

The state of implementation of sustainable development and deviations from the Sustainable Development Best Practice Principles for TWSE/ TPEX Listed Companies and reasons

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)
	Yes	No	Explanations	
1. Does the Company have a dedicated (or ad-hoc) ESG organization with Board of Directors authorization for senior management, which reports to the Board of Directors?	√		<p>Following ESG policy's vision and mission, Vivotek renamed the “CSR Promotion Team” to “Corporate Sustainability Promotion Team” in 2021, which was established under the General Manager's Office, and the General Manager is the Chief Director, while the members are concurrently from more than 8 departments, including human resource, finance & accounting, marketing, environmental safety, procurement, quality assurance, intellectual property, and IT and are mainly responsible for the promotion of corporate sustainability and formulation of medium- and long-term sustainable development plans, acting as a platform for up-down integration and horizontal communication, and formulation of policies and plans according to the concerned issues of stakeholders, with the implementation results reported to the Board of Directors at least once a year.</p> <p>The 2022 Corporate Sustainability Promotion Team has reported to the Board of Directors on October 26th, 2022. The issues included identification of sustainability issues that require attention and corresponding action plans and significant resolutions. Additionally, the team regularly arranges courses and trainings to be in line with international standards and regulation trends. The members of the Board of Directors, GM and first level senior managers have attended 16 lessons/per person, for a total of 87 hours on climate related courses including global risk acknowledge, climate change, sustainable governance, GRI Standards and TCFD. etc. The company’s Board of Directors will listen to the operational reports from the operations team regularly (including ESG reports). The executives need to submit formulated strategies to the Board, and the Board of Directors must provide suggestions and examine the sustainable development strategies. In Q3 on 2022 reported to the Board of Directors about the planning of GHG inventory, under the direction of the Board of Directors, to readjust the schedule of planning, and started early on schedule and added related planning for oversea subsidiaries and adopted the certified institution recognized by Delta Electronics, Inc. to actively deploy for net-zero strategies and unfold the strategy layout of decarbonization for enterprises.</p>	Complied with the Sustainable Development Best-Practice Principles for TWSE Listed TPEX-listed Companies
2. Does the Company follow materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy? (Note 3)	√		<p>This disclosure information contains the performance of main branch office in sustainable development between January 2022 to December ,2022, including headquarter and subsidiary in Taiwan, existing branch office in Japan, America and Europe area. VIVOTEK, Inc. pays attention to communications with stakeholders, through international standard, the AA1000 Stakeholder Engagement Standard (AA1000 SES), and refers to the development and operational needs of international sustainability issues, defines main stakeholders and communicates with them regularly. Internally organized and externally participated in corporate sustainability trends and regulations training and identified the major issues through internal discussions held by the Group, and communicated the effectiveness of each major issues. Vivotek also formulates the “Best Practice of sustainable development”, to dedicate in promoting corporate governance, developing sustainable environment, guardance of social welfare, and strengthening corporate sustainable information disclosure to implement sustainable corporate. The promotion group of sustainable development in our company has based on principles of matters to undergo the risk evaluation of major issues, and based on the risks after evaluation to enact the related risk management policies or strategies as follows. Additionally, it can refer to</p>	Complied with the Sustainable Development Best-Practice Principles for TWSE Listed TPEX-listed Companies

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)									
	Yes	No	Explanations										
			<p>the explanation of chapter four-Sustainable Corporate in this annual report.</p> <table border="1"> <thead> <tr> <th>Major issues</th> <th>Risk evaluation items</th> <th>Risk management or strategies</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>Environmental protection</td> <td>Vivotek has always cultivated in research, development, design and manufacture all take place in Taiwan. Its products are in compliance with International Safety Standards and Environmental Protection Regulations. Adhering to the environmental protection concept of "Respecting nature, Caring for the environment", the company continues to introduce the ISO14001 environmental management system, and completed the GHG inventory of ISO 14064-1, certificated by third party AFNOR Asia Ltd. The year of certification are 2020 and 2021. The organization boundaries are headquartered and plant in Zhonghe District. In 2023 will add the certification in subsidiary and plant in Taoyuan. Vivotek purchased renewable energies like wind, photoelectric and water resource. Until December 2022 the purchase is 1,101,176 kWh of green energies, 683 certifications of renewable energies, and reduced 56.0502 tons of carbon-emission, the total investment is NTD\$ 4,964,964 by December 2022. We promise to follow government environmental regulations and meet the company's own benchmarks, designing the products in a way that minimizes environmental impact during manufacture, use and disposal to prevent pollution, reduce consumption of waste resources (materials and energy), improve employees' abilities of self-management of the environment, and works together to improve the performance of environmental management and promote the environmental management system.</td> </tr> <tr> <td>Society</td> <td>Product and Occupational safety</td> <td>The products of our company are in compliance with international regulations and criterions, and ensure to comply with the requirement of RoHs, REACH and SVHC(Substance of Very High Concern). And designing the products in a way that minimizes environmental impact during manufacture, use and disposal to prevent pollution, reduce consumption of waste resources (materials and energy), improve employees' abilities of self-management of the environment, and continue to improve the performance of environmental management. Vivotek also concerns user' feeling, through ways of customer service mailbox, online support, and customer service hotline for satisfaction survey in consultation and in Turn-Around Time to resolve the questions from technical support and after sales service from customers. We annually hold the fire drill and worker safety educational training to</td> </tr> </tbody> </table>	Major issues	Risk evaluation items	Risk management or strategies	Environment	Environmental protection	Vivotek has always cultivated in research, development, design and manufacture all take place in Taiwan. Its products are in compliance with International Safety Standards and Environmental Protection Regulations. Adhering to the environmental protection concept of "Respecting nature, Caring for the environment", the company continues to introduce the ISO14001 environmental management system, and completed the GHG inventory of ISO 14064-1, certificated by third party AFNOR Asia Ltd. The year of certification are 2020 and 2021. The organization boundaries are headquartered and plant in Zhonghe District. In 2023 will add the certification in subsidiary and plant in Taoyuan. Vivotek purchased renewable energies like wind, photoelectric and water resource. Until December 2022 the purchase is 1,101,176 kWh of green energies, 683 certifications of renewable energies, and reduced 56.0502 tons of carbon-emission, the total investment is NTD\$ 4,964,964 by December 2022. We promise to follow government environmental regulations and meet the company's own benchmarks, designing the products in a way that minimizes environmental impact during manufacture, use and disposal to prevent pollution, reduce consumption of waste resources (materials and energy), improve employees' abilities of self-management of the environment, and works together to improve the performance of environmental management and promote the environmental management system.	Society	Product and Occupational safety	The products of our company are in compliance with international regulations and criterions, and ensure to comply with the requirement of RoHs, REACH and SVHC(Substance of Very High Concern). And designing the products in a way that minimizes environmental impact during manufacture, use and disposal to prevent pollution, reduce consumption of waste resources (materials and energy), improve employees' abilities of self-management of the environment, and continue to improve the performance of environmental management. Vivotek also concerns user' feeling, through ways of customer service mailbox, online support, and customer service hotline for satisfaction survey in consultation and in Turn-Around Time to resolve the questions from technical support and after sales service from customers. We annually hold the fire drill and worker safety educational training to	
Major issues	Risk evaluation items	Risk management or strategies											
Environment	Environmental protection	Vivotek has always cultivated in research, development, design and manufacture all take place in Taiwan. Its products are in compliance with International Safety Standards and Environmental Protection Regulations. Adhering to the environmental protection concept of "Respecting nature, Caring for the environment", the company continues to introduce the ISO14001 environmental management system, and completed the GHG inventory of ISO 14064-1, certificated by third party AFNOR Asia Ltd. The year of certification are 2020 and 2021. The organization boundaries are headquartered and plant in Zhonghe District. In 2023 will add the certification in subsidiary and plant in Taoyuan. Vivotek purchased renewable energies like wind, photoelectric and water resource. Until December 2022 the purchase is 1,101,176 kWh of green energies, 683 certifications of renewable energies, and reduced 56.0502 tons of carbon-emission, the total investment is NTD\$ 4,964,964 by December 2022. We promise to follow government environmental regulations and meet the company's own benchmarks, designing the products in a way that minimizes environmental impact during manufacture, use and disposal to prevent pollution, reduce consumption of waste resources (materials and energy), improve employees' abilities of self-management of the environment, and works together to improve the performance of environmental management and promote the environmental management system.											
Society	Product and Occupational safety	The products of our company are in compliance with international regulations and criterions, and ensure to comply with the requirement of RoHs, REACH and SVHC(Substance of Very High Concern). And designing the products in a way that minimizes environmental impact during manufacture, use and disposal to prevent pollution, reduce consumption of waste resources (materials and energy), improve employees' abilities of self-management of the environment, and continue to improve the performance of environmental management. Vivotek also concerns user' feeling, through ways of customer service mailbox, online support, and customer service hotline for satisfaction survey in consultation and in Turn-Around Time to resolve the questions from technical support and after sales service from customers. We annually hold the fire drill and worker safety educational training to											

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)
	Yes	No	Explanations	
			<p>develop the ability of emergency response and self-security management for employees.</p> <p>Law-compliance and strengthen capacity of the Board of Directors and communication with stakeholders</p> <p>The Company has a Head of Corporate Governance and established a "Risk Management Policy". The general manager is the chief executive officer of risk management, and the directors of various business units, regional directors, and heads of departments are the first-line risk management officers, who are responsible in identifying and managing risks in various aspects such as management strategy, operations, finance, hazardous events, legal compliance, etc. In addition to insure for directors' and officers' liability insurance to guarantee directors from lawsuit or seeking compensation.</p>	
3. Environmental Topic (1) Has the Company set an environmental management system designed to industry characteristics?	√		<p>Vivotek will continue to conform the requirements of registration to the International Standard Organization, including ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and IECQ QC 080000 Hazardous Substance Process Management. The date awarded and expiration date of each certification are disclosed as follows: ISO 9001:2015 (From: April 30, 2021; To: April 29, 2024) ISO14001:2015 (From: May 22, 2021; To: May 21, 2024) IECQ QC080000:2017 (From: January 27, 2022; To: February 14, 2025) We also conduct greenhouse gas inventory, following up carbon reduction effect according to ISO14064-1 and include them into the Sustainability Report and our website.</p>	Complied with the Sustainable Development Best-Practice Principles for TWSE Listed TPEX-listed Companies
(2) Is the Company committed to improving resource efficiency and to the use of renewable materials with low environmental impact?	√		<p>Hazardous substance identification and management is compulsory conducted for all the finished products, semi-finished products, components, accessories, packaging materials, and materials to be used in manufacturing process manufactured by the Company. In addition, Green Product Management (GPM) system is implemented for the establishment of green parts / product database to keep track of the environmental compliance status of parts and suppliers at any time. A random feeding testing management operation is conducted according to the risk level of materials in a timely manner. The Company has implemented waste separation to maximize the utilization efficiency of various resources. The reusable are recycled, and the clearance of inventory scrapping is managed by qualified vendor in order to reuse various resources and reduce the impacts on the environment.</p>	
(3) Does the Company evaluate current and future climate change potential risks and opportunities and take measures related to climate related topics?	√		<p>In response to climate change issues, the Company has invited professors from the Sustainability Management School, College of Management to provide education and training for management. The Company accesses the risks and opportunities relating to climate change in reference to the TCFD framework for the climate-related financial disclosures. The General Manager's Office accesses the risks of climate change every year, and proposes countermeasures and management goals. For details, please refer to 4.5 Climate-Related Financial Disclosures under Chapter 4 ESG in this annual report.</p>	

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)																																								
	Yes	No	Explanations																																									
(4) Does the Company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set energy conservation, greenhouse gas emissions reduction, water usage reduction and other waste management policies?	√		<p>The Company has completed the ISO 14064-1 greenhouse gas (GHG) inventory in 2022, which is certificated by third party AFNOR Asia Ltd. The year of certification is 2020 and 2021. The organization boundaries are headquarter and plant in Zhonghe District. In 2023 we will add the internal inventory in subsidiary, Taoyuan plant and office in Taiwan. The total emission increased 831.6552 tons of CO₂e. Compares to the organization boundary in 2021, the density is down to 0.084 tons of CO₂e/million dollars, about 40% decreased. By continue to improve plans and activities, our company in hope to decrease Green Gas emission to environemtal and climate impact which caused by global warming and adhere to corporate social responsibility.The following is the explanation on the relevant statistics and differences. For details, please refer to the 2021 ESG Report of our company. The figure of 2021 from table below is for Zhonghe district, as for 2022 is covering with all plants and offices.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Boundary1</th> <th>Boundary2</th> <th>Total weight of tons (Boundary1+2)</th> <th>Boundary 3</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>87.3350</td> <td>1035.4215</td> <td>1122.7565</td> <td>195.6384</td> </tr> <tr> <td>2022</td> <td>121.7720</td> <td>1832.6397</td> <td>1954.4117</td> <td>334.2945</td> </tr> <tr> <td>Differences</td> <td>34.4370</td> <td>797.2182</td> <td>831.6552</td> <td>138.6561</td> </tr> </tbody> </table> <p>The table below is the comparison of inventory result of Zhonghe district, in 2022the density is decreased 0.084 tons of CO₂e/ million dollars comparing to 2021, which is 40% decreased.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Boundary1</th> <th>Boundary2</th> <th>Total weight of (Boundary1+2)</th> <th>Density(tons of CO₂e/million dollars)</th> </tr> </thead> <tbody> <tr> <td>2021</td> <td>87.3350</td> <td>1035.4215</td> <td>1122.7565</td> <td>0.206</td> </tr> <tr> <td>2022</td> <td>84.5012</td> <td>1128.6688</td> <td>1213.1700</td> <td>0.122</td> </tr> <tr> <td>Differences</td> <td>-2.8338</td> <td>93.2473</td> <td>90.4135</td> <td>-0.084</td> </tr> </tbody> </table> <p>For water resource, in the manufacture process of Vivotek we have no process water, the plant and offices were by rent. Hence we have no actual water consumption but adopt shared water bill with residents' committee and leasing company of our plant, which has little impact for the environment. We will advocate water-saving and cherish water resource in the working environment. For the increasing productivity and recruiting more employees in 2022, so the water consumption is 2407 tons increased comparing to 2021.</p> <p>As for waste, our company has no hazardous wastes. Our company cooperated with certified recycling manufacturers to handling plastic and metals, which is expanded comprehensively. Even though the non-hazardous wastes is increased 8.574 tons, but weights of recyclable non-hazardous wastes has reached 31.95 tons, the recyclable wastes occupied 98.69% of total amount. The target of waste management in recyclable waste occupied over 90% of total amount is reached.</p> <p>Vivotek purchased renewable energies like wind, photoelectric and water resource. Until December 2022 the purchase is 1101176 kWh green energies, 683 certifications of renewable energies, and</p>	Year	Boundary1	Boundary2	Total weight of tons (Boundary1+2)	Boundary 3	2021	87.3350	1035.4215	1122.7565	195.6384	2022	121.7720	1832.6397	1954.4117	334.2945	Differences	34.4370	797.2182	831.6552	138.6561	Year	Boundary1	Boundary2	Total weight of (Boundary1+2)	Density(tons of CO ₂ e/million dollars)	2021	87.3350	1035.4215	1122.7565	0.206	2022	84.5012	1128.6688	1213.1700	0.122	Differences	-2.8338	93.2473	90.4135	-0.084	
Year	Boundary1	Boundary2	Total weight of tons (Boundary1+2)	Boundary 3																																								
2021	87.3350	1035.4215	1122.7565	195.6384																																								
2022	121.7720	1832.6397	1954.4117	334.2945																																								
Differences	34.4370	797.2182	831.6552	138.6561																																								
Year	Boundary1	Boundary2	Total weight of (Boundary1+2)	Density(tons of CO ₂ e/million dollars)																																								
2021	87.3350	1035.4215	1122.7565	0.206																																								
2022	84.5012	1128.6688	1213.1700	0.122																																								
Differences	-2.8338	93.2473	90.4135	-0.084																																								

Assessment Items	Implementation Status				Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)																				
	Yes	No	Explanations																						
			decarbonized a total of 560.502 tons, amount invested up to NTD\$4,964,964. <table border="1" data-bbox="584 405 1240 763"> <thead> <tr> <th>Year</th> <th>Greenhouse gas Tons CO2e</th> <th>Total amount of water used</th> <th>Total weight of non-hazardous wastes</th> <th>Hazardous Wastes</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1122.7565</td> <td>13,562 tons</td> <td>32.37 tons</td> <td>None</td> </tr> <tr> <td>2021</td> <td>1954.4117</td> <td>11,155 tons</td> <td>23.796 tons</td> <td>None</td> </tr> <tr> <td>Differences</td> <td>Increased by 831.6552</td> <td>Increased by 2407 tons</td> <td>Increased by 8,574 tons (but recyclable accounts for 98.69%)</td> <td>None</td> </tr> </tbody> </table>		Year	Greenhouse gas Tons CO2e	Total amount of water used	Total weight of non-hazardous wastes	Hazardous Wastes	2022	1122.7565	13,562 tons	32.37 tons	None	2021	1954.4117	11,155 tons	23.796 tons	None	Differences	Increased by 831.6552	Increased by 2407 tons	Increased by 8,574 tons (but recyclable accounts for 98.69%)	None	
Year	Greenhouse gas Tons CO2e	Total amount of water used	Total weight of non-hazardous wastes	Hazardous Wastes																					
2022	1122.7565	13,562 tons	32.37 tons	None																					
2021	1954.4117	11,155 tons	23.796 tons	None																					
Differences	Increased by 831.6552	Increased by 2407 tons	Increased by 8,574 tons (but recyclable accounts for 98.69%)	None																					
4. Social Topic (1) Does the Company set policies and procedures in compliance with regulations and internationally recognized human rights principles?	√		<p>The company is convinced that human rights are fundamental too all, kinds of freedoms and perception standards reserved for all human beings. Human rights are deeply embedded in our values and are applicable to all operations throughout the entire company. We support and follow the "United Nations Global Covenant", "Universal Declaration of Human Rights", "United Nations Guiding Principles on Business and Human Rights", "Organization for Economic Cooperation and Development International labor and human rights standards such as the Business Alliance, referred to as RBA, and the laws and regulations of the country where it operates, doing everything to treat and respect all of our partners with dignity, including all Vivotec employees, subsidiaries, business partners, suppliers, and contractors. The company also formulates human rights management policy, showing our respect to our all protection mechanism stipulated in the human rights convention, and post it on our website.</p> <p>The principles applied to human rights: (1) diversity and anti-discrimination (2) working hours, wages and benefits (3) freedom of employment (4) prevention of forced labor and human trafficking (5) banning on child and minor labor engaging in those activities that may endanger health or safety (6) humane treatment (7) religious freedom (8) freedom of association (9) work environment health and safety (10) ethics (11) value chain responsibility.</p> <p>Specified management scheme:</p> <p>(1) We have set up cycle processes to persue compliance with VIVOTEK Human Rights Policy without exception. Relevant practices include self-assessment forms, audits, etc.; legacy reporting and correction process will continue; should our employees, partners, suppliers, and contractors raise any doubts against any of them, they may communicate with us via confidential channels, and keep relevant documents and records under confidentiality.</p> <p>(2) For assurance of compliance of policy, we formulated reporting and complaint methods, also built formal channel for our employees, suppliers, and other external stakeholders to report illegal behaviors, violation of human rights, codes of conduct or integrity. Email is GRIEVANCE@vivotek.com. Upon receipt of it, we will initiate investigation process and the case will be concluded in one month. If necessary, extension by one month would be applied. The result will be handed back to</p>		Complied with the Sustainable Development Best-Practice Principles for TWSE Listed TPEX-listed Companies																				

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)
	Yes	No	Explanations	
			<p>the complainant with a "Response Form for Reporting and Complaint".</p> <p>(3) The company pays attention to the physical and mental health of its employees. In addition to annual health checkups in a regular basis, it also provides seven-day paid travel leave, which is superior to the law. The whole company arranges vacations to achieve work-life balance.</p> <p>(4) In 2022, the human rights policy will be included in the integrity management education and training courses for publicity, with a total of 1,093 participants and a total of 540 hours.</p>	
(2) Has the Company established appropriately managed employee welfare measures (include salary and compensation, leave and others), and link operational performance or achievements with employee salary and compensation?	√		<p>1. Overall compensation policy The Company will regularly revise the "salary scales" based on the wage and salary survey which is conducted annually to weight market remuneration level and economic indicators in order to appropriately manage the salary payment for different grade levels and the performance and experience of different positions are taken into account as well. Salary standards do not differ by gender. The Company provides a diversified and competitive remuneration scheme for employees, combined with performance appraisal and promotion systems, which used as the basis for employee salary adjustments. The year-end bonuses will be given based on the operating condition of the Company, achievement rate of operating performance indicators and personal performance. According to Article 18 of The Company's Articles of Association, other than allocation of not less than 7% as the compensation for employees, performance bonuses, patent bonuses, R&D project bonuses and long-term incentive programs are also provided to retain and motivate outstanding talents.</p> <p>2. Remuneration system The Company has established human rights policies, work rules and regulations governing personnel management, covering the basic wages, working hours, leaves, pension benefits, labor and health insurance benefits, compensation for occupational disaster, etc. for employment of labor of the Company, which all are complied with the Labor Standards Act. The Company provides paid leaves and volunteer leaves, and staff parking that surpassed the Labor Standards Act. Also, the Company has set up an employee's welfare committee which is elected by employees to handle various welfare matters, including subsidies for weddings, funerals, celebrations, childbirth, and social activities, birthday gifts, etc., and a travel subsidy of NT \$8,000 per person every year to promote work-life balance. 2023 subsidy for travel increased to NT\$10,000.</p>	
(3) Does the Company provide employees with a safe and healthy working environment, with regular safety and health training?	√		<p>Vivotek provides a safe and healthy working environment for employees, which is one of the most basic obligations of corporate citizens. The company has set up occupational safety and health management units and personnel, and formulated safety and health management plans in accordance with relevant laws and regulations governing occupational safety and health, management regulations and safety and health work rules. In order to improve workers' safety and health knowledge and disaster response capabilities, in accordance with laws and regulations and operational needs, occupational safety and health education and training are conducted when newcomers report to duty and annually (courses include general safety and health, fire evacuation drills, occupational safety and health personnel, first-aid personnel, etc.) After educational training, we conducted a test to evaluate the effectiveness; besides, we also regularly conducts equipment and facility safety inspections to ensure personnel safety, including occupational safety personnel inspections once a month, a total of 12 inspections, wherein air compressors are inspected once a year, and local exhaust machines are inspected once a year, self-inspection of</p>	

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)						
	Yes	No	Explanations							
			<p>fire-fighting equipment once a month, a total of 12 inspections, outsourcing inspections of drinking water once a quarter, a total of 4 inspections, electric panels inspections a quarterly inspection of 4 times, a total of 15 inspections, which will be indicated in 2022 regular inspections and patrol inspections, among of which, there were missing items reviewed, improved, educated and trained. In 2022, there will be no major occupational accidents in the factory area, and the frequency of disability injuries will be 0.</p> <p>2022 Occupational Safety & Healthcare Educational Trainings</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Persons as attendants</th> <th>Total Hours</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1,526</td> <td>8,202</td> </tr> </tbody> </table>	Year	Persons as attendants	Total Hours	2022	1,526	8,202	
Year	Persons as attendants	Total Hours								
2022	1,526	8,202								
(4) Has the Company established effective career development training plans?	√		<p>1.The Company recruits the best talents in the industry, and emphasizes on the career development of each talent. The Company provides multiple learning means to help employees effectively improve their abilities to meet the required functions of their ideal position for career advancement. Therefore, the Company has established various colleges like Fresh Graduates College, Leadership College, Expert College and Value College to meet the learning needs of employees in various fields. Fresh Graduates College will provide courses like Company's value delivery, physical and psychological safety in workplace, management system of certification, intellectual property rights, information security, team building, etc. for the new recruits. Leaders Academy will design them into different leadership management courses for grassroots, middle-level, high-level and reserved supervisors, including performance interviews, recruitment interview skills, employee problem handling and counseling courses. Professional colleges will design courses that meet R&D need, required for business marketing, manufacturing, and quality management, as well as on-the-job training (OJT). In Value Academy, there will be courses such as internal product sharing, successful marketing case sharing, annual communication conference, corporate sustainability courses, and employee assistance program promotion.</p> <p>2.The total number of training hours for all company members was 21,255 hours (Including face-to-face + online courses), the average number of training hours per person was 14.2 hours.</p>							
(5) Does the Company's product and service comply with related regulations and international rules for customers' health and safety, privacy, sales, labelling and set polices to protect consumers' rights and consumer appeal procedures?	√		<p>The Company's products are in compliance with International Safety Standards and Environmental Protection Regulations such as Restriction of the Use of Hazardous Substance (RoHS) in electrical and electronic products in European Union, and the relevant information is labeled on the packaging. Vivotek emphasizes on the user opinions and customer satisfaction. We provide different forms of customer technical support channels, such as online customer service mailbox, customer service via network communication software, email technical window, Youtube channel for exclusive technical support and technical support website to provide product knowledge base, FAQ, troubleshooting guides, product tutorials and technical documents. In addition, Vivotek has established local repair service centers in its key markets worldwide, such as Asia-Pacific, the United States, Europe, India, Mexico and Brazil for product repairs. Also, an RMA after-sales service platform is established to provide access to the distributors for repair application through system, product warranty check, and repair works progress inquiry. Vivotek provides complete maintenance or replacement services to offer best customer satisfaction guarantee. The internal management process of the Company is formulated based on the EU General Data Protection Regulation (GDPR). A privacy policy exclusive page on the Company's official website is set up which serves as an interface to interact with customers to protect customer privacy.</p>							
(6) Does the Company set supplier management policy and request suppliers to comply with related standards on the topics of	√		<p>Suppliers are important partners of Vivotek for sustainable growth as both parties are excellent local companies. In response to the constantly changing consumer market, both parties adopt symbiotic and co-prosperity relationship through continuous technology exchanges. This including production technology seminars, selection of eco-friendly</p>							

Assessment Items	Implementation Status			Deviations from Sustainable Development Best-Practice Principles for TWSE-TPEX Listed Companies and Reason(s)
	Yes	No	Explanations	
environmental, occupational safety and health or labor right, and their implementation status?			materials, quality improvement guidance, management of incompatible metals, and encourage suppliers to operate in compliance with the code of business conduct in labor, environmental protection, and business ethics, and the relevant laws and regulations. Vivotek has always complied with the laws and regulations by requesting suppliers to fill in the "Statement of Non-Use of Hazardous Substances" and "Conflict Minerals Survey". With regards to the quality of materials, monthly discussions on suppliers' material issues is conducted and quality improvement coaching is provided to suppliers. The Company is striving towards the target of zero defect detection, and continue to assist suppliers in overall quality improvement to meet international standards. At present, our suppliers are requested to sign a "Supplier Sustainability and Integrity Commitment Letter" in order to strengthen supply chain management. The "Vivotek Supplier Code of Conduct" is formulated and used as a basis for regular evaluation of subsequent cooperation in the selection of suppliers. Those unreliable suppliers, who violated their corporate social responsibility policies and have a significant impact on the environment and society will be disqualified from being our suppliers.	
5. Does the Company refer to international reporting rules or guidelines to publish CSR Report to disclose non-financial information of the Company? Has the said Report acquire 3rd certification party verification or statement of assurance?	√		The Company's ESG Report is prepared in reference to the Global Reporting Initiative Sustainability Reporting Standards (herein below, the "GRI Standards") promulgated by the Global Reporting Initiative (herein below, GRI).	Complied with the Sustainable Development Best-Practice Principles for TWSE Listed TPEX-listed Companies
6. If the company has established its ESG code of practice according to "Listed Companies ESG Code of Practice," please describe the operational status and differences. The Company has formulated its ESG code of practice, and its daily operations are implemented in accordance with corporate governance, sustainable environment, social welfare and ESG information disclosure.				
7. Other important information to facilitate better understanding of the company's implementation of ESG: Please refer to "ESG" of this annual report.				

Note 1: If the box of the state of operation is marked with "Yes", please state the important policies, strategies, and measures adopted and the implementation status. If it is marked with "No", please explain the reasons and state the plans to adopt relevant policies, strategies and measures in the future.

Note 2: For the state of operation, indicate the methods to access the ESG report and the index page of the report if the company has prepared a ESG report.

Note 3: The materiality principle refers to environmental, social and corporate governance issues which have significant influence on the Company's investors and other stakeholders.