

204-1 Proportion of spending on local suppliers

- a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).
- b. The organization's geographical definition of 'local'.
- c. The definition used for 'significant locations of operation'.

VPT, the Taiwan Region's procurement is mainly for services procurement, and the China Region's procurement is mainly for raw materials procurement, the proportion of spending on local suppliers (the geographical definition of "local" of the business group is according to the nationality) as following :

significant locations of operation	2019	2020	2021
Taiwan Region	100%	100%	100%
China Region	82%	85%	85%
Vietnam Region	note	5%	9%
note : Vietnam Region started operation in October 2019, and all raw materials are imported.			

GRI 205: Anti-corruption 2016

1. Management approach disclosures

Codes of Conduct

Which of the following aspects are covered by codes of conduct at a group level (including subsidiaries)?

- ☐ Yes, group-wide codes of conduct are publicly available and specifically include the following:
 - ☐ Corruption and bribery (details of this section GRI 205: Anti-corruption)
 - ☐ Discrimination (details of GRI 406: Non-discrimination)
 - ☐ Confidentiality of information (details of GRI 418 : Customer Privacy)
 - ☐ Conflicts of interest (details of this section GRI 205: Anti-corruption)
 - ☐ Antitrust/anti-competitive practices (details of GRI 206 : Anti-competitive Behavior)
 - ☐ Money-laundering and/or insider trading/dealing (details of this section GRI 205: Anti-corruption)
 - ☐ Environment, health and safety (details of GRI 403 : Occupational Health and Safety)
 - ☐ Whistleblowing (details of this section GRI 205: Anti-corruption)

Codes of Conduct : Coverage

Complete the following table related to coverage of codes of conduct, and whether or not written acknowledgement has been obtained and training has been provided in the past three years:

% relative to total number of :	Coverage	Written Acknowledgement	Training Provided
Employees	100%	100%	100%
Contractors / Suppliers / Service Providers	100%	80%	—
Subsidiaries	100%	100%	—
Joint ventures (including stakes above 10%) <input type="checkbox"/> Not applicable. Does not have any joint ventures.			

Codes of Conduct : Systems/Procedures

What mechanisms are in place to assure effective implementation of company's codes of conduct (e.g. compliance system)?

- ☐ Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies
- ☐ Dedicated help desks, focal points, ombudsman, hotlines
- ☐ Compliance linked to employee remuneration
- ☐ Employee performance appraisal systems integrates compliance/codes of conduct
- ☐ Disciplinary actions in case of breach, i.e. warning, dismissal, zero tolerance policy

☐ Compliance system is certified/audited/verified by third party, specify: VPT's compliance system of Codes of Conduct is verified by HengSeng S.D. Co.

Reporting on breaches

Does company publicly report on breaches (e.g. number of breaches, cases etc.)

☐ VPT publicly reports that no breaches have occurred during the most recent reporting cycle

Employment Ethics Norm

VPT requires all employees shall be integrity, in the employment ethical principles enumerate the behaviors that shall be abided by the employees.

Those principles, in addition to all the employees shall to comply with, looking forward to the VPT's customers, suppliers, business partners and other all walks of life that having business contacts, understanding and support. Once found the employees have any possible violation of the employment ethical principles, shall report to the supervisors, if necessary, directly report to the general manager. Employees who denounce any breach behavior of the employment ethical principles and therefore participate in the course of the review, the company shall give them protection to avoid suffering unfair revenge or treatment.

Avoiding conflicts of interest

Employees shall avoid any conflict or possible influence between personal interests and the company interests. Therefore, when employees aware to face the situations, such as: employees or their dependents/next of kin who have employment relationship, direct or indirect financial interest relationship with any VPT's suppliers, customers or competitors; employees or their

dependents/next of kin who engage in activities outside the company caused directly business competition against VPT ; anything that might interfere with employees of their own work and responsibility; without permission to use company's resources to engage in their own activities outside the company; shall immediately take initiative and full report to describe the situations that any personal interests are contradicted with the interests of the company.

Anti-corruption

Corruption & Bribery

Which of the following aspects are covered by the anti-corruption and bribery policy at a group level (including subsidiaries)?

- ☐ Yes, group-wide anti-corruption and bribery policy is publicly available and specifically includes the following:
- ☐ Bribes in any form (including kickbacks) on any portion of contract payments or soft dollar practices
- ☐ Direct or indirect political contributions : VPT has never made direct or indirect political contributions.
- ☐ Charitable contributions and sponsorship : VPT does not make charitable donations and sponsorship in the name of enterprises.

The company pays attention to employees' loyalty and integrity, the work rules prescribed "employees shall not use their positions to benefit themselves or others; shall not on their official duties behaviors or against their official duties behaviors to receive bribes, rebates, gratuities, preferential trading or other unjustifiable interests".

Procurement personnel need to sign the "Procurement Personnel Ethical Standards", please refer to appendix III.
Require the certain and above level employees to sign the "Commitment Letter of Ethic ", please refer to appendix III.

Sending the "Letter to Suppliers of Ethical Policies" and the "Supplier Ethical Commitment Letter", please refer to Appendix III.

The Taiwan regulations and Mainland China Regulations of the "Money Laundering Control", please refer to Appendix III.

"Administrative Measures for Preventing Insider Trading ", please refer to Appendix III.

2. Topic-specific disclosures

205-1 Operations assessed for risks related to corruption

- a. Total number and percentage of operations assessed for risks related to corruption.
- b. Significant risks related to corruption identified through the risk assessment.

All of VPT's operations assessed for risks related to corruption and the significant risk identified is purchasing potential corruption risk.

205-2 Communication and training about anti-corruption policies and procedures

- a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.
- b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.

- c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.
- d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.
- e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.

VPT's communication and training about anti-corruption policies and procedures are as the management approach disclosures reveal.

205-3 Confirmed incidents of corruption and actions taken : *nil*

Corruption & Bribery Cases

Indicate the number of substantiated cases of corruption and bribery in the last four fiscal years as well as the number of ongoing external investigations by local or international authorities. For past cases, if did not incur any fines and settlements in a given year, please enter a value of "0." For ongoing cases, if do not have any ongoing external investigation, please select the appropriate "no" option.

Past Cases

Did company have any confirmed cases of corruption and bribery in the past four fiscal years?

☐ No, the company did not have confirmed cases of corruption & bribery during the past four fiscal years.

Ongoing cases

Is company currently involved in any ongoing external investigations related to corruption & bribery?

☐ No, the company is not currently involved in any ongoing corruption & bribery cases.

GRI 206: Anti-competitive Behavior 2016

1. Management approach disclosures

The Management Discussion and Analysis (MD&A) of VPT as : VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger, occupies the mid-stream in the industrial supply chain, R&D products based on customer order requirements are resold to end-users of downstream industries through customer orders. Do not do self-brand, do not compete with customers, so that there will be no anti-competitive behavior, nor anti-trust, and monopoly behavior.

2. Topic-specific disclosures

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices : *nil*

Anti-Competitive Practices

Indicate the amount of fines and settlements (excluding legal fees) incurred in the last four fiscal years related to anti-trust/ anti-competitive practices and the number of currently pending

investigations against company. For past cases, if did not incur any fines in a given year, please enter a value of "0."
If do not have any ongoing cases, select the appropriate "no" option.

☐ Past Cases

Did company incur any fines or settlements related to anti-competitive business practices in the past four fiscal years?

☐ No, VPT did not incur any fines or settlements related to anti-competitive practices in the past four fiscal years.

☐ Ongoing Cases and Contingent Liabilities

Is company currently involved in any ongoing investigations related to anti-competitive practices?

☐ No, VPT is not involved in any ongoing investigations related to anti-competitive practices.

GRI 207: Tax 2019

1. Topic management disclosures

207-1 Approach to tax

The reporting organization shall report the following information:

a. A description of the approach to tax, including:

- i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available;
- ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review;
- iii. the approach to regulatory compliance;

iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.

207-2 Tax governance, control, and risk management

The reporting organization shall report the following information:

- a. A description of the tax governance and control framework, including:
 - i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy;
 - ii. how the approach to tax is embedded within the organization;
 - iii. the approach to tax risks, including how risks are identified, managed, and monitored;
 - iv. how compliance with the tax governance and control framework is evaluated.
- b. A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax.
- c. A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).

207-3 Stakeholder engagement and management of concerns related to tax

The reporting organization shall report the following information:

- a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:
 - i. the approach to engagement with tax authorities;
 - ii. the approach to public policy advocacy on tax;

iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.

b. A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax.

VPT's tax strategy is to declare and pay various taxes in accordance with the tax laws and regulations of the countries where its main operation is located; no unethical or illegal acts or concerns have occurred.

Other non-Profit-seeking Enterprise Income Tax, including but not limited to Withholding Tax, Goods Tax, Value-added Tax, Housing Tax, Land Tax, etc., shall be submitted by the accounting supervisor of each operation location to the top management of each operation location for payment.

For the declaration and payment of income tax for Profit-seeking Enterprise Income Tax in each operating location, certified public accountants or tax agents in each region are entrusted to certify and report.

For the declaration and payment of various taxes of VPT, if the local tax collection authority where VPT operates needs to communicate, it shall entrust qualified accountants or tax agents in various regions to communicate on its behalf.

Related-party transactions of multinational enterprises shall be handled in accordance with the "OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations". If the tax laws and regulations of each place of operation require the preparation of transfer pricing reports, qualified accountants or tax agents in each region shall be entrusted to make assurance to report.

All taxes (especially the Profit-seeking Enterprise Income Tax) in the main location of operation are finally incorporated into the consolidated financial statements, which are signed by the head office's chief accountant, CEO and chairman of the board of directors, shall be subject to the consent of the Audit Committee for approval, and be submitted to the board of directors for a resolution, audited and certified by CPA, reported to the competent authority, and submitted to the general meeting of shareholders for recognition.

2. Topic disclosures

207-4 Country-by-country reporting

The reporting organization shall report the following information: Compilation requirements

- a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.
- b. For each tax jurisdiction reported in Disclosure 207-4-a:
 - i. Names of the resident entities;
 - ii. Primary activities of the organization;
 - iii. Number of employees, and the basis of calculation of this number;
 - iv. Revenues from third-party sales;
 - v. Revenues from intra-group transactions with other tax jurisdictions;
 - vi. Profit/loss before tax;
 - vii. Tangible assets other than cash and cash equivalents;
 - viii. Corporate income tax paid on a cash basis;

- ix. Corporate income tax accrued on profit/loss;
 - x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.
- c. The time period covered by the information reported in Disclosure 207-4.

Item	Taiwan	China	Vietnam
Names of the resident entities;	Voltronic Power Technology Corp.	1.Voltronic Power Technology (Shen Zhen) Corp. 2.Orchid Power (Shen Zhen) Manufacturing Company “ 3.Zhongshen Voltronic Power Electronic Limited. 4.ZhongShan Voltronic Precision Inc.	Voltronic Power Technology (Vietnam) Company Limited
Primary activities of the organization;	Operation headquarters, R & D, Manufacturing, Sales, Procurement, Warehousing	R & D, Manufacturing, Sales, Procurement, Warehousing	R & D, Manufacturing, Procurement, Warehousing
Number of employees, and the basis of calculation of this number;	142 at the end of the period	2,629 at the end of the period	277 at the end of the period

Revenues from third-party sales;	NT14,472million	NT2,484million	0
Revenues from intra-group transactions with other tax jurisdictions;	0	NT13,814million	NT851million
Profit/loss before tax;	NT2,767million	NT828million	NT31million
Tangible assets other than cash and cash equivalents;	NT1,123million	NT3,530million	NT269million
Corporate income tax paid on a cash basis;	NT403million	NT171million	0
Corporate income tax accrued on profit/loss;	NT407million	NT124million	0
Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.	Temporary Difference	Temporary Difference	Temporary Difference



Environmental Standards



Environmental Reporting - Coverage

Is the coverage of company's publicly available environmental reporting clearly indicated in the report or in the online domain?

- ☐ Select the coverage of the company's publicly available environmental indicators from the dropdown list below (select ONLY if the coverage is the same for all environmental indicators company reports on):
- ☐ >75% of revenues OR >75% of business operations

Environmental Reporting - Assurance

Indicate below what type of external assurance company has received in relation to your company's environmental reporting.

- ☐ The assurance statement is an "External Assurance" produced by assurance specialists (specialist consultancies).
- ☐ The assurance statement contains a "declaration of independence" which specifies that the assurance provider has no conflict of interest in relation to providing the assurance of environmental data for the company which has been assured.
- ☐ The assurance statement is based on a recognized international or national standard (e.g. AA1000AS, ISAE 3000).

The independent assurance statement which issued by an external assurance specialist for the content of VPT's environmental report for 2021, is based on AA1000AS standard, the identified sustainability performance and climate change information is based on IASE3000 standard.

- ☐ The scope of the assurance statement is clearly indicated in the assurance statement.
- ☐ The assurance statement contains a conclusion, is "reasonable assurance" and some information is "limited assurance"

Environmental Policy & Commitments

To ensure a successful implementation of a reliable and robust Environmental Management System (EMS), key organisational elements as well as high level commitments need to be defined in a public policy. VPT has a public environmental policy which covers the following elements of an Environmental Management System.

- ☒ Yes, we have a public environmental policy, and it defines the following elements.
 - ☒ Commitment and oversight to implementation of environmental management policy and/or improving environmental performance. Please select the highest committing decision-making body:
 - ☒ Executive management
 - ☒ Roles and responsibilities for implementing environmental management policy
 - ☒ Ensuring compliance with relevant environmental laws and regulations
 - ☒ Commitment to continuous improvement of environmental performance
 - ☒ Commitment to set targets and objectives to reduce environmental impacts
 - ☒ Measures to raise internal and external stakeholders' awareness of environmental management policy and environmental impacts

- ☐ Training for employees to understand the impacts of their work activities on the environment

EMS: Certification/Audit/Verification

Indicate how the Environmental Management System (EMS) is certified / audited / verified and indicate the coverage of this verification for the selected standard.

- ☐ Our Environmental Management System (EMS) is certified / audited / verified. Indicate what the coverage figures below are based on (e.g. % of operations, revenues, employees, etc.):

Certification / Audit / Verification	Description	Coverage (% of sales amount)
Our EMS is verified through international standards (e.g. ISO 14001, JIS Q 14001, EMAS certification)	Specify and attach relevant examples of certification documents: The verified international standards and relevant certification documents, are such as annexes. Please see Appendix IV	100%
Third party certification / audit / verification by specialized companies		—
Internal certification /audit / verification by company's own specialists from headquarters		—
Total (should not exceed 100%)		100%

Return on Environmental Investments

Does environmental management systems (EMS) or other reporting capabilities (e.g. ERP) allow to

track financial data related to environmental projects and programs at the corporate level for the entire enterprise or for any portion of business?

☐ Yes, our EMS allows us to track capital investments, expenses, cost savings and avoidance from environmental investments for all or a part of our business.

Currency: NT	FY2018	FY2019	FY2020	FY2021
Capital Investments	15,507,000	13,120,000	3,010,181	2,756,000
Operating Expenses	2,648,000	3,450,000	3,574,608	3,865,700
Total Expenses (= Capital Investment + Operating Expenses)	18,155,000	16,570,000	6,584,789	6,621,700
Savings, cost avoidance, income, tax incentives, etc.				
% of operations covered Indicate the basis for the coverage (revenue, production volume, employees, etc.): employees	100%	100%	100%	100%

Environmental Violations

Has company paid significant fines or penalties related to the environment or ecology in the past four fiscal years? By "significant" fines or penalties, means the fine/penalty individually costs more than \$10,000 USD (or equivalent when converted from local currency). Amounts individually equal to or less than \$10,000 do not have to be reported. This should also include fines paid as part of settlements related to environmental or ecological issues.

☐ No, the company has not paid any significant fines (> USD \$10,000) related to environmental or ecological issues in the past four fiscal years.

1. Management approach disclosures

VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger . That is to accept the customers' projects, according to customers' requirement, design or assembly products into the finished products, and then transport them to the designated areas of the customers. In the manufacturing of products, the use of batteries, transformers, plastic materials, steel cases and so on raw materials (approximately accounted for 50% of the cost of total raw materials) as well as green packaging materials (including corrugated paper, cardboard, cartons, paper pallets, wood etc., all are recyclable or reusable , no use of ozone depleting substances), all are recyclable, but the recycling behaviors are by the customers.

2. Topic-specific disclosures

301-1 Materials used by weight or volume

301-2 Recycled input materials used

301-3 Reclaimed products and their packaging materials

In the manufacturing of products, the use of batteries, transformers, plastic materials, steel cases and so on raw materials (approximately accounted for 50% of the cost of total raw materials) as

well as green packaging materials (including corrugated paper, cardboard, cartons, paper pallets, wood etc., all are recyclable or reusable , no use of ozone depleting substances), all are recyclable, but the recycling behaviors are by the customers.

The Paper Consumption (paper used by the company for printing, packaging, office use, etc.) in China Region , Taiwan Region and Vietnam Region were :

FY	China	Taiwan	Vietnam	Total	Paper Recycled
2019	4,873mt	25mt	43mt	4,941mt	The actual recovery and recyclable rate was about 90%,4,447mt
2020	2,225mt	39mt	702mt	2,966mt	The actual recovery and recyclable rate was about 90%,2,669mt
2021	2,061mt	2,540mt	839mt	5,440mt	The actual recovery and recyclable rate was about 90%, 4,896mt

GRI 302: Energy 2016

1. Management approach disclosures

Operational Eco-Efficiency

The energy consumption (Scope 1 and Scope 2) of VPT's own operation , almost all (> 99%) is the outsourcing electricity which needed for the company operation, all are local municipal power supply.

Energy Consumption

Total energy consumption	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Total non-renewable energy consumption	MWh	12,000	16,022	18,163	21,742	22,000
Total renewable energy consumption	MWh					
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%	100%	

PUBLIC REPORTING

☐ The data is publicly available.

THIRD-PARTY VERIFICATION

☐ The data has been third-party verified in the most recent financial year reported. Please see Appendix VIII.

Product Design Criteria

Specify the environmental criteria considered in the development of new products (and services), providing supporting evidence that these factors are included (e.g. a product design case study, internal manual, staff training document, etc).

VPT has "Environmental Operation Control Guidelines", "Design Management Guidelines", "Environmental Management Material Management Guidelines" and "Quality & Environment Manual". It has passed the certification of "Quality Management System ISO 9001" and "Environmental Management System ISO 14001".

VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger. The new products

developed by VPT are mainly InfiniSolars and Solar Inverters with higher efficiency, which can help users save energy and reduce carbon.

In accordance with the requirements of the EU WEEE Directive, at the beginning of product design, the recovery and scrapping of products after the end of their service life, VPT should comply with the objectives of the WEEE Directive concerning recovery, reuse or recycling.

After the service life of VPT's products is over, customers can recycle, reuse or recycle most of the components of VPT's products.

VPT participates in product recycling and scrap assessment in the design stage: after the end of the life of VPT's products, the Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the latest requirements of the EU WEEE Directive. VPT mainly does DMS for customers, and will not participate in product recycling and scrapping by end users.

(For products of category 2, since Aug-15-2018, WEEE Recovery Targets: Reuse rate > 80%, and Recycling rate > 70%)

- ☐ Yes, consider environmental criteria in the development of new products (and services). These include the following:
- ☐ Choice of raw materials or components that have a lower environmental footprint (e.g. reduced water/energy/material use, increase in renewable raw materials, reduction of hazardous substances and toxic materials)
- 1 、 Raw materials or components are purchased locally whenever possible.
 - 2 、 Continue to achieve 100% raw materials compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive and the requirements of EU REACH (Registration,

Evaluation, Authorization, and Restriction of Chemicals) Act on SVHC-Substances of Very High Concern.

3 、 The Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the latest requirements of the EU WEEE Directive.

☐ Direct operations, production & manufacturing (e.g. reduction of emissions/energy/water use/waste generation)

The Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the latest requirements of the EU WEEE Directive.

☐ Distribution, storage and transportation (e.g. increased safety, packaging choice, or reduced environmental impact)

The Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the latest requirements of the EU WEEE Directive.

☐ Use phase - operation and servicing/ maintenance (e.g. provides energy/water/material savings, increased product durability)

1 、 The Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the latest requirements of the EU WEEE Directive.

2 、 The new products developed by VPT are mainly InfiniSolars and Solar Inverters with higher efficiency, which can help users save energy and reduce carbon.

☐ End of life management (e.g. recovery, disposal, biodegradation)

1 、 The Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the latest requirements of the EU WEEE Directive.

2、VPT mainly does DMS for customers, and will not participate in product recycling and scrapping by end users.

Life Cycle Assessment

Indicate what impacts are covered by the life cycle assessment.

Resource Use	Ecological Consequences	Human Health
	<input type="checkbox"/> Ecotoxicity <input type="checkbox"/> Eutrophication <input type="checkbox"/> Global warming	<input type="checkbox"/> Human toxicity <input type="checkbox"/> Ionizing radiation

Indicate the percentage of total products covered by the following Life Cycle Assessment approaches. The total sum should not exceed 100%.

Life Cycle Assessment Approach	% of Total Products	Description of Assessment Approach
Total (should not exceed 100%)	100%	
Full LCAs		
Simplified LCAs	100%	ISO14040: Environmental Management - Life Cycle Assessment - Principles and Framework
Other externally recognized tools (e.g. material flow accounting, ecological footprinting, MIPS)		
ISO14040: Environmental Management - Life Cycle Assessment - Principles and Framework Life cycle assessment includes the following four stages:		

1. Goal and Scope Definition, which clearly defines the purpose and scope of life cycle assessment research and makes it consistent with the expected application.
2. Inventory Analysis, which compiles a list of inputs and outputs related to the research product system, including data collection and calculation, in order to quantify the relevant inputs and outputs of a product system, including the use of resources and pollution emissions to air, water and land, etc.
3. Impact Assessment, which uses the results of life cycle inventory analysis to assess the potential environmental impacts associated with these inputs and outputs.
4. Interpretation, which combines the findings of inventory analysis and impact assessment related to research purposes to form conclusions and recommendations.

Resource Efficiency Benefits of Products

What percent of products provide resource efficiency benefits during their use phase to customers and consumers? Benefits include decreased energy consumption, decreased water consumption, decreased waste generation, GHG emissions reduction, pollution reduction, decreased raw material consumption, or increased product durability/longevity. Explain what and how much benefit is provided through the use of products.

% of Total Products	Description of benefits
100%	Energy Efficiency : 298,920 MtCO ₂ e
	Renewables : 466,390 MtCO ₂ e
	Total : 765,310 MtCO ₂ e
Please see 2021 TCFD Report pages 120 to 121.	

Hazardous Substances

What percent of products contain the following hazardous substances at a concentration above 0.1% by weight? If none, please enter 0.

Hazardous Substances	% of Products
Regulated substances listed in the following: <ul style="list-style-type: none">- European REACH Substances of Very High Concern (SVHC) Authorization, Candidate, or Restriction Lists- European Restriction of Hazardous Substances (RoHS) Directive- California prop 65 list	0
Substances of international concern: <ul style="list-style-type: none">- Causing damage to the ozone layer under the Montreal Protocol- Persistent Organic Pollutants (POPs) under the Stockholm Convention- Substances subject to prior informed consent under the Rotterdam Convention- Hazardous pesticides classified as WHO Class I- CMRs (Carcinogenic Mutagenic Reprotoxic) classified as GHS category 1A/1B- Carcinogens classified by IARC group 1 & 2A or NTP- Endocrine disruptors included in UN SAICM Overview Report on EDCs	0
Substances on the SIN List	0

Hazardous Substances Commitment

Does company have a commitment to reduce or phase-out hazardous substances in its products? The commitment can be specific to particular products or substances, or general to product portfolio. If company does not use any hazardous substances in products and answered "0" in all

the fields of “Hazardous Substances” question, mark NAP and provide an explanation.

- ☐ Not applicable : Continue to achieve 100% products compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive and the requirements of EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Act on SVHC-Substances of Very High Concern.

End of Life Cycle Responsibility

To what extent is company actively and directly involved in product take back programs (e.g. disassembly, re-manufacturing, reuse or recycling of the product and its components)? Indicate what percentage of products, sold last year, are reusable (i.e. for the same purpose) or recyclable (i.e. can be processed and reused in raw material or other product forms). Also indicate the proportion of these products taken back that are reused/re-manufactured, or recycled.

- ☐ Not applicable. VPT’s products meet the latest requirements of the EU WEEE Directive: the Reuse rate is over 80%, and the Recycling rate is over 70%. VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger, and will not directly participate in product recycling and scrapping by end users.

Environmental Labels and Declarations

Does company provide product environmental declarations or other types of eco-labelling 《Type I or other ecolabels (in accordance with ISO 14024 or independent ecolabels e.g. WWF, national and international labels e.g. energy star, LEED, or accepted industry-specific best practices). Please specify standards or labels used ; Type II self-declared environmental claims (in accordance with ISO

14021) ; Type III Environmental Product Declarations (in accordance with ISO 14025 or the European construction standard EN 15804)》 to customers? Indicate the types of labeling below and attach supporting documents. Do not double count products with more than one label (e.g. products that are already counted under Type III should not also be included in Type I), the three figures should not exceed 100%.

☐ Not applicable : VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger. Therefore, according to the requirements and regulations of each customer, the products processed by its entrustment should be affixed with the product environmental declarations or other types of eco-labelling belonging to each customer. The product environmental declarations or other types of eco-labelling are dominated and decided by customers, not by VPT.

2. Topic-specific disclosures

302-1 Energy consumption within the organization

The energy consumption (Scope 1 and Scope 2) of VPT's own operation , almost all (> 99%) is the outsourcing electricity which needed for the company operation, all are local municipal power supply. The electricity consumption statistics for 2019, 2020 and 2021, please refer to pages 116 of this report.

VPT didn't use Renewable Energy in manufacturing.

VPT didn't use Coal/Lignite, Natural Gas, Crude Oil/Diesel in manufacturing.

302-2 Energy consumption outside of the organization

VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger, occupies the mid-stream in the industrial supply chain, R&D products based on customer order requirements are resold to end-users of downstream industries through customer orders, therefore, VPT purchasing raw materials from upstream of the industry chain, and then selling the products to customers, does not require additional energy consumption outside of the organization.

302-3 Energy intensity

The energy consumption (Scope 1 and Scope 2) of VPT's own operation, almost all (> 99%) is the outsourcing electricity which needed for the company operation, all are local municipal power supply.

302-4 Reduction of energy consumption

VPT is mainly engaged in the professional global DMS (Design & Manufacturing Service) of UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger, occupies the mid-stream in the industrial supply chain, to create and maintain a safe and clean environment, products are strictly comply with international environmental laws and regulations to protect the "green earth" as a mission to enhance the efficiency of the use of resources. The manufacturing of VPT in China Region, Taiwan Region and Vietnam Region didn't use Renewable Energy, Coal/Lignite, Natural Gas, Crude Oil/Diesel.

The greenhouse gas emission of VPT, only is carbon emission (CO₂) from the outsourcing electricity which needed for the company operation. VPT is a single greenhouse gases (CO₂) low emission

company, but still cooperated with local government energy policies and measures and adopted "energy saving, consumption reduction, waste reduction" awareness policy.

302-5 Reductions in energy requirements of products and services

The products of VPT comply with the local product environmental regulation requirements of the customers' region, and actively develop the combination of UPS and green energy applications, to provide more efficient power generation, power protection and power backup, all are important development trends for UPS. To use solar photovoltaic applications in solar energy utilization, power transformation and green building life, in order to convey green energy. VPT research and development the most new generation Intelligent Solar Inverter–Infini Solar Super 4KW, which can effectively and flexibly use solar energy, city electricity and battery power in different application environments, and achieves the highest efficiency of UPS.

In FY 2021 the sales volume of VPT provides customers with carbon emission reduction statistics please refer to 2021 TCFD Report pages 119 to 121.

GRI 303: Water and Effluents 2018

Disclosure 303-1 Interactions with water as a shared resource

The reporting organization shall report the following information:

- a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff).

- c. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.
- b. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.
- d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.

303-2 Management of water discharge related impacts

The reporting organization shall report the following information:

- a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:
 - i. how standards for facilities operating in locations with no local discharge requirements were determined;
 - ii. any internally developed water quality standards or guidelines;
 - iii. any sector-specific standards considered;
 - iv. whether the profile of the receiving waterbody was considered.

VPT's offices and factories in Taiwan , China and Vietnam all are located in industrial district office buildings, and in manufacturing without consumption of water resources (i.e., no industrial water demand), only domestic water demand of employees, and the domestic water sources all are municipal water supply, the withdrawal and discharge shall be in accordance with the municipal water supply regulations.

2. Topic-specific disclosures

303-3 Water withdrawal

The reporting organization shall report the following information:

- a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i. Surface water;
 - ii. Groundwater;
 - iii. Seawater;
 - iv. Produced water;
 - v. Third-party water.
- b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i. Surface water;
 - ii. Groundwater;
 - iii. Seawater;
 - iv. Produced water;
 - v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.
- b. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).

- c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

303-4 Water discharge

The reporting organization shall report the following information:

- a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:
 - i. Surface water;
 - ii. Groundwater;
 - iii. Seawater;
 - iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable.
- b. A breakdown of total water discharge to all areas in megaliters by the following categories:
 - i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).
- c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:
 - i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).
- d. Priority substances of concern for which discharges are treated, including: how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; i. ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits.

e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Regional water withdraw	FY2019	FY2020	FY2021
Taiwan(Million cubic meters)	0.002617	0.003907	0.004266
China (Million cubic meters)	0.101301	0.105004	0.159153
Vietnam(Million cubic meters)	0.000600	0.007947	0.006252
Total (Million cubic meters)	0.104518	0.116858	0.169671
Water consumption intensity (Million cubic meters / million USD revenue)	0.2422‰	0.2442‰	0.2772‰

Water Consumption

Provide your company's total net fresh water consumption, including data for fresh water extraction and consumption.

Water Consumption	Unit	FY2018	FY2019	FY2020	FY2021	Indicate what was target for the FY 2021
A. Withdrawal: Total municipal water supplies (or from other water utilities)	Million cubic meters	0.048803	0.104518	0.116858	0.169671	0.14688

B. Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters	0	0	0		
C. Withdrawal: Fresh groundwater	Million cubic meters	0	0	0	0	
D. Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million cubic meters	0	0	0	0	
E. TOTAL NET FRESH WATER CONSUMPTION (A+B+C-D)	Million cubic meters	0.048803	0.104518	0.116858	0.169671	0.14688
Data Coverage (as % of denominator)	percentage of operations	100%	100%	100%	100%	

PUBLIC REPORTING

☐ The data is publicly available.

THIRD PARTY VERIFICATION

☐ The data has been third-party verified in the most recent financial year reported. Please see Appendix VIII.

1. Management approach disclosures

VPT's offices and factories in Taiwan , China and Vietnam all are leased from industrial district office buildings, and the operation locations all are neither located in, nor adjacent to, protected areas or areas of high biodiversity value outside protected areas, nor habitats protected or restored.

The management policy of VPT regarding "biodiversity" is: all operational sites shall be set in the "business district" and "industrial district" and so on legitimate district, and prohibit setting in protected areas or areas of high biodiversity value outside protected areas, or habitats protected or restored.

The Green Building Policies of VPT are :

- 1, Biodiversity policy: operating locations should be located in commercial or industrial areas, and are strictly prohibited in protected areas or other areas of high biodiversity value or protected or restored habitats.*
- 2, Green policy: green drainage, green windbreak.*
- 3, Base water conservation policy: permeable pavement, landscape storage, seepage pool, storage, infiltration, opens space.*
- 4. Daily energy conservation policy: management of wind direction and airflow, air-conditioning and cooling systems, energy and light sources.*
- 5, Carbon dioxide reduction policy: simple architectural modeling and interior decoration, reasonable structure, system and structure lightweight.*

- 6. *Waste reduction policy: earthwork balance, construction automation, dry compartment, air pollution prevention and control.*
- 7. *Water resources policy: water saving equipment, rainwater reuse.*
- 8. *Sewage and garbage improvement policy: rain diversion of sewage, garbage collection site improvement.*
- 9. *Indoor health and environment policy: indoor pollution control, indoor air purification equipment, floor and basement moisture prevention, noise control and vibration sound control.*

2. Topic-specific disclosures

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas : *nil*

304-2 Significant impacts of activities, products, and services on biodiversity : *not applicable*

304-3 Habitats protected or restored : *not applicable*

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations : *not applicable*

GRI 305: Emissions 2016

1. Management approach disclosures

The Emissions Aspect includes Indicators on greenhouse gas (GHG) emissions as well as ozone-depleting substances, NO_x, SO_x, and other significant air emissions.

The GHG emissions are based on the reporting requirements of the WRI and WBCSD 'GHG Protocol Corporate Accounting and Reporting Standard' (GHG Protocol).

For relevant emission management approach, please refer to the 2021 TCFD Report.

305-1 Direct (Scope 1) GHG emissions

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent

VPT has no direct greenhouse gas emissions in the manufacturing process.

The direct emission in Scope 1 of VPT is only the CO₂ emission from the use of refrigerant in cooling equipment, the use of the company-owned vehicles and the use of generators in case of power failure, which accounts for a fairly small proportion of the overall greenhouse gas emission.

Direct Greenhouse Gas Emissions (Scope 1)

Provide company's total direct greenhouse gas emissions (DGHG SCOPE 1) for the part of company's operations for which have a reliable and auditable data acquisition and aggregation system.

Direct GHG (Scope 1)	Unit	FY2018	FY2019	FY2020	FY2021	What was target for FY 2021?
Total direct GHG emissions (Scope 1)	metric tonnes CO ₂ equivalents	94	126	143	175	175
Data coverage (as % of denominator)	percentage of operations	100%	100%	100%	100%	

PUBLIC REPORTING

☐ Our data is publicly available.

THIRD-PARTY VERIFICATION

☐ Our data has been third-party verified in the most recent financial year reported.

Please see Appendix VIII.

Please also refer to the 2021 TCFD Report pages 109 to 110 and 113.

305-2 Energy indirect (Scope 2) GHG emissions

a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent :

The greenhouse gas emission of VPT, only is carbon emission (CO₂) from the outsourcing electricity which needed for the company operation.

Indirect Greenhouse Gas Emissions (Scope 2)

Provide company's indirect greenhouse gas emissions from energy purchased (purchased and consumed, i.e. without energy trading) (IGHG SCOPE 2) for the part of company's operations for which have a reliable and auditable data acquisition and aggregation system.

IGHG (Scope 2)	Unit	FY2018	FY2019	FY2020	FY2021	What was target for FY 2021?
Location based	metric tonnes CO ₂ equivalents	10,461	14,043	15,835	19,129	< 19,000
Data coverage (as % of denominator)	percentage of:operations	100%	100%	100%	100%	

PUBLIC REPORTING

☐ Our data is publicly available.

THIRD-PARTY VERIFICATION

❑ Our data has been third-party verified in the most recent financial year reported.

Please see Appendix VIII ◦

Please also refer to the 2021 TCFD Report pages 111 to 113.

305-3 Other indirect (Scope 3) GHG emissions :

IGHG (Scope 2)	Unit	FY2018	FY2019	FY2020	FY2021
Total direct GHG emissions (Scope 1)	metric tonnes CO ₂ equivalents	527,479	5,93,899	643,103	768,882
Data coverage (as % of denominator)	percentage of:operations	100%	100%	100%	100%

PUBLIC REPORTING

❑ Our data is publicly available.

THIRD-PARTY VERIFICATION

❑ Our data has been third-party verified in the most recent financial year reported.

Please see Appendix VIII.

Please also refer to the 2021 TCFD Report pages 114 to 118.

305-4 GHG emissions intensity

The energy consumption (Scope 1 and Scope 2) of VPT's own operation , almost all (> 99%) is the outsourcing electricity which needed for the company operation, all are local municipal power supply. 305-5 Reduction of GHG emissions

Please also refer to the 2021 TCFD Report pages 119 to 121.

305-6 Emissions of ozone-depleting substances (ODS) : *nil*

305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions : *nil*

Internal Carbon Pricing

Indicate if company uses an internal price of carbon. If yes, specify company's objective to implement an internal carbon price and provide details of how this is being used within the organization and what the internal carbon price is. In case company uses more than one type of internal carbon prices, report the price that has the greatest impact on your organization (i.e. price * quantity of emissions generated).

☐ No, do not use an internal price of carbon

GRI 306: Effluents and Waste 2016

1. Management approach disclosures

Effluents

VPT's Taiwan offices are in the industrial district's office buildings, China offices and factories also are in the industrial districts' office buildings and factories area, Vietnam offices and factories also are in

the industrial districts' office buildings and factories area. In manufacturing without consumption of water resources (i.e., no industrial water demand), only domestic water demand of employees, and the domestic water sources all are municipal water supply, in accordance with the relevant industrial district water supply contracts, therefore, does not produce effluents.

Waste

VPT carries out effective management and continues to achieve waste reduction target. The removal, disposal and recycling of waste, according to local regulations, properly to handle and record.

According to the environmental protection law of the people's Republic of China and the applicable environmental protection laws and regulations, the industrial waste (liquid) formed in the production process of the company, shall not be arbitrarily discharged, discarded or transferred, shall be concentrated disposal in accordance with the laws. VPT entrusts a legitimate professional institution that qualified disposal of industrial waste (liquid), exclusively disposes all of VPT's industrial waste (liquid).

Company product recycling and scrapping

In accordance with the requirements of the EU WEEE Directive, at the beginning of product design, the recovery and scrapping of products after the end of their service life, VPT should comply with the objectives of the WEEE Directive concerning recovery, reuse or recycling.

After the service life of VPT's products is over, customers can recycle, reuse or recycle most of the components of VPT's products.

VPT participates in product recycling and scrap assessment in the design stage: after the end of the life of VPT's products, the Reuse rate is over 80%, and the Recycling rate is over 70%, which meets the

latest requirements of the EU WEEE Directive. VPT mainly does DMS for customers, and will not participate in product recycling and scrapping by end users.

(For products of category 2, since Aug-15-2018, WEEE Recovery Targets: Reuse rate > 80%, and Recycling rate > 70%)

The obligations of VPT

- 1. All the industrial waste (liquid) formed in the process of production together with the packaging shall be disposed by the legitimate professional institution which had signed contract" the legitimate professional institution ", and shall not be disposed by itself or by any other third party within the validity period of the contract. VPT shall be in advance by written to notice the legitimate professional institution of the specific collection time, place , collecting waste (liquid) specific quantities.*
- 2. VPT shall store all kinds of industrial waste (liquid) by classification, do a good mark, cannot mixed with other debris, in order to the legitimate professional institution to dispose and ensure the safety of the disposal. The industrial waste (liquid) in bags or bottles shall be in accordance with the requirement of industrial waste (liquid) packaging, identification and storage technical codes to paste the labels.*
- 3. VPT shall display that will be disposed industrial waste (liquid) in a centralized manner, and provide the necessary conditions for the legitimate professional institution to collect, including approach road, work space, loading machinery required for loading, in order to facilitate the legitimate professional institution for shipment.*
- 4. VPT commitments and guarantees that the industrial waste (liquid) provided to the legitimate professional institution to collect, does not appear abnormal situation as follows :*

- I. There exist types of industrial waste (liquid) which are not included in the attachments of the contract. [In particular, which containing explosive substances, radioactive substances, PCBs (polychlorinated biphenyls) , cyanide and so on highly toxic substance.] ;*
- II. Labels are not standardized or wrong ; packing damage or seal is not strict ; the water content of sludge is over 85% (or free water drop out) ;*
- III. Two or more types of industrial waste (liquid) are mixed into the same container, or hazardous waste (liquid) and non-hazardous waste (liquid) mixed into the same container.*
- IV. Other abnormal conditions of violations of industrial waste (liquid) transport packaging of national standards, industry standards and general technical conditions.*

The obligations of the legitimate professional institution

- 1. Within the valid period of the contract, the legitimate professional institution shall have required qualifications, conditions and facilities to dispose industrial waste (liquid), and ensure that the license, business license and other applicable documents valid and effective.*
- 2. The legitimate professional institution shall self-own vehicles and handling personnel, and according to the negotiation plan to collect the industrial waste (liquid) of VPT, and ensures that does not affect VPT's normal production and operating activities.*
- 3. The collection and transportation vehicles, the drivers and the handling personnel of the legitimate professional institution shall take civilized operations in VPT's factory districts. When the operations are completed, will clean the operational ranges, and abide by the applicable environmental and safety regulations adopted by VPT.*

Waste Disposal

Provide company's total solid waste disposed (i.e. not recycled, reused or incinerated waste for

energy recovery) for the part of company's operations for which have a reliable and auditable data acquisition and aggregation system.

Waste disposed	Unit	FY2018	FY2019	FY2020	FY2021	What was target for FY 2021?
a) Total waste generated	metric tonnes	4,257	4,917	4,899	5,518	< 5,500
b) Total waste used/recycled/ sold	metric tonnes	3,831	4,425	4,409	4,966	
TOTAL WASTE DISPOSED (A -B)	metric tonnes	426	492	490	624	< 600
Data coverage (as % of denominator)	percentage of : operations	100%	100%	100%	100%	

PUBLIC REPORTING

☐ Our data is publicly available.

THIRD-PARTY VERIFICATION

☐ Our data has been third-party verified in the most recent financial year reported.

Please see Appendix VIII.

Hazardous Waste

Provide company's direct hazardous waste generation for the part of company's operations for which have a reliable and auditable data acquisition and aggregation system.

HAZARDOUS WASTE	Unit	FY2018	FY2019	FY2020	FY2021	What was target for FY 2021?
Hazardous Waste Generated	metric tonnes	0.90	4.10	1.45	2.41	2.4
Data coverage (as % of denominator)	percentage of : operations	100%	100%	100%	100%	

PUBLIC REPORTING

☒ Our data is publicly available.

THIRD-PARTY VERIFICATION

☒ Our data has been third-party verified in the most recent financial year reported.

Please see Appendix VIII.

Volatile Organic Compounds Emissions

Provide company's direct Volatile Organic Compounds (VOC) emissions for the part of company's operations for which have a reliable and auditable data acquisition and aggregation system.

☐ Not applicable. There is no obvious direct volatile organic compounds (VOC) emissions for the part of company's operations, and the air in the workplace is regularly tested by the local Preventive Health Care Institutes, and all testing items meet the standard values.

2. Topic-specific disclosures

306-1 Water discharge by quality and destination : *not applicable*

306-2 Waste by type and disposal method

a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable :

The total weight of wastes disposed of by the waste disposal contractor in 2021 : hazardous waste was 2.4 metric tons and non-hazardous waste 4,899 metric tons (90% was recyclable) respectively.

b. How the waste disposal method has been determined :

Disposed by the waste disposal contractor in accordance with PRC (People's Republic of China) regulations; in 2021 there was no contractor default on waste disposal.

The non-hazardous wastes (recoverable wastes and non-recoverable wastes) of VPT are all entrusted to the waste recycling station in the industrial zone. Generally, the proportion of recyclable waste is about 90%.

The non-hazardous wastes of VPT, the feedback from the waste recycling station in the industrial zone that the ways of waste disposal can be divided into the following four categories according to the materials:

1, Host case iron shell: scrap iron packing, resale and recycling.

2, Plastics: The recyclable part is resold, and the non-recyclable part is pulled to the landfill for disposal.

3, Carton: Paper mill recycling.

4. Waste other than the above three categories: landfill treatment.

In summary, the proportion of landfill waste is small, about 10%, and most of the waste is recycled, accounting for about 90%.

306-3 Significant spills : nil

a. VPT doesn't had any waste pollution incidents so far.

b. The products manufactured and shipped by VPT are all qualified products, which meet the quality, safety and environmental protection requirements specified by customers, as well as the

requirements of corresponding regional laws and regulations.

c. As a professional DMS factory specializing in Uninterruptible Power Systems and Inverters worldwide, VPT's products not only meet customer requirements, but also meet the quality standards, safety standards and environmental protection regulations of the corresponding regions, including EU RoHS directives, REACH regulations and WEEE directives.

306-4 Transport of hazardous waste

Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally : *nil*

306-5 Water bodies affected by water discharges and/or runoff

Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff : *nil*

GRI 307: Environmental Compliance 2016

1. Management approach disclosures

At present, most manufacturing activities of VPT are mainly in mainland China.

Comply with the provisions of "Law of the People's Republic of China on Conserving Energy "on "Industrial Energy Conservation".

Comply with the provisions of "Environmental Protection Law of People's Republic of China" on" Protection and Improvement of the Environment" and" Prevention and Control of Environmental Pollution and Other Public Hazards".

Comply with the provisions of "Cleaner Production Promotion Law of the People's Republic of China" on "Realization of Cleaner Production" and" Implementation of Cleaner Production".

Comply with the provisions of "Law of the People's Republic of China on the Prevention and Control of Ambient Noise Pollution" on" Prevention and Control of Industrial Ambient Noise Pollution ".

The business philosophy of VPT is "environmental protection, harmonious coexistence", committed to creating and maintaining a safe and clean environment. Products strictly comply with international environmental laws and regulations, with the mission of protecting the green earth, so as to improve the utilization efficiency of various resources. The main plant area passes ISO14001, ISO 9001 and ISO45001.

2. Topic-specific disclosures

307-1 Non-compliance with environmental laws and regulations : *nil*

GRI 308: Supplier Environmental Assessment 2016

1. Management approach disclosures

General background of supply chain

VPT is an R&D and manufacturer of UPS (Uninterruptible Power System), according to customers' projects, design or assembly products into the finished products, and then transports them to the designated areas of the customers.

The main supply chain is to provide the main products, such as the electronic or mechanism components suppliers of UPS, and the supply chain is most made up by domestic or foreign suppliers

there have advantages in such goods. Raw material supplier region mainly in Taiwan, the United States, Japan, South Korea, China, Europe ; types of suppliers, contains the original factory, authorized agencies and distributors and so on ; The specific industry characteristics of the supply chain contain capital intensive, technology intensive, labor intensive. The supply chain strategy mainly base on the competitiveness, including the prices, research and development capabilities, manufacturing capabilities, quality advantages, process management, On-site service etc., within the reporting period, supplier relationship changes are all the normal operation of policy attribute, no other factors of significant change.

Environmental requirements to suppliers

Suppliers shall comply with the provisions of the environmental laws, regulations, technical standards, including ROHS, prevention and control of pollution, waste disposal and other about environmental protection laws and regulations; the supplier shall in accordance with requirements of VPT, to produce the related documents relating to environmental protection investigation of or relating to environmental protection.

Ethical requirements to suppliers

Suppliers shall commit to adhere to ethical management, the supply chain upstream and downstream joint cooperation to constantly improve the core competitiveness. Only for how to provide and obtain the most competitive price products to engage in pure trading behavior, without also shall not to engage in behavior as to offer direct or indirect rebate, commission, facilitating payment or through other means to offer any improper benefits to each other handling personal in order to win the order.

Supply Chain Management

Supply Chain Management Objectives

Enterprise's management of supply chain is not only to measure the impact on production, service and operation, but also to consider the impact of corporate social responsibility and corporate reputation. Therefore, VPT follows relevant regulations and GRI statements as the basis of supply chain management. It regards the labor rights, environmental protection, safety and health of supply chain as the control point of supply chain sustainability risk to identify supplier risks. Based on the evaluation results, improvement measures are formulated for high-risk suppliers to help them reduce the risk of sustainability and establish a sustainable partnership.

Supply Chain Management Commitment

- I. Establish a supply chain aiming at sustainable development.
- II. Manage supplier quality, cost, delivery time, service and sustainability.
- III. Lead suppliers to do their best in social responsibility, labor rights and interests, environmental protection, safety and health.
- IV. Ensure that products and supply chains do not use conflict minerals.

Supply Chain Management Orientation



Supplier Corporate Social Responsibility Management Agreement

Supplier Code of Conduct

Does company have a Supplier Code of Conduct and is it publicly available?

Please see Appendix IV “Corporate Social Responsibility Management Agreement for Suppliers of Voltronic Power”

☐ Yes, company has a Supplier Code of Conduct and it is publicly available. The Code covers the following issues:

☐ Environmental standards for the suppliers' processes, products or services

- ☐ Child labor
- ☐ Fundamental human rights (e.g. labor rights, freedom of association, ILO conventions)
- ☐ Working conditions (e.g. working hours, lay-off practices)
- ☐ Remuneration
- ☐ Occupational health and safety
- ☐ Business ethics (e.g. corruption, anti-competitive practices)
- ☐ Suppliers should have a sustainable procurement policy in place for their own suppliers

Critical Supplier Identification

Does company identify critical suppliers?

- ☐ Yes, company identifies critical suppliers

Definition of critical suppliers

Indicate which of the following elements are considered in the definition of critical suppliers:

- ☐ High-volume suppliers or similar
- ☐ Critical component suppliers or similar
- ☐ Non-substitutable suppliers or similar

Critical tier 1 and non-tier 1 suppliers

Indicate how many critical tier 1 and critical non-tier 1 suppliers you have identified.

Type of supplier	Absolute number of suppliers	Share of total procurement spent (%)
Total tier 1 suppliers	62	67.39%
Critical tier 1 suppliers	13	14.13%
Critical non-tier 1 suppliers	17	18.49%

Content Management of Prohibited Substances in Green Products

Components and parts(contain raw material /auxiliary material /half-finished products/finished products) in the supply chain shall be guaranteed to be green products (GP). The content of prohibited substances shall be in conformity of following stipulation:

A. The restricted substances for use :

Item	Substances	Controlled Applications	Limit (ppm)	Testing methods
Metal Compounds	Pb	Paint and inks	< 100ppm	Pretreatment method: IEC62321Section11,12or13 Inspection instruments: ICP-AAS (OES) /ICP-MS
		Plastic	< 300ppm	
		Others	< 1000ppm	
		Steel alloys	< 3500ppm	
		Aluminum alloys	< 4000ppm	
		Copper alloys	< 40000ppm	
	Cd	All	< 100ppm	Pretreatment method: IEC62321Section11,12or13 Inspection instruments: ICP-AAS (OES) /ICP-MS
	Hg	All	< 1000ppm	Pretreatment method: IEC62321Section10 Inspection instruments: CV-AAS,AFS,ICP-OES,ICP-MS
	Cr ⁺⁶	Metal	not detection	IEC62321Section8 (Metal Only)
		Non-Metal	< 1000ppm	IEC62321Section9 (Ploymers)

Halogenated Organic Compounds	PBBs	All	< 1000ppm	Pretreatment method: IEC62321Section7 Inspection instruments: GC/MS
	PBDEs	All	< 1000ppm	
Packaging Content Restrictions	Pb + Cd + Hg + Cr ⁺⁶	PE bags, instructions, gift boxes, solders, partitions, roof and bottom panels, PE films, angle guards, pallets, sealing tapes, buckles, PPO bales	< 100ppm	Same as the above Pb/Cd/Hg/Cr ⁺⁶ testing methods
Phthalates (PAE)	Bis(2-ethylhexyl) phthalate (DEHP)	Non-Metal For example: A. Plastic and rubber (cable, connector, housing, tape, insulating tape, tie band) B. Labels, Signs, Foam cottons C. Coating (Paint, Ink), Sealant, Adhesive D. other	< 1000ppm	Pretreatment method: IEC62321-8 : 2017 Inspection instruments: GC-MS, Py/TD-GC-MS
	Butyl benzyl phthalate (BBP)		< 1000ppm	
	Dibutyl phthalate (DBP)		< 1000ppm	
	Diisobutyl phthalate (DIBP)		< 1000ppm	

B. Bundle Tie and product package material (Buffer Cushion, Hop Bag, Bag, packaging tie and paper box, etc.) is prohibited to use PVC and its blends intentionally.

C. Conform to the newest requirements of the EU Restriction of Hazardous Substances (RoHS) directive.

EU REACH SVHC Management

Components and parts(contain raw material /auxiliary material /half-finished products/finished products) in the supply chain shall comply with the EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Act, the concentrations of SVHC-Substances of Very High Concern must meet the requirements of the Act.

The list of Substances of Very High Concern is a dynamic document, which changes with the publication of the European Chemicals Agency (ECHA) and should be actively concerned about its latest changes.

Code for the management of the conflict minerals

Conflict Minerals

Does company have a comprehensive strategy in place to avoid contributing to conflict through your purchasing decisions and practices?

☐ Yes, have such a policy in place.

Policy

Does have a publicly available policy in place for minerals from conflict-affected and high-risk areas? Yes.

In the Democratic Republic of the Congo and the surrounding area, non-government military group control Au, Ta, W, Sn and so on metal by the armed mastery, resulting in the deterioration of the social, environmental and human rights.

VPT abides by customers and act requirements, adopts the policy of no conflict metal purchasing, uses the conflict minerals report model and supporting

management tool, continuously investigate whether the suppliers implement the above policies.

Risk Identification

Does company have a formalized process/operating procedure in place to track minerals through the supply chain and identify and assess risks from minerals from conflict-affected and high-risk areas? The process covers the following:

- ☐ Necessity (e.g. what conflict minerals are used, how and why they are necessary to the functionality of the product)
- ☐ Supplier survey
- ☐ Response verification
- ☐ Country of origin determination

Risk Management

Has company developed a risk management plan at smelter or refinery (SOR) or supplier level to mitigate or remediate identified risks from minerals from conflict-affected and high-risk areas? Provide a brief explanation: Details of the Appendix V "Code for the management of the conflict minerals".

Quantification

Provide with the revenue from products containing minerals from conflict-affected and high-risk areas.

	FY2017	FY2018	FY2019	FY2020
Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas	0	0	0	0
Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers that have been verified conflict-free	0	0	0	0

Supply Chain Risk Exposure

Does company have a formalized process in place to identify potential sustainability risks in the supply chain?

☐ Yes, has a formalized process in place.

Formal risk identification process

Provide a brief description of company's sustainability risk identification process. Explain, for instance, how company identifies suppliers with potentially higher sustainability risks, or describe the higher risks which are typically found or expected to be found, or how these potential risks are linked to overall supply chain management strategy.

Supply Chain Sustainability Risk Identification Process

In order to build a sustainable supply chain, VPT identifies economic, environmental and social etc. dimensions risk-projects in terms of suppliers' locations, purchasing amounts and suppliers' production process. Using Threats, Impact and Vulnerabilities as measurement tools, VPT defines suppliers' risk levels and carries out possible potential risks analysis.

In order to further understand the suppliers' risk situations, a sustainability risk questionnaire survey was conducted for critical suppliers, requiring critical suppliers to reply to the sustainability risk questionnaire. After the completion of the questionnaire survey, risk assessment will be carried out for identified high-risk suppliers, and on-site audits will be conducted for critical suppliers with high risk, or the validity auditing process (VAP) of RBA (Code of Conduct-Responsible Business Alliance Code of Conduct) will be required to be completed.

Through the above risk assessment procedures, identify the potential risks of supply chain in economic,

environmental and social aspects, as well as potential suppliers with high risks. Audit and coach suppliers who may have higher risks to ensure that their risks can be effectively controlled and reduced.

Sustainability risk assessment scope and targets

Indicate the scope of the sustainability risk assessments performed for tier 1 and critical non-tier 1 suppliers. Site visits, questionnaires, external sustainability agencies, stakeholder information, external databases, news watches, etc., are all acceptable types of assessments in this part of the question. If a supplier has been assessed multiple times in the last three years, it should only be counted once.

Also indicate if has a target in place and by what year that target should be achieved.

Type of supplier	Number of suppliers assessed in the last 3 years	Percentage of suppliers in that category assessed in the last 3 years (based on total number of suppliers in that category provided in "Awareness" question). The values should not exceed 100%.	Description of target
Tier 1 suppliers	62	100%	Provide a description of target: Continue to achieve 100% raw materials compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive and the requirements of EU REACH (Registration, Evaluation, Authorization, and Restriction of

			Chemicals) Act on SVHC-Substances of Very High Concern. Continue to achieve 100% non-use of conflict mineral raw materials. Target year: Annually Ongoing
Critical non-tier 1 suppliers	13	100%	Provide a description of target: Continue to achieve 100% raw materials compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive and the requirements of EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Act on SVHC-Substances of Very High Concern. Continue to achieve 100% non-use of conflict mineral raw materials. Target year: Annually Ongoing

Definition of "sustainability high-risk"

Provide the definition or the description that company uses for "sustainability high-risk".

The assessment factors of VPT for high risk of sustainability are as follows:

- 1. Economy:
 - (1) Quality, Cost and Delivery Time
 - (2) Business Ethics

(3) Compliance with Regulations

(4) Critical Rare Metals Supply

(5) Only Source of Supply

2. Environmental aspects:

(1) Environmental management system

(2) Climate change

(3) Water resources management

(4) Waste and air pollution management

3. Social aspects:

(1) Safety and health

(2) Labor rights

(3) Conflict minerals management

Share of sustainability high-risk suppliers

Indicate the current share of company's total number of tier 1 suppliers (both critical and non-critical) as well as the share of your non-tier 1 suppliers for which have identified a high level of sustainability risk in the table below. If has not identified any suppliers as being high sustainability risk, reports "0" in the relevant fields.

Type of supplier	Number of suppliers classified as high-risk	Percentage of total suppliers in that category classified as high-risk (based on total number of suppliers in that category provided in "Awareness" question). The values should not exceed 100%.
Tier 1 suppliers	0	
Critical non-tier 1 suppliers	0	
Total suppliers	0	

Supplier Risk Management Measures

Indicate which measures company has taken in order to manage sustainability risks amongst critical suppliers (tier 1 and non-tier 1) and high sustainability risk suppliers.

☐ Company measures sustainability risks in the supply chain on an ongoing basis

Ongoing sustainability monitoring

Indicate the standard frequency of a more comprehensive assessment of your suppliers and attach supporting documents (for example a process describing the system that tracks assessments' frequency). By "more comprehensive," means an assessment including at least a company visit either by company's own personnel or by external third parties, for instance sustainability agencies. Note that the percentage of suppliers assessed at least once every three years should NOT include the companies assessed annually.

Type of supplier	Percentage assessed annually	Percentage assessed at least once every 3 years	Total (should not exceed 100%)
Critical suppliers (tier 1 and non-tier 1)	40%	60%	100%
Suppliers with high sustainability risk. If has not identified any suppliers with high sustainability risks, please ensure that "0" is marked in applicable fields the "Risk Exposure" question.	0	0	0

Corrective action plans for suppliers

Attach a sample as supporting document and indicate the percentage of assessed or audited suppliers for which corrective action plans have been developed. Further, indicate what percentage of suppliers

with a corrective action plan has improved their ESG performance since the action plan was launched.

Measure	Percentage
% of current suppliers with high sustainability risk (following the definition in the question "Risk Exposure") where gaps have been identified have corrective action plans.	
% of current suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch.	
Since no supplier with high sustainability risk was found, no corrective action plan was initiated.	

ESG Integration in SCM Strategy

Indicate the main priorities of company's general supply chain management strategy as well as the environmental, social and governance (ESG) objectives that have been identified in company. Further, indicate how ESG factors are integrated in supplier selection decisions.

☐ General supply chain strategy

Provide a brief description of the top five priorities of company's general supply chain management strategy and attach supporting evidence. Note that this should refer to the general approach that the company is taking in order to manage the supply chain with regards to aspects such as cost, time, quality and continuity of supply and not to a sustainable sourcing or a sustainable supply chain strategy.

The five priorities of VPT 's general supply chain management strategy are: 1. local purchasing; 2. stable quality; 3. accurate delivery time; 4. supply sustainability; 5. cost price.

Integration of ESG objectives

Indicate which formalized environmental, social and governance (ESG) objectives have been identified

for supply chain management strategy. Further, indicate how these are connected to the overall supply chain strategy by providing supporting documents. Note that in this section can refer to a sustainable sourcing strategy or a sustainable supply chain strategy as well as to objectives relating to ESG factors already integrated in the strategy above.

	Description of ESG objective	Link to overall supply chain strategy
Key ESG Objective 1	Supply chain products do not use conflict mineral raw materials at all.	Continue to achieve 100% non-use of conflict mineral raw materials.
Key ESG Objective 2	Supply chain products fully comply with the green product requirements.	Continue to achieve 100% raw materials compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive and the requirements of EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Act on SVHC-Substances of Very High Concern.

Integration of ESG factors into supplier selection

Complete the table below, indicating how ESG factors impact supplier selection and retention process. Attach supporting documents and provide a brief description on the scale and approach for the minimum threshold for either new suppliers, existing suppliers or both.

Indicate if the threshold is for new suppliers, existing suppliers or both:	Minimum quantitative/qualitative threshold required (i.e. certified management systems in place, requiring to replicate own standards down the supply chain, minimum score at ESG assessment, etc.):
<input type="checkbox"/> New and existing suppliers	minimum score : 70

Does company use a % (weight) of ESG in the overall assessment of suppliers (compared to other factors such as price, quality and delivery time), as a tool to ensure integration of sustainability into supplier selection and retention decisions? If so, provide an estimate of the average weight across supplier categories : The company ensures that sustainability is integrated into supplier selection and retention decisions, and stipulates that suppliers must meet the minimum 70-point threshold of “ESG assessment for CSR checklist”, which is a threshold requirement. After meeting the threshold requirement, do other evaluations (price, quality and delivery time, etc.).

And indicate for which supplier categories this weight factor is being applied: New and existing suppliers

Supply Chain Transparency & Reporting

Which aspects of supply chain management approach does company publicly report on (on a consolidated basis)?

VPT Supply Chain Management Norms

In 2021, there were 733 suppliers of VPT, including 13 critical tier 1 suppliers and 17 critical non-tier 1 suppliers. 85% of the purchasing amount was locally purchased and 15% was imported from abroad.

VPT formulates complete supply chain management norms and management measures, including new supplier evaluation, supplier management, supplier audit and supplier guidance, to help suppliers become green supply chains and reduce the risk of supply chain sustainability.

VPT ensures that sustainability is integrated into supplier selection and retention decisions, and stipulates that suppliers must meet the minimum 70-point threshold of “ESG assessment for CSR checklist”, which is a threshold requirement. After meeting the threshold requirement, do other evaluations (price, quality and delivery time, etc.).

1 、 Supplier Corporate Social Responsibility Management Agreement
2 、 Prohibited Substances Contents Guarantee for Green Products (GP)
3 、 EU REACH SVHC-Substances Limitation Guarantee
4 、 Conflict Minerals Management Survey
5 、 Supplier Corporate Social Responsibility Inspection

☐ Publicly report supply chain management approach

Supply chain management approach transparency

- ☐ Supply chain spend analysis (containing basic spend analysis information such as: number of suppliers, category, spend value and geographical spread)
- ☐ Supply chain awareness (identification of critical suppliers)
- ☐ Supply chain risk assessment and corrective actions (e.g. supplier sustainability assessment)
- ☐ ESG integration in supply chain management strategy (e.g. minimum thresholds or alignment of overall supply chain management strategy with ESG objectives)

Reporting quantitative KPIs and targets

Indicate below the extent to which company reports on supply chain management sustainability key performance indicators (KPIs) in the public domain and provide the targets linked to these indicators. The Annual Report, Sustainability If available, select KPIs with at least three years of history, well defined targets and clear reporting on progress towards these targets.

	Specify the KPI	Specify the target that is linked to the KPI
KPI 1	KPI : raw materials compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive	Target:Continue to achieve 100% raw materials compliance with the requirements of EU Restriction of Hazardous Substances (RoHS) directive Target year: Annually Ongoing
KPI 2	KPI : raw materials compliance with the requirements of EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Act on SVHC-Substances of Very High Concern	Target:Continue to achieve 100% raw materials compliance with the requirements of EU REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) Act on SVHC-Substances of Very High Concern. Target year: Annually Ongoing
KPI 3	KPI : raw materials compliance with the requirements of Conflict Mineral Management Specification	Target: Continue to achieve 100% non-use of conflict mineral raw materials. Target year: Annually Ongoing

2. Management approach disclosures

308-1 New suppliers that were screened using environmental criteria

In 2021, the percentage of new suppliers that were screened using environmental criteria was 85/96=88.54%.

308-2 Negative environmental impacts in the supply chain and actions taken : *nil*

GRI 401: Employment 2016

1. Management approach disclosures

Social Reporting - Coverage

Is the coverage of company's publicly available social reporting clearly indicated in the report or in the online domain?

- ☐ Select the coverage of the company's publicly available social indicators from the dropdown list below (select ONLY if the coverage is the same for all social indicators your company reports on):
- ☐ >75% of revenues OR >75% of business operations

Social Reporting - Assurance

Indicate below what type of external assurance company has received in relation to your company's social reporting.

- ☐ The assurance statement is based on a recognized international or national standard (e.g. AA1000AS, ISAE 3000).

The independent assurance statement witch issued by an external assurance specialist for the content of VPT's social report for 2021 , is based on AA1000AS standard, the identified sustainability performance and climate change information is based on IASE3000 standard.

Social Reporting - Quantitative Data

Indicate below to what extent company reports on social Key Performance Indicators (KPIs) in the public domain and provide the targets linked to these indicators. The Annual Report, Sustainability Report and corporate website are considered external communication sources. If available, select KPIs with at least three years of history, well defined targets and clear reporting on progress towards these targets.

	Specify the KPI	Specify the target that is linked to the KPI
KPI 1	KPI : Prohibition of child labor	Target: No child labor Target year: Annually Ongoing
KPI 2	KPI : Safety and Health	Target: The Lost-Time Injury Frequency Rate (LTIFR) and the Occupational Illness Frequency Rate (OIFR) of employees all were below 2. Target year: Achieved in 2018 , 2019 , 2020 and 2021.
KPI 3	KPI : Gender Equality	Target: One-fourth or more of all directors are female(and at least one female non-independent director and one female independent director). Females in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as a % of total top management positions) are one-third or more. Target year: Achieved in 2018 One -third or more of all directors are female(and at least one female non-independent director and one female independent director).

		Females in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as a % of total top management positions) are one-third or more. Target year: Achieved in 2021
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Benefits provided to full-time employees

Taiwan Region

VPT provides the full-time employees to enjoy the "social insurance and retirement benefits (including labor insurance, national health insurance and labor pension)", and travel allowance, year-end party, year-end bonus, Labor Day gifts, the Mid-Autumn Festival gifts, weddings allowance, funerals allowance, hospitalization allowance, fertility allowance, emergency relief allowance, allowances for enriching employees' amusement and promoting family happy and so on projects. Have organized the employee welfare committee, to take care of the employees' lives.

China Region

According to the applicable provisions of the Social Security Bureau, to pay the appropriate insurance for employees - five social insurances and one housing fund for the urban household registration employees (including endowment insurance, medical insurance, unemployment insurance, industrial injury insurance, maternity insurance and housing provident fund); new three insurances for rural household registration employees (including pension insurance, medical insurance and industrial injury insurance). And to develop the "welfare committee management guidelines", in order to improve the quality of employees' work and life, and enhance friendship and team effectiveness, conducts the annual activity plan to implement. " a) The plan, organization of community activities, and the allocation of funding allowance within budget. b) For the year-end party. c) Within the grant

funds budget, plan the distribution of New Year gifts and money. d) The initiation and organization of employees' emergency relief. e) To plan other organizations and activities that contributes to cohesion employee solidarity. "

Vietnam Region

Enjoy social security, medical insurance and unemployment insurance in accordance with local government laws.

2. Topic-specific disclosures

401-1New employee hires and employee turnover

- a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.
 - b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.
- Monthly average number and rates of new employee hires and employee turnover of Voltronic Power’s significant locations of operation by region and gender as follow :

year	Region	Gender	new employee hires		employee turnover	
			number	new hire rate	number	turnover rate
2019	Taiwan	Male	41	31.54%	14	10.77%
		Female	20	15.38%	5	3.85%
		Total	61	46.92%	19	14.62%
	China	Male	88	3.78%	80	3.44%
		Female	49	2.10%	45	1.93%
		Total	137	5.88%	125	5.37%

	Vietnam	Male	6	7.41%	0	0%
		Female	8	9.88%	0	0%
		Total	14	17.28%	0	0%
2020	Taiwan	Male	18	7.86%	13	9.29%
		Female	11	12.86%	5	3.57%
		Total	29	20.72%	18	12.86%
	China	Male	85	3.30%	73	2.83%
		Female	47	1.82%	39	1.51%
		Total	132	5.12%	112	4.34%
	Vietnam	Male	205	13.33%	59	3.84%
		Female	93	6.05%	18	1.17%
		Total	298	19.38%	77	5.01%
2021	Taiwan	Male	10	7.04%	12	8.45%
		Female	5	3.52%	12	8.45%
		Total	15	10.56%	24	16.90%
	China	Male	65	2.47%	55	2.09%
		Female	34	1.29%	29	1.10%
		Total	99	3.77%	84	3.20%
	Vietnam	Male	225	6.77%	228	6.86%
		Female	130	3.91%	112	3.37%
		Total	355	10.68%	340	10.23%

Note :

new hire rate : monthly average number of new employee hires @employee number in the end of the year

turnover rate : monthly average number of employee turnover @employee number in the end of the year

Monthly average number and rates of new employee hires and employee turnover of VPT's significant locations of operation by region and age group as follow :

Year	Region	Age group	new employee hires		employee turnover	
			number	new hire rate	number	turnover rate
2019	Taiwan	under 30 years old	31	23.85%	10	7.69%
		30-50 years old	28	21.54%	9	6.93%
		over 50 years old	2	1.53%	0	0.00%
		Total	61	46.92%	19	14.62%
	China	under 30 years old	84	3.61%	75	3.41%
		30-50 years old	51	2.19%	50	2.27%
		over 50 years old	1	0.04%	1	0.05%
		Total	136	5.84%	126	5.73%
	Vietnam	under 30 years old	7	8.64%	0	0
		30-50 years old	7	8.64%	0	0
		over 50 years old	0	0.00%	0	0
		Total	14	17.28%	0	0
2020	Taiwan	under 30 years old	14	10%	8	5.71%
		30-50 years old	13	9.29%	9	6.43%
		over 50 years old	2	1.43%	1	0.72%
		Total	29	20.72%	18	12.86%
	China	under 30 years old	75	2.91%	58	2.24%
		30-50 years old	57	2.21%	53	2.06%
		over 50 years old	0	0.00%	1	0.04%
		Total	132	5.12%	112	4.34%
	Vietnam	under 30 years old	229	14.89%	60	3.90%
		30-50 years old	69	4.49%	17	1.11%
		over 50 years old	0	0.00%	0	0.00%
		Total	298	19.38%	77	5.01%

2021	Taiwan	under 30 years old	8	5.63%	7	4.93%
		30-50 years old	5	3.52%	15	10.56%
		over 50 years old	2	1.41%	2	1.41%
		Total	15	10.56%	24	16.90%
	China	under 30 years old	60	2.28%	44	1.67%
		30-50 years old	39	1.48%	40	1.52%
		over 50 years old	0	0.00%	0	0.00%
		Total	99	3.77%	84	3.20%
	Vietnam	under 30 years old	269	8.09%	270	8.12%
		30-50 years old	85	2.56%	70	2.11%
		over 50 years old	1	0.03%	0	0.00%
		Total	355	10.68%	340	10.23%
new hire rate : monthly average number of new employee hires @employee number in the end of the year						
turnover rate : monthly average number of employee turnover @employee number in the end of the year						

Employee Turnover Rate

Indicate company's total turnover (whether have left voluntarily or due to dismissal, retirement, or death in service) rates and voluntary turnover (employees who choose to leave) rates for the last four years as a percentage of total number of employees in the table below. Also indicate the average hiring cost/FTE for the last fiscal year.

	FY2018	FY2019	FY2020	FY2021
Total employee turnover rate	4.17%	4.96%	6.87%	14.70%
Voluntary employee turnover rate	4.14%	4.96%	6.62%	13.71%

Indicate company's average hiring cost/FTE 《 Refers to the average cost of hiring a new employee to the company in the last fiscal year. The figure should be calculated based on the costs of hiring all

new full-time employees in the reporting period (not based on the costs of hiring full-time employees who were already at the company before the last fiscal year started)》 in the last fiscal year. This should specifically relate to the number of employees hired last year, not average cost for all employees.

The absolute amount of any salary information shall not be disclosed as an important trade secret of the company.

Trend of Employee Engagement

Indicate in the following table the percentage of actively engaged employees based on company's scaled employee engagement surveys. Also indicate the coverage of these surveys and if this measurement can be broken down according to gender. For each row in the table, it is mandatory that the values provided are in the same unit.

If company only conducts an Employee Engagement survey every two years, duplicate the value of the previous year in the table and provide the target for the most recent year a survey was conducted.

☐ Standard Method

Employee engagement	Unit	FY2018	FY2019	FY2020	FY2021	What was target for FY 2021?
Employee engagement	% of actively engaged employees	62%	67%	66%	62%	> 60%
Data coverage	% of total employees	10%	10%	20%	15%	

PUBLIC REPORTING

☐ The results of surveys are publicly available.

The results of the employee engagement survey of VPT in 2021 are as follows: "66% of employees actively participate in the survey" = "20% are very satisfied or agreed" + "44% are more satisfied or agreed" ; "34% are generally satisfied or agreed" ; "0% are more dissatisfied or disagreed" ; "0% are very dissatisfied or disagreed".

GENDER BREAKDOWN

☐ Due to that 15% of the employees in the company were randomly distributed the "Employee Engagement Questionnaire" to investigate employee engagement anonymously, so can not break down the results of employee engagement surveys based on gender.

SURVEY METHODOLOGY

Provide a definition of the company's approach to measuring employee engagement:

Investigation purposes: In order to improve the company's work, to understand employees' engagement with the company, to help managers find management loopholes, reflecting the humanistic concern of the enterprise to employees; at the same time, to improve employee engagement, create a satisfactory working environment and working atmosphere for employees; therefore, VPT carries out the employee engagement survey every year.

Scope and method of the survey: 15% of employees in the company were randomly distributed "Employee Engagement Questionnaire" to investigate employee engagement anonymously, and 100% of valid questionnaires were required to be returned.

Provide the scale or options used in the survey (e.g. 5 point scale; "actively engaged", "disengaged",

"strongly agree", "agree", "don't know", "disagree", "strongly agree".) :

"very satisfied or agreed", "more satisfied or agreed", "generally satisfied or agreed", "more dissatisfied or disagreed", "very dissatisfied or disagreed".

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Please see Management approach disclosures

401-3 Parental leave

In Taiwan Region, in accordance with Labor Standards Act, Act of Gender Equality in Employment, Regulations for Implementing Unpaid Parental Leave for Raising Children and so on provisions, let employees can ask for maternity leave, paternity leave and parental leave.

The employees of China Region, who meet the provisions of national marriage and family planning laws, female employees can ask maternity leave of childbirth : "For female employees, before and after childbirth, given maternity leave 98 days that is before childbirth leave 15 days and after childbirth leave 83 days. Maternity leave cannot be early or lately, but if pregnant women of early childbirth, can combine the remaining before childbirth leave days and after childbirth leave days to leave. When is a difficult birth, increase maternity leave 30 days. Much afterbirth embryo bears, every bear a baby more, increase maternity leave 15 days. To meet the late childbirth policy (after 24 years of age to birth first child) , increase maternity leave 15 days. " And if receive the "preferential treatment for one child card" within 3 months after the birth, for the woman increase maternity leave 35 days, the man can have paternity leave 10 days within the 15 days before and after the birth of his wife (overdue applicant to be considered to give up). The computing unit of maternity leave is by day

and limit one-time for handling. Within the leave days in the case of rest days, statutory holidays, doesn't increase the leave days. During the leave periods, pay the salary as usual; but during the maternity leave periods, would not pay the production performance bonus and environmental allowance. Apply for maternity leave, should have a grant of birth certificate and hospital related documents etc. The latest time to provide related proof is at the end of maternity leave, if failed to provide, as personal leave.

In Vietnam, according to the labor regulations of the local government, has allowed employees to apply for production leave, paternity leave and parental leave in accordance with the law.

year	item		Male	Female	Total
2019	A	The number of qualified to apply for parental leave in 2019.	54	23	77
	B	The number of actually to apply for parental leave in 2019.	0	0	0
	C	The number of returned to work after parental leave ended in 2019.	0	0	0
2020	A	The number of qualified to apply for parental leave in 2020.	105	51	156
	B	The number of actually to apply for parental leave in 2020.	0	0	0
	C	The number of returned to work after parental leave ended in 2020.	0	0	0
2021	A	The number of qualified to apply for parental leave in 2021.	47	68	115
	B	The number of actually to apply for parental leave in 2021.	0	5	5
	C	The number of returned to work after parental leave ended in 2021.	0	1	1

Note: The number of qualified to apply for parental leave, estimate by the number of who had applied maternity leave or paternity leave from 2019 to 2021.

GRI 402: Labor/Management Relations 2016

1. Management approach disclosures

If there are significant operational changes which may be possible to seriously affect the rights of employees, the minimum notice periods in advance to inform the employees and their representatives regarding the significant operational changes, according to the applicable local laws and regulations.

2. Topic-specific disclosures

402-1 Minimum notice periods regarding operational changes

If there are significant operational changes which may be possible to seriously affect the rights of employees, the minimum notice periods in advance to inform the employees and their representatives regarding the significant operational changes, according to the applicable local laws and regulations.

GRI 403: Occupational Health and Safety 2018

1. Topic management disclosures

403-1 Occupational health and safety management system

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A statement of whether an occupational health and safety management system has been implemented, including whether:
 - i. the system has been implemented because of legal requirements and, if so, a list of the requirements;
 - ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.
- b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.

403-2 Hazard identification, risk assessment, and incident investigation

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:
 - i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;
 - ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.
- b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.

403-3 Occupational health services

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.

403-4 Worker participation, consultation, and communication on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.
- b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

403-5 Worker training on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.

403-6 Promotion of worker health

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.
- b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

The reporting organization shall report the following information:

- a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.

The main plant areas of VPT have obtained the "ISO 45001 Occupational health and safety management systems certification" (as shown in Appendix IV), and the relevant "Occupational health and safety management systems regulations" comply with the disclosure requirements of the Topic management disclosures(see each ISO 45001 certification report).

In response to the COVID-19, the epidemic prevention measures of VPT are as follows:

- 1. Implement and follow the epidemic prevention measures of local governments.*
- 2. Publicize and implement the epidemic prevention measures of "taking body temperature, wearing masks, washing hands frequently and paying attention to public health".*

3. *Suspend transnational business travel and reduce domestic business travel, and replace it with video, online or teleconference and e-mail.*
4. *Take necessary epidemic prevention and access control measures for visitors.*

The Voltronic Power Technology Corp. COVID-19 epidemic prevention management, please see Appendix VI

2. Topic disclosures

403-8 Workers covered by an occupational health and safety management system

The reporting organization shall report the following information:

- a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:
 - i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;
 - ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;
 - iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.
- b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.

c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Please see each ISO 45001 certification report

403-9 Work-related injuries

403-10 Work-related ill health

2019						
region	China		Taiwan		Vietnam	
gender	Male	Female	Male	Female	Male	Female
number of work-related injury	12	5	0	0	0	0
number of Employees	1,520	852	75	55	57	21
rates of injury	0.79%	0.59%	0%	0%	0%	0%
type of injury	labor injury	labor injury				
lost days	93.5	674	0	0	0	0
work-related fatalities	0	0	0	0	0	0
Total lost days of injury are 767.5 days, Lost Time is 6,140 hours, Lost Time Incident Rate = $6,140 \text{ hours} / (2,580 \text{ person} \times 2,000 \text{ hours/person}) = 0.12\%$						
2020						
region	China		Taiwan		Vietnam	
gender	Male	Female	Male	Female	Male	Female
number of work-related injury	6	0	2	3	0	0
number of Employees	1661	915	77	63	175	84
rates of injury	0.36%	0.00%	2.60%	4.76%	0	0
type of injury	labor injury		traffic accident	Two are traffic accident One is labor injury		

lost days	134.25	0	17	7.5	0	0
work-related fatalities	0	0	0	0	0	0
Total lost days of injury are 158.75 days, Lost Time is 1,270 hours, Lost Time Incident Rate =1,270hours/ (2975person@2,000hours/per person) =0.02%						
2021						
region	China		Taiwan		Vietnam	
gender	Male	Female	Male	Female	Male	Female
number of work-related injury	3	0	7	0	0	0
number of Employees	1720	909	72	70	168	109
rates of injury	0.17%	0.00%	10%	0.00%	0	0
type of injury	labor injury		traffic accident			
lost days	88	0	27	0	0	0
work-related fatalities	0	0	0	0	0	0
Total lost days of injury are 115 days, Lost Time is 920 hours, Lost Time Incident Rate =920hours/ (3048 person@2,000hours/per person) =0.015%						

Fatalities

Complete the following table with the number of work-related fatalities for employees and contractors.

Fatalities	FY2017	FY2018	FY2019	FY2020	Explain trend
Employees	0	0	0	0	
Contractors	-	-	-	-	

Lost-Time Injury Frequency Rate (LTIFR) - Employees

Provide company's lost-time injury frequency rate for employees (per one million hours worked). For each row in the table, it is mandatory that the values provided are in the same unit. If company's LTIFR

for employees is equal to zero for one or more fiscal years, this data will only be accepted if evidence of third-party verification is provided.

LTIFR	Unit	FY2018	FY2019	FY2020	FY2021
Employees	n/million work h	1.65	3.29	1.85	1.64
Data coverage (as % of employees, operations or revenues)	percentage of: ○Employees	100%	100%	100%	100%
LTIFR=(Number of lost-time injuries) / (Total hours worked in accounting period) x 1'000'000					

PUBLIC REPORTING

☐ The data is publicly available.

THIRD PARTY VERIFICATION

☐ The data has been third-party verified in the most recent financial year reported. Please see Appendix VIII.

Lost-Time Injury Frequency Rate (LTIFR) - Contractors

☐ Not applicable. There are no contractors.

Occupational Illness Frequency Rate (OIFR) - Employees

Provide company's occupational illness frequency rate for employees (per one million hours worked). For each row in the table, it is mandatory that the values provided are in the same unit. If company's OIFR for employees is equal to zero for one or more fiscal years, this data will only be accepted if evidence of third-party verification is provided.

OIFR	Unit	FY2018	FY2019	FY2020	FY2021
Employees	n/million work h	1.24	1.26	1.18	0.49
Data coverage (as % of employees, operations or revenues)	percentage of: ○Employees	100%	100%	100%	100%
LTIFR=(Number of lost-time injuries) / (Total hours worked in accounting period) x 1'000'000					

PUBLIC REPORTING

☐ The data is publicly available.

THIRD PARTY VERIFICATION

☐ The data has been third-party verified in the most recent financial year reported. Please see Appendix VIII.

GRI 404: Training and Education 2016

1. Management approach disclosures

VPT has employee's education and training management program, to develop the knowledge and skills of employees, make them to play their professional abilities, to increase the work efficiency and ensure work quality, in order to achieve the sustainable operation and development goals of VPT.

In addition to the training for new employees in order to make them quickly integrate into the organization team, the department heads and employees may also be responsible for the current situation of the company's operations, and coordinate with the project requirements in the face of the enterprise internal and external environment change trends, hold company or department and domestic or foreign training courses, seminars and so on, in order to improve the employees'

professional skills and core competitiveness, and strengthen employees' complete training and learning channel.

- Introduction to new employees training: Introduce the company profile, management rules and regulations, salary, welfare, advocacy of occupational safety and health and other relevant regulations and so on, in order to make new employees as soon as possible to understand their own rights and interests that be treated with fairness and respect, quickly integrate into the company culture and shorten the period of adjustment.
- New employees on the job training: By the unit who belong to, to guide new employees to quickly familiar with the work environment, work content, and professional training.
- On-the-job training: Invite professional consultants to the company every week, to give professional guidance on the hardware design of the product industry, the components, circuits, etc...
- For the community to cultivate talent: The power industry must be long time investment in human development, the training and experience accumulation of R&D personnel are not easy. And VPT engages in the DMS business models, requires to have adequate and high-quality R&D personnel, the company's R&D department for cultivating seed talents, started from 2014, participate in the application to Ministry of the Interior Taiwan of Research and Development Substitute Services quota, to bear the construction of potential industrial research and development environment, sound management system and the experience inheritance, therefore gives the fresh graduate the environment for cultivation of R&D personnel.

Employee Development Programs

Provide two examples of employee development programs in company that have been developed to upgrade and improve employee skills. Provide a brief description of the business benefits for each program and, where possible, provide a quantitative measure of the positive impact that these programs have had on business (e.g. increase in employee engagement, productivity, cost reduction or revenue generation).

Employee Development Program, specify two different examples:	Description of business benefits	Quantitative impact of business benefits (monetary or non-monetary)	% of FTEs that participated in this program
Through regular meeting reviews and training, marketing department employees can develop business and maintain customer capabilities, and combine with key performance indicators of employees.	Increase revenue	Sales revenue grew by 24.20% in 2021.	FTEs in marketing departments: 100% participation
Taiwan's R&D department: Invite professional consultants to the company every week, to give professional guidance on the hardware design of the product industry, the components, circuits, etc..."	Enhancing R&D capabilities	Continuous development of new products every year	FTEs in Taiwan R&D departments: 60% participation

Human Capital Return on Investment

Indicate the following information on a standard Human Capital Return on Investment metric, serving as a global measure of the return on Human Capital programs.

	FY 2018	FY 2019	FY 2020	FY 2021
a) Total Revenue Currency : NT Thousand	11,407,894	12,936,382	13,652,564	16,956,682
b) Total Operating Expenses Currency : NT Thousand	9,296,931	10,386,279	10,922,090	14,032,118
c) Total employee related expenses (salaries + benefits) Currency : NT Thousand	1,362,647	1,585,483	1,670,297	2,290,087
Resulting HC ROI (a - (b-c)) / c	255%	261%	263%	228%
Total FTEs	2,420	2,580	2,975	3,048

Return on Employee Development Investment

Does company have a metric to quantitatively measure the benefits from its investments linked to a specific employee development program?

By investments in a specific employee development program, mean expenses related to education, training, incentive programs, etc. This does not include base salary or standard benefits (e.g. vacation, insurance, etc.)

By return on investments linked to a specific employee development program, mean the increase in profits, savings or changes in other metrics such as employee engagement, employee retention, absenteeism per monetary unit spent (e.g. USD 1 million) associated with an employee development program. The metric used in Human Capital Return on Investment is not accepted here.

☐ Yes, have a metric for calculating our return on program-specific employee development investments.

- ☐ Can estimate the increase in sales or the changes in company's profitability per monetary unit spent (e.g. USD 1 million) linked to a specific training and employee development program (such as sales training). Specify: Evaluate changes in business bonus incentive plans for business department colleagues on sales growth: annual sales revenues/annual business bonus for business department colleagues.

Metric

Provide the value of the metric used to measure the return on investments linked to a specific employee development program:

FY 2018	FY 2019	FY 2020	FY 2021
318	277	831	977

2. Topic-specific disclosures

404-1 Average hours of training per year per employee

2019						
region	China		Taiwan		Vietnam	
gender	male	female	male	female	male	female
Per capita training time	10.00hrs	10.00hrs	13.00hrs	11.00hrs	10.00hrs	10.00hrs
2020						
region	China		Taiwan		Vietnam	
gender	male	female	male	female	male	female
Per capita training time	10.00hrs	10.00hrs	249.00hrs	157.00hrs	65.00hrs	60.00hrs

2021						
region	China		Taiwan		Vietnam	
gender	male	female	male	female	male	female
Per capita training time	10.00hrs	10.00hrs	15.00hrs	14.00hrs	10.00hrs	10.00hrs
2019						
region	China		Taiwan		Vietnam	
Management Department	per capita training time 2.00 hrs		per capita training time 30.00 hrs		per capita training time 2.00 hrs	
Procurement Department	per capita training time 2.00 hrs		-			
R&D Department	per capita training time 10.00 hrs		per capita training time 13.00 hrs			
QA Department	per capita training time 10.00 hrs		per capita training time 10.00 hrs		per capita training time 10.00 hrs	
Production department	per capita training time 12.00 hrs		per capita training time 12.00 hrs		per capita training time 12.00 hrs	
Sales Department	-		per capita training time 10.00 hrs			
2020						
region	China		Taiwan		Vietnam	
Management Department	per capita training time 2.00 hrs		per capita training time 54.00 hrs		per capita training time 2.00 hrs	

Procurement Department	per capita training time 2.00 hrs	-	
R&D Department	per capita training time 10.00 hrs	per capita training time 16.00 hrs	per capita training time 10.00 hrs
QA Department	per capita training time 5.00 hrs	per capita training time 2.00 hrs	per capita training time 80.00 hrs
Production department	per capita training time 12.00 hrs	per capita training time 323.00 hrs	per capita training time 12.00 hrs
Sales Department	per capita training time 2.00 hrs	per capita training time 11.00 hrs	
2021			
region	China	Taiwan	Vietnam
Management Department	per capita training time 2.00 hrs	per capita training time 40.00 hrs	per capita training time 2.00 hrs
Procurement Department	per capita training time 2.00 hrs	-	per capita training time 2.00 hrs
R&D Department	per capita training time 10.00 hrs	per capita training time 16.00 hrs	per capita training time 10.00 hrs
QA Department	per capita training time 10.00 hrs	per capita training time 10.00 hrs	per capita training time 10.00 hrs
Production department	per capita training time 12.00 hrs	per capita training time 12.00 hrs	per capita training time 12.00 hrs
Sales Department	per capita training time 2.00 hrs	per capita training time 15.00 hrs	

404-2 Programs for upgrading employee skills and transition assistance programs

- Internal training courses
- Funding support for external training or education

404-3 Percentage of employees receiving regular performance and career development reviews

The employees of VPT receive regular performance reviews each year. The new employees begin formal performance reviews over the past three months, and receive regular performance reviews each year.

2019						
region	China		Taiwan		Vietnam	
gender	number	percentage of employees	number	percentage of employees	number	percentage of employees
male	1,520	64.08%	75	57.69%	7	50%
female	852	35.92%	55	42.31%	7	50%
Direct employees	1,044	44.01%	22	16.92%	4	29%
Indirect employees	1,328	55.99%	108	83.08%	10	71%
2020						
region	China		Taiwan		Vietnam	
gender	number	percentage of employees	number	percentage of employees	number	percentage of employees
male	1,661	64.48%	77	55.00%	175	67.57%
female	915	35.52%	63	45.00%	84	32.43%
Direct employees	984	38.20%	21	15.00%	193	74.51%
Indirect employees	1,592	61.80%	119	85.00%	66	25.48%

2021						
region	China		Taiwan		Vietnam	
gender	number	percentage of employees	number	percentage of employees	number	percentage of employees
male	1,720	65.42%	158	57.04%	78	54.93%
female	909	34.58%	106	38.27%	64	45.07%
Direct employees	768	29.21%	207	74.73%	21	14.79%
Indirect employees	1,861	70.79%	57	20.58%	121	85.21%

Training & Development Inputs

Provide the following data related to training, development and internal mobility for the last fiscal year and indicate the percentage of global employees that this data represents. Training hours and training costs should include activities related to further development of employee skills but should not include e.g. basic compliance training.

☐ Indicate the data coverage of the reported data:

☐ 100% of all employees globally

	FY 2021
Average hours per FTE of training and development	10.5 hrs
Average amount spent per FTE on training and development. Currency:NT	10,500
Percentage of open positions filled by internal candidates	(Non-productive sector)

1. Management approach disclosures

The employees hiring policy of VPT is right positions for right personnel, and cooperates with the company's sustainable management policy, hopes the qualified employees can develop in the company for a long time. The indicators of citizenship, ancestry, ethnic origin, creed and disability, all are not included in considering items of VPT's employees hiring policy.

VPT conducts assessment and performance evaluation to all employees on a regular basis every year, and depends on the basis for pay raises, bonuses and promotions.

VPT's employees overall remuneration policies are, according to industry competition environment, the company's operating performance and market benchmark to construct the company level strategy, according to team performance, personal potential and performance, to conduct salary recommendations for the executive level, in order to attract and retain and encourage outstanding colleagues, do not affect the decision of their salary due to gender, race, nationality, age etc. personal factors.

Hiring

Please indicate the total number of new employee hire rates and the percentage of open positions filled by internal candidates. Please also report the average hiring cost/FTE for the last fiscal year.

Please note: The average hiring cost/FTE should specifically relate to the number of employees hired last year, not average cost for all employees.

○ Not applicable.

Because the salary information of all employees of the company is listed as the company's trade secret and will not be disclosed.

People Analytics

Does your company use any People Analytics (PA) in any of the following analysis?

☐ Yes. Please select any relevant analysis that apply:

- ☐ Measuring employee performance
- ☐ Strategic workforce planning
- ☐ Identifying current workforce skills gaps
- ☐ Recruiting & hiring (e.g. evaluating recruiting channels, screening of candidates, assessing talent supply/demand)
- ☐ Competitive intelligence
- ☐ Organizational network analysis

Strategic Workforce Planning

Does your company currently use People Analytics (PA) for your Strategic Workforce Planning (SWP)?

☐ Yes. Please describe the process in the table below:

Please indicate what is the application coverage of the process described (in percentage of global

☐ > 75% of all FTEs globally

Description	Apply personnel analysis to employee strategic planning to achieve the following objectives: 1 、 The guiding ideology of talent strategic planning In order to speed up the promotion of human resources professional ability as the goal, firmly grasp the three links of training, attracting and making
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good use of talents, speed up the pace of talent team construction, alleviate the situation of talent shortage, and provide talent support for the development of the group company.

2 、 Guiding principles of talent strategic planning

1. People oriented principle. To achieve the goal of sustainable development of human beings, we should promote the coordination between the construction of talent team and the development of enterprises.
2. Principles of capacity building. Speed up the construction of talents' ability, and have productive and constructive knowledge, skills and behaviors that can produce performance, mainly including employees' learning ability, professional ability, management ability and innovation ability.
3. Learn the principle of strengthening the enterprise. To promote the implementation of multi-level and diversified education and training, we should not only meet the quantitative balance between supply and demand, but also achieve coordination and Optimization in the talent structure, and cultivate compound middle and high-end talents.
4. The principle of overall promotion. Strengthen the connection and interaction of talent introduction, training, evaluation, selection, use, incentive, flow and guarantee, and establish a high-efficiency operation mechanism and high-quality work mode that can adapt to market changes.

3 、 The basic goal of talent strategic planning

With the expansion of the company's production capacity, according to the development goals of the group company, combined with the analysis of the current situation of the company's existing talents, the demand for talents of

	the group company in the future, whether in terms of quantity, quality, or structure, should be strict with high standards.
Opportunity: Why does your company use PA for SWP?	Be able to clearly know the company's requirements for the number and professional competence of employees at each level and each position, so as to facilitate recruitment, performance evaluation and retention of talents.
Action/process/tool used: How PA have been used?	Gallup Q12 Evaluation Method, Personnel Structure Analysis, Competency Model, Talent Matrix, Performance Evaluation, Iceberg Model and 360 Degree Evaluation
Outcome: What is the business impact/result of the initiative?	It is conducive to recruitment, performance evaluation and retention.

Type of Individual Performance Appraisal

Indicate the type and employee coverage of the individual performance appraisals used for individual performance-related compensation.

Type of performance appraisal	% of all employees
Management by objectives: systematic use of agreed measurable targets by line superior	100%
Multidimensional performance appraisal (e.g. 360 degree feedback)	
Formal comparative ranking of employees within one employee category	

Long-term Incentives

Does company provide long-term incentives for employees below the senior management level? Long-term incentive programs are programs tied to an employee's performance. The performance can be measured during one or multiple years. These incentive programs do not include employee

benefits. Senior management includes employees that are at most two management levels from the CEO (or equivalent). Below senior management level refers to all employees that are more than two management levels away from the CEO. If company uses a different definition for "below senior management level" please provide the definition in your answer. Long-term incentives for the executive management and/or senior management are not accepted in this question.

Describe the following aspects (both): 1) the type of long-term incentive program (e.g. stock options, restricted stock units, cash incentives, etc.); 2) the type of employees below the senior management level the program applies to:	Long-term incentives for employees below the senior management level are on average paid out after:	Report the percentage of workforce below senior management level (max. two levels from the CEO) that this program applies to:	Long-term incentives include targets associated with sustainability performance?
1) restricted stock for employees 2) Full-time employees below the manager level (including)	<input type="checkbox"/> 3 years	88% off full-time employees below the manager level (including)	

2. Topic-specific disclosures

405 -1 Diversity of governance bodies and employees

Workforce Breakdown: Gender

☐ Yes, we monitor the following indicators:

Please select the coverage of the data reported on as a % of FTEs:

☐ >75% of FTEs

Diversity Indicator	Percentage (0-100%)	Public Target
Share of women in total workforce (as % of total workforce)	39.67%	
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	32.73%	
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	34.52%	
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	19.56%	
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	80%	
Share of women in STEM-related positions (as % of total STEM positions) STEM : Science 、 Technology 、 Engineering 、 Mathematics	4%	

Workforce Breakdown: Race/ Ethnicity & Nationality

☐ We are not able or allowed to report on ethnic and racial minorities, and therefore provide a breakdown based on nationality.
 Please select the coverage of the data reported on as a % of FTEs:

☐ >75% of FTEs

Breakdown based on, please specify: nationality	Share in total workforce- as % of total workforce	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Category name:Taiwan	4.71%	22.86%
Category name:China	86.59%	4.74%
Category name: Vietnam	8.71%	2.70%

Workforce Breakdown: Other Minorities

☐ Yes, we monitor the breakdown of our workforce according to the following diversity indicators:

Diversity Indicator	% of FTEs	Coverage
People with disability	0.07%	<input type="radio"/> >75% of FTEs
LGBTQI+ Lesbian, Gay, Bisexual, Transgender, Queer and Intersex	The company's policy: to protect the right to work and respect the privacy of the individual, not to do research & remark or limit the appointment, so there's no data	
Age groups:		<input type="radio"/> >75% of FTEs
<30 years old	44.06%	
30-50 years old	54.04%	
>50 years old	1.90%	
Other, please specify:		

405 -2 Ratio of basic salary and remuneration of women to men

VPT's employees remuneration policy, is to strictly enforce the policies of "equal pay for work of equal value " and "gender equality", all important operational locations and employee categories, regardless of gender, the ratios of the standard basic salary to the local legal minimum salary all are 100% above (contain); the ratio of basic salary and remuneration of women to men is 100@100.

In Taiwan Region, in accordance with the provisions of Act of Gender Equality in Employment, strictly prohibits gender discrimination, male employees and female employees all are hired in the same basic salary.

In China Region, in accordance with the provisions of Labor Law of the People's Republic of China, workers have the right to equally get the remuneration for work, in addition to meet the legal

minimum salary provided by the local governments, male employees and female employees all are hired in the same basic salary. According to the provisions of the labor law of Vietnam, workers have the right to equal remuneration. In addition to meeting the minimum wage stipulated by local governments, both male and female employees are appointed with the same starting salary.

Gender Pay Indicators

Provide information on the following indicators relating to equal remuneration.

☐ Not applicable.

The ratio of women to men is 100:100 for basic wages at Executive level, Management level or Non-management level (production and administration). Under the same conditions, the ratio of women to men is 100:100 for other cash incentives. The absolute amount is not disclosed on the basis of the company's commercial confidentiality considerations.

GRI 406: Non-discrimination 2016

1. Management approach disclosures

Discrimination & Harassment

Does your company have a public group-wide non-discrimination and anti-harassment policy, and what are the measures in place to effectively deal with discrimination and harassment in the workplace?

☐ Our policy and measures include the following:

☐ Explicit statement prohibiting harassment:

☐ Sexual harassment

☐ Non-sexual harassment

- ❑ Zero tolerance policy for discrimination
- ❑ Trainings for all employees on discrimination and harassment in the workplace
- ❑ Defined escalation process for reporting incidents
- ❑ Corrective or disciplinary action taken in case of discriminatory behavior or harassment
- ❑ We disclose the number of incidents of discrimination and harassment reviewed in the last fiscal year:0

Non-discrimination and No Forced Labor

Prohibition against discrimination management system

1, the purpose of

To ensure that the company in the matters of employee hiring, compensation, training, promotion, dismissal and so on, in line with the requirements of relevant laws and industry social responsibility, there is no discrimination behavior, provide a fair and reasonable employment and competition opportunities for the employees, formulated this system.

2, range

This system applies to the management of recruitment, training, promotion, salary remuneration, termination also retirement and so on matters by the company.

3, responsibilities

- 3.1 Management representative: Supervise the implementation of the prohibition against discrimination, investigate the complaint about discrimination and take corrective action in time.
- 3.2 Human resources department: To formulate and implement the company's policy of prohibiting against discrimination.

3.3 Various departments: Responsible for propaganda the anti-discrimination policy and the contents of implementing anti-discrimination provisions in according to this system .

4, content

4.1 The company in the recruitment, subsidies, training, promotion, termination of the contract, retirement or other related aspects about employees, not because of race, social origin, national extraction, native place, religion, age, disability, gender, marital status, pregnancy, sexual orientation, community tend to be the reason to conduct discrimination behavior to those employees.

4.1.1 Human resource department in the recruitment of employees, the employment standard is only by applying the personnel academic qualifications, work experience, job skills and the information related to the work capability, shall not to regard the gender, age, native place as the reference of employment.

4.1.2 Human resource department in the preparation of recruitment advertising shall be rigorous treatment, to avoid discriminatory content.

4.1.3 Men employees and women employees have the equal rights of employment, in the recruitment of employees, except for that in accord to the National's provisions that the jobs or posts are not suitable for women, cannot on the ground of gender to refuse to employ women or raise the employment standards for women. Do not have work discrimination against female employees during their female physiological period.

4.1.4 When the personnel into the pre-employment physical examination, the company shall not require employees to do the inspection projects which be explicitly prohibited by relevant

departments of the Nation, and shall not require the female employees to do a pregnancy test.

4.1.5 The supervisors in the work arrangements, all employees must be treated equally shall not be targeted discrimination.

4.1.6 In determining employees' position promotion, salary, welfare, contract renewal or retirement, only depend on the determining factors that their working ability, performance, creating value for the company and so on related to the work information, cannot regard other personal information of the employees as the reference.

4.1.7 The company enforces the policy of "equal pay for work of equal value", has established remuneration standards of employees at all levels and strictly to implement.

4.2 The company does not allow supervisors in any situation to violate the basic human rights or dignity of employees, nor allow forcing, threatened, insulted or exploitation of the sexual assault behavior, such as sexual harassment, including gestures, language and physical contact.

4.3 The company will not interfere with or discriminate against the employees' rights to observe the specifications related to race, social origin, national extraction, religion, disability, sexual orientation, union membership, union creed etc.

4.4 According to relevant laws and regulations to take protection on special employees (such as young workers, during "Five Periods (menstrual period, pregnancy period, maternity period, lactation period, menopause period)" female employees, disabled employees, etc.) also to take differential treatment on the employees who are in different positions of cultural degree, technical ability, physical condition, those all are not as discrimination.

4.5 The employees may, in written or oral form, complain to the company about the discrimination against them.

The complaint will be reviewed by the coordinators who are assigned by company's management representative and the coordinators shall make an oral or written reply to the complainants within 15 working days.

4.6 Where there are discrimination incidents by the company executives (including by security guards), once verified, them will be subject to the disciplinary punishment by the company.

4.7 All members of the company, outside personnel, and social groups can conduct supervision or complaints of the company's behavior. The company actively cooperates with the supervision and inspection of the Labor Administrative Department.

5, reference file

5.1 "Labor Law of the People's Republic of China"

6, related records

6.1 Employee complaint letters

Taiwan Region

Abide by the regulations of Employment Service Act , Act of Gender Equality in Employment and so on relevant laws and regulations, and in work rules prescribed " The employment conditions of all level employees of the company depend on the knowledge, moral character, ability, experience, suitable for the job or work .". During the employment period, the company is also in compliance with the laws and regulations and work rules, equal treatment to every employee, and established Sexual Harassment Prevention Measures to ensure gender equality and non-discrimination. If employees suppose there are human rights issues in the workplace need to be proposed, on specific

facts, complain to the employee relations department, if the issues involving sexual harassment, will be according to the procedures that are under the premise of the protection of the parties to launch the review.

China Region

Commit the employees free from harassment and discrimination

- Company in determining the recruitment, hiring, promotion and training, shall not have discrimination due to race, color, age, gender, sexual orientation, disability, pregnancy, religion, political affiliation, community members or marital status. Whether manifest or latent management behaviors depend on employees' work ability, will, performance and so on as the standards, above possible discrimination factors shall not be the standards or part of the standards.

Respect employees' willingness to work overtime and freedom of actions

- Prohibit requiring employees to pay a deposit or deposit any important documents, such as academic qualification certificate, degree certificate, ID card and so on at the beginning or during the employment.
- All employed workers must be voluntary, not allowed to have any force, or the use of deception to induce workers to work in the company.
- In the rest time or rest time after meal, anybody shall not interfere employees' the freedom of action. The relevant departments shall formulate the rules and procedures of employees leaving the job in working time (including use toilets and drinking water) to protect employees' freedom of action.
- When needs to work overtime, employees can choose not to work overtime, anybody cannot force

employees to work overtime. When employees choose not to work overtime, anybody cannot discriminate, threaten, intimidate, insult them, nor deduct the employees' normal salary.

- The security guards are responsible for maintaining the normal production order for the factory, protecting plant and property safety also the safety of employees, cannot to abuse nor to assault workers, cannot to forced search nor limit the freedom of workers. When there are emergencies, the security guards shall immediately notify the local police station.
- The various executives are responsible for work supporting, education, distribution and evaluation. When executives exercise those duties shall not use any corporal punishment, such as restrictions on action, assault, abuse, hunger, and threats and so on inhuman means.
- Any punitive measures shall not include any form of fines. When there are personal punishment records, the announcement does not reflect the information of personal identity.

Vietnam Region

- Male and female workers must be treated equally at work. Workers have the right to freely choose the jobs and occupations they need, to freely choose the vocational training they want to attend and to improve their vocational skills.
- Discrimination based on sex, race, color, social status, marital status, religion and disability is prohibited.
- In the workplace, discrimination on the basis of sex or marital status is prohibited by the labour code. Employers must adhere to and implement the principle of equality between male and female in recruitment, distribution of work, working hours, rest time and wage improvement.
- Recruitment of male and female workers for the same work shall be subject to the same

qualifications (standards); employment shall not be refused or restricted, and employees shall not be dismissed for gender reasons or because of pregnancy, childbirth or adoption.

→ In terms of labor distribution between male and female, gender discrimination shall not lead to income gap or apply different wages to workers with equivalent qualifications and qualifications for gender reasons.

2. Topic-specific disclosures

406-1 Incidents of discrimination and corrective actions taken : *nil*

GRI 407: Freedom of Association and Collective Bargaining 2016

1. Management approach disclosures

In Taiwan Region, the hiring employees are subject to the legal provisions of Labor Standards Act, the Labor Pension Act, Labor Insurance Act and National Health Insurance Act, etc..

In China Region, the hiring employees are subject to the legal provisions of Law of the People's Republic of China on Employment Contracts, Regulation on the Implementation of the Employment Contract Law of the People's Republic of China, etc..

In Vietnam Region, the hiring employees are subject to the legal provisions of Labor Act, etc.

Freedom of Association

What percent of total number of employees are represented by an independent trade union or covered by collective bargaining agreements? employees who are eligible but are not actually covered by collective bargaining agreements should be excluded from the count.

Region	% of employees represented by an independent trade union or covered by collective bargaining agreements:	Explanation
China	100%	VPT has set up an independent trade union representative in China and Vietnam, and all incumbency full-time employees participate in the union.
Taiwan	0%	
Vietnam	100%	
Total	95.29%	

2. Topic-specific disclosures

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk :

VPT has set up an independent trade union representative in China and Vietnam, and all incumbency full-time employees participate in the union.

GRI 408: Child Labor 2016

1. Management approach disclosures

No child labor and the protection of young workers

In the social responsibility system of VPT, formulates the related administrative measures for the recruitment of employees, prohibition of recruiting child labor policy and remedial program, protection management procedures for young workers, and the management program of suppliers social responsibility message management.

In order to strengthen the enterprise internal audit system, also formulates social responsibility risk assessment, considers the child labor and young workers as medium and high risks to be control, and accept the reviews by customers regarding to labor, health and safety, environment, business ethics and management system and so on issues, positively eliminates and prevents possible risks.

In 2018 , 2019 , 2020 and 2021 the number of child labor in each factory is nil

Prohibition of recruiting child labor policy and remedial program

1, the purpose of

Child labor is a minor under 16 years old. In order to ensure that the company does not employ child labor, and also to provide remedial measures when mistaking to employ child labor.

2, procedures

- 2.1 Management department formulates the company employment provisions to prohibit the employment of child labor who is under 16 years old.
- 2.2 When human resources division conducts recruitment must be in accordance with the requirements of the "Check age policies and procedures", checks the applicants' personal information, check whether their age is over 16 years old, and then check the ID cards, verify their actual age, and observes their actual appearance, identity whether they are consistent with the age and appearance showed in the ID cards.
- 2.3 Carefully check the true or false of the ID cards, to prevent the use of false ID cards, and may require the applicants to provide other documents, such as: unmarried certificate, birth certificate, degree certificate, etc...
- 2.4 Without ID cards will not be hired.

3, remedial measures

If afterwards discover that mistake to employ child labor due to the documents, shall immediately notify the human resources division director, and fill in "The child labors and young workers registration form", and need to take the following remedial measures.

3.1 The management department shall report to the Labor Department, and shall be certificated by the Labor Department.

3.2 Shall be in accordance with the opinions of the Labor Department to make the following arrangements:

3.2.1 If the child labor shall be sent back to the original place of residence, the company shall be responsible for the repatriation expenditure.

3.2.2 Management department shall advise the child labors to go to school, arrange the child labors to accept education, and make the following support :

- . Assist the child labors to search school.
- . Give monthly assistances to the child labors that are not lower than the minimum salary, until they are 16 years old.
- . During the school periods, the total hours of daily traffic time, school and working hours cannot more than 10 hours.

3.3 The management department shall be according to the process of "Recruitment programs and protection policies for young workers " to do the good job of the child health check and school education log records.

4, feedback and control

Employees who discover that the factories employ child labors or mistake to employ child labors but doesn't provide remedies for the matters, can be through the suggestion box / written or oral form, stepwise or leapfrog to reflect or complaint to management department manager, or company deputy general manager also general manager level and above who are.

5, support files

5.1 "The child labors and young workers registration form"

6, relevant laws and regulations

"Provisions on the prohibition of hiring child labors"

- To prohibit the recruitment or use of child labor, as the highest guiding principle of Voltronic Power's people-oriented and protection of human rights policies, not only to meet the local laws and regulations, more be responsible for customers and so on stakeholders.
- When recruiting employees, human resources division and labor suppliers need strictly in accordance with the provisions of the company's recruitment brochure and the labor dispatch administration measures, to identity the applicants' identity and age in a legitimate and reasonable way.
- Each year, the company will conduct internal audits and supplier audits, focusing on child labor provisions review to ensure that the recruitment and production process of non-child labor.

In 2018,2019, 2020 and 2021 the number of young worker in each factory is nil

Management program for the protection of young workers

1, the purpose of

In order to protect the rights and interests, safety, health and education of on-the-job young workers.

2, scope

Adapt to all the company's young workers.

3, definition

Young workers : The Labor Law of the People's Republic of China stipulates that the labors who are between 16 and 18 years old.

4, program

4.1 When human resources division conducts recruitment must identify the applicants' ID cards, check the applicant's ID cards whether are true or false.

4.2 Human resources division must non-scheduled check whether there are young workers. Once found that there are young workers, shall take the following actions to ensure the safety of the young workers.

4.2.1 If the company found the young workers who haven't completed the nine-year compulsory education, shall sent them to the nearby school to complete their studies, and control the total hours of daily traffic time (between company and school), school and working hours cannot more than 10 hours. The company must pay the tuition fees according to local standard until finishing the nine-year compulsory education.

4.2.2 The young workers management shall be in accordance with the relevant laws and regulations to implement the registration management system. The recruit of young workers needs to handle the relevant procedures to the local Labor Department, and in accordance with the relevant provisions to arrange suitable jobs and working time.

4.2.3 It shall be forbidden to arrange for young workers to engage in labor in a dangerous,

unsafe or unhealthy working environment. The young workers cannot be the electricians or security guards, cannot to operate all kinds of dangerous machinery, and cannot to engage in the work which must use chemicals or may cause allergies, to ensure that young workers do not work in a hazardous environment.

4.24 It shall be forbidden to arrange for young workers to engage in labor in night, toxic, harmful, high temperature, low temperature, involving physical Labor of the fourth (4th) degree of intensity as specified by the nation or any other kind of labor to be avoided by young workers.

4.25 It shall be forbidden to arrange for young workers to engage in labor that contact with the radioactive materials, or engage in inflammable or explosive dangerous operations.

4.26 In accordance with the provisions, regularly (semiannually) conduct the detailed health check for young workers. The health check for young workers will be conducted in accordance with the listed projects about young workers health check list. The health check and registration of the young works shall be handled by the company and bear the relevant expenses.

4.27 Each department shall in accordance with the health check results of young workers to arrange the young workers for suitable work, if who are unable to do the original job shall reduce the original labor or arrange other work, shall not arrange the young workers to work overtime.

5, support files

5.1 "Labor Law of the People's Republic of China"

5.2 "Compulsory Education Law of the People's Republic of China"

5.3 "Special Protection Provisions for Juvenile Workers"

6, related records

6.1 employee ID card copy

6.2 employee registration form

VPT completely avoids hiring young workers.

2. Topic-specific disclosures

408-1 Operations and suppliers at significant risk for incidents of child labor : *nil*

GRI 409: Forced or Compulsory Labor 2016

1. Management approach disclosures

Prohibition of Forced or Compulsory Labor

1.0 Objective

Protect the free rights of employees and avoid infringement of their personality, and earnestly observe the requirements of labor laws and regulations.

2.0 Scope

Applicable to all departments of the company, all process from recruitment to termination of the labor contract with employee.

3.0 Definition

Forced or Compulsory Labor : Refers to that in the recruitment or use of workers violates labor laws or regulations.

Forced or compulsory use of labor under the condition that the labor does not wish to do so.

4.0 Control program

4.1 The company has made corresponding commitments in the following directions:

4.1.1 The employee's recruitment principle of the company is based on voluntariness, and does not use forced, guaranteed, contractual or involuntary employees.

4.1.2 In the recruitment process, the company does not collect any form of introduction fees, deposits, etc., and does not detain employee's identification, documents or other statutory documents.

4.1.3 Does not employ prisoners in prison and does not send product orders to prison.

4.1.4 The company pays the wages of the employees monthly, on time and in full, and pays the wages directly to the employees themselves ;

4.1.5 In working time, the workshops and the channels not locked, and ensure that employees work overtime in the voluntary principle. Management personnel and security are not allowed to use corporal punishment, threats, violence etc. to force employees working overtime.

4.1.6 Employees are free to move in and out of the factory and dormitory after their personal or illness leave. Outside of the working hours, employees also are free to move in and out of the dormitory in the situation that does not affect the rest of other employees.

4.1.7 The employee may apply for resignation in advance according to the time agreed by both

parties in the labor contract.

4.2 Punishment against the use of forced or compulsory labor :

4.2.1 If the personnel department to receive any form of deposits or introduction fees, or to withhold any kind of certificates, once discovered will be dealt with demotion or/and downgrade.

4.2.2 The all level factory management personnel, if is found that using corporal punishment, threats, violence etc. to force employees to work or make similar illegal requests in work or life, the corresponding management personnel will be conducted notification penalties. Causing damage to the spirit of the employees, management personnel must apologize to the victims. If the consequences are serious the will be sent to the Police Department to deal.

4.3 Complaint program for employees that are subjected to forced labor :

4.3.1 If employees have been subjected to forced labor at work or in life by factory management personnel (including security personnel), through the Company Opinion Box or Factory Director Box, complaint to the Labor Dispute Mediation Committee of the company and to seek the solutions, or directly reflect to the factory leaders in verbal to seek solutions.

4.3.2 If the above measures are not handled correctly and satisfactorily, employees may report directly to the Local Labor Department.

2. Topic-specific disclosures

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor : *nil*

GRI 410: Security Practices 2016

1. Management approach disclosures

In Taiwan Region, the Security Practices of Office Building had signed the "Civil defense service contract" with "Liang Fu Security Corp., Ltd." in accordance with the provisions of Condominium Administration Act Building Administration Division. By the "Liang Fu Security Corp., Ltd." to provide security services, and ask "Liang Fu Security Corp., Ltd." should continue to strengthen the security team training and management, to ensure the quality of security services.

In China Region, in accordance with the provisions of Contract Law of the People's Republic of China, Labor Law of the People's Republic of China, Regulation on the Administration of Security and Guarding Services and so on relevant laws and regulations, signed the "Civil defense service contract" with "Shenzhen Security Service Company". By the "Shenzhen Security Service Company" to provide security services, and ask "Shenzhen Security Service Company" should continue to strengthen the security team training and management, to ensure the quality of security services.

In Vietnam Region, in accordance with the relevant laws and regulations of the civil law of the Socialist Republic of Vietnam, signed the "security service contract" with "Cong ty TNHH dich Vu Bao ve STC". The "Cong ty TNHH dich Vu Bao ve STC" is required to provide security services, and "Cong ty TNHH dich Vu Bao ve STC" is required to continuously strengthen the training and management of security personnel to ensure the service quality.

2. Topic-specific disclosures

GRI 411: Rights of Indigenous Peoples 2016

1. Management approach disclosures

VPT as a member of the world corporate citizenship, abides by the applicable law and international standard to hire workers and employees in all operation regions. The recruitment of employees is according to ability orientation. For employment, training, reward, promotion, termination, retirement and other employment conditions, does not discriminate due to race, color, religion, nationality, age, gender, sexuality, age or other legal protection.

2. Topic-specific disclosures

411-1 Incidents of violations involving rights of indigenous peoples : *nil*

GRI 412: Human Rights Assessment 2016

1. Management approach disclosures

System and Process of Employee Suggestion also Complaint

1.0 Objective

For the objective of safeguarding the legitimate rights and interests of employees, ensuring effective

communication between staff and the management of the company, discovering and dealing with all kinds of hidden problems, building a harmonious, stable and united labor employment relationship, enhancing the cohesion and creativity of enterprises, so to establish this system and process.

2.0 Scope of application

2.1 、 The system and process apply to all employees in the company.

2.2 、 The management of the complaint system and procedures includes the anonymous suggestion and real name complaint. Employees must be targeted and choose reasonable ways. The real name complaint requires the complainant to fill out the Employee Complaint Letter, so that it can be processed and filed in time.

3.0 Definition

3.1 、 The channels for employee suggestions or complaints include :

3.1.1 Employee Opinion Box : Using for who propose policy advices or advices on unfair phenomena etc., but do not expect to get direct answers to them, belong to anonymous suggestions. Such as dormitory environment, workshop discipline, work clothes and so on.

3.1.1.1 The information in Employee Opinion Box belongs to anonymous suggestion; the human resources department will regularly open the Opinion Box (open once every two weeks). Reasonable and can be solved suggestions will be solved in time, and post the solved opinions on the bulletin board.

3.1.2 Employee Complaint (real name complaint) : The suggestions or complaints which are closely related to self-interests and expect to receive reply to them belong to real

name complaints. Such as personal salaries, holidays, individuals considered unfair treatment, etc. The suggestions or complaints which urgent need for immediate settlement, using the real name complaint channel.

3.2 、 Complaint principle

3.2.1 The complainant shall according to the facts to make complaints in accordance with the provisions of this system and process and there must be no deceit.

3.2.2 The complaint receivers shall seriously treat the complaint in the principle of confidentiality, and ensure the legitimate interests of the employees are not infringed.

3.2.3 The complaint information should be filled out by the complainant himself and the proxy complaint is invalid.

3.2.4 The complainant shall comply with the appeals process. Leapfrog complaints are not allowed to enable the receivers to understand the facts and to make correct judgments in time.

3.2.5 Whether anonymous suggestions or real complaints, require the use of plain and simple language in order to narrate the facts clearly; do not use more vocabulary, to avoid the receivers make wrong judgments.

3.2.6 Never allow the malicious complaints or false complaints which using the anonymous suggestion or real complaint channels in order to fight or retaliate other employees. Otherwise, it will be dealt with severely according to the penalties ordinance in Chapter fifth of the Employee Handbook.

3.3 、 Scope of complaint

Scope of complaint events shall be occurring or existing within the company, which related to work or company employees, regulations, equipment and environment etc., including but not limited to the following situations:

3.3.1 Any objection to the implementation of the company's policies or the results of its implementation; including safety regulations, work environment, quality policy, safety protection, performance evaluation, labor contract, remuneration, logistical support ,welfare benefits etc..

3.3.2 Be treated unfairly by superiors or colleagues. ;

3.3.3Complaints or reports the violations of company policies or regulations ;

3.3.4 Any other matters where the complainant has evidence to prove that his rights or interests have been infringed °

3.3.5 Acts that violate corporate social responsibility, such as sexual harassment, racial or religious discrimination, etc.

4.0 Responsibility

4.1 、 To establish Complaint Handling Committee of the company, composing of the complainant's immediate supervisor, the Department Manager, the Human Resources Manager and the Vice General Manager.

4.1.1The above complaint receivers may answer the complaint events within the scope of the authorization and, if the complainant accepts the reply, the complaint may be brought to end. If the complaint receivers cannot answer the complaint, it may be dealt with according to the complaint handling procedure of the sixth article of this system.

4.1.2 If the complaint is referred directly to the human resources department. The human resources department will be responsible for investigation, evidence collection, preliminary treatment advice, participation in research, feedback, comments etc.

4.1.3 In principle, the complainant shall lodge complaint in accordance with the system and process. However, if the respondent is the complainant's direct supervisor or department manager may lodge directly to the human resources department.

4.2 、 The limitation of complaint is 10 working days.

If the complaint is overdue due to force majeure, the complainant shall declare to the Complaint Handling Committee for an extension of the time limit for complaint, but the extension shall not exceed 10 working days.

4.3 、 When the complainant lodges the complaint, shall fill out the Employee Complaint Letter (appendix) provided by the human resources department to describe the relevant matters.

4.4 、 The complaint receiver shall keep a good record of the Employee Complaint Letter, and after the record has been completed, shall request the signature of the complainant to confirm it.

4.5 、 During the process of waiting for the complaint, the complainant shall strictly abide by the relevant rules and regulations of the company, ensure the normal working conditions, and shall not disseminate any negative comments or information which has no relation to the work.

5.0 Work program

5.1 、 The complainant shall, within 10 working days from the date of the complaint occurrence,

claim the Employee Complaint Letter from human resources department, and fill it out as soon as possible to the complaint receiver, that is, the direct supervisor.

- 5.2 、 The complaint receiver shall, after receiving the Employee Complaint Letter, make detailed analysis of whether the complaint is in conformity with the complaint scope of the system. If it does not meet the requirements, the complaint receiver shall notify the complainant to terminate the complaint and indicate it in the Employee Complaint Letter.

If the complaint meets the requirements, the complaint receiver shall immediately notify the complainant whether can answer the complaint matter in detail and truthfully. If cannot answer the complaint matter, the complaint receiver shall clearly notify the complainant, and indicate in the Employee Complaint Letter that shall be answered by further level of the Complaint Work Program.

- 5.3 、 Both the Line Manager and the Department Manager of the complainant can directly investigate and process the complaint, and the complainant may terminate the complaint if he is satisfied with the result of the processing. If the complainant is not satisfied with the result of the treatment, he may continue to lodge a complaint to the human resources department. The human resources department is responsible for the investigation, evidence collection and feedback of the relevant complaints.

- 5.4 、 Involving multi departments complaint, the human resources department should uniformly coordinate, the receivers of various departments should work together to complete it. If the complainant is not satisfied with the results, can continue to file the complaint to human resources department manager. Any complaint handling officer shall

make investigations, collect evidences and draw the final conclusion within 10 working days.

- 5.5 、 If the complainant is still not satisfied with the results proposed by the human resource manager, can re-appeal complaint within 10 working days since the date when knows the complaint conclusion day. Within 10 working days, no further appeal is made, which means that the complainant accepts the conclusion.

When the re-appeal complaint is made, the vice general manager will be responsible for leading the complaint investigation, the members of the Complaint Handling Committee shall actively discuss, the results shall be the final conclusion of the company. The complainant shall abide by the final conclusion and shall not lodge the complaint again.

- 5.6 、 The complaint which involving crosses departments, should take active discussions by the relevant departments' accepting personals and settle after reaching a consensus, but shall not exceed deadline of the acceptance periods.

- 5.7 、 complaint reply

The complaint handling result shall be recorded as three copies of the employee complaint letter (appendix), one copy submitted to the complainant, one copy filed to complainant's personnel files, and one copy collected and saved by the department of human resources employee relation.

- 5.8 、 complaint disciplines and confidentiality requirements

5.8.1 Throughout the complaint process, the relevant personnel should be strictly confidential. In case of leak, it will be dealt with in accordance with the relevant terms of the employee handbook.

5.8.2 If the complainant to be taken revenge, will give serious treatment.

5.9 、 complaint event tracking

After the conclusion of the complaint, the department of human resources is responsible for tracking, monitoring and filing.

6.0 record

nil

7.0 related files

nil

8.0 appendix

8.1 、 Employee Complaint Letter

Human Rights - Commitment

Does have a publicly available, company-specific policy in place for commitment to respect human rights in accordance with the UN Guiding Principles on Business and Human Rights or other internationally accepted standards?

VPT's Responsibility Policy of Respecting Human Rights

One, Basis: United Nations Guiding Principles on Business and Human Rights.

Two, Foundational Principles

1, Business enterprises should respect human rights. : Should comply with the human rights protection laws and regulations in various countries and regions to avoid violations of the human rights of others, and when enterprises are involved in human rights issues, adequate measures should be taken to implement prevention, mitigation and, where appropriate, remediation, in order to eliminate adverse human rights impacts.

- 2, The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the “International Bill of Human Rights” : a) Right to life; b) freedom from torture and inhuman treatment; c) freedom from slavery and forced labor; d) freedom from imprisonment for debt; e) prohibition of retroactivity of criminal law; f) right of personality before law; g) freedom of thought, conscience and religion ; and the principles concerning fundamental rights set out in the “International Labor Organization’s Declaration on Fundamental Principles and Rights at Work” : a) Freedom of association and collective bargaining; b) Free choice of employment and prohibition of forced labor; c) Equal employment and equal remuneration for men and women for equal work; d) Prohibition of the use of child labor; e) Reasonable working conditions (including wages, working hours, rest, vacation and occupational safety and health).
- 3, the responsibility to respect human rights requires that business enterprises:
- (a) Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur;
 - (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.
- 4, the responsibility of enterprises to respect human rights should be fully and equally applied to all operating positions, all departments, all business areas and all group companies.
- 5, In order to meet their responsibility to respect human rights, business enterprises should have in place policies and processes appropriate to their size and circumstances, including:

- (a) A policy commitment to meet their responsibility to respect human rights;
- (b) A human rights due diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights;
- (c) Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.

Three, Operational principles

1, Policy commitment

Human Rights Policy Statement

VPT complies with the labor laws and regulations in various countries and regions, supporting and abiding by international human rights conventions such as the “International Bill of Human Rights”, the Guiding Principles of Business and Human Rights of the United Nations and the “International Labor Organization’s Declaration on Fundamental Principles and Rights at Work”, we formulate the “VPT’s Responsibility Policy of Respecting Human Rights”, which guarantees the following basic rights: a) Freedom of association and collective bargaining; b) Free choice of employment and prohibition of forced labor; c) Equal employment and equal remuneration for men and women for equal work; d) Prohibition of the use of child labor; e) Reasonable working conditions (including wages, working hours, rest, vacation and occupational safety and health).

Statement 1: Support and respect the protection of internationally recognized human rights;

Statement 2: Never go hand in hand with human rights abusers;

Statement 3: Strongly support the freedom of association and recognize the right of collective bargaining;

Statement 4: Eliminate all forms of forced or compulsory labor;

Statement 5: Actual and effective abolition of child labor;

Statement 6: Eliminate discrimination related to work and occupation.

Voltronic Power Technology Corp.

Chairperson cum General Manager:

2, Human Rights Regulations

VPT had formulated the following human rights regulations, which were fully and equally applicable and applied to all operating positions, all departments, all business areas and all group companies:

(a) Policies and remedial procedures for prohibiting recruitment of child labor

(b) Identity Card Identification Management System

(c) Protection Management Program for Young Workers

(d) Management System of Prohibiting Discrimination

(e) Management System of Special Labor Protection for Female Workers

(f) Regulations on the Administration of Prohibiting Forced Labor

(g) Staff Satisfaction Management

(h) Employee Suggestions, Appeals System and Procedures

(i) Measures for Religious Belief Management

For suppliers and partners, the special section of "Labor Requirements" in the "Supplier Corporate Social Responsibility Management Agreement" requires that suppliers should implement social responsibility management in accordance with the SA8000 international standard of social responsibility: (a) respect for human rights; (b) prohibit the use of child labor; (c) prohibit forced or compulsory labor; (d) working hours and rest; (e) basic wage guarantee and social insurance; (f) establish a system to protect employees' rights and interests; (g) labor contracts; (h) protection of young workers and female workers; (i) punishment measures; (j) no discrimination system or behavior; (k) Respect for employees' right to freedom of association and equal consultation.

3, Human rights risk identification and due diligence process

Human Rights Risk Identification and Due Diligence Procedure

A) Scope: All operating positions, all departments, all business areas and all group companies.

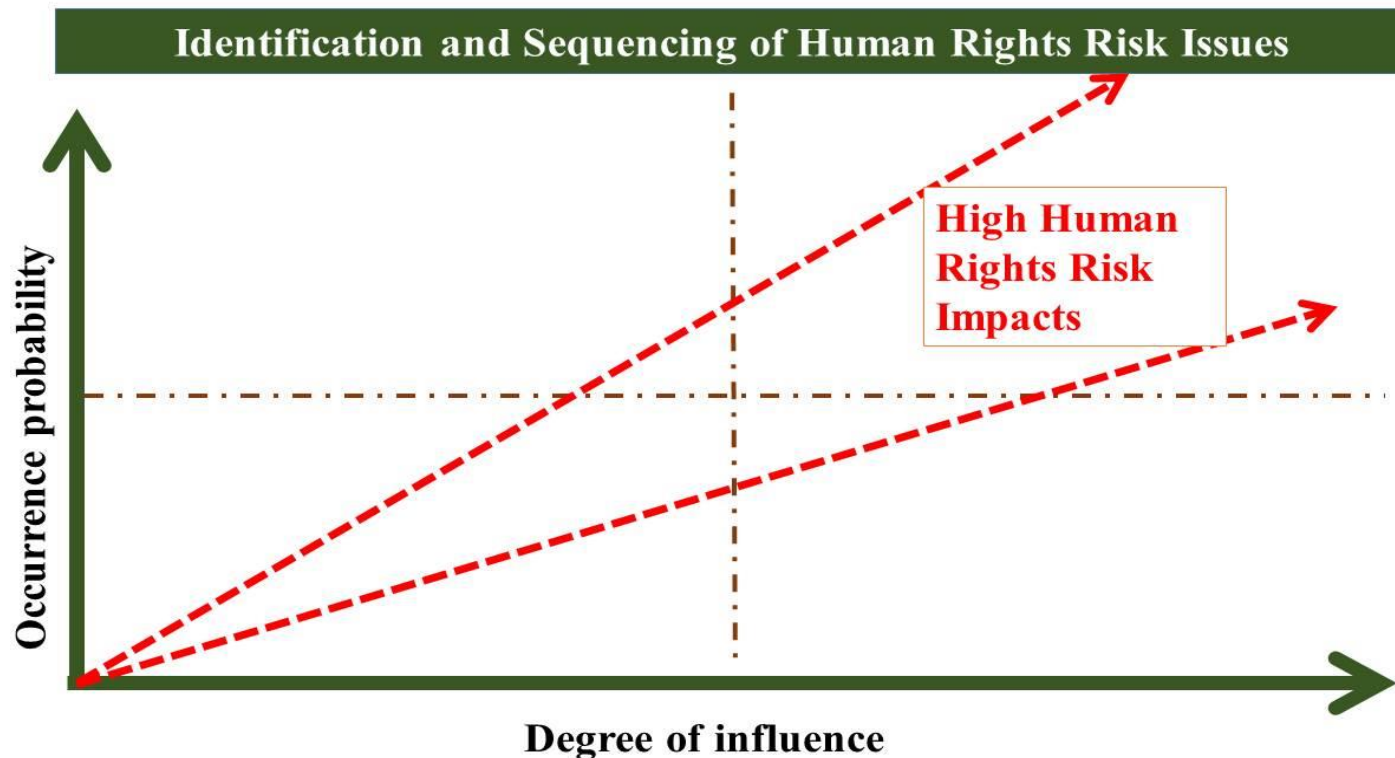
B) Identification and sequencing of human rights issues

Issue Collection Pipeline: Development trends of International Human Rights Issues and Human Rights Issues Report, laws and regulations, complaints and reporting pipes, Employee Satisfaction Survey, etc. These issues include basic human rights, working environment, safety and health.

Review related value chain in company, to identify the possible "stakeholders" of human rights issues, including government agencies, investors, suppliers, employees, customers, etc. Discuss with the corresponding responsible departments and stakeholders to identify human rights issues that have significant negative impacts on different stakeholders (cover negative human rights impacts that may arise or intensify through a company's own activities or that are directly related

to its business, products or services as a result of business relations). Particular attention should be paid to any particular human rights impact on individuals belonging to high-risk, vulnerable or marginalized groups or populations, as well as to the different risks faced by women and men.

A risk map of human rights issues with significant negative impacts will be prepared on two axes: probability of occurrence and degree of impact.



C) Human rights due diligence in high-risk projects

Human rights due diligence is conducted on priority human rights risk issues. Identify that such human rights risks had occurred, are about to occur or may occur; and the causes and sources of

such human rights risks that had been, are about to occur or may occur (whether the company causes or contributes to an adverse impact, or whether it is involved solely because the impact is directly linked to its operations, products or services by a business relationship)

D) Cycle

Human rights risk identification and due diligence are carried out on a regular basis every year.

4, drawing up and implementing programmes to eliminate, mitigate or prevent adverse impacts

The company should incorporate the results of impact assessment connecting relevant internal functions and processes and take appropriate action in accordance with the results of human rights due diligence in high-risk projects.

In setting priorities for action to eliminate, mitigate or prevent actual and potential adverse human rights impacts, first seek to prevent those most serious impacts, or slow responses that will lead to irremediable impacts.

(a) Effective integration requires that:

- (i) Responsibility for addressing such impacts is assigned to the appropriate level and function within the company;
- (ii) Internal decision-making, budget allocations and oversight processes enable effective responses to such impacts.

(b) Appropriate action will vary according to:

- (i) Whether the company causes or contributes to an adverse impact, or whether it is involved solely because the impact is directly linked to its operations, products or services by a business relationship;

(ii) The extent of its leverage in addressing the adverse impact.

5, tracking the effectiveness of the response

In order to verify whether adverse human rights impacts are being addressed, the company should track the effectiveness of the response. Tracking should:

- (a) Be based on appropriate qualitative and quantitative indicators;
- (b) Draw on feedback from both internal and external sources, including affected stakeholders.

6, Disclosure of Information

In order to be responsible for how to eliminate human rights impacts, the company should be prepared to publish the relevant information. In all cases, the following should be notified:

- (a) To adopt a form and frequency comparable to the impacts of human rights in the company and to be accessible to the target audiences;
- (b) Provide adequate information to assess whether company had taken appropriate responses to specific human rights impacts;
- (c) There will be no further risk to affected stakeholders and personnel or violation of legitimate commercial confidentiality requirements.

Notices can take various forms, including interpersonal meetings, online dialogues, consultations with affected stakeholders and official public reports. The formal report itself includes traditional annual reports and corporate social responsibility reports, up-to-date online information and comprehensive financial and non-financial reports.

7, Remedies

If the company confirms that had caused or aggravated adverse impacts, should provide remedies through legal procedures or cooperate on remedial issues.

8, Commitment

In all cases, the company shall:

- (a) Compliance with all applicable regulations and respect for internationally recognized human rights;
- (b) To seek to abide by internationally recognized human rights principles when conflicting demands arise;
- (c) To regard as a matter of law-abiding the acts that cause or aggravate serious human rights violations.

- ☐ Yes. Have a publicly available policy for our commitments to human rights. The policy covers the following:
- ☐ A statement of commitment to respect human rights in accordance with internationally accepted standards
 - ☐ Requirements for our own operations (employees, direct activities, products or services)
 - ☐ Requirements for our suppliers
 - ☐ Requirements for our partners
 - ☐ Actions and procedures we undertake to meet our commitment

Human Rights - Due Diligence Process

Has company developed a due diligence process to proactively identify and assess potential impacts and risks relating to respecting human rights?

- ☐ Yes, and process covers the following. Provide supporting evidence of a risk mapping or other form of assessment to identify areas of potential risk:

- ☐ Risk identification (usually in the form of risk mapping)
- ☐ Identification of where potential human rights issues could occur in the own operations
- ☐ Identification of where potential human rights issues could occur in the value chain or activities related to business
- ☐ Identification of what actual or potential human rights issues could be of concern
- ☐ Systematic periodic review of the risk mapping of potential issues

2. Topic-specific disclosures

412-1 Operations that have been subject to human rights reviews or impact assessments :

Human Rights - Assessment

Has company conducted an assessment of potential human rights issues across business activities in the past three years?

- ☐ Yes. Have proactively conducted an assessment of potential human rights issues in the last 3 years. If any of the business categories are not material to company, select "Not relevant" and provide an explanation.

Category	A. % of total assessed in last three years	B. % of total assessed (column A) where risks have been identified	C. % of risk (column B) with mitigation or remediation process implemented	D.Basis for reporting % (denominator, e.g. costs, FTEs, number of suppliers)
<input type="radio"/> Own Operations (including Joint Ventures where the	18%	10%	100%	FTEs

company has management control)				
<input type="radio"/> Contractors and Tier I Suppliers	100%	15%	100%	Critical tier 1 suppliers
<input type="radio"/> Not relevant No joint venture				

Which groups have been specifically assessed? Check all that apply and provide reference for each tick box.

- ☐ Own employees
- ☐ Children
- ☐ Migrant labor

Human Rights Mitigation & Remediation

Does your company publicly disclose on the following measures?

- ☐ Yes, our company publicly reports on human rights mitigation and remediation actions. The following are publicly available:
 - ☐ Processes implemented to mitigate human rights risks
 - ☐ The number of sites with mitigation plans
 - ☐ The type of remediation actions taken

412-2 Employee training on human rights policies or procedures

As stated in the management approach.

412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human :
nil

1. Management approach disclosures

VPT's Taiwan headquarters, Taipei factory, China factories and Vietnam factory are all located in the legal industrial zones of each country, and comply with the laws and regulations of each industrial zone.

2. Topic-specific disclosures

413-1 Operations with local community engagement, impact assessments, and development programs : *100%*

- a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:
 - i. social impact assessments, including gender impact assessments, based on participatory processes;
 - ii. environmental impact assessments and ongoing monitoring;
 - iii. public disclosure of results of environmental and social impact assessments;
 - iv. local community development programs based on local communities' needs;
 - v. stakeholder engagement plans based on stakeholder mapping;
 - vi. broad based local community consultation committees and processes that include vulnerable groups;
 - vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;

viii. formal local community grievance processes.

413-2 Operations with significant actual and potential negative impacts on local communities : nil

a. Operations with significant actual and potential negative impacts on local communities, including:

- i. the location of the operations;
- ii. the significant actual and potential negative impacts of operations

2.2.1 report the vulnerability and risk to local communities from potential negative impacts due to factors including:

- 2.2.1.1 the degree of physical or economic isolation of the local community;
- 2.2.1.2 the level of socioeconomic development, including the degree of gender equality within the community;
- 2.2.1.3 the state of socioeconomic infrastructure, including health and education infrastructure;
- 2.2.1.4 the proximity to operations;
- 2.2.1.5 the level of social organization;
- 2.2.1.6 the strength and quality of the governance of local and national institutions around local communities;

2.2.2 report the exposure of the local community to its operations due to higher than average use of shared resources or impact on shared resources, including:

- 2.2.2.1 the use of hazardous substances that impact the environment and human health in general, and specifically impact reproductive health;
- 2.2.2.2 the volume and type of pollution released;
- 2.2.2.3 the status as major employer in the local community;
- 2.2.2.4 land conversion and resettlement;

2.2.2.5 natural resource consumption;

2.2.3 for each of the significant actual and potential negative economic, social, cultural, and/or environmental impacts on local communities and their rights, describe:

2.2.3.1 the intensity or severity of the impact;

2.2.3.2 the likely duration of the impact;

2.2.3.3 the reversibility of the impact;

2.2.3.4 the scale of the impact.

GRI 414: Supplier Social Assessment 2016

1. Management approach disclosures

In order to reflect the care of employees, to fulfill the social responsibility, and to promote the development of enterprises more best, VPT actively promote the suppliers to comply with International Human Rights Law, International Labor Standards , SA8000 (Social Accountability 8000 International standard) , ISO45001 (Occupational Health and Safety Assessment Systems) and so on international standard contents, require suppliers to actively promote:

- Do not hire child labor who is under 16 years old, to pay attention to the hired young worker who is 16-18 years old. Do not accept any supplier which having incident of child labor who is under 16 years old, and require suppliers to pay attention to the hired young worker who is 16-18 years old.
- Respect for the freedom of the employees to work, and prohibit any form of forced or compulsory labor. Do not accept any supplier which having incident of forced or compulsory labor.
- Allow employees to exercise freedom of speech and freedom of association. Require the suppliers

to allow their employees can exercise freedom of speech and freedom of association.

- Abide by the labor laws and regulations to hire employees, to pay employee salary, to maintain or relieve the employment relationship. Require the suppliers to comply with the labor laws and regulations to hire employees, to pay employee salary, to maintain or relieve the employment relationship.
- Abide by the policy of non-discrimination, to eliminate inequality in the work (to provide equal and fair environment, prohibit any form of discrimination; Respect for the staff's basic human rights to prohibit any form of insulting personality behavior). Require the suppliers to comply with the policy of non-discrimination, to eliminate inequality in the work.
- Provide safe and healthy working conditions, to ensure the safety and health of the employees, and actively to create a good working and living environment for the employees. Require the suppliers actively to create a good working and living environment for their employees.
- To reasonably arrange the production plans, to reasonably arrange the working hours and rest time also leave days for employees, and to implement the safety production system. Require the suppliers to implement the safety production system.
- Other matters must abide by relevant laws and regulations requirements. Require the suppliers' other matters must abide by relevant laws and regulations requirements.

2. Topic-specific disclosures

414-1 New suppliers that were screened using social criteria

In 2019 , 2020 and 2021 the percentage of new suppliers that were screened using human rights criteria was $76/90 = 84.4\%$, $81/92 = 88.04\%$ and $83/95 = 87.37\%$.

414-2 Negative social impacts in the supply chain and actions taken : *nil*

1. Management approach disclosures

V with the ideas of environmental protection, harmonious symbiosis and ethic management to implement "corporate governance" and "enterprise sustainable development". In response to the government also global concerns issues such as environmental protection, ecology, energy, etc., to propose climate change information policies and carbon reduction policies.

Follow the government regulations to adopt the "Ethical Corporate Management Best Practice Principles for Voltronic Power Technology Corp." which specify that when engaging in commercial activities, directors, supervisors, managers, employees, and mandatories of the business group or persons having substantial control over the business group as substantial controllers shall not directly or indirectly offer, promise to offer, request or accept any improper benefits, nor commit unethical acts including breach of ethics, illegal acts, or breach of fiduciary duty ("unethical conduct") for purposes of acquiring or maintaining benefits.

Contributions and Other Spending

Indicate annual total monetary contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups.

☐ Not applicable. VPT has never made contribution or political donation in the name of company.

Largest Contributions & Expenditures

Did company make any contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political

campaigns or public policy and legislation? In this context, a “contribution” is the aggregate amount given during the fiscal period to an individual candidate, organization, ballot measure, or “issue area” or “topic” requiring lobbying efforts.

☐ Not applicable. VPT has never made contribution or political donation in the name of company.

Corporate Citizenship Strategy

Does company have a group-wide strategy that provides guidance to corporate citizenship/philanthropic activities? Indicate how this strategy aligns with overall corporate strategy and the 17 UN Sustainable Development Goals.

☐ Group-wide Strategy

Specify and provide supporting documents:

VPT Group-wide Strategic Statement on Sustainable Development of UN Citizens

The most material goal of the VPT Group-wide Strategy on Sustainable Development of UN Citizens is to focus on the issue of Global Climate Change.

In addition to formulating the “Climate Change Strategy” and the “Action Plan for Climate Change”, in terms of “Financial Opportunities Arising from Climate Chang”, that VPT is a global professional ODM/OEM manufacturer of Uninterruptible Power Systems and Inverters, the products produced are enable product users to save energy and reduce carbon, among them, PV Inverters and On-Line UPSs have significant energy saving and carbon reduction efficiency.

Therefore, focusing on the issue of “Global Climate Change” and “Financial Opportunities Arising from Climate Chang”, producing more energy-saving and carbon-reducing Uninterruptible Power Systems and Inverters have become the “Strategic Goal of the Group's Sustainable Development”,

the “Group-Wide Strategic Goal”, as well as the “Sustainable Development Goal of the United Nations Citizens”. Under the “Strategic Goal of the Group's Sustainable Development”, the “Group-Wide Strategic Goal”, and the “Sustainable Development Goal of the United Nations Citizens” that to produce more energy-saving and carbon-reducing Uninterruptible Power Systems and Inverters, continuous R&D and innovation, expanding production capacity, striving for more and larger orders, and sustained growth of sales revenues to provide “Decent Work and Economic Growth” is the “Strategic Goal of the Group's Sustainable Development”, the “Group-Wide Strategic Goal”, as well as the “Sustainable Development Goal of the United Nations Citizens”.

Under the “Strategic Goal of the Group's Sustainable Development”, the “Group-Wide Strategic Goal”, and the “Sustainable Development Goal of the United Nations Citizens” that to provide “Decent Work and Economic Growth”, providing equal opportunities for work, equal remuneration and treatment, and “Gender Equality” with appropriate talents is also the “Strategic Goal of the Group's Sustainable Development”, the “Group-Wide Strategic Goal”, as well as the “Sustainable Development Goal of the United Nations Citizens”.

In response to the global spread of the COVID-19, "Good Health and Well-Being health and Public Health" is also the “Strategic Goal of the Group's Sustainable Development”, the “Group-Wide Strategic Goal”, as well as the “Sustainable Development Goal of the United Nations Citizens”.

Voltronic Power Technology Corp.

Chairperson cum General Manager: Hsieh Juor-Ming

Priorities & KPIs

Indicate the three main priorities as outlined in group-wide corporate citizenship/philanthropy strategy specified above. For each priority, indicate which UN Sustainable Development Goal the priority is aligned with. Furthermore, provide a short description of how the priority is aligned with business drivers and attach supporting evidence. In addition, indicate which KPIs company uses to measure the benefits of the three main priorities and provide a reference to where the KPIs are reported in the public domain. The KPIs need to be measurable, but do not need to provide quantitative results. Clearly describe the benefit KPIs as well as the activity in the provided text boxes.

Priorities and SDG alignment	Description of alignment between priority and business drivers. Provide supporting evidence.	Business Benefit KPI	Social / Environmental Benefit KPI
Priority 1 ○13.Climate Action	Continuous sales of high energy-saving carbon reduction products to assist users in energy-saving carbon reduction.	In 2021 sales revenue grew by 24.20 %	Assist users of high energy-saving and carbon-reducing products with energy-saving and carbon-reducing benefits that reduce carbon emissions by at least 760,000 metric tons.

Priorities and SDG alignment	Description of alignment between priority and business drivers. Provide supporting evidence.	Business Benefit KPI	Social / Environmental Benefit KPI
Priority 2 ○8.Decent Work and Economic Growth	Continuous sales revenues growth and work opportunities.	In 2021 sales revenue grew by 24.20%, and employee salaries and benefits grew by 37.11%.	In 2021 sales revenue grew by 24.20%, and employee salaries and benefits grew by 37.11%.
Priority 3 ○5.Gender Equality	Female directors account for a certain proportion of all directors. Females in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as a % of total top management positions) account for a certain proportion	One- third or more of all directors are female(and at least one female non-independent director and one female independent director). Females in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as a % of total top management positions) are one-third or more.	One- third or more of all directors are female(and at least one female non-independent director and one female independent director). Females in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as a % of total top management positions) are one-third or more.

Type of Philanthropic Activities

For the last fiscal year, please indicate on a consolidated group-wide basis what percentage of corporate citizenship and/or philanthropic contributions falls within each category

Category	Percentage of Total Costs
Charitable Donations	
Community Investments	
Commercial Initiatives	100%
Total (must equal 100%)	100%

Philanthropic Contributions

For the last fiscal year, estimate the total monetary value (at cost) of company's corporate citizenship/philanthropic contributions for each of the following categories. Note that marketing and advertising budgets should be excluded from the calculation.

Currency : NT

Type of Contribution	Total amount (in local currency)
Cash contributions	
Time: employee volunteering during paid working hours	
In-kind giving: product or services donations, projects/ partnerships or similar	
Management overheads-employee salaries and benefits	2,290 million

2. Topic-specific disclosures

415-1 Political contributions : *nil*

GRI 416: Customer Health and Safety 2016

1. Management approach disclosures

VPT's primary business is the professional DMS (Design & Manufacturing Service) of UPS (Uninterruptible Power System), PV Inverter, Energy Storage System, Variable Frequency Drive, EV Charger . There has no any health issue be applicable to the related products. Upon security issues, handling according to the safety standard acts of the Nation where the entrusting design or/and manufacturing projects customers located, and the possible customers' specific safety codes. Up to now, there hasn't happened any incident of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle.

To manufacture the products that will not cause any health issues and meet the safety standard acts of the Nation where the entrusting design or/and manufacturing projects customers located, is also VPT's highest guiding principle.

Customer Relationship Management

Online Strategies & Customers Online

Provide information regarding the use of online services by customers and revenues derived from online services.

- ☐ Not applicable. VPT is a professional DMS company, provides customized and specialized services for different customers, and therefore does not provide online automation services.

Customer Satisfaction Measurement

Does company monitor and set quantitative targets to improve customer satisfaction and are targets and results communicated externally?

- ☐ Measure customer satisfaction with the unit "% of satisfied customers out of total number of customers responding to the survey."

Customer Satisfaction	unit	FY2018	FY2019	FY2020	FY2020	target for FY 2021
Satisfied customers	% of satisfied customers out of total number of customers responding to the survey	70%	72%	72%	75%	> 70%
Data coverage: % of customers surveyed (both respondents and nonrespondents) out of total number of customers, % of revenues, etc..	percentage of sales	60%	60%	60%	60%	

Quality Management & Audits of Distribution Networks

Does company have a Quality Management System to ensure that external product/service distribution networks comply with defined customer service quality standards?

☐ Not applicable. VPT is a professional DMS company, provides customized and specialized services for different customers, and therefore does not applicable to the issues of distribution networks.

Incentives for Distribution Networks

Does company incentivize the majority of its external distributors through rebates or other discounting policies?

☐ Not applicable. VPT is a professional DMS company, provides customized and specialized services for different customers, and therefore does not applicable to the issues of distribution networks.

Impact Valuation

Does company value the positive/negative social or environmental externalized impacts of its business operations, products and services? Provide supporting evidence and note that community investments and philanthropic initiatives are not accepted in this question.

☐ Yes, we value our environmental/social external impacts quantitatively or we convert them into monetary values.

Impact	Input metric or description of business activity	Output	External Impact	Documentation
	What resources have been used for business activities? Which of company's business activities have a social or environmental result?	What is the environmental and/or social direct result of business activity?	What is the impact of business activity on society and on the environment?	Provide the following documentation and indicate if this information is available in public reporting.
	1. Select 'Operations' or 'Products / services' from the dropdown menu. 2. Describe the input metric or provide description of the business activity.	1. Select 'Environmental', 'Social' or 'Environmental & Social' from the dropdown menu. 2. Describe the direct	1. Select the corresponding impact valuation technique. 2. Provide a description of the impact of the business activity on	1. Evidence that the impact valuation assessment has been conducted. 2. Evidence of the methodology adopted for the

		<p>environmental and/or social results of the business activity and the metric used to measure these outputs.</p> <p>3. Specify the quantitative value of the metric being used.</p>	<p>the lives of targeted individuals / populations or on society at large, or on the environment and the metric / approach used to measure these impacts.</p> <p>3. Specify the quantitative value of the metric being used.</p>	<p>calculation of environmental or social external impact.</p>
<p>Impact 1</p> <p>Positive impacts on climate change</p>	<p>1. ○ Products / Services</p> <p>2. VPT's products all are conducive to energy saving and carbon reduction.</p>	<p>1. ○ Environmental</p> <p>2. Calculate the total reduction of carbon emissions by multiplying the sales units of all products by the number of carbon reduction per unit.</p>	<p>1. ○ Quantification</p> <p>2. VPT's sells products in 2021, providing customers with reduced carbon emissions 765,310 tons.</p>	<p>See pages 119 to 120 of TCFD report.</p>

2. Topic-specific disclosures

416-1 Assessment of the health and safety impacts of product and service categories

As stated in the management approach.

GRI 417: Marketing and Labeling 2016

1. Management approach disclosures

VPT's primary business is the professional DMS (Design & Manufacturing Service) of UPS (Uninterruptible Power System), PV Inverter, Energy Storage System, Variable Frequency Drive, EV Charger. Therefore, the design or/and manufacturing of products shall be according to the requirements of the customers, all health and safety information, labeling according to the health and safety standard acts of the Nation where the entrusting design or/and manufacturing projects customers located, and the possible customers' specific health and safety codes.

Up to now, there hasn't happened any incident of non-compliance with regulations and voluntary codes concerning product and service information and labeling.

2. Topic-specific disclosures

417-1 Requirements for product and service information and labeling

	YES	NO
The sourcing of components of the product or service	V	
Content, particularly with regard to substances that might produce an environmental or social impact	V	
Safe use of the product or service	V	
Disposal of the product and environmental/social impacts	V	
Other (explain)		

417-2 Incidents of non-compliance concerning product and service information and labeling : *nil*

417-3 Incidents of non-compliance concerning marketing communications : *nil*

GRI 418: Customer Privacy 2016

1. Management approach disclosures

Confidential information protection

All confidential information of the company or the customers shall be kept confidential. VPT requires employees to sign the "Secret Declaration " :

- 1, During the employment period, the signatory shall not violate any of the following acts without written consent:
 - (a) To invest or operate in the same or similar to the company's business in the name of self or another people. The another people refer to including but not limited to who have relatives or friends relationship with the signatory.
 - (b) To serve as employee, trustee, undertaker, consultant and so on for other companies or entities that operate in the same or similar business to the company.
- 2, Except the advance written authorization by the company, the following information and other confidential information that be created or learned by the signatory during the employment period, agrees to maintain as the top secret, doesn't tell or deliver to any third party :
 - (a) About the company's business activities that are unknown by the company's current or future competitors.
 - (b) The information that is exclusively belonging to the company, customers or suppliers of the company.

- 3, In this declaration that confidential information refers the data or information directly or indirectly subject to receiving, contact, design or development by the signatory because of using the company's equipment or resources during the employment period, regardless of whether in writing, also regardless of whether applying for patent or copyrights. For example:
- (a) The information of production methods and data, communication, purchasing, financial, employees, customers, suppliers, and other relevant information related to the company business activities and models, and so on.
 - (b) Computer programs and all related documents.
 - (c) Discovery, concept and idea, such as : the characteristics, results, procedures, formulas, invention & innovation of the research and development plans, and the equipment, knowledge, technology, specialized technology, design, composition and instructions of the computer and related system design etc..
 - (d) Any other matters or information related to the business or other activities of the company, and such information cannot be free or easy to know by the persons who are generally engaged in similar business or activities.
 - (e) All ideas derived from the contact or learn to the above information or data.
- 4, Without the written authorization by the signatory's former employer, the signatory performs the duty behaviors in the company, shall not quote or use any confidential information which is exclusively belonging to the former employer. And the signatory guarantee that doesn't disclose any third parties' confidential information to the company nor instigates the company to use the confidential information. If the reference or use will infringe upon the business secret of the former employer, must inform the company with written in advance, together to discuss the

decision with the company, in order to avoid damaging the rights and interests of the former employer and the company.

5, Ownership of rights:

- (a) The signatory consents that immediately to inform and transfer to the company of all the obtaining or creating design, copyright, discovery, formula, process, manufacturing technology, business secrets, invention, improvement, ideas and other works with the potential of copyright protection that related to perform the position duty during the period of employment. And agrees except the salary provided by the company, not because above informing or transferring to require the company to pay any additional fees or payments.
- (b) The above various kinds of rights, regardless whether doing in general working time, also regardless whether using the company's equipment, facilities, or company business secret income, shall be applicable in the preceding paragraph.

Customer Privacy

Protection of customer privacy is a generally recognized goal in national regulations and organizational policies. If breach customer privacy, in addition to direct financial consequences such as penalties and fines, non-compliance poses a risk to reputation and customer loyalty and satisfaction. For VPT, the total number of substantiated complaints regarding breaches of customer privacy and losses of customer data is nil.

IT Security/Cybersecurity Governance

The board of directors and executive management engaged in the information security /cybersecurity strategy and review process.

- ☐ The company has a director on the board with relevant background in IT engaged on the cybersecurity strategy process and someone in the Executive Management team who oversees the company's cybersecurity strategy :

☐ Board Responsibility

Indicate the Board member who oversees the cybersecurity strategy together with his/her experience and indicate this person's membership in the committee responsible for the oversight of cybersecurity.

Board Member	Indicate the Board member's membership in the committee which oversees cyber security strategy
<p>Name of board member : Hsieh Juor-Ming</p> <p>Relevant experience and previously held positions : Hsieh Juor-Ming is the sole founder of the company and currently the Chairperson and CEO of the company. All operations related to the company's factory building, production and manufacturing, business marketing, computer system and information security are under his overall supervision.</p>	<p><input type="radio"/> Risk committee</p>

☐ Executive Management Responsibility

Indicate which role or function within the Executive Management team is responsible for overseeing cybersecurity within the company:

- ☐ Chief Information Security Officer (CISO) / Chief Security Officer (CSO)

IT Security/ Cybersecurity Measures

The company implemented policies and procedures for all employees in order to ensure that they are aware of threat issues and the importance of information security/cybersecurity.

○ Yes, the company has implemented policies and procedures for all employees

- ☐ An information security/cybersecurity policy is internally available to all employees.
- ☐ Information security/cybersecurity awareness training.
- ☐ A clear escalation process which employees can follow in the event an employee notices something suspicious is in place.
- ☐ Information security/cybersecurity is part of the employee performance evaluation (e.g. disciplinary actions).

VPT's Information Security Policies

I. Preface :

In view of the popularity of computer and internet applications in recent years, and in order to ensure the security of the company's relevant data, information systems, equipment and internet, improve the company's overall information security architecture and reduce operational risks, we have formulated an information security policy as the basis for information security for all our employees.

II. Definition of information security:

In order to ensure the accuracy of information processing, the loyalty of operators, the reliability of the machines used (including computer hardware, software, peripheral) and network systems, and to ensure that all resources are free from any interference, damage, invasion or any adverse behavior by any factor, proper system planning, procedure specification and administrative coordination are

adopted to prevent internal and external interference to maintain the security of the system.

III. Information security objectives:

In order to avoid the risk of damage or improper use of system data and application software, or in case of any emergency such as damage or improper use, it is necessary to deal with it quickly so as to restore normal operation in the shortest time and reduce the possible damage caused by the accident.

IV. information security scope:

- 1 、 Personnel : including formal personnel, contracted employees and other temporary personnel who use the company's information resources, and personnel of outsourcing manufacturers.
- 2 、 Administrative systems: including mail system, customer information management system and important business systems developed by each department or distributed by the general manager office.
- 3 、 Hardware : host servers, personal computers, etc.
- 4 、 Network and facilities: data lines and related network facilities of the company's offices and all plant areas networks and internets.

V . Organization, authority, responsibility and division of information security:

1 、 Information security organization

To coordinate, plan, audit and promote the information security management of the company, an Information Department was established. All departments of the company shall designate competent personnel to supervise information matters.

2 、 Responsibilities and division of labor

- a. The Information Department of the company shall be responsible for the research, construction and evaluation of information security policies, plans and technical specifications. All departments are responsible for security requirements research, management and protection of data and information systems.
- b. The Information Department of the company, together with relevant departments, shall be responsible for the maintenance of information confidentiality and security audit.

VI. Safety management, responsibility, education and training of personnel :

1 、 Personnel safety management

- a. Security assessment shall be carried out for information related positions and work, and the suitability of personnel shall be carefully assessed and necessary assessment shall be carried out in the recruitment, work and assignment of tasks.
- b. All departments shall, in accordance with relevant laws and regulations, provide software and hardware storage and data confidentiality maintenance responsibilities for personnel accessing important and sensitive information or system operation, strengthen work evaluation and assessment, and transfer the latest backup files of important business to necessary procedures for personnel job change when the personnel resignation (or vacation).
- c. In order to reduce the illegal or improper use or damage of data or system caused by human negligence or willfulness, each department shall establish an information security audit system, and if necessary, specify various information business inspection items according to the nature of business, which shall be inspected regularly or irregularly by department heads, auditors and information personnel together.

2 、 Personnel responsibilities

- a. The company's information security policy shall be communicated to employees in written, electronic or other ways, and employees shall comply with the relevant regulations and other relevant information security regulations. Employees who violate information security regulations may be punished according to the seriousness of the case.
- b. The company's employees shall abide by the relevant laws and regulations on maintaining the company's secrets; they shall not disclose the business secrets they know, or use them improperly, or they may be punished or prosecuted for their civil and criminal liabilities according to the seriousness of the case.

3 、 Education and training

- a. Conduct appropriate information security lectures (such as information security, virus introduction and detection) according to employees' roles and job levels, so as to make employees understand the importance of information security and various possible security risks, so as to improve their information security awareness and comply with information security regulations.
- b. Information security related information will be announced at any time.

VII. Computer system security management:

- 1 、 The computer host, application servers and other equipment shall be set in the special computer room, and special personnel shall be assigned to manage them.
- 2 、 Personal computers and various peripheral equipment shall be properly configured according to the business nature, site space and other factors, and shall be connected to the computer special socket of the equipment system without power interruption to ensure the stability of power supply, so as to prevent equipment damage.

- 3 、 The use of resources and equipment maintenance status shall be recorded, and equipment faults shall be eliminated as soon as possible or the maintenance manufacturer shall be contacted for handling.
- 4 、 All departments using software with intellectual property rights shall abide by relevant laws and regulations and contract provisions. Software not authorized legally and unrelated to business shall not be installed and used. Otherwise, in addition to relevant legal liabilities, in case of damage to equipment, they shall be liable for relevant damages.
- 5 、 All departments shall regularly carry out necessary data and software backup operations so that normal operations can be resumed in case of disaster or storage media failure. The storage media should be stored in a safe environment and changed regularly to ensure the integrity and availability of the data.
- 6 、 When outsourcing information services, the potential security risks (such as the risk of data or user password cracking, system damage or data loss) shall be carefully assessed in advance, and appropriate information security agreements shall be signed with manufacturers, and relevant security management responsibilities shall be imposed, and included in the contract terms.

VIII. Network security management:

- 1 、 Depending on the importance and value of data and systems, information systems for open access operations shall adopt different security level technologies or measures such as data encryption, identity authentication, electronic signature, firewall and security vulnerability detection to prevent data and systems from being intruded, damaged, altered, deleted and unauthorized access.

- 2 、 The network connected to the external network shall control the data transmission and resource access of the external and internal network with firewalls and other necessary security facilities.
- 3 、 The enterprise version of anti-virus software shall be installed, and anti-hacking software such as intrusion detection and vulnerability analysis shall be built to protect the internal network from virus infection and malicious software or hacker intrusion. In addition, the device shall download, update the latest virus code, repair the host operating system vulnerability, etc. from the Internet at any time.
- 4 、 If the network is found to be or suspected to be intruded, necessary actions shall be taken in accordance with relevant regulations and handling procedures.

IX. System access control:

- 1 、 When the user is newly hired, adjusted, resigned or on vacation, shall notify the personnel department and the operation unit or person in charge of each application system in writing. The person in charge of each application system shall add, adjust or delete the use authority according to the application of the notification and connecting operation user, so as to ensure the safety of the system.
- 2 、 The password must be set for any account. The user's password should conform to the security principle. It is recommended to use a password with a minimum length of six digits and change the password regularly (it is recommended to use the password at least once every three months, and the maximum should not exceed six months).
- 3 、 When personnel leave temporarily, they shall use keyboard lock or other control measures to protect computer equipment. When they do not use computer equipment, they must log out of computer system or offline completely.

- 4 、 For system service providers who use remote login mode for system maintenance, security control shall be strengthened and relevant security and confidentiality responsibilities shall be taken into account.

X . Safety management of system development and maintenance

- 1 、 The development, installation, maintenance, update, online implementation and version change of the system shall be controlled to avoid the harm of improper software, back door and computer virus.
- 2 、 The software and hardware system construction and maintenance personnel of the manufacturer shall standardize and limit the accessible system and data range, and prohibit issuing long-term system identification code and access code. If it is necessary for actual operation, short-term or temporary system identification and access codes may be issued for use by the manufacturer, but the use authority shall be cancelled immediately after use.
- 3 、 The construction and maintenance of important hardware and software facilities by the entrusting manufacturer shall be supervised and accompanied by the relevant personnel of this authority.

X I . Security management of information assets

- 1 、 The information department is responsible for the establishment of an inventory of information assets related to information systems, and for the determination of the items, owners and security classification of information assets.
- 2 、 According to the relevant laws and regulations of personal data protection, establish the classification standard of information security level and corresponding protection measures.

- 3 、 The output data of information and systems that have been included in the security classification shall be marked with an appropriate security level for users to follow.

X II. Entity and environmental safety management

- 1 、 The data center and computer room supporting the important business operation shall be provided with good physical security measures, and the location shall be selected in consideration of the possibility of natural and man-made disasters such as fire, flood and earthquake, as well as the possible security threat of the adjacent space.
- 2 、 The setting of computer equipment shall be protected to prevent injury caused by power failure or other abnormal power.
- 3 、 Establish physical and environmental safety management measures for equipment placement, surrounding environment and personnel access control.

X III. Planning and management of business sustainable operation plan

- 1 、 Assess the impact of human and natural disasters on business operations, establish emergency response and response procedures and the rights and responsibilities of relevant personnel, and regularly drill and adjust the update plan.
- 2 、 In case of any information security incident (including security breach, illegal invasion and damage, service interruption attack and abnormal function of the system), which causes the computer system unable to operate or affects the execution efficiency, shall promptly notify the department head and personnel of the information department, and the Information Department shall notify the general manager according to the circumstances.
- 3 、 The use of the affected computer system or equipment shall be stopped immediately after the notification, and the status quo shall be maintained. Information department personnel shall

record relevant information after being notified.

XIX. Defense measures

- 1 、 To minimize the possibility of potential attack against the Company's network which, once coming true, might smash the system or even kidnap information and, in turn, affects the normal operation of the relevant departments with production inclusive, the Company installs firewalls, anti-virus software on all information devices (servers or personal computers) in each plant. All such defensive tools are updated for the anti-virus mechanism on a regular basis. The Company further updates the operating system security, and periodically changes the passwords to minimize the risk of new attacks on the network. In addition, the Company introduced a dual factor protection mechanism to increase the defense capability against potential foreign attacks.
- 2 、 In an effort to minimize the human error caused by the Company's business information being improperly extorted or phished, or maliciously destroyed or possibly implanted with a Trojan horse program, the information units of all factories, either on a regular basis or from time to time on a nonscheduled basis, conduct information security promotion and reminding to internal colleagues to remove illegal software, and strengthen the filtering mechanism of spams.
- 3 、 In an attempt to prevent the Company's business secrets from being improperly outflowed, the Company demands that the employees and those who may be aware of confidential information take responsibility for absolute confidentiality. Toward computers of specific professional functional units, the Company restricts access to data and restricts communication. The permission setting of the software is used not to regularly check the information flow of the computer operation. Through all these measures and efforts, the Company definitely prevents the commercial confidential information from being improperly flown out.

X V . Rescue measures

- 1 、 To ensure the potential accidents in the defense measures, all important information equipment of each and every factory area is equipped with a regular and complete data double backup and off-site backup mechanism. Once the data is damaged by the network attack, all such data can be backed up in the shortest possible period of time to minimize the potential impact upon the business operation of the entire Company.
- 2 、 To ensure the effectiveness of the backup data and recovery mechanism, the Company, on a semi-annually regular basis, arranges information disaster prevention drills, data recovery drills, and develops the standard processing procedures for the security incidents to ensure that an accident, if any, can be managed in the most composed manner.

IT Security/ Cybersecurity Process & Infrastructure

The company has the right processes in place to prevent IT system interruptions and cyberattacks and if we are well-prepared to react in case of such events.

☐ Incident Response

Does the company have business continuity / contingency plans and incident response procedures in place and how often does the company test them?

☐ Yes, and we test them at least semi-annually

Certification

Is the company's IT infrastructure and information security management system certified to ISO 27001, NIST or similar?

☐ No, the company's IT infrastructure has not been certified.

External Verification and Vulnerability Analysis

Indicate if there are other additional procedures implemented to assure the security of the IT infrastructure / information security management systems.

❑ The company does vulnerability analysis including simulated hacker attacks.

2. Topic-specific disclosures

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data : *nil*

GRI 419: Socioeconomic Compliance 2016

1. Management approach disclosures

In the operations, VPT always is according to the domestic and foreign related laws and regulations, and pays attention to the impacts of business regulations of upgrading or amendment, to ensure that VPT can strictly fulfill the regulations compliance obligations in order to reduce the risk of direct finance loss or/and indirect loss of goodwill. On the positive side, looking forward to VPT that can reach the goal of operating capacity expansion by the way of regulations compliance.

VPT in business operation, strictly comply with relevant laws and regulations (including international declarations, conventions and treaties, and national, sub-national, regional, and local regulations concerning the provision and use of the organization's products and services), the monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services is nil.

2. Topic-specific disclosures

419-1 Non-compliance with laws and regulations in the social and economic area : *nil*

Other special disclosures

Innovation Management

R&D Spending

Provide us with your spending for the last four fiscal years in the table below.

	Unit	2018	2019	2020	2021
Total R&D spending	million USD	13.87	18.90	19.42	21.69
Number of R&D positions	FTES	360	410	476	499
R&D Spending as % of sales	% of sales	3.67%	4.38%	4.21%	3.55%

Open Innovation

Indicate three approaches have adopted to profit from or contribute to external knowledge to complement in-house R&D. For each approach selected, provide examples, add supporting evidence and describe/quantify the impacts of the open innovation approach. Select three different approaches from the provided drop-down menus. Duplicate approaches will not be accepted.

☐ Not applicable. VPT is a professional DMS manufacturer of Uninterruptible Power Systems and Inverters in the world. It has strong R&D capability and R&D team, so doesn't adopt approaches to profit from or contribute to external knowledge to complement in-house R&D.

Product Innovations

Provide revenues generated from product innovations in the last FY, which can be allocated to the following product types.

Type of product innovation	Share of revenue (in %)
Differential gross margin	Differential in FY 2020 (in %)
Specify the average number of years after launch (X), during which designate a product as "new":	7 years
Newly commercialized products or services launched during the previous X years (please refer to the information button for further explanation/guidance)	13%
Significantly improved products or services launched during the previous X years	—
Unchanged or minimally changed products or services	87%
Total (must equal 100%)	100%
Difference in gross margin between new / significantly improved products and unchanged products	10%

Indicate how measures the impact of R&D spending on financials:

☐ Measure the impact on sales growth. Specify:

Because the impact of R&D spending on sales growth should be averaged over several years, the average growth percentage of sales revenues in the four years from 2018 to 2021 is 14.70%, which is lower than the average increase percentage of R&D spending in the three years from 2018 to 2021 is 14.79%.

Item	FY2018	FY2019	FY2020	FY2021	Four years average
growth percentage of sales revenues	15.67%	13.40%	5.54%	24.20%	58.81%/4 = 14.70%
increase percentage of R&D spending	16.06%	35.62%	1.39%	6.08%	59.15%/4 = 14.79%

☐ Measure the impact on EBIT growth. Specify:

Statistics show that the four-year average EBIT growth percentage from 2018 to 2021 is 9.7%, and the average R&D spending increase percentage from 2018 to 2021 is 14.97%.

Item	FY2018	FY2019	FY2020	FY2021	Four years average
growth percentage of EBIT	15.44%	15.93%	1.29%	7.14%	38.8%/4 = 9.7%
increase percentage of R&D spending	16.06%	35.62%	1.39%	6.08%	59.15%/4 = 14.79%

☐ Measure the impact on EBIT margin. Specify:

Statistics show that The ratio of R&D spending to EBIT and the benefit multiples of R&D spending

Item	FY2018	FY2019	FY2020	FY2021	Four years average
The ratio of R&D spending to EBIT	19.81%	21.66%	21.68%	20.54%	20.92%
The benefit multiples of R&D spending : (EBIT + R&D spending) / R&D spending	6.05	5.62	5.61	5.87	5.79

Process Innovations

Provide information related to company's process innovations.

☐ No process innovations have been introduced in the past 3 years.

Emerging Market Exposure & Strategy

Indicate the percentage of company's revenues from customers based in emerging markets compared to total corporate revenues (direct revenue exposure to emerging markets, i.e. not revenue from customer headquartered in non-emerging markets and selling in emerging markets). Please also indicate your long-term revenue target from emerging markets (3-5 year target).

☐ Not applicable. VPT is a company based in the global markets (not just based in non-emerging markets or based in emerging markets) , so does not apply the issue.

VPT's business model is: the DMS of Uninterruptible Power System (UPS) , as well as the DMS of Power Converter (Converter, Inverter), Automatic Voltage Regulator (AVR), PV Inverter etc.. Does not create its own brand, but is the world's largest Power Supply DMS manufacturer, so the business model is B2B, customers are Power Brand Enterprises in 135 countries and regions around the world.

Therefore, VPT is a company based in the global markets, so the Emerging Market issue does not apply to VPT.

Emerging Markets - R&D

Indicate how company implements and manages the R&D capabilities in the emerging market operations.

☐ Not applicable. Provide explanations why having design or engineering centers located in Emerging Markets is not relevant to our company.

VPT is a company based in the global markets (not just based in non-emerging markets or based in emerging markets) , and customers are Power Brand Enterprises in 135 countries and regions around the world. Therefore, R&D centers are located in Taiwan and China, production lines are located in China , Taipei and Vietnam, and it's not necessary to have design or engineering centers located in Emerging Markets.

Product Adjustment for Emerging Markets (B2B)

Does company develop and produce specific business-to-business products for emerging markets?

☐ Not applicable. Provide explanations :

VPT is a company based in the global markets (not just based in non-emerging markets or based in emerging markets), and customers are Power Brand Enterprises in 135 countries and regions around the world. According to the product requirements (orders) of Power Brand Enterprises in various countries and regions, VPT conducts design and manufacture. It will not specially develop and produce specific business-to-business products for emerging markets.

Emerging Markets - Manufacturing

Indicate how global standards and our own CSR standards are applied to the manufacturing capabilities in emerging markets.

☐ Not applicable. Provide explanations :

VPT is a company based in the global markets (not just based in non-emerging markets or based in emerging markets) , and customers are Power Brand Enterprises in 135 countries and regions around the world. Therefore, production lines are located in China, Taipei and Vietnam. The global standards and our own CSR standards are applied to all the VPT's manufacturing capabilities.

Assurance and certification



ESG Report : AA1000AS

TCFD Report : Conformity Verification Level-6 Ultra-Excellence grade

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY PERFORMANCE AND CLIMATE CHANGE INFORMATION : IASE3000及IASE3410 Reasonable Assurance Opinion and Limited Assurance Conclusion



Quality Management System Certificate : ISO9001

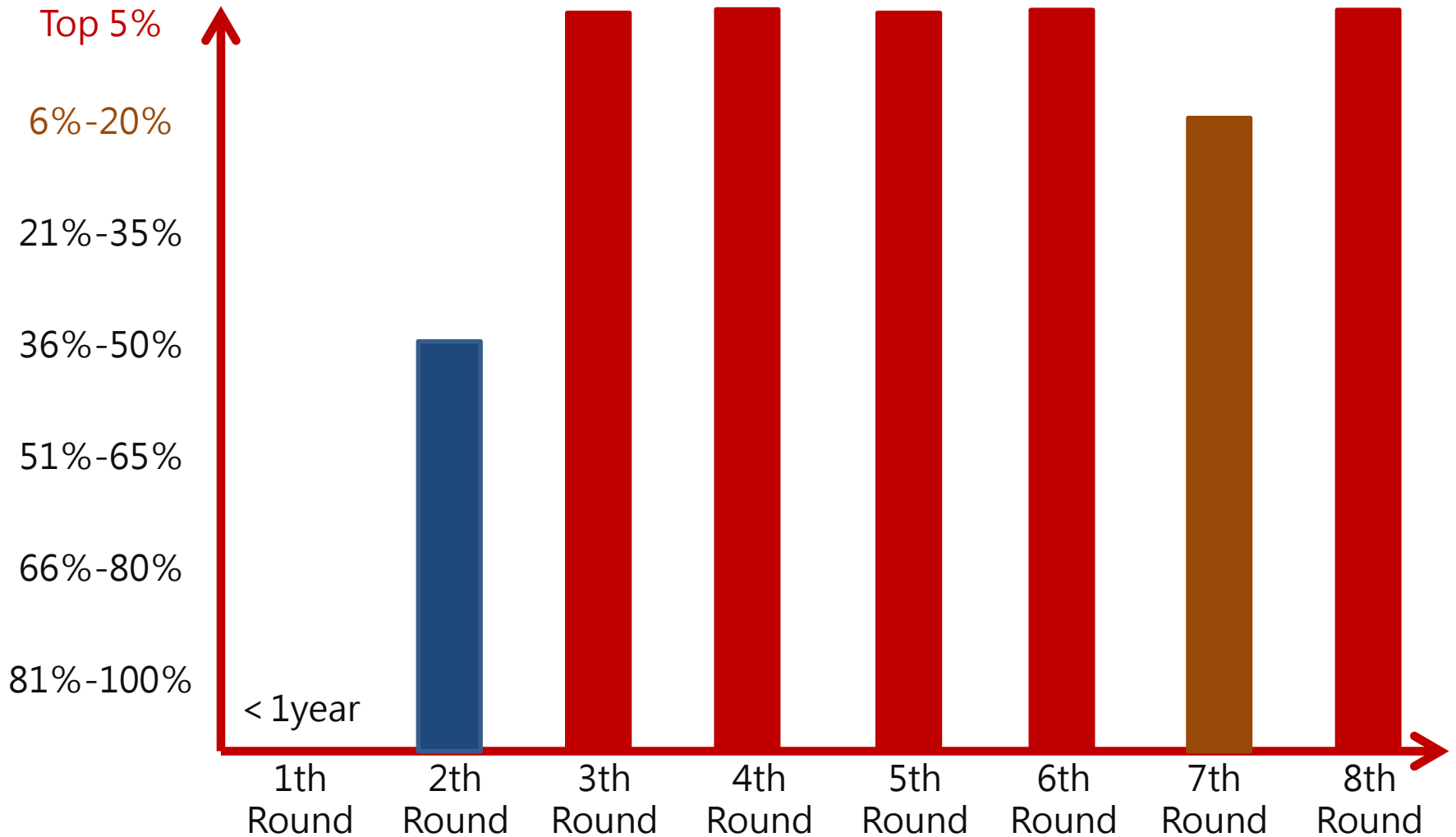
Environmental Management System Certificate : ISO14001

OHS Management System Certificate : ISO45001

Product Carbon Footprint Verification : ISO14067

The Information Security Management System (ISMS) is in the process of obtaining ISO27001 Certification

Taiwan Stock Exchange Corporate Governance Evaluation Results



Appendix I Ethical Corporate Management Best Practice Principles for Voltronic Power Technology Corp.

Article 1 (Purpose of adoption and scope of application)

These principles are adopted to foster a corporate culture of ethical management and sound development, and offer a reference framework for establishing good commercial practices.

Adopt these principles applicable to the business groups and organizations of the corporate, which comprise the subsidiaries, any foundation to which the corporate's direct or indirect contribution of funds exceeds 50 percent of the total funds received, and other institutions or juridical persons which are substantially controlled by such corporate ("the business group").

Article 2 (Ethical policies)

The business group shall abide by the operational philosophies of honesty, transparency and responsibility, base policies on the principle of good faith and establish good corporate governance and risk control and management mechanism so as to create an operational environment for sustainable development.

Article 3 (Prohibit unethical conduct)

When engaging in commercial activities, directors, supervisors, managers, employees, and mandatories of the business group or persons having substantial control over the business group as substantial controllers ("persons of the business group ") shall not directly or indirectly offer, promise to offer, request or accept any improper benefits, nor commit unethical acts including breach of ethics, illegal acts, or breach of fiduciary duty ("unethical conduct") for purposes of acquiring or maintaining benefits.

Parties referred to in the preceding paragraph include civil servants, political candidates, political parties or members of political parties, state-run or private-owned businesses or institutions, and their directors, supervisors, managers, employees or substantial controllers or other stakeholders.

Article 4 (Types of benefits)

“Benefits” in these Principles means any money, gratuity, gift, commission, position, service, preferential treatment, rebate, facilitating payment, entertainment, dining, or any other item of value in whatever form or name. Benefits received or given occasionally in accordance with accepted social customs and that do not adversely affect specific rights and obligations shall be excluded.

Article 5 (Regulations compliance)

The business group shall comply with the local Company Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Statute, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, or other laws or regulations regarding commercial activities, the Securities and Exchange Act and TWSE/GTSM listing rules of the territory where the head company of the business group is operating, as the underlying basic premise to facilitate ethical corporate management.

of the territory where the companies and their business group

Persons of the business group shall comply with these principles and the applicable laws and regulations as well as the prevention programs when conducting business. And the applicable prevention programs shall be adopted pursuant to relevant laws and regulations of the territory where the companies and their business group are operating.

Article 6 (Organization and responsibility)

The directors, supervisors, managers, employees, mandatories, and substantial controllers of the business group shall exercise the due care of good administrators to urge the company to prevent unethical conduct, always review the results of the preventive measures and continually make adjustments so as to ensure thorough implementation of the ethical corporate management policies.

Human resources unit: In charge of the amendment, implementation, interpretation, and advisory services with respect to these principles, the recording and filing of reports, and the promoting awareness education. Planning the internal organization, structure, and allocation of responsibilities and setting up check-and-balance mechanisms for mutual supervision of the business activities within the business scope which are possibly at a higher risk for unethical conduct.

Audit office or other designated responsible for the investigation unit : Supervise or investigate the implementation of the relevant units, and submit reports to the board of directors.

Article 7 (Scope of prevention programs)

When establishing the prevention programs, shall analyze which business activities within the business scope which are possibly at a higher risk of being involved in an unethical conduct, and strengthen the preventive measures.

The prevention programs adopted by the corporate shall at least include preventive measures against the following:

- 1, Offering and acceptance of bribes.
- 2, Illegal political donations.
- 3, Improper charitable donations or sponsorship.
- 4, Offering or acceptance of unreasonable presents or hospitality, or other improper benefits.

5, Misappropriation of trade secrets and infringement of trademark rights, patent rights, copyrights, and other intellectual property rights.

6, Engaging in unfair competitive practices.

7, Damage directly or indirectly caused to the rights or interests, health, or safety of consumers or other stakeholders in the course of research and development, procurement, manufacture, provision, or sale of products and services.

Article 8 (Prohibition against offering or accepting bribes)

When conducting business, the business group and persons of the business group may not directly or indirectly offer, promise to offer, request, or accept any improper benefits in whatever form to or from clients, agents, contractors, suppliers, public servants, or other stakeholders. The preceding provision does not apply where the conduct meets the laws of the territory where the companies and their business group are operating.

Article 9 (Prohibition against illegal political donations)

When directly or indirectly offering a donation to political parties or organizations or individuals participating in political activities, the business group and persons of the business group shall comply with the Political Donations Act and their own relevant internal operational procedures, and shall not make such donations in exchange for commercial gains or business advantages.

Political donations by the business group shall be according to the following provisions, reporting to the chairperson of the business group's head company for approval, and giving a notification to the responsible people or unit, and the amount of the political donations shall be made only after being approved by the approval level of the approval authority table.

- 1, It shall be ascertained that the political donations including the maximum amount and the donation form whether are in compliance with the national Political Donations Act and other relevant laws of the country in which the political donation recipient is located.
- 2, A written record of the decision-making process shall be kept.
- 3, Account entries shall be made for all political donations in accordance with applicable laws and regulations and relevant procedures for accounting treatment.
- 4, In making political donations, commercial dealings, applications for permits, or carrying out other matters involving the interests of this Corporation with the related government agencies shall be avoided.

Article 10 (Prohibition against improper charitable donations or sponsorships)

When making or offering charitable donations and sponsorships, the business group and persons of the business group shall comply with relevant laws and regulations and internal operational procedures, and shall not surreptitiously engage in bribery.

When making or offering charitable donations or sponsorships, the business group and persons of the business group shall be according to the following provisions, reporting to the chairperson of the business group's head company for approval, and giving a notification to the responsible people or unit, and the amount of the charitable donations or sponsorships shall be made only after being approved by the approval level of the approval authority table.

- 1, It shall be ascertained that the charitable donations or sponsorships are in compliance with the laws and regulations of the territory where the companies and their business group are operating.
- 2, A written record of the decision-making process shall be kept.

3, The object of charitable donation should be charity organization, and the charitable donation shall not surreptitiously engage in bribery.

4, The returns received as a result of any sponsorship shall be specific and reasonable, and the subject of the sponsorship may not be a counterparty of this Corporation's commercial dealings or a party with which any personnel of this Corporation has a relationship of interest.

5, After a charitable donation or sponsorship has been given, it shall be ascertained that the destination to which the money flows is consistent with the purpose of the contribution.

Article 11 (Prohibition against offering or acceptance of improper interests including unreasonable presents, hospitality or other improper benefits)

Except under one of the following circumstances, when persons of the business group directly or indirectly offer, promise to offer, request, or accept any benefit as specified in Article 4, shall comply with the provisions of these principles and the relevant procedures shall have been carried out :

- 1, Meet the laws and regulations of the territory where the companies and their business group are operating.
- 2, The conduct is undertaken to meet business needs and is in accordance with local courtesy, convention, or custom during domestic (or foreign) visits, reception of guests, promotion of business, and communication and coordination.
- 3, The conduct has its basis in ordinary social activities that are attended or others are invited to hold in line with accepted social custom, commercial purposes, or developing relationships.
- 4, Invitations to guests or attendance at commercial activities or factory visits in relation to business needs, when the method of fee payment, number of participants, class of accommodations, and the time period for the event or visit have been specified in advance.

- 5, Attendance at folk festivals that are open to and invite the attendance of the general public.
- 6, Rewards, emergency assistance, condolence payments, or honorariums from the management.
- 7, Money, property, or other benefits offered to or accepted from relatives or frequent contacts friends.
- 8, Reasonable property received due to engagement, marriage, maternity, relocation, assumption of a position, promotion or transfer, retirement, resignation, or severance, or the injury, illness, or death of the recipient or the recipient's spouse or lineal relative.
- 9, Other conduct that complies with the rules of this Corporation.

Article 12 (Procedures for handling the acceptance of improper benefits)

Except under any of the circumstances set forth in the preceding article, when any persons of the business group are provided with or are promised, either directly or indirectly, any benefits as specified in Article 4 by a third party, the matter shall be handled in accordance with the following procedures :

- 1, If there is no relationship of interest between the parties providing or offering the benefit and the official duties of this Corporation's personnel, the personnel shall report to their immediate supervisor within 3 days from the acceptance of the benefit, and general manager shall be notified if necessary.
- 2, If a relationship of interest does exist between the party providing or offering the benefit and the official duties of this Corporation's personnel, the personnel shall return or refuse the benefit, and shall report to his or her immediate supervisor and notify general manager. When the benefit cannot be returned, then within 3 days from the acceptance of the benefit, the personnel shall refer the matter to general manager for handling.

"A relationship of interest between the party providing or offering the benefit and the official duties of this Corporation's personnel" as referred to in the preceding paragraph, refers to one of the following

circumstances :

- 1, When the two parties have commercial dealings, a relationship of direction and supervision, or subsidies (or rewards) for expenses.
- 2, When a contracting, trading, or other contractual relationship is being sought, are in progress, or have been established.
- 3, Other circumstances in which a decision regarding this Corporation's business, or the execution or non-execution of business, will result in a beneficial or adverse impact.

General Manager shall make a proposal to implement, based on the nature and value of the benefit under paragraph 1, that it be returned, accepted on payment, given to the public, donated to charity, or handled in another appropriate manner.

Article 13 (Prohibition of and handling procedure for facilitating payments)

The business group shall neither provide nor promise any facilitating payment.

If any person of the business group provides or promises a facilitating payment under threat or intimidation, they shall submit a report to their immediate supervisor stating the facts and shall notify general manager.

Upon receipt of the report under the preceding paragraph, general manager shall assign personnel to take immediate action and undertake a review of relevant matters in order to minimize the risk of recurrence. In a case involving alleged illegality, the responsible unit shall also immediately report to the relevant judicial agency.

Article 14 (Recusal)

Directors, managers or other stakeholders attending or present at a board meeting shall practice a high degree of self-discipline. If any director or a juristic person represented by a director is an interested

party with respect to any agenda item, the director shall state the important aspects of the interested party relationship at the respective meeting. When the relationship is likely to prejudice the interests of the company or the business group, the director may not participate in discussion or voting on that agenda item, and further, shall enter recusal during discussion and voting on that item and may not act as another director's proxy to exercise voting rights on that matter. The directors shall practice self-discipline among them, and may not support each other in an inappropriate manner.

Persons of the business group shall not take advantage of their positions or influence in the companies to obtain improper benefits for themselves, their spouses, parents, children or any other person.

If in the course of conducting company business, any personnel of the business group discovers that a potential conflict of interest exists involving themselves or the juristic person that they represent, or that they or their spouse, parents, children, or a person with whom they have a relationship of interest is likely to obtain improper benefits, the personnel shall report the relevant matters to both his or her immediate supervisor and general manager, and the immediate supervisor or general manager shall provide the personnel with proper instructions.

No personnel of the business group may use company resources on commercial activities other than those of this corporation or the business group, nor may any personnel's job performance be affected by his or her involvement in the commercial activities other than those of this corporation or the business group.

Article 15 (Prohibit infringement of intellectual property)

The business group and persons of the business group shall observe applicable laws and regulations, the company's and the business group's internal operational procedures and contractual provisions concerning intellectual property, may not disclose to any other party any trade secrets, trademarks,

patents, works, and other intellectual properties of this Corporation and the business group of which they have learned, nor may they inquire about or collect any trade secrets, trademarks, patents, and other intellectual properties of this Corporation and the business group unrelated to their individual duties. And may not use, disclose, dispose, or damage intellectual property or otherwise infringe intellectual property rights without the prior consent of the intellectual property rights holder.

Article 16 (Prohibition against the acts of unfair competition)

The business group shall engage in business activities in accordance with applicable competition laws and regulations.

Article 17 (Prevent products or services to harm stakeholders)

Shall to gather and understand the applicable laws, regulations and international standards that shall be observed by the business group and persons of the business group regarding its products and services, to impel personnel of the business group to abide by the applicable laws, regulations and international standards in the course of research and development, procurement, manufacture, provision, or sale of products and services, to ensure the transparency of information about, and safety of the products and services. To prevent the products and services from directly or indirectly damaging the rights and interests, health, and safety of consumers or other stakeholders. Where there are media reports, or sufficient facts to determine, that the business group's products or services are likely to pose any hazard to the safety and health of consumers or other stakeholders, in principle recall those products or suspend the services as soon as possible, verify the facts and present a review and improvement plan. The managers shall regard the materiality, report to the board of directors about the event as in the preceding paragraph, actions taken, and subsequent reviews and corrective measures taken if necessary.

Article18 (Task force in charge of confidentiality regime and its responsibilities)

General Manager Office is the task force to deal with trade secrets, charged with formulating and implementing procedures for managing, preserving, and maintaining the confidentiality of the company's trade secrets and it shall also conduct reviews on the results of implementation if necessary to ensure the sustained effectiveness of the confidentiality procedures.

Article19 (Prohibition against disclosure of confidential secrets)

The personnel of the business group shall do comply with the operating provisions of the company's and the business group's commercial secrets, may not disclose to any other party any confidential secrets of the company and the business group of which they have learned, nor may they inquire about or collect any commercial secrets of the company and the business group unrelated to their individual duties.

Article20 (Prohibition against insider trading)

The personnel of the business group shall comply with the provisions of the Securities and Exchange Act of the territory where the head company of the business group is operating, and may not take advantage of undisclosed information of which they have learned to engage in insider trading. Personnel are also prohibited from divulging undisclosed information to any other party, in order to prevent other party from using such information to engage in insider trading.

Article21 (Non-disclosure agreement)

Any organization or person outside of the business group that is involved in any merger, division , acquisition and share transfer, major memorandum of understanding, strategic alliance, other business partnership plan, or the signing of a major contract by the business group shall be required to sign a non-disclosure agreement in which they undertake not to disclose to any other party any trade secret

or other material information of the business group acquired as a result, and that they may not use such information without the prior consent of the business group.

Article22 (Accounting and internal control)

The business group shall establish effective accounting systems and internal control systems for business activities possibly at a higher risk of being involved in an unethical conduct, not have under-the-table accounts or keep secret accounts, and conduct reviews regularly so as to ensure that the design and enforcement of the systems are showing results.

The internal audit unit shall periodically examine the company's compliance with the foregoing systems and prepare audit reports and submit the same to the board of directors or directors. The internal audit unit may engage a certified public accountant to carry out the audit, and may engage professionals to assist if necessary.

Article23 (Announcement of policy of ethical management to outside parties)

The business group shall timely disclose and express the policy of ethical management, adopt measures and implementation results in its internal rules and regulations, annual reports, prospectus, the company's websites, and in other promotional materials or external activities, in order to make the internal personnel and external stakeholders fully aware of the principles and rules with respect to ethical management.

Article24 (Avoidance of commercial dealings with unethical operators)

Any personnel of the business group, when engaging in commercial activities, shall understand the ethical management status of the trading counterparty, and shall make a statement to the trading counterparty about the business group's ethical management policy and related rules. All personnel of the business group shall avoid business transactions with an agent, supplier, customer, or other

counterparty in commercial interactions that is involved in unethical conduct. When the counterparty or partner in cooperation is found to have engaged in unethical conduct, the personnel shall immediately cease dealing with the counterparty in order to effectively implement the business group's ethical management policy.

Article 25 (Stipulation of terms of ethical management in contracts)

Before entering into a contract with another party, the business group shall gain a thorough knowledge of the status of the other party's ethical management, and shall make observance of the ethical management policy part of the terms and conditions of the contract, stipulating the following matters:

- 1, When a party to the contract becomes aware that any personnel has violated the terms and conditions pertaining to prohibition of acceptance of commissions, rebates, or other improper benefits, the party shall immediately notify the other party of the violator's identity, the manner in which the provision, promise, request, or acceptance was made, and the monetary amount or other improper benefit that was provided, promised, requested, or accepted. The party shall also provide the other party with pertinent evidence and cooperate fully with the investigation. If there has been resultant damage to either party, the party may claim from the other party certain percent of the contract price as damages, and may also deduct the full amount of the damages from the contract price payable.
- 2, Where a party is discovered to be engaged in unethical conduct in its commercial activities, the other party may terminate or rescind the contract unconditionally at any time.
- 3, Specific and reasonable payment terms, including the place and method of payment and the requirement for compliance with related tax laws and regulations.

Article26 (Actions upon event of unethical conduct by others towards the business group)

If any personnel of the business group discovers that another party has engaged in unethical conduct towards the business group, and such unethical conduct involves alleged illegality, the business group shall report the relevant facts to the judicial and prosecutorial authorities; where a public service agency or public official is involved, the business group shall additionally notify the governmental anti-corruption agency.

Article27 (Handling of unethical conduct by personnel of the business group)

When finding or receiving the report of the business group's personnel involved in the unethical conduct, shall immediately identify the relevant facts. If a person being informed of is confirmed to have indeed violated the applicable laws and regulations or the business group's policy and regulations of ethical management, shall immediately require the violator to cease the conduct and shall make an appropriate disposition. When necessary, the business group will institute legal proceedings and seek damages to safeguard its reputation and its rights and interests.

With respect to confirmed information, the business group shall charge relevant units with the task of reviewing the internal control system and relevant procedures and proposing corrective measures to prevent recurrence.

The audit unit or other responsible unit shall submit to the board of directors a report on the whistleblowing case, actions taken, and subsequent reviews and corrective measures.

Documentation of case acceptance, investigation processes and investigation results shall be retained by the receive and audit unit for at least five years. In the event of a suit in respect of the whistleblowing case before the retention period expires, the relevant information shall continue to be retained after the conclusion of the litigation at least five years.

Article 28 (Establishment of a system for rewards, penalties, and complaints, and related disciplinary measures)

The business group establishes an informant mailbox (whistleblower @voltronic.com.tw), human resource unit and audit unit also are the channels for whistleblowers to submit reports. The whistleblowers may also report to independent directors, managers, immediate supervisors or any other appropriate persons. External whistleblowers may through the previously described informant mailbox (The letters will be automatically forwarded to the independent directors of the head company of the business group and the highest order supervisors) or through other contact methods of the business group's supervisors to submit reports. The related handling units shall represent they will keep the whistleblowers' identity and contents of information confidential, to protect the whistleblowers from improper treatment due to their whistle-blowing.

If the report violations involving directors or senior executives, the handling units shall report the information to independent directors of the business group's head company. When material misconduct or likelihood of material impairment to the business group comes to their awareness upon investigation, the handling units and investigation units shall immediately prepare a report and notify the independent directors of the business group's head company. This business group shall link the effectiveness of the implementation of the ethical management and the informant credit to employee performance evaluations and human resources policy.

The business group regarding the personnel of the business group who violates ethical conduct, shall be in accordance with relevant laws and regulations or personnel regulations to penalty, also shall timely disclose on the intranet or internal meeting information the violation case and the actions taken in response.

If the punished persons suppose improper disposal of the business group, cause their legitimate rights and interests have been infringed, they can appeal to the independent directors of the business group's head company, managers, human resources unit supervisor, audit unit supervisor, immediate supervisors or other appropriate personnel, as a remedy.

Article29 (Education and training)

The business group shall timely in the board of directors, internal meetings, training courses and intranet to convey the importance of ethical conduct and to propaganda these principles, make persons of the business group fully understand the determination for ethical management of the business group, policy, prevention programs and serious consequences of unethical conduct.

Article30 (The review and revision of the policies and measures for ethical management)

The business group shall always pay attention to domestic and foreign ethical management relevant regulations development, encourage the directors, supervisors managers and employees to propose suggestions, according to review and revise ethical management policies and promoting measures, in order to enhance the effectiveness of the implementation of the business group's ethical management.

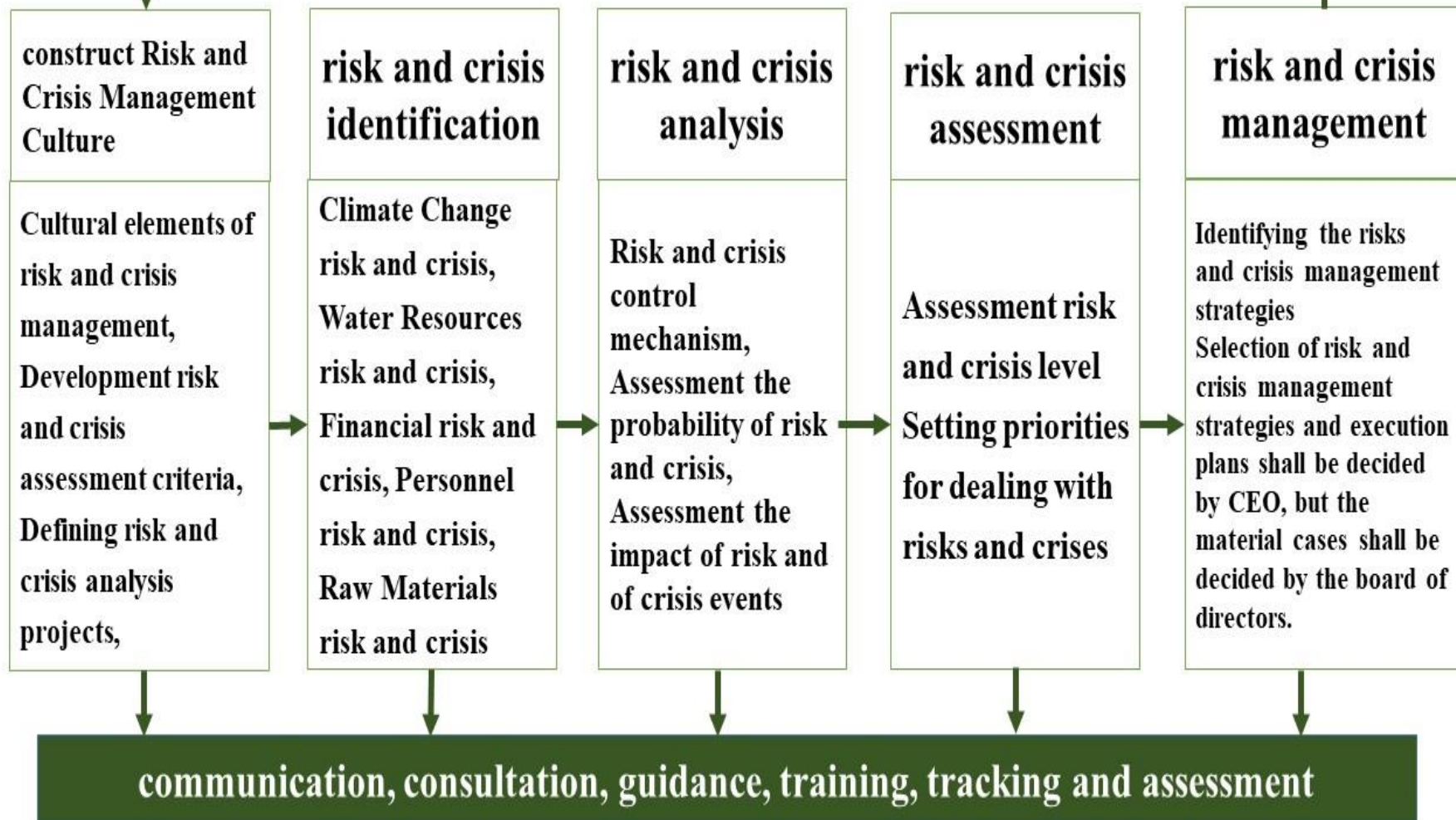
Article31 (Enforcement)

These principles and any amendments hereto, shall be implemented after adoption by resolution of the board of directors, and shall be reported to the shareholders meeting.

When these principles are submitted to the board of directors for discussion, each independent director's opinions shall be taken into full consideration, and their objections and reservations expressed shall be recorded in the minutes of the board of directors meeting. An independent director that is unable to attend a board meeting in person to express objection or reservation shall provide a

written opinion before the board meeting unless there is a legitimate reason to do otherwise, and the opinion shall be recorded in the minutes of the board of directors meeting. Ethical Corporate Management Best Practice Principles for Voltronic Power Technology Corp.

planning, implementation, inspection, supervision, review, management and continuous improvement of Risk and Crisis Management Policies



Appendix II Risk and Crisis Management Operational Principles of Voltronic Power Technology Corp.

1, Voltronic Power Technology Corp (hereinafter referred to as the Company) has defined risk and crisis management as one of the three most material issues for sustainable development. Therefore, in order to promote risk management policy and establish crisis management mechanism, train employees' awareness of risk and crisis management, implement risk and crisis management, and enhance the effectiveness of risk and crisis management, to achieve the goal of sustainable development of our company, this principle is specially formulated for compliance.

2, The Company's Risk and Crisis Management Policy

1) Establishing a risk and crisis management framework, clearly standardizing the responsibilities, operating procedures and notification systems of various departments

The company should establish a risk and crisis management framework, clearly standardize the responsibilities and notification system of various departments. The CEO's Office shall approve risk and crisis management policies and clearly standardize the functions, operating procedures and notification systems of all departments; all departments shall actively identify all existing or potential risks and crises, maintain effective risk and crisis management mechanisms and information management and notification systems, and review continuous improvement from time to time; and period report to the Audit Committee and the Board of Directors about the implementation of Risk and Crisis Management.

2) Reducing operational risks and crises to achieve sustainable development of the company

Promote and enhance an effective risk and crisis management culture, so as to reduce or avoid

the occurrence of various risks and crisis costs in operation, and achieve the goal of sustainable development of the company.

3) Conduct comprehensive risk and crisis management and implement operational procedures

Construct and maintain the effective operation of risk and crisis management system. In view of internal risks and crises, external risks and crises, it comprehensively identifies, evaluates and controls crises, and implements operational procedures related to risk and crisis management in accordance with the management cycle model of planning, implementation, auditing and improvement.

4) Enhancing the ability of risk and crisis management and establishing a culture of risk and crisis management

Supervisors at all levels should absolutely abide by the requirements of risk and crisis management policies, set an example and perform their supervisory duties well. They should also supervise employees to receive appropriate risk management education and training so that each employee can understand the responsibilities of individuals, groups and departments, and have the ability to carry out the work related to risk and crisis management, so as to ensure the normal operation of the company and establish a risk and crisis management culture.

5) Strengthen communication with stakeholders and implement risk and crisis management procedures

All employees of the company should enhance their awareness of risk and crisis management, enhance communication with stakeholders and provide relevant consultation on possible risks and crisis issues, and comply with the requirements of relevant laws and regulations when risks

or crisis events occur, and implement risk and crisis management procedures so as to reduce the operational risk of the company.

- 3, The company and all departments shall carry out routine business operations and emergency risk crisis drills in accordance with risk and crisis management policies, objectives within the scope of employment duties, and short-term, medium-term and long-term plans, and conduct comprehensive risk and crisis management.
- 4, The CEO's Office shall be responsible for the planning, execution, inspection, supervision, review and management of the company's risk and crisis management system and its continuous improvement, and shall be responsible for the review of the company's risk and crisis management policies, standards, procedures, performance appraisal and related issues planning.
- 5, Operational mechanism of risk and crisis management in departments
 - 1) Establishing an organizational risk and crisis management mechanism, including planning, implementation, inspection, supervision, review and management, and continuous improvement of relevant processes.
 - 2) Regular review of annual major risk and crisis issues, response strategies, implementation, verification, supervision and tracking of improvements.
 - 3) Conduct risk and crisis management education and training, organize learning, strengthen professional skills, and enhance personnel's risk and crisis management capabilities as required.
 - 4) Providing resources and necessary measures to establish an environment for risk and crisis control.
 - 5) Communicate and consult with relevant stakeholders appropriately in order to consolidate the

consensus of dealing with risks and crises about the risk and crisis events, possible consequences and methods of dealing with risks and crises.

6) Departments should promote risk and crisis management at all levels of operation, plan to conduct regular or irregular audits, and provide guidance and follow-up at any time for matters to be improved.

6, The operational system of risk and crisis management of the company and all departments is: risk and crisis identification, risk and crisis analysis, risk and crisis assessment, risk and crisis management; planning, implementation, inspection, supervision, review, management and continuous improvement of risk and crisis management policies, as well as communication, consultation, guidance, training, tracking and assessment.

Appendix III Anti-corruption

“Procurement Personnel Ethical Standards”

The procurement employees shall not have the following behaviors:

- 1, Use the position relationship to demand, or to make agreements of, or to receive the bribes, rebates, gratuities, preferential trading or other unjustifiable interests from suppliers.
- 2, To accept free or preferential receptions of food, lodging, transportation, entertainment, travel, excursion or other similar situations which are provided by duty-related suppliers.
- 3, Does not comply with the provisions to handle procurement.
- 4, Hinder the procurement efficiency.
- 5, Waste the company resources.
- 6, To handle procurement iniquitously.
- 7, To leak the procurement information that should be kept secret.
- 8, Use the company's places to earn private interests or use public assets for private purposes.
- 9, Use the duty relationship to fundraise or to engage in business activities.
- 10, Use the knowing of non-public information from the duty to earn private unjustifiable interests.
- 11, During the company's employment period, at the same time hired by the suppliers.
- 12, In the official place to post or hang the suppliers' advertising.
- 13, Use the duty relationship to introduce friends or relatives to serve in the suppliers.
- 14, Use the duty relationship to have the loan or lend relations, or non-publicly traded investment relations with the suppliers.
- 15, Require the suppliers to provide services that are not related to purchasing.

- 16, Entreat or lobby for suppliers.
- 17, For the intention of private unjustifiable interests, to overestimate the budgets, the bottom prices or the payable contract prices, or to make improper planning, design, bidding, comparison and review of bid, decision of bid, compliance management or acceptance.
- 18, By the opportunities of weddings or funerals to claim money or property from the suppliers.
- 19, Engage in the matters or activities whatever are sufficient to affect the dignity of the purchasers or to make common people recognize that may cause to iniquitously perform their duties.
- 20, Other violation of relevant rules or regulations identified by the company's management team.

Commitment Letter of Ethic

I ____ full know that: the healthy and orderly supply- purchase relationship is the basis to implement win-win between the company and suppliers. Especially on the anti commercial bribery to act in accordance with the regulations and rules, to make the following commitments and guarantees:

- 1, In business contacts with or in dealing with the suppliers, not in any active or passive form to the relevant personnel (including suppliers' directors, salesmen and their relatives and friends) to claim commercial bribery or rebate behaviors. In this Commitment Letter, the commercial bribery refers to the following acts in order to that the suppliers can sell goods or services or win trading opportunities etc.:
 - 1) Under the guise of various names to claim the possessions, including (but not limited to) cash, gifts, to accept the lend in free or in significantly lower than the market rental prices of any equipment, facilities, transport facilities, housing and other.

- 2) Under the guise of various names to claim the charges, including (but not limited to) banquet, recreational sports & entertainment consumption (such as playing golf, KTV and other), travel, domestic or foreign investigate and so on consumption patterns.
- 3) Under the guise of various names in other way to benefit from the suppliers' related employees, including (but not limited to) receive various benefits, expense reimbursement, lottery activity, gambling deliberately losing and so on ways.

As mentioned above that under the guise of various names, including (but not limited to) under the guise of promotion fees, publicity fees, conference fees, sponsorship fees, investigation fees, research fees, labor service fees, consulting fees, brokerage expenses, commissions, festival red, wedding gifts, bonuses and other various names.

- 4) Except for the acts which in according to commercial practice to receive small advertising gifts or small gifts that printed with the companies' names (the market prices are lower than RMB 200 or NT \$1000).

2, The above commitment and assurance, retroactivity.

- 3, If found any other employees of VPT the behaviors of active extortion or accepting bribes or rebates, please report in accordance with the following contact way. When the report verified, can obtain one-time bonuses for encouragement from the company.

Taiwan Region

General Manager Office: Chen Yi-Ju

Email: yvonne@voltronic.com.tw

Telephone: +886 227918296 ext 118

China Region

Vise General Manager: Jin Zhi-Xin

Email: investor@voltronic.com.tw

Telephone: +86-755-86016601

4, If for any reason ever had above non-ethical behaviors, please according to attached list, by the time, places, suppliers, and the equivalent amounts or the actual amounts, to make readme statements.

5, If there are bribery facts, but doesn't honestly confess, once verified, I will like to accept three times the amount of involving bribery for the compensation liability, and unconditionally agree that the company reserves the right to pursue legal liability.

Letter to Suppliers of Ethical Policies

To : Voltronic Power's suppliers

Since the past, your company has been gracious assistance to Voltronic Power; firstly we take this opportunity to express heartfelt gratitude for your company to continued support our business continuity.

In order to make your company and us to create the business thriving cooperation partnership, we must reiterate the importance of ethical transaction in bilateral business cooperation.

We commit to ensure that the business activities can reflect the core value of ethic, so we resolutely prohibit any corruption, bribery, theft or other activities that to embezzle our property. And equally require the various suppliers and their subcontractors(including personnel assigned by

subcontractors, and other subcontractors or personnel assigned to provide services for us or subcontractors) . We never condone any accepting or giving gifts that can be considered as bribery, or the behaviors of gratuity or entertainment, we also clearly requires the employees (including their family members, relatives and friends) cannot accept such gifts, gratuity or entertainment.

We solemnly inform your company, engage in the behaviors that to offer bribes, to steal, to embezzle our property, or participate in the behaviors that to offer bribes, to steal, to embezzle our property, all will be regarded as breach of ethic and as the behaviors that seriously damage the cooperation basis between your company and us.

If happens the above situations, we have the rights to stop all cooperation with your company and to reserve the all rights to pursue the legal liability of such actions.

We will confirm our employees fully understand our company's ethical policies and abide by them, but if in the process of cooperation between your company and us, where there are subject to any our employees by using the business opportunities between with the suppliers to threaten your company for the intention to obtain rebates or if found our employees soliciting or accepting bribes or rebates, or if aware of any subcontractors to give our employees bribes or rebates, please contact in the following way to expose. The suppliers that can initiatively expose the bribes or rebates and verified as the true, shall be listed as our preferred suppliers.

If found our employees who had the behaviors that violate our ethical policies, please as soon as send mail to the following address or call the following telephone to let us know the violated behaviors.

Taiwan Region

Supervisor Email: voltronic@voltronic.com.tw

General Manager Office: Chen Yi-Ju

Email: yvonne@voltronic.com.tw

Telephone: +886 227918296 ext 118

China Region

Vise General Manager: Jin Zhi-Xin

Email: investor@voltronic.com.tw

Telephone: +86-755-86016601

We believe that the ethical policies described in this letter are the important foundation to create mutually beneficial relationship between your company with us, and we are looking forward to the next years, will create closer partnership between your company with us.

Supplier Ethical Commitment Letter

We full know that the healthy and orderly supply- purchase relationship is the basis to implement win-win between your company and us. Especially on the anti commercial bribery and ethical management, to make the following commitments and guarantees:

- 1, In business contacts with or in dealing with Voltronic Power, not in any form to offer commercial bribery to the relevant personnel (including your company's in-charge persons, their subordinates, and their relatives and friends). In this Commitment Letter, the commercial bribery refers to the following acts in order to sell goods or services or win trading opportunities etc.:
 - 1) Under the guise of various names to provide the possessions, including (but not limited to) cash,

gifts, to provide the lend in free or in significantly lower than the market rental prices of any equipment, facilities, transport facilities, housing and other.

- 2) Under the guise of various names to provide the charges, including (but not limited to) banquet, recreational sports & entertainment consumption (such as playing golf, KTV and other), travel, domestic or foreign investigate and so on consumption patterns.
 - 3) Under the guise of various names in other way to make benefits to Voltronic Power's related employees, including (but not limited to) to provide various benefits, expense reimbursement, lottery activity, gambling deliberately losing and so on ways. As mentioned above that under the guise of various names, including (but not limited to) under the guise of promotion fees, publicity fees, conference fees, sponsorship fees, investigation fees, research fees, labor service fees, consulting fees, brokerage expenses, commissions, festival red, wedding gifts, bonuses and other various names.
 - 4) Except for the acts which in according to commercial practice to provide small advertising gifts or small gifts that printed with our name (the market prices are lower than RMB 200 or NT \$1000).
- 2, Be responsible for the behaviors of if using commercial bribery means to Voltronic Power's employees in order to sale goods or services or to win trading opportunities:
- 1) Double compensation of Voltronic Power's loss amounts.
 - 2) If there is no loss or cannot prove the loss, double compensation of the giving bribe or/and rebate amounts.
 - 3) If that constituted a crime, shall bear legal liabilities in accordance with the laws.
 - 4) Which has entered the judicial criminal investigation period, regarding the not yet settled

payment by Voltronic Power, unconditional agrees to suspend payment, in order to cooperate with the judicial investigation. After the end of the judicial investigation, regardless of whether need to pay additional compensations of the verdict, agree the not yet settle payment after reducing above compensations then return the remaining amounts without interest.

- 3, To strengthen our internal employee's management, advocacy to prevent commercial bribery, enforce ethical management. Regarding the commercial bribery clues provided by Voltronic Power to actively cooperate to review. Regarding the verified behaviors, make strict punishment against the perpetrators and the responsible persons, and adjust their positions, no longer hold the positions that related to business cooperation with Voltronic Power.
- 4, The above commitment and assurance, retroactivity.
- 5, If found the employees of Voltronic Power have the behaviors of soliciting or accepting bribes or rebates, or if aware of any subcontractors to give r bribes or rebates to the employees of Voltronic Power, please contact in the following way to expose.

Taiwan Region

General Manager Office: Chen Yi-Ju

Email: yvonne@voltronic.com.tw

Telephone: +886 227918296 ext 118

China Region

Vise General Manager: Jin Zhi-Xin

Email: investor@voltronic.com.tw

Telephone: +86-755-86016601

6, We fully understand the "initiative report, let bygones be bygones" policy of Voltronic Power, if we ever had non-ethical behaviors of non-active willingness, according to the above contact way to report on the first time.

Money Laundering Control

Taiwan Regulations

1, The crime of money laundering is committed by any person who :

- i knowingly disguises or conceals the origin of the proceeds of specified unlawful activity, or transfers or converts the proceeds of specified unlawful activity to help others avoid criminal prosecution;
- ii disguises or conceals the true nature, source, the movement, the location, the ownership, and the disposition or other rights of the proceeds of specified unlawful activity; or
- iii accepts, obtains, possesses or uses the proceeds of specified unlawful activity committed by others.

2, Anyone involved in prescribed money laundering activities shall be sentenced to imprisonment of not more than seven years; in addition, a fine of not more than NT\$ 5 million shall be imposed.

An attempt to commit an offense specified in the preceding paragraph is punishable.

In circumstance prescribed in the preceding two paragraphs, the penalty may not exceed the maximum punishment administered for the specified unlawful activity.

3, In the event of the following circumstances, if anyone accepts, possesses, or uses the property or the benefits of the property without a reasonable account of the origin of such assets, and if his or

her income is obviously disproportionate to the size of such assets, an imprisonment of not less than six months and not more than five years shall be imposed, and a fine of not more than NT\$ 5 million may also be imposed:

- i Opening accounts at financial institutions in other people's names or under a false name.
- ii Getting hold of accounts opened by others at financial institutions, via improper means.
- iii. Avoiding described anti-money laundering procedures.

An attempt to commit an offense specified in the preceding paragraph is punishable.

4, When a representative, agent, employee or other employed personnel of a legal person commits an offence specified in the preceding two Articles when performing his or her duties of business, the offender shall be punished and the legal person shall be also charged with a fine in accordance with the provisions of the respective applicable article.

For offenders of the preceding two Articles who confess during the investigation or trial, the punishment shall be reduced.

The offences shall apply when citizens of the Republic of China commit such offences outside the territory of the Republic of China.

The offense does not require the act or the result of specified unlawful activity to be undertaken or take place within the territory of the Republic of China, unless the specified unlawful activity is not punishable by the law of the place of the act.

China Regulations

Whoever, while clearly knowing that the funds are proceeds illegally obtained from drug-related crimes or from crimes committed by mafias or smugglers and gains derived therefrom, commits any

of the following acts in order to cover up or conceal the source or nature of the funds shall, in addition to being confiscated of the said proceeds and gains, be sentenced to fixed-term imprisonment of not more than five years or criminal detention and shall also, or shall only, be fined not less than five percent but not more than 20 percent of the amount of money laundered; if the circumstances are serious, he shall be sentenced to fixed-term imprisonment of not less than five but not more than 10 years and shall also be fined not less than five percent but not more than 20 percent of the amount of money laundered:

- (1) providing fund accounts;
- (2) helping exchange property into cash or any financial negotiable instruments;
- (3) helping transfer capital through transferring accounts or any other form of settlement;
- (4) helping remit funds to any other country; or
- (5) covering up or concealing by any other means the nature or source of the illegally obtained proceeds and the gains derived therefrom.

Where a unit commits any of the crimes mentioned in the preceding paragraph, it shall be fined, and the persons who are directly in charge and the other persons who are directly responsible for the crime shall be sentenced to fixed-term imprisonment of not more than five years or criminal detention.

Administrative Measures for Preventing Insider Trading

One, Setting Purpose

In order to avoid the company or insiders from violating the relevant regulations of insider trading by mistake or intentionally because they are not familiar with the laws and regulations, resulting in the company or insider litigations and harmful to reputation, the administrative measures are formulated to prevent insider trading, protect investors and safeguard the rights and interests of the company.

Two, Scope

The company's prevention of insider trading shall apply to the provisions of the administrative measures, but where other laws provide otherwise, such provisions shall prevail.

Three, Authority

- I , The Audit Office of the Company shall be responsible for the formulation and maintenance of the administrative measures.
- II, The spokesman of the company is responsible for publishing the company's material information to the outside world.

Four, Definition

- I , Insiders : The company's directors, natural persons who are designated to exercise powers as representative by the juristic person shareholders that be elected as directors, managerial officers (Chief Executive Officer, Vice General Managers, Senior Managers, Chief Financial Officer, Chief Accounting Officer, Other persons who have the right to manage business and sign for the company) ,and shareholders holding more than ten percent of the shares of the company.

Those include the upper insiders' spouses, minor children and those held under the names of other parties. The same shall apply with respect to those who have lost the upper first or second identity for a period of less than a full six months.

II, Normative objects of insider trading :

They include former insiders, those who have learned the information by reason of occupational or controlling relationship (the same shall apply with respect to those who have lost the identity for a period of less than a full six months.), and those who have learned the information from insiders or from those who have learned the information by reason of occupational or controlling relationship.

Five, Assignment Content

I , Insider Trading:

According to the regulations of Securities and Exchange Law Article 157-1, upon actually knowing of any information that will have a material impact on the price of the securities of the issuing company, after the information is precise, and prior to the public disclosure of such information or within 18 hours after its public disclosure, the normative objects of insider trading shall not purchase or sell, in the person's own name or in the name of another, shares of the company that are listed on an exchange or any other equity-type security of the company, those who violate the regulations shall constitute insider trading.

II, The phrase "information that will have a material impact on the price of the securities" shall mean information relating to the finances or businesses of the company, or the supply and demand of such securities on the market, or tender offer of such securities, the specific content of

which will have a material impact on the price of the securities, or will have a material impact on the investment decision of a reasonably prudent investor.

III, The date of existence of the information shall be the date of the fact, agreement, contract signature, payment, request, execution of transaction, transfer of title, resolution of the audit committee or board of directors, or other precise date based on concrete evidence, whichever comes first.

IV, For the purposes of information relating to the finances or businesses of a company that would have a material impact on its stock price or on the investment decisions of a reasonably prudent investor, public disclosure of information means company enters such information into the Market Observation Post System.

For the purposes of information relating to the market supply and demand of such securities that would have a material impact on its stock price or on the investment decisions of a reasonably prudent investor, public disclosure of information means any of the following:

- i ,The company enters such information into the Market Observation Post System.
- ii ,The Taiwan Stock Exchange Corporation publicly announces the information on the Market Information System website.
- iii Coverage of the information by two or more daily national newspapers on non-local news pages, national television news, or electronic newspapers issued by any the aforesaid media.

In the case of information publicly disclosed under iii of the preceding paragraph, the period of 18 hours shall begin with the later of the time of delivery of the newspaper, first broadcasting of the television news, or posting of the news on the electronic website, as the case may be.

The time of delivery of a newspaper referred to in the preceding paragraph means 6 a.m. for morning newspapers and 3 p.m. for evening newspapers.

V, A person who has committed the prohibition of insider trading stipulated in Securities and Exchange Act Article 157-1 offense shall be punished with imprisonment for not less than three years and not more than ten years, and in addition thereto, a fine of not less than NT\$10 million and not more than NT\$200 million may be imposed. Where the value of property or property interests gained by the commission of offense is NT\$100 million or more, a sentence of imprisonment for not less than seven years shall be imposed, and in addition thereto a fine of not less than NT\$25 million and not more than NT\$500 million may be imposed.

VI, The directors, managerial officers and employees of the Company shall have the loyalty and shall exercise the due care of good administrator and good faith in conducting the business operation of the company, and sign confidentiality agreements.

Directors, managerial officers and employees who are aware of the company's internal material information shall not disclose the internal material information they know to others, and shall comply with the provisions of Securities and Exchange Law 157 — 1.

The directors, managerial officers and employees of the Company shall not seek or collect any Company's undisclosed material internal information that not related to their personal positions from those who know the material information, nor shall they disclose to others about any Company's undisclosed material internal information that who have learned not due to the execution of their business.

VII, The Company shall educate and publicize the directors, managers and employees about the Administrative Measures and relevant laws. Educational advocacy should be provided to new directors, managers and employees in a timely manner.

Appendix IV Environmental Policy & Management Systems

Environmental Management Policy of Voltronic Power

- ☐ Production operations and business facilities
- ☐ Products and services
- ☐ Distribution and logistics
- ☐ Management of waste

VPT pays attention to and supports environmental protection. In terms of production, operations and business facilities, products and services, distribution and logistics, and management of waste, it has established its Environmental Management System in accordance with ISO 9001, GB/T24001, GB/T28001 and other standards. With the goals of “Obey Local Regulations, Prevent Pollution, and Protect Environment”, the Group is committed to : environmental factors such as waste water/exhaust gas/noise generated in production and their discharge shall comply with national and local laws, regulations and other requirements ; strengthen the management of resources and energy, actively promote energy conservation, consumption reduction and resource recovery activities ; pollution prevention and reduction management of toxic, harmful and dangerous waste discharge ; Receive regular occupational health check-ups from the competent authorities on employees who may suffer from occupational diseases caused by the environment, and arrange follow-up treatment. ; regular inspection of operation control, audit and review of Environmental Management System to ensure continuous improvement ; implement all staff's propaganda and training to enhance all staff's environmental awareness.

In the above environmental management system, VPT has received the Quality Management System Certificate from professional certification body, has received the Environmental Management System Certificate from professional certification body, and has received the Certificate of Conformity of Occupational Health and Safety Management System Certificate from professional certification body ; To have Quality and Environment Manual, Environmental Management and Material Management Standards, and to receive regular occupational health check-ups from the competent authorities on employees who may suffer from occupational diseases caused by the environment.

☐Suppliers, service providers and contractors

Corporate Social Responsibility Management Agreement for Suppliers of Voltronic Power

1, Purpose

Concern about corporate social responsibility has become an increasingly important issue. Voltronic Power will take social responsibility as our goal, implement social responsibility procurement, ensure that suppliers produce products or provide services in a socially responsible manner, and promote the sustainable development of the industrial chain and the sustainable operation of the company.

Through this agreement, we will clarify the CSR management requirements of Voltronic Power for suppliers, encourage suppliers to implement relevant management, and effectively control risks.

2, definition

CSR : Corporate Social Responsibility, corporate social responsibility includes environmental protection, health and safety, labor rights and interests, business ethics and other requirements.

Children : Anyone under the age of fifteen. If the minimum working age or compulsory education age prescribed by local law is higher than 15 years old, the higher age shall prevail. If the local law stipulates that the minimum working age is 14 years old and complies with the exceptions of ILO Convention 138 concerning developing countries, the lower age shall prevail. Chinese regulations stipulate that the age of child labor is less than 16 years old.

Child Labor: Any work performed by a child below the age specified in the above definition of a child, unless it complies with the provisions of ILO Recommendation No. 146.

Young Worker: Any worker who is older than the child defined above but not older than eighteen years of age. According to Chinese regulations, workers over 16 years old but fewer than 18 years old are defined.

3, Management Requirements

3.1 Labor Requirements: The supplier shall implement the requirements of social responsibility management in accordance with SA8000 international standards for social responsibility.

3.1.1 Human rights

The supplier shall respect internationally recognized human rights standards and shall not participate in or support any human rights violations. Everyone's dignity, privacy and rights should be respected.

3.1.2 Prohibition of child labor

The supplier shall not use or support the use of child labor in accordance with the above definition (under the age of 16), and effective measures shall be taken to avoid misrecruitment of child labor.

The supplier shall establish and maintain remedial procedures for child labor in accordance with

national laws and effectively communicate them to all employees. Once the use of child labor is found, the supplier shall support child labor to receive school education until they are older than the age of child.

3.1.3 Forced or compulsory labor

The supplier shall not use prison labor, debt-paying labor, forced labor or other forms of involuntary labor, shall not use prisons or similar institutions as suppliers or subcontractors, and shall not require employees to pay "deposits" or surrender identity documents when they are employed.

The supplier shall not withhold part of the wages, benefits, property or certificates of the workers in order to force them to work continuously.

Supplier employees have the right to leave the workplace after completing the standard working hours.

3.1.4 Working hours and rest

The supplier shall abide by the applicable laws and industry standards concerning working hours and rest.

The supplier shall keep accurate working hour's records regardless of the timing, piece-counting or comprehensive working hours approved by local laws and regulations.

The supplier should establish an effective overtime control mechanism to ensure that employees' overtime is voluntary and that employees' physical and mental health is ensured.

3.1.5 Basic wage guarantee and social insurance

The wage paid by the supplier shall meet the minimum wage standard stipulated by the local government and provide the basic welfare stipulated by the national law.

The supplier shall pay overtime wages as required by law.

When employing an employee, the supplier shall specify in advance the working conditions, wages and salaries, and the period of payment of wages in an easy-to-understand written form. The deduction of wages should not be used as a punishment. Any deduction should be notified to the employees in advance and made clear to them.

Wage payment time shall be operated in accordance with local government regulations and no arrears or delays shall be allowed.

The supplier shall provide social insurance for employees, including industrial injury insurance, and pay corresponding insurance premiums according to law.

3.1.6 Establish a system to protect employees 'rights and interests

The supplier shall establish rules and regulations to protect the rights and interests of employees according to law, including working hours, rest and vacation, wage payment, labor discipline, dismissal and other matters, and publicize these systems through appropriate means so that employees can access them at any time.

The supplier should establish a system of labor safety and health, strictly implement local regulations and standards of labor safety and health, carry out labor safety and health education, prevent accidents in the process of labor and reduce occupational hazards.

3.1.7 Labor contract

The supplier shall sign a labor contract with the employees. The conclusion and change of the labor contract shall follow the principle of equality, voluntariness and consensus through consultation, and shall not violate the provisions of laws and administrative regulations.

The supplier shall terminate the employee's labor contract in accordance with the law, and notify and compensate the parties in advance in accordance with the law.

3.1.8 Protection of young workers and female workers

The supplier may employ young workers as required, but shall provide labor protection in accordance with regulations, including but not limited to : Young workers shall not be allowed to work in toxic and harmful positions; young workers shall not be allowed to work in night shifts, etc.

Women enjoy equal employment opportunities with men except for locally prescribed jobs or posts that are not suitable for women.

The supplier shall prohibit the arrangement of female workers to engage in taboo labor prescribed by the local government, and prohibit the arrangement of female workers to engage in high, low temperature, cold water work and other taboo labor prescribed by local laws during menstruation or pregnancy.

The supplier shall prohibit the arrangement of female workers to engage in local taboo work, extended working hours or night shift work while breastfeeding babies less than one year of age.

3.1.9 Disciplinary Measures

The supplier shall give dignity and respect to all personnel. It shall not engage in or support corporal punishment, mental or physical coercion, and verbal insult or treat employees in a crude and inhuman manner.

3.1.10 no discrimination system and behavior

In matters involving employment, remuneration, training opportunities, promotion, dismissal or retirement, the supplier shall not engage in or support discriminatory systems and acts based on

race, nationality, religion, physical disability, gender, marital status, political affiliation or age.

The supplier should respect employees of different races and religions and provide necessary conveniences and conditions in customs.

The supplier shall not permit any threat, abuse, exploitation or coercive sexual harassment, including gesture, language and physical contact, in the workplace, in the shelter provided or managed by the supplier or in other places.

Under no circumstances shall the supplier require the employee to undergo pregnancy or virginity tests.

3.1.11 respect for employees' right to freedom of association and equal consultation

The supplier should have organizations that can represent and safeguard the legitimate rights and interests of employees and can carry out activities independently according to law (e.g. trade unions, workers 'representatives, employee relationship management).

Employees have the right to participate in democratic management and equal consultation through staff congresses, staff representatives or other forms in accordance with the law.

The supplier shall ensure that the employees and workers 'representatives participating in the workers' organizations will not be discriminated against, harassed, coerced or retaliated on the basis of the trade union members or their participation in trade union activities, and that the employees 'representatives may maintain contact with the employees they represent at the workplace.

3.2 Health and Safety Requirements

The suppliers shall refer to the requirements of ISO45001 standards to implement occupational health management.

The supplier should provide a safe and healthy working environment, pay attention to industry safety knowledge and specific safety risks. Through practical measures to reduce the hidden safety hazards in the working process and environment, take adequate measures to prevent accidents or personal injury.

Employees should receive appropriate and adequate health and safety training so that they can fully recognize the risk factors associated with the work process and work environment and how to minimize the risk.

The supplier shall regularly detect, prevent and deal with factors that may endanger the occupational health and safety of employees.

The supplier shall provide labor protection articles in accordance with local regulations, conduct regular health checks for employees engaged in occupational hazards operations, conduct specialized training for employees engaged in special operations and require qualifications for special operations.

The supplier shall provide clean and hygienic toilet facilities, drinking water and, if necessary, food storage facilities. If the supplier provides accommodation for the employees, the facilities should be clean and meet the basic needs of the employees.

If the supplier provides the staff canteen, it needs to ensure the canteen environment and food hygiene and safety according to relevant regulations.

The supplier shall regularly provide employees with effective health and safety instructions, including on-site instructions, warning signs, and (if necessary) specific work instructions.

If an employee is injured at work, the supplier shall provide first aid and assist the worker in obtaining follow-up treatment.

All personnel shall have the right to leave the imminent serious danger, even without the permission of the supplier. The supplier should identify and assess possible emergencies and accidents, and minimize the impact by implementing emergency plans, including emergency reports, staff evacuation, training and drills, fire alarms and fire extinguishing devices, safety exits and recovery plans.

The supplier should establish the process of investigation, analysis and statistics of work-related injuries to reduce the incidence of accidents and work-related injuries.

3.3 Environmental Protection

3.3.1 Pollution control

Establishment of environmental system : The suppliers should establish and implement environmental management system according to the requirements of ISO14001 standard.

Environmental licensing and reporting : The supplier shall obtain the environmental license, approval document and registration certificate required by the applicable laws and regulations, and update them in time, as well as comply with the operation and reporting requirements of the license.

Hazardous substances: Suppliers should identify and control hazardous chemicals and other substances released into the environment to ensure their safe handling, transportation, storage, recovery or reuse and disposal.

Wastewater and solid wastes: Wastewater and hazardous wastes produced in the process of

production and operation of the supplier shall be classified, monitored, controlled and treated according to requirements before discharge or disposal.

Air emissions: Volatile organic chemicals, aerosols, particulates, ozone chemical consumables and combustion by-products produced by the supplier in the course of operation should be identified, monitored, controlled and handled as required before discharge.

3.3.2 Energy conservation and emission reduction

The supplier should reduce and eliminate all types of consumption (including water, electricity, natural gas, etc.) from the source or through practice (such as improving production, maintaining facility technology, replacing materials, saving natural resources, material recycling and reuse).

The supplier should continuously introduce new technologies, new products and new management in energy saving, material saving and land saving.

Suppliers should increase the proportion of green energy and new energy, reduce greenhouse gas emissions and achieve a low-carbon economy.

The supplier should improve the energy efficiency of equipment, reduce energy consumption of products, promote dynamic energy saving and reduce energy consumption of travel and transportation.

The supplier should promote packaging standardization and realize visual green packaging and logistics.

3.3.3 Environmental Protection of Products

The supplier shall abide by all applicable laws, regulations and customer requirements concerning the prohibition or restriction of specific substances, including markings relating to regeneration and disposal.

All products should meet environmental protection directives such as RoHS, REACH, green packaging and environmental protection regulations of target market countries and regions.

Lead-free and low toxicity control should be implemented in all product production to meet the requirements of relevant regulations on chemical management and control of toxic and harmful substances.

The supplier should implement green purchasing, and the materials provided by the supplier should be inspected or managed for environmental protection.

3.4 Business Ethics Requirements

Business integrity : All business activities of the supplier should abide by the standards of integrity and prohibit any form of embezzlement, extortion, embezzlement of public funds, money laundering and other acts, in order to avoid being ordered to suspend business or subject to legal sanctions by the government.

No unfair interest: The supplier shall not provide or accept bribes or other forms of unfair gains, including inappropriate gifts.

Information disclosure: The supplier discloses information on business activities, organizational structure, financial situation and performance in accordance with applicable regulations and major industry practices.

Intelligent property rights: The supplier should respect and protect the intellectual property rights and the transfer of technology and production experience should properly protect the intellectual property rights.

Fair trade, advertising and competition: The supplier should establish a fair trade, advertising and

competition system, and take measures to protect customer information.

Identity information protection: The supplier shall protect the supplier and its employees 'whistleblowers and ensure the confidentiality of their identities.

Community participation: Encourage participation in community activities to promote social and economic development.



UNIVERSAL CERTIFICATION CENTRE CO., LTD.
QUALITY MANAGEMENT SYSTEM CERTIFICATE

No.: UKQ1803012R3

This is to certify that the quality system of

VOLTRONIC POWER TECHNOLOGY (SHENZHEN) CORP.

(UNIFIED SOCIAL CREDIT CODE: 91440300676691745X)

(REGISTERED/PRODUCTION ADD: 1-5F BUILDING 5, 1F BUILDING 7, 1F-A BUILDING 9, YUSHENG INDUSTRIAL PARK, NO.467,
SECTION XIXIANG, NATIONAL HIGHWAY 107, XIXIANG, BAO AN DISTRICT, SHENZHEN, P. R. CHINA ZIP: 518126)
(COMMUNICATION ADD: 4F BUILDING 5, YUSHENG INDUSTRIAL PARK, NO.467, SECTION XIXIANG, NATIONAL HIGHWAY 107,
XIXIANG, BAO AN DISTRICT, SHENZHEN, P. R. CHINA ZIP: 518126)

is in conformity with:

ISO9001:2015

This system is valid to:

***DESIGN, MANUFACTURE AND SERVICE OF UNINTERRUPTIBLE
POWER SUPPLY, SWITCHING POWER SUPPLY AND INVERTER
POWER PRODUCT (EXPORT)***

Issue date: 03-14-2018

Initial Certification date: 04-15-2009

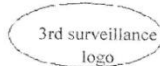
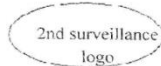
This Certificate is validity until: 03-13-2021

(The surveillance audits shall be performed in a yearly manner during the validation. The continual effectiveness of
the certificate shall be marked by the surveillance qualification logo as pasted below.)

Organization stamp:



Representative of the centre (Director):



241

Certified Organization Search is available on UCC and CNCA website(www.cnca.gov.cn)

Certification Body Contact: Http://www.uccert.com Tel:(+86 755) 83355888 Add: 6/F,YuHe Building,Qiaoxiang Road,Shenzhen,P.R.China



UNIVERSAL CERTIFICATION CENTRE CO., LTD.
ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATE

No.: 02418E31010277R3M

This is to certify that the environmental system of

VOLTRONIC POWER TECHNOLOGY (SHENZHEN) CORP.

(UNIFIED SOCIAL CREDIT CODE: 91440300676691745X)

(REGISTERED/PRODUCTION ADD: 1-5F BUILDING 5, 1F BUILDING 7, 1F-A BUILDING 9, YUSHENG INDUSTRIAL PARK, NO.467,
SECTION XIXIANG, NATIONAL HIGHWAY 107, XIXIANG, BAO AN DISTRICT, SHENZHEN, P. R. CHINA ZIP: 518126)
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XIXIANG, BAO AN DISTRICT, SHENZHEN, P. R. CHINA ZIP: 518126)

is in conformity with:

is in conformity with:

GB/T24001-2016/ISO14001:2015

This system is valid to:

***THE DESIGN, MANUFACTURE, SERVICE AND RELATED
MANAGEMENT BUSINESS OF UNINTERRUPTIBLE POWER SUPPLY,
SWITCHING POWER SUPPLY AND INVERTER
POWER PRODUCT (EXPORT)***

Issue date: 03-14-2018

Initial Certification date: 04-15-2009

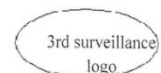
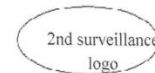
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Organization stamp:



Representative of the centre (Director):



中国认可
国际互认
管理体系
MANAGEMENT SYSTEM
CNAS C024-M

The most recent information and status of the certificate are available from the UCC website(www.uccert.com) or CNCA website(www.cnca.gov.cn)
UCC telephone number: (+86 755)83355888 Address: 6/F,YuHe Building,Qiaoxiang Road,Shenzhen,P.R.China

WeChat account:





UNIVERSAL CERTIFICATION CENTRE CO., LTD.
 CERTIFICATE OF CONFORMITY OF OCCUPATIONAL HEALTH AND
 SAFETY MANAGEMENT SYSTEM CERTIFICATE

No.: 02419S2010144R11

This is to certify that the OHSMS system of

VOLTRONIC POWER TECHNOLOGY (SHENZHEN) CORP.

(UNIFIED SOCIAL CREDIT CODE: 91440300676691745X)

(ADD: 1-5F BUILDING 5, 1F BUILDING 7, 1F-A BUILDING 9, YUSHENG INDUSTRIAL PARK, NO.467, SECTION XIXIANG, NATION/
 HIGHWAY 107, XIXIANG, BAO AN DISTRICT, SHENZHEN, P.R. CHINA ZIP: 518126)

is in conformity with:

GB/T28001-2011/OHSAS 18001:2007

This system is valid to:

***THE DESIGN, MANUFACTURE, SERVICE AND RELATED
 MANAGEMENT BUSINESS OF UNINTERRUPTIBLE POWER SUPPLY,
 SWITCHING POWER SUPPLY AND INVERTER POWER PRODUCT
 (EXPORT) ***

Initial Certification date: 05-04-201

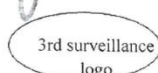
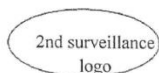
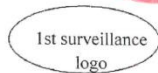
This Certificate is validity until: 03-11-202

Issue date: 03-25-2019

(The surveillance audits shall be performed in a yearly manner during the validation. The continual effectiveness of
 the certificate shall be marked by the surveillance qualification logo as pasted below.)

Organization stamp:

Representative of the centre (Director):



中国认可
 管理体系
 MANAGEMENT SYSTEM
 CNAS C024-M

The most recent information and status of the certificate are available from the UCC website(www.ucccert.com) or CNCA website(www.cnca.gov.cn)
 UCC telephone number: (+86 755) 83355888 Address: 6/F, YuHe Building, Qiaoxiang Road, Shenzhen, P.R. China

WeChat account:



UNIVERSAL CERTIFICATION CENTRE CO., LTD.
 QUALITY MANAGEMENT SYSTEM CERTIFICATE

No.: UKQ1705001R0

This is to certify that the quality system of

ZHONGSHAN VOLTRONIC POWER ELECTRONICS LIMITED.

(UNIFIED SOCIAL CREDIT CODE: 91442000MA4UH9Q71G)

(ADD: NO.8, SHICHONG ROAD, ZHONGSHAN TORCH HI-TECH INDUSTRIAL DEVELOPMENT ZONE, ZHONGSHAN, GUANGDONG,
 P. R. CHINA ZIP: 528437)

is in conformity with:

ISO9001:2015

This system is valid to:

***THE DESIGN, MANUFACTURE AND SERVICE OF
 UNINTERRUPTIBLE POWER SUPPLY, SWITCHING POWER SUPPLY
 AND INVERTER POWER PRODUCT (EXPORT) ***

Issue date: 05-02-2017

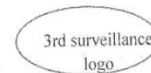
This Certificate is validity until: 05-01-2021

Date of update: 04-19-2019

(The surveillance audits shall be performed in a yearly manner during the validation. The continual effectiveness of
 the certificate shall be marked by the surveillance qualification logo as pasted below.)

Organization stamp:

Representative of the centre (Director):



241

Certified Organization Search is available on UCC and CNCA website(www.cnca.gov.cn)
 Certification Body Contact: Http://www.ucccert.com Tel: (+86 755) 83355888 Add: 6/F, YuHe Building, Qiaoxiang Road, Shenzhen, P.R. China



UNIVERSAL CERTIFICATION CENTRE CO., LTD.
ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATE

No.: 02417E31010310R0M

This is to certify that the environmental system of

ZHONGSHAN VOLTRONIC POWER ELECTRONICS LIMITED

(UNIFIED SOCIAL CREDIT CODE: 91442000MA4UH9Q71G)

(ADD: AREA B GROUND FLOOR-AREA E FIRST FLOOR, NO.28, YANJIANG EAST FIRST ROAD, ZHONGSHAN TORCH HI-TECH

INDUSTRIAL DEVELOPMENT ZONE, ZHONGSHAN, GUANGDONG, P. R. CHINA ZIP: 528437)

is in conformity with:

GB/T24001-2016/ISO14001:2015

This system is valid to:

***THE DESIGN, MANUFACTURE, SERVICE AND RELATED
MANAGEMENT BUSINESS OF UNINTERRUPTIBLE POWER SUPPLY,
SWITCHING POWER SUPPLY AND INVERTER POWER PRODUCT
(EXPORT)***

Issue date: 05-02-2017

This Certificate is validity until: 05-01-2020

(The surveillance audits shall be performed in a yearly manner during the validation. The continual effectiveness of the certificate shall be marked by the surveillance qualification logo as pasted below.)

Organization stamp:



Representative of the centre (Director):



中国认可
国际互认
管理体系
MANAGEMENT SYSTEM
CNAS C024-M

Certified Organization Search is available on UCC and CNCA website (www.cnca.gov.cn)

Certification Body Contact: Http://www.ucccert.com Tel:(+86 755) 83355888 Add: 6/F,YuHe Building,Qiaoxiang Road,Shenzhen,P.R.China



UNIVERSAL CERTIFICATION CENTRE CO., LTD.
CERTIFICATE OF CONFORMITY OF OCCUPATIONAL HEALTH AND
SAFETY MANAGEMENT SYSTEM CERTIFICATE

No.: 02417S2010224R0M

This is to certify that the OHSMS system of

ZHONGSHAN VOLTRONIC POWER ELECTRONICS LIMITED.

(UNIFIED SOCIAL CREDIT CODE: 91442000MA4UH9Q71G)

(ADD: NO.8, SHICHONG ROAD, ZHONGSHAN TORCH HI-TECH INDUSTRIAL DEVELOPMENT ZONE, ZHONGSHAN, GUANGDONG,

P. R. CHINA ZIP: 528437)

is in conformity with:

GB/T28001-2011/OHSAS 18001:2007

This system is valid to:

***THE DESIGN, MANUFACTURE, SERVICE AND RELATED
MANAGEMENT BUSINESS OF UNINTERRUPTIBLE POWER SUPPLY,
SWITCHING POWER SUPPLY AND INVERTER POWER PRODUCT
(EXPORT)***

Issue date: 05-02-2017

This Certificate is validity until: 05-01-2020

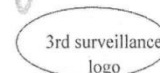
Date of update: 04-19-2019

(The surveillance audits shall be performed in a yearly manner during the validation. The continual effectiveness of the certificate shall be marked by the surveillance qualification logo as pasted below.)

Organization stamp:



Representative of the centre (Director):



中国认可
管理体系
MANAGEMENT SYSTEM
CNAS C024-M

The most recent information and status of the certificate are available from the UCC website (www.ucccert.com) or CNCA website (www.cnca.gov.cn)
UCC telephone number: (+86 755) 83355888 Address: 6/F,YuHe Building,Qiaoxiang Road,Shenzhen,P.R.China

WeChat account:





环通认证中心有限公司

职业健康安全管理体系认证证书

编号: 02421S32010203R2M

兹证明

日月元科技(深圳)有限公司

(统一社会信用代码: 91440300676691745X)

(地址: 深圳市宝安区西乡街道龙腾社区 107 国道西乡段 467 号(固戍路口边)润东晟工业区 5 栋 1 层至 5 层、7 栋 1 层、9 栋 1 层 B; (在深圳市宝安区西乡街道大铲湾港区辅三路南侧金港商务大厦 B 栋 4、5、6 层设有生产经营场所从事生产经营活动) 邮编: 518126)

(其它场所请见证书附件)

职业健康安全管理体系符合标准:

GB/T45001-2020/ISO45001:2018

职业健康安全管理体系覆盖范围:

不间断电源、开关电源及逆变器的设计、制造和服务及相关管理活动(外销)

发证日期: 2021-03-09

证书有效期至: 2024-03-08

初始获证日期: 2016-05-04

(本证书有效期为每年需进行监督审核, 证书是否继续有效以是否加贴监督合格标志为准。)

机构印章:



签发(主任):

第一次监督
合格标志加贴处

第二次监督
合格标志加贴处

第三次监督
合格标志加贴处



中国认可
管理体系
MANAGEMENT SYSTEM
CNAS C024-M

证书查询方式: 可通过深圳市环通认证中心有限公司官网 (www.ucccert.com), 或国家认证认可监督管理委员会官网 (www.cnca.gov.cn) 查询
认证机构联系电话: (+86 755) 83355888 地址: 深圳市福田区香蜜湖街道金港商务大厦六楼
The most recent information and status of the certificate are available from the UCC website (www.ucccert.com) or CNCA website (www.cnca.gov.cn)
UCC telephone number: (+86 755) 83355888 Address: 6/F Wuh Building, Qianjiang Road, Shenzhen, P.R. China



环通认证中心有限公司

职业健康安全管理体系认证证书附件

编号: 02421S32010203R2M

此附件所列场所属于日月元科技(深圳)有限公司的认证范围

认证的活动由下表所列场所实施:

场所名称/地址	相关产品/服务/活动
场所 1 地址: 深圳市宝安区西乡街道龙腾社区 107 国道西乡段 467 号(固戍路口边)润东晟工业区 5 栋 1 层至 5 层、7 栋 1 层、9 栋 1 层 B	不间断电源、开关电源及逆变器的制造(外销)
场所 2 地址: 深圳市宝安区西乡街道大铲湾港区辅三路南侧金港商务大厦 B 栋 4、5、6 层	不间断电源、开关电源及逆变器的设计和服务(外销)

(此证书附件仅在与证书主页共同使用时方有效)

第 1 页/共 1 页

机构印章:



签发(主任):



中国认可
管理体系
MANAGEMENT SYSTEM
CNAS C024-M

证书查询方式: 可通过深圳市环通认证中心有限公司官网 (www.ucccert.com), 或国家认证认可监督管理委员会官网 (www.cnca.gov.cn) 查询
认证机构联系电话: (+86 755) 83355888 地址: 深圳市福田区香蜜湖街道金港商务大厦六楼
The most recent information and status of the certificate are available from the UCC website (www.ucccert.com) or CNCA website (www.cnca.gov.cn)
UCC telephone number: (+86 755) 83355888 Address: 6/F Wuh Building, Qianjiang Road, Shenzhen, P.R. China





环通认证中心有限公司

职业健康安全管理体系认证证书

编号: 02420S32010262R1M

兹证明

中山旭贵明电子有限公司

(统一社会信用代码: 91442000MA4UH9Q71G)

(地址: 中山市火炬开发区十涌路8号 邮编: 528437)

职业健康安全管理体系符合标准:

GB/T45001-2020/ ISO 45001:2018

职业健康安全管理体系覆盖范围:

***不间断电源、开关电源及逆变器的设计、制造和服务及相关
管理活动(外销)***

初次获证日期: 2017年05月02日

发证日期: 2020年04月28日

证书有效期至: 2023年04月27日

(本证书有效期内每年需进行监督审核, 证书是否继续有效以是否加贴监督合格标志为准。)

机构印章:



签发(主任):



第二次监督
合格标志加贴处

第三次监督
合格标志加贴处



中国认可
管理体系
MANAGEMENT SYSTEM
CNAS C024-M

证书查询方式: 可通过深圳市环通认证中心有限公司官网 (www.ucccert.com), 或国家认证认可监督管理委员会官网 (www.cnca.gov.cn) 查询
认证机构联系电话: (+86 755)83355888 地址: 深圳市福田区侨香路裕和大厦六楼

微信服务号:





ELECTRONICS TESTING CENTER, TAIWAN
QUALITY MANAGEMENT SYSTEM CERTIFICATE

ISO 9001



認可登録
REGISTERED

hereby certifies that the firm

VOLTRONIC POWER TECHNOLOGY CORP. NEIHU PLANT

(2F, NO.354,XINHU 2ND ROAD, NEIHU DIST., TAIPEI, TAIWAN, R.O.C.)

has fulfilled the requirements of Quality Management System Specified as

ISO 9001:2015/CNS 12681:2016

and is granted registration by the ETC.

The scope of registration is described below.

THE PRODUCTION AND SERVICING OF :

- * UNINTERRUPTIBLE POWER SUPPLY,
- * SWITCHING POWER SUPPLY ,
- * INVERTER POWER SUPPLY---end---

Originally Registered : September 25, 2019
Date of Approval : September 25, 2019
Valid Until : September 24, 2022
Certificate No : 3E6Y005-01

President Hermany Li



Scopes accredited by the TAF are marked with“*”



ELECTRONICS TESTING CENTER, TAIWAN
ENVIRONMENTAL MANAGEMENT
SYSTEM CERTIFICATE

ISO 14001



認可登録
REGISTERED

hereby certifies that the firm

VOLTRONIC POWER TECHNOLOGY CORP. NEIHU PLANT

(2F, NO.354,XINHU 2ND ROAD, NEIHU DIST., TAIPEI, TAIWAN, R.O.C.)

has fulfilled the requirements of Environmental Management System

Specified as

ISO 14001 : 2015/CNS 14001 : 2016

and is granted registration by the ETC.

The scope of registration is described below.

THE PRODUCTION AND SERVICING OF :

- * UNINTERRUPTIBLE POWER SUPPLY,
- * SWITCHING POWER SUPPLY ,
- * INVERTER POWER SUPPLY---end---

Originally Registered : September 25, 2019
Date of Approval : September 25, 2019
Valid Until : September 24, 2022
Certificate No : 3E6E005-01

President Hermany Li



Scopes accredited by the TAF are marked with“*”

CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

VOLTRONIC POWER TECHNOLOGY VIETNAM CO., LTD

Address: Workshop B1A, B1B, B1C, No. 5, Street 21A, VSIP Bac Ninh
Industrial and Urban Area, Dai Dong Commune, Tien Du District, Bac
Ninh Province, Vietnam.

has been registered by Intertek as conforming to the requirements of:

ISO 9001:2015

The management system is applicable to:

Assembly of UPS

Certificate Number:
CPRJ-2020-087002/QMS

Initial Certification Date:
27 June 2020

Date of Certification Decision:
27 June 2020

Issuing Date:
27 June 2020

Valid Until:
26 June 2023



Intertek



014

Calin Moldovean
President, Business Assurance

Intertek Certification Limited, 10A Victory Park,
Victory Road, Derby DE24 8ZF, United Kingdom

Intertek certification Limited is a UKAS
accredited body under schedule of
accreditation no. 014



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

VOLTRONIC POWER TECHNOLOGY VIETNAM CO., LTD

Address: Workshop B1A, B1B, B1C, No. 5, Street 21A, VSIP Bac Ninh
Industrial and Urban Area, Dai Dong Commune, Tien Du District, Bac
Ninh Province, Vietnam.

has been registered by Intertek as conforming to the requirements of:

ISO 14001:2015

The management system is applicable to:

Assembly of UPS

Certificate Number:
CPRJ-2020-087002/EMS

Initial Certification Date:
06 July 2020

Date of Certification Decision:
06 July 2020

Issuing Date:
06 July 2020

Valid Until:
05 July 2023



Intertek



014

Calin Moldovean
President, Business Assurance

Intertek Certification Limited, 10A Victory Park,
Victory Road, Derby DE24 8ZF, United Kingdom

Intertek certification Limited is a UKAS
accredited body under schedule of
accreditation no. 014



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

VOLTRONIC POWER TECHNOLOGY VIETNAM CO., LTD

Address: Workshop B1A, B1B, B1C, No. 5, Street 21A, VSIP Bac Ninh
Industrial and Urban Area, Dai Dong Commune, Tien Du District, Bac
Ninh Province, Vietnam.

has been registered by Intertek as conforming to the requirements of:

ISO 45001:2018

The management system is applicable to:

Assembly of UPS

Certificate Number:
0103522

Initial Certification Date:
18 July 2020

Date of Certification Decision:
18 July 2020

Issuing Date:
18 July 2020

Valid Until:
17 July 2023



Intertek



014

A handwritten signature in black ink, appearing to read "Calin Moldoveanu".

Calin Moldoveanu
President, Business Assurance

Intertek Certification Limited
10A Victory Park, Victory Road
Derby DE24 8ZF, United Kingdom

Intertek Certification Limited is a
UKAS accredited body under
schedule of accreditation no. 014.





China

Product Carbon Footprint Verification Statement

No. P2GHG 082258 0009 Rev. 01

Holder of Statement: VOLTRONIC POWER TECHNOLOGY (SHENZHEN) CORP.
1-4F Building 5, Yusheng Industrial Park
No.467, Section Xixiang, National Highway 107, Xixiang
Baoan District
518102 Shenzhen, Guangdong
PEOPLE'S REPUBLIC OF CHINA

Product Name: DC/AC inverter system
Hybrid MPPT Solar Inverter

Standards: ISO 14067: 2018

Function Unit: One Hybrid MPPT Solar Inverter

System Boundary: From Cradle to Gate:
From raw materials to distribution and sales stage

Covered Period: 1/1/2021-31/12-2021

Verification Report No.: 6821022002602

The product carbon footprint information of this statement is only to be interpreted together with the claim on greenhouse gases emission from the holder of statement. It is only valid for the mentioned scope of application. It does not relieve client from compliance with any by laws, national or regional acts and regulations or with any guidelines issued pursuant to such regulations. Stipulations to the contrary are not binding on TÜV SÜD and TÜV SÜD shall have no responsibility vis-à-vis parties other than its client. TÜV SÜD cannot be held liable by any relying or acting upon this statement.

Level of Assurance: resonable

Level of Materiality: 5% for the total sum

Issue date: 2022-06-08

Mingshu
(April He)



China

Product Carbon Footprint Verification Statement

No. P2GHG 082258 0009 Rev. 01

Product Type: InfiniSolar VIII-3KW
InfiniSolar V II-3KW 24V
InfiniSolar V II-5KW
InfiniSolar VIII-5KW
InfiniSolar V IV 5.6KW
InfiniSolar VII LV 6KW
InfiniSolar V II 3/3 6KW
InfiniSolar VII 6KW

Product Carbon Footprint:

InfiniSolar VIII-3KW:	302.51 kgCO ₂ eq
InfiniSolar V II-3KW 24V:	285.93 kgCO ₂ eq
InfiniSolar V II-5KW:	294.04 kgCO ₂ eq
InfiniSolar VIII-5KW:	299.45 kgCO ₂ eq
InfiniSolar V IV 5.6KW:	412.23 kgCO ₂ eq
InfiniSolar VII LV 6KW:	463.58 kgCO ₂ eq
InfiniSolar V II 3/3 6KW:	319.85 kgCO ₂ eq
InfiniSolar VII 6KW:	301.57 kgCO ₂ eq

Appendix V "Code for the management of the conflict minerals"

1, the purpose of :

In order to meet the requirements of the management of the conflict minerals bill, and to guide the investigation of suppliers in the supply chain, this code is adopted.

2, the scope of application:

Applicable to the qualified suppliers which are currently trading with the company.

3, definition:

3.1 3TG : Refers to Sn (Tin), Ta (Tantalum), W (Tungsten), gold (Gold) four kinds of metals, because of its English to T and G at the beginning, also known as 3TG metal.

3.2 Conflict Minerals: Refers to conflict metal 3TG, and the mining minerals located in the Democratic Republic of the Congo Republic and the surrounding area (Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia, Angola, Central African Republic and Republic of Congo).

3.3 Smelter : Refers to the smelter which carries ore extraction, to obtain 3TG metal.

3.4 CMRT (Conflict Mineral Reporting Template) : Refers to the standard form co-developed by the international institutions EICC (Electronic Industry Code of Conduct) and GeSI (Global e-Sustainability Initiative) for the investigation of conflict minerals in the supply chain.

3.5 SEC : The U.S. Securities and Exchange Commission

3.6 Dodd-Frank Wall Street Reform and Consumer Protection Act : The conflict mineral management regulation, which was formulated by SEC and enacted on July 15, 2010, in the United States, requires the listed companies in the United States to disclose the information involving the investigation of the conflict minerals management.

- 5.3.3 [Declaration] the main fill in project for the investigation, after completing the company's information, there are 7 declaration questions (1-7) and 10 company level questions (A-G) need to answer.
- 5.3.4 [Declaration] within the scope of the declaration there are 7 main questions need to answer.
- 5.3.4.1 Question 1, the supplier needs to answer whether the provided material contains the conflict metal (3TG), if all the answer is NO, i.e. does not contain four kinds of metals that the investigation can be over.
- 5.3.4.2 Question 2, the supplier needs to answer whether the provided material must use the conflict metal, if the answer is Yes, i.e. the 3TG is the necessary component for function or performance.
- 5.3.4.3 Question 3, the supplier needs to answer whether the used metal comes from the conflict minerals area, if the answer is Yes, i.e. the used metal comes from Democratic Republic of the Congo Republic or the surrounding area (such as Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia, Angola, Central African Republic and Republic of Congo) , if the answer is No, i.e. the used metal doesn't come from those areas.
- 5.3.4.4 Question 4, the supplier needs to answer whether the used conflict metal (3TG) is 100% from the recycling materials or scrap.
- 5.3.4.5 Question 5, the supplier needs to answer, whether to collect the conflict minerals on their own supply chain, the management data and the proportion.

5.3.4.6 Question 6, the supplier needs to answer whether to carry out the identification of the smelter where the conflict minerals collected from.

5.3.4.7 Question 7, the supplier needs to answer, whether all the smelters where the conflict minerals collected from, have been completed to CMRT, when this question to answer Yes, need to declare the names of the smelters in [List Smelter]. To fill in Workbook [Smelter list], firstly requires in the metal column pull-down menu to select metal contained in material, secondly in smelter reference directory column pull-down menu to select the name of smelter. If the pull-down menu does not have the name of the smelter where the conflict minerals collected from, please select "Smelter not yet identified" and then in the name of the smelter column manually key-in the name of the smelter.

5.3.5 [Declaration] 10 company level questions need to answer.

5.3.5.1 Question A, the supplier needs to answer whether had adopted procurement policy / strategy of no use conflict minerals.

5.3.5.2 Question B, the supplier needs to answer whether the procurement policy is open on the company's website, if the answer is Yes, please fill in the company's website domain name in the comment column.

5.3.5.3 Question C, the supplier needs to answer whether require its suppliers doesn't use the conflict minerals.

5.3.5.4 Question D, the supplier needs to answer whether require its suppliers to purchase metals from the smelters which were verified by EICC, GeSI and so on independent institutions.

5.3.5.5 Question E, the supplier needs to answer whether ever audited and identified the origins of non-conflict minerals.

5.3.5.6 Question F, the supplier needs to answer whether to use the CMRT to collect the conflict minerals management information of its suppliers.

5.3.5.7 Question G, the supplier needs to answer whether to ask its suppliers to provide the name of the related smelter.

5.3.5.8 Question H, the supplier needs to answer whether to audit and identify the conflict minerals management information provided by its suppliers is in line with the requirements.

5.3.5.9 Question I, the supplier needs to answer whether the identification method of the question H has included the corrective action when there is not in line with the requirements.

5.3.5.10 Question J, the supplier needs to answer whether to comply with the provisions published by SEC.

6, related documents:

6.1 supplier management guidelines

7, related attachments and forms:

7.1 CMRT

Appendix VI Voltronic Power Technology Corp.

COVID-19 epidemic prevention management

1) Purpose

Since governments all over the world have listed COVID-19 as a legal infectious disease, the company has established the epidemic prevention management to ensure the safety of epidemic prevention, so as to effectively prevent the invasion and spread of epidemic situation and ensure the health of employees.

2) Emergency response measures

- (1) In response to COVID-19, the CEO acts as the convener, and the heads of all departments are the main emergency directors. In response to the unexpected situation that colleagues may be isolated at home, quarantined at home and so on, the backup candidates are planned as soon as possible, and the management department is the unified window to implement control and tracking.
- (2) If colleagues or their relatives of each unit are infected with covid-19, or are informed of home isolation or home quarantine, they should report to the unit supervisor, and the department head shall inform the management department and CEO.
- (3) The department head of the infected colleague should give a detailed description of the previous work and contact history of the infected person in the unit.

3) Take epidemic prevention measures

- (1) Personnel access control

1. The body temperature of all colleagues was measured every morning. If the body temperature reached 37.5 degrees, they should see a doctor immediately and were forbidden to enter. If the body temperature does not exceed 37.5 degrees but has persistent cough, the colleague should be required to wear a mask immediately.
2. External visitors are required to fill in the "Health Statement of visitors", measure their body temperature and wear masks during the whole process.
3. Counter staff, cleaning staff, security personnel and other front-line workers should wear masks
4. reduce unnecessary meetings and meet by video if necessary.
5. According to the needs of epidemic situation development, handle the replacement measures for employees' attendance, so as to maintain the basic operation of human resources.
6. It is suggested to suspend external manufacturers' visits and community activities to avoid the risk of cluster infection.

(2) Environmental health management

1. For the equipment that employees often contact with, such as toilet, elevator button, doorknob, stair handrail, meeting room on each floor, staff dining room, etc., the cleaning and disinfection shall be strengthened from time to time.
2. The gate and office areas should be disinfected and alcohol should be placed for colleagues and visitors.
3. As far as possible, separate seats or plum blossom seats in staff restaurant.
4. The surrounding environment of the office area of the confirmed cases was disinfected comprehensively.
5. Provide appropriate masks to each employee.

(3) Self (personal) protection measures

1. Keep hands clean

- I Wash hands frequently with soap or alcohol dry hand sanitizer.
- II Should wash hands immediately when contacting body fluids (respiratory secretions, etc.).
- III Try not to touch your eyes, nose, mouth with your hands.

2. Pay attention to respiratory tract hygiene and cough etiquette

- I If have cough and other respiratory symptoms, should wear a medical mask. If feel unwell, should see a doctor as soon as possible.
- II When sneezing, cover mouth and nose with tissue or handkerchief. If there is no tissue or handkerchief, use sleeves instead.
- III Wash hands immediately when contact respiratory secretions.

3. Avoid going to public places with crowded people

- I Avoid entering and leaving crowded closed public places.
- II Reduce business trips, meetings, interviews, handshakes, visits, travel, etc.
- III If need to go to crowded public places, it is recommended to wear masks.

4. Rest at home when ill

- I In case of influenza like symptoms (fever, cough, runny nose, etc.), in addition to seeking medical treatment, rest at home as far as possible after the symptoms begin, and reduce the access to public places.
- II If have fever or respiratory symptoms during the health monitoring period, please wear a mask immediately, contact the local Health Bureau actively, and see a doctor as soon as

possible according to the instructions. When see a doctor, should inform the travel history, occupational exposure and whether someone nearby has similar symptoms.

(4) Principles of handling contacts with confirmed cases

If the distance between the patients and the confirmed cases is within 2 meters and more than 15 minutes, they should be isolated at home for 14 days.

4) Personnel management

(1) If colleagues of all units are infected with covid-19, the head of each department should immediately report to the local health authorities for treatment according to the regulations, so as to expand the immune situation.

(2) The relevant provisions on leave for isolation, punishment for violation of home isolation and regulations on rewards and punishments for epidemic prevention personnel shall be handled in accordance with the relevant provisions of the company.

(3) If the colleague is notified by the health institution to be isolated or quarantine at home, they shall inform the department heads of the staff actively, and the company shall assign a special person to follow up.

(4) In order to cope with the emergency situation such as the colleague may be isolated at home or quarantine at home, the heads of all departments shall plan the candidates for assistance as soon as possible.

(5) If necessary, personnel shall be put into work in different places (or floors), and plans for continuous operation, countermeasures and material preparation plan shall be developed to avoid business interruption.

5) Strengthen propaganda measures

- (1) Strengthen the propaganda of emergency response and epidemic prevention measures.
- (2) Strengthen the publicity of health education, such as personal hygiene and matters needing attention in daily life.
- (3) Care and assistance should be provided to colleagues who are infected with legal infectious diseases or quarantined.
- (4) In case of unconfirmed rumors of epidemic situation, it is necessary to clarify them immediately, so as to avoid spreading false information, causing people's panic, causing people's self-danger and affecting work.

Appendix VII **S&P Global**

Corporate Sustainability Assessment (CSA) 2022

0 Company Information

0.1 Denominator – Revenues

✓ TWD - New Taiwan Dollar

Fiscal year-end date

31.12.2021

Company Data	Financial Year 2018	Financial Year 2019	Financial Year 2020	Financial Year 2021
Revenues ✓ Reported Revenues	NT 11,407,894 thousand	NT 12,936,382 thousand	NT 13,652,564 thousand	NT 16,956,682 thousand
Revenues in US Dollars	US Dollars 371,194 thousand (31.12.2018)	US Dollars 431,500 thousand (31.12.2019)	US Dollars 478,552 thousand (31.12.2020)	US Dollars 612,376 thousand (31.12.2021)
Total Employees	2,420	2,580	2,975	3,048

0.2 Business Activities

Trucost Business Activity	Company description of main products	Revenue from each business activity in FY 2020 (USD)	% of revenue from the business activity over total revenues in FY 2020	Explanation for change	Supporting evidence
All other miscellaneous electrical equipment and component manufacturing	UPS, PV Inverter, Energy Storage System, Variable Frequency Drive and EV Charger.	US Dollars 478,552 thousand	100	No change	

0.3 Reporting Boundaries

Our company is a holding and it has a group structure, indicate the boundaries of the CSA data consolidation and reporting of the companies within our group or holding portfolio.

- ✓ We have a group or holding structure with financial interests in one or more companies.

Supporting evidence: see pages 31 and 32

Environmental data reporting boundaries used in the CSA

- ✓ We only report on companies in which we have full ownership (e.g. 100% voting rights)
- ✓ The environmental data reporting boundaries used in the CSA are aligned with the ones used within our public reporting

Social data reporting boundaries used in the CSA

- ✓ We only report on companies in which we have full ownership (e.g. 100% voting rights)
- note : We only invested in the companies in which we have full ownership (100% voting rights)
- ✓ The social data reporting boundaries used in the CSA are aligned with the ones used within our public reporting

Are your public extra-financial reporting boundaries aligned with your public financial accounting boundaries?

- ✓ Yes

1 Governance & Economic Dimension

1.1 Corporate Governance

1.1.1 Board Structure

- ✓ Board Type
- ✓ TWO-TIER SYSTEM (companies with a supervisory board)

		Number of members
SUPERVISORY BOARD	Independent directors	4
	Other non-executive directors	
	Employee representatives (if not applicable, please leave the field empty)	
MANAGEMENT BOARD/ EXECUTIVE MANAGEMENT	Senior executives	8
	Total size of both boards	8

Board Independence Statement

✓ Yes, we have an independence statement. Please reference @ this report page 43

✓ A target share of independent directors on the board. Please reference @ this report page 44

1.1.2 Non-Executive Chairperson/ Lead Director

Is the board of directors/supervisory board headed by a non-executive and independent chairperson and/or an independent lead director?

✓ Chairperson is non-executive and independent: Please reference @ this report page 44

✓ Role of chairperson and CEO is joint, but independent lead director is appointed. Please indicate the name of the lead director: Please reference @ this report page 44

1.1.3 Board Diversity Policy

Does your company have a formal board diversity policy that clearly requires diversity factors such as gender, race, ethnicity, country of origin, nationality or cultural background in the board nomination process? Please reference @ this report page 45

✓ Yes, our policy specifically includes the following:

- ✓ Gender
- ✓ Race or Ethnicity
- ✓ Nationality, country of origin or cultural background

1.1.4 Board Gender Diversity

Please indicate the number of women on your company's board of directors/supervisory board

✓ Number of female directors: 3 , Please reference @ this report page 47

1.1.5 Board Effectiveness

How does your company ensure the effectiveness of your board of directors/supervisory board and the alignment with the (long-term) interests of shareholders?

✓ indicators/measures Please reference @ this report pages 47 to 49

1.1.6 Board Average Tenure

✓ Average tenure of board members in years: 5 , Please reference @ this report pages 49 to 50

1.1.7 Board Industry Experience

✓ Please reference @ this report page 50

1.1.8 CEO Compensation - Success Metrics

Does your company have predefined financial returns and/or relative financial metrics relevant for Chief Executive Officer's variable compensation? Please reference @ this report pages 50 to 51

✓ Yes, our company has pre-defined financial returns and/or relative financial metrics relevant for Chief Executive Officer's variable compensation.

✓ Financial Returns (e.g. return on assets, return on equity, return on invested capital, etc.)

- ✓ Relative Financial Metrics (e.g. comparison to peers using metrics such as total shareholder return, Tobin's Q, growth, etc.)

1.1.9 CEO Compensation - Long-Term Performance Alignment

Does your company have the following compensation structures in place to align with long-term performance ?

Please reference @ this report pages 51 to 53

- ✓ Yes, our company has guidelines on deferred bonus, time vesting, and performance period for the CEO's variable compensation.

Deferral of Bonus for Short-term CEO Compensation

Is a portion of the CEO's short-term incentive deferred in the form of shares or stock options?

Please indicate the percentage of the short-term bonus deferred in the form of shares or stock options:

Performance Period for Variable CEO Compensation

What is the longest performance period applied to evaluate variable compensation(based on predefined targets, either relative or absolute), covered in your executive compensation plan? Is there a clawback policy in place?

Please note that compensation that only is time vested is not considered as performance based compensation in this part of the question. Please indicate the longest performance period covered by your executive compensation plan:

- ✓ We have a clawback provision in place. Please specify :

Time Vesting for Variable CEO Compensation

Please indicate the longest time vesting period for variable CEO compensation:

1.1.10 Management Ownership

Do your company's CEO and other executive committee members hold company shares?

✓ Yes, company CEO and other executive officers hold company shares

Please reference @ this report page 53

1.1.11 Management Ownership Requirements

✓ No, there are no share ownership requirements

Please reference @ this report page 53

1.1.12 Government Ownership

✓ No governmental institutions own more than 5% of the total voting rights.

Please reference @ this report page 54 and pages 112 to 113 of the FY 2021 Annual Report

1.1.13 Family Ownership

✓ Yes, founding individuals or family members individually own more than 5% of the voting rights. Total % of voting rights of the company:18.53%

Please reference @ this report page 54

1.1.14 Dual Class Shares

✓ Not applicable.

Please reference @ this report page 55

1.1.15 CEO-to-Employee Pay Ratio

✓ Not applicable.

Please reference @ this report page 53

1.2 Materiality

1.2.1 Material Issues

Has your company conducted a materiality analysis to identify the most important material issues (economic, environmental, or social) for your company's performance? Please provide the three most material issues that have the greatest impact on your business and the generation of long-term value. Please indicate how these issues impact your business and serve as sources of long-term value creation for your company.

✓ Yes, our company has conducted a materiality analysis to identify key issues for long-term value creation.

Please reference @ this report pages 66 to 70

1.2.2 Materiality Disclosure

Do you publicly disclose details of your materiality analysis, including information on how you conduct the materiality analysis process and your progress towards your targets or metrics?

✓ Yes, we publicly disclose this information. Please indicate the information you report on and indicate where this is available in your public reporting.

✓ We publicly disclose our materiality analysis, including the most material issues and a description of the process.

✓ We publicly report on our progress towards our targets or metrics for material issues.

Please reference @ this report pages 70 to 71

1.3 Risk & Crisis Management

1.3.1 Risk Governance

Please indicate which people, departments and committees are responsible and accountable for enterprise risk management in terms of risk appetite & tolerance as well as risk monitoring & reporting. Please also indicate the expertise and training applicable to non-executive directors as well as the corporate structure of risk management functions.

Please reference @ this report pages 77 to 79

1.3.2 Sensitivity Analysis & Stress Testing (including Water and Climate) Does your company perform sensitivity analysis or stress testing on a group level?

- ✓ Yes, on changes in financial risks, such as exchange and interest rates
- ✓ Yes, on climate change risks
- ✓ Yes, on changes in water availability or water quality
- ✓ Yes, on other risks (e.g. operational risks, market risks, strategic business risks, compliance risks).

Please reference @ this report pages 79 to 83

1.3.3 Emerging Risks

Please indicate two important long-term (3-5 years+) emerging risks that your company identifies as having the most significant impact on the business in the future, and indicate any mitigating actions that your company has taken in light of these risks. For each risk, please provide supporting evidence from your reporting for the description of the risk, the business impact and any mitigating actions, and select the category to which the risk belongs.

Please reference @ this report pages 83 to 84

1.3.4 Risk Culture

What strategies does your company pursue in order to promote and enhance an effective risk culture throughout the organization?

Please reference @ this report pages 85 to 87

1.4 Business Ethics

1.4.1 UN Global Compact Membership

Is your company a signatory/participant of the United Nations Global Compact?

✓ No, we are not a signatory/participant.

1.4.2 Codes of Conduct

Which of the following aspects are covered by your codes of conduct at a group level (including subsidiaries)?

✓ Yes, our group-wide codes of conduct are publicly available and specifically include the following:

- ✓ Corruption and bribery
- ✓ Discrimination
- ✓ Confidentiality of information
- ✓ Conflicts of interest
- ✓ Antitrust/anti-competitive practices
- ✓ Money-laundering and/or insider trading/dealing
- ✓ Environment, health and safety
- ✓ Whistleblowing

Please reference @ this report page 97 and Appendix III

1.4.3 Codes of Conduct: Coverage

Please complete the following table related to coverage of your codes of conduct, and whether or not written or digital acknowledgement has been obtained and training has been provided in the past three years:

Please reference @ this report page 98

1.4.4 Corruption & Bribery

Which of the following aspects are covered by your anti-corruption and bribery policy at a group level (including subsidiaries)?

- ✓ Yes, our group-wide anti-corruption and bribery policy is publicly available and specifically includes the following:
 - ✓ Bribes in any form (including kickbacks) on any portion of contract payments or soft dollar practices
 - ✓ Direct or indirect political contributions
 - ✓ Political contributions publicly disclosed.
 - ✓ Charitable contributions and sponsorship
 - ✓ Charitable contributions and sponsorship publicly disclosed.

Please reference @ this report pages 100 to 101 and Appendix III

1.4.5 Codes of Conduct: Systems/ Procedures

What mechanisms are in place to assure effective implementation of your company's codes of conduct (e.g. compliance system)?

- ✓ Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies

- ✓ Dedicated help desks, focal points, ombudsman, hotlines
- ✓ Compliance linked to employee remuneration
- ✓ Employee performance appraisal systems integrates compliance/codes of conduct
- ✓ Disciplinary actions in case of breach, i.e. warning, dismissal, zero tolerance policy
- ✓ Compliance system is certified/audited/verified by third party.

Please reference @ this report pages 98 to 99

1.4.6 Anti-Competitive Practices

- ✓ Past Cases
 - ✓ No, we did not incur any fines or settlements related to anti-competitive practices in the past four fiscal years.
- Ongoing Cases and Contingent Liabilities
- ✓ No, we are not involved in any ongoing investigations related to anti-competitive practices.

Please reference @ this report pages 103 to 104

1.4.7 Corruption & Bribery Cases

- ✓ Past Cases
 - ✓ No, we did not have confirmed cases of corruption & bribery during the past four fiscal years.
- Ongoing cases
- ✓ No, we are not currently involved in any ongoing corruption & bribery cases.

Please reference @ this report pages 102 to 103

1.4.8 Reporting on breaches

- ✓ We publicly report that no breaches have occurred during the most recent reporting cycle

Please reference @ this report pages 99

1.5 Policy Influence

1.5.1 Contributions & Other Spending

✓ Not applicable. We have never made contribution or political donation in the name of company.

Please reference @ this report page 238

1.5.2 Largest Contributions & Expenditures

✓ Not applicable. We have never made contribution or political donation in the name of company.

Please reference @ this report page 239

1.6 Supply Chain Management

1.6.1 Supplier Code of Conduct

Does your company have a Supplier Code of Conduct and is it publicly available?

✓ Yes, our company has a Supplier Code of Conduct and it is publicly available. The Code covers the following issues:

- ✓ Environmental standards for the suppliers' processes, products or services
- ✓ Child labor
- ✓ Fundamental human rights (e.g. labor rights, freedom of association, ILO conventions)
- ✓ Working conditions (e.g. working hours, lay-off practices)
- ✓ Remuneration
- ✓ Occupational health and safety
- ✓ Business ethics (e.g. corruption, anti-competitive practices)
- ✓ Our suppliers should have a sustainable procurement policy in place for their own suppliers

Please reference @ this report pages 147-148

1.6.2 Critical Supplier Identification

Does your company identify critical suppliers?

✓ Yes, our company identifies critical suppliers

Please indicate which of the following elements are considered in your definition of critical suppliers.

✓ High-volume suppliers or similar

✓ Critical component suppliers or similar

✓ Non-substitutable suppliers or similar

Please reference @ this report page 148

Critical tier 1 and non-tier 1 suppliers

Please reference @ this report page 148

1.6.3 Supply Chain Risk Exposure

Does your company have a formalized process in place to identify potential sustainability risks in the supply chain?

✓ Yes, we have a formalized process in place. Formal risk identification process

Formal risk identification process

Sustainability risk assessment scope and targets

Definition of "sustainability high-risk"

Share of sustainability high-risk suppliers

Please reference @ this report pages 153 to 156

1.6.4 Supplier Risk Management Measures

Please indicate which measures your company has taken in order to manage sustainability risks amongst your critical suppliers (tier 1 and non-tier 1) and your high sustainability risk suppliers.

- ✓ Our company measures sustainability risks in the supply chain on an ongoing basis

- Ongoing sustainability monitoring

- Corrective action plans for suppliers

Please reference @ this report pages 157 to 158

1.6.5 ESG Integration in SCM Strategy

Please indicate the main priorities of your company's general supply chain management strategy as well as the environmental, social and governance (ESG) objectives that have been identified in your company. Further, please indicate how ESG factors are integrated in your supplier selection decisions.

- ✓ General supply chain strategy

- Integration of ESG objectives

- Integration of ESG factors into supplier selection

Please reference @ this report pages 158 to 160

1.6.6 Supply Chain Transparency & Reporting

Which aspects of your supply chain management approach does your company publicly report on (on a consolidated basis)?

- ✓ We publicly report our supply chain management approach Supply chain management approach transparency
 - ✓ Supply chain spend analysis (containing basic spend analysis information such as: number of suppliers, category, spend value and geographical spread)
 - ✓ Supply chain awareness (identification of critical suppliers)
 - ✓ Supply chain risk assessment and corrective actions (e.g. supplier sustainability assessment)

- ✓ ESG integration in supply chain management strategy (e.g. minimum thresholds or alignment of overall supply chain management strategy with ESG objectives)

Reporting quantitative KPIs and targets

Please reference @ this report pages 158 to 160

1.6.7 Conflict Minerals

Does your company have a comprehensive strategy in place to avoid contributing to conflict through your purchasing decisions and practices?

- ✓ Yes, we have such a policy in place Policy

- ✓ Do you have a publicly available policy in place for minerals from conflict-affected and high-risk areas?

Risk Identification

Does your company have a formalized process/operating procedure in place to track minerals through the supply chain and identify and assess risks from minerals from conflict-affected and high-risk areas?

The process covers the following:

- ✓ Necessity (e.g. what conflict minerals are used, how and why they are necessary to the functionality of the product)
- ✓ Supplier survey
- ✓ Response verification
- ✓ Country of origin determination

Risk Management

Quantification

Please reference @ this report pages 151to 152

1.7 Information Security/ Cybersecurity & System Availability

1.7.1 IT Security/ Cybersecurity Governance

Please reference @ this report pages 251 to 252

1.7.2 IT Security/ Cybersecurity Measures

Please reference @ this report pages 252 to 262

1.7.3 IT Security/ Cybersecurity Process & Infrastructure

Please reference @ this report pages 262 to 263

1.8 Innovation Management

1.8.1 R&D Spending

Please reference @ this report page 265

1.8.2 Open Innovation

Please reference @ this report page 265

1.8.3 Product Innovations

Please reference @ this report pages 265to 267

1.8.4 Process Innovations

Please reference @ this report page 268

1.9 Strategy for Emerging Markets

1.9.1 Emerging Market Exposure & Strategy

Please reference @ this report page 268

1.9.2 Emerging Markets - R&D

Please reference @ this report page 268

1.9.3 Product Adaptation for Emerging Markets (B2B)

Please reference @ this report page 269

1.9.4 Emerging Markets – Manufacturing

Please reference @ this report page 269

2 Environmental Dimension

2.1 Environmental Reporting

2.1.1 Environmental Reporting – Coverage

- ✓ Yes, we publicly report on environmental indicators.
 - ✓ >75% of revenues OR >75% of business operations

Please reference @ this report page 110

2.1.2 Environmental Reporting – Assurance

- ✓ The assurance statement is an "External Audit" or "External Assurance" produced by assurance specialists (e.g. accountants, certification bodies, specialist consultancies).
 - ✓ The assurance statement contains a "declaration of independence" which specifies that the assurance provider has no conflict of interest in relation to providing the assurance of environmental data for the company which has been assured.
 - ✓ The assurance statement is based on a recognized international or national standard (e.g. AA1000AS, ISAE 3000).
 - ✓ The scope of the assurance statement is clearly indicated in the assurance statement. If the assurance statement only covers some KPIs (but not all) it is clearly indicated which data/KPIs disclosed in the report have been assured (e.g. each KPI assured is marked with an "assurance" symbol/flag).
 - ✓ The assurance statement contains a conclusion, i.e. either "reasonable assurance" or "limited assurance"

Please reference @ this report pages 14 to 15 and 110 to 111.

2.2 Environmental Policy & Management Systems

2.2.1 Environmental Policy & Commitments

- ✓ Yes, we have a public environmental policy, and it defines the following elements.
 - ✓ Commitment and oversight to implementation of environmental management policy and/or improving environmental performance. Please select the highest committing decision-making body:
 - ✓ Executive management
 - ✓ Roles and responsibilities for implementing environmental management policy
 - ✓ Ensuring compliance with relevant environmental laws and regulations
 - ✓ Commitment to continuous improvement of environmental performance
 - ✓ Commitment to set targets and objectives to reduce environmental impacts
 - ✓ Measures to raise internal and external stakeholders' awareness of environmental management policy and environmental impacts
 - ✓ Training for employees to understand the impacts of their work activities on the environment

Please reference @ this report page 111 and Appendix IV

2.2.2 Coverage of Environmental Management Policy

- ✓ Our public environmental policy covers the following:
 - ✓ Production operations and business facilities
 - ✓ Products and services
 - ✓ Distribution and logistics
 - ✓ Management of waste

✓ Suppliers, service providers and contractors

Please reference @ this report Appendix IV

2.2.3 EMS: Certification/ Audit/ Verification

✓ Our Environmental Management System (EMS) is certified / audited / verified.

Please reference @ this report page 112 and Appendix IV

2.2.4 Return on Environmental Investments

✓ Yes, our EMS allows us to track capital investments, expenses, cost savings and avoidance from environmental investments for all or a part of our business.

Please reference @ this report pages 112 to 113

2.2.5 Environmental Violations

✓ No, we have not paid any significant fines (> USD \$10,000) related to environmental or ecological issues in the past four fiscal years.

Please reference @ this report page 113

2.3 Operational Eco-Efficiency

2.3.1 Direct Greenhouse Gas Emissions (Scope 1)

Please reference @ this report page 133

2.3.2 Indirect Greenhouse Gas Emissions (Scope 2)

Please reference @ this report page 134

2.3.3 Energy Consumption

Please reference @ this report page 116

2.3.4 Water Consumption

Please reference @ this report pages 129 to 130

2.3.5 Waste Disposal

Please reference @ this report pages 138 to 139

2.3.6 Hazardous Waste

Please reference @ this report pages 139 to 140

2.3.7 Volatile Organic Compounds Emissions

Please reference @ this report pages 140

2.3.8 Scope 3 GHG Emissions

Please reference @ the 2021 TCFD Report pages 114 to 118.

2.4 Product Stewardship

2.4.1 Product Design Criteria

Please reference @ this report pages 116 to 119

2.4.2 Life Cycle Assessment

Please reference @ this report pages 119 to 120

2.4.3 Resource Efficiency Benefits of Products

Please reference @ this report page 120

2.4.4 Hazardous Substances Commitment

Please reference @ this report pages 121 to 122

2.4.5 End of Life Cycle Responsibility

Please reference @ this report page 122

2.4.6 Environmental Labels & Declarations

Please reference @ this report pages 122 to 123

2.5 Biodiversity

2.5.1 Biodiversity Commitment

- ✓ No, we don't have a commitment to biodiversity

2.5.2 No Deforestation Commitment

- ✓ No, we don't have a commitment to end deforestation

2.6 Climate Strategy

2.6.1 TCFD Disclosure

Does your organization apply the TCFD framework in the management of climate-related risks and opportunities?

- ✓ Yes, we integrate the TCFD or are in the process of integrating it and publicly address the following requirements:

Governance

- ✓ a) Describe the board's oversight of climate related risks and opportunities.
- ✓ b) Describe management's role in assessing and managing climate-related risks and opportunities. Strategy
- ✓ a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- ✓ b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
- ✓ c) Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2°C or lower scenario.

Risk Management

- ✓ a) Describe the organization's processes for identifying and assessing climate-related risks.
- ✓ b) Describe the organization's processes for managing climate-related risks.
- ✓ c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets

- ✓ a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- ✓ b) Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (GHG) emissions, and the related risks.
- ✓ c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Please reference the 2021 TCFD Report

2.6.2 Climate-Related Management Incentives

Please reference @ the 2021 TCFD Report page 10.

2.6.3 Climate Change Strategy

How are your organizations' processes for identifying, assessing, and managing climate-related issues integrated into your over-all risk management? Please attach supporting evidence.

- ✓ Integrated into multi-disciplinary company-wide risk management processes, i.e. a documented process where climate change risks and opportunities are integrated into the company's centralized enterprise risk management program covering all types/sources of risks and opportunities

Please reference @ the 2021 TCFD Report pages 25 to 65.

2.6.4 Financial Risks of Climate Change

Have you identified any climate change risks (current or future) that have potential to generate a substantive change in your business operations, revenue or expenditures?

✓ Yes, we have identified climate change-related risks with potential impact.

Please reference @ the 2021 TCFD Report page 97.

2.6.5 Financial Opportunities Arising from Climate Change

Have you identified any climate change-related opportunities (current or future) that have the potential to generate a substantive positive change in your business operations, revenue, expenditure (i.e. opportunities driven by changes in regulation, physical, or other climate change-related developments)?

✓ Yes, we have identified climate change-related opportunities. Please briefly describe the most significant opportunity resulting from climate change on your business operations, revenue growth, or expenditures

Please reference @ the 2021 TCFD Report pages 104 to 105.

2.6.6 Climate Risk Assessment - Physical Risks

Please reference @ the 2021 TCFD Report pages 91 to 92.

2.6.7 Climate Risk Assessment - Transition Risks

Please reference @ the 2021 TCFD Report pages 92 to 93.

2.6.8 Physical Climate Risk Adaptation

Please reference @ the 2021 TCFD Report pages 93 to 94.

2.6.9 Climate-Related Targets

Please reference @ the 2021 TCFD Report pages 9 to 95, 113 and 121.

2.6.10 Climate Strategy Impacts

Please reference @ the 2021 TCFD Report pages 104 to 105.

2.6.11 Low-Carbon Products

Please reference @ the 2021 TCFD Report page 120.

2.6.12 Internal Carbon Pricing

✓ No, we do not use an internal price of carbon

2.6.13 Net-Zero Commitment

Please reference @ the 2021 TCFD Report pages 9 to 95, 113 and 121.

3 Social Dimension

3.1 Social Reporting

3.1.1 Social Reporting - Coverage

Please reference @ this report page 163

3.1.2 Social Reporting – Assurance

Please reference @ this report page 163

3.2 Labor Practice Indicators

3.2.1 Discrimination & Harassment

Please reference @ this report pages 198 to 199.

3.2.2 Workforce Breakdown: Gender

Please reference @ this report pages 195 to 196.

3.2.3 Workforce Breakdown: Race/ Ethnicity & Nationality

Please reference @ this report page 196.

3.2.4 Workforce Breakdown: Other Minorities

Please reference @ this report page 197.

3.2.5 Gender Pay Indicators

Please reference @ this report page 198.

3.2.6 Freedom of Association

Please reference @ this report pages 205 to 206.

3.3 Human Rights

3.3.1 Human Rights Commitment

Please reference @ this report pages 223 to 231.

3.3.2 Human Rights Due Diligence Process

Please reference @ this report pages 231 to 232.

3.3.3 Human Rights Assessment

Please reference @ this report pages 232 to 233.

3.3.4 Human Rights Mitigation & Remediation

Please reference @ this report page 233.

3.4 Human Capital Development

3.4.1 Training & Development Inputs

Please reference @ this report page 190.

3.4.2 Employee Development Programs

Please reference @ this report pages 183 to 184.

3.4.3 Human Capital Return on Investment

Please reference @ this report pages 184 to 185.

3.5 Talent Attraction & Retention

3.5.1 Hiring

Please reference @ this report pages 191 to 192.

3.5.2 People Analytics

Please reference @ this report page 192.

3.5.3 Strategic Workforce Planning

Please reference @ this report pages 192 to 194.

3.5.4 Type of Individual Performance Appraisal

Please reference @ this report page 194.

3.5.5 Long-Term Incentives for Employees

Please reference @ this report pages 194 to 195.

3.5.6 Employee Support Programs

✓ We do not publicly report on programs or policies.

3.5.7 Employee Turnover Rate

Please reference @ this report page 169.

3.5.8 Trend of Employee Engagement

Please reference @ this report pages 170 to 172.

3.6 Corporate Citizenship & Philanthropy

3.6.1 Corporate Citizenship Strategy

Please reference @ this report pages 239 to 242.

3.6.2 Type of Philanthropic Activities

Please reference @ this report pages 242 to 243.

3.6.3 Philanthropic Contributions

Please reference @ this report page 243.

3.7 Occupational Health & Safety

3.7.1 OHS Policy

Does your company have an OHS policy/ commitment?

- ✓ Yes, we have a publicly available commitment on Occupational Health and Safety and it includes the following elements:
 - ✓ Is applicable to the company's entire operations/ employees as well as contractors or individuals under the company's supervision.
 - ✓ Compliance with relevant OHS international standards and regulations, voluntary programs and/or collective agreements on OHS.
 - ✓ A commitment to continually improve the performance of the OHS management system.
 - ✓ Establishment of quantitative targets for improving OHS performance metrics.
 - ✓ Endorsement of the implementation of the OHS policy. Please select the highest endorsing decision making body:
 - ✓ Executive management

Please reference @ this report pages 174 to 177.

3.7.2 OHS Programs

Does your company have an OHS management system?

- ✓ Yes, we have an OHS management system that covers the following elements:
 - ✓ Independent external verification of health, safety and well-being: please provide the names and standards used (such as ISO 45001)
- ISO 45001 , Please reference @ this report pages 325 to 326.

3.7.3 Fatalities

Please reference @ this report page 180.

3.7.4 Lost-Time Injury Frequency Rate (LTIFR) – Employees

Please reference @ this report pages 180 to 181.

3.7.5 Lost-Time Injury Frequency Rate (LTIFR) - Contractors

Please reference @ this report page 181.

3.8 Customer Relationship Management

3.8.1 Online Strategies & Customers Online

Please reference @ this report page 244.

3.8.2 Customer Satisfaction Measurement

Please reference @ this report page 244.

3.8.3 Quality Management & Audits of Distribution Networks

Please reference @ this report page 245.

3.8.4 Incentives for Distribution Networks

Please reference @ this report page 245.

Appendix VIII

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY PERFORMANCE AND CLIMATE CHANGE INFORMATION



HangSeng Sustainability Innovation Sustainability Inheritance

INDEPENDENT AUDITOR'S ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY PERFORMANCE AND CLIMATE CHANGE INFORMATION REPORTED IN VOLTRONIC POWER TECHNOLOGY CORP.'S SUSTAINABILITY REPORT AND TCFD REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

TO THE DIRECTORS OF VOLTRONIC POWER TECHNOLOGY CORP.

Reasonable Assurance Opinion and Limited Assurance Conclusion on Identified Sustainability and Climate Change Information

We have undertaken an assurance engagement on identified sustainability performance and climate change information, as described below, and presented in the 2021 Voltronic Power Technology Corp.'s (VPT's) Sustainability Report and TCFD (Task Force on Climate-Related Financial Disclosures) Report for the year ended 31 December 2021. This engagement was conducted by a multidisciplinary team with experience in sustainability performance, carbon emissions and climate change.

a. Reasonable assurance opinion

In our opinion (and subject to the inherent limitations outlined elsewhere in this report):

- The identified sustainability performance and climate change information and related disclosures for the year ended 31 December 2021 identified below in Appendix A (reasonable assurance sustainability performance and climate change information) are prepared in all material respects, in accordance with VPT management's measurement and reporting criteria applied for preparing that information.
- In relation to the VPT's Sustainability Report and TCFD Report for the year ended 31 December 2021, VPT has in all material respects, implemented



systems and approaches to manage its material sustainability risks and opportunities in respect of the sustainability performance and climate change information.

b. Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained (and subject to the inherent limitations outlined elsewhere in this report), nothing has come to our attention that causes us to believe:

- In relation to the identified sustainability performance and climate change information for the year ended 31 December 2021 identified below in Appendix A (limited assurance sustainability performance and climate change information), that the information presented in those Reports is not prepared, in all material respects, in accordance with VPT management's measurement and reporting criteria applied for preparing that information.
- In relation to VPT's self-declared assertion for the year ended 31 December 2021 on page 19 of the Sustainability Report that the Report is presented in accordance with the "Core Option" GRI Standards, which VPT has not complied in all material respects with the relevant GRI Standard requirements for making that assertion.

Specific subject matter

We have been engaged to provide a reasonable assurance opinion and a limited assurance conclusion on the following information presented in the Report.

a. Reasonable assurance opinion

Our reasonable assurance engagement was performed in respect of the following sustainability performance information, in our opinion (and subject to the inherent limitations outlined elsewhere in this report):

- The identified sustainability performance and climate change information and related disclosures for the year ended 31 December 2021 identified below in Appendix A (reasonable assurance sustainability performance and climate



change information) are prepared in all material respects, in accordance with the requirements of S&P Global Corporate Sustainability Assessment (CSA) 2022.

b. Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained (and subject to the inherent limitations outlined elsewhere in this report), nothing has come to our attention that causes us to believe:

- In relation to the identified sustainability performance and climate change information for the year ended 31 December 2021 identified below in Appendix A (limited assurance sustainability performance and climate change information), that the information presented in those Reports is not prepared, in all material respects, in accordance with the requirements of S&P Global Corporate Sustainability Assessment (CSA) 2022.

VPT's responsibilities

VPT's board of directors is responsible for the selection, preparation and presentation of the identified sustainability performance and climate change information in accordance with management's criteria. This responsibility includes the identification of stakeholders and stakeholder requirements, key issues, commitments with respect to sustainability performance and climate change, and design, implementation and maintenance of internal control and maintaining adequate records and making estimates that are relevant to the preparation of the Report and the GRI statement, such that it is free from material misstatement, whether due to fraud or error. In addition, VPT's board of directors is responsible for, in relation to application of the GRI Standards to preparation of the Report, ensuring the Report is prepared in accordance with the GRI Reporting Principles and the "Core option" GRI Standards. The board of directors is also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the



identified sustainability performance information and for ensuring that those criteria are publicly available to the Report users.

Inherent limitations

Where VPT's reporting of the identified sustainability performance and climate change information relies on factors derived by independent third parties, our assurance work has not included examination of the derivation of those factors and other third-party information.

Our assurance report does not extend to any disclosures or assertions relating to management's future performance plans, forward-looking statements or strategies disclosed in the Report.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

In addition, greenhouse gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Limitation

Due to the influence of the new coronal pneumonia virus (covid-19), the assurance engagement was limited to carry out at the headquarter and factory of VPT in Taipei, Taiwan. We also conducted video inspection on the major manufacturing unit located at Shenzhen and ZhongShan, China and Vietnam. We have not observed any significant situations to limit our assurance engagement. The assurance engagement is carried out based on the data and information provided by VPT, assuming they are complete and true.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the



Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

Our firm also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and other Assurance and Related Service Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express either a reasonable assurance opinion or limited assurance conclusion on the identified sustainability performance information and climate change as set out in the Reasonable Assurance and Limited Assurance sections of the Subject Matter paragraph, based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and, in respect of the greenhouse gas emissions, in accordance with ISAE 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. Those Standards require that we plan and perform our engagement to obtain the appropriate level of assurance about whether the identified sustainability performance and climate change information is free from material misstatement.



The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Summary of work performed

a. Reasonable assurance opinion

A reasonable assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410 involves performing procedures to obtain evidence about the measurement of the identified sustainability performance information and climate change in the Report. The nature, timing and extent of procedures identified depend on the auditor's professional judgement, including the assessment of the risks of material misstatement of the identified sustainability performance and climate change information, whether due to fraud or error. In making those risk assessments, we have considered internal control relevant to VPT's preparation of the identified sustainability performance and climate change information.

- For the relevant sustainability performance and climate change information (listed in Appendix A), we:
 - Tested the suitability and application of management's criteria to the reported information on a sample basis;
 - Performed analytical procedures to evaluate the relevant data generation and reporting processes against management's criteria;
 - Inspected supporting documentation on a sample basis to corroborate the statements of management and senior executives in our interviews;
 - Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the directors in preparing the sustainability performance and climate change information;



- Established and documented the existence and status of the implementation of systems and approaches that VPT uses to manage identified risks and opportunities related to its sustainability performance and climate change.
- We also performed such other procedures as we considered necessary in the circumstances

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

b. Limited assurance conclusion

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) and ISAE 3410 involves assessing the suitability in the circumstances of VPT's use of its reporting criteria as the basis of preparation for the identified sustainability performance and climate change information, assessing the risks of material misstatement of the identified sustainability performance and climate change information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the identified sustainability performance and climate change information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement. A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the subject matter and related information, and applying analytical and other appropriate procedures.

- For the identified sustainability performance and climate change information (listed in Appendix A), we:
 - Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to reporting sustainability performance and climate change information and identified material sustainability and climate change risks



and opportunities;

- Performing limited tests of detail on the identified sustainability performance and climate change information, on a selective basis, as part of assessing whether (i) the data has been appropriately measured, recorded, collated and reported; and (ii) activities set out by management are appropriately evidenced and reported; and
- Performing analytical procedures to evaluate the relevant data generation and reporting processes against management's criteria.
- We examined the GRI content index prepared by management to assess whether management has made disclosures in accordance with all the GRI Standards requirements for presenting the Report in accordance with the GRI Standards "Core Option", to obtain limited assurance about management's assertion to that effect.
- We also performed such other procedures as we considered necessary in the circumstances.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Restriction of Liability

Our report, including our opinion/conclusions, has been prepared solely for the Board of Directors of VPT in accordance with the agreement between us and for no other purpose. We permit this report to be published in VPT's FY 2021 Sustainability Report and FY2021 TCFD Report, to assist the Board of Directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the identified sustainability performance information.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors and VPT for our work or for our report and the conclusion contained therein. We agree to publication of our



assurance report within VPT's Reports provided it is clearly understood by recipients or readers of the Reports that they enjoy such receipt for information only and that we accept no duty of care to them whatsoever in respect of our assurance report.

Maintenance and integrity of VPT's website is the responsibility of VPT's management. Our procedures did not involve consideration of these matters and, accordingly we accept no responsibility for any changes to either the identified sustainability performance and climate change information as reported, or our independent assurance report that may occur subsequent to the initial date of publication of the Report on VPT's website.

HangSeng Sustainability

Wu, Shin

Certified Public Accountant

Taiwan, 1st June 2022



APPENDIX A :

List of the identified sustainability performance and climate change information (KPIs) in the scope of the assurance engagement

Category	Selected KPIs	Management's Measurement and Reporting Criteria	Report page reference	GRI CSA disclosure	Level of assurance
Emissions	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent. b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	ESG 133 TCFD 110	GRI 305-1 CSA 2.3.1	Reasonable
Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	ESG 134 TCFD 112	GRI 305-2 CSA 2.3.2	Reasonable
Energy Consumption	The energy consumption (Scope 1 and Scope 2)	a. Energy consumption within the organization b. Energy consumption outside of the organization c. Energy intensity	ESG 116	GRI 302 CSA 2.3.3	Reasonable
Water Consumption	Total water withdrawal	a. Total water withdrawal from all areas in megaliters	ESG 129-130	GRI 303-3 CSA 2.3.4	Reasonable
Emissions	Energy indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent.	ESG 135 TCFD115-116	GRI 305-3 CSA 2.3.8	Limited
Emission Reduction Benefits	Emission reduction benefits of selling goods	All products have Energy Efficiency ERBs, PV Inverter has Energy Efficiency and Renewables ERBs.	ESG 120 TCFD120	GRI 305-4 CSA 2.4.3	Limited
Waste	Waste Disposal	Company's total solid waste	ESG138-139	GRI 306	Limited



		disposed (i.e. not recycled, reused or incinerated waste for energy recovery) for the part of company's operations		CSA 2.3.5	
Waste	Hazardous Waste	Company's direct hazardous waste generation for the part of company's operations	ESG139-140	GRI 306 CSA 2.3.6	Reasonable
Occupational Health and Safety	Lost-Time Injury Frequency Rate (LTIFR) - Employees	Company's lost-time injury frequency rate for employees (per one million hours worked)	ESG179-180	GRI403	Reasonable
Occupational Health and Safety	Occupational Illness Frequency Rate (OIFR) - Employees	Company's occupational illness frequency rate for employees (per one million hours worked)	ESG180-181	GRI403	Reasonable