

Content

- About This Report
- Message from the Chairman
- Sustainability Strategy Blueprint
- FENC's Contribution to UN SDGs
- Identification of Stakeholders and Material Topics
- Boosting Stakeholder Dialogue
- Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

- 7.1 Sustainability Issues Corresponding Table
- 7.2 GRI Standard Index
- 7.3 Response to Sustainable Guidance and Principles
- 7.4 Greenhouse Gas Inventory and Assurance Status
- 7.5 Assurance Statement
- 7.6 List of Publishers and Committee Members

7 Appendix 7.1 Sustainability Issues Corresponding Table

Sustainability Issues	Internal Boundaries			Value Chain Impact Assessment			Management Approaches and Relevant Information	
	FENC Production Business	Far Eastern Resources Development Co., Ltd.	Foundations	Suppliers	FENC	Customers	Chapters	Pages
Develop green product	▲				●	●	Special Report 1, 2.2	21, 62
March towards net zero	▲	▲		●	●	●	Special Report 1, Special Report 2, 3.1, 3.2.1, 6.2.2	21, 28, 73, 82, 157
Steer environmental management	▲	▲		●	●		Special Report 1, 3.3, 6.1.3, 6.2.2	21, 94, 154, 157
Elevate energy and resource efficiency	▲	▲			●		3.2, 6.2.2	82, 157
Instigate production and product innovation	▲	▲		●	●	●	Special Report 1, 2.1, 6.1.3	21, 61, 154
Implement sustainable development	▲	▲	▲		●		Message from the Chairman, 1.5	5, 54
Hone product management	▲			●	●		Special Report 1, 2.3	21, 64
Build sustainable community		▲			●		6.2	155
Refine operational performance and strategies	▲	▲	▲		●		Message from the Chairman, 1.1, 6.1.2	5, 42, 153
Perfect risk management	▲	▲	▲		●		1.3, 6.2.3	47, 158
Enhance corporate sustainable image	▲	▲	▲		●		Enhancing Corporate Sustainable Image, Special Report 1, Special Report 2, Special Report 3, Special Report 4, 5, 6.2.1	18, 21, 28, 31, 34, 139, 155
Govern with steady pace	▲	▲	▲		●		1.2	45
Build customer rapport	▲	▲			●	●	2.4, 6.2.3	66, 158
Reinforce occupational safety and health management	▲	▲		●	●		4.3, 6.1.3, 6.2.3	123, 154, 158
Optimize land resources		▲			●		6.1	153
Shape sustainable supply chain	▲	▲		●	●		4.4, 6.1	134, 153
Mold a diverse and inclusive workplace	▲				●		4.1	106
Boost stakeholder dialogue	▲	▲	▲	●	●	●	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, Enhancing Corporate Sustainable Image, Special Report 1, Special Report 2	9, 11, 18, 21, 28
Foster employee career planning	▲				●		4.2	119
Fortify digital resilience	▲	▲			●		1.4, 6.2.2	53, 157
Cultivate compassionate bonds	▲	▲	▲		●		5, 6.2.1	139, 155

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

7.2 GRI Standard Index

Statement of use	FENC has reported in accordance with the GRI Standards for the period January 1 to December 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	N/A

GRI Standard	Disclosure	Chapters	Pages
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2-1	Organizational details	About This Report, 1.1, 6.1.1, 6.1.2	3, 42, 153, 153
2-2	Entities included in the organization's sustainability reporting	About This Report, 1.1.2	3, 43
2-3	Reporting period, frequency and contact point	About This Report	3
2-4	Restatements of information	About This Report	3
2-5	External assurance	About This Report, 7.5	3, 168
Activities and workers			
2-6	Activities, value chain and other business relationships	1.1, 1.1.2, 4.4, 6.1.1	42, 43, 134, 153
2-7	Employees	4.1.2, 6.1.1	111, 153
2-8	Workers who are not employees	4.1.2, 6.1.1	111, 153
Governance			
2-9	Governance structure and composition	1.2.2, 1.5, Please refer to "III. Corporate Governance Report" in the 2022 FENC Annual Report.	46, 54
2-10	Nomination and selection of the highest governance body	1.2.2	46
2-11	Chair of the highest governance body	Please refer to "III. Corporate Governance Report" in the 2022 FENC Annual Report.	
2-12	Role of the highest governance body in overseeing the management of impacts	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.5	9, 11, 54
2-13	Delegation of responsibility for managing impacts	1.2.2, 1.5	46, 54
2-14	Role of the highest governance body in sustainability reporting	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.5	9, 11, 54
2-15	Conflicts of interest	1.2.2	46
2-16	Communication of critical concerns	Boosting Stakeholder Dialogue, Special Report 1, Special Report 2, Special Report 3, Special Report 4, 1.2.2, 1.5	11, 21, 28, 31, 34, 46, 54
2-17	Collective knowledge of the highest governance body	1.2.2	46

GRI Standard	Disclosure	Chapters	Pages
2-18	Evaluation of the performance of the highest governance body	1.2.2	46
2-19	Remuneration policies	1.2.2, 4.1.3	46, 114
2-20	Process to determine remuneration	1.2.2, 4.1.3	46, 114
2-21	Annual total compensation ratio	4.1.3	114
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Message from the Chairman	5
2-23	Policy commitments	1.1, 1.2, 1.3, 1.5, 4.1.1, 4.4.1	42, 45, 47, 54, 106, 134
2-24	Embedding policy commitments	1.1, 1.2, 4.1.1, 4.4.1	42, 45, 106, 134
2-25	Processes to remediate negative impacts	Boosting Stakeholder Dialogue, 4.1.1	11, 106
2-26	Mechanisms for seeking advice and raising concerns	Boosting Stakeholder Dialogue, 1.2, 1.3, 1.5	11, 45, 47, 54
2-27	Compliance with laws and regulations	1.3	47
2-28	Membership associations	There are 83 associations meeting the recommendations of the index.	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Identification of Stakeholders and Material Topics, Boosting Stakeholder	9, 11
2-30	Collective bargaining agreements	4.1.4	117

Material Topics

GRI Standard	Disclosure	Chapters	Pages
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Identification of Stakeholders and Material Topics	9
3-2	List of material topics	Identification of Stakeholders and Material Topics, 7.1	9, 159

Develop Green Products

GRI Standard	Disclosure	Chapters	Pages
GRI 3: Material Topics 2021			
3-3	Management of material topics	2 Material Topics	60
Custom Items			
Custom	Revenue from green products	2.2	62
Custom	Green product labels and certifications	2.2	62
Custom	Green initiatives	2.2	62

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

GRI Standard	Disclosure	Chapters	Pages
March Towards Net Zero			
GRI 3: Material Topics 2021			
3-3	Management of material topics	3 Material Topics	71
GRI 201: Economic Performance 2016			
201-2	Financial implications and other risks and opportunities due to climate change	3.1.1	73
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	3.1.2	78
305-2	Energy indirect (Scope 2) GHG emissions	3.1.2	78
305-3	Other indirect (Scope 3) GHG emissions	3.1.2	78
305-4	GHG emissions intensity	3.1.2	78
305-5	Reduction of GHG emissions	Special Report 2, 3.1.2	28, 78
Steer Environmental Management			
GRI 3: Material Topics 2021			
3-3	Management of material topics	3 Material Topics	71
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	3.3.3	100
304-2	Significant impacts of activities, products and services on biodiversity	3.3.3	100
304-3	Habitats protected or restored	3.3.3	100
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	This indicator is not applicable. (3.3.3)	100
GRI 305: Emissions 2016			
305-6	Emissions of ozone-depleting substances (ODS)	Related substances are not used.	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.3.1	94
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	3.3.2	96
306-2	Management of significant waste-related impacts	3.3.2	96
306-3	Waste generated	3.3.2	96
306-4	Waste diverted from disposal	3.3.2	96
306-5	Waste directed to disposal	3.3.2	96

GRI Standard	Disclosure	Chapters	Pages
Elevate Energy and Resource Efficiency			
GRI 3: Material Topics 2021			
3-3	Management of material topics	3 Material Topics	71
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	3.2.2	85
301-2	Recycled input materials used	3.2.2	85
301-3	Reclaimed products and their packaging materials	3.2.2	85
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	3.2.1	82
302-3	Energy intensity	3.2.1	82
302-4	Reduction of energy consumption	3.2.1	82
302-5	Reductions in energy requirements of products and services	3.2.1	82
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	3.2.3	87
303-2	Management of water discharge-related impacts	3.2.3	87
303-3	Water withdrawal	3.2.3	87
303-4	Water discharge	3.2.3	87
303-5	Water consumption	3.2.3	87
Instigate Production and Product Innovation			
GRI 3: Material Topics 2021			
3-3	Management of material topics	2 Material Topics	60
Custom Items			
Custom	Funds for R&D and innovation	2.1	61
Custom	The number of patents approved	2.1	61
Implement Sustainable Development			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Material Topics	41
Custom Items			
Custom	Sustainable development principles	1.5	54
Custom	Structure of sustainability governance	1.5	54
Custom	Disclosure of sustainability data	1.5	54

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

GRI Standard	Disclosure	Chapters	Pages
Hone Product Management			
GRI 3: Material Topics 2021			
3-3	Management of material topics	2 Material Topics	60
SASB: Safety & Environmental Stewardship of Chemicals			
RT-CH-410b.1.	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	2.3	64
	(2) Percentage of such products that have undergone a hazard assessment		
RT-CH-410b.2.	(1) Discussion of strategy to manage chemicals of concern	2.2, 2.3	62, 64
	(2) Discussion of strategy to develop alternatives with reduced human and/or environmental impact		
Custom Items			
Custom	Life cycle assessment	2.3	64
Custom	Product quality and safety certification	2.3	64
Build Sustainable Community			
GRI 3: Material Topics 2021			
3-3	Management of material topics	6 Material Topics	152
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	6.2.2	157
302-3	Energy intensity	6.2.2	157
302-4	Reduction of energy consumption	6.2.2	157
302-5	Reductions in energy requirements of products and services	6.2.2	157
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	6.2.2	157
303-2	Management of water discharge-related impacts	6.2.2	157
303-3	Water withdrawal	6.2.2	157
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	6.2.2	157
304-2	Significant impacts of activities, products and services on biodiversity	6.2.2	157
304-3	Habitats protected or restored	6.2.2	157

GRI Standard	Disclosure	Chapters	Pages	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	6.2.2	157	
305-2	Energy indirect (Scope 2) GHG emissions	6.2.2	157	
305-4	GHG emissions intensity	6.2.2	157	
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	6.2.1	155	
413-2	Operations with significant actual and potential negative impacts on local communities	6.2.1	155	
Refine Operational Performance and Strategies				
GRI 3: Material Topics 2021				
3-3	Management of material topics	1 Material Topics	41	
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	1.1.1	42	
201-4	Financial assistance received from government	(NT\$ Thousand)	Taiwan	Mainland China
		Subsidies for technical development	1,606	358
		Subsidies for energy conservation	1,500	1,782
		Physical/mental handicapped living allowance	0	1,225
		Other item	579	27,640
		Total	3,685	31,005
		Total subsidies are NT\$ 34,690 thousand. Production sites in Vietnam, Japan, and the U.S. are not subsidized by the government.		
GRI 207: Tax 2019				
207-1	Approach to tax	1.1.1	42	
207-2	Tax governance, control, and risk management	1.1.1	42	
207-3	Stakeholder engagement and management of concerns related to tax	1.1.1	42	
207-4	Country-by-country reporting	1.1.1	42	
Perfect Risk Management				
GRI 3: Material Topics 2021				
3-3	Management of material topics	1 Material Topics	41	
Custom Items				
Custom	Risk control policy	1.3.1	47	

Content

- About This Report
- Message from the Chairman
- Sustainability Strategy Blueprint
- FENC's Contribution to UN SDGs
- Identification of Stakeholders and Material Topics
- Boosting Stakeholder Dialogue
- Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

- 7.1 Sustainability Issues Corresponding Table
- 7.2 GRI Standard Index
- 7.3 Response to Sustainable Guidance and Principles
- 7.4 Greenhouse Gas Inventory and Assurance Status
- 7.5 Assurance Statement
- 7.6 List of Publishers and Committee Members

GRI Standard	Disclosure	Chapters	Pages
Custom	Identification and management of major risks	1.3.2	47
Custom	Risk control mechanism	1.3.3	48

Enhance Corporate Sustainable Image

GRI 3: Material Topics 2021			
3-3	Management of material topics	Enhancing Corporate Sustainable Image	18
Custom Items			
Custom	Participation in sustainability awards	Enhancing Corporate Sustainable Image	18
Custom	Participation in sustainable conferences and events	Enhancing Corporate Sustainable Image	18

Govern with Steady Pace

GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Material Topics	41
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	1.2	45
205-2	Communication and training about anti-corruption policies and procedures	1.2, 4.2	45, 119
205-3	incidents of corruption and actions taken	No relevant issue (Boosting Stakeholder Dialogue, 1.2)	11, 45
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant issue (1.3)	47

Build Customer Rapport

GRI 3: Material Topics 2021			
3-3	Management of material topics	2 Material Topics	60
Custom Items			
Custom	Customer engagement channels	2.4	66
Custom	Compliance with customer requirements	2.4	66

Reinforce Occupational Safety and Health Management

GRI 3: Material Topics 2021			
3-3	Management of material topics	4 Material Topics	105
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	4.3.1	123
403-2	Hazard identification, risk assessment, and incident investigation	4.3.1, 4.3.2	123, 130

GRI Standard	Disclosure	Chapters	Pages
403-3	Occupational health services	4.3.3	132
403-4	Worker participation, consultation, and communication on occupational health and safety	Boosting Stakeholder Dialogue, 4.3.1	11, 123
403-5	Worker training on occupational health and safety	4.3.1	123
403-6	Promotion of worker health	4.3.3	132
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3.1, 4.3.3	123, 132
403-8	Workers covered by an occupational health and safety management system	4.3.1	123
403-9	Work-related injuries	4.3.2	130
403-10	Work-related ill health	4.3.2, 4.3.3	130, 132

Optimize Land Resources

GRI 3: Material Topics 2021			
3-3	Management of material topics	6 Material Topics	152
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	6.1.1	153
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	6.1.3	154
306-2	Management of significant waste-related impacts	6.1.3	154
306-3	Waste generated	6.1.3	154
306-4	Waste diverted from disposal	6.1.3	154
306-5	Waste directed to disposal	6.1.3	154
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	6.1.3	154
403-2	Hazard identification, risk assessment, and incident investigation	6.1.3	154
403-3	Occupational health services	6.1.3	154
403-5	Worker training on occupational health and safety	6.1.3	154
403-6	Promotion of worker health	6.1.3	154
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.1.3	154
403-8	Workers covered by an occupational health and safety management system	6.1.3	154
403-9	Work-related injuries	6.1.3	154

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

GRI Standard	Disclosure	Chapters	Pages
Shape Sustainable Supply Chain			
GRI 3: Material Topics 2021			
3-3	Management of material topics	4 Material Topics	105
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	4.4.1	134
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	4.4.1	134
308-2	Negative environmental impacts in the supply chain and actions taken	4.4.1	134
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	4.4.1	134
414-2	Negative social impacts in the supply chain and actions taken	4.4.1	134

Mold a Diverse and Inclusive Workplace

GRI 3: Material Topics 2021			
3-3	Management of material topics	4 Material Topics	105
GRI 201: Economic Performance 2016			
201-3	Defined benefit plan obligations and other retirement plans	4.1.6	119
GRI 202: Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.1.3	114
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	4.1.2	111
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1.3	114
401-3	Parental leave	4.1.1	106

Boost Stakeholder Dialogue

GRI 3: Material Topics 2021			
3-3	Management of material topics	Boosting Stakeholder Dialogue	11
Boosting Stakeholder Dialogue			
2-29	Approach to stakeholder engagement	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue	9, 11

7.3 Response to Sustainable Guidance and Principles

Sustainability Accounting Standards Board (SASB) - Chemical Industry

Code	Accounting Metric	Description	Chapters
Greenhouse Gas Emissions			
RT-CH-110a.1.	Gross global Scope 1 emissions	1,218 ktCO ₂ e	3.1.2
	Percentage covered under emissions-limiting regulations	19%	
RT-CH-110a.2.	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Please refer to Special Report 2, 3.1.1	
Air Quality			
RT-CH-120a.1.	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O)	655 metric tons	3.3.1
	(2) SO _x	351 metric tons	
	(3) volatile organic compounds (VOCs)	464 metric tons	
	(4) hazardous air pollutants (HAPs)	1 metric tons	
Energy Management			
RT-CH-130a.1.	(1) Total energy consumed	21,168 TJ	3.2.1
	(2) percentage grid electricity	29%	
	(3) percentage renewable	3.4%	
	(4) total self-generated energy	14,598 TJ	
Water Management			
RT-CH-140a.1.	(1) Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress	20,915 megaliters, 15%	3.2.3
	(2) Total water consumed, percentage in regions with High or Extremely High Baseline Water Stress	9,432 megaliters, 8%	
RT-CH-140a.2.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	2	1.3.3
RT-CH-140a.3.	Description of water management risks and discussion of strategies and practices to mitigate those risks	Please refer to 3.2.3.	
Hazardous Waste Management			
RT-CH-150a.1.	Amount of hazardous waste generated	12,138 metric tons	3.3.2
	percentage recycled	91%	
Community Relations			
RT-CH-210a.1.	Discussion of engagement processes to manage risks and opportunities associated with community interests	Please refer to Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 5, 6.1.3, 6.2.1.	
Workforce Health & Safety			
RT-CH-320a.1.	Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	0.31, 0	4.3.2

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

Code	Accounting Metric	Description	Chapters
RT-CH-320a.2.	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Please refer to 4.3.3.	
Product Design for Use-phase Efficiency			
RT-CH-410a.1.	Revenue from products designed for use-phase resource efficiency	The revenue from green products is 45.976 billion.	2.2
Safety & Environmental Stewardship of Chemicals			
RT-CH-410b.1.	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	17%	2.3
	(2) percentage of such products that have undergone a hazard assessment	100%	
RT-CH-410b.2.	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Please refer to 2.2, 2.3, 4.3.1.	
Genetically Modified Organisms			
RT-CH-410c.1.	Percentage of products by revenue that contain genetically modified organisms (GMOs)	No relevant products.	2.3
Management of the Legal & Regulatory Environment			
RT-CH-530a.1.	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Please refer to Special Report 2, 1.3.	
Operational Safety, Emergency Preparedness & Response			
RT-CH-540a.1.	Process Safety Incidents Count (PSIC)	77	4.3.2
	Process Safety Total Incident Rate (PSTIR)	0.31	
	Process Safety Incident Severity Rate (PSISR)	0	
RT-CH-540a.2.	Number of transport incidents	0	4.4.2

Note: The Chinese version of the SASB index is compiled and translated by FENC according to the industry-based disclosure requirements in Draft IFRS S2 Climate-related Disclosures.

Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Description	Chapters
Chapter 1 General Principles	Message from the Chairman, Sustainability Strategy Blueprint, Targets and Progress of all chapters, Identification of Stakeholders and Material Topics, 1.1, 1.2, 1.3, 1.5
Chapter 2 Exercising Corporate Governance	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, Targets and Progress, 1.2, 1.3, 1.5, 4.1.3, 4.1.4, 4.1.5
Chapter 3 Fostering a Sustainable Environment	Special Report 2, Special Report 3, 1.5, 2 & 3 Targets and Progress, 2.2, 2.3, 6.2.2
Chapter 4 Preserving Public Welfare	Special Report 1, Special Report 4, 1.2, 1.3, 2, 4, 5, 6.2.1
Chapter 5 Enhancing Disclosure of Sustainable Development Information	Sustainability Strategy Blueprint, Targets and Progress of all chapters, Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.2, 1.3, 1.5, 4.4.1, 7.1
Chapter 6 Supplementary Provisions	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.5, 7

Task Force on Climate-related Financial Disclosures (TCFD)

Dimension	Recommended Disclosure	Chapters
Governance	Disclose the organization's governance around climate-related risks and opportunities.	3.1.1
	Describe the board's oversight of climate-related risks and opportunities.	
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	3.1.1
	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
Risk Management	Disclose the organization's processes for identifying and assessing climate-related risks.	3.1.1
	Describe the organization's processes for managing climate-related risks.	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Special Report 2, 3.1, 3.2
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

Guidance on Social Responsibility ISO 26000

Description	Chapters
Organizational Governance	Decision-making processes and structures
Human Rights	Due diligence
	Human rights risk situations
	Avoidance of complicity
	Resolving grievances
	Discrimination and vulnerable groups
	Civil and political rights
	Economic, social and cultural rights
Fundamental principles and rights at work	

Content

- About This Report
- Message from the Chairman
- Sustainability Strategy Blueprint
- FENC's Contribution to UN SDGs
- Identification of Stakeholders and Material Topics
- Boosting Stakeholder Dialogue
- Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

- 7.1 Sustainability Issues Corresponding Table
- 7.2 GRI Standard Index
- 7.3 Response to Sustainable Guidance and Principles
- 7.4 Greenhouse Gas Inventory and Assurance Status
- 7.5 Assurance Statement
- 7.6 List of Publishers and Committee Members

Description		Chapters
Labor Practices	Employment and employment relationships	4, 6.1.3, 6.2.3
	Conditions of work and social protection	
	Social dialogue	
	Health and safety at work	
	Human development and training in the workplace	
The Environment	Prevention of pollution	Special Report 1, Special Report 2, Special Report 3, 2.3, 3, 6.1.3, 6.2.2
	Sustainable resource use	
	Climate change mitigation and adaptation	
	Protection of the environment, biodiversity and restoration of natural habitats	
Fair Operating Practices	Anti-corruption	Special Report 3, 1.2, 1.3, 4.1.1
	Responsible political involvement	
	Fair competition	
	Promoting social responsibility in the value chain	
	Respect for property rights	
Consumer Issues	Fair marketing, factual and unbiased information and fair contractual practices	Special Report 1, 1.4, 2.2, 2.3, 2.4
	Protecting consumers' health and safety	
	Sustainable consumption	
	Consumer service, support, and complaint and dispute resolution	
	Consumer data protection and privacy	
	Access to essential services	
Community Involvement and Development	Education and awareness	Special Report 1, Special Report 4, 2.1, 4.1.2, 4.2, 5, 6.1, 6.2.1
	Community involvement	
	Education and culture	
	Employment creation and skills development	
	Technology development and access	
	Wealth and income creation	
Health		
Social investment		

[Draft] IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information

Description		Chapters
Governance	The objective of sustainability-related financial disclosures on governance is to enable users of general purpose financial reporting to understand the governance processes, controls and procedures used to monitor and manage sustainability-related risks and opportunities. An entity shall disclose information about the governance body or bodies (which can include a board, committee or equivalent body charged with governance) with oversight of sustainability-related risks and opportunities, and information about management's role in those processes.	1.1, 1.2, 1.3

Description		Chapters
Strategy	The objective of sustainability-related financial disclosures on strategy is to enable users of general purpose financial reporting to understand an entity's strategy for addressing significant sustainability-related risks and opportunities	Message from the Chairman, Material Topics, 1.3.2
Sustainability-related risks and opportunities	An entity shall disclose information that enables users of general purpose financial reporting to understand the significant sustainability-related risks and opportunities that could reasonably be expected to affect the entity's business model, strategy and cash flows, its access to finance and its cost of capital, over the short, medium or long term.	1.1, 1.3.2, 3.1.1
	An entity shall disclose information that enables users of general purpose financial reporting to understand its assessment of the current and anticipated effects of significant sustainability-related risks and opportunities on its business model	1.1, 1.3.2, 3.1.1
Strategy and decision-making	An entity shall disclose information that enables users of general purpose financial reporting to understand the effects of significant sustainability-related risks and opportunities on its strategy and decision-making.	Material Topics, 1.1, 1.3.2
Financial position, financial performance and cash flows	An entity shall disclose information that enables users of general purpose financial reporting to understand the effects of significant sustainability-related risks and opportunities on its financial position, financial performance and cash flows for the reporting period, and the anticipated effects over the short, medium and long term—including how sustainability-related risks and opportunities are included in the entity's financial planning. An entity shall disclose quantitative information unless it is unable to do so. If an entity is unable to provide quantitative information, it shall provide qualitative information. When providing quantitative information, an entity can disclose single amounts or a range.	1.1, 1.3
Resilience	An entity shall disclose information that enables users of general purpose financial reporting to understand its capacity to adjust to the uncertainties arising from significant sustainability-related risks. An entity shall disclose a qualitative and, when applicable, a quantitative analysis of the resilience of its strategy and cash flows in relation to its significant sustainability-related risks, including how the analysis was undertaken and its time horizon. When providing quantitative information, an entity can disclose single amounts or a range.	1.1, 1.3
Risk management	The objective of sustainability-related financial disclosures on risk management is to enable users of general purpose financial reporting to understand the process, or processes, by which sustainability-related risks and opportunities are identified, assessed and managed. These disclosures shall enable users to assess whether those processes are integrated into the entity's overall risk management processes and to evaluate the entity's overall risk profile and risk management processes.	1.1, 1.3
Metrics and targets	The objective of sustainability-related financial disclosures on metrics and targets is to enable users of general purpose financial reporting to understand how an entity measures, monitors and manages its significant sustainability-related risks and opportunities. These disclosures shall enable users to understand how the entity assesses its performance, including progress towards the targets it has set.	Targets and Progress, Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue
General features	An entity shall disclose the financial statements to which the sustainability-related financial disclosures relate	1.1
	An entity shall disclose the industry or industries specified in the relevant IFRS Sustainability Disclosure Standard or industry-based SASB Standards that it has used when identifying disclosures about a significant sustainability-related risk or opportunity.	1.1.1, 7.3
	When providing sustainability-related financial disclosures an entity shall disclose comparative information that reflects updated estimates.	About This Report
	An entity shall correct material prior period errors by restating the comparative amounts for the prior period(s) disclosed	About This Report

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

[Draft] IFRS S2 Climate-related Disclosures

Description		Chapters
Governance	The objective of climate-related financial disclosures on governance is to enable users of general purpose financial reporting to understand the governance processes, controls and procedures used to monitor and manage climate-related risks and opportunities.	3.1.1
	An entity shall disclose information about the governance body or bodies (which can include a board, committee or equivalent body charged with governance) with oversight of climate-related risks and opportunities, and information about	3.1.1
Strategy	The objective of climate-related financial disclosures on strategy is to enable users of general purpose financial reporting to understand an entity's strategy for addressing significant climate-related risks and opportunities	3.1.1
Climate-related risks and opportunities	An entity shall disclose information that enables users of general purpose financial reporting to understand the significant climate-related risks and opportunities that could reasonably be expected to affect the entity's business model, strategy and cash flows, its access to finance and its cost of capital, over the short, medium or long term.	3.1.1
	An entity shall disclose information that enables users of general purpose financial reporting to understand its assessment of the current and anticipated effects of significant climate-related risks and opportunities on its business model.	3.1.1
Strategy and decision-making	An entity shall disclose information that enables users of general purpose financial reporting to understand the effects of significant climate-related risks and opportunities on its strategy and decision-making, including its transition plans.	3.1.1
Financial position, financial performance and cash flows	An entity shall disclose information that enables users of general purpose financial reporting to understand the effects of significant climate-related risks and opportunities on its financial position, financial performance and cash flows for the reporting period, and the anticipated effects over the short, medium and long term—including how climate-related risks and opportunities are included in the entity's financial planning. An entity shall disclose quantitative information unless it is unable to do so. If an entity is unable to provide quantitative information, it shall provide qualitative information. When providing quantitative information, an entity can disclose single amounts or a range.	3.1.1
Climate resilience	An entity shall disclose information that enables users of general purpose financial reporting to understand the resilience of the entity's strategy (including its business model) to climate-related changes, developments or uncertainties—taking into consideration an entity's identified significant climate-related risks and opportunities and related uncertainties. The entity shall use climate-related scenario analysis to assess its climate resilience unless it is unable to do so. If an entity is unable to use climate-related scenario analysis, it shall use an alternative method or technique to assess its climate resilience.	3.1.1
Risk management	The objective of climate-related financial disclosures on risk management is to enable users of general purpose financial reporting to understand the process, or processes, by which climate-related risks and opportunities are identified, assessed and managed.	3.1.1
Metrics and targets	The objective of climate-related financial disclosures on metrics and targets is to enable users of general purpose financial reporting to understand how an entity measures, monitors and manages its significant climate-related risks and opportunities. These disclosures shall enable users to understand how the entity assesses its performance, including progress towards the targets it has set.	3 Targets and Progress

7.4 Greenhouse Gas Inventory and Assurance Status

Basic information of the company	Minimum required disclosure under the Sustainable Development Roadmap for TWSE/TPEx Listed Companies
<input checked="" type="checkbox"/> Capital of NT\$10 billion or more, iron and steel industry, or cement industry <input type="checkbox"/> Capital of NT\$5 billion or more but less than NT\$10 billion <input type="checkbox"/> Capital of less than NT\$5 billion	<input checked="" type="checkbox"/> Inventory for parent company only <input type="checkbox"/> Assurance for parent company only <input type="checkbox"/> Inventory for all consolidated entities <input type="checkbox"/> Assurance for all consolidated entities

Scope 1	Total emissions (Metric tons CO ₂ e)	Intensity (Metric tons CO ₂ e / NT\$ 1 million of revenue)	Assurance body	Description of assurance status
Parent	469,972	9.17	DNV, SGS, TUV	Verification is conducted based on the ISO 14064-3 standards.
Subsidiaries within the scope of this report – 4 (verified)	448,789	6.35	BSI, BV, SGS	Verification is conducted based on the ISO 14064-3 standards.
Subsidiaries within the scope of this report – 10 (unverified)	299,504	4.07	-	-
Subsidiaries not within the scope of this report – 54 (verified)	4,669	0.03	BSI, TUV	Verification is conducted based on the ISO 14064-3 standards.
Total	1,222,934	3.70		
Scope 2	Total emissions (Metric tons CO ₂ e)	Intensity (Metric tons CO ₂ e / NT\$ 1 million of revenue)	Assurance body	Description of assurance status
Parent	246,884	4.82	DNV, SGS, TUV	Verification is conducted based on the ISO 14064-3 standards.
Subsidiaries within the scope of this report – 4 (verified)	336,436	4.76	BSI, BV, SGS	Verification is conducted based on the ISO 14064-3 standards.
Subsidiaries within the scope of this report – 10 (unverified)	301,180	4.10	-	-
Subsidiaries not within the scope of this report – 54 (verified)	286,843	2.13	BSI, TUV	Verification is conducted based on the ISO 14064-3 standards.
Total	1,171,343	3.54		

Content

About This Report

Message from the Chairman

Sustainability Strategy Blueprint

FENC's Contribution to UN SDGs

Identification of Stakeholders and Material Topics

Boosting Stakeholder Dialogue

Enhancing Corporate Sustainable Image

Special Report

1 Fostering Robust Governance

2 Enabling Unlimited Innovation

3 Navigating a Green Future

4 Creating Inclusive Society

5 Cultivating Compassionate Bonds

6 Advocating Balanced Coexistence

7 Appendix

7.1 Sustainability Issues Corresponding Table

7.2 GRI Standard Index

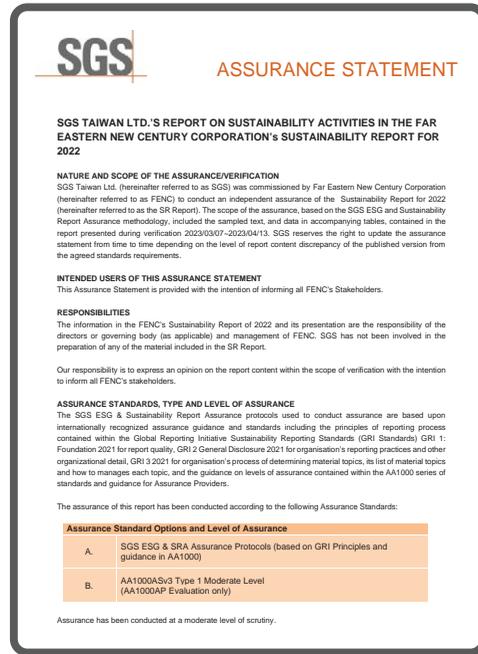
7.3 Response to Sustainable Guidance and Principles

7.4 Greenhouse Gas Inventory and Assurance Status

7.5 Assurance Statement

7.6 List of Publishers and Committee Members

7.5 Assurance Statement



SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE FAR EASTERN NEW CENTURY CORPORATION'S SUSTAINABILITY REPORT FOR 2022

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION
SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Far Eastern New Century Corporation (hereinafter referred to as FENC) to conduct an independent assurance of the Sustainability Report for 2022 (hereinafter referred to as the SR Report). The scope of the assurance, based on the SGS ESG and Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during verification 2023/03/07-2023/04/13. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all FENC's Stakeholders.

RESPONSIBILITIES
The information in the FENC's Sustainability Report of 2022 and its presentation are the responsibility of the directors or governing body (as applicable) and management of FENC. SGS has not been involved in the preparation of any of the material included in the SR Report.

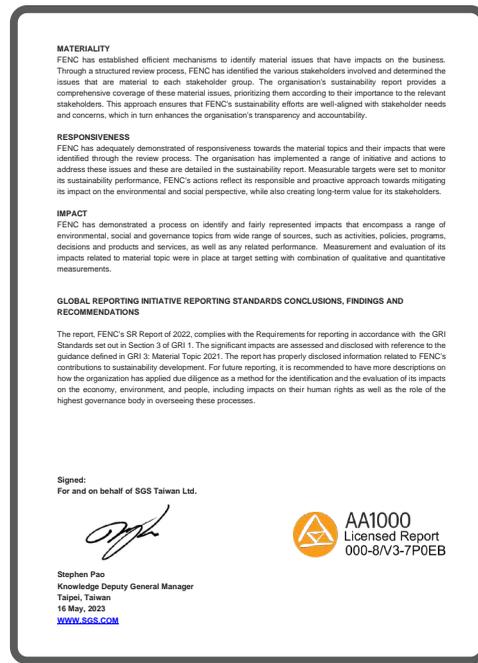
Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all FENC's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organization's reporting practices and other organizational detail, GRI 3 2021 for organization's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options and Level of Assurance	
A.	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B.	AA1000AS3 Type 1 Moderate Level (AA1000AP Evaluation only)

Assurance has been conducted at a moderate level of scrutiny.



MATERIALITY
FENC has established efficient mechanisms to identify material issues that have impacts on the business. Through a structured review process, FENC has identified the various stakeholders involved and determined the issues that are material to each stakeholder group. The organization's sustainability report provides a comprehensive coverage of these material issues, prioritizing them according to their importance to the relevant stakeholders. This approach ensures that FENC's sustainability efforts are well-aligned with stakeholder needs and concerns, which in turn enhances the organization's transparency and accountability.

RESPONSIVENESS
FENC has adequately demonstrated responsiveness towards the material topics and their impacts that were identified through the review process. The organization has implemented a range of initiative and actions to address these issues and these are detailed in the sustainability report. Measurable targets were set to monitor its sustainability performance, FENC's actions reflect its responsible and proactive approach towards mitigating its impact on the environmental and social perspective, while also creating long-term value for its stakeholders.

IMPACT
FENC has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topics were in place at target setting with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS
The report, FENC's SR Report of 2022, complies with the Requirements for reporting in accordance with the GRI Standards set out in Section 3 of GRI 1. The significant impacts are assessed and disclosed with reference to the guidance defined in GRI 3: Material Topics 2021. The report has properly disclosed information related to FENC's contributions to sustainability development. For future reporting, it is recommended to have more descriptions on how the organization has applied due diligence as a method for the identification and the evaluation of its impacts on the economy, environment, and people, including impacts on their human rights as well as the role of the highest governance body in overseeing these processes.

Signed:
For and on behalf of SGS Taiwan Ltd.


Stephen Pao
Knowledge Deputy General Manager
Taipei, Taiwan
16 May, 2023
www.sgs.com


AA1000
Licensed Report
000-8/V3-7P0EB

Assurance Statement 

7.6 List of Publishers and Committee Members

Published by
Far Eastern New Century Corporation

Publisher
Douglas Tong Hsu

Directors
Johnny Hsi, Peter Hsu, Humphrey Cheng, K.S. Wu, Donald Fan, Judy Lee, B.C. Chang, M.J. Wu, Eric Chueh

Sustainability Implementation Committee Convener

Humphrey Cheng

Sustainability Implementation Committee Members

Dennis Chen, Jian Li, Abby Wang, Albert Chang, Albert Ko, Amy Zhou, Andre Meyer, Andrew Tsai, Andy Lin, Angel Kuo, Angus Chou, Angus Liao, Anne Lin, Ariel Mao, Bella Ly, Ben Liu, Bi Hwang Lin, Cecilia Chen, CH Liu, Charles Chen, Chen Lu, Chih Ching Lin, Ching Yuan Hsu, Chris Lee, Chris Wu, Chunping Yao, Claire Lin, Cliff Chen, David Chen, Davis Dai, Dequan Chen, Diane Mitchell, Elephant Fu, Eric Wu, Feng Qian, Hai Huang, Hanguan Yu, Hans Kuo, Hans Yu, Harrison Huang, Hejun Li, Henry Chang, Hsiang-Chin Tsai, Hsueh Hua Chiang, Hsueh Lung Lu, Huan-Ta Tien, Isa Lin, Jack Lin, Jack Phat, Jasmine Cheng, Jason Chuang, Jeff Fang, Jeff Fowler, Jenny Fan, Jenny Ho, Jiming Chen, John Chang, John Hsueh, Johnny Yang, Jolan Chen, Joseph Huang, Judith Liu, Julia Chao, Kelly Xiong, Kenneth Chou, Kenny Chou, Kevin Chang, Kevin Lo, Kevin Wang, Kevin Yin, Li Gao, Li-Hua Chu, Lili Qian, Liu Jian, Louis Wang, Lu Zhu, Lucius Chang, Maggie Lo, Mark Wang, Max Su, Meihua Wu, Meiling Fang, Michelle Yeh, Ming Hwa Chao, Money Chien, Nicole Lin, Oliver Chiang, Pauline Wu, Pearl Hu, Peggje Lin, Peng Zhang, Philips Phu, Quinton Lee, Rebin Hsieh, Ren Yen, Renhua Lee, Renxian Zhang, Richard Chen, Rick Chang, Scott Huang, Scott Whitwer, Sheree Jiang, Shirley Yu, Shuangjun Cao, Simon Chen, Slash Fan, Sophia Yiin, Steve Huang, Steve Yang, Sung Tian Shih, Teddy Chang, Therese Cochran, Thomas Kaib, Titan Chen, Tommy Wu, Tsengen Tseng, Vincent Huang, Wanshun Qin, Wei Yang, Wei Yuan, Weihua Zhang, Will Ling, Yen Ping Cheng, York Chou, Yu Yuan Yang, Yuao Huang, YuFeng Liu, Yugen Zhao, Yunhua Zhang, Zhensheng Chen, Zhijun Wen

(The names are published in alphabetical order.)

Energy Task Force

Albert Ko, Amos King, Andy Chen, Ming-Hua Chao, Chih-Jung Huang, Ching-Feng Chen, Chunsong Jing, Dongmin Zhu, Dustin Chuang, Hsiang Yi Cheng, Hsiao-Pin Hu, I-Hsiung Li, Kenny Chou, Ker-Bin Louy, Kuo Kung Yu, Li-Jen Feng, Liu Jian, LK Chen, Mark Tompkin, Pascal Hong, Paul Yang, QC Ma, Rick Chang, Scott Whitwer, Shaoping Shou, Shuangjun Cao, Takumi Sat, Wen Hsin Lin, Ying Zhou, Yiqin Xia, Yunfeng Xue, Zhao Fei Xiao

(The names are published in alphabetical order.)

**Executive Unit
Corporate Staff Office**

Allen Sha, Julia Chao, Jonathan Liu, Phoenix Tang, Celeste Wu, Ginny Feng, Hsin He