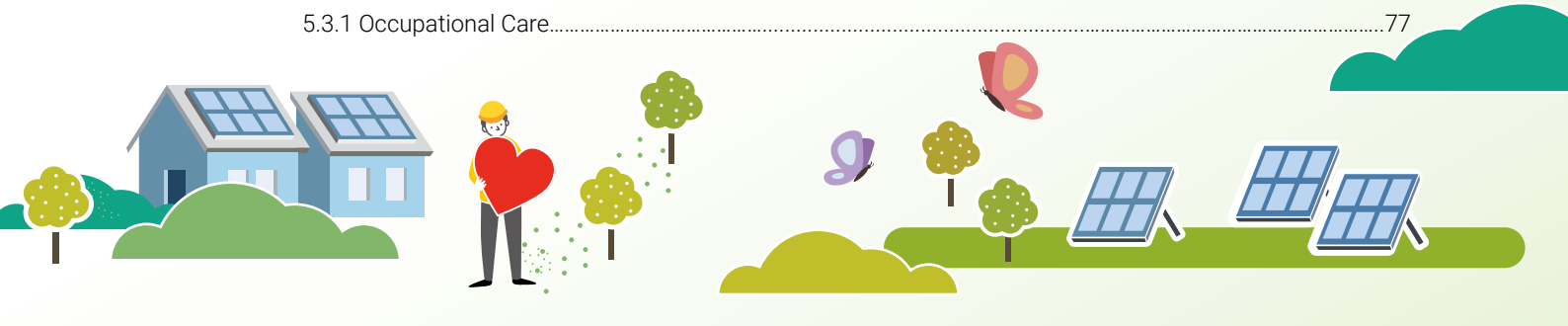
URECO United Renewable Energy Co., Ltd.

2022 ESG report

Contents



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About this Report

The scope and boundaries revealed in the report GRI 2-2, 2-4, 2-5

This report covers United Renewable Energy Co., Ltd. (hereinafter referred to as United Renewable Energy) manufacturing sites in Taiwan (including Hsinchu Science and Industrial Park plant, Hsinchu plant, Zhunan plant and Tainan plant). The financial data is audited by KPMG in accordance with IFRS and is consistent with the publicly disclosed financial data, which not only reveals the individual financial performance but also the consolidated performance of the group (including consolidated revenue, revenue by region and cost by region), and is calculated in NTD; the environmental and social data reveals the performance of the Taiwan sites, which is compiled by each internal department and confirmed by the supervisor, and are presented in the form of international common indicators. If the data disclosed in this report involves estimation, it will be stated in the relevant chapter. No information has been restated in this report.

In addition, in order to enhance the accuracy and credibility of the data disclosed in this report, United Renewable Energy was certified by Great International Certification Co., Ltd., an independent third-party organization, in accordance with AA1000 AS v3 verification standards, and passed the Type 1 medium assurance level.

Standards and verification of the report

The structure of this report is based on the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 Edition (GRI Standards: 2021), the SASB (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD), In addition, the GRI content index, SASB comparison table and climate related information table for listed companies are provided in the appendix of this report for stakeholders' reference.

Report Management Method GRI 2-3

First, United Renewable Energy identifies key stakeholders based on their dependency and influence, and selects sustainability topics that are closely related to the company by referring to the GRI Sustainability Reporting Guidelines 2021 Edition, industry development trends, and relevant issues in industry reports. Then, through cross-analysis of two types of questionnaires, " Evaluation of Impact on Stakeholders" and "Significant Economic, Environmental, and Social Impacts", the major sustainability topics for this year are selected, and each responsible department then prepares management guidelines based on each Material Topic, collects data, confirms its accuracy, the department supervisor then reviews the contents of the report to ensure that all major sustainability topics are covered, and finally reports to the chairman for approval.

Publication Time and Period GRI 2-3

Reporting period: January 1, 2022 to December 31, 2022. For completeness of information disclosure, some projects that span over different years will be stated separately in the report.

Reporting Period: Annually.

Date of previous report: June 2022.

Date of current report: June 2023.

Date of next report: June 2024.

Contact Information GRI 2-3

If there is any suggestion or query regarding this report, you are most welcome to contact us. Contact information is as below:

United Renewable Energy Co., Ltd. Headquarter Address: No. 7, Lixing 3rd Road, Science Industrial Park, 30078 Hsinchu City

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E-mail: ESG@urecorp.com

Company Website: https://www.urecorp.com

Company Website /Sustainable Development

2022 Key Performance

Economic

- Consolidated Revenue NT$18.8 billion
- Taiwan High Performance Photovoltaic Cells and Modules Technical Specification Certification VPC
- Taiwan Excellent PV for 10 consecutive years
- Research and Development Patents held in 2022 144 patents
- 2022 No.1 in Taiwan Module market share
- Recognized by Bloomberg New Energy Finance as the world's leading solar energy enterprise and module supplier
- Supplier Evaluation Audit Completion Rate 100%
- Largest solar power system developer in Taiwan Over 1.5GW of cumulative construction capacity and developing sites
- Completed the largest single-site Taipower Tainan Yan-Tian ESS system installation in Taiwan, with a total construction capacity of 15MW/15MWh of rated power

Enviromental

- Process Energy Saving Performance 2,449,213 kWh
- Product Environmental Value Generated 2,073 million kWh Clean electricity
- Audited 31 waste cleanup service providers
- Hazardous waste Reuse and recycling rate Achieved more than 92%
- Product Environmental Value Reduction of 1,055,184 Carbon Emissions
- 2022 Carbon Intensity Reduced by 11.8% compared to 2021
- Greenhouse Gas Management Emission of 1.42 GW by 2022 Solar cells and modules Mitigated the environmental impacts of climate change

Social

- 8 consecutive years Responding to Elderly Care Program
- 9 consecutive years of " Inspiration Family" program Regular and fixed amount of educational funding
- Employee education and training hours 9,603.5 hours
- 2022 Charity Blood Donation Collected 86 bags, amounting to 21,500 c.c. of blood donations.
- Tainan Plant Safety Culture Promotion Counseling
- Mentally disabled bakery group booths at the factory Once a month (adjusted in case of serious epidemic)

Social

Tainan plant is the core business of OH&S family, leading the family members to promote occupational safety and health operations.

Zhunan Plant was awarded 2022 Excellent Performance Unit by Civil Defense Group of Miaoli County Government

Social

Hsinchu Science and Industrial Park and Tainan Plant Badge of Accredited Healthy Workplace

Charity Donation Supported the 33rd 30 Hour Famine

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Message from the Management

Message from the Management GRI 2-22

In 2015, the United Nations adopted the Paris Agreement, which requires the Parties to control the global temperature rise within 2 ℃, but according to the 2019 Emissions Gap Report published by the United Nations, it is estimated that the global temperature rise will still reach 3.2 ℃ by the end of this century. Although CO2-based greenhouse gases do not pose a fatal risk to humans in the short term, they can continue to affect human life for a long time. Energy saving and carbon reduction is an important issue in the process of sustainable development of the earth. In the current global climate crisis, how to save energy and reduce carbon has become an urgent issue. By accelerating the application of green energy to adapt to and mitigate climate disasters, countries can ultimately achieve the goal of carbon neutrality. This will significantly increase investment in green energy infrastructure, such as the U.S. Build Back Better Plan, India's national infrastructure plan and China's energy policy changes, which will bring unlimited development for the green energy industry. According to a Bloomberg New Energy Finance survey, global solar capacity has reached 268GW in 2022 and is expected to exceed 300GW in 2023. Although Taiwan is not a party to the Paris Agreement, it ranks 19th in the world in terms of carbon emissions and has an unavoidable responsibility to respond to key issues such as climate change and global warming mitigation.

Global economy is under pressure from geopolitical tension, energy crisis, inflation, China’s zero Covid policies and raising interest rate by U.S. Fed in 2022. Solar industry is boosted by the energy crisis, geopolitical tension and Inflation Reduction Act from U.S.A., the total global annual installed capacity growth rate about 47.3%, became second highest growth rate in the history of solar development. United Renewable Energy is committed to creating, storing and saving energy. In terms of energy creation, United Renewable Energy will improve the efficiency of solar energy conversion, increase power generation per unit area, and reduce production (power generation) costs, and by 2022, United Renewable Energy had reached a production capacity of 1.42 GW and generated 2.073 billion kWh of electricity. This equates to 1,055,184 tons of carbon emissions, which is equivalent to the carbon capture capacity of 2,713 Daan Park for one year. In terms of energy storage, Taipower has joined hands with United Renewable Energy to build a 20MW (megawatt) energy storage system at the SYT solar photo-voltaic (PV) site, creating Taiwan's first Taipower "Taipower's South Yan-Tian (SYT) ESS system", the first Taipower's solar storage system in Taiwan. In terms of energy saving, under United Renewable Energy's continuous improvement in production, R&D and strict self-imposed requirements, the process had saved 2,449,213 kWh of energy in 2022, and its carbon emission intensity (metric tons of CO2e/MW) had decreased by 11.8% compared to 2021, fully demonstrating United Renewable Energy's determination to save energy.

In addition, as a leading manufacturer of solar batteries, solar modules and solar power systems, we have been committed to our vision of making solar energy affordable for every household since our establishment, with the mission of providing sustainable and affordable clean energy. United Renewable Energy has been actively developing solar power system development and construction and providing asset management services under its system business and module brand. In the past few years, United Renewable Energy has been providing professional localized system development and construction services in various countries with its excellent global business team, with the aim of ensuring affordable and reliable modern energy services for all in order to achieve the United Nations' sustainable development goals; While striving for sustainable growth, we also promote the concept of green energy, energy conservation and environmental protection to our customers, users, partners and the general public around the world, hoping that we will not only be responsible to our shareholders, customers and employees, but also show our care and contribution to the environment and society. United Renewable Energy will focus on the module brand and solar energy system business to promote the competitiveness of Taiwan's solar industry and to support the national energy policy of the Taiwan government. United Renewable Energy will assist Taiwan in transitioning its energy supply with government funding and policy support to reach the goal of 20GW of cumulative solar photo-voltaic installations by 2025. We continue to achieve excellent results and have received numerous certifications from international and domestic institutions.

In developing the business, promoting sustainability has become United Renewable Energy's business motto. United Renewable Energy understands that it is necessary to publicly disclose the results of the company's efforts in the areas of Corporate Governance, Employee and Community Involvement, Partnerships, and Green Energy and

Environmental Protection to stakeholders and the public. United Renewable Energy also needs to self-examine the extent to which its corporate development strategy is aligned with sustainability and meets the expectations of society.

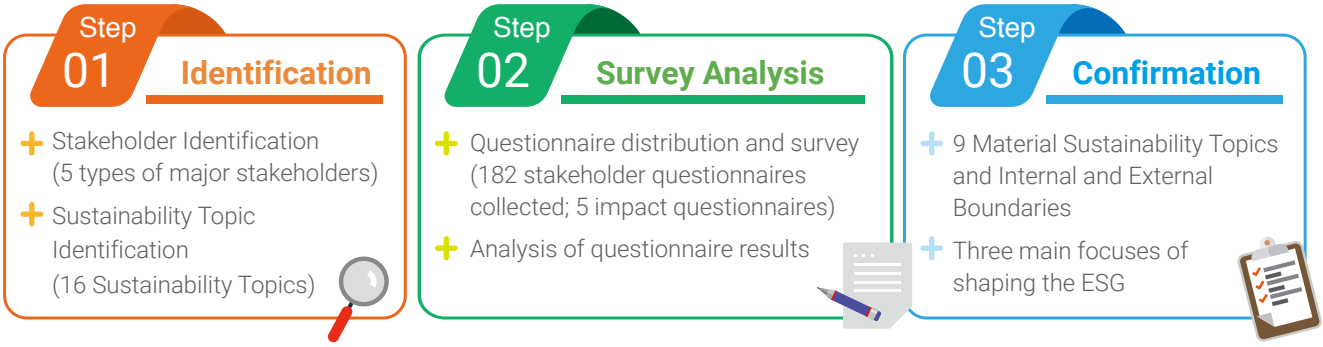
United Renewable Energy believes that our employees are one of the most important assets of our company. We uphold a mutually trusting and respectful employment relationship, recruit talented people, and strive to build a good and safe working environment, as well as provide employees with diversity and equal opportunities, a system of equal pay for both female and male workers, solid education and training, and diverse and smooth communication channels, in order to create a win-win future with our employees. In 2022, due to the severity of the COVID-19 epidemic, the company has implemented separate offices and employee distribution to ensure employee safety and to reduce the need for cross-plant deployment of personnel. During severe epidemic periods, we conducted corporate rapid diagnostic tests and PCR testing for high-risk groups to reassure the workforce. In addition, we also strengthen our in-plant epidemic prevention equipment such as thermometers, regular supply of medical masks, disinfection equipment such as alcohol handwash machines and alcohol disinfectant for public spaces. In addition, United Renewable Energy, as a member of the society, has been working on the ground one step at a time and has continued to participate in public charity activities over the years, such as regularly inviting mentally disabled baking groups to set up booths at its plants, conducting elderly care activities and helping disadvantaged children in the rural areas of Hsinchu. Although some of the activities have been adjusted due to the severe epidemic, United Renewable Energy is still taking practical actions to support social charity, and at the end of 2022, we will invite our colleagues to participate in donation activities so that the poor can receive warm assistance and spread happiness without being affected by the epidemic. United Renewable Energy has donated high-efficiency solar panels and participated in the "Power to the Tribes" program to promote the sustainable goal of tribal energy self-dependence, United Renewable Energy will continue to walk the path of public charity and look forward to giving back to society in various methods of loving the homeland and the earth in the future.

Looking ahead, advances in solar photo-voltaic technology will be one of the keys to the sustainability of life on Earth; United Renewable Energy will lead Taiwan's solar industry into a new era of 2.0, with a business model based on system business and module branding, so that Taiwan's green energy industry will continue to thrive in Taiwan, and we will continue to improve the conversion efficiency and quality of batteries and modules based on our existing leadership, and actively develop downstream solar power plant business. Based on our core functions and passion for the environment, we will integrate sustainable development into our business strategy to create a positive cycle and make our company a world-class benchmark in the solar energy industry, contributing to a greener and more beautiful world (We Make the World Greener) and moving toward the goal of sustainable management.

3 Stakeholder Management

Stakeholder identification and communication is not only the core foundation of corporate social responsibility, but also an important reference for companies to move towards sustainable management. United Renewable Energy is open to a wide range of opinions and has identified a total of 16 sustainability issues that are closely related to the economic, environmental, and social aspects of United Renewable Energy by referring to specific topics in the GRI Sustainability Reporting Standards 2021 Edition, industry development trends, and related issues in the Industry Report. By actively distributing questionnaires to understand stakeholders' concerns and expectations about United Renewable Energy's sustainability issues, and to discover the company's potential blind spots and risks, and to use them as a reference for social responsibility management guidelines, we aim to faithfully and completely present United Renewable Energy's sustainable development and efforts to fulfill its corporate social responsibility.

In accordance with the GRI Sustainability Reporting Standards, in the process of preparing United Renewable Energy's 2022 Sustainability Report, stakeholders and material issues were analyzed in the following order: sustainability issues and stakeholder identification, material issues investigation and analysis, and finally, performance indicators were confirmed according to the boundaries and scope of material impact issues.



3.1 Stakeholder identification and engagement GRI 2-29

Stakeholders are the groups that affect or are affected by United Renewable Energy. We have identified stakeholders according to the nature of our operations and business through three working groups under the ESG office: Economic, Environmental and Social. Although the solar industry has experienced dramatic price fluctuations in recent years, the stakeholders have not changed much, so United Renewable Energy continues to use the same identification method as in previous years: the AA1000 SES: 2015 Stakeholder Engagement Standard (SES) guidelines identify the major stakeholders based on the five principles of stakeholder responsibility, influence, dependency, tension, and diverse perspectives. We have identified five major groups of stakeholders: government agencies, customers, suppliers, employees, and shareholders/investors.

Shareholders / Investors
As investors and one of the major sources of capital for the Company, transparency of information disclosure should be maximized to lower information mismatches.

Customers
As a major source of revenue for the Company, the quality of services provided by the Company will affect customers' trust in the Company and future opportunities for continued collaboration.

Employees
Employees are one of the most important assets of United Renewable Energy and a driver of the company's sustainable growth. By providing employees with a good and safe working environment and establishing a mutually supportive and trusting labor relations, we can maintain our technological leadership and competitiveness.

Type of Stakeholder	Meanings to the company	Topics of Concern	Communication Channel	Communication Frequency	Report Response Section
 Government Agencies	Monitor and check compliance with all regulations of the company	1. Corporate Governance 2. Ethics and Integrity 3. Compliance with the law 4. Anti-corruption 5. Grievance Mechanism 6. Economic Performance 7. Waste Management 8. Energy Saving / Carbon Reduction 9. Water Resources Management 10. Labor Communication 11. Equal opportunity and non-discrimination for employees 12. Participation in Public Charity Activities	Contact: Stock Affairs Department/Investor Relations Department Contact Channel: spokesman1@urecorp.com Market Observation Post System/Important Information Company Website Phone Official written letters The competent authorities supervising/review activities/policy advocacy meetings or seminars E-MAIL Government Website Declaration	Monthly Monthly Weekly Monthly Unscheduled Semi-annually Quarterly Monthly Quarterly Unscheduled Unscheduled Annually Bi-monthly Monthly Monthly	4.2.1 Governance Organization, Authority and Responsibility 4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.4 Social involvement 7.3.1 Energy Management 7.4.2 Water pollution prevention 7.4.3 Waste Management
 Shareholders / Investors	To understand the company's operation status	1. Ethics and Integrity 2. Economic Performance 3. Corporate Governance 4. Company Competitiveness 5. Risk Management 6. Compliance with the law 7. Green Products and Services 8. Occupational Safety and Health 9. Labor Communication 10.Remuneration and Benefits 11.Equal opportunity and non-discrimination for employees 12.Grievance Mechanism 13.Talent Development	Contact: Stock Affairs Department/Investor Relations Department Contact Channel: spokesman1@urecorp.com Company Website Phone Corporate Seminar / Corporate Presentation Shareholders' Meeting E-MAIL	Monthly Monthly Quarterly Annually Monthly	4.2.1 Governance Organization, Authority and Responsibility 4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.1 Overall remuneration planning and comprehensive benefit design 5.1.2 Building a friendly workplace to encourage employees to find work-life balance 5.1.3 Human Resources 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms 5.2 Safe Workplace 5.3 Healthy Workplace Management 7.2 Green Energy Products
 Customers	Business Operations Product Service and Marketing Quality Assurance	1. Waste Management 2. Customer Relationships 3. Product Responsibilities 4. Green Products and Services 5. Ethics and Integrity 6. Compliance with the law 7.. Equal opportunity and non-discrimination for employees 8. Economic Performance	Contact: Business Department Contact Channel: spokesman1@urecorp.com Regular review meetings with customers Business Department Visits to Customers Company Website Phone	Monthly Unscheduled Quarterly Daiky Unscheduled Unscheduled Quarterly	4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.2 Building a friendly workplace to encourage employees to find work-life balance 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.2 Safe Workplace

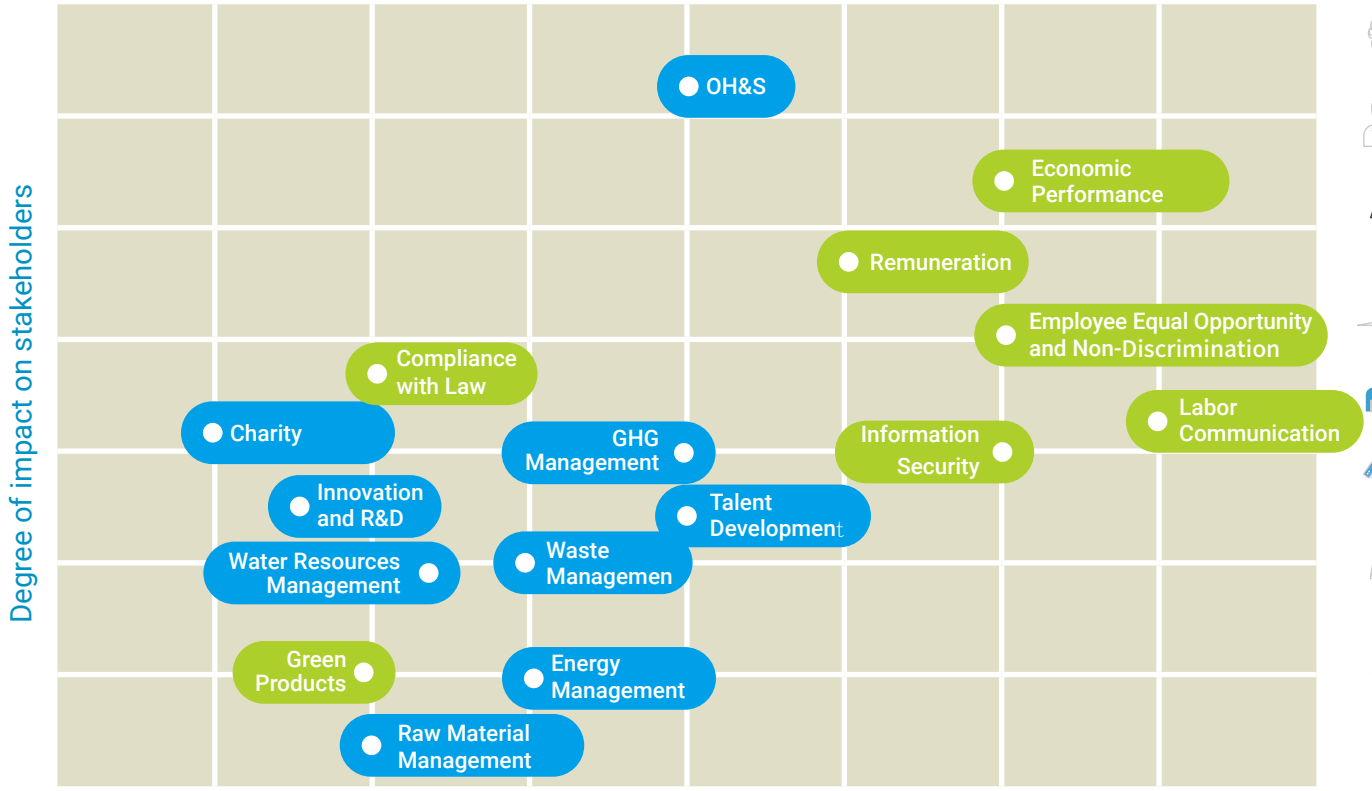
Type of Stakeholder	Meanings to the company	Topics of Concern	Communication Channel	Communication Frequency	Report Response Section
Customers	Business Operations Product Service and Marketing Quality Assurance	9. Labor Communication 10. Occupational Safety and Health 11. Anti-corruption 12. Carbon Reduction	E-MAIL : Sales@urecorp.com Written Letters Pay visits		5.3 Healthy Workplace Management 6.2 Customers and Services 7.2 Green Energy Products 7.4.2 Water pollution prevention 7.4.3 Waste Management
Employees	Employment Relationship	1. Economic Performance 2. Occupational Safety and Health 3. Remuneration and Benefits 4. Talent Development 5. Equal opportunity and non-discrimination for employees 6. Labor Communication 7. Compliance with the law 8. Grievance Mechanism 9. Anti-corruption 10. Participation in Public Charity Activities	Contact: Human Resources Department Contact Channel: spokesman1@urecorp.com Labor Conference Benefit Committee Meeting Plant Manager Mailbox Dr. H Mailbox (Dr. H@urecorp.com) Management Meeting Department Meetings Employee grievance care line Physical Bulletin Board Announcement Platform Care for Newcomers Corporate Portal and Online Announcements Physical and Online Care Mailbox Charity Booth Activities Donation of Funds and Supplies Phone E-MAIL Written Letters	Quarterly Quarterly Unscheduled Unscheduled Monthly Monthly Unscheduled Unscheduled Monthly Weekly	4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.1 Overall remuneration planning and comprehensive benefit design 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms 5.2 Safe Workplace 5.3 Healthy Workplace Management 5.4 Social involvement
Suppliers	Raw material supply Plant equipment supply Machine and component supply IT Service Provider	1. Compliance with the law 2. Economic Performance 3. Procurement Policy 4. Supplier Management and Inspection 5. Occupational Safety and Health 7. Energy Saving / Carbon Reduction 8. Environmental Investment and R&D 9. Raw Material Management 10. Anti-corruption 11. Grievance Mechanism 12. Remuneration and Benefits	Contact: Procurement Department Contact Channel: spokesman1@urecorp.com Phone E-MAIL Face-to-Face Meeting On-site inspection activities Discussion at the plant Written Letters	Monthly Unscheduled	4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.1 Overall remuneration planning and comprehensive benefit design 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.2 Safe Workplace 5.3 Healthy Workplace Management 6.1.6 Supplier Quality Management 6.1.1 Supply Chain Integration 7.2 Green Energy Products 7.3.1 Energy Management

3.2 Material Topic Analysis and Response GRI 3-1, 3-2

- Sustainability topic identification: Referring to GRI's sustainability reporting standards, industry development trends and industry reports, we identified and initially shortlisted a total of 16 sustainability topics that are closely related to United Renewable Energy in terms of economic, environmental and social aspects.
- Stakeholder Evaluation Questionnaire: The ESG Office's three working groups - Economic, Environmental and Social - used a five-point scale to investigate the extent to which sustainability topics affect stakeholder evaluation by actively distributing questionnaires and conducting interviews based on the 16 identified sustainability topics. 182 stakeholder questionnaires were collected in 2022, including 3 from government agencies, 24 from shareholders/ investors, 21 from customers, 61 from employees, 44 from suppliers, 1 from neighboring communities, 10 from banks, 3 from NGOs, 8 from public associations, 3 from insurance companies, 2 from the media and 2 from law firms.
- Significant Economic, Environmental and Social Impact Questionnaire: Five senior executives of United Renewable Energy, including the Chairman & CSO, Director & CEO, Corporate Governance Supervisor, General Manager of Solar Business and CFO, evaluated the significant economic, environmental and social impact of 16 sustainability themes on a five-point scale.
- Analysis of material sustainability topics: First, after multiplying the scores of the stakeholder evaluation questionnaire and the significant economic, environmental, and social impact questionnaire, the nine topics with the highest scores were selected as Material Topics, in the order of economic performance, labor communication, equal opportunity and non-discrimination, remuneration and benefits, occupational safety and health, information security, greenhouse gas management, talent development, and waste management. In this report, we will reveal relevant management policies and performance data. In addition, considering the completeness and richness of the report, we have chosen to disclose public charity activities as a additional issue.
- Comparing the Material Topic of 2022 with the previous year, six items, including economic performance, labor communication, occupational safety and health, equal opportunity and non-discrimination, remuneration and benefits, and labor communication are still listed in the Material Topic; In addition, in response to the information security threats faced by the technology industry in recent years, United Renewable Energy has added information security as a Material Topic; At the same time, quality human resources is the company's driving force for sustainable growth, so this year also added talent development as Material Topic; The control of greenhouse gas emissions has become a global consensus, United Renewable Energy's products respond to this demand, so we also added greenhouse gas management as Material Topic. For the company, the nine Material Topics are both risks and opportunities: while the company is facing an increasingly challenging business environment, especially in the pursuit of operational performance and the trust of shareholders and customers, it cannot sacrifice the quality of the local residential environment and the health and well-being of its employees, and any accidental violation of the law will seriously damage the company's hard-earned business reputation; In contrast, if the company can turn risks into opportunities and find a balance between economic performance, sustainable environment and social prosperity, the company will continue to grow and thrive and move towards sustainable management.
- Based on this year's nine Material Topics, United Renewable Energy has shaped the three main focuses of ESG, which are to protect the company's intellectual property with Information Security for sustainable profitability, to focus on clean energy production to reduce greenhouse gases, and to value employee opinions to create an equal and safe workplace environment, as well as to achieve the goal of sustainable development through effective waste management.
- Material topic disclosure items: The ESG office and the three working groups of economic, environmental, and social groups under the ESG office started to define the information boundaries, compile management policies, collect performance indicators, and set sustainability targets based on the nine Material Topics and 34 disclosure items in accordance with the GRI Standards, and then compiled the 2022 United Renewable Energy Sustainability Report.

Type	Sustainability Topics
Economic	Economic performance, compliance with the law, information security, innovation and R&D
Environmental	Raw material management, energy management, greenhouse gas management, water resources management, waste management, green products
Social	Labor communication, remuneration and benefits, occupational safety and health, talent development, equal opportunity and non-discrimination for employees, and participation in public charity activities

Material Topic



Material Topic for 2021	Material Topic for 2022	Discrepancy
Economic Performance	Economic Performance	
Ethics and Integrity	Labor Communication	↑2
Compliance with the Law	Equal opportunity and non-discrimination for employees	↑4
Labor Communication	Remuneration and Benefits	↑1
Remuneration and Benefits	Occupational Safety and Health	↑4
Effluents and wastes	Information Security	New
Equal opportunity and non-discrimination for employees	Greenhouse Gas Management	New
Green Products and Services	Talent Development	New
Occupational Safety and Health	Waste Management	↓4

Material Topic with Corresponding GRI Standards and Disclosure Items

Aspect	Material Topic	Importance to United Renewable Energy	GRI Standards Specific Topics and Disclosure Items	Report Disclosure Chapter
Economic	Economic Performance	●The pursuit of maximum profitability is an ongoing goal of the company, which not only strengthens the confidence of shareholders, employees and the value chain in us, but is also the key to moving towards sustainable management.	●201 Economic Performance: 2016(201-1~201-3)	4.2.2 5.1.1 7.5.2
Social	Labor Communication	●Employees are one of the company's important assets. Establishing multiple channels of communication and expressing their opinions in a friendly environment further promotes mutual trust between employers and employees, and a harmonious labor environment is beneficial to work efficiency and quality of life.	●402 Labor Management Relations 2016(402-1)	5.1.4
Social - Employees	Equal opportunity and non-discrimination for employees	●Fair and reasonable human resources promotion system, the same level of salary for the same grade and job content, equal benefits and subsidies regardless of gender, nationality, race or religious beliefs.	●405 Diversity and Equal Opportunity: 2016(405-1, 405-2)	5.1.1 5.1.3
Social - Employees	Remuneration and Benefits	●Remuneration planning is based on the ability to attract and retain talented people, and the same level of salary is offered for the same grade and job content, without any differences based on gender and race. The salary is flexibly adjusted according to the employee's performance and the achievement of the organization's goal, and there are annual salary adjustment, promotion, employee's stock option, and other favorable salary system. ●Every United Renewable Energy employee, regardless of gender, nationality, race or religion, is entitled to equal benefits and subsidies. Various recreational activities are planned in conjunction with important annual festivals to help employees relieve work pressure and enhance bonding to achieve work-life balance. ●Improving employee salaries and benefits strengthens employees' sense of belonging to the company, which in turn improves work efficiency and creates a win-win situation for the company's revenue and employees' personal wealth.	●401 Employment: 2016(401-1~401-3)	5.1.1 5.1.2 5.1.3
Social - Employees	Occupational Safety and Health	●The company conducts regular/unscheduled on-site inspections and observation of the production process to inspect and improve the unsafe behavior and environment on site. The safety devices (such as interlocking devices, EMO, light gates, detectors, etc.) are tested and recorded regularly to reduce the risk of hazards occurring during operation and to create a safe and healthy workplace environment for employees.	●403 Occupational Health and Safety: 2018(403-1~403-10)	5.2 5.3 6.1.5

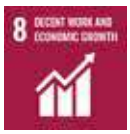
Aspect	Material Topic	Importance to United Renewable Energy	GRI Standards Specific Topics and Disclosure Items	Report Disclosure Chapter
Social - Employees	Occupational Safety and Health	●The company conducts annual health checkups and arranges special health checkups for employees engaged in special hazard operations; to enhance employees' health awareness, analyze high-risk employees and arrange follow-up health consultation management and abnormality tracking; to plan and implement maternity protection, prevention of abnormal work load, human-caused hazards and workplace misconduct in accordance with the law, and to implement health promotion and seminar activities to promote employees' physical and mental health and strengthen their health awareness and mobility. ●In response to the widespread of the emerging epidemic of COVID-19, each plant has set up an epidemic prevention and monitoring team, and the epidemic prevention measures are adjusted on a rolling basis in accordance with the CDC policies: entry restrictions, personnel distribution, providing epidemic prevention supplies, changing the method of providing restaurant meals to lunch boxes, promoting epidemic prevention safety and social distance, compiling statistics on vaccination rates, and regularly strengthening environmental cleaning and disinfection. We also provided medical care and information services related to epidemic prevention, and strengthened the management of epidemic prevention for employees returning to the plant after the quarantine period to avoid the spread of the epidemic.	●403 Occupational Health and Safety: 2018(403-1~403-10)	5.2 5.3 6.1.5
Economic	Information Security	●Ensure that the company's operations will not be disrupted by an Information Security incident. ●To ensure that the company's research and development and trade secrets will not be inappropriately damaged.	●Custom Material Topic(Information Security-1)	4.2.3.6
Environmental	Greenhouse Gas Management	●In response to global climate change and the "Greenhouse Gas Reduction and Management Act," the company voluntarily conducts annual inventories of greenhouse gas emissions from each plant, and has completed inventory registration since 2023. ●By adopting the best technology and actively promoting energy saving and carbon reduction, the company aims to reduce the greenhouse gas emissions generated by the process year by year.	●305 Emissions: 2016(305-1~305-7)	7.3.1 7.4.1 7.5.1
Social - Employees	Talent Development	●Under the pressure of global competition and the challenges arising from the changing nature of work and social responsibility, talent development can help employees and organizations maintain a competitive edge in a changing environment and help improve the overall operational effectiveness of the company.	●404 Training and Education: 2016(404-1, 404-3)	5.1.1 5.1.5

Aspect	Material Topic	Importance to United Renewable Energy	GRI Standards Specific Topics and Disclosure Items	Report Disclosure Chapter
Environmental	Waste Management	●The company follows the laws and regulations to store and remove the waste generated from the manufacturing process, and appoints a certified waste removal service provider for the final disposal or reuse of the waste, with the target of maintaining zero environmental pollution.	●306 Waste: 2020(306-1~306-5)	7.4.3

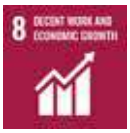
Internal and external boundaries of Material Topics

Material Topic	Internal Boundaries	External Boundaries				Report Disclosure Chapter
	United Renewable Energy	Suppliers	Customers	Shareholders/ Investors	Government Agencies	
Economic Performance	✳	✳	✳	✳	✳	4.2.2 Operational Performance
Labor Communication	✳		✳	✳	✳	5.1.4 I have something to say and a perfect communication channel between employers and employees
Equal opportunity and non-discrimination for employees	✳			✳	✳	5.1.3 Human Resources
Remuneration and Benefits	✳			✳	✳	5.1.1 Overall remuneration planning and comprehensive benefit design
Occupational Safety and Health	✳	✳	✳	✳	✳	5.2 Safe Workplace
Information Security	✳	✳	✳	✳	✳	4.2.3.6 Information Security Protection
Greenhouse Gas Management	✳	✳	✳	✳	✳	7.5 Greenhouse Gas Management
Talent Development	✳			✳		5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms
Waste Management	✳	✳	✳	✳	✳	7.4.3 Waste Management

3.3 Sustainability development goals (SGDs) corresponding to Material Topics

Topic	SDGs Detailed Goals	United Renewable Energy Contribution
Ethics and Integrity Economic Performance Compliance with the law	 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors. 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services. 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.	● By producing clean energy, our products and services have been awarded Taiwan Excellent PV Award, Taiwan High Performance Solar Photovoltaic Module Technology Standard Certification (VPC), and Bloomberg New Energy Finance Tier 1 list, United Renewable Energy has become well-known in the solar industry and has increased the incentives for customers to place orders.
	 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.	● The United Renewable Energy Group has installed solar power equipment at nearly 400 sites throughout Taiwan, ranging from local county and city government public housing and campus roofs, all-weather stadiums, Taiwan Water Corporation, Tainan City parking lots, Kaohsiung Cijin Life Memorial, fruit and vegetable markets, and highway parking lots, Taiwan Water Corporation, Tainan City parking lot, Kaohsiung Cijin Life Memorial, fruit and vegetable markets, and highway parking lots. In addition to the effective use of valuable construction space, the partnership has enabled the landlord to earn additional rental income, while United Renewable Energy receives a reasonable income from power generation and effectively increases the proportion of clean energy in traditional energy generation, reducing pollution and creating a win-win-win situation.
	 10.3 Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.	● The same level of remuneration for the same grade and job content, without any difference in gender and race ● To provide equal employment opportunities for the disadvantaged groups by hiring people with physical and mental disabilities in excess of the quota.

Topic	SDGs Detailed Goals	United Renewable Energy Contribution
	 16.5 Substantially Reduce Corruption and Bribery. 16.6 Develop effective, accountable and transparent institutions at all levels. 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.	● Conduct regulatory education training. ● We hold "Labor Conference", "Benefit Committee Meeting" and "Departmental Quarterly Meeting" on a quarterly basis to keep employees informed of the company's targets, prospects and possible future challenges. ● We have set up multiple communication channels, such as Dr. H e-mail, HR physical mailbox and grievance care hotline to provide employees with timely two-way communication channels and listen to the opinions and voices of employees at all levels.
Carbon Reduction	 7.3 By 2030, double the global rate of improvement in energy efficiency. 7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.	● The Group has obtained 250MW of public bids for solar energy systems, and nearly 400 sites are located throughout the living area of Taiwan, from the north to the south, in various local county and city governments' public housing and campus roofs, all-weather stadiums, Taiwan Water Corporation, Tainan City Parking Lot, Kaohsiung Cijin Life Memorial, fruit and vegetable markets, and highway parking lots, etc., accounting for 60% of the market share of the public bids released by the government. ● The Tainan Qigu Yan-Tian ESS system is the largest solar power plant in Taiwan that uses an energy storage system to balance the output. The storage system has a capacity of 15MW/15MWh and is equipped with AFC (Assisted Frequency Conversion) and PV Smoothing function for the photo-voltaic site in Yan-Tian. This system not only stabilizes the frequency of Taiwan's electrical grid system, but also uses the storage system to stabilize the power of the solar power station and improve the operational efficiency of the solar power station, which is now combined with the grid for operation. ● Carbon emission intensity (metric tons CO2e/MW) in 2022 compared to 2021 is 11.8% lower. ● Total power consumption intensity (MJ/MW) in 2022 is 10.9% lower than in 2021.
Waste Management	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	● 2022 Recycling rate of hazardous business waste achieved 92% or more ● 2022 Recycling rate of general business waste achieved 91% or more

Topic	SDGs Detailed Goals	United Renewable Energy Contribution
Green Products and Services	 12.2 By 2030, achieve the sustainable management and efficient use of natural resources. 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment. 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	● Solar power is a "variable-free energy system". It is different from the traditional methods of coal, oil and nuclear power generation. By using solar energy conversion, no additional radioactive pollutants and greenhouse gases are produced. United Renewable Energy provides high-efficiency solar batteries, high-powered and highly reliable solar modules, and other products that can convert solar energy into electricity for human society, making it the most popular green energy source today.
Remuneration and Benefits	 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard. 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	● Fair remuneration policy: there is no difference in salary based on gender and race, and the same level of salary is given for the same grade and job content. ● Equal benefits policy: Equal benefits and subsidies regardless of gender, nationality, race or religion. ● Differential benefit measures: For employees who are pregnant or breastfeeding, the company provides special benefit measures to reduce their loss of work efficiency due to physical discomfort or inconvenience, which affects the quality of work. 2 employees (1 male - production line technician, 1 female - administrative personnel) applied for adjustment of working hours in 2022 due to family care.
	 5.1 End all forms of discrimination against all women and girls everywhere. 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	● To establish a workplace discrimination/sexual harassment grievance hotline, and to build a gender-friendly workplace to achieve true equality of work rights for both genders.
Equal opportunity and non-discrimination for employees	 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.	● We have established multiple communication channels: regular quarterly " Labor Conference" and "Benefit Committee Meeting", and have set up Dr. H's email, plant manager's physical mailbox and employee grievance & care hotline.
Occupational Safety and Health	 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	● Through safety and health education and training courses, we strengthen employees' safety awareness and establish an effective and safe workplace. ● We will continue to promote the health of our employees through four main areas: general health care, disease prevention, occupational health management, and health promotion.

4

Corporate Governance GRI 3-3

Material Topic Economic performance, information security

Material Topic	Economic Performance
Policy/ Commitment	Based on a steady management, United Renewable Energy focuses on its main business, making real and specific contributions to the renewable energy industry and global carbon reduction, and striving to create maximum value for shareholders. At the same time, we will continue to improve and optimize our operations so that we can continue to grow steadily, and we expect to deliver industry-leading financial results in the future.
Target	**Short-term:** Maintain transparency and good corporate governance in order to improve our systems and continue to deliver industry-leading financial performance. **Medium to long term:** To become a world-class clean energy company with market influence by focusing on global markets, long-term strategies, and the pursuit of sustainable management. United Renewable Energy products have always been trusted by customers for their high quality and high value-added technology. Even with the fluctuations in the solar industry, the company continues to invest in R&D resources to refine battery conversion efficiency and process technology to develop the next generation of higher efficiency batteries, setting United Renewable Energy as the leading solar cell technology provider. **New Division (Energy Storage):** In order to provide complete renewable energy solutions, United Renewable Energy develops and designs energy storage related products, combining solar energy system and energy storage system applications to provide a one-stop clean energy solution.
Management Mechanism	In response to the growing global demand for renewable energy, United Renewable Energy's business team, led by the Solar Business President, continues to cultivate existing markets and strengthen penetration into emerging markets to develop new customers. At the same time, United Renewable Energy is taking advantage of the growth of domestic demand in Taiwan to expand its own module production capacity to develop a high-end module brand in Taiwan and establish an export point. In addition, we are actively building up an excellent system business team to develop global system business and build up an advantageous global sales channel.
Resources invested in the year/ Significant results produced	1. Consolidated revenue for 2022 was NTD 18.8 billion, a 31.5% increase compared to the same period of the previous year and a record high in seven years. Profit for the year was NTD 940 million and net income per share was NTD 0.61, achieving stable profitability throughout the year and United Renewable Energy continues to be the market leader in Taiwan. 2. In the field of high-value solar photo-voltaic products, the company has launched next-generation easy-dismantled, revolutionizing the traditional module packaging concept and leading the energy industry toward the goal of net-zero carbon emissions and sustainable development. 3. The Company completed Taipower's South Yan-Tian (SYT) ESS system project. The energy-storage system at SYT coupled with a 150MW solar photo-voltaic (PV) site at the same location. The combined facility will become Taiwan's largest PV-plus-storage project; the total capacity is 15MW/15MWh. This energy-storage system will enable Taipower to perform grid-scale automatic frequency control, photo-voltaic (PV) smoothing, frequency regulation, and ancillary services.
Department in charge/Grievance Mechanism	Business Department / Spokesperson Mailbox(spokesman1@urecorp.com)
Ensure the effectiveness of the management mechanism	1. The company's overall revenue for the year increased 32% compared to the previous year. 2. Earnings per share (EPS) for the corresponding year was 0.61 United Renewable Energy's overall internal control system is deemed effective after management evaluated the self-inspection reports provided by each unit and subsidiary, as well as the improvement of internal control deficiencies and abnormalities identified by the auditing unit and other sources of information, and submitted them to the board of directors for discussion and approval. In 2022, United Renewable Energy did not have any violations of laws and regulations in the areas of ethical governance, business accounting and environmental protection.

Material Topic	Information Security
Policy/ Commitment	To ensure the smooth operation of our business, to protect the Information Security and rights of our stakeholders, and to enhance our competitiveness. United Renewable Energy has fully implemented the Information Security management mechanism to maintain the confidentiality, completeness, and availability of our information systems and services. United Renewable Energy complies with the laws and regulations related to Information Security and has established an Information Security environment to maintain sustainable business operations.
Target	**Short-term:** To establish a complete Information Security management mechanism to grasp the overall Information Security status of the company, and to implement Information Security education training for all employees in 2023 to enhance their Information Security awareness. The number of hours that the company's operations are affected by Information Security incidents shall not exceed 10 hours per year. **Medium to long term:** Standardization and visualization of information system and service maintenance to detect the situation in time and reduce the company's loss caused by Information Security risk. Employee performance evaluation is linked to Information Security education and training assessment to raise the awareness of Information Security among employees. Introduce Information Security technology, strengthen vulnerability scanning, synchronize external threat information, and prevent social engineering and hacker attacks.
Management Mechanism	**Information Security management meetings:** Information Security management review meetings and Information Security promotion team meetings are held regularly. In these meetings, we review Information Security management policies, formulate Information Security management plans, and develop and implement Information Security project. **Risk Control Review:** Each department conducts annual risk assessment, prepares risk handling plans and conducts review of the effectiveness of control measures to ensure effective reduction of Information Security risks. **Information Security Technical Support:** We have gradually completed the setup of vertical defense. We have completed the installation of SD-WAN and configured the next-generation firewall to control network security, while the host security is equipped with CrowdStirke, Data Insight, Antivirus and other Information Security protection systems. To ensure that the company's operations continue to achieve its targets without interruption, we have established a backup plan, backup and regular restoration exercises for important information systems. **Employee awareness training:** Through Information Security policy promotion, Information Security general knowledge training, trade secrets education training, and social engineering education training, to raise the awareness of Information Security prevention among employees. **Continuous improvement of Information Security**: In terms of management, we regularly review Information Security regulations and procedures, and perform audits through internal control and auditing units to ensure information security prevention and management. In terms of technology, we continue to collect information security risk trends and emerging attack techniques, evaluate the company's related technology risks, and formulate technology introduction strategies and management guidelines.
Resources invested in the year/ Significant results produced	The Vice President is also the Chief of Information Security, and a dedicated Information Security department has been established with an Information Security Supervisor and two Information Security personnel. The Information Security Technical Support Division is under the control of the Information Management Center, with a Technical Support Supervisor and five technical personnel responsible for Information Security equipment maintenance operations. In 2022, we invested over $2 million in Information Security equipment investments, including SD-WAN installations in various offices, next-generation firewall upgrades, CrowdStrike installations, Data Insight installations, etc.
Department in charge/Grievance Mechanism	Department in charge: Information Security Grievance Mechanism: Spokesperson Mailbox(spokesman1@urecorp.com)
Ensure the effectiveness of the management mechanism	INo significant deficiencies were identified during internal audits.

4.1 Company Profile

4.1.1 Milestone GRI 2-1, 2-6

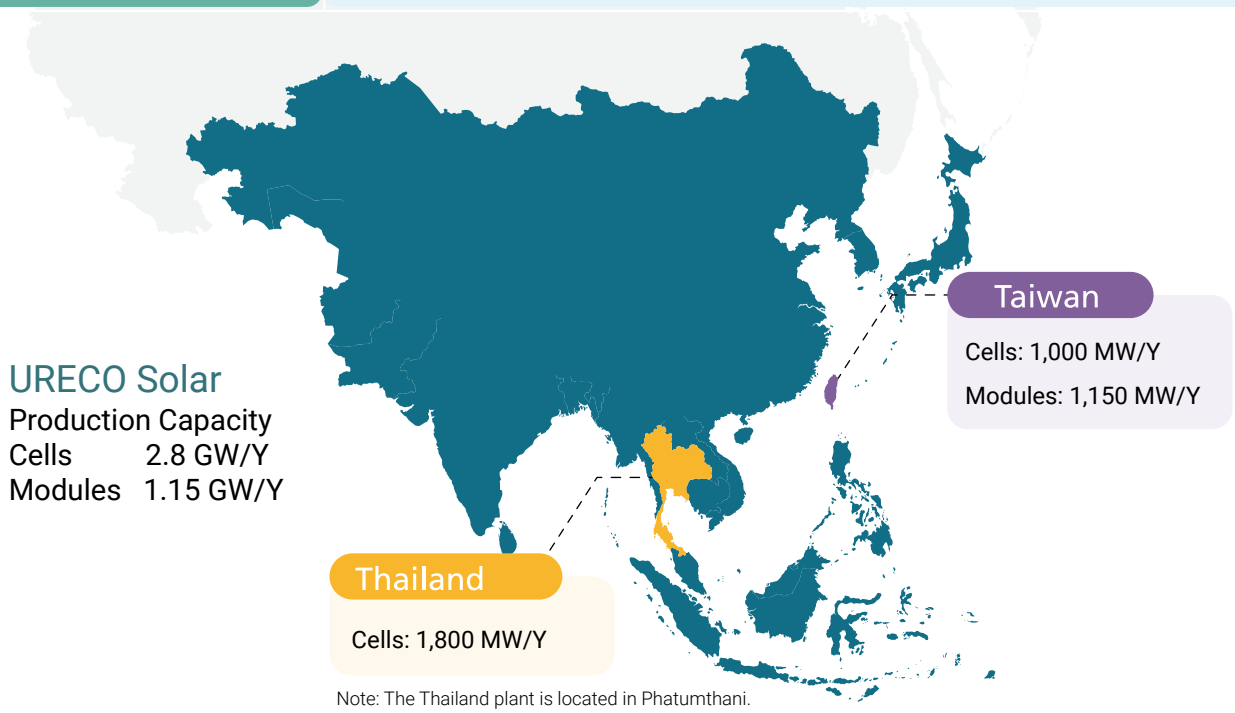
United Renewable Energy (formerly known as Neo Solar Power) was founded in 2005 and listed on the TWSE in January 2009. Besides focusing on the production of high-efficiency solar batteries and modules, United Renewable Energy is also expanding into the downstream solar system market with its core advantages in quality, technology, and service. Currently, United Renewable Energy is one of the most professional and complete solar companies in the world, covering solar batteries, solar modules, solar systems, and new business groups (energy storage systems).

For more information on United Renewable Energy's history and key milestones, please visit the United Renewable Energy website.

Business site distribution

In 2022, due to United Renewable Energy's operation layout planning and capacity expansion needs, the battery and module production capacity is as follows:

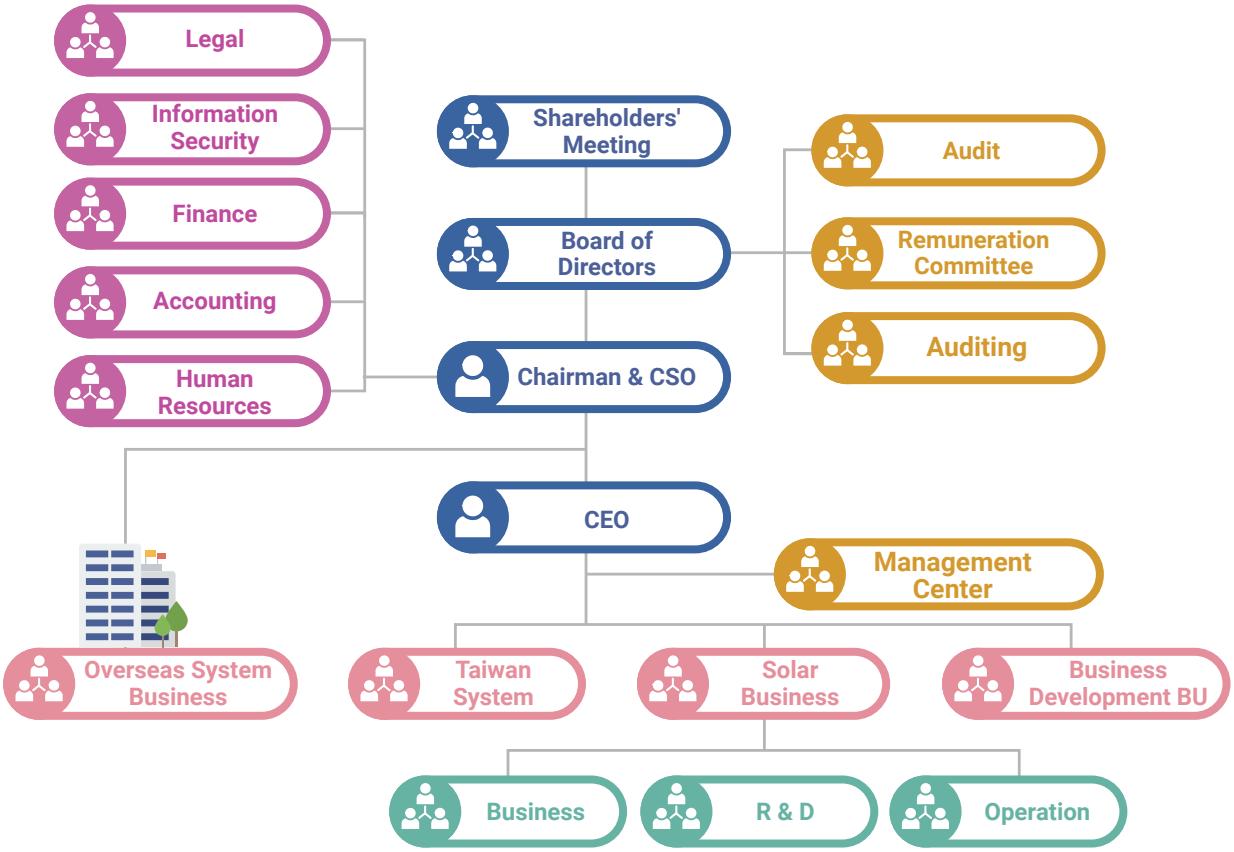
Company Name	United Renewable Energy Co., Ltd.
Headquarter Location	No. 7, Li-Hsin 3rd Rd., Hsinchu Science Park, Hsinchu
Industry Category	Photo-voltaic industry of listed companies in Taiwan SASB industry category is Renewable Resources and Alternative Energy / Solar Technology and Project Developers
Percentage of shareholding structure	18.76% for local legal persons, 65.86% for local individuals, 15.38% for foreign institutions and foreign individuals
Capital amount (Unit: NTD billion)	162.78
Operating Sites by District	Taiwan(Taipei, Zhunan, Hsinchu Science Park, Tainan) Thailand(Phatumthani)



Note: The Thailand plant is located in Phatumthani.

4.1.2 Organizational Structure

United Renewable Energy brings together a variety of talents and cultures to help United Renewable Energy grow and thrive. In line with the company's operations, operational efficiency, organizational changes, and allocation, United Renewable Energy's organizational structure is as follows:



Note 1: The information is as of December 31, 2022.

Note 2: The Chairman & CSO have the following rights and responsibilities

(1) Formulate the company's operational goals and future development direction

(2) Company development strategy setup and goal management

(3) Review and preparation of company rules and regulations

The CEO's rights and responsibilities are:

(1) Formulate company operation strategies, plans and budgets, and supervise and coordinate with all departments to achieve set goals

(2) Execution and management of company operations, business and projects

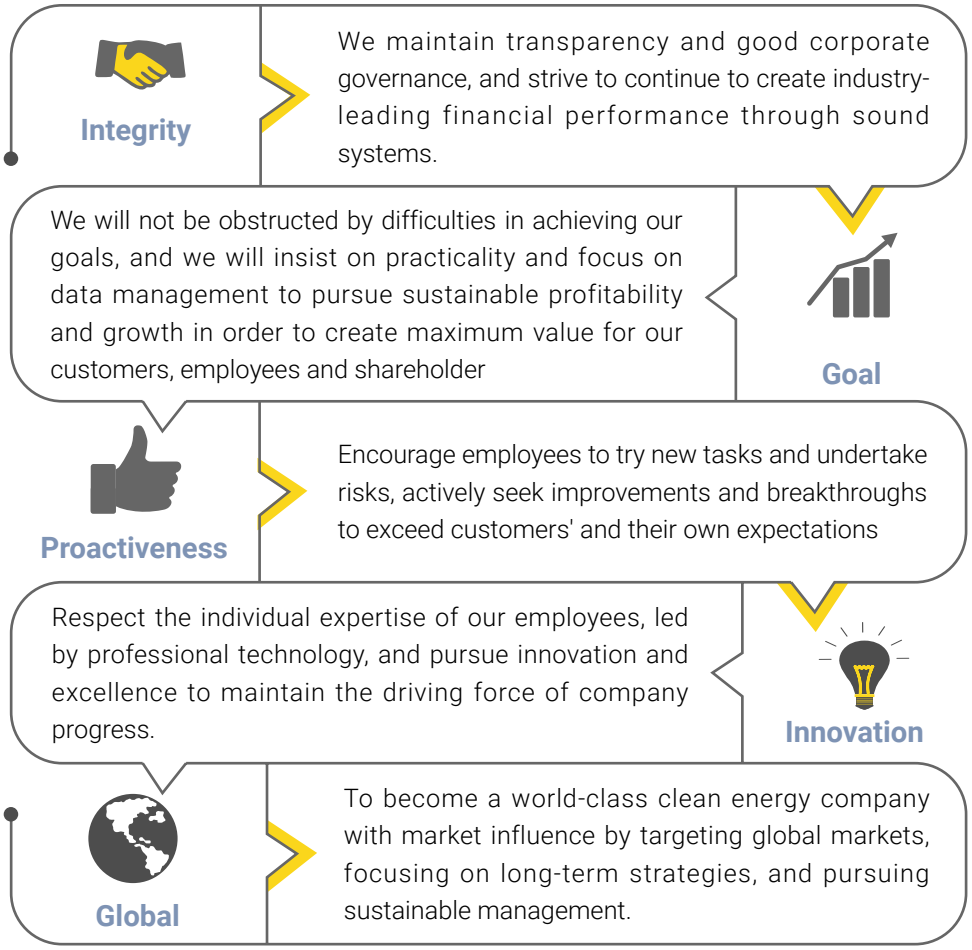
(3) Review and preparation of company rules and regulations

Domestic and foreign associations or organizations participated GRI 2-28

Name of the association/ organization	Role	Participation Meaning
SEMI PV Public Advocacy Committee	Chairman(1) PAC Member and Proposal Working Group(2)	Regularly gather industry leaders to discuss the future direction of the industry and technology, strengthen Taiwan's R&D strength in the field of solar photo-voltaic and semiconductor, and grasp the global market.
PV CYCLE (WEEE)	Member(2)	Ensure that solar modules manufactured by United Renewable Energy are properly recycled.
Taiwan Photovoltaic Industry Association	Director(1) Member(1)	The composition of the membership covers all fields of the solar industry-university-institute, as well as the upper, middle and lower streams of the industry chain, such as peripheral materials and manufacturing equipment. Regularly gathers and compiles industry opinions and communicates effectively with the government to establish a mechanism for cooperation between industry, government, university, and institute, in the hope of contributing to the protection of the global environment, changing people's attitude toward the use of energy, and bringing solar power generation and public life closer together.
Chinese Human Resource Management Association.	Member	To keep up with the times and study the knowledge of human resource management and development, to strengthen the functions, knowledge, services, laws and regulations of human resource management, in order to enhance the professional standard of human resource management. Increase the practical interaction among human resource management professionals through participation in activities to further enhance the professional knowledge and ability of human resources.
Taiwan Science Park Association of Science and Industry	Member	On behalf of the member companies of Taiwan Science Parks, we fight for and protect their common rights and interests, maintain the harmonious relationship between the member companies, and assist the government in promoting the government's policies and orders, and serve as a platform for communication between the government and the members.
Tainan Industry Association	Member	Industry communication and interaction.
China Taiwan Business Association (Nanchang)	Member	Industry communication and interaction.
Taiwan Battery Association	Member(2)	The Taiwan Battery Association is committed to promoting the development of energy storage, fighting for the right to speak out on regulatory changes, obtaining the latest industry information and market research reports, and industry communication and interaction.
Taiwan Union of Nurses Association	Member	Communication and interaction.

4.1.3 Corporate Vision GRI 3-3

Ethical management has always been United Renewable Energy's business motto. Since its establishment, United Renewable Energy has maintained transparency and good corporate governance, striving to manage the company with sound systems and continue to produce industry-leading financial results. Therefore, United Renewable Energy established an audit committee before the listing of the company, and hired talented members of the community as independent directors. The company's corporate culture is based on five core values: integrity, goal orientation, proactiveness, innovation and global orientation. Internally, we are committed to providing our employees with good financial returns and a respectable social status, and externally, we strive to assist our customers in the design of green products and work with suppliers to establish an environmental management system to create a green supply chain for the solar industry, and to bring sustainable and affordable solar energy to all of humanity. We aim to become a world-class company with market influence by operating in a manner that exceeds ethical, legal and public requirements.



United Renewable Energy further integrates the above core values with its corporate social responsibility concept. In the future, United Renewable Energy intends to promote corporate social responsibility through three major aspects: corporate governance, green energy and energy conservation, and employee and social involvement, in order to fulfill its corporate and civil responsibility. In terms of corporate governance, we hope to improve our operational performance through a transparent and sound governance system, and to continue to create industry-leading financial performance and be responsible for our shareholders. As a manufacturer in the green industry, United Renewable Energy should combine its core advantages and functions to make specific contributions to the environment while making profits, create a sustainable environment through strategic management guidelines such as carbon footprint certification, and promote the concept of green energy, energy conservation and environmental protection to the public, thereby enhancing the tangible and intangible value of the company. In the area of employee and community involvement, United Renewable Energy focuses on employee benefits, not only through a diverse education system, but also through workplace safety and work-life balance. In the future, United Renewable Energy expects to implement corporate social responsibility in a comprehensive and systematic manner through three major aspects.

United Renewable Energy's operational summary, future business development directions, operational strategies and competitiveness goals are as follows :

Capacity Planning	United Renewable Energy currently has a total battery installation capacity of 2.8GW (2.8 billion watts) and intends to increase its module capacity to 1.5GW in the next 2-3 years to improve vertical integration. As we continue to deepen the integration of the upstream and downstream industry chains, the downstream solar system business will have the opportunity to reach the target of holding 1GW within 5 years.
Research and Development	United Renewable Energy will build a flagship company with the largest capacity of high-end PERC (Passivated Emitter and Rear Cell) products and develop next-generation solar cells such as HJT (HeteroJunction-Technology) to establish a technological barrier by leveraging its accumulated technological advantages. Our P-type PERC cells have reached 22.95% mass production efficiency for large size M6 cells (166mm*166mm) through process optimization and new material applications. In response to the global market demand for high efficiency and high wattage, in the first half of 2022, the Company launched a new M10 (182 mm*182 mm) large-size cell mass production line. By introducing large size M10 wafers, polarizing cell patterns and applying new technologies, we expect to launch new M10 P-type PERC cells with photo-voltaic conversion efficiency exceeding 23% in the second half of the year. United Renewable Energy has obtained the Bureau of Energy - Energy Professional Program from 2020 and has been working with Metal Industries Research & Development Centre to develop TOPCon advanced process technology, and has achieved good results in the development of key processes and obtained relevant patent protection. We continue to pay close attention to the production technology and cost structure of TOPCon, so that we can introduce it into mass production at the most appropriate time. The Company continues to develop new high-efficiency photo-voltaic modules. In terms of high-efficiency photo-voltaic products, the Company has launched the "PEACH VLM" series, which leads the industry in Taiwan in terms of module performance. In terms of high-value Photo-voltaic products, we have launched next-generation easy-dismantled, revolutionizing the traditional module packaging concept and leading the energy industry towards the goal of zero carbon emission sustainability. This year, the government has been promoting the solar photo-voltaic policy to give priority to the diversified use of land, and the Ministry of Economic Affairs, the Council of Agriculture and the Ministry of the Interior are working together to promote the core value of "agriculture and fishery-based, added value of green electricity". The fully transparent module developed by our company is in line with the "farming, power generation, and dual use of land" policy of combining Photo-voltaic with agriculture (fishery) and selecting suitable crops to create a diversified value of coexistence between agriculture (fishery) and green energy. United Renewable Energy has a complete cell and module technology integration capability with different product features for different environments, be it water, desert, snow or roof. The R&D team has maintained good cooperation with academic research institutes in Taiwan and abroad to obtain information on the development of new technologies and equipment, and has established a close network with key upstream raw material suppliers to provide complete technical services and support to our downstream customers.
Financial Planning	United Renewable Energy has always maintained a stable and conservative financial structure in response to market changes. The expanded asset size after the merger will enhance the company's fundraising ability and maintain the capital required for its operations and investments, as well as diversify its investments in the solar energy peripheral industry to diversify the company's operational risks and enable the company to continue its steady expansion and growth. At the same time, with the expansion of the scale of joint operations, it is expected to reduce manufacturing costs and improve overall operational efficiency, increase bargaining power, reduce procurement and production costs and operating expenses, thus enhancing profitability.
Marketing Strategy	In response to the growing global demand for renewable energy, United Renewable Energy will continue to cultivate existing markets and strengthen its penetration into emerging markets to develop new customers. At the same time, United Renewable Energy will take advantage of the growth of domestic demand in Taiwan to expand its own module production capacity to develop a high-end module brand in Taiwan and establish an export channel, and actively build up an excellent system business team to develop a global system business and create an advantageous global sales channel.
System Business	With the company's high quality solar cells and modules and the government's target of 20GW of cumulative installed capacity by 2025, United Renewable Energy will continue to expand the development of domestic solar systems and participate in government public bids, and use its accumulated domestic experience to actively promote the development of large-scale overseas power plant systems and create a global system terminal export channel. In the future, United Renewable Energy will fully integrate its silicon wafers, cells, modules and solar system business, so that the company will have the most complete layout in the middle and lower stream of the solar energy supply chain.

New Division (Energy Storage Systems) .	Energy storage is one of the key roles in United Renewable Energy's strategic deployment of energy integration and green renewable energy. In order to become a top player in Taiwan's electricity trading market, United Renewable Energy is actively developing a combination of containerized energy storage products to support the highest standard of dReg0.25 FM service for the Taipower electricity trading platform. New renewable energy generation equipment will be installed all over Taiwan in the next few years, and the energy storage equipment has the function of stabilizing the electricity grid; The construction of energy storage sites and the installation of new storage equipment at solar photo-voltaic power stations due to reserved capacity will be a key service focus of United Renewable Energy's Energy Storage Division in 2023. United Renewable Energy is actively involved in the construction of distribution and transmission grade storage sites, offering products and services ranging from 5 MW to over 100 MW. At the 15MW/15MWh storage site in Tainan Qigu Yan-Tian Taipower, United Renewable Energy is the main contractor. This 15MW/15MWh storage system provides voltage regulation and solar power smoothing in the south district. It will be an important demand for various companies in Taiwan in the next 2~3 years. The energy storage team continues to discuss with top investors and investment funds to jointly create more business opportunities to serve major solar photo-voltaic companies and customers.

United Renewable Energy is anticipated to become a model for vertical integration in Taiwan's solar industry, and will help Taiwan's solar industry break away from its past role as a pure OEM, allowing Taiwan's green energy industry to continue to thrive and drive the development of the peripheral materials, machinery and electrical, and service industry chains.

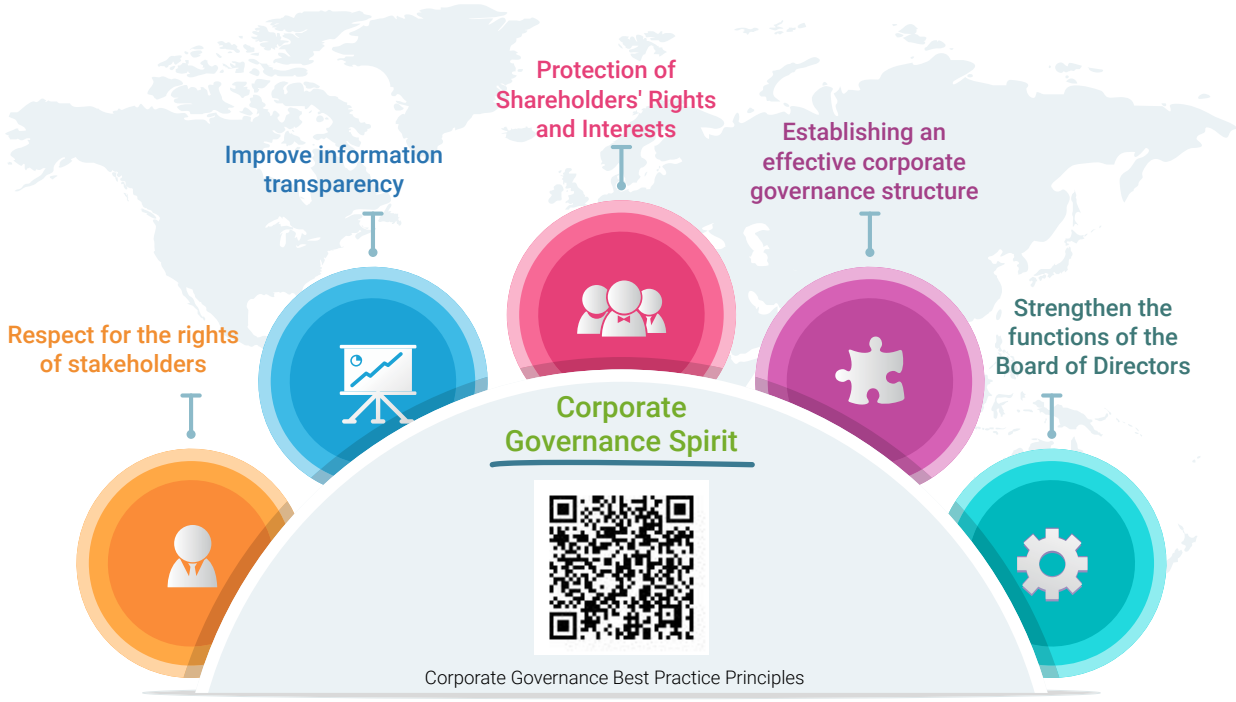
4.1.4 Honors and Awards

Type	Honors and Awards	Organizer	Time	Remarks
Economical	Taiwan Excellent PV Award	Bureau of Energy, Ministry of Economic Affairs	2022	Award-winning products for ten consecutive years
	Taiwan High Performance Solar Photo-voltaic Module Technical Specification Certification (VPC)	Bureau of Standards, Metrology and Inspection, M.O.E.A.	2022	Products have been certified for seven consecutive years
	Bloomberg New Energy Finance Tier 1 list	Bloomberg	2022	Continuously evaluated as a first-tier solar module supplier
Social	Safety Culture Promotion Counseling	Bureau of Labor Affairs, Tainan City Government	2022	–
	Served as the core enterprise of OH&S Family to lead the family members to promote occupational safety and health business	Bureau of Labor Affairs, Tainan City Government	2022	–
	Badge of Accredited Healthy Workplace	Health Promotion Administration, MOHW	2022	–
	2022 Miaoli County Government Civil Defense Group Excellent Performance Unit	Miaoli County Government	2022	–

4.2 United Renewable Energy Company Overview

4.2.1 Governance Organization and Responsibilities/ operation of BOD

In addition to complying with the requirements of the Law and the Articles of Incorporation, and the contracts and related regulations signed with the competent authorities, United Renewable Energy has established a corporate governance system in accordance with the following principles:



United Renewable Energy is committed to the principles of integrity and shareholder rights, and believes that an efficient board of directors is the foundation of good corporate governance. United Renewable Energy always ensures open and transparent information disclosure by providing all operational, financial, board and shareholders' meeting information in English and Chinese on the company's official website or on the Market Observation Post System to ensure that shareholders or investors have timely access to the latest information about the company. Based on the above operating principles, United Renewable Energy's Board of Directors has authorized the establishment of an Audit Committee and a Remuneration Committee to assist the Board in carrying out its supervisory responsibilities. Each committee has its own charters approved by the Board of Directors and reports regularly to the Board on its activities and resolutions. United Renewable Energy's Audit Committee and Remuneration Committee are composed entirely of independent directors. The Company appointed a Corporate Governance Supervisor in 2019, who is also the Vice President of Legal Department. In addition to regular corporate governance courses, the Corporate Governance Supervisor is also responsible for supervising the Stock Affairs Unit of the Finance Department in the convening of board meetings and shareholders' meetings, arranging procedures, preparing minutes and information disclosure, providing information necessary for directors to perform their duties, assisting directors in complying with laws and regulations, assisting directors in their appointment and continuing education, and planning for regular meetings in the future. We also plan to hold regular meetings in the future, with the goal of strengthening ethical governance, enhancing the transparency of governance information, and gradually implementing corporate governance evaluation programs to enable our company to move toward sustainable management.

2022 United Renewable Energy Corporate Governance Supervisor Business Implementation Overview

1. Assist independent directors and ordinary directors in carrying out their duties, provide necessary information and arrange for directors' continuing education:
   (1) The latest amendments to laws and regulations related to the Company's business scope and corporate governance are provided to the members of the Board of Directors at the time of their appointment and are updated regularly.
   (2) In accordance with the characteristics of the company's industry and the academic and experience background of the directors, assistance is provided to the independent directors and ordinary directors in drafting annual training plans and arranging courses. The total number of hours of training for all directors in 2022 is 66 hours, of which 39 hours (59.09%) are for ESG-related courses.
2. Assist the Board of Directors and shareholders' meeting procedures and resolution compliance: report to the Board of Directors, independent directors and the Audit Committee on the Company's corporate governance operation status, and confirm whether the Company's shareholders' meetings and Board of Directors meetings are held in compliance with relevant laws and regulations of the Corporate Governance Best Practice Principles.
3. The proposed agenda of the board of directors' meeting was notified to the directors seven days in advance, the meeting was convened and the information of the meeting was provided, and the minutes of the board of directors' meeting were completed within 20 days after the meeting.
4. In accordance with the law, the Company pre-registered the date of the shareholders' meeting, prepared the notice of the meeting, Handbook for the annual meeting, and the minutes of the meeting within the legal deadline, and registered the changes in the articles of incorporation or the election of directors.
5. Implementation of the greenhouse gas inventory task force to formulate the inventory and inspection planning, and regularly report the progress of greenhouse gas inventory and inspection to the Board of Directors.
6. The internal evaluation of the performance of the Board as a whole showed that the results of the Board's operation, decision-making status and risk control were "excellent"; the internal evaluation of the performance of the Board members showed that the results of individual Board members' participation in the Board, the efficiency of operation and communication were "excellent".
7. The members attendance rate of board meetings in 2022 was 96.97%.
8. The Corporate Governance Supervisor received 12 hours of training.
9. Strengthened the corporate governance evaluation items, and the results of the corporate governance evaluation in 2022 were in the range of 51%~65% for listed companies.
10. No significant fines (over NTD 1 million) for violation of laws, regulations or Environmental Regulations in 2022.

(1) Operation of the Board of Directors GRI 2-9, 2-12, 2-16, 2-18

United Renewable Energy's directors are elected by shareholders from the list of nominees in accordance with the nomination system under Section 192-1 of the Company Act and Section 17 of the Articles of Incorporation, with a term of office of three years and are subject to re-election. The Board meetings will be held at least quarterly, with a total of 6 meetings in 2022 and an attendance rate of 96.97% of all directors.

The 6th Board of Directors has 11 members, of which 3 are independent directors; 2 of the board members are Managerial Officers (less than one-third of the total number of directors), and none of the directors are related to each other as spouses or relatives within the second degree of kinship, in accordance with Article 26-3 of the Securities and Exchange Act.

In order to establish a good corporate governance system, a sound supervisory function and a strengthened management function, United Renewable Energy has recruited experienced industry experts to serve as members of the board of directors of United Renewable Energy. Currently, United Renewable Energy's Board of Directors is comprised of experienced and professional members in the fields of finance, business, management, and industry knowledge. The Board of Directors will focus on gender diversity and the voices of all age groups, and aims to move towards gender equality in the future. We expect to have at least one female board member by 2024 in order to create a more diverse board of directors.

United Renewable Energy's Board of Directors has an Audit Committee and a Remuneration Committee, both of which are functional committees that present resolutions to the Board of Directors for discussion and review to enhance the Board's ability to carry out its duties in the interests of shareholders.

The Board of Directors is responsible for receiving quarterly reports from the management team to understand the Company's operational plans, and regularly reviews the progress of the management team's strategies and financial reports. The Board of Directors emphasizes the function of independent operation and transparency, and the directors and independent directors are independent individuals who exercise their duties independently. The three independent directors also comply with the relevant laws and regulations, together with the authority of the Audit Committee, to review the control of the company's existing or potential risks, in order to ensure the effective implementation of the company's internal controls, the appointment (dismissal) of the CPA, and the independence and proper preparation of the financial statements.

In addition, the Board of Directors may establish or amend the "Internal Control System", "Acquisition or Disposal of Assets", " Derivative Transactions", "Lending of Funds to Others", and "Procedures for Handling Significant Financial Transactions Endorsed or Guaranteed for Others", depending on the current operating conditions. Other matters such as the raising, issuance or private placement of equity securities, and the appointment and dismissal of financial accountants or internal audit supervisors are under the authority of the Board of Directors.

The departments of United Renewable Energy interact with stakeholders on a regular and non regular basis through standard channels. In the event of a potentially significant negative impact between the stakeholder and the company, the responsible department will conduct investigations into the stakeholder's financial affairs, company operations, legal compliance records, environmental pollution and violations of employee rights and health hazards, and so on in relation with the Company. The results of the investigation will be reported to the Management and the Chairman, and the Chairman will evaluate whether to report the results to the Board of Directors depending on whether the specific results will cause significant harm to the overall operation of the company. Finally, the Board of Directors will make a resolution on the investigation report and submit it to the company's authorized department for execution. In 2022, United Renewable Energy did not have any potentially significant negative impact events with stakeholders and therefore did not have a record of reporting to the Board of Directors. Practically, this completed United Renewable Energy's stakeholder responsibility for conducting investigations and the Board's role in facing potential negative significant impacts.

United Renewable Energy purchases liability insurance for its directors and senior managerial officers, regularly evaluates the limits of coverage each year, and reports to the Board of Directors on the renewal of directors' liability insurance.

The Rules of Procedure of the Board of Directors' Meeting specifies regulations on the recusal of directors' interests. Directors who have an interest in the matters of the Board of Directors' Meeting or the legal entity they represent shall state the important content of their interests at the Board of Directors' Meeting and shall not join the discussion and vote if it is harmful to the Company's interests, and shall recuse themselves from the discussion and vote as well as shall not exercise their voting rights on behalf of other directors. The Company has established three independent directors, who provide advice based on their profession and experience. The Board of Directors shall give full consideration to the opinions of the independent directors when discussing any proposals, and shall state the reasons for their agreement or disagreement in the minutes of the Board of Directors' meetings.

In order to enhance the professional capability of all directors in corporate governance, the Company regularly arranges annual continuing education courses for directors, and the total number of training hours for all directors in 2022 was 66 hours.

Performance Evaluation of the Board of Directors: Disclosure Method and Annual Self-Evaluation Results

In order to implement corporate governance and enhance the functions of the Board of Directors, the Company has established the " Performance Evaluation Method of the Board of Directors" on November 18, 2019 to conduct self- or peer evaluation of the Board of Directors and individual directors on an annual basis starting from 2020, in

order to give play to the function of self-promotion of the Board members and enhance the operation of the Board of Directors. The performance evaluation of the internal board of directors will be conducted annually and reported to the board of directors by the end of the first quarter of the following year, and the performance evaluation results will be reported to TWSE; the performance evaluation of the external board of directors will be conducted by an external professional independent institution or a team of external professionals and scholars every three years, and the performance evaluation of the current year will be conducted at the end of the year. United Renewable Energy is planning to implement an external evaluation of board performance in the near future to enhance the independence of performance evaluation.

The results of the 2022 evaluation have been presented to the Board of Directors on March 13, 2023. For more information on the profile of the members of the Board of Directors, the rules of procedure of the Board of Directors' meetings, the status of continuing education of all directors, the recusal of directors from interested motions, the resolutions approved at previous Board of Directors' meetings and the results of the evaluation of the performance of the Board of Directors, please refer to the Company's website and the 2022 annual report.

Board members' academic qualifications, experience and attendance:

Title	Name	Gender	Major Academic Qualifications, Experience	Actual Number of Attendance	Number of Attendance by Proxy	Actual attendance rate
Chairman & CSO	Chum-Sam Hong	Male	Ph.D of Electrical Engineering (National Tsing Hua University) URECO Chairman & CSO/Vice General Manager & Head of Plant, Kwanghua Amorphous Silicon Co., Ltd. /Battery Pack of Materials Research Institute, Institute of Industrial Technology/Leader of Film Team/Host of Power Subsystem, Space Program by the National Space Center/Was honored as the highest in the international solar cells field, PVSEC-23 Special Award, Academician of Asia Pacific Institute of Materials	6	0	100%
Director	Kun-Si Lin	Male	Ph.D., Business Administration, University of Kentucky, USA/MBA, National Chiao Tung University, Taiwan/Bachelor, Electronic Engineering, National Chiao Tung University, Taiwan Neo Solar Power Corp Chairman & CEO/ Senior Vice President, TSMC	6	0	100%
Director	Wen-Whe Pan	Male	PhD. Fiber & Polymer Eng., North Carolina State University/Department of Fiber and Composite Materials, Feng Chia University Gintech Energy Corporation. Director&General Manager/So Yang Enterprise Co., Ltd. General Manager/ Chief Engineer and Laboratory Manager of Sumitomo Electric/Cm Chuan Precision Technology Co., Ltd. Director/Ecove Environment Corporation, Director/Ecove Solar Energy Corporation, Chairman / Director, Chung Wei Inc.	6	0	100%
Director	Wen-Yuan Lin,	Male	Master of Graduate School of Civil Engineering,University of Hawaii, USA Vice Chairman, Commission of National Corporations, Ministry of Economic Affairs/Chairman, China Steel Corporation/Chairman, Taiwan Cogeneration Corporation/Chairman, Taiwan Power Company	6	0	100%

Title	Name	Gender	Major Academic Qualifications, Experience	Actual Number of Attendance	Number of Attendance by Proxy	Actual attendance rate
Director	Wen-Hsing Chiang	Male	National Chung Cheng University Department of Finance Master's degree/ National Tsing Hua University Department of Materials Science and Engineering Bachelor's degree Delta Electronics, Inc. Power and system BG DC power BU Sr. Director/Taiwan Optoelectronic Semiconductor Industry Association Vice-Chairman	5	1	83%
Director	Long deed corporation Delegate: Kong-Hsin Liu	Male	National Taiwan Ocean University Department of Shipping & Ttansportation Management Assistant Vice President, Formosa Plastics Group/Director, Formosa Chenicals & Fibre Corporation/Chairman ,Solartech Energy Corp./President,Long Deed Corporation	6	0	100%
Director	National Development Fund, Executive Yuan Delegate: Faa-Jeng Lin	Male	Chair Professor, Dept. of Electrical 2 Science and Technology Policy Advisor, Board of Science and Technology, the Executive Yuan/Dean of College of Electrical Engineering & Computer Science of National Central University/IEEE Fellow	6	0	100%
Director	Yao-Hwa Glass Co., Ltd. Management Commission Delegate: Chung Pin Chou	Male	Master, Industrial Management, National Taiwan Institute of Technology, Graduate School of Management Deputy Director, Information Technology Industries Division and Director, Industrial Policy Division, Industrial Development Bureau, Ministry of Economic Affairs	5	0	83%
Independent Director	Ming-Fang Tsai	Male	PhD,Graduate Institute of Industrial Economics, National Central University Independent Director ,First Life Insurance Co,Ltd./Independent Director BankTaiwan Securities Co,Ltd	6	0	100%
Independent Director	Chien-Yi Chang	Male	PhD, Department of Economics,National Taipei University. Director, Research Division II, Taiwan Institute of Economic Research/Vice Director/Associate Research Fellow, Research Division II of the Taiwan Institute of Economic Research/Assistant Research Fellow, Chung- Hua Institution for Economic Research	6	0	100%
Independent Director	Jing-Shin Chang	Male	Ph.D., Department of Electrical Engineering, National Tsing Hua University Assistant Professor, National Chi Nan University	6	0	100%

Note 1: Actual attendance rate is calculated as actual number of attendance / number of attendance required during the term of office.
Note 2: All members are nationals of the Republic of China, male, and between the ages of 41 and 85; no representatives from minority groups or socially disadvantaged organizations.

Diversity and independence of the Board of Directors :

Diversified core projects / Name	Nationality	Company employees	Age				Operational judgment	Capability of accounting and financial analysis	Capability of operation management	Capability of crisis management	Industry knowledge	Perspective in international	Leadership	Capability of decision-making
			Over 70 years old	60 ~ 69 years old	50 ~ 59 years old	Under 50								
Chum-Sam Hong	Taiwan	√	√				√	√	√	√	√	√	√	√
Kun-Si Lin	Taiwan		√				√	√	√	√	√	√	√	√
Wen-Whe Pan	Taiwan	√	√				√	√	√	√	√	√	√	√
Wen-Yuan Lin	Taiwan		√				√	√	√	√	√	√	√	√
Long Deed Corporatinn Delegate: Kong-Hsin Liu	Taiwan		√				√	√	√	√	√	√	√	√
National Development Fund, Executive Yuan Delegate: Faa-Jeng Lin	Taiwan			√			√	√	√	√	√	√	√	√
Yao-HwaGlass Co., Ltd. Management Commission Delegate: Chung Pin Chou	Taiwan				√		√	√	√	√	√	√	√	√
Wen-Hsing Chiang	Taiwan				√		√	√	√	√	√	√	√	√
Ming-Fang Tsai	Taiwan					√	√	√	√	√	√	√	√	√
Chien-Yi Chang	Taiwan				√		√	√	√	√	√	√	√	√
Jing-Shin Chang	Taiwan			√			√	√	√	√	√	√	√	√

(2) Operation of the Audit Committee

In order to promote corporate governance and strengthen the functions of the Board of Directors, and to enhance the company's international competitiveness, United Renewable Energy voluntarily established an Audit Committee in May 2008. The Audit Committee assists the Board of Directors in fulfilling its role of supervising the integrity of the Company in performing accounting, auditing, financial reporting and internal operational process controls.

United Renewable Energy's Audit Committee is comprised of all independent directors, one of whom is the convener. The rights of review of this committee include financial statements, audits, internal control system, acquisition or disposition of material assets or derivative transactions, significant lending of funds and endorsements or guarantees, raising or issuance of marketable securities, compliance with relevant regulations, whether the Managerial Officer has transactions with related parties and possible conflicts of interest with directors, fraud investigation reports, company risk management, appointment, dismissal or remuneration of the CPA, and financial, accounting or internal audit supervisor. The Audit Committee was convened six times in 2022 with attendance of 100% for all members.

The internal audit supervisor reports to the independent directors on a quarterly basis regarding the status of the Company's internal audit and internal control operations, and the communications have been good. The independent directors provide professional advice on the reported matters. The Company also values the advice of the independent directors and considers it to be integrated into the Company's operating policies. The internal audit supervisor may convene a meeting at any time to report to the independent directors in case of significant issues; In addition, the CPA

reports to the independent directors on a quarterly basis on the status of the audit, the financial condition, the overall operation of the domestic and overseas subsidiaries, whether there are any significant adjustments to the journal entries, special transactions, and the impact of the amendment of laws and regulations on the Company's accounts, and conducts adequate communication. In the event of significant issues, a meeting may be held at any time to report to the independent directors. four meetings were held in 2022 between the independent directors, the internal audit supervisor and the CPA. For a summary of each communication and the resolutions of the Audit Committee, please refer to the Company's website or the 2022 Annual Report.

The attendance of the current audit committee is as follows:

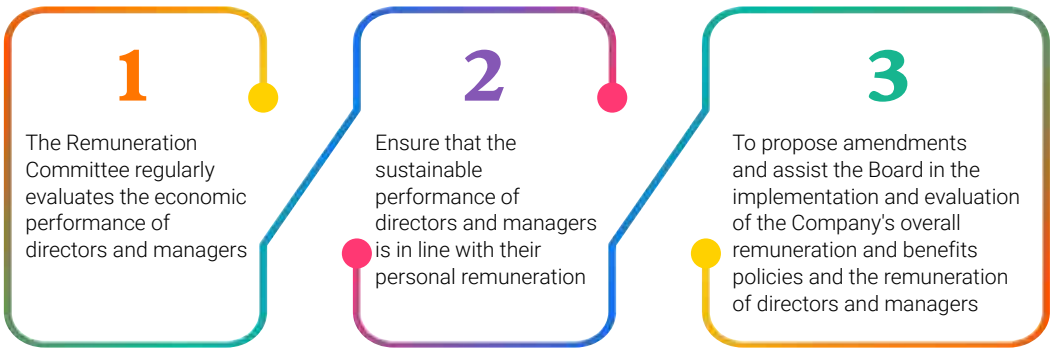
Job Title	Name	Actual number of attendance	Number of attendance by proxy	Actual attendance rate	Remarks
Independent Director	Ming-Fang Tsai	6/6	0	100.00%	
Independent Director	Chien-Yi Chang	6/6	0	100.00%	
Independent Director	Jing-Shin Chang	6/6	0	100.00%	

Note: Actual attendance rate is calculated as actual number of attendance / number of attendance required during the term of office.

(3) Operation of Remuneration Committee GRI 2-19, 2-20

United Renewable Energy has established the Remuneration and Compensation Committee (hereinafter referred to as the Remuneration Committee) to ensure the fairness of the economic, environmental and social performance and personal remuneration of the Board members and Managerial Officers. Three independent directors of United Renewable Energy serve as the Remuneration Committee. The Remuneration Committee is composed of three independent directors of United Renewable Energy, who serve as Remuneration Committee members. The Remuneration Committee members are committed to the obligations of good management, perform their duties faithfully, and submit their recommendations to the Board of Directors for discussion, except that the Remuneration Committee members are not permitted to participate in the discussion or vote on their personal remuneration decisions.

The Remuneration Committee regularly evaluates the remuneration structure of the Directors and Managerial Officers by reviewing the organizational procedures, taking into account the time devoted to economic and corporate governance, their responsibilities, the achievement of personal goals, their performance in other positions, the remuneration offered to equivalent positions in recent years, the achievement of the Company's short-term and long-term business goals, and the financial position of the Company. We regularly evaluate the achievement of the sustainability performance goals and the structure of remuneration of our Directors and Managerial Officers, make proposals for amendments, and assist the Board of Directors in implementing and evaluating the Company's overall remuneration and benefits policy and the remuneration of our Directors and Managerial Officers to ensure that United Renewable Energy's remuneration is in compliance with relevant laws and fair practices. United Renewable Energy is currently in the ESG implementation stage and has not yet linked ESG development goals and performance to the individual remuneration of directors and managerial officers. However, United Renewable Energy will continue to monitor the trend of ESG, and when the internal implementation of ESG is more mature, the Remuneration Committee will discuss and evaluate the methods.



United Renewable Energy Articles of Incorporation require that United Renewable Energy shall contribute no more than 2% of the current year's earnings before taxes to the remuneration of its directors. In addition, due to the independence and exclusivity of the independent directors, effective January 2012, United Renewable Energy's independent directors receive fixed remuneration and no longer participate in the Company's earnings distribution. Please refer to the "Corporate Governance Report" section of United Renewable Energy's 2022 Annual Report for more information on the remuneration. For information on the Remuneration Committee's resolutions, please refer to the Company's website or the Annual Report to Shareholders.

The attendance of the current remuneration members is as follows:

Remuneration Committee Members	Name	Actual attendance of Remuneration Committee	Number of Attendance by Proxy	Actual attendance rate (%)	Remarks
Convener	Jing-Shin Chang	3/3	0	100%	Convener of Remuneration Committee
Member	Chien-Yi Chang	3/3	0	100%	
Member	Ming-Fang Tsai	3/3	0	100%	

Note: Attendance rate is calculated by showing the number of actual attendance / the number of attendance required during the term of office.

(4) ESG Committee GRI 2-13, 2-14

- We have established a transparent and sound governance structure and ethical standards, and are striving to improve our operating performance and continue to create industry-leading financial results in order to be accountable to our shareholders.
- Board of Directors authorizes and sets up con-current units to promote corporate social responsibilities.
- To provide a safe and healthy workplace environment for employees, to reduce safety and health hazards, to establish a career development and competency training mechanism, to plan a diversified education system, and to promote work-life balance.
- Establish regular communication channels for employees to have the right to receive information and express their opinions on the company's management decisions.
- Promote gender equality, respect for the right to work, prohibition of employment discrimination, prohibition of child labor, and elimination of all kinds of forced labor, and care for vulnerable groups.
- As a manufacturer in the green industry, we combine our core strengths and functions to make concrete contributions to the environment while pursuing profitability, and to achieve a sustainable environment through strategic management approaches such as carbon footprint certification, as well as to promote the concept of green energy saving and environmental protection to the public, thereby enhancing the tangible and intangible value of our company.
- Full disclosure of ESG information to enhance information transparency.
- Prepare ESG reports using international standards and obtain third party assurance/guarantee

In 2014, United Renewable Energy established the Sustainability Committee (hereinafter referred to as ESG Committee) and the Office of Sustainability (hereinafter referred to as ESG Office) to implement corporate social responsibility. The ESG Committee is composed of senior executives with experience in economic, environmental, and social aspects, and the ESG Office is the driving force to promote the implementation of corporate governance, economic, environmental, and social issues. The ESG Office has three task forces: Economic, Environmental, and Social. Each functional organization of United Renewable Energy appoints its representative as a member of the task force, and the three task forces communicate and engage with various stakeholders, such as employees, customers, shareholders, investors, suppliers, communities, and governments, to understand the demands and expectations

towards United Renewable Energy.

At the same time, United Renewable Energy holds regular business meetings with the attendance of each department head to discuss the demands and expectations of various stakeholders toward United Renewable Energy, and to present implementation results and plan future goals to ensure that they cover economic performance, corporate governance, green energy, environmental protection, and employee well-being, etc. The results of each department's ESG implementation are compiled in the sustainability report and submitted to Chairman for approval, and sustainability-related issue was reported to the Board of Directors once in 2022.

In 2015, United Renewable Energy's Board of Directors approved the "Corporate Social Responsibility Best Practice Principles" to further provide guidelines for the implementation of corporate social responsibility, in order to build a corporate culture of ethical management and sound development, establish good business operations, and fulfill corporate social responsibility to promote economic, environmental and social progress to achieve the goal of sustainable development.

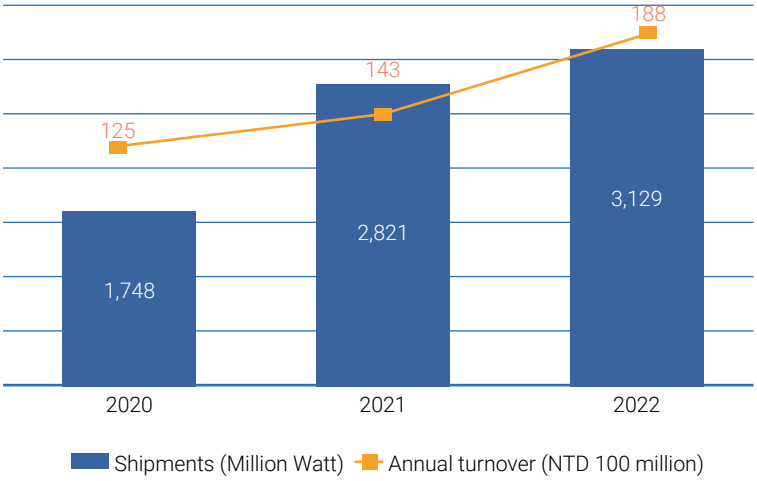
4.2.2 Operational Performance GRI 2-6, 201-1

Continuous growth in operating performance creates a positive cycle and provides the company with the motivation to continue to grow. Since its establishment, United Renewable Energy has managed the company and preserved its corporate culture based on five core values: Integrity, Goal orientation, Proactiveness, Innovation, and Global Orientation, in order to consistently generate financial performance. The effectiveness of United Renewable Energy's approach to economic performance management is confirmed through internal audits, external CPA audits, and Board of Directors' and shareholders' meetings' resolutions.

Global economy is under pressure from geopolitical tension, energy crisis, inflation, China's zero Covid policies and

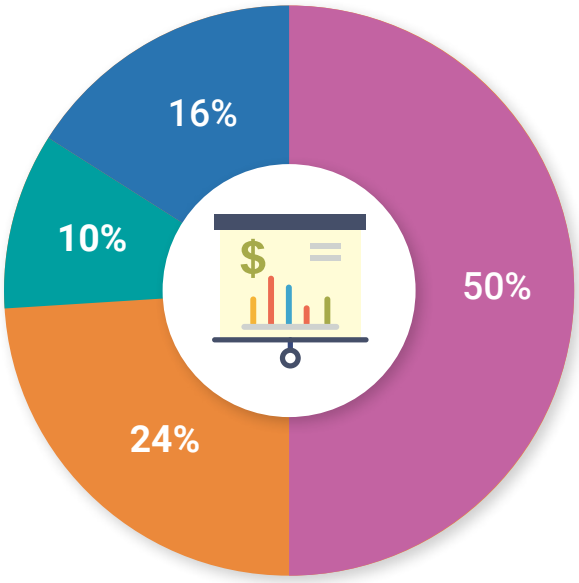
raising interest rate by U.S. Fed in 2022. Solar industry is boosted by the energy crisis, geopolitical tension and Inflation Reduction Act from U.S.A., the total global annual installed capacity reached 268GW (predicted by BNEF), annual growth rate about 47.3%, became second highest growth rate in the history of solar development. However, 2022 is not without its challenges such as impact of China's zero Covid policy on supply chain and sharp increase in price of raw material. But despite those challenges, the consolidated revenue of the Company reached NT$18.8 billion; annual growth rate reached 31.5%, breaking 7-year record. At same time, the Company recorded net profit of NT$940 million, EPS NT$0.61, shows that the Company is returning to stable profitability on the annual basis. With hard work and dedication from all our employees, the sales volume of solar cell and module increased significantly and the Company retained leadership position in Taiwan market. According to IMF prediction 2023 global economic growth rate to be around 2.9%, inflation, energy crisis and geopolitical tension will continue to impact global economy. Global community still work hard to fight climate change and consensus is to increase the use of green energy with expectation that use of green energy could lessen the severity of environmental disaster and ultimately help the world reach Net Zero. IRENA predicted less than 1.5°C Scenario, almost 45% of the total energy source will be renewable energy, and annual installed solar capacity could reach 400GW.

Consolidated Sales and Shipments



In the future, United Renewable Energy will expand its product differentiation from the industry by developing new technologies and introducing new processes to increase profitability with high quality and high conversion efficiency solar cells and modules. United Renewable Energy will also actively expand the construction of downstream solar power plants and continue to complete the global midstream and downstream solar power supply chain.

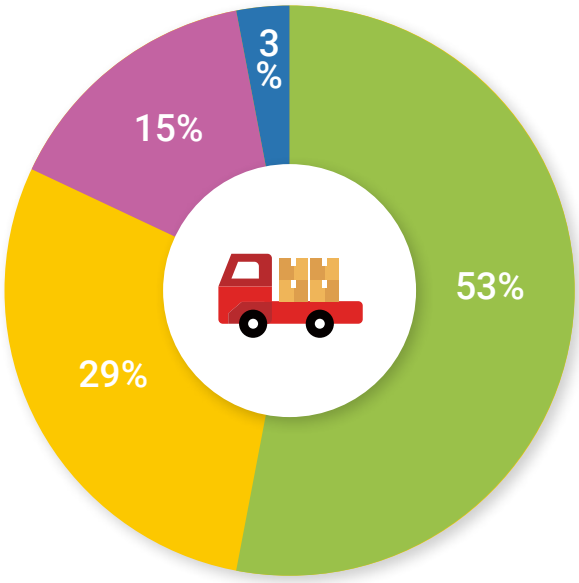
2022 Consolidated Revenues by Regions



- Taiwan NT$ 9.336 billion 50%
- America NT$ 4.605 billion 24%
- Europe NT$ 1.880 billion 10%
- Other Countries NT$ 2.987 billion 16%

Note: Individual sales in other countries did not reach 5% of the total consolidated revenue.

2022 Consolidated Shipments by Regions



- Mainland China NT$ 7.842 billion 53%
- Vietnam NT$ 4.346 billion 29%
- Taiwan NT$ 2.169 billion 15%
- Other Countries NT$ 0.433 billion 3%

Note: The number of individual imports from other countries did not reach 5% of the total consolidated imports.

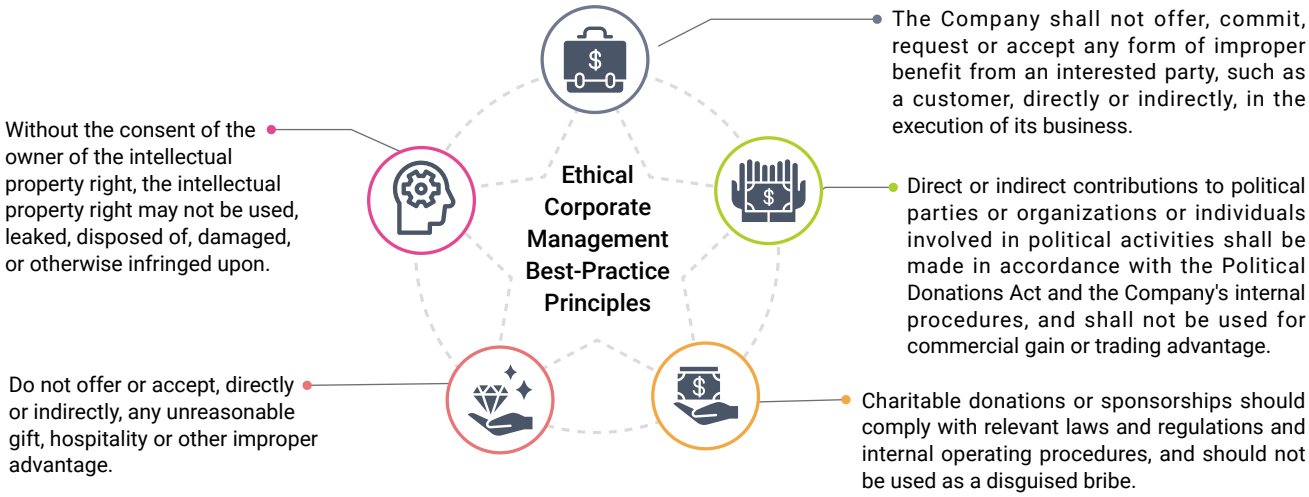
United Renewable Energy (Individual) Economic Value Distribution Table 2022

Item	Amount	Remarks
A. Direct economic value generated		
a) Revenue	16.353 billion	
B. Economic Value Distribution		
b) Operating Costs	12.85 billion	
c) Employee Remuneration and Benefits	1.584 billion	
d) Interest Payments or Dividend Distributions	84 million	
e) Tax amount	18 million	Mainly for house tax
f) Community Investment	0.00 billion	
Retained Economic Value=A-B		
Total Retained Economic Value	1.817 billion	

4.2.3 Integrity & Risk Management

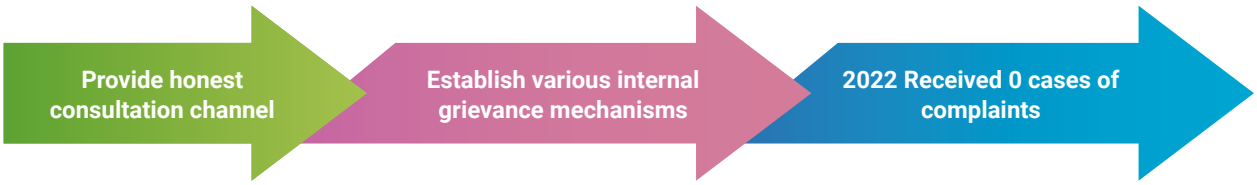
4.2.3.1 Ethics and Integrity

"Integrity" is one of United Renewable Energy's core corporate cultures, which emphasizes the company culture and spirit of honesty, practicality, non-exaggeration and non-faking. Since 2013, the company has added a new employee training program to promote understanding and compliance with the value of integrity for every employee who joins United Renewable Energy. In March 2015, the former NSP Board of Directors approved the important corporate rules, including the Ethical Corporate Management Best-Practice Principles, Code of Ethical Conduct, and the Integrity Management Procedures and Conduct Guidelines, which are publicly disclosed on the company's website.



In the fourth quarter of 2022, United Renewable Energy held a seminar on "labor regulations" and invited external lawyers to promote the importance of the prohibition of competition and trade secrets. The seminar covered the Labor Standards Law and shared many real-life cases to educate executives on appropriate responses and proper concepts of business ethics in the face of future conflicts of integrity and interests. United Renewable Energy encourages internal and external personnel to report dishonesty or misconduct. Internal grievance channels include e-mail,

physical mailboxes, and a grievance hotline. The Company ensures that the identity of the whistleblower and the content of the grievance are kept strictly confidential and that they are not subject to improper treatment as a result of the grievance. However, any internal personnel who make false reports or malicious accusations shall be subject to disciplinary action, and those who make serious allegations shall be dismissed from their positions. Since integrity is a core value of United Renewable Energy, in order to ensure that employees comply with the "Ethical Corporate Management Best-Practice Principles" and "Code of Ethical Conduct" and to define the meaning of dishonest behavior in the course of conducting business, employees who have doubts about integrity and ethical behavior can consult with the Human Resources Department or the Legal Department for further consultation. United Renewable Energy hires dedicated personnel to handle any reported cases. If it is proven that the person being reported has violated the relevant laws and regulations or the policy and regulations on integrity management, the person being reported shall be immediately requested to stop the relevant behavior and appropriately handled, and if necessary, seek damages through legal procedures in order to protect the company's reputation and rights. If a report is found to be true, the relevant unit of the Company shall be instructed to review the relevant internal control system and operating procedures and propose improvement measures to prevent the recurrence of the same behavior. The Human Resources Department, the dedicated unit, shall verify the validity of the reported cases, the handling of the cases and the follow-up review of improvement measures and report to the Board of Directors. In 2022, the number of valid grievance cases regarding integrity reporting was 0. In order to prevent similar cases, the Company has strengthened the promotion of integrity-related rules and regulations through Email and boot screen reminders, education for new employees, and random inspections of departing employees' car compartments.



4.2.3.2 Recusal of conflict of interest GRI 2-15

The " Guidelines for Integrity Management Procedures and Conduct" specify that United Renewable Energy's directors, managerial officers, and other interested parties attending or participating in the board of directors' meetings should clarify at the current board of directors' meeting the important contents of their interests if they are harmful to the interests of the company. If there is a risk of harm to the Company's interests, he/she shall not participate in the discussion and vote, recuse himself/herself from the discussion and vote, and shall not exercise his/her voting rights on behalf of other directors. Directors shall also exercise self-discipline and shall refrain from inappropriately supporting each other.

If, in the course of their duties, the employees of the Company discover any conflict of interest with themselves or the legal entity they represent, or any situation that may result in improper benefits for themselves, their spouses, parents, children, or those with whom they have an interest, they shall report the relevant information to their immediate supervisors and their responsible units at the same time, and the immediate supervisors shall provide appropriate guidance.

4.2.3.3 Risk Management GRI 2-12

Aspect	Material Topic	Risk Issue	Risk Response Measures
Economical	Economic Performance	Operational Risk	● To control and prevent corporate risks through risk management judgment and evaluation mechanism, implement in daily management operations, educate and establish transparent communication of risk prevention concepts in order to achieve the goal of sustainable management of the enterprise
Social	Labor Communication	Labor Disputes	● Provide multiple grievance channels (20785 hotline, 20785@urecorp.com, Dr.H mailbox, physical mailbox (Plant Director mailbox). ● Labor conferences are held quarterly, and the top executives of each plant participate in the labor conferences of each plant. ● When a grievance case is received, we will listen to it unconditionally immediately and assist the employee to solve the issue as quickly as possible. At the same time, the personnel in charge of the grievance case shall immediately reflect the current situation to the department supervisor, and if it is not a special single case but an overall issue, the relevant units shall be invited to discuss the improvement measures together.
Social	Equal opportunity and non-discrimination for employees	● Equal remuneration for both gender ● Workplace Sexual Harassment ● Promotion Assessment	● Remuneration planning is based on the ability to attract and retain talented people, and the same level of remuneration is offered for the same grade and job content, without any differences based on gender and race. ● The "Sexual Harassment Prevention Measures and Grievance Methods" are established to take appropriate preventive, corrective, disciplinary and treatment measures in a timely manner to protect the rights and privacy of the parties involved. ● In order to develop talents in the long term and establish a fair and reasonable personnel promotion system, and to follow the promotion system for regular employees, we have established the promotion management system. In addition, we have established an appraisal management system to recognize employees with good performance and to immediately counsel or adjust employees with poor performance to implement strategies and work plans to achieve management goals.
Social	Remuneration and Benefits	● Risk of excessive employee turnover ● Risk of Staff Shortage	● To provide reasonable and competitive remuneration, and to fully link remuneration with performance to achieve the objective of attracting and retaining talents. ● We post recruitment information on internal and external channels according to the human resources demand list to increase the suitability of recruitment and matchmaking personnel.
Social	Occupational Safety and Health	Occupational accidents	● Continue to strengthen the promotion of accident cases, discuss and implement various OH&S measures through accident review meetings and OH&S promotion meetings to prevent occupational accidents.
		Prevention of Covid-19	● The health declaration such as taking the temperature of the personnel entering the plant, making a real-name appointment before the visitors enter the plant, disclosing the travel history and contacting footprints. ● Regularly strengthen the disinfection measures in public areas, divide and control the flow of personnel, and provide epidemic prevention supplies for traveling colleagues. ● Prepare adequate supplies for epidemic prevention.
Corporate Governance	Information Security	Occurrence of Information Security incidents	● Joined Taiwan Computer Emergency Response Team/ Coordination Center (TWCERT/CC), Science Park Information Sharing and Analysis Center (SP-ISAC), CISA "Association of Information Security Chiefs" and other information security related organizations. In order to continue to focus on emerging information security issues. ● Information Security incident response and handling standard procedures have been established, specifying the related processes and measures, including Information Security incident notification procedures and Information Security incident handling proce
Environmental	Greenhouse Gas Management	Carbon Reduction	● Promote improvement constructions of high-energy-consuming equipments in an engineering way to improve energy use efficiency. ● Reduce non-essential energy waste and dust-free room process environment improvement to reduce energy consumption.

Aspect	Material Topic	Risk Issue	Risk Response Measures
Social	Talent Development	A talent gap	● According to the needs of different positions and units, we plan flexible and corresponding internal and external training to develop multi-functional key talents.
Environmental	Waste Management	● Waste Reduction ● Increase recycling rate	● Through employee education and training and poster promotion, we promote domestic waste reduction and sorting management so that recyclable resources can be recycled and reused. ● Continue to promote source reduction and in-plant waste recycling, strive to reduce process waste, and implement the circular economy concept of "minimizing waste output and maximizing resource recovery". ● Seeking cooperation with cleaning providers to carry out waste handling through legal channels to improve the recycling rate of waste in the plant.

4.2.3.4 Compliance with the law GRI 2-27

Based on the core value of "Integrity", United Renewable Energy has made great efforts to comply with laws and regulations. In addition to tracking and evaluating existing laws and regulations, the company has also established various internal policies and methods, and assisted employees to understand the relevant laws and regulations through education and training as a basis for conducting business.

In terms of compliance with laws and regulations, United Renewable Energy has established internal control audits to strictly regulate the credit transactions or loan lending practices of United Renewable Energy and its subsidiaries, and conducts regular audits to comply with the requirements of the competent authorities. United Renewable Energy has also established manuals or codes of conduct for environmental protection, labor safety, financial reporting/ internal control, insider trading, intellectual property protection, confidential information protection, personal information and privacy protection, and procurement, which new employees are required to understand and sign in order to provide them with a reference for business execution. Among them, the protection of intellectual property rights is the emphasis of United Renewable Energy's internal management. In addition to requiring new employees to sign the Intellectual Property Rights and Confidentiality Commitment in person to understand the relevant rights and cooperation matters, a patent management practice manual has been established to regulate the acquisition, maintenance and utilization of the company's patent rights in detail.

In order to ensure that our employees can immediately grasp the key points of compliance with laws and regulations, the legal affairs team organized courses on labor standards and corporate business regulations in 2022 for supervisors at the top level and above, as well as employees in the business management department, and set up mandatory training according to their different business responsibilities to ensure that supervisors and employees are familiar with business-related laws and regulations. We hold education and training courses for our employees to comply with the relevant laws and regulations. The training courses include external and internal training, and we hope that through these courses, our employees can comply with the laws and regulations and establish good corporate governance and risk control mechanisms.

Number	Course Name	United Renewable Energy Course Hours	Number of people trained
1	labor regulations(1)	3	58
2	labor regulations(2)	3	61
3	Enterprise Business sense training I	2	21
4	Enterprise Business sense training II	2	22

In addition, with the support of Vice President, United Renewable Energy's corporate legal affairs team actively participates in a variety of external professional programs to keep up with the latest regulatory information and developments in various specialized areas of law. All of our legal professionals, including the Vice President, have also completed on-the-job training in accordance with the requirements of the judicial district in which they are qualified as lawyers.

Number	Course Name	Total hours of training for the legal affairs department	Number of people trained
1	Corporate Social Responsibility - Corporate Governance from Human Rights Policy	3	1
2	Practices of Corporate Fraud Prevention: Legal Liability, Identification and Big Data Analysis	6	1
3	2022 Insider Equity Trading Act Compliance Briefing	3	1

Through the implementation of compliance measures, United Renewable Energy's operations were in compliance with all aspects of the law in 2022, with no significant violations of the law, including the following: 1. labor law: employment and appropriate work, industrial relations, occupational safety and product labeling, training and education; 2. human rights regulations: strategy and management, non-discrimination, freedom of association and collective bargaining, non-employment of child labor, non-compulsory and forced labor, attention to safety practices and inherent human rights; 3. Business Entity Accounting Law and Corporate Governance Regulations: compliance with high standards of the competent authorities; 4. Disciplinary Regulations: no bribery, corruption, or abuse of political donations; 5. Environmental Regulations: effluent, waste, air pollution, etc.

Note: Significant violations are defined as fines amounting to NTD 1 million or more.

4.2.3.5 Audit Organization

United Renewable Energy has established the Internal Control System since 2007 to ensure the effectiveness and efficiency of its operations (including profitability, performance and safety of assets), reliability of reporting, timeliness, transparency and compliance with relevant regulations and laws and regulations. The Internal Audit refers to an independent organization and personnel within the company to continuously review, research, evaluate and make recommendations on the company's operating activities, to assist the Board of Directors and Managerial Officer to check and review the deficiencies of the Internal Control System, to measure the effectiveness and efficiency of operations, and to provide timely recommendations for improvement.

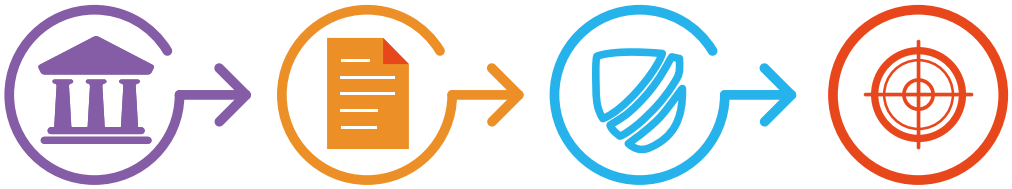
Operation of the audit organization

The internal audit is performed independently, objectively, and superiorly, directly under the Board of Directors. The internal audit reviews and verifies the adequacy and effectiveness of the Company's internal control system by reviewing the internal control system and reporting to the Board of Directors at its regular meetings, as well as to the Chairman and internal senior management meetings on a monthly or as necessary manner. The audit is conducted in accordance with the audit plan approved by the board of directors. The audit plan is prepared based on the status and importance of the region, the results of previous audits, risk evaluation and response, and annual operating objectives, etc. Depending on the need, we select material issues or instructions from superiors and conduct project audits or reviews to provide information on the operation status of management's internal control function and provide management with a timely channel to understand the existence or potential deficiencies. The auditing procedures are as follows:

A total of 48 audit items were audited in 2022. The audit plan is implemented monthly, and the audit report and tracking report are delivered to or notified to the independent directors for review after they are presented to the Chairman. We have also completed the improvement of internal control deficiencies and anomalies within the deadline.

In addition, the audit reviewed the evaluation items of the effectiveness of the Internal Control System evaluated by the "Internal Control Self-Evaluation Operation Tier List" of 77 participating units (including subsidiaries) in 2022, and compiled them into the "2022 Internal Control System Self-Evaluation Overall Evaluation List" as the base for issuing the "Internal Control System Statement".

Fraud Prevention

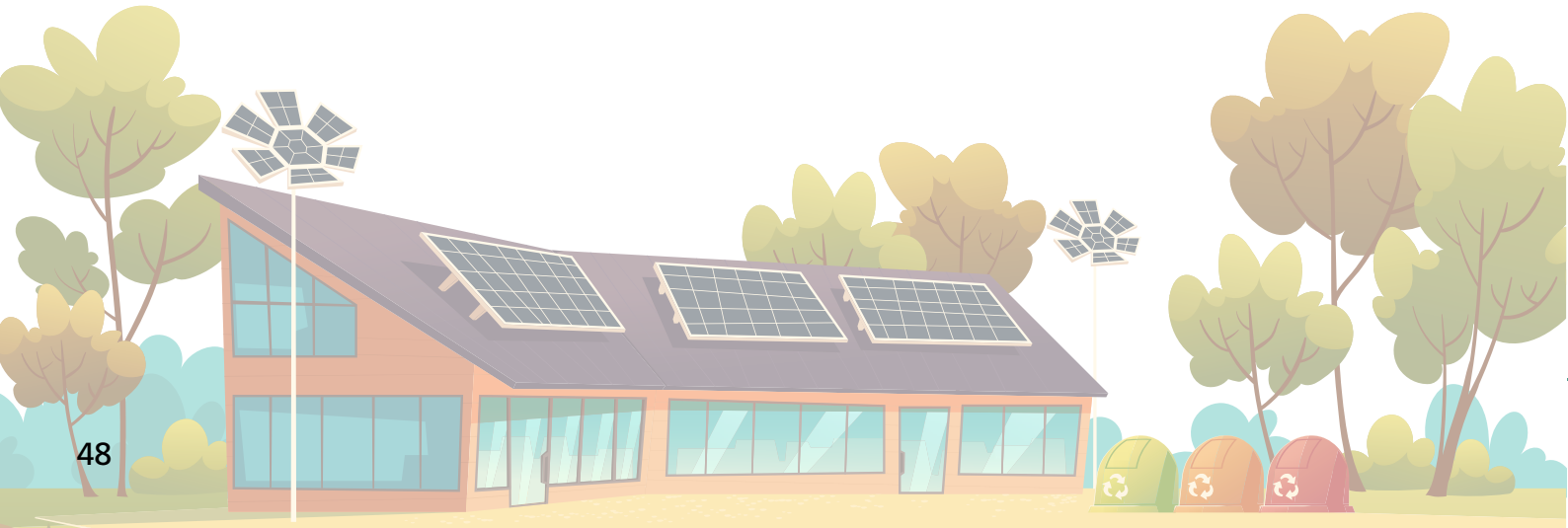


Definition of unethical behavior	Analysis	Preventive Solutions	Fraud Prevention
■ Bribery and corruption ■ Provide illegal political donations ■ Improper charitable donations or sponsorships ■ Offering or accepting improper benefits ■ Violation of trade secrets and intellectual property rights ■ Engaging in unfair competition	■ Analysis of business activities with a higher risk of unethical behavior within the scope of business	■ Formulate preventive measures or related regulations based on the analysis results	

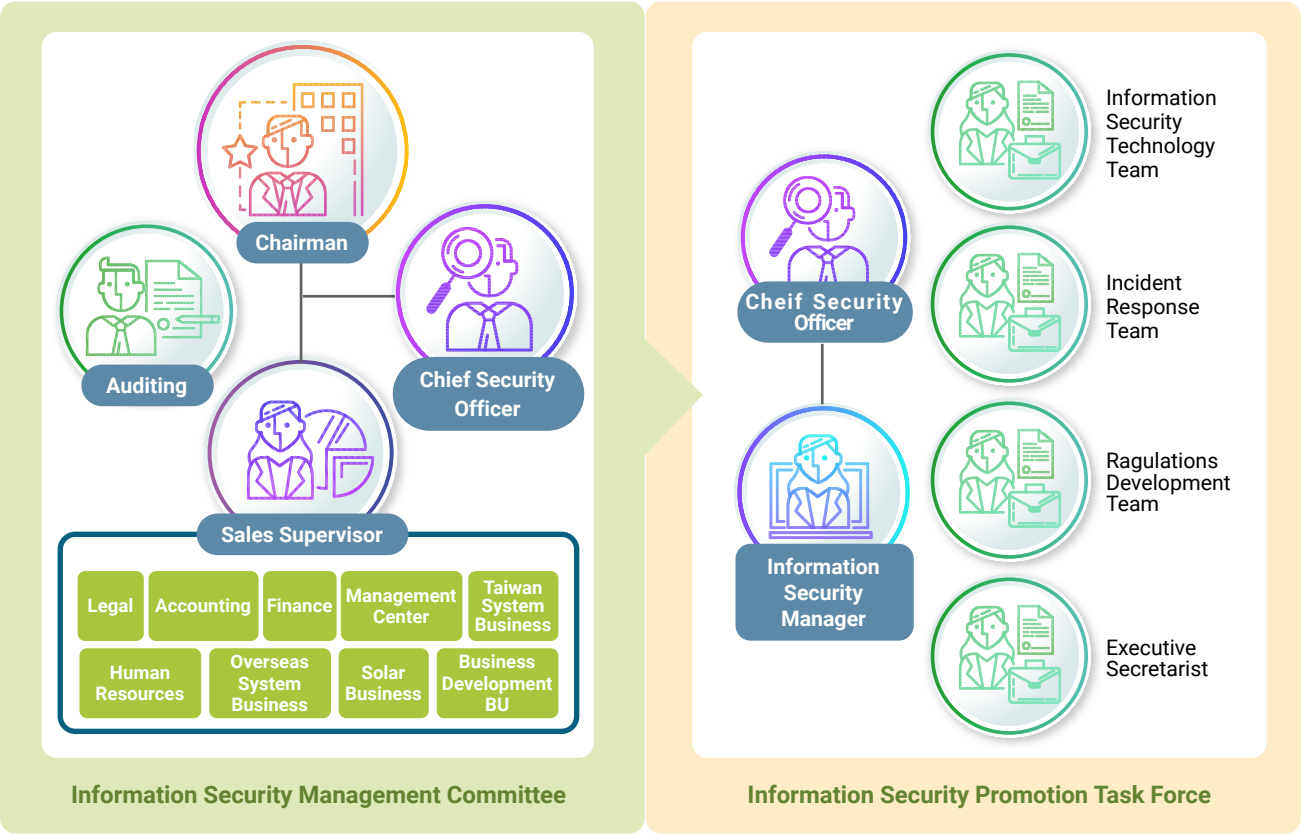
4.2.3.6 Information Security Management

Information security risk management framework:

To ensure the continuous and effective operation of information security management in the company and to properly protect confidential research and development, measures are taken to prevent deliberate or negligent damage to their confidentiality, integrity, and availability by both internal and external individuals. The company has established an "Information Security Management Committee" with the Chairman serving as the convener and the Chief Security Officer as the executive secretary. The heads of each business units are necessary members of the committee. In addition to formulating the company's information security policies and approving the annual information security implementation plan, the committee also monitors the implementation of information security management across all units through security performance reports.



To assist all business units in complying with relevant regulations of information security, the Company has set up an "Information Security Working Group" that holds regular Information Security Working Group meeting. The information security department serves as the executive secretary of the group, reporting on the performance of information security management, reviewing and improving issues related to security risks, assessing the appropriateness of security policy, and supervising and evaluating the compliance and effectiveness of measures. Reports are submitted to the Information Security Management Committee.



▶ Information Security Management Review Meeting

- ▶ Convenor: Chairman
- ▶ Executive Secretary: Cheif Security Officer
- ▶ Committee: Vice President
- ▶ Meeting: Promotion Task Force Meetings every half-year
- ▶ In Control:
  - √ Review of information security management policies and annual workplans
  - √ Review of the implementation status of information securityrisk management in each departments.
  - √ Review of other significant information security issues

▶ Information Security Promotion Task Force Meeting

- ▶ Information Security Manager: Chief Security Officer
- ▶ Executive Secretary: Information Security Manager
- ▶ Team Members: Information Security contact window of department
- ▶ Meeting: Promotion Task Force Meetings every half-year
- ▶ In Control:
  - √ Draft the information security management policy and annual work plan for information security management.
  - √ Arrange the review of information security management regulations and conduct information security education training courses..
  - √ Establish and implement information security project in response to risk trend and company's information security needs.

Information and Communication Security Policy:

To ensure the smooth operation of the company's business and prevent unauthorized access, use, control, disclosure, destruction, alteration, or other activities that may compromise the confidentiality, integrity, availability, and legality of the information and communication systems and services, the company has developed the Information and Communication Security Policy.

(1) Establish a dedicated unit responsible for establishing and implementing information security systems and managing related processes.

(2) Ensure that the regulations of the information security management comply with relevant government laws and regulations.

(3) Effectively manage information and communication assets by conducting regular asset examinations and risk assessments and implementing protective measures.

(4) Develop and implement a comprehensive information security maintenance plan to ensure the feasibility and effectiveness of the Information and Communication Security Policy.

(5) Implement vendor security audits and management to ensure the security of outsourced information and communication.

(6) Implement auditing and management review processes to continuously improve the information security management processes.

(7) Provide information security education and training programs and promote information security awareness among new employees to enhance the overall security consciousness of the workforce.

(8) Protect information and communication systems and services from unauthorized access to maintain their confidentiality.

(9) Prevent unauthorized modification of information and communication systems and services to maintain integrity.

(10) Ensure authorized users have appropriate access to information and communication systems and services based on their operational needs.

(11) Promote the integration of information security defenses, strengthen collaborative security measures, and facilitate information sharing.

Specific Measures:

- Conduct regular information security management review meetings and information security working group meetings to review information security management policies, develop information security management work plans, review information security management regulations, conduct information security education and training programs, and develop and implement information security projects in response to risk trends and the company's security needs.

- Risk control review: Each department conducts regular annual examination of information and communication assets to assess their value. Based on the results of annual risk assessment, risk mitigation plans are developed. After implementing the control measures, the effectiveness of the measures is reviewed to ensure the effective reduction of information security risks.

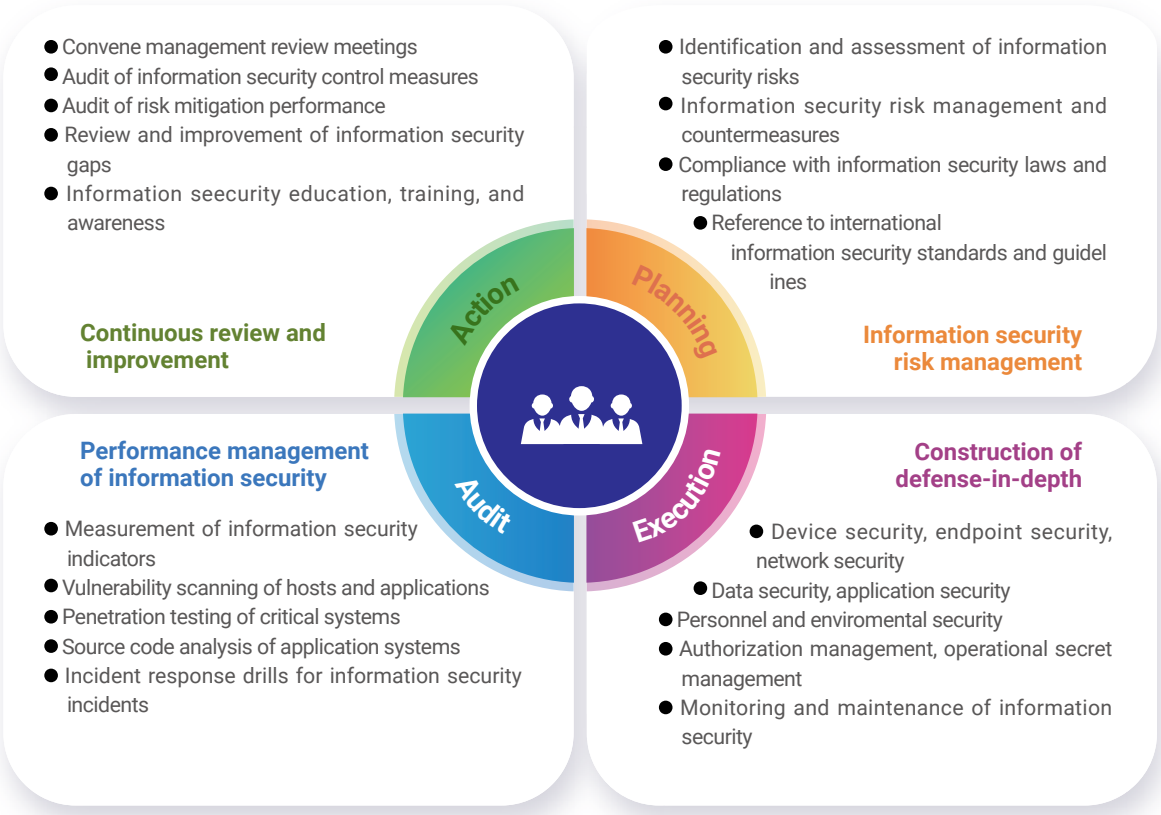
- Information Security Operations and Maintenance: The company has been gradually implementing a defense-in-

depth strategy. This includes the implementation of SD-WAN to consolidate network access controls across various offices and the establishment of next-generation firewalls for network security. The company also employs security systems such as CrowdStrike, Data Insight, and Antivirus for host security. To ensure the protection of sensitive business data, appropriate security measures are in place for data handling and storage, with access controls implemented based on job responsibilities. Additionally, to achieve the goal of uninterrupted business operations, the company has established backup plans, backup procedures, and restoration processes for critical information systems.

- Employee Awareness Training: Through the promotion of the Company information security policies, general training on information and communication security, business confidential training, social engineering education training, and practical exercises in social engineering. These initiatives aim to enhance employees' understanding of relevant regulations and strengthen their awareness of information and communication security measures in their daily work.

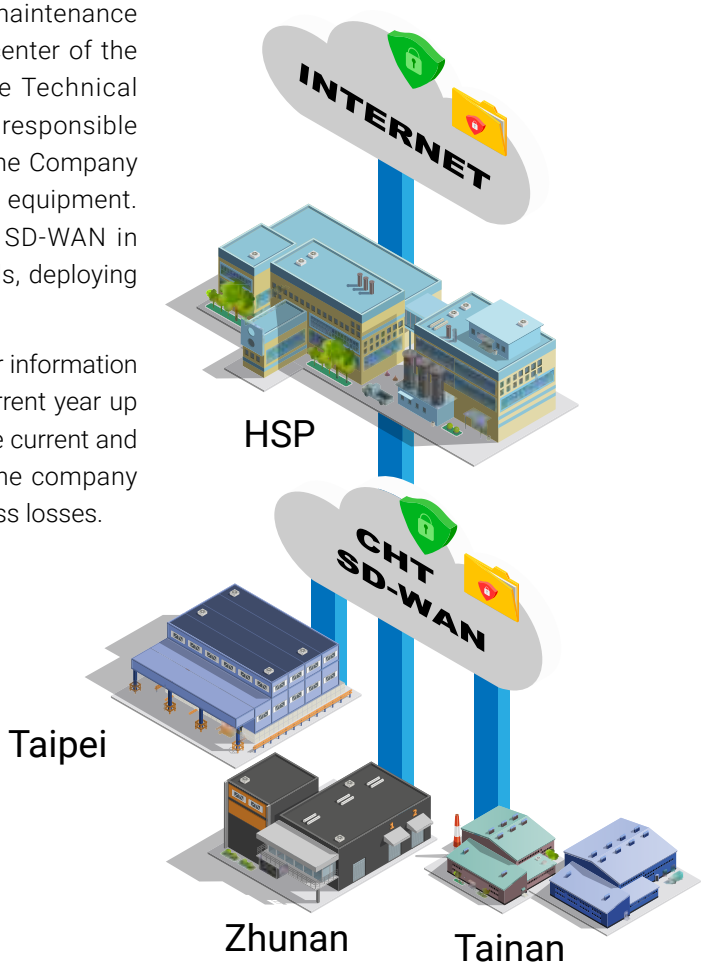
- Improvement of Information Security: Regularly review information and communication security regulations and operational procedures. Conduct internal controls and audits to ensure compliance with information and communication security prevention and management measures. On the technical front, continuously gather information on security risk trends and new attack techniques, assess relevant technical risks in the company, and develop technology introduction strategies and management policies.

Resources of Information security management:



To maintain the operation of the information security management system and comply with the guidelines and regulations for information security management in listed companies, the company has appointed the Vice President as the Chief Security Officer. Additionally, a dedicated Information Security Department has been established, consisting of one Security Manager and two Security Personnel. The technical operations and maintenance of information security are handled by the control center of the Information Department, which currently has one Technical Operations Manager and five Technical Personnel responsible for security device maintenance. In the year 2022, the Company invested over NTD 2 million in information security equipment. This investment included the implementation of SD-WAN in various offices, upgrading to next-generation firewalls, deploying CrowdStrike, and implementing Data Insight.

Total losses, impact on financial business due to major information security incidents in the most recent year and the current year up to the printing date of the annual report and disclosure current and future estimated amount and response measure: The company has not had any significant impact on financial business losses.



5

Employee and Social involvement

GRI 3-3

Material Topic Remuneration and benefits, labor communication, occupational safety and health, equal opportunity and non-discrimination for employees, and talent development

Material Topic	Remuneration and Benefits
Policy	Sound remuneration planning and benefit design to boost employee morale and motivate work desire.
Commitment	No different salary packages will be offered based on gender, race, age, etc. Salary will be adjusted in a timely manner based on employee performance and achievement of organizational goals.
Target	**Short-term:** Through salary survey each year, we measure the salary market and economic indicators of the industry, and adjust the salary according to the performance of our employees. **Medium and long term:** Provide operational performance bonuses, employee bonuses, employee stock options, retention bonuses, and outstanding performance bonuses.
Management Mechanism	Each year, the senior management will convene a meeting to determine the current year's employee salary adjustment based on the company's operating conditions, industry standards and price index.
Resources invested in the year/ Significant results produced	Salary adjustments will be made regularly every year based on the performance of our employees. Both the average and median salaries of non-supervisory employees increased by 3-5% compared to the previous year.
Department in charge/ Grievance Mechanism	Department in charge: Remuneration and Benefits Department. Grievance Mechanism Dr. H Mailbox Can be confirmed by speaking with the unit supervisor, or by calling the company directly. The remuneration and benefits department will help clarify and explain.
Ensure the effectiveness of the management mechanism	A questionnaire survey can be used to find out how satisfied our employees are with the salary adjustment and incentive system.

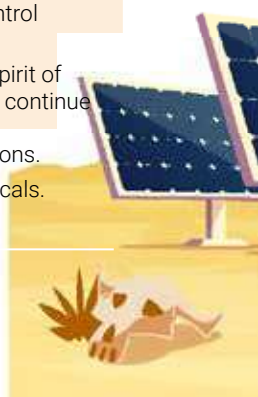
Material Topic	Labor Communication
Policy	To provide employees with an environment where they can work with peace of mind, and to promote the harmony of mutual trust between employers and employees.
Commitment	To establish multiple communication channels so that employees' opinions and dissatisfaction can be handled appropriately, and they can express their opinions in a friendly environment. The Chairman also issues "A Letter to All Employees" from time to time, so that employees can understand the company's vision, culture and system, strengthen the communication and building of consensus, and create a harmonious and happy working environment for employees and employers.
Target	**Short-term:** In response to the amendment of the Labor Standards Act in Taiwan, we will continue to promote response measures in internal company meetings, labor conferences, and internal announcements, and establish multiple grievance channels to provide consultation services to reduce employee anxiety due to changes. **Medium and long term:** To establish a more convenient and rapid employee assistance process and resources to prevent and resolve issues that lead to a decrease in employee productivity, so that employees can work with a healthy mind and body, and the company can improve its competitiveness to achieve a win-win situation for both employees and employers.

Management Mechanism	Upon receipt of a grievance, we will listen unconditionally and assist the employee in resolving the problem as quickly as possible.
Resources invested in the year/ Significant results produced	1.Set up a grievance hotline and dedicated personnel to handle grievance cases. 2.Time and manpower spent on departmental meetings, labor conferences and benefit committee meetings. 3.100% of the labor grievances were resolved, with four cases closed.
Department in charge/ Grievance Mechanism	**Grievance Mechanism:** 20785 hotline, 20785@urecorp.com, Dr. H mailbox, physical mailbox (Plant Director mailbox)
Ensure the effectiveness of the management mechanism	The decrease in the number of employee grievances means that employees can seek normal channels (labor conference, departmental meeting) to express their opinions, and another interpretation is that the company's friendly management model is working well and has reduced the number of grievance opportunities. The increase in the number of grievance cases reflects the obstruction of normal communication channels. The company requires that when receiving a grievance case, we must listen to it unconditionally immediately and assist the employee to solve the issue as quickly as possible, and at the same time, the personnel in charge of the grievance case must immediately reflect the current situation to the department supervisor, and if it is not a special single case but an overall issue, we must invite the relevant units to discuss the improvement measures together. After the merger in October 2018, the number of employees doubled. In terms of the ratio of the annual average number of cases to the number of employees, the number of employee grievance cases did not increase significantly after the merger, indicating the smooth and satisfactory process of the merger and the maturing management model.

Material Topic	Talent Development
Policy	● The company is talent-oriented and organizes different education and training programs with different objectives, directions and types to meet the operational goals and personal development of employees, and to encourage and assist employees in lifelong learning in the workplace to enhance their personal and organizational competitiveness. ● The effectiveness of the training can be regarded as a reference for performance evaluation, promotion, rotation and transfer.
Commitment	Continue to offer general knowledge and management courses according to the needs of each unit. Provide a variety of learning channels, including internal and external online or physical courses, for employees to learn independently without time and space constraints.
Target	To develop professional and multi-functional talents so that employees can make good use of company resources, have the ability to solve problems, improve work quality, and develop an internal learning and succession culture to enhance the overall operational efficiency of the company.
Management Mechanism	Each department will submit an annual education and training plan with an annual budget, and submit an internal training application form with an approved signature before the start of the course and announce it to ensure that the course information is actually delivered. Post-course evaluation of administrative tasks, material content, instructors, and learning outcomes will be used to conduct course satisfaction surveys and feedback.
Resources invested in the year/ Significant results produced	One general knowledge or management course per month in the second half of the year/ The average percentage of training hours for general knowledge and management courses increased significantly from the previous year (Total training hours increased by 1,479 hours)
Department in charge/ Grievance Mechanism	Organizational Development Department / Internal and External Post-Course Evaluation Form
Ensure the effectiveness of the management mechanism	The average satisfaction rating of internal training courses is 91.3

Material Topic	qual opportunity and non-discrimination for employees
Policy	Each United Renewable Energy employee, regardless of gender, nationality, race or religion, is entitled to equal benefits and subsidies. We offer a fair and reasonable promotion system, the same level of remuneration for the same grade and job content, and equal benefits and subsidies regardless of gender, nationality, race or religion.
Commitment	To build a friendly workplace with gender equality and work-life balance.
Target	To promote a corporate culture of gender equality, we have added education on gender respect in new employee training and sexual harassment prevention education to our trainee supervisor training courses, so that employees are free from the intangible pressure of gender discrimination.
Management Mechanism	Fair and reasonable personnel promotion system, the same level of remuneration for the same grade and job content, equal benefits and subsidies regardless of gender, nationality, race or religion.
Resources invested in the year/ Significant results produced	There is no difference in remuneration between female and male, and there is no difference in the calculation of salary and overtime, etc. because of gender.
Department in charge/ Grievance Mechanism	Human Resources Department / Dr. H mailbox, physical mailbox (Plant Director mailbox)
Ensure the effectiveness of the management mechanism	There was no record of complaints from employees during the year.

Material Topic	Occupational Safety and Health
Policy	1.Comply with the relevant requirements of laws and regulations obligations. 2.Enhance stakeholder consultation, communication and participation. 3.Continuous improvement of OH&S system and policy targets. 4.Reduce the risk of health hazards and environmental impacts to personnel. 5.We are committed to the implementation of OH&S and environmental protection.
Commitment	In order to prevent hazards to the lives or health of employees, we have introduced Occupational Health and Safety Management Systems to control the hazards and risks that may arise in the work environment and continuously promote health promotion activities to ensure that employees, contractors, guests and other personnel in the workplace are free from health and injury concerns.
Target	**Short-term:** In order to strengthen the emergency response capability of all plant employees, we continue to conduct primary fire-fighting training and small-scale response drills for each department, with a target attendance rate of 100%. For United Renewable Energy's OH&S issue tracking management mechanism, the chairman of the company's safety committee convenes representatives from each plant to review the plant's safety incident and health management plan and review the incident scoring mechanism in a timely manner. **Medium and long term:** United Renewable Energy is committed to preventing the occurrence of accidents by observing operations from time to time to reduce the safety hazards that may occur during operations. Depending on the severity of the accident, the frequency of exposure, and the existing control methods, we identify potential risk factors and make improvements at the source. United Renewable Energy is committed to creating a safe workplace and promoting the spirit of corporate social responsibility with the expectation of zero occupational hazards, and will continue to develop the following management mechanisms in addition to certification: (1) Implement contractor management and confirm safety procedures for special operations. (2) Implement new process hazard management to reduce the risk caused by new chemicals. (3) Wearing of PPE can be managed voluntarily to reduce personnel hazards.



Management Mechanism	Introduced ISO 45001 Occupational Health and Safety Management Systems and TOSHMS Taiwan Occupational Health and Safety Management Systems.
Resources invested in the year/ Significant results produced	1. In 2022, a total of 20 management programs were proposed, such as head injury prevention, improvement by replacing equipment, adding warning labels, amending procedure manuals, and four shifts of promotion, etc., so as to achieve the effect of reducing occupational accidents and risk control in workplace operations. 2. OH&S held a total of 508 educational training sessions, with the main focus on evacuation and primary fire-fighting training to enhance personnel's ability to respond to fires, strengthen employees' ability to react and handle fires correctly in the early stages, and reduce the risk of fire spread. 3. OH&S conducts equipment safety verification for new machines and requests the installation of safety protection devices to avoid the risk of clamping of workers. 4. According to the ISO 45001 OH&S management system, by the end of 2022, United Renewable Energy had 3 plants passed the audits of third-party certification institutions, covering 94% of the employees and the remaining 6% were external suppliers.
Department in charge/ Grievance Mechanism	Department in charge: Occupational Safety and Health Department; Grievance Mechanism: Labor Conference, DR.H mailbox, Plant Director mailbox, Grievance Hotline.
Ensure the effectiveness of the management mechanism	1. ISO 45001 OH&S management system and TOSHMS Taiwan Occupational Health and Safety Management Systems have been certified by TUV and the certificates have been obtained. 2. Participated in the Occupational Safety and Health Administration, MOLTainan District OH&S Center "safety culture promotion counseling", Bureau of Labor Affairs, Tainan City Government OH&S Family core enterprises, and actively promote safety and health operations. 3. United Renewable Energy's 2022 injury severity rate (SR) decreases from 90 to 40 and injury frequency rate (FR) decreases from 4.92 to 3.62 when compared to 2021.

5.1 Friendly Workplace

Morale and work efficiency can only be improved in a good environment and work atmosphere, and United Renewable Energy believes that a competitive business is only as good as its happy employees!

5.1.1 Overall remuneration planning and comprehensive benefit design GRI 201-3, 401-2, 404-3, 405-2

United Renewable Energy's remuneration levels are designed to attract and retain talented employees and to take into account the interests of shareholders and employees, without any differences based on gender or race, and with the same level of remuneration for the same grade and job content, and are subject to timely and flexible adjustments based on employee performance and achievement of organizational goals. The Articles of Incorporation stipulate that the Company shall appropriate not less than 3% for employee remuneration if there is any surplus after deducting employee remuneration and director's remuneration from the pre-tax income (after offsetting accumulated losses) for the current year.

The benefits policy is designed to boost employee morale, motivate employees, and create employee benefits. Every United Renewable Energy employee, regardless of gender, nationality, race, or religion, enjoys equal benefits and subsidies, as well as an annual salary adjustment, operational performance bonuses, employee bonuses, employee stock options, retention allowances, and other generous remuneration systems. Various recreational activities are planned in conjunction with important annual festivals to relieve employees' work pressure and enhance bonding, so as to achieve work-life balance.

Ratio of Basic Salary to Remuneration			Ratio						
			2020		2021		2022		
Key Operation Sites	Employee Category	Item	Male	Female	Male	Female	Male	Female	
Taiwan	Executive	Basic Salary (Note 1)	1.13	1.00	1.11	1.00	1.12	1.00	There is almost no difference between female and male salaries, and the calculation of salary and overtime will not be treated differently because of gender, but only because of the characteristics of the industry and more male colleagues, thus causing the calculation result.
		Remuneration (Note 2)	1.18	1.00	1.15	1.00	1.16	1.00	
	Non-executive	Basic Salary	1.22	1.00	1.19	1.00	1.18	1.00	
		Remuneration	1.20	1.00	1.21	1.00	1.19	1.00	

Note 1: Basic salary refers to the minimum fixed amount paid to employees for the duties they perform and does not include any additional remuneration such as overtime, bonuses or allowances of any kind.

Note 2: Remuneration refers to basic salary plus additional amounts paid to workers; "additional amounts paid to workers" include length of service allowances, bonuses (including cash and shares), benefits, overtime, vacation and any other subsidies (such as transport subsidies, living expenses subsidies and childcare subsidies).

Benefit Items	Summary
Bonus (full time employees)	Employee bonuses, employee stock options, year-end bonuses, operational performance bonuses, epidemic prevention bonuses, overtime bonuses, referral bonuses, end-of-term bonuses, and outstanding performance bonuses.
Festival/Birthday Voucher	Lunar New Year, Dragon Boat Festival, Moon Cake Festival, Labor Day, and employee birthdays, with shopping coupons and year end benefits.

Benefit Items	Summary
Annual Leave	For those who have served from 6 months to less than 1 year, a 3 day annual leave is granted; for those who have served for 1 year to less than 2 years, a 7 day annual leave is granted; for those who have served for 2 years to less than 3 years, a 10 day annual leave is granted; for those who have served for 3 years to less than 5 years, a 14 day annual leave is granted; for those who have served for 5 years to less than 10 years, a 15 day annual leave is granted; for those who have served for more than 10 years, an additional day is granted for each year of service, subject to a maximum of 30 days. The effective term of annual leave is within one year, and if there are any unused hours at the end of the period, all of them will be converted to payment in lieu of leave.
Health Checkup	The company fully covers the cost of annual employee health checkups.
Social Insurance	Labor Insurance, Health Insurance, Labor Pension
Group Insurance	Injury medical insurance, hospitalization medical insurance (hospitalization coverage per day / hospitalization medical insurance, return within two weeks of hospitalization, ER limit, surgical coverage), cancer medical insurance (cancer hospitalization coverage per day, discharge rehabilitation benefits, cancer medical surgery coverage, radiotherapy or chemotherapy coverage), clinic surgery, fracture not hospitalized, etc. Overseas accidental death insurance and overseas sudden illness clinic/hospitalization medical insurance for business trip/stationed employees
Wedding, funeral, maternity, hospitalization celebration or consolation money	Employee's marriage: NT$10,000 congratulation Childbirth of an employee or a family member: NT$3,000 congratulation Funeral of an employee or a family member: NT$10,000 consolation money (condolence flower basket will be sent to supervisors and above) Hospitalization of employee: NT$1,000 consolation money / NT$800 consolation gift box Subsidy of NT$1,500~6,000 for immediate supervisor's contribution
Babycare Retention	In accordance with the Act of Gender Equality in Employment, those who have been employed for six months and have children under the age of 3 are eligible to apply.
Community Subsidies	Employees are encouraged to develop diversified interests. An application can be made by 10 or more employees or their dependents to form a community, and a subsidy of NT$6,000 will be given for the establishment of service, talent, and sports communities according to the purpose. Subsequently, depending on the evaluation level of the community, they can receive a subsidy of NT$10,000 to NT$30,000 per year.
Meal allowance	The daily breakfast allowance is NT$30 and self-paid meal cost is NT$10; the daily lunch and dinner allowance is NT$30~40 and self-paid meal cost is NT$20~30; the daily supper allowance is NT$50 and self-paid meal cost is NT$10; the above allowance varies according to the shift. If the working hours are extended for business purposes, there is a full dinner subsidy benefit.
Health Center	Each plant has a health center with qualified professional nursing staff stationed within the plant. The center has a clean and homely nursing room and provides sterilization pots and thermal bags for employees to borrow.
Massage & Stress Relief Service	Professional visually impaired masseurs are hired to provide massage services. Each employee is entitled to one 15-minute free massage per week by making their own appointment.
Gym	According to the space of each plant, there are professional treadmills, recumbent exercise bikes, weight training equipment, supine training chairs, back pulling and chest stretching equipment, standing bicycles, table tennis tables (equipped with table tennis serving machines), pool tables, showers and other facilities, which are open 24 hours for free use by employees.
Benefit Committee Activities	Various events have been held throughout the year: New Year's Eve market, Dragon Boat Festival market, Moon Cake Festival market, employee trips, Star of the Month, end of the year events, various communities, book fair, and daytime market. Special store discounts, online pre-order of New Year's gift boxes, and sharing of benefit information Benefit committee coupons: distributed to employees upon Lunar New Year, Dragon Boat Festival, Moon Cake Festival, birthday, and Labor Day.
Employee Care	20785 Happiness Hotline, employee counseling and consultation, employee care and stress relief courses, parenting seminars








Performance Management

Human resources are the most important asset of the company. United Renewable Energy is committed to building a good and safe working environment, providing employees with diversified and equal opportunities, establishing a system of equal pay for both genders, mutual trust and respect in labor relations, and solid education and training. By continuing to develop in accordance with these five principles, we will create a win-win future for both employers and employees.

Through a systematic management system of recruitment, remuneration and benefits, performance management and training and development, United Renewable Energy expects employees to pursue self-excellence. A total of 1,772 employees were hired at United Renewable Energy in 2022, of which the number of employees with physical and mental disabilities is higher than that required by government regulations, indicating that there is no discrimination against particular identities in recruitment and employment, and that the remuneration of employees is not

differentiated by gender. We adopt the policy of hiring the right person for the right job and based on talent.

In order to understand the performance of employees and to stimulate their potential, the company conducts regular performance appraisals. 1,762 employees participated in the appraisal in 2022 (excluding Chairman & CEO and the contracted staff), and DL monthly performance appraisal, annual performance appraisal and new employee performance appraisal were conducted according to the job category and time of arrival. The total number of participants accounted for 99.44% of the total number of employees. The appraisal results are used to reasonably evaluate the achievements and contributions of each full-time employee, and to provide transparent and open promotion opportunities once a year to motivate employees and strengthen their motivation for self-improvement.

Employees participated in the appraisal in 2022		Number of people reviewed	Total number of employees	Percentage
Gender	Male	942	1,772	53.16%
	Female	820		46.28%
Employee Category	Direct	1105		62.36%
	Indirect	657		37.08%

2022 Salary information for non-executive full-time employees:

Item	Number of people/amount	Difference from previous year
Number of non-executive full-time employees	1799	+104 people
Average Salary of Non Executive Employees	NTD673 thousand	+8 thousand
Median Salary of Non Executive Employees	NTD526 thousand	+76 thousand

Note 1: Calculated based on the reporting basis and statistical formula of "Information about salary of full-time employees who are not in a managerial position" compiled and published by TWSE.

Note 2: The identification of employees who do not hold managerial positions is based on the scope of application of "Managerial Officer" as stipulated in the Tai-Cai-Certificate No.3 letter No. 920001301 dated March 27, 2003. In practice, the scope of Managerial Officer is the same as that of Managerial Officer and Managerial Officer in the annual report of shareholders' meeting, Managerial Officer refers to General Manager, Deputy General Manager, Assistant Manager, Finance Supervisor, Accounting Supervisor, and others who have the right to manage and sign for the company, or those who have the same rank as the above positions.

Employee Pension System and Implementation

Pension System	The New Fund
Applicable System	Enforcement Rules of the Labor Pension Act
Contribution	Contribute 6% to Bureau of Labor Insurance, MOL individual account according to the employee's level of coverage
Contribution amount	The amount of labor pension fund appropriated in 2022 was NT$55,181 thousand.

5.1.2 Building a friendly workplace and encouraging employees to find work-life balance GRI 401-3

Employee Care

United Renewable Energy wishes to build a respectful, cooperative, and equal-rights workplace that cares about each employee's career development opportunities, work-life balance, and increased workplace satisfaction. In terms of career development, we have established a fair performance appraisal and internal promotion system to promote suitable employees with excellent performance, and at the same time, we provide multiple learning channels (parenting seminars, book exhibitions, travel exhibitions, etc.) and complete training courses (see 5.1.5). In terms of work-life balance, female employees will have many different roles to play when they start a family and face physical and mental changes during pregnancy, which can be very stressful. Regarding nursing mothers in the workplace, the company has opened up the parking spaces for pregnant employees to apply for their own personal use. In order to encourage breastfeeding, a homey and comfortable Breastfeeding Room has been set up inside each of the company's plants (see 5.3.3). The company has set up a flexible working hours system according to the characteristics of each plant, so that employees can apply for suitable working hours according to the needs of their families, and at the same time, we provide maximum support to employees who meet the requirements for childcare leave, and have dedicated personnel to assist them in completing the leave procedure. In order to save employees' education expenses on their offspring, we have signed special contracts with the nursery schools and kindergartens in the neighboring areas of the company to offer exclusive discounts so that employees can raise their children without worry.

United Renewable Energy provides a spacious, bright and comfortable dining environment for its employees. In terms of meal planning, the company conducts annual evaluation and review of group meal providers to ensure food safety through a strict monitoring mechanism. In order to reduce the burden of employees, the company provides a comprehensive meal subsidy program. The restaurant provides hot meals for breakfast, lunch, and dinner, so that busy double-income family members can bring home a hot dinner after work and avoid the pain of cooking after a long journey.

In addition to organizing annual recreational activities, the Benefit Committee also encourages employees to set up various clubs voluntarily and provides subsidies based on their performance in promoting activities, such as service clubs that aim to serve the public, talent clubs (string music club, charismatic four clubs) and physical clubs (softball club, badminton club, billiard club, basketball club, etc.) to provide employees with opportunities to relax and rejuvenate their minds and bodies after work.

Childcare leave statistics for the last 3 years

Item	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of people eligible to apply for childcare leave	104	116	220	123	108	231	98	67	165
a. Actual number of users	5	14	19	9	15	24	8	15	23
b. Number of people reinstated	5	16	21	6	10	16	8	11	19
c. Total number of people who should be reinstated after the leave	7	26	33	8	15	23	11	17	28
d. Number of retained staff (reinstatement > 12m)	3	6	9	5	8	13	5	8	13
e. Percentage									
Rate of reinstatement	71%	62%	64%	75%	67%	70%	73%	65%	68%
Rate of retention	33%	22%	25%	100%	50%	62%	83%	80%	81%

Note 1: The number of employees eligible to take childcare leave is based on the number of male and female employees who have applied for maternity and paternity leave in the past three years.

Note 2: The rate of reinstatement is calculated as follows: b/c*100%.

Note 3: Rate of retention is calculated as follows: (Number of employees who are still working 12 months after the previous year's childcare leave reinstatement / Number of employees who were reinstated from the previous year's childcare leave) * 100%.

5.1.3 Human Resources GRI 2-7, 2-8, 401-1, 405-1

Manpower Distribution

In 2022, United Renewable Energy employed 1,772 employees (including 1,764 full-time employees and 8 contract employees), with 99.55% of the total number of full-time employees. In accordance with the Person with Disabilities Rights Protection Act, the number of physically and mentally impaired persons shall not be less than 1% of the total number of employees, and United Renewable Energy has achieved 23 disability points by the end of 2022, which is higher than the 17 points required by law. The ratio of male to female employees in each plant is evenly distributed, and the education and age distribution of employees are also spread out across different levels, indicating that United Renewable Energy does not discriminate against particular identities and adopts a talent recruitment policy based on talent and suitability.

Gender analysis of the composition of employees with physical and mental disabilities:

Year	2020			2021			2022		
Item	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employees with physical and mental disabilities	5	9	14	7	10	17	8	9	17
Percentage	36%	64%	100%	41%	59%	100%	47%	53%	100%

Staff composition analysis:

Type	Category	Female		Male		Total	
		Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Academic Qualifications	Below high school	308	17.38%	241	13.60%	549	30.98%
	College	95	5.36%	121	6.83%	216	12.19%
	Bachelor	374	21.11%	445	25.11%	819	46.22%
	Master	47	2.65%	134	7.56%	181	10.21%
	PhD	1	0.06%	6	0.34%	7	0.40%
Age	Under 30	192	10.84%	155	8.75%	347	19.58%
	31-50	614	34.65%	735	41.48%	1,349	76.13%
	Over 51	19	1.07%	57	3.22%	76	4.29%
Direct/ Indirect	Direct Staff (Note)	626	35.33%	479	27.03%	1,105	62.36%
	Indirect Staff	199	11.23%	468	26.41%	667	37.64%
Total		1,772					

Note: The direct staff refers to the employees of plant, warehousing, and quality assurance up to and including the assistant engineer/foreman.

		2020		2021		2022	
Total number of employees (Note 1)		1,670		1,749		1,772	
Employment contract (Note 2)		Non-fixed	Fixed	Non-fixed	Fixed	Non-fixed	Fixed
Gender	Male	719	166	815	116	808	139
	Female	522	263	607	211	591	234
Region	Taiwan	1,232	429	1,414	327	1,392	373
	Overseas	9	0	8	0	7	0
Type of employment (Note 3)		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	880	5	928	3	944	3
	Female	783	2	815	3	822	3

Note 1: Based on the total number of employees at the end of the year (12/31).

Note 2: Employment contracts are divided into non-fixed-term employees (full-time) and fixed-term employees (United Renewable Energy employs foreign workers).

Note 3: The types of employment are divided into full-time employees (weekly working hours meet the legal working hours) and part-time employees (weekly working hours do not meet the legal working hours, only partial working hours, United Renewable Energy employs visually impaired masseurs).

Non-employee workers

Statistics/Year		2020		2021		2022	
Total number of workers (Note 1)		2		69		1	
Contract Type		Deployment	Other Types	Deployment	Other Types	Deployment	Other Types
Gender	Male	2	0	45	0	0	0
	Female	0	0	24	0	1	0
Type of work		Technician/ Operator	Manager/ Engineer/ Technical Consultant	Technician/ Operator	Manager/ Engineer/ Technical Consultant	Technician/ Operator	Manager/ Engineer/ Technical Consultant
Gender	Male	1	1	45	0	0	0
	Female	0	0	24	0	0	1

Note 1: Please refer to the total number of workers at the end of the year (12/31).

Note 2: Non-employee workers are subject to whether or not the company insures them for labor insurance.

Note 3: The change in the number of non-employee workers was mainly due to capacity adjustment.

Diversification statistics/year				2020		2021		2022	
				Number of People	Percentage	Number of People	Percentage	Number of People	Percentage
Employees	Direct	Gender	Male	401	24.0%	467	26.7%	479	27.0%
			Female	582	34.8%	617	35.3%	626	35.4%
		Age	Under 30	269	16.1%	285	16.3%	277	15.6%
			31-50	705	42.2%	789	45.1%	813	45.9%
			51 and above	9	0.5%	10	0.6%	15	0.8%
		Academic Qualifications	Graduate Schools and above	2	0.1%	1	0.1%	2	0.1%
			Universities and Colleges	559	33.5%	550	31.4%	581	32.8%
			Others	422	25.3%	533	30.4%	522	29.5%
	Indirect	Gender	Male	484	29.0%	464	26.5%	468	26.4%
			Female	203	12.2%	201	11.5%	199	11.2%
		Age	Under 30	57	3.4%	76	4.3%	70	4.0%
			31-50	580	34.8%	531	30.4%	536	30.3%
			51 and above	50	3.0%	58	3.3%	61	3.4%
		Academic Qualifications	Graduate Schools and above	209	12.5%	183	10.5%	186	10.5%
			Universities and Colleges	440	26.3%	444	25.4%	454	25.6%
			others	38	2.3%	38	2.2%	27	1.5%

Gender distribution of senior executives

Year	2020			2021			2022		
Senior Executive	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of people	2	8	10	3	6	9	3	5	8

Note: Senior executive refers to Deputy General Manager level or above, including Chairman, CEO, Business General Manager, Senior Deputy General Manager, and Deputy General Manager.

Newcomer and Departing Manpower Structure

The number of new employees in 2022 was 599, mainly in the age group of 31-50, followed by the age group below 30. During the same period, 566 employees left the company, mainly in the age group of 31-50 years old, followed by the age group of 30 years old and below. With a large number of direct recruits, the main reason for leaving the company was due to non-adaptation to the working environment (including shift and communication), followed by family factors, while foreign workers mainly left the company due to expiration of their contracts, followed by family factors.

Statistics on the number of newcomers and resignations by gender and age

	New Employees		Resigned Employees		Number of employees by the end of 2022
	Number of people	Rate of intake	Number of people	Turnover rate	
Gender					
Female	234	28.36%	220	26.67%	825
Male	365	38.54%	346	36.54%	947
Age					
Under 30	220	63.40%	161	46.40%	347
31-50	360	26.69%	379	28.09%	1,349
51 and above	19	25.00%	26	34.21%	76
Total					
	599	33.80%	566	31.94%	1,772

Note: Current year employees: Based on the number of employees at the end of the year.

Rate of intake = (Total number of new employees in the category for the year / Total number of employees in the category at the end of the year) * 100%.

Turnover rate = (Total number of employees who resigned from the category in the current year / Total number of employees in the category at the end of the year) * 100%.

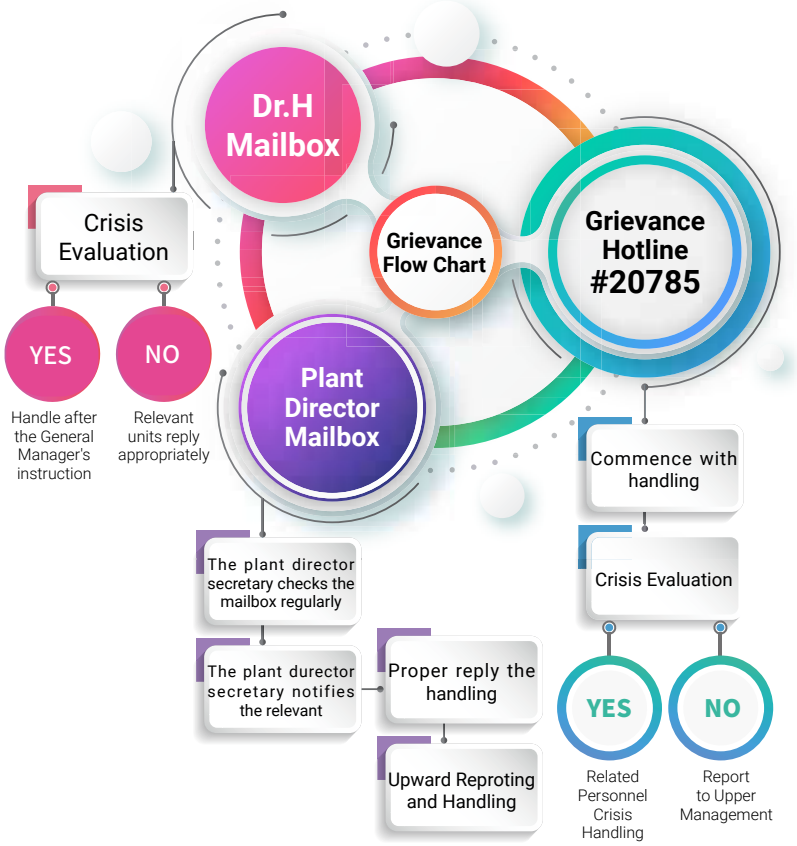
Talent recruitment for both quality and quantity

United Renewable Energy regularly participates in campus lectures and campus recruiting activities every year to reach out to students and identify potential talent, and to promote students' knowledge and understanding of clean energy. We have resumed physical recruiting activities in 2022 as the epidemic is has become less severe, and we are also recruiting through our open recruitment website.

The recruitment and selection process emphasizes an open and fair approach. Candidates from all fields are free to submit their resumes according to their interests and abilities, and are selected according to the company's selection process to match the company's operational needs. In addition to recruiting in Taiwan, we are also actively recruiting talented people from around the world to meet the operational needs of our overseas plants.

5.1.4 I have something to say and a sound channel of communication between employers and employees GRI 402-1

A friendly workplace environment helps to enhance organizational commitment and performance of employees. The core concept of a friendly workplace is to be close to the needs of employees. The company holds quarterly labor conferences to provide an open and transparent communication platform between employers and employees, and to coordinate labor relations to create a win-win situation. For employees' personal care, we have set up a hotline and a mailbox to listen to employees' voices and to better understand their needs. United Renewable Energy's expectations and practices in labor communication channels are in line with United Nations Sustainable Development Goal 8.8, which ensures that decisions at all levels are responsive to employee opinions and are inclusive, engaging



and representative. Transparency of company information helps to enhance employees' sense of recognition. In order to create a company environment with transparent information, the company provides multiple channels of communication, holding quarterly " labor conferences", " benefit committee meetings" and " departmental meetings", etc., so that employees are regularly informed of the company's operational goals, prospects, and possible future challenges. In accordance with the rights and responsibilities of corporate governance, we convene interim labor conferences in the face of significant operational changes, collect opinions from employees, and provide reasonable notice periods to employees. On the other hand, we have set up Dr. H's e-mail box, the Plant Director's physical mailbox, and the grievance care hotline to provide employees with a timely two-way communication channel to listen to the suggestions and voices of employees at all levels, which will serve as a reference for future policy formulation; Each relevant unit can objectively respond and provide suggestions for improvement, and strive to strengthen the smooth communication between the top and bottom as well as the horizontal. From time to time, we also issue internal e-newsletters or use the "screensaver" software on the company's computers so that all employees can better understand the company's corporate culture and future outlook.

In terms of protecting employees' rights and interests, United Renewable Energy complies with the local labor regulations. Before any significant impact on employees' right to work, such as plant shutdowns or relocations, a different notice period will be given depending on the length of employment, in accordance with Article 16 of the Labor Standards Law; At the same time, if there is a significant change in the company's operation and there is a need to dismiss a large number of employees, the company will notify the competent authorities and relevant units or personnel of the dismissal plan 60 days in advance and announce it in accordance with Article 4 of The Act of the Protection of Employees During Mass Redundancy.

The four 2022 grievances were all closed during the year, with 100% of the grievances resolved, demonstrating the results of diversified communication channels and the smooth and harmonious employee relations that support the organization's strength and position at the top of the industry. All of United Renewable Energy's employees are the company's most valuable assets.

5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms GRI 404-1

United Renewable Energy is a talent-oriented company, and education and training is one of the most important aspects of the company's planning. In line with the company's operational goals and the personal development of its employees, United Renewable Energy organizes relevant education and training programs to encourage lifelong learning in the workplace and to enhance personal and organizational competitiveness. In terms of education and training, the company provides a variety of learning methods, including internal and external training, E-learning digital learning platform etc. In order to continuously improve the quality of our staff, there are six categories of training courses, which will be arranged according to the job requirements of different duties.

Diversified Learning Channels

The Company provides a variety of learning channels. In addition to the internal and external physical courses,

the E-learning digital learning platform contains a variety of online digital courses for employees to learn independently without time and space constraints. In this way, we cultivate a reading culture among our employees. Besides the professional knowledge and work skills refined through supervisors' coaching and various project experiences, employees can also cultivate their professional and personal growth through various learning methods.

Comprehensive training courses

In addition to the internal developed course materials and professional training planning, we also invite experts in various fields to give lectures. With rich course contents and comprehensive course design, we are able to effectively improve employees' KSA - Knowledge, Skills and Ability.

In addition to lectures, the courses are designed to enrich and invigorate the learning process by arranging many experiential activities, case studies, group discussions, and viewing videos according to different course attributes. There are six categories of training courses, which are arranged according to the job requirements of different duties.

In 2022, due to the impact of the COVID-19 epidemic, most of the internal training courses were conducted by video. In addition, in order to enhance the work knowledge of employees and improve teamwork and communication, a monthly management or general knowledge course was held in the second half of the year. As the number of new employees in 2022 is lower than last year, the proportion of new employee training and occupational safety and health education training is relatively lower compared to last year. Nevertheless, the focus is still on occupational safety and health education training courses, followed by management courses. The Company continues to plan short, medium and long term training focuses on the six major training directions, and also encourages employees to participate in external training courses to achieve the goal of talent orientation.

Six major types of training courses:

Course Category	Description
New Employee Training	Pre-employment training for new employees, including company introduction, rules and regulations, and other common courses to help newcomers familiarize with the working environment
General Training	General courses in various languages, computer skills, etc.
Professional Skills Training	Includes related skills training in engineering, research and development technology, etc. to enhance professionalism and improve efficiency and performance.
Workplace safety and health training	Handled in accordance with the regulations of the Occupational Safety and Health Act
Quality Training	Includes training on statistical methods and quality control tools to promote the improvement of overall quality management
Management Training	In accordance with the company's management policy and strategy, we organize knowledgeable, conceptual and skillful management training at all levels.

The total number of training hours in 2022 was 9,603.5, and the average number of training hours per employee was 5.4. The training status information is shown in the table below:

Education and Training Status

Category	N-Newcomer Training	ESH - Occupational Safety and Health Education and Training	G-General Training	M - Management Training	Q- Quality Management Training	P-Professional Skills Training	Total
Training Hours	966	5,562.5	431	1,164.5	735.5	744	9,603.5
Percentage	10.1%	57.9%	4.5%	12.1%	7.7%	7.7%	100%

	Male	Female	Subtotal
Total Hours	6,151	3,452.5	9,603.5
Total Participants	947	825	1,772
Average	6.5	4.2	5.4

	Direct Staff	Indirect Staff	Subtotal
Total Hours	3,715	5,888.5	9,603.5
Total Participants	1,105	667	1,772
Average	3.4	8.8	5.4

Note 1: The information includes video and physical courses (internal/external training), and departmental professional skills training hours.

Note 2: Supervisor refers to deputy manager (and above).

Note 3: Training hours: Total training hours for the category of employees/number of employees in the category

5.2 Safe Workplace

United Renewable Energy regards its employees as an important asset. In the spirit of corporate social responsibility, United Renewable Energy's management concept is to provide a safe working environment and create a high-quality safety culture, and to actively participate in various activities to give back to the community and move towards internationalization. In order to build a happy and safe working environment, we have created a sustainable business environment by "complying with regulations and regulatory obligations; strengthening stakeholder consultation, communication and participation; continuously improving the environmental OH&S system and policy objectives; reducing personnel health hazards and environmental impacts; and implementing various OH&S and environmental protection commitments" to becoming a world class solar energy leader.

United Renewable Energy has implemented the ISO 45001 certification scope for Occupational Health and Safety Management Systems, and continues to promote prevention-based safety and health management. The ISO 45001 certified plants are: Hsinchu Science and Industrial Park plant, Zhunan plant and Tainan plant, which have also obtained the CNS 45001 certificate.

In order to strengthen the company's management of safety and health, each plant has set up a first-level management unit for OH&S management, and the Occupational Safety and Health Committee, with the top executive of each plant as the chairman, to lead various environmental, safety, health and health management plans. At the same time, we set up various ESH management indicators and implement training, drills, inspection and auditing programs to ensure the safety and health of employees during production and operation, and to meet various safety management requirements.

The Company also actively participates in various activities organized by the competent authorities at all levels to increase the learning opportunities for our employees and to share our experience to the society.

ISO 45001 and CNS 45001 certificates

5.2.1 ESH Management Indicators

United Renewable Energy continued to maintain and achieve three ESH management indicators in 2022:
√ There have been no fatalities due to safety incidents.
√ There was no production interruption due to the OH&S incident.
√ Awarded by the competent authority.
In 2022, we received four awards for our active participation in various activities. Including:

Safety and Health

- Tainan Plant: Bureau of Labor Affairs, Tainan City Government OH&S Family core enterprise, led the family members to actively promote safety and health operations.
- Tainan Plant: Participated in "Safety Culture Promotion Counseling" of Occupational Safety and Health Administration, MOLTainan District OH&S Center.
- Tainan plant: Badge of Accredited Healthy Workplace.
- Hsinchu Science and Industrial Park plant: Badge of Accredited Healthy Workplace.
- Zhunan Plant: Awarded 2022 Miaoli County Government Civil Defense Force Outstanding Unit.

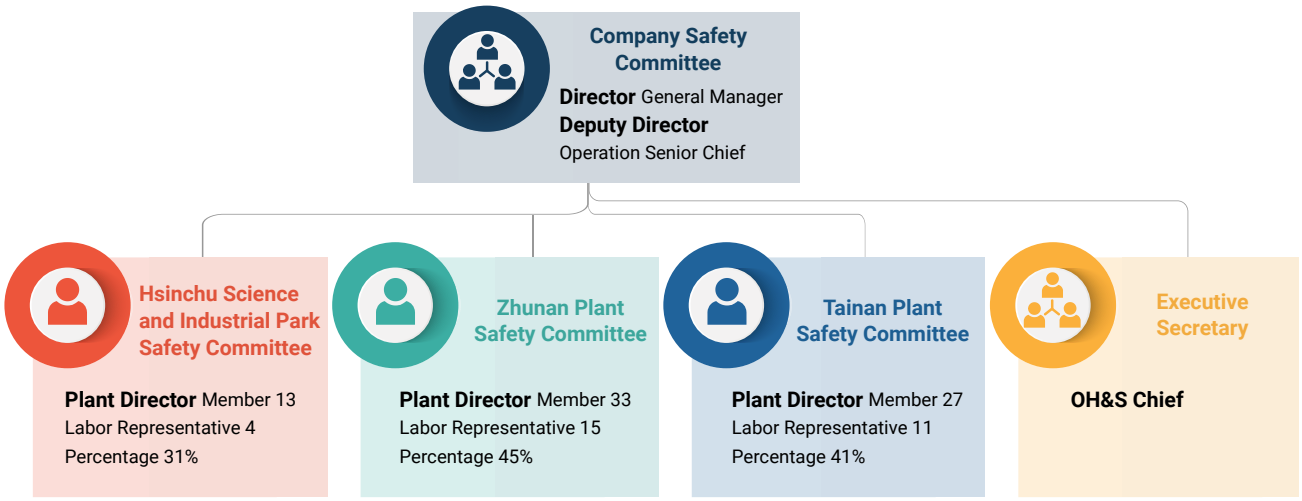
5.2.2 Occupational Safety and Health Committee of each plant GRI 403-1, 403-4

In order to promote the actual participation of all employees and ensure the implementation of occupational safety and health, the Company has set up an Occupational Safety and Health Committee, which meets quarterly and is responsible for planning and handling safety and health-related matters. It consists of a plant safety committee, which is formed by the plant director of each plant as the chairman who convenes the supervisors of each functional unit and labor representatives; and a company safety committee, which is composed of the General Manager as the chairman who convenes the chairmen of each plant safety committee and reviews the cross-site safety committee. Each plant holds monthly OH&S promotion meetings to discuss occupational safety and health related issues and deficiencies, which is the most important functional group in the company to promote safety, health and environmental management operations.

Through the Company's Safety Committee, the Company has jointly set the goals for the environmental OH&S

KPI, promoted the parallel implementation of accident prevention at the plant to achieve the effect of preventing recurrence, and prepared the energy resource management and health management plans, which have been confirmed by the Company's Safety Committee for implementation.

The organizational structure of the company & plant safety committee as well as the operation status of labor participation organizations are shown below:



5.2.3 Emergency Response and Safety and Health Education Training GRI-403-5

In order to implement the concept of disaster prevention for employees and to enhance their crisis awareness and emergency response capabilities, the Company regularly holds various emergency response and drills every year. In 2022, the topic of emergency response training was primary fire extinguishing. Through practical training and drills in groups, employees were familiarized with the location of fire extinguishers in the area, the operation of the fire alarm system, the reporting mechanism and the response handling process.

Through complete training and drills, employees have been equipped with the ability to stop the spread of the disaster as soon as possible, enhanced the ability to react, report and handle the process correctly in the early stage of the fire, reduced the risk of disaster spread and strengthened the fire safety of our company.

To prevent occupational hazards and raise employees' awareness of safety hazards, the company conducts occupational safety and health-related education and training for new and existing employees and contractors, as well as fire-fighting, emergency response and evacuation drills, etc. For example, in 2022, 508 training sessions were held, with a total of 4,876 people trained.

Education and Training Items	2020		2021		2022	
	Sessions	Number of participants	Sessions	Number of participants	Sessions	Number of participants
Newcomers	153	502	153	502	352	1,759
On-the-job Education and Training	19	662	19	662	21	349
Contractor Education Training	61	412	61	412	67	685
Firefighting Training	18	1,205	18	1,205	13	605
Emergency Response Training	52	1,443	52	1,443	55	1,478

Fire Drill Situation

Plant Evacuation Drill

Emergency Response

Primary Fire Fighting

5.2.4 Accident Prevention and Management GRI 403-2, 403-7

In order to effectively prevent the occurrence of occupational disasters, to provide a friendly working environment, and to protect the safety of employees and contractors, the Company continues to promote a performance scoring system, with active indicators including operational observation, voluntary inspections, and proposals for improvement, along with passive indicators to evaluate the number of accidents, their improvement, and the parallel implementation of such items. By adding points to the active indicators of the performance score, honor is given to each unit to strengthen the supervisor's participation and implementation of various operational safety management to achieve the active purpose of improving the safety of the operating environment, and thus improve the safety culture of the company.

Environmental OH&S Inspection Statistics

Items	Content	Frequency	2020	2021	2022
Plant inspection management	Plant inspection by work safety units	Persons/month	27	28	24
	Plant Supervisor Inspection	times/month	8	13	12
	Safety observation of high-risk operations	times/month	7	12	12
Contractor Management	Construction safety inspection for contractors	times/day	6	7	6

Note 1: Plant inspection management is based on annual average monthly statistics.

Note 2: Contractor management is based on average daily statistics per year.

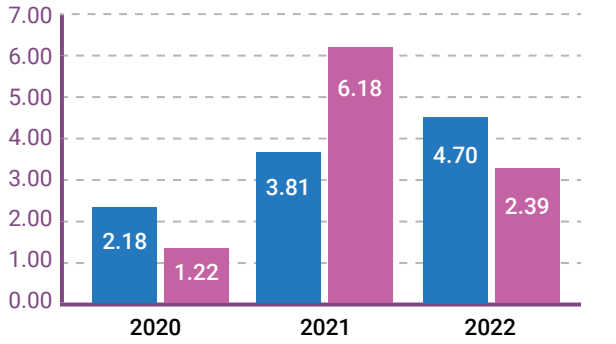
The plant supervisor and the OH&S department conduct monthly inspections of the plant. The inspection reveals issues mainly in the areas of operational safety and electrical safety management, such as failure to check the body and eye washers, failure of employees to wear the required personal safety equipment, hazard labeling, and extension lines crossing the aisles, etc. These issues are tracked and given a deadline for improvement, which should then be improved within a specified time frame.

Other than the regular implementation of hazard identification and risk evaluation of operation processes and conducting appropriate control measures according to the risk level, regarding the occurrence of occupational accidents in the plant, besides the investigation of accidents and the formulation of preventive measures for recurrence by the relevant units, the information on occupational accidents is provided through a parallel implementation mechanism so that all units can review together whether there are similar risks in the process or operation process and re-evaluate the adequacy of existing preventive measures in order to reduce the occurrence of similar hazards.

5.2.5 Disabling injury statistics analysis GRI 403-2, 403-9, 403-10

Our occupational accident statistics are calculated according to the major disabling injury statistical indicators published by the Ministry of Labor, with the frequency rate (FR) and severity rate (SR) of disabling injury as the main statistics, and excluding off-site traffic accidents. The statistics are used to track the trend of changes in disability injuries over the years and serve as a reference for subsequent improvement plans to reduce the incidence and severity of injuries. In 2022, the number of occupational injuries resulting in fatalities and serious occupational injuries was 0. There were 13 recordable occupational injuries, FR=3.62, and SR=40.Among the types of injuries, falls and crush injuries caused fractures and required longer rehabilitation days. We continue to analyze the causes of occupational hazards to develop and implement improvement plans. In addition to adding warning signs, we will also strengthen the installation of non-slip strips in areas susceptible to falls, inspect and repair elevation areas in the plant, distribute personal protective equipment, and regularly educate employees about occupational accidents to raise their safety awareness in the hope of reducing the number of accidents and working toward the goal of no major accidents in the coming year.

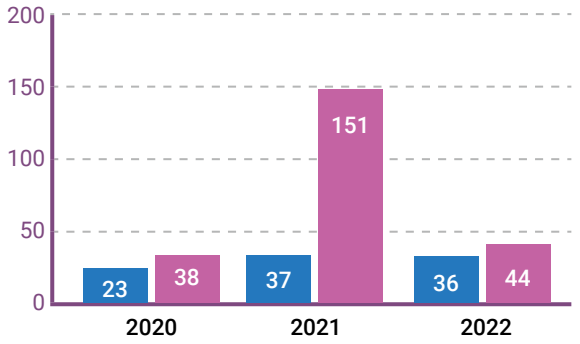
Disabling Frequency Rate (FR)



Note 1: FR: Total number of disabling injuries per million working hours

Note 2: FR calculation method: Total number of disabling injuries × 10^6/ total working hours, rounded to two decimal points and dropped the third decimal point.

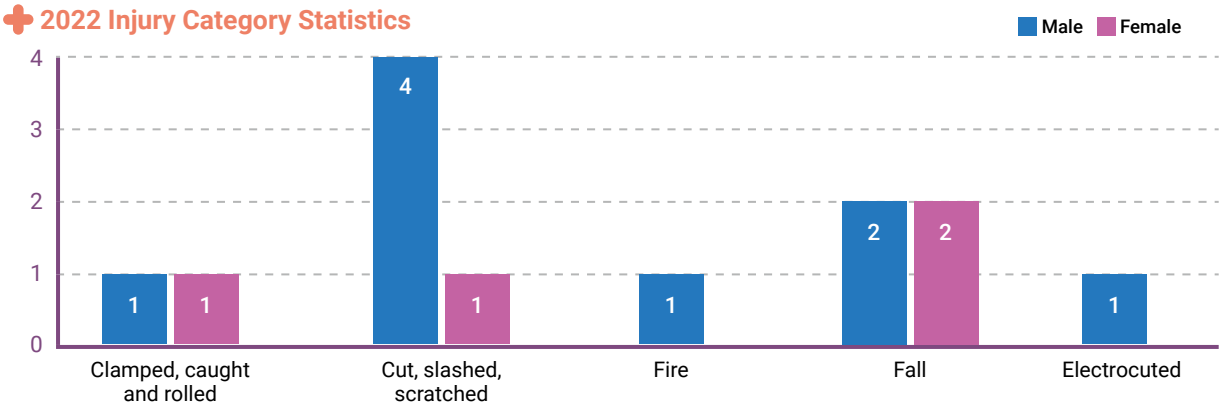
Disabling injury severity rate (SR)



Note 1: SR: The total number of days lost per million working hours for disabling injuries

Note 2: SR calculation method: Total days lost for disabling injury × 10^6/total working hours, rounded to the nearest integer and dropped after the decimal point

2022 Injury Category Statistics



5.2.6 Safe Workplace Promotion

The Company continues to participate in a series of activities such as National Workplace Safety Week and Workplace Safety and Environmental Protection Month of the Science Park, and timely shares the results of ERT response and drills, operational observation, machine safety inspections, disaster prevention/epidemic prevention, and health promotion. By promoting disaster prevention and reduction in the workplace, we strengthen workplace safety and health, as well as implement the identification, evaluation and risk control of potential hazards in the workplace to ensure workplace safety and labor health. The Tainan plant continued to receive recognition from the Occupational Safety and Health Administration, MOL, for its "Safety Culture Promotion" program, which replaced inspections with counseling.

In addition to our own efforts in workplace safety, our Tainan plant has been recommended by the Tainan City Labor Bureau to be the "leader" of the manufacturers since 2012, adopting the approach of "large plants leading small plants" to continue to promote workplace safety through the OH&S

Family communication platform to counsel small and medium-sized businesses, and to enhance the knowledge and skills of "Joint Gatekeeper Family" in workplace disaster prevention through workplace disaster prevention promotion, counseling, and education training to build a safe and healthy workplace environment. These efforts have been well received by the authorities and business partners. As of 2022, there were 15 participating companies. In addition to work safety, the company also encourages employees to develop exercise habits and promote their physical and mental health by participating in activities organized by the Labor Affairs Bureau.

Activity Name	Organizer	Sessions
Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2022 Q1 Operational Communication Report	Bureau of Labor Affairs	1
Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2022 Q2 Operational Communication Report	Bureau of Labor Affairs	1
Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2022 Q3 Operational Communication Report	Bureau of Labor Affairs	1
Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2022 Q4 Operational Communication Report	Bureau of Labor Affairs	1
Tainan City 2022 "Occupational Accident Prevention, Anping Safety Walk" Event	Bureau of Labor Affairs	1
Tainan City 2022 "100% Occupational Safety and Health, Stay Safe" Guanziling Walking Event	Bureau of Labor Affairs	1
Tainan City 2022 Bureau of Labor Affairs OH&S Family Assembly and Executive Forum	Bureau of Labor Affairs	1
Tainan City 2022 OH&S Family Occupational Safety and Health Education Training	Bureau of Labor Affairs/ United Renewable Energy	1

Tainan City 2022 Labor Recreation Series-Occupational Accident Prevention, Anping Safety Walk Event

Tainan City 2022 Labor Recreation Series-100% Occupational Safety and Health, Stay Safe Guanziling Walking Event

5.3 Healthy Workplace Management

Since 2010, the World Health Organization (WHO) has proposed four directions to establish workplace well-rounded health promotion: 1) physical work environment, 2) social-psychological work environment, 3) personal health resources, and 4) enterprise community involvement. Travis proposed that healthy living behaviors include self-responsibility, nutrition, physical awareness, and stress control in 1977; and the goal of workplace health management is to enable employees to strengthen their health protection knowledge and skills.

Therefore, our company not only arranges regular health checkups to analyze the health status of employees, but also surveys the needs of employees in terms of health activities and plans a series of health promotion activities to enhance the physical and mental health of employees and create a healthy workplace.

The Hsinchu Science and Industrial Park site and the Tainan site have been promoting workplace tobacco prevention and health promotion, and have been awarded the "Badge of Accredited Healthy Workplace" by the Health Promotion Administration, MOHW with significant results in establishing a healthy and supportive work environment. Along with reduced work accidents, reduced sick leave rate, improved employee health, achieved business goals, improved work environment quality, improved employee orientation and morale, and enhanced corporate image and competitiveness.

Hsinchu Science and Industrial Park plant-Badge of Accredited Healthy Workplace

Tainan plant-Badge of Accredited Healthy Workplace

5.3.1 Occupational Care GRI403-3

Labor Health Consultation Service

Health centers have been set up in each factory, and full-time nursing staff and occupational medicine specialists have been assigned to provide on-site services to offer physical and mental health-related consultation services to employees. In 2022, there were 132 hours of on-site service by doctors and 247 consultations in total.

Health checkups that are above the regulatory standards

In order to ensure the quality of health checkup services, the selection mechanism of health checkup hospitals is established before health checkups, and hospitals with both quality and cost-effectiveness are selected to provide employees with good quality of health checkups and comparisons of previous years' checkup reports; the data of checkup results are analyzed and managed in a database according to the principle of data confidentiality.

The hospital provides post-checkup counseling services to help employees identify the health meanings of abnormalities in health checkups and whether they are maintaining a healthy lifestyle with regular follow-up management of their long-term illnesses. Through the advice of the physicians at the health checkup hospital, the health concept can be improved to achieve the purpose of preventive care and self-health management.

In 2022, 962 people were checked across the plants, with a completion rate of 100%, and a total of 21 people participated in the colorectal cancer screening in accordance with the MOHW.

The purpose of special operation health checkups is to protect the health of workers, to detect occupational illnesses at an early stage, and to improve the working environment for special operation employees to understand their own health status and to take good care of themselves or to seek medical treatment in a timely manner. In 2022, the total number of special operation health checks conducted by lead operators was 233, with a 100% completion rate.

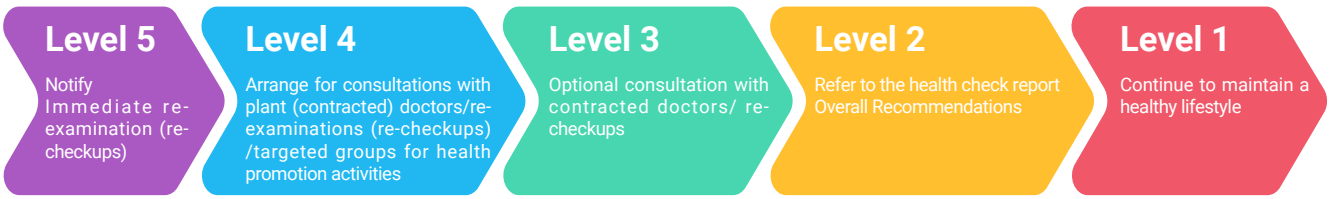
Health checkup management

When health abnormalities are detected or reported during daily operations, the company's health center will manage them according to the illness forwarding and tracking mechanism. For special health cases, the Health Center provides personalized health services by documenting and tracking the cases. We also make good use of the opportunity to invite consultation and health tracking from our on-site doctors.

According to the recommendations of occupational medicine specialists, health examination results are divided into five levels of management, rapidly identifying high-risk employees as the fifth level and providing immediate follow-up services; the fourth level is the target group for occupational medicine consultation/review/health promotion activities, and will be referred to the hospital for clinical treatment and follow-up when necessary.

The main purpose of arranging occupational medicine consultation is to provide employees with appropriate workplace health advice based on the results of their health reports, the characteristics of their work, and the environment.

In 2022, a total of 325 people were listed as abnormal in the health checkup program, and 258 cases were closed, with a 79.4% completion rate of occupational medicine consultation and follow-up review, and continuous follow-up care. On the other hand, the total number of metabolic syndrome cases managed was 64, with a completion rate of 89.1% for occupational medicine consultation, follow-up examinations and private health education information was provided. Health promotion activities were promoted and one seminar on metabolic syndrome was held in 2022, with a satisfaction rate of 88%, to enhance personal health concepts and to take care of family health.



In accordance with the "Regulations of the Labor Health Protection", we perform health checkups for lead operations, and the results of the categorization management are 91% for Level 1 and 9% for Level 2, which were not related to work after comprehensive evaluation by doctors, and we have completed plant medical consultation or health education as scheduled. If there are any of the above illnesses, an occupational medicine specialist will be arranged to conduct a fitness evaluation and, and if necessary, provide recommendations for job placement. The work sites are well ventilated and provided with personal protective gears to be worn and lead poisoning prevention health education is posted.

5.3.2 Epidemic Management

Due to the widespread prevalence of COVID-19 epidemic, in accordance with CDC's "Guidelines for Enterprise Planning of Business Continuity in Response to the Coronavirus Disease (COVID-19)" and OSHA's "Guidelines for OH&S Protective Measurements in Response to the Coronavirus Disease (COVID-19)", The company has set up an emergency disease prevention team and set up an epidemic prevention commander in each plant as well as upward notification personnel in each unit to immediately grasp the infection situation of employees in the plant, implement quarantine measures and provide epidemic prevention materials to employees to avoid the spread of the epidemic; to make epidemic prevention more comprehensive and protective to provide a safe and secure environment for employees to work, and to adjust the company's epidemic prevention policy on a rolling basis according to the epidemic condition.

During the period of escalating epidemic, the Company's epidemic prevention policy includes: 1. entry epidemic prevention measures 2. staff distribution 3. provide epidemic prevention supplies 4. restaurant dining adjustment 5. epidemic prevention safety and social distance promotion and vaccination rate statistics 6. strengthen environmental disinfection.

Plants and offices disinfection

Entrance and exit body temperature measurement

Posting of preventive measures for elevator rides and provide 75% alcohol hand disinfection

Escalating Epidemic - Preventive Measures Taken by the Company

Plant Entry	1.To take the body temperature voluntarily, not to enter the plant with fever and suspected cold symptoms, and set up an epidemic notification mechanism 2.Health questionnaire and contact history survey for visitors 3.Contact control measures: cross-factory staff and external visitors to make appointments to enter the factory and require the uploading of vaccine certificates 4.For those with similar epidemic footprints, the company will initiate quarantine and countermeasures simultaneously

Staff diversion	1.Entry and exit lane diversion 2.Meetings are held online 3.Office area diversion of red and blue teams 4.Remote Working 5.Suspension of cross-factory business support and restriction on overseas travel 6.Cancellation of visitors, interviews, construction, and community events 7.Smoking area diversion
Providing epidemic prevention supplies	For those who are not feeling well, for those who are going back to work after diagnosis, for those who are on business trips and for those who are stationed.
Restaurants	Distribute the lunch box, to be used in the personal seat
Preventive safety and social distance promotion as well as vaccination rate statistics	1. Each factory cares and tracks the health condition of the diagnosed employees and provides consultation to the diagnosed employees. 2. Occupational Safety and Health Committee Promotion 3. Posting epidemic-related information on the bulletin board of each plant and encouraging the download of epidemic prevention APP (Social Distance, NHI Express APP, EUCARE) 4. Established epidemic prevention groups in each plant, internal epidemic statistics and reported to the competent authorities
Strengthen environmental disinfection	1. Handwash / soap for restrooms 2. Alcohol dry hand washing at all company entrances, restaurant entrances, meeting rooms, each elevator entrance, and production line entrances 3. Strengthen disinfection in public areas throughout the plant

5.3.3 Employee health hazard risk identification and management GRI 403-7

By utilizing the appropriate evaluation form, we can analyze the results of questionnaires and take further management measures, including hazard evaluation and control, physician interview and guidance, risk categorization and management, and work suitability arrangements, etc. We have arranged for occupational illness specialists to identify and evaluate the work environment and operational hazards, and have categorized the risk levels for management based on the evaluation results. To prevent the occurrence of workplace illnesses, promote personal health, and improve work quality.

Comply with Occupational Safety and Health Act	Article 6	Article 6	Article 30, 31	Article 6, 18, 39
Company Regulations	Regulations for the prevention of human-caused hazards	Prevention and management regulation of illnesses caused by abnormal workload	Management regulation for protection of maternal health in the workplace	Preventive regulation for illegal abuse in the execution of duties
Target	All Employees	All Employees	Employees who are pregnant, 1 year after delivery and still breastfeeding	All Employees
Purpose	Work-related muscle and bone injuries caused by repetitive work, poor posture or inappropriate working hours	Prevent brain and cardiovascular illnesses caused by excessive physical and mental fatigue	Protect the health of employees and their fetuses (babies)	Prevention of illegal abuse by others' behavior at work
Methods	1. Employee muscle and skeletal investigation form to identify high-risk employees	1. Excessive fatigue questionnaire filling	1. Self evaluation form for the health of employees who are pregnant and have given birth for less than one year	1. Workplace illegal abuse questionnaire

Methods	2. Based on the results of the investigation and evaluation, visit the operating environment when necessary 3. Provide human caused hazards awareness and promotion courses	2. Health checkup report examined items, together with work type and environmental risk factors, to identify high-risk employees 3. Provide mental health related courses	2. Annual hazard identification and evaluation of workplace environment and operations by occupational safety personnel	2. The victim employee fills out the hazard identification and risk evaluation form, and cooperates with the unit supervisor to fill out the self-evaluation form for illegal abuse to identify the source of hazards. 3. Provide communication skills and stress relief courses
Arrange for follow-up examinations or professional advice and health guidance from occupational physicians for high-risk employees depending on their health conditions	V	V	V	V

Completion rate of human caused/risk evaluation and management execution

The muscle and skeletal symptoms questionnaire survey assessed the human health risk of employees, and 1.9% of suspected cases were diagnosed according to the NMQ Soreness Scale questionnaire in 2022, all of which were arranged for occupational medicine consultation, and the consultation results were not work-related or wrongly filled out by individuals. In 2022, we held the online course " Bye bye Soreness", and the satisfaction rate reached 87.6%.

If the hazards are identified as work-related hazards, we will arrange for occupational medicine physicians, environmental OH&S personnel, and occupational nurses to visit the work site. Based on the results of the hazard evaluation and the recommendations of the occupational medicine physicians, we will make improvement plans, including measures such as employee health education, improving the lifting position to reduce the spinal load, adjusting the working hours to reduce the workload, lowering the temperature of the working environment, and replacing the tires to enable the trolley to be transported smoothly.

Abnormal workload/risk evaluation and management execution

In 2022, we conducted a comprehensive evaluation of employees' risk of occupational brain and cardiovascular illnesses, identified 1.3% of high-risk employees, and implemented health management in accordance with the law; subsequently, we arranged for 100% of high-risk employees to be interviewed by occupational physicians, provided health services and consultation, implemented health education and promotion, cared for employees' health conditions, evaluated the hazards of workplaces, and gave relevant suggestions to improve the working environment and working hours to prevent the occurrence of occupational illnesses.

Workplace maternal health protection/risk evaluation and management implementation

The Company has set up a breastfeeding room in each plant to provide a refrigerator, sterilizer, backrest pillows, cleaning supplies, and posted information about breastfeeding and childcare, as well as a dedicated parking space and childbirth subsidy for pregnant mothers. We encouraged employees to inform us of their pregnancies and launched the "Sweet Beginnings United Renewable Energy New Happiness Campaign," which resulted in the giving of 12 mother's gifts. In 2022, we completed a fitness-for-work evaluation of 12 employees who were evaluated by occupational physicians as having no risk to maternal, fetal, or infant health. We also helped our employees to keep track of their health status and provide healthcare information during pregnancy.

Workplace illegal abuse violence prevention/risk evaluation and management implementation

The 2022 questionnaire survey analyzed a total of 11 people at high risk of internal and external illegal abuse, and arranged for an early stage of occupational medicine consultation to understand the circumstances of the occurrence,

Mother's Gifts

Nursing Room of Hsinchu Science and Industrial Park Plant

Hsinchu Science and Industrial Park Plant

Nursing room installation and management standard certification

and the results of the consultation were not work-related or wrongly filled out by individuals, so there was no need to further launch the company's internal investigation team.

The Company held internal training seminars on hazard prevention and communication skills, a total of 4 seminars on stress adjustment, dealing with interpersonal conflicts and communication skills in the workplace, and creating a friendly workplace atmosphere in 2022, in order to reduce interpersonal conflicts in the workplace and improve work performance. All employees are allowed to change their awareness and apply knowledge, attitude, and behavior theories in the hope of establishing an organizational culture of safety, dignity, work ethics, non-discrimination, and gender equality against illegal workplace abuse. The announcement is posted to promote the company's internal grievance and reporting mechanism, and the external mental care free hotline is promoted in the regular health promotion meeting and safety committee.

Promotion of workplace abuse

Bulletin Board

5.3.4 Health Promotion GRI 403-6

The company's health promotion activities include cancer screening, blood donation activities, health-related seminars, and health education and promotion of contagious diseases. 2022 health seminars- for online courses, a total of 7 sessions were held, and for physical courses/activities, a total of 5 sessions were held. Employees are the most important assets of an enterprise, so we continue to promote "increasing health awareness and establishing healthy behaviors" to improve employee health management skills, which can reduce employee turnover rate, sick leave rate and work accidents, and increase productivity to create a healthy workplace and work happily.

Name of the seminar/activity	Online Course	Physical Course
1. Intermission - Stress Management Seminar	v	
2. Inspiration and leadership with people and heart	v	
3. The Password to Health	v	v
4. Bye bye soreness	v	v
5. Communication skills and conflict management	v	
6. How to create positive emotions	v	
7. On-the-job training for first responders		v
8. Chemical hazard and emergency handling education and training	v	2
Total sessions	7	5

Blood Donation Event

Every year, we take the initiative to organise blood donation activities, and FamilyMart also joins in to call on all employees in the plant for blood donations to repay the society, to help reduce the shortage of blood in the blood bank, and to do our part in caring for the society. Through this activity, employees can promote their body metabolism and improve their health. 86 bags were collected in 2022, reaching 21,500 c.c. of blood donations.

5.4 Social involvement

As a corporate citizen, United Renewable Energy has been encouraging its employees to participate in public welfare activities. Since its establishment in 2014, United Renewable Energy volunteers have participated in activities such as the Family Support Center's inspirational family sponsorship, Huashan Social Welfare Foundation's Dragon Boat Festival charity event, the Genesis 30 Hour Famine, the charity organization's charity booth at the plant, and the Sunshine Box donation. We hope that the company and its employees will share the same vision of social responsibility and continue to take action to care for the disadvantaged groups, in line with the concept of "what is taken from society is given to society".

5.4.1 People Care

Charities

United Renewable Energy encourages its employees to participate in public welfare activities, and through the participation of volunteers, to stimulate the social care spirit of "the old and the young", so that love can be sent to every corner of society. Since the establishment of the Company, we have held annual booths to invite social welfare organizations to participate, so that social welfare organizations can promote their public welfare image and raise funds, and employees can learn about the organization's mission and service targets during the shopping and interactive process, which helps promote the concept of social welfare organizations. United Renewable Energy's volunteer club aims to provide a platform for employees to actively participate in volunteer services in the neighborhood, and to contribute to the two main axis of environmental care and social care by taking practical actions.

We believe that people care is not a temporary passion, but a continuous and long-term silent effort.

The charity started in 2012, with different activities and recipients every year, but what remains unchanged is the spirit of "love" and the delivery of practical care and community care. 2022 United Renewable Energy volunteers continued to carry out activities to care for the elderly and to help disadvantaged children in the rural areas of Hsinchu, and also responded to the "33rd 30 Hour Famine" event organized by the Genesis Foundation at the end of the year. We also invited our employees to participate in charity donations, in the hope of spreading care and happiness and accompanying disadvantaged families to have a good year. In the face of the severe epidemic, United Renewable Energy is still taking practical actions to support the disadvantaged groups, and will continue to walk the path of charity.

■ Past Charity Fund Raising / Fund Raising Results*

Event Name	Charity Donation	Charity Supplies Collected
2018 [Because of you, there is warmth in winter]	The income from the charity sale was about NT$60,000	Collection of used clothes to be donated to Family Support Center Collection of old shoes to save the life of the old shoes project Some of the used items were donated to Huashan Social Welfare Foundation Zhunan Angel Station
2018 [One day of love and a lifetime of gratitude]	NT$120,000	-
2019 [Love through Books]	-	A batch of new books
2020 [Gifts to your home]	NT$62,000	-
2021 [The 32nd 30 Hour Famine Event]	NT$30,000	
2021Epidemic protection masks [The spectrum of love]	NT$40,000	
2022 [The 33rd 30 Hour Famine Event]	NT$50,100	

Invite public welfare organizations to set up booths at plants in 2022

United Renewable Energy has been committed to the concept of taking practical actions to support the disadvantaged groups and invites charity organizations to set up booths at the company on a regular basis. We invite mentally disabled bakery groups to set up booths at our plants once a month. Although we have made some adjustments due to the epidemic, we still wish to give the children a stable working opportunity while satisfying our employees with good food. In addition, we have invited charity organizations such as the Charity Foundation Hsinchu Catholic Social Welfare Foundation, St. Raphael Opportunity Center, Huakuang Social Welfare Foundation, Lain Shin Yuan, Gofe Sanctuary, and LoveNature Sanctuary to set up booths for free during the New Year's celebration, The event was combined with plant activities to increase the sales and revenue of the public welfare organizations' products and to help them raise funds to become self-sustainable, so that they can go a longer way with their own strength.

2022 Community Care Activities

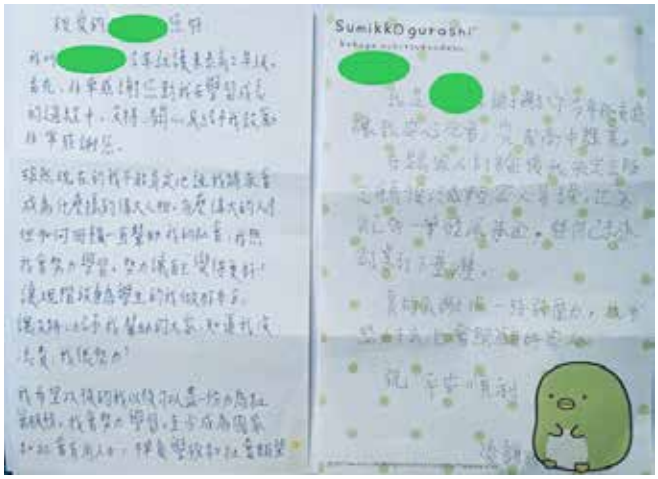
Sequence	Activity Name	Content of activities
1	Dragon Boat Festival cares for the elderly living alone	In cooperation with Huashan Social Welfare Foundation, we gave 100 Dragon Boat Festival care gifts to greet the elderly living alone with love.
2	United Renewable Energy's Inspirational Family	United Renewable Energy has adopted 16 disadvantaged children through the Hsinchu Family Support Center in 2022, helping them to maintain their basic needs and continue their education.

Dragon Boat Festival Charity- Visiting the elderly living alone

United Renewable Energy volunteers have been involved in the Huashan Social Welfare Foundation's elderly care program for eight consecutive years and donated a total of 100 care gifts to the 2022 Dragon Boat Festival to sponsor the Huashan Social Welfare Foundation's "Care for the Elderly" program, which has accumulated about NT$250,000. This year, due to the epidemic, in order to express our support for the elderly who live alone and sick, gifts were delivered by the Foundation's personnel instead, in order to continue the delivery of warmth and caring.

United Renewable Energy's Inspirational Family

As a member of the green energy industry, United Renewable Energy has always been proud of technological innovation. Knowing that knowledge can not only produce the power to change, but also turn life around, while children in remote rural areas, often due to family economic factors, can not get enough educational resources and drop out of school. In response to this, 2014 volunteer club promoted the " inspiration family " project, to provide Hsinchu area disadvantaged children the opportunity to continue to pursue education. As of now, more than 35 children have been adopted, and there were still 16 children in 2022 who received regular and fixed amount of financial assistance from employees, in the hope that the future protagonists can continue to grow up healthy and happy under the support actions of " the young ", reserve the power to turn their lives around and embark on an infinite possible future.



Green Energy Charity

In order to implement the Native Tribal Green Power Program, United Renewable Energy has partnered with NDHU Energy Technology Center, Hualien DigiTech USR Center and Industrial Technology Research Institute, to promote the Industrial Technology Research Institute - Technology Application and Service Program. United Renewable Energy donated high-efficiency solar panels to promote the tribe's sustainable goal of energy independence, enhance the community's reliance on clean, green energy, and further use of renewable energy to save energy and reduce carbon, so that the blue earth will thrive and flourish as the native cultures do.

6

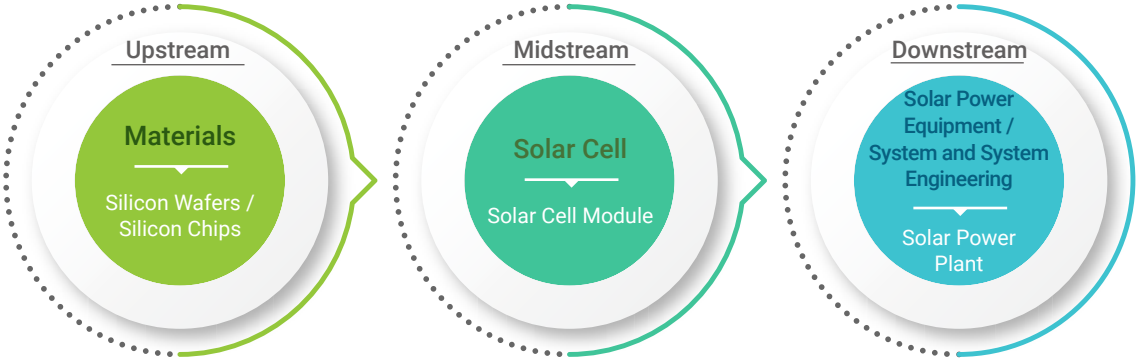
Partner Relationship

6.1 Supply Chain Management

6.1.1 Supply Chain Integration GRI 2-6

The solar energy industry chain can be categorized from top to bottom as follows: upstream: raw materials and wafers; midstream: cells and modules; downstream: system vendors, channel vendors and peripheral suppliers:

United Renewable Energy's role in the supply chain

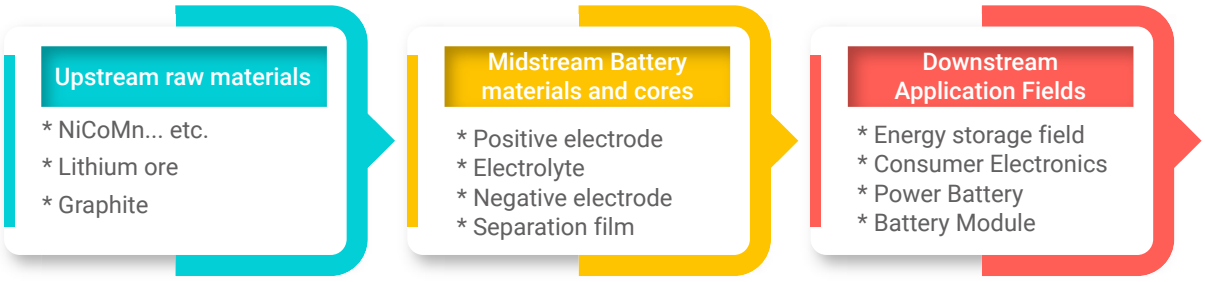


New Business Group - Energy Storage Supply Chain (Lithium Cell Industry Chain)

The upstream industry of the energy storage supply chain mainly includes lithium raw materials, positive electrode materials, negative electrode materials, electrolyte, film, and production equipment.

The energy storage supply chain can be categorized from top to bottom as: upstream: raw materials, midstream: cell materials and batteries, and downstream: energy storage technology vendors, channel vendors and peripheral parts suppliers, and there were no significant changes in the structure of the energy storage supply chain in 2022:

Diagram of Lithium Battery Industry Chain



▲URE's role in the supply chain

Maintaining long-term, close partnerships has always been the main mindset of United Renewable Energy's supplier relationships and supply chain integration. Through an open and transparent communication mechanism, the concept of coexistence and prosperity, and the foundation of mutual trust, the resources and core competencies of both parties are fully integrated to gain a leading competitive advantage in the international market, and also improved the bullwhip effect of the supply chain caused by the trend of globalization.

Through effective supply chain management, we have not only successfully controlled procurement costs, but also further reduced expenses for product development, quality, trading and after-sales services. At the same time, we have also improved the Company's resource utilization and greatly reduced uncertainties, not only increased customer satisfaction, but also created more value for our customers.

The Company continues to promote the concept of sustainable management both internally and externally, and has established a consensus on supplier management and development. United Renewable Energy believes that the traditional procurement model lacks the mindset of climbing and growing together with suppliers, focuses on lowering prices and changing suppliers at will, while ignoring the total holding costs and failing to consider the performance of long-term management. Therefore, United Renewable Energy has replaced the traditional procurement concept with a long-term cooperation mindset, and actively requested all departments to strengthen strategic partnerships with suppliers with the goal of improving overall supply chain performance while considering the impact on the environment and society.

When choosing suppliers, United Renewable Energy not only considers price, quality, service and delivery, but also takes into account the following four points regarding the locations of suppliers:

1. Possible operational risks of diversifying into a single supplier or a single regional supplier:

Due to the fact that raw material costs account for a higher percentage of United Renewable Energy's total costs than the general electronics industry, and because the solar industry has experienced several periods of raw material shortages in the past, supplier diversification and risk management have been important considerations for United Renewable Energy when choosing suppliers. First of all, avoid the single source of important raw materials; through continuous development, testing, certification to include new suppliers, and have more choices in procurement. In addition, diversify the ratio of suppliers, adjust the ratio of different suppliers or different regional suppliers; Even if suppliers differ in price, we maintain a certain percentage of purchases from secondary suppliers appropriately to avoid excessive concentration of a single material on a single supplier. In terms of the number of silicon chip suppliers, as the solar industry becomes more competitive, the quality of raw materials provided by Mainland China can also meet the current market needs, however, Taiwan suppliers are more expensive, therefore, based on the procurement strategy, suppliers from Mainland China have increased. In a highly competitive market with many mergers and acquisitions, we will still try our best to maintain diversified supplier relationships; As for module supply, at current stage, we are still mainly procuring from overseas as Taiwan suppliers cannot provide enough raw materials to meet United Renewable Energy's production demand.

2. Reduce the environmental impact of raw material transportation:

With the continuous advancement of technology and the increase of industrial output value, the environmental hazards caused are also increasing, which has also drawn the attention of the world to the issue of environmental protection. At the 2015 Climate Change Conference of Parties (COP21), 195 countries pledged to improve the current worsening climate change by keeping the average global temperature to no more than 2 degrees above the average temperature of the pre-industrial period. The conference is considered one of the most representative international agreements on global warming in history, and it has raised awareness of the importance of and demand for the solar industry. United Renewable Energy also upholds this principle in selecting suppliers by taking into account the geographical location of the supplier, in addition to considering the supply cycle and timeliness, transportation costs, and reducing the potential impact and damage to the environment caused by long-distance transportation of raw materials. For example, United Renewable Energy's procurement of silicon chips, a key raw material, has been reduced to zero from European suppliers and has shifted to an increased proportion of suppliers in Asia. Moreover, the mode of transportation has been gradually changed from air transportation to sea transportation, because of the increase in the volume of sea transportation can reduce the frequency of transportation, thus reducing the carbon emission caused by the fuel consumption of transportation.

3. Procurement Policy

United Renewable Energy is currently operating in Taiwan and China, and is committed to fulfilling its corporate social responsibility by increasing its share of procurement from local suppliers and increasing local employment and economic activity.

Regarding the procurement of key materials, 95% of the silicon chips, glass, and aluminum frames for the solar industry are made in China, and even if there is a third location, the main raw materials are still produced in China. The main reason is the concentration of the industry chain, which makes it more difficult to choose.

4. Key Material Management

In terms of key raw material management, based on the principle of quality consideration, United Renewable Energy implements standardization and precise management of key materials. We strive to reduce the energy and environmental impact of the material production process through quality control, and in addition to efforts to reduce the amount of raw materials used, we also maintain close contact with relevant suppliers, pay attention to future trends in related technology applications, and seek alternative materials.

We also improve the quality management ability of suppliers to ensure the quality of incoming materials or product design and application issues, to reject the bad quality materials before production, and to reduce the products with failed quality. Cooperate with the audit of suppliers to ensure the implementation of the overall quality policy and management.

6.1.2 Supplier Relationship Management

The company's cooperation with suppliers is not only limited to the integrated management of the supply chain, but also takes into account the needs of various departments within the company, combining the expertise of procurement staff with the characteristics of R&D, production management, logistics, quality and business departments, and strives to work with suppliers to develop products that better meet market needs, improve the quality and stability of production, and deliver better procurement performance for United Renewable Energy.

The company continues to work on a number of internal projects with suppliers to enhance the added value of such collaboration.

- We continue to maintain relationships with key suppliers and work together to develop new products to ensure that all materials used will enhance the performance of our products and meet standard inspection and safety regulations.
- The plants conduct regular quality discussions and improvement plans with suppliers in order to provide a more stable and high quality supply, reduce additional losses due to defective products, and reduce environmental and energy losses.
- The industry shares market information, production and sales forecasts to grasp the changes in market supply and demand, making the supply of raw materials and inventory transparent and reasonable, while suppliers can clearly estimate the demand for production, reducing the risk of inconsistency between inventory and demand caused by the uncertainty of the overall supply chain.

6.1.3 Supplier Selection Mechanism

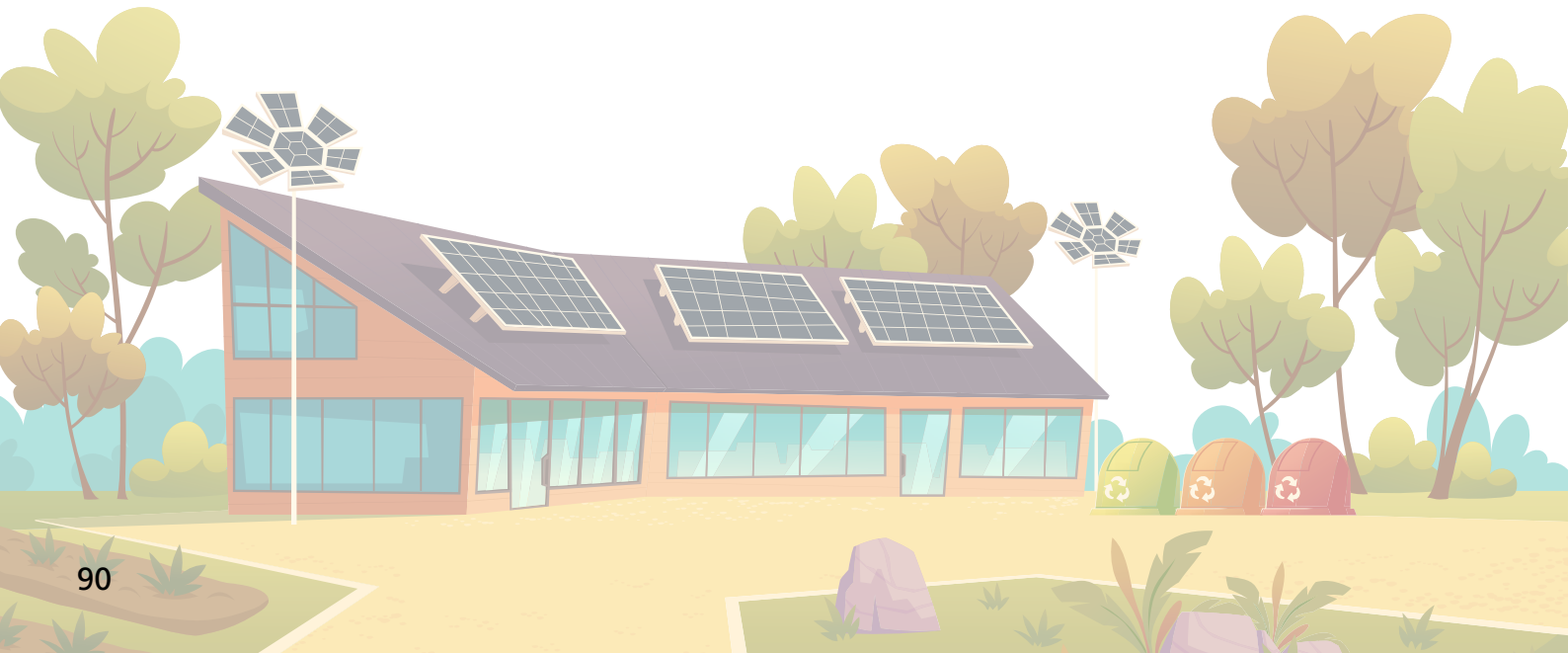
United Renewable Energy's selection of suppliers is not based on price alone, but rather on the advantages of the supplier in comparison to risk. It is important to maintain a good relationship with suppliers to ensure that the quality, cost, delivery, service, management, environmental and social aspects of suppliers meet United Renewable Energy's procurement needs.

It is necessary to maintain a good relationship with these "irreplaceable and non-substitutable in the short term" suppliers. The development of new suppliers is a necessary and needed part of the procurement process. By developing new suppliers, we are able to create a win-win situation and make objective decisions for our existing suppliers, in addition to serving as a counterweight to each other. We expect to complete the signing of the "CSR Commitment" by our major raw material suppliers one after another, with a total of 36 suppliers that have responded to the signing in 2022, and the number will continue to increase.

Supplier selection mechanism added the following aspects:

As a corporate citizen, United Renewable Energy not only demands that we fulfill our corporate social responsibility, but also hopes to use our influence to urge our suppliers to do their part in corporate sustainability. We will soon propose a CSR Commitment for United Renewable Energy suppliers, and develop goals according to the stage, we will at first invite existing major suppliers to sign the Commitment when exchanging contracts; In the future, we also plan to sign the Commitment for new suppliers, so that the solar industry in which we are involved can move towards sustainable management together.

In addition to taking care of the quality, delivery and cost of our suppliers' products, we also urge them to improve safety and health, and to pay attention to human rights. We plan to strengthen our efforts to promote social care among our suppliers in the future, and we expect our suppliers to fulfill their corporate social responsibility together with United Renewable Energy, and to do a proper job of risk management and business continuity planning.



6.1.4 Green Supply Chain GRI 301-3

Combining the ideas of supply chain management and environmental management, United Renewable Energy has implemented a green supply chain model to manage green procurement.

Goals

By incorporating the idea of green manufacturing into the traditional SCORE model, we ensure that the production process is in full compliance with social responsibility and fair trade principles. From supplier selection, logistics, warehousing, production, and shipping, all operations must meet the green concept and be completely transformed into a green supply chain operation model. We will further establish a green supply chain and improve the environmental performance of our suppliers by retiring the old and replacing with the new.

In response to suppliers and environmental policies, we continue to promote the evaluation and testing of lead-free materials for conductive pastes to build and enhance the environment of green supply chain together.

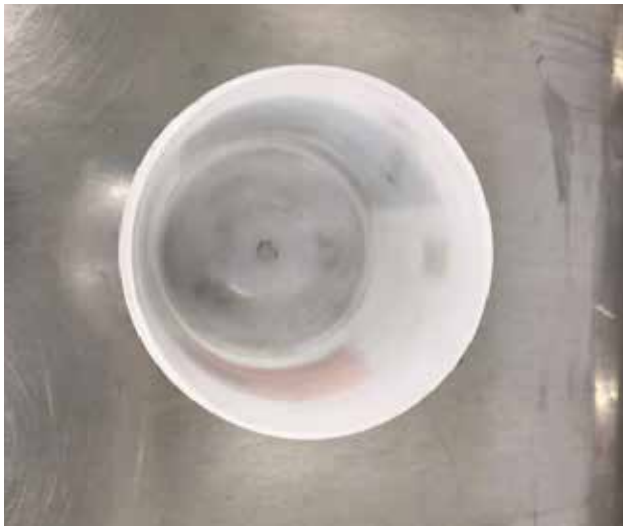
In order to comply with the principles of energy saving, carbon reduction and waste reduction, we promote long-term collaboration with suppliers to adopt recycled materials for some parts of the supply materials or to change some of the transportation packaging materials, and both parties agreed to work together to implement recycling operations to achieve a reduction and recycling strategy.

In order to meet the global trend of environmental protection and to save excessive paper packaging material consumption, United Renewable Energy follows the principles of Reduce, Reuse and Recycle to recycle and reuse packaging materials between internal plants. We not only save a considerable amount of packaging materials and cartons every year, but also enhance the clean environment and create value through continuous waste reduction.

Results of recycling and reuse projects

Recycling and reuse items	Unit	Recycling rate	Note : Calculation method
Plastic pallet	EA	98%	Total number of loaded pallets for incoming and outgoing shipments / Number of loaded pallets for incoming and outgoing standard packages. About 2% damage rate will not be recycled. The use of pallets is divided into two parts: module plant shipments and supplier deliveries for recycling. Calculation based on standard package load
Ribbon Reel	EA	95%	Total amount of incoming goods / BOM standard usage amount 5% is the leftover inventory and safety inventory in use for recovery
Plastic recycling	G	98%	Total weight recovered(Kg)*Silver content(g/Kg)*Feedback ratio(%) Recycling items are as follows. 1.Silver plastic wipe/back silver glue wipe and back aluminum glue wipe recycling 2. Recycling of empty cans of positive silver glue / empty cans of back silver glue and empty cans of back aluminum glue

Note: Reused module cable tape reel



Note: Recycled empty cans and used wipes for recycled glue operations

Note: Recycled and reused plastic pallets

6.1.5 Supplier Labor Rights

It has always been our goal to work together with our manufacturing partners for corporate social responsibility and to lead the industry in establishing higher standards of environmental protection, safety and health.

The following three points are considered in the supplier selection mechanism with respect to labor practices and related rights:

Management and supervision of contracted workers' inbound operations

The number of contractor workers in the plant is extremely small, but their entry into the plant for construction, repair and maintenance may cause major occupational disasters due to unfamiliarity with the site environment and lack of understanding of plant regulations, so United Renewable Energy is committed to the management of contractors in the spirit of eliminating all possible risks of occupational disasters. We have established a systematic management process for the entry of contractors and strengthened the notification of hazards to contractors, set up an audit system and performance management indicators for contractors, and selected and evaluated high-performing contractors for the construction of projects. After completing the contract with United Renewable Energy, the contractor must sign the "Contractor Safety, Health, and Environmental Protection Management Regulations" and restrict female workers from engaging in dangerous operations in accordance with the Occupational Safety and Health Act, in order to adjust the work content of the contractor's construction workers according to gender and age. United Renewable Energy's work site supervisors will also hold regular meetings with contractors to actively promote contractor safety management counseling and strengthen contractor labor safety awareness through a combination of counseling, auditing, and promotion.

Defining the implementation of high-risk operations and focused controls

In order to further strengthen the construction safety management of contractors, the company prioritizes the safety certification standards for contractors and employees of high-risk operations according to the exposure risk, frequency and type of operation, and adopts focused management and self-management for high-risk projects. The main focus of management is on lifting and transporting, confined space operations, elevated operations over 2 meters, and operations near gas/chemical pipelines, etc. Depending on the characteristics of different operations, the safety protection measures and control procedures to be taken by construction workers are clearly defined. In terms of self-management, United Renewable Energy requires contractors who undertake high-risk projects to complete certification of construction workers' skills before they can perform the work; this will increase the sense of responsibility and effectiveness of the contractors' self-management, and further enhance the safety culture and skill quality of contractors in the entire industry.

Contractor Management and Regulations

Other than employees, contractors are also important partners of United Renewable Energy. Therefore, the management of contractors is a very important issue for the promotion of environmental safety in the plant. The audit standards of contractor management, such as safety, quality, discipline, environmental management and resource utilization, are the same as those of our employees. Contracting workers who work in the plant has potential risks to the operation, they may cause loss of personnel, equipment and property if they are not careful. In order to strengthen the safety awareness of contractors, each contractor partner is required to be informed of the working environment, hazards, hazard prevention measures, and safety and health regulations before entering the United Renewable Energy plant for construction, and to take necessary precautions and controls prior to operation so that the contractors can

Request that the contractor comply with United Renewable Energy's work regulations

Conducted 685 educational training sessions for a total of 20,550 minutes

work with peace of mind. Only those who have passed the audits and tests will be allowed to perform work at United Renewable Energy sites. In addition, four meetings were held in 2022 to strengthen the safety awareness of the contractors and to promote the factory operation regulations. The contractors also conducted operation audits and tracked the improvement status when working in the factory. 194 cases of contractor deficiencies were recorded in 2022, mainly in elevated operations and torching operations, such as elevated operation vehicles not being inspected, elevated workers not wearing back safety belts, exposed terminals of welding machines, and cutting machines (torching) without wearing goggles, etc. All improvements were completed promptly.

The Company also emphasizes on the reasonable utilization of the supplier's production capacity to avoid any suspicion of violating the Labor Standards Law by the supplier's employees. In addition, the Company takes opportunities of supplier's visits or audits to actually visit the supplier's production line, through observation or interviews, to actually understand whether the labor rights of the supplier's employees are protected.

Take 2022 waste management as an example:

In order to achieve sustainable use of resources and ensure proper handling of waste, United Renewable Energy has established a waste cleanup service providers selection mechanism and audited a total of 31 companies in 2022. There were 66 environmental OH&S non-compliances, such as no record of pollution prevention equipment, dust scattering in the site environment, failure in wearing protective gears for plant workers, over-stacking of materials, incomplete on-site labeling, handling of non-permitted waste, and incomplete records of operating equipment, etc. United Renewable Energy requested the providers to make immediate improvements and ensure compliance before collaborating with them.

In response to the above findings, United Renewable Energy not only requested the waste cleaning service providers to reply with improvement measures, but also provided the management system and implementation experience to the waste cleaning service providers for reference.

6.1.6 Supply Quality Management GRI 308-2, GRI 414-2

United Renewable Energy has always regarded its suppliers as important partners, and regards supply chain management as an important part of enterprise competitiveness and sustainable management. Through close communication and cooperation with suppliers, we pursue growth together and fulfill our corporate social responsibility at the same time.

Therefore, United Renewable Energy pays great attention to the performance and evaluation of suppliers. Other than the quality of raw materials, the delivery and service of suppliers are also included in the evaluation, and are rated once a year, with 60 points passing the standard, and if the score is less than 60, the supplier quality management will recommend the procurement unit to reduce the procurement quantity of the particular supplier;) We also conduct on-site audits of suppliers according to actual needs and will provide continuous counseling. Annual supplier audits are based on trading volume, quality status, environmental considerations (environmental protection, pollution

prevention...), social considerations (occupational safety, labor rights...), and risk considerations (risk control...), arranges major suppliers for document audits and on-site audits based on trading volume, and publishes the scores to relevant units for reference. In 2022, the supplier evaluation scores ranged from 70 to 89.7 points. We will consider to increase the number of procurement from the excellent suppliers with higher evaluation scores, and if the suppliers with substandard scores below 60, we will have to request improvement and reevaluate again, and if there are special needs, we can "conditionally approve" the temporary use after internal resolution, and re-evaluate within the request period.

United Renewable Energy's quality management and evaluation of suppliers is conducted through the following:

Supplier audits:

Due to the large number of suppliers and partners of United Renewable Energy, we set up an annual audit plan according to the categories of raw materials and the importance of suppliers, and conduct on-site audits, or by documentary audits if there are constraints due to the location of suppliers and company resources. The on-site audit team mainly uses quality control, supplier management and procurement department personnel to visit the supplier's production plant to confirm the quality certification system, production control system and 6S operation system, etc. The audit results are discussed directly with the supplier immediately after the meeting, and improvement items will be listed for regular follow-up or United Renewable Energy will provide suggestions to strengthen the collaborative relationship.

Completion rate of supplier evaluation audits in 2022

In 2022, there were 25 suppliers of important raw materials for solar cells. The completion rate of supplier evaluation and audit was 100%, in which 14 were satisfactory, 11 were acceptable, and all passed the evaluation, with no supplier disqualification.

A total of 13 suppliers of important raw materials for solar modules were audited, and the completion rate of supplier evaluation and audit was 100%, with 2 satisfactory results and 11 acceptable results, all of which passed, and no supplier disqualification occurred.

In 2022, the three aspects of green environment, risk management, human rights and ethics have been fully incorporated into the supplier evaluation to direct suppliers to pay attention to corporate social responsibility and sustainable management concepts.

Note: There are five levels of supplier evaluation, namely, excellent, satisfactory, acceptable, requires improvement, and major deficiencies.

Supplier Review Meeting:

In order to provide suppliers with the ability to meet United Renewable Energy's needs and expectations, we provide technical support by unscheduled meetings with suppliers and direct face-to-face communication. We help suppliers improve their deficiencies to meet United Renewable Energy's needs. In addition, we maintain a close relationship with our suppliers through regular evaluation and audits to develop a long-term stable collaboration with them.

United Renewable Energy not only needs to take into account the quality, delivery and price of suppliers' products, but also urges them to take environmental protection into account by complying with EU RoHS regulations, restricting the use of hazardous substances, and actively encouraging suppliers to procure from smelters and mines that are recognized as non-conflict by specific industry organizations (e.g., RBA), and continuously working to achieve the goal of "non-conflict" in the use of gold, tantalum, tin and tungsten, protecting the environment, improving safety and health, and valuing human rights in order to fulfill corporate social responsibility together.

6.2 Customers and Services

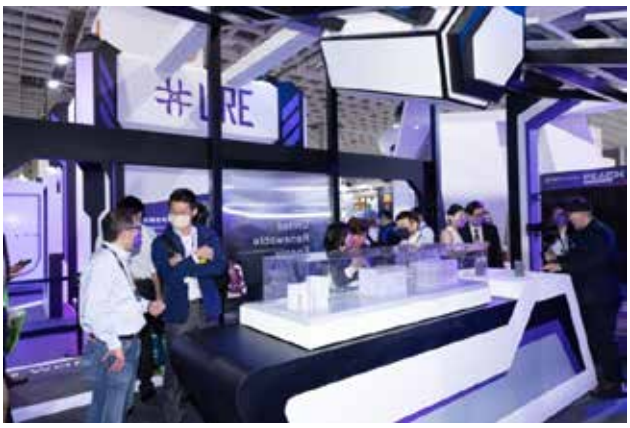
6.2.1 Marketing Communication

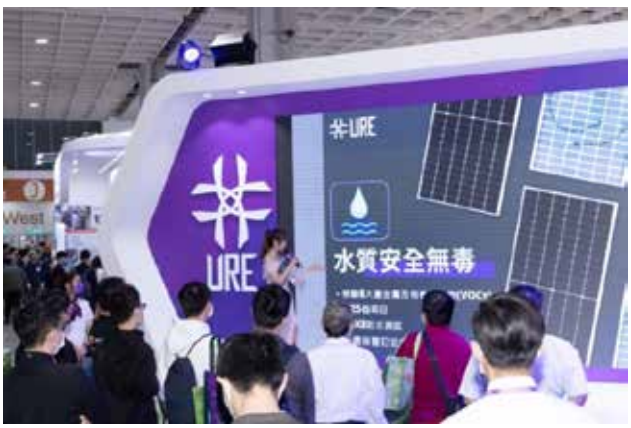
As one of the world's leading companies in the renewable energy industry, United Renewable Energy emphasizes the development of green and clean energy and solar energy in all regions, and increases its frequency of contact and communication with the general public and industry players by sharing information through global networks and actively participating in related industry forums, academic seminars, and commercial exhibitions. In 2022, as the impact of COVID-19 eases, United Renewable Energy resumed overseas participation in renewable energy exhibitions, with the first wave focusing on India and the United States, and also participated in online exhibitions and planned online advertisements on major renewable energy websites, with results comparable to those of traditional exhibitions. United Renewable Energy also participated in Energy Taiwan and cooperated with TAITRA and Semi for marketing, not only to showcase the overall strength of Taiwan companies, but also to enhance the overall visibility of the industry in the international arena. At the same time, United Renewable Energy has also communicated its enterprise concept, technology capability and product services through various marketing platforms, such as BNEF Bloomberg New Energy, PV Magazine and PV Tech through their printed advertisements.

In 2023, United Renewable Energy plans to fully resume the physical exhibition, in addition to Energy Taiwan, we will also participate in Intersolar Euroup, Solar Power International in the United States, and continue the printed advertisements on BNEF Bloomberg New Energy, PV Magazine and PV Tech.

2022 Bureau of Energy, Ministry of Economic Affairs Taiwan Excellent PV Award

Photos from the “Energy Taiwan” International Smart Energy Week 2022





6.2.2 Service Quality GRI 418-1

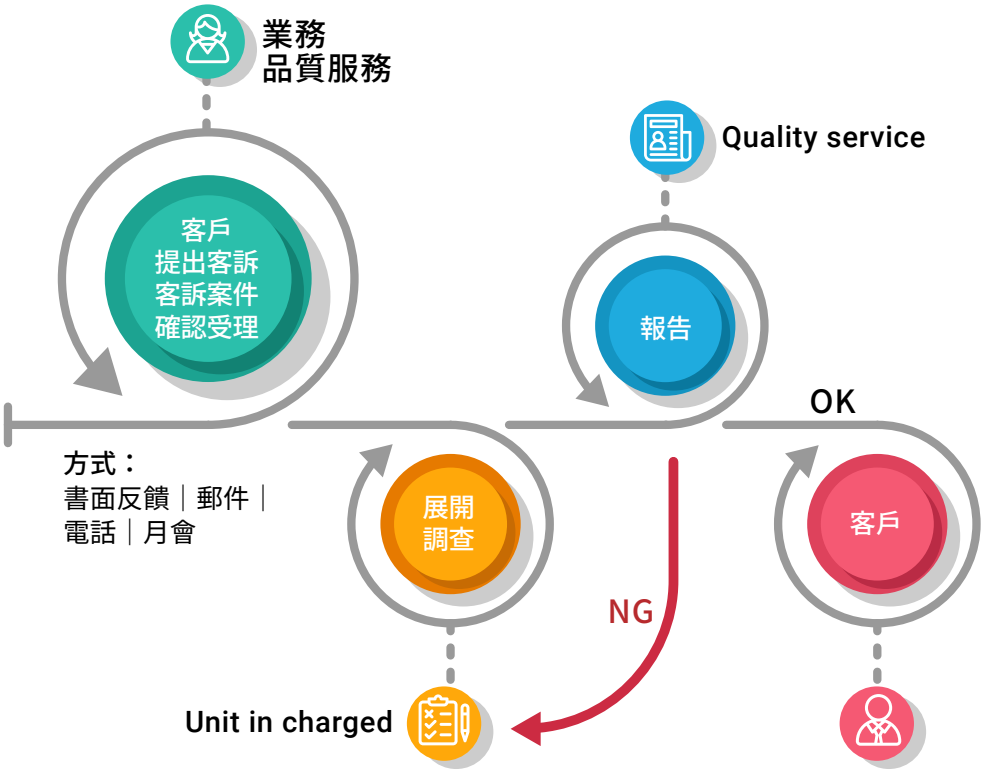
Customers are the main source of United Renewable Energy's income, and the quality of service we provide will affect our customers' faith in us and future opportunities for continued cooperation, so we are actively working to develop and maintain the quality of service with our customers to make it more refined and better than the spirit of service in the industry, and uphold a professional, fast, efficient and proactive attitude to provide assistance to customers, and has successfully earned the trust and satisfaction of United Renewable Energy's customers and partners. Through smooth communication and platform channels, such as detailed analysis and diagnosis of incident, daily consolidated progress reports by conference call or email, detailed business division, and technical support and consultation, United Renewable Energy has steadily provided its customers with immediate service and peace of mind to relieve any inconvenience caused to them.

United Renewable Energy believes that excellent customer service comes from continuous improvement and refinement within the company. By doing so, United Renewable Energy and its customers work together to create a win-win and mutually beneficial model, and therefore United Renewable Energy is committed to meeting customer requirements and achieving customer satisfaction by prioritizing the creation of superior quality and providing customers with the most competitive products.

United Renewable Energy's customer grievance channel receives feedback from customers on product quality issues through our business and quality service departments. Customer grievances are mainly in the categories of product appearance, product electrical properties, product EL performance, and product reliability performance. In addition, the internal grievance handling process is that after receiving feedback from customers on product quality issues, the quality system and service department will open a case on the electronic system to track and investigate the cause, improve the behavior and confirm the results with the quality, plant, technical departments and business units. Other than the regular monthly and quarterly meetings with major customers, we also maintain communication with customers and provide feedback at any time.

United Renewable Energy also proposes improvement plans in response to valuable customer feedback, with the participation of all employees, and implements continuous improvement. An effective "customer sales return" reporting system is in place to guide each unit in the follow-up process and feedback of results as an important evaluation indicator for future growth.

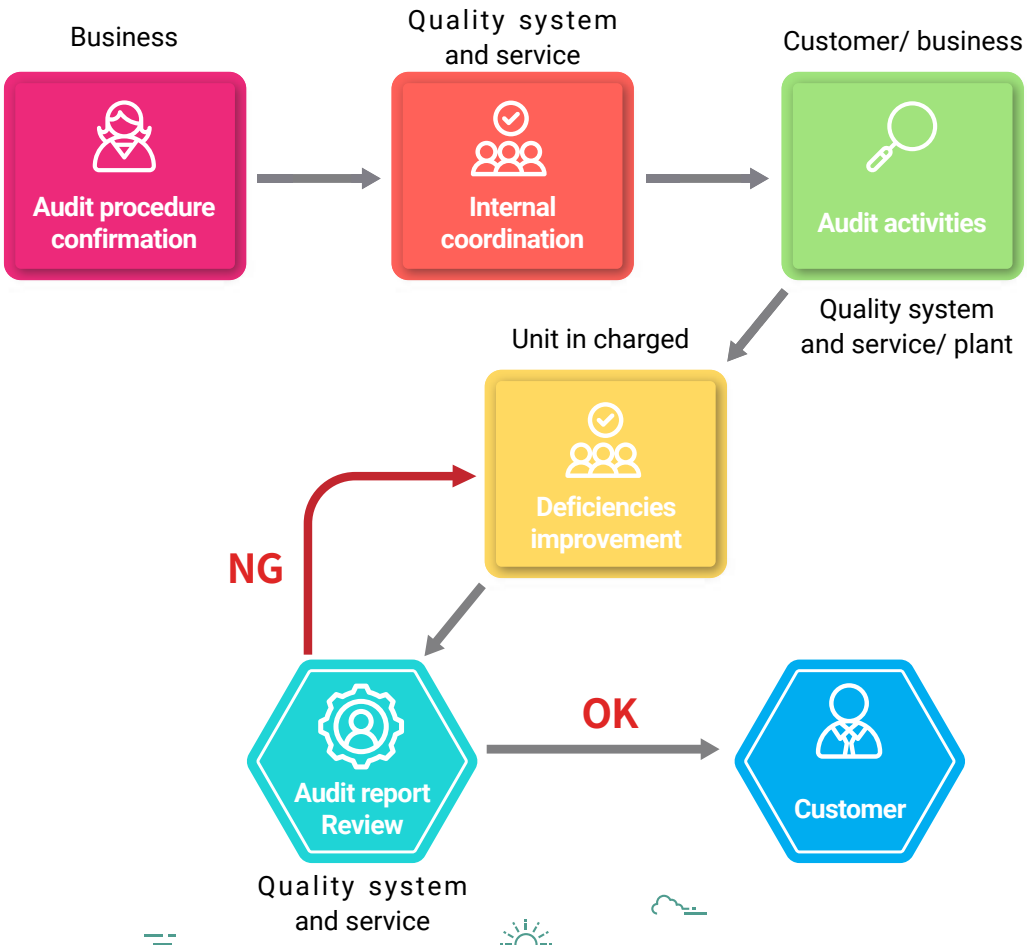
Flowchart for handling customer complaints:



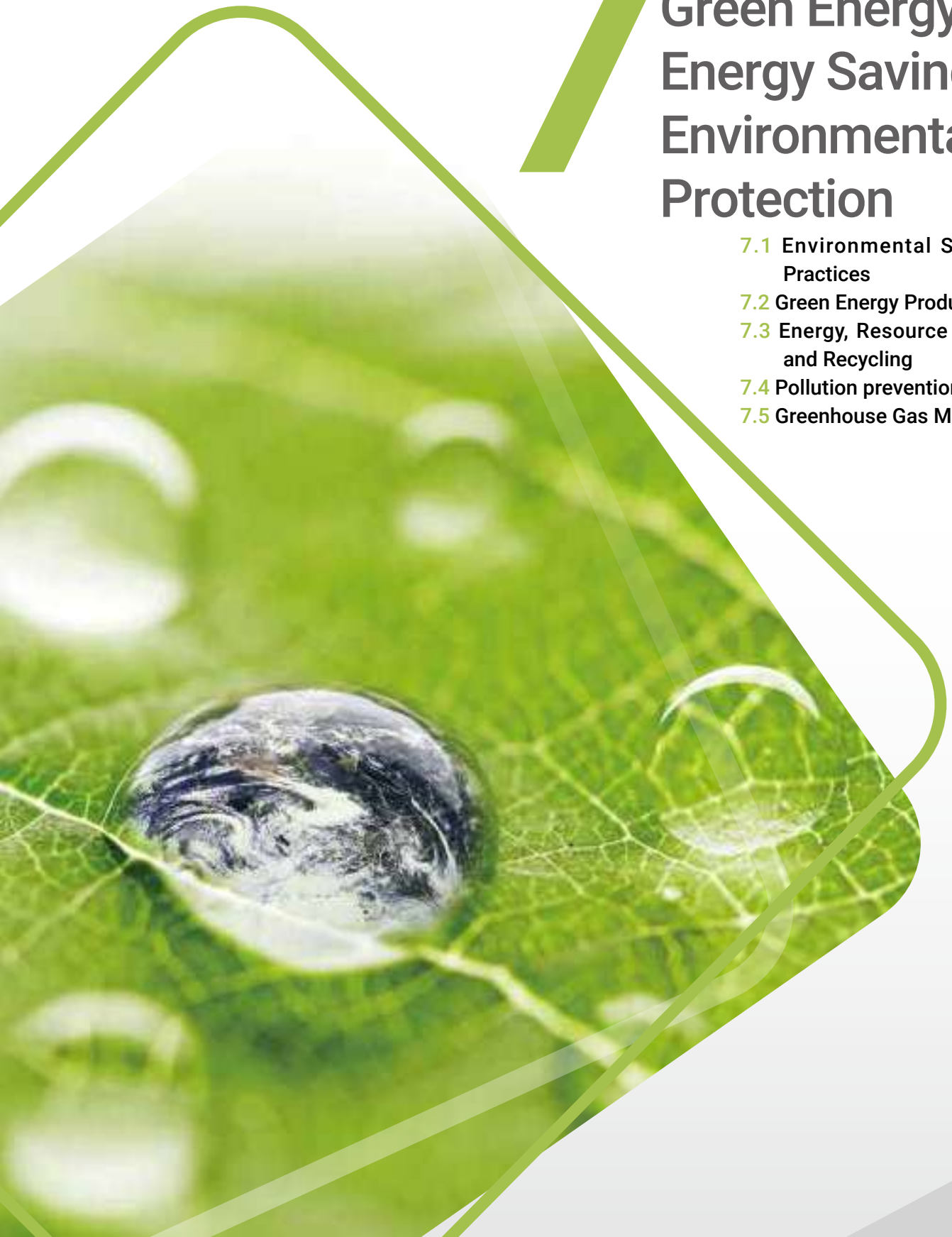
Each unit will conduct in-depth statistics and analysis of customer feedback and take corrective actions and improvements to internal processes or product manufacturing procedures, and regularly analyze customer complaint items to verify the effectiveness of the improvements. 100% of customer complaints were closed in 2022, and United Renewable Energy upholds the ultimate goal of quality service by arranging for on-site inspection or product return analysis of customer complaint items in accordance with demand, to analyze the causes of abnormalities and clarify product issues, as well as continuously interacting with customers and maintaining smooth communication during the process, all of which have been highly rated by customers in terms of satisfaction with the handling of customer complaints.

In addition, United Renewable Energy has been able to obtain a lot of feedback from customers, and customers were satisfied with the positive responsiveness and attitude of United Renewable Energy when conducting plant audits. In particular, there is a high level of satisfaction with the planning and execution of equipment maintenance, the ability to analyze process statistics and process improvements, the ability to automate production and process management, and automated inspection equipment. United Renewable Energy is also recognized for its customer service and on-time delivery of products, and had no violations of customer privacy in 2022.

Plant Audit Flow



7 Green Energy, Energy Saving and Environmental Protection

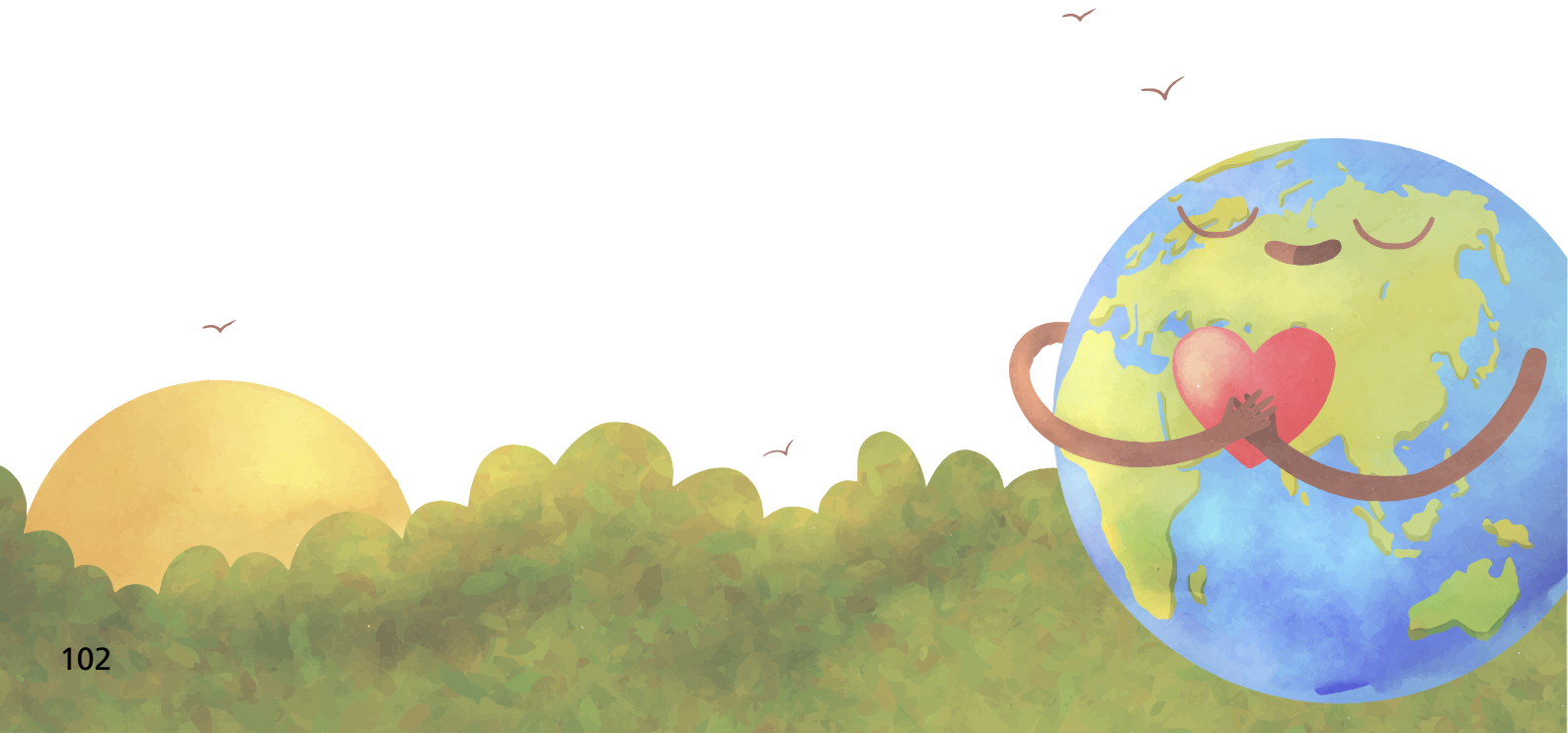


GRI 3-3 Material Topic

Waste management, greenhouse gas management

Material Topic	Greenhouse Gas Management
Policy	■ Comply with the requirements of regulations and compliance obligations. ■ Strengthen stakeholder consultation, communication and participation. ■ Continuous improvement of OH&S system and policy targets. ■ Reduce the risk of health hazards to employees and environmental impacts. ■ We are committed to the implementation of OH&S and environmental protection.
Commitment	United Renewable Energy is the leader in the solar energy industry in Taiwan, and it is an important responsibility and mission of United Renewable Energy to provide customers with green electricity generated by high quality cells. Internally, the company also conducts strict management of energy saving and carbon reduction, mainly by promoting high energy consumption facility improvement construction, improving energy efficiency, reducing non-essential energy waste, and improving dust-free room process environment to reduce energy loss. This is supplemented by the promotion of the self-driven energy saving and carbon reduction methods to employees and the company's internal implementation policy to achieve a total carbon reduction.
Target	**Short-term target:** Reduce carbon intensity (metric tons CO2e/MW) by at least 10% in 2023 compared to 2022. **Mid-term and long-term goals:** In the face of the global threat of extreme climate change, the common goal is to use high efficiency clean energy to slow down the global warming rate. United Renewable Energy continues to focus on the research and development and production of solar cells and modules, and put more resources into the development of energy storage systems to provide energy users with better quality clean energy through continuous energy generation and storage development.
Management Mechanism	United Renewable Energy implements greenhouse gas management in accordance with the completed ISO 14064-1 greenhouse gas inventory system, and maintains the effectiveness of the program and conducts annual verification and registration to ensure the effective operation of the management mechanism.
Resources invested in the year/ Significant results produced	**Resources invested in the year** (1)Engineering aspects, adjustment of UPS load test configuration, OEX/AEX/GEX/CDA/PV/ ice machine load reduction, cooling water tower cleaning, office/stairs/corridor air conditioning energy saving, office area lighting added zipper switch, adjusting dust-free room lighting according to the production line; (2)Management aspect, encourage employees to take the stairs more often instead of the elevator, bring their own cups, turn off the lights and the machines when possible, and take public transportation during business trips to reduce carbon emissions. **Significant results produced** 1. 11.8% reduction in carbon intensity (metric tons CO2e/MW) in 2022 compared to 2021; 2. Total electricity consumption intensity (MJ/MW) in 2022 was 10.9% lower compared to 2021.
Department in charge/ Grievance Mechanism	Department in charge: Occupational Safety and Health Department/Plant Office; Grievance Mechanism: phone and email.
Ensure the effectiveness of the management mechanism	United Renewable Energy implements greenhouse gas management in accordance with ISO 14064-1 and conducts annual verification to maintain effectiveness and ensure that the management mechanism is operating effectively.

Material Topic	Waste Management
Policy	■ Comply with the requirements of regulations and compliance obligations. ■ Strengthen stakeholder consultation, communication and participation. ■ Continuous improvement of OH&S system and policy targets. ■ Reduce the risk of health hazards to employees and environmental impacts. ■ We are committed to the implementation of OH&S and environmental protection.
Commitment	In order to achieve the sustainable use of resources and ensure the proper handling of waste, the company continues to promote source reduction and recycling of waste in the plant to reduce the burden on the environment, and strives to save various energy resources and reduce the amount of waste in order to implement the concept of circular economy of "minimizing waste production and maximizing resource recycling".
Target	**Short-term goal:** To achieve a recycling rate of more than 90% for hazardous business waste. **Mid-term and long-term goal:** To find a partner cleanup service provider to carry out waste handling through legal channels and improve the recycling rate of waste in the plant.
Management Mechanism	United Renewable Energy implements environmental management in accordance with the established ISO 14001 environmental management system, and conducts annual verification according to the program to maintain the effectiveness and ensure the effective operation of the management mechanism.
Resources invested in the year/ Significant results produced	1.The investment in waste handling in 2022 was approximately NTD35.04 million. 2.Recycling rate for 2022: more than 92% for hazardous business waste and more than 91% for general business waste
Department in charge/ Grievance Mechanism	Department in charge: Occupational Safety and Health Department/Plant Office; Grievance Mechanism: phone and email.
Ensure the effectiveness of the management mechanism	We set up relevant regulations in the form of contracts, establish goals, accurately track and audit the legal handling of waste, and implement relevant verification and acceptance mechanisms to meet the conditions of re-collaboration.



7.1 Environmental Sustainability Practices

Since its establishment in December 2005, United Renewable Energy has taken pride in producing green products, whether in the manufacturing process, procurement, terminal handling or responding to governmental counseling programs. These specific actions have proven that United Renewable Energy is not only a producer of green products, but also a leading green company.

In response to climate change, United Renewable Energy's takes pride in the response planning goal of producing green products. Throughout the entire production process, we continue to refine our research and development processes, replacing high pollution with low pollution and reducing the use of chemicals; in the procurement of equipment, we continue to use high safety standards and pollution-free procurement as the benchmark; in the terminal handling of the process, we adopt the spirit of continuous improvement to reduce the emission of pollutants; at the same time, solar power is installed on the rooftop of the solar power plant to replace utility power, to implement energy saving and carbon reduction, and to slow down climate change.

Green Energy Products: High Quality Solar Energy Products

United Renewable Energy plays a part in Taiwan's high-quality green energy industry. Our business groups include solar cells, solar modules, solar systems, and new business groups (energy storage systems and hydrogen energy) and so on. United Renewable Energy's modular products have been awarded "Taiwan Excellent PV" by the Bureau of Energy, Ministry of Economic Affairs again in 2022, for the tenth consecutive year. In terms of overseas evaluation, United Renewable Energy modules have not only been certified by TUV Rheinland and TUV SUD of Germany for the latest and strictest international IEC tests, but also passed the listed certification for solar energy and clean energy products by UL of the United States and many other countries, showing once again that the quality of United Renewable Energy modules has been recognized by relevant organizations worldwide. United Renewable Energy has been consistently ranked by Bloomberg New Energy Finance as in Tier 1 Module Manufacturer List for 2022, and has been listed as a Tier 1 supplier since 2017, recognizing the outstanding performance of United Renewable Energy's module products in the solar power field.

Energy Management:

As the leading solar energy company in Taiwan, United Renewable Energy not only needs to generate profits, but also needs to set a high ethical standard for energy management, and energy saving is definitely in the DNA of United Renewable Energy. The roofs of United Renewable Energy's plants are equipped with large areas of its own solar modules, which not only generate electricity for the buildings in a non-polluting manner, but also reduce the temperature of the roof panels due to shading and thus reduce the air-conditioning load.

Terminal handling: Effluent and waste

United Renewable Energy believes that pollution prevention is one of the primary responsibilities of an enterprise, so it has built its pollution prevention system based on the ISO 14001 management system and promotes continuous improvement of environmental management programs with the PDCA management model, hoping to reduce the use of raw materials and energy resources at the root, and to reduce the amount of effluent and waste, expecting to achieve a win-win situation by taking into account both production costs and environmental protection.

7.2 Green Energy Products

United Renewable Energy is part of Taiwan's excellent green energy industry, with a business group that includes solar cells, solar modules, and a new business group (energy storage systems.) United Renewable Energy has been continuously recognized at the national level, and solar modules have been awarded Taiwan Excellent PV (2013-2022) for ten consecutive years (2013-2022) and continue to provide high quality, high standard solar modules.

Note: Please refer to the official website of United Renewable Energy for the details of green energy products.

Solar Energy Systems

To achieve the United Nations Sustainable Development Goal of ensuring affordable, reliable, and modern energy services for all by 2030, we have set short, medium, and long-term goals as follows:

Short-term goals (2021~2022):

Suitable solar power systems (rooftop, agricultural sheds and ground type) are built according to the market demand and utility power supply conditions. Solar power systems are mainly composed of solar cells, power regulators (including inverters, system controllers, and on-grid protection devices), wiring boxes, and storage batteries. According to the type of system, it can be categorized into utility on-grid type, off-grid type and on-grid with batteries type.

1. Stable power supply is available at the site:

Utility On-Grid System is used because it has a stable power supply and can use the solar power system as supplementary power supply, and the excess power supply can be sold back to the local power plant.

2. No utility power support at the site:

Off-Grid System With Batteries is used to store electricity with storage batteries and provide stable power under reasonable power load.

3. The site has stable power supply or intermittent power supply:

On-Grid System With Batteries is a hybrid system that uses a solar photo-voltaic system to generate and store electricity during the day and the utility power to supply electricity at night. The utility and storage batteries are used in combination to obtain stable power.

From 2022, our company has made comprehensive layout according to different site environment (ground type, roof type, all weather court, water surface type, agriculture, fishery and electricity coexistence...) All of them can provide the solar photo-voltaic module products to meet their environment. The products include large size "PEACH VLM" series, M6 and M10 modules with better power generation performance and better cost of electricity consumption in large power stations. The double-glass module "Glory PEACH" has better weathering structure, suitable for salt beach area and has high wind pressure and fire resistance. The "PEACH BiFi" series, with lightweight design and high performance on both sides, is suitable for decentralized power stations such as rooftop type.

As the voltage of the system power station increases, there is a higher voltage difference between the module and the ground, which affects the output efficiency of the double-sided module in the long term. In response to this, our company has launched a double-sided battery quality excellence program and won the support and subsidies from the Bureau of Energy, Ministry of Economic Affairs' Industry Energy Program, which aims to improve the battery quality and back power degradation phenomenon. Reliability testing will be conducted by the Industrial Technology Research Institute (ITRI), a third-party institute in Taiwan, to help verify that the product will create greater dual-sided power generation benefits for customers, and is expected to increase power generation contribution by more than 10%. The technology has been filed for patent protection in Taiwan and the U.S., and is planned to be officially launched with the new production line of large-size solar cells to seize the global solar photo-voltaic market.

United Renewable Energy's energy products are the most powerful and reliable products in their class in the industry of Taiwan. In response to Taiwan's dual-use land type, United Renewable Energy has developed full-transparent modules to achieve the goal of agriculture-based and green power adding value; and developed the world's exclusive easy-dismantled, which have also obtained international IEC product certification.

The Company holds 144 R&D patents as of 2022

Medium-term goals (2022~2025):

To create a customized and optimized solar system power station. Generally speaking, large-scale ground-mounted grid-connected power systems can be categorized into fixed and sun-chasing systems. Fixed systems are calculated and designed according to the location of the power plant to produce the maximum cumulative amount of electricity throughout the year; sun-chasing systems are rotatable and follow the trajectory of the sun to rotate the angle of the

system, increasing the power generation capacity by 20-30% compared to fixed systems. In addition, the sun-chasing system has a dynamically balanced wind protection capability, with a wind speed capacity of up to level 17 gusts, not simply resisting the wind force, but allowing the wind to pass smoothly in response to changes and reducing the possibility of structural damage. Because it can rotate at a full sunlight angle, it is less likely to accumulate dust or water, and the efficiency of power generation can be more stable. United Renewable Energy is currently focusing on fixed solar power systems. In the near future, United Renewable Energy expects to introduce more efficient sun-chasing solar power systems to meet the needs of countries around the world with different weather challenges and more efficient power generation.

Increase the cell area to further increase the frontal power generation. By introducing large size 166mm and 182mm single crystal cells, the maximum output wattage of the single cell module can be increased to the positive tolerance of the indicated value, and by increasing the output wattage of the single cell module, the BOS of the large scale site system can be reduced, thus reducing the cost of power generation. The module power can be increased to 460W and 550W.

The government is fully committed to promoting the solar photo-voltaic policy to prioritize the diversified use of land, with the Ministry of Economic Affairs, the Council of Agriculture and the Ministry of the Interior working together to promote the core values of "agriculture and fishery-based, value-added green power", using green energy resources to drive the upgrade and sustainable development of the fishing industry, creating a local employment economy, optimizing the environment for farming technology and sustainable land development and utilization, and promoting the coexistence and prosperity of the fishing industry with green energy. United Renewable Energy's 2022 fully-transparent module meets the requirements of "farming, power generation, and dual use of land" by combining solar photo-voltaic with agriculture (fishery), selecting suitable crops, creating a new generation of agricultural and fishery products, and to create a diversified value of coexistence and co-prosperity between agriculture (fishery) and green energy.

Retirement of solar modules has become a growing economic and political issue, and according to a study by the IEA (International Energy Agency), the world will accumulate more than 6 million tons of waste by 2030. The Environmental Protection Administration surveyed that Taiwan will accumulate more than 10,000 tons of waste (regular retirement or disastrous disposal) by 2025. In response to the international trend of net-zero carbon emissions, United Renewable Energy and ITRI are accelerating the development of easy dismantle solar modules to achieve product standardization, introducing new technologies and upgrading Taiwan-made high-quality products, leading the energy industry toward net-zero sustainable development, grasping new business opportunities in the global carbon reduction cycle, accelerating the research and development of related issues in technology for international marketing and market promotion, and providing The best solution to the solar module recycling issue.

We continue to improve the photo-voltaic conversion efficiency based on P-type PERC cells, and are simultaneously developing next-generation N-type high-efficiency solar cell processes (TOPCon and HJT). In recent years, our P-type PERC cells have reached 22.95% efficiency in mass production of M6 (166mm*166mm) large size cells through optimization of process parameters and application of new materials. In response to the global market's strong demand for high efficiency and high wattage, in the first half of 2022, we launched a new mass production line for large-size cells, with the introduction of large-size M10 (182mm*182mm) chips, the polarization of cell patterns, and the application of new technologies, we expect to launch the new M10 P-type PERC cells with a conversion efficiency of 23% in the second half of the year. The Company is capable to fully integrate cells and modules, we match different environment with appropriate cells and products according to characteristics, be it water surface, desert, snowland or rooftop. Our R&D team has been maintaining good cooperation with domestic and foreign academic and research institutions to obtain information on the development of various new technologies and equipment, and has established a close network with upstream key material suppliers to provide complete technical service and support to our downstream customers.

■ Long-term goals (2026~2036):

Promote local economy to improve life, global, environmental protection and carbon reduction, nuclear power plant retirement. With the widespread application of solar energy systems in local agricultural and livestock sheds, apart

from the income from the agricultural and livestock industry itself, the income from the value-added land, the income from the sales of electricity from solar power generation, and even the income from the resale of solar power plants can improve the existing quality of life and promote the local economy. In addition, the international trend of energy saving and carbon reduction and the issue of carbon trading have attracted much attention from all parties. By replacing the use of traditional fossil energy through the integration of solar power generation into the power grid, it has become an important source of carbon reduction performance recognized by the Kyoto Protocol and the European Union. In the future, Taiwan will most likely be regulated into the scope of greenhouse gas reduction control and carbon trading mechanism; therefore, the Environmental Protection Administration also published as early as September 10, 2010 Executive Yuan Environmental Protection Administration greenhouse gas advance project and offset project promotion principles, it is expected that carbon trading revenue will bring another wave of warmth to people's lives.

Unlike other types of large-scale power plants, solar power plants do not cause any environmental or noise pollution and can be safely located in any place. In recent years, United Renewable Energy has been dedicated to the planning and installation of solar power plants, and has achieved high performance and rating in countries around the world.

■ Solar Energy System Performance:

The Company is the largest developer and constructor of solar power systems in Taiwan, with a business model that focuses on system business and module branding to actively develop and construct solar power systems and provide asset management services for power plants. As for overseas, the Company has formed strategic alliances with several internationally renowned renewable energy asset management companies to sell projects to asset management companies after they have reached the construction stage (or even the completion stage), taking into account the Company's strengths in site development. This strategy has yielded immediate results, with over 600MW of accumulated solar sites completed worldwide. In Taiwan, as we have manufacturing plants, offices, or stationed offices in Hsinchu, Miaoli, Tainan, and Kaohsiung, we are actively participating in local school bidding projects in nearby counties and cities, and conducting local presentations and green energy education visits to further expand our system business in Taiwan by combining our strengths in system engineering and module manufacturing.

Accumulated total construction from 2019 to 2022

2019 Total construction / 18.87MW

Item	Solar energy installed area	Capacity (MW)
1	Tainan	2.06
2	Taoyuan	0.76
3	Kaohsiung	1.48
4	Hsinchu	8.00
5	Pingtung	3.71
6	Miaoli	0.50
7	Yunlin	1.28
8	Hualien	0.50
9	Nantou	0.10
10	Changhua	0.50

2020 Total construction / 19.89MW

Item	Solar energy installed area	Capacity (MW)
1	Taipei	0.41
2	Tainan	4.71
3	Kaohsiung	10.82
4	New Taipei	0.26
5	Hsinchu	1.16
6	Miaoli	0.27
7	Yunlin	0.95
8	Changhua	1.31

2021 Total construction / 14.19MW

Item	Solar energy installed area	Capacity(MW)
1	Tainan	0.90
2	Taoyuan	1.98
3	Kaohsiung	7.99
4	New Taipei	1.07
5	Hsinchu	0.38
6	Chiayi	0.38
7	Pingtung	1.49

2022 Total construction / 55.8MW

Item	Solar energy installed area	Capacity(MW)
1	Taipei	1.10
2	Tainan	3.34
3	Yilan	1.53
4	Taoyuan	19.86
5	Kaohsiung	9.61
6	New Taipei	9.73
7	Hsinchu	8.45
8	Chiayi	2.18

Example of continuous operation of solar power system performance by the end of 2022 (built in 2019)

1

Surrounding 37B reservoir
Taoyuan
1,025.42 kWp

2

Dalukuanland carpark
Pingtung
1,843.73 kWp

3

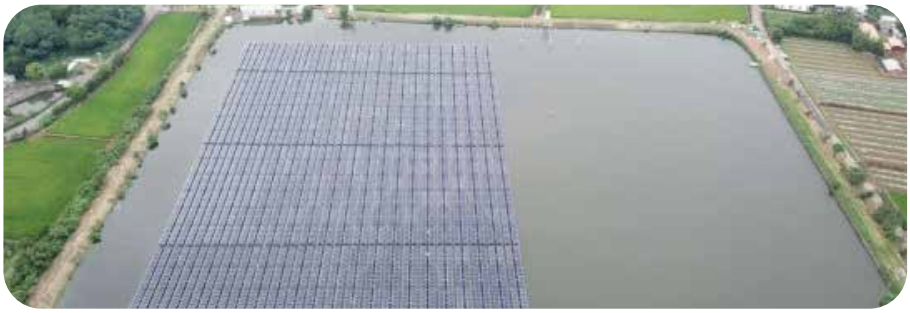
Surrounding ridge 64
Hsinchu
1,612.8 kWp

4

Hsinchu_Hukou_8-2
reservoir Hsinchu
1,987.2 kWp

5

Hsinchu_Hukou_7-1
reservoir Hsinchu
1,814.4 kWp



6

Xuejia Dist_Xizhouziliao
(1) Tainan
499.5 kWp

7

Gong Fa Industry Co., Ltd.
Changhua
499.1 kWp

8

Port of Hualien
warehouse 6 Hualien
499.72 kWp

Example of continuous operation of solar power system performance by the end of 2022 (built in 2020)

1

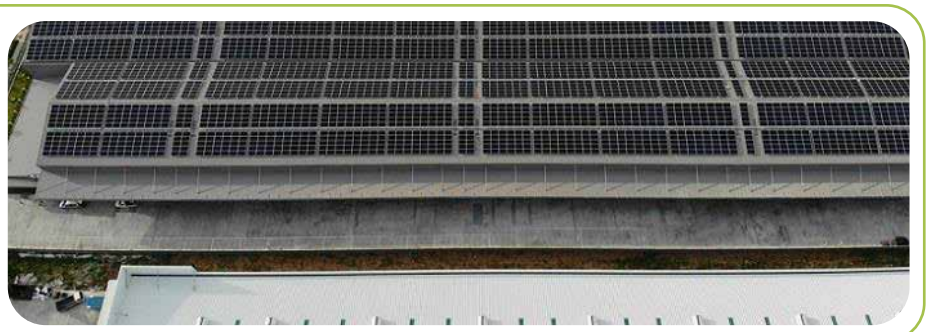
Hsinchu Science and Industrial Park reservoir-Zhunan Miaoli

873.28 kWp

2

Honinco Honex Industry Corp. Changhua

1,308.2 kWp



3

AirTAC phase 3 Tainan

672.7 kWp

4

Houbi – Xiajiadong Section Tainan

2,039.49 kWp

Example of continuous operation of solar power system performance by the end of 2022 (built in 2021)

1

Kaohsiung Cijin Life Memorial Kaohsiung

756.86 kWp

2

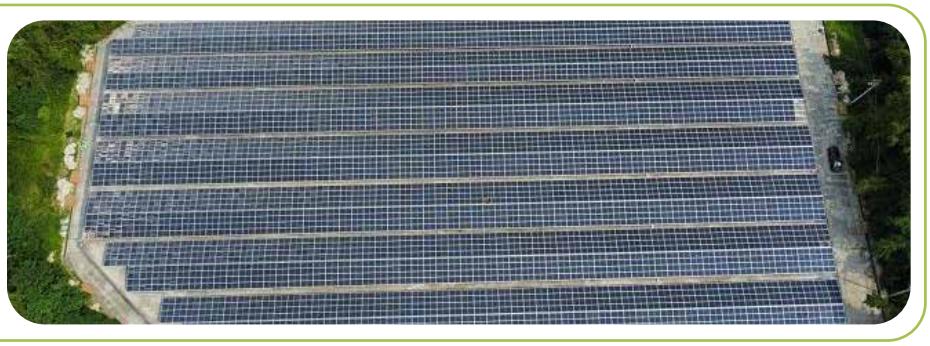
Taiwater7_Pingding Water Purifying Plant Kaohsiung

2,129.4 kWp

3

Taiwater7_Shenshui reservoir Kaohsiung

1,491.84 kWp



4

Taiwater7_Gangxi Water Purifying Plant Kaohsiung

491.4 kWp

5

Taoyuan Municipal Taoyuan Senior High school Taoyuan

1,772.43 kWp

6

Baoshih Elementary School Hsinchu

379.44 kWp

7

Kaohsiung Fifth bid_ Hsin Chya Elementary School Kaohsiung

423.06 kWp

8

Kaohsiung Fifth bid_ Kopei Elementary School Kaohsiung

494.01 kWp

Example of continuous operation of solar power system performance by the end of 2022 (built in 2022)

1

Taiwater2_Guanyin above reservoir Taoyuan

847.56 kWp

2

Taiwater2_Danan Water Purifying Plant Taoyuan

1,123.08 kWp

3

Taiwater7_Fengshan West Water Purification Pool Kaohsiung

2,939.16 kWp

4

Taiwater7_Fengshan East Water Purification Pool Kaohsiung

2,846.76 kWp

5

Neihu Repair Factory_
Roof type Taipei
1,103.52 kWp

6

SinGuang Elementary
School Roof type
Kaohsiung
460.70 kWp

7

Hsinchu county_Zhubei_
Chupei Junior High
School Hsinchu
792.2 kWp

8

XiuLang Elementary
School Roof type
Newtaipei
1,609.25 kWp

Solar Module

Short, medium and long term goals for solar modules

Short-term goal: (2022~2023)

Our company has made comprehensive layout according to different site environment (ground type, roof type, all weather court, water surface type, agriculture, fishery and electricity coexistence...) All of them can provide the solar photo-voltaic module products to meet their environment. The products include large size "PEACH VLM" series, M6 and M10 modules with better power generation performance and better cost of electricity consumption in large power stations. The double-glass module "Glory PEACH" has better weathering structure, suitable for salt beach area and has high wind pressure and fire resistance. The "PEACH BiFi" series, with lightweight design and high performance on both sides, is suitable for decentralized power stations such as rooftop type.

As the voltage of the system power station increases, there is a higher voltage difference between the module and the ground, which affects the output efficiency of the double-sided module in the long term. In response to this, our company has launched a double-sided battery quality excellence program and won the support and subsidies from the Bureau of Energy, Ministry of Economic Affairs' Industry Energy Program, which aims to improve the battery quality and back power degradation phenomenon. Reliability testing will be conducted by the Industrial Technology Research Institute (ITRI), a third-party institute in Taiwan, to help verify that the product will create greater dual-sided power generation benefits for customers, and is expected to increase power generation contribution by more than 10%. The technology has been filed for patent protection in Taiwan and the U.S., and is planned to be officially launched with the new production line of large-size solar cells to seize the global solar photo-voltaic market.

We continue to develop new high-efficiency photo-voltaic modules. In terms of high-efficiency photo-voltaic products, we have launched the "High-Efficiency PEACH VLM" series, which can generate 460W (M6/144) and 385W (M6/120) respectively, leading the Taiwan industry in terms of module performance. In the area of high-value photo-voltaic products, we have introduced next-generation easy-dismantled, overturning the traditional module packaging concept and leading the energy industry towards the goal of zero carbon emissions and sustainable development. We are also committed to improving product quality and paying attention to environmental sustainability issues. Our products have been tested by the Industrial Technology Research Institute (ITRI) and SGS testing center for water quality of crushed solar modules, and the results are far below the standards set by the Environmental Protection Administration for river and water quality. The product has also passed the REACH SVHC 211 test and the Restriction of Hazardous Substances (RoHS) test by the Taiwan Testing and Certification Center (ETC), earning it the status of an environmentally friendly product. Electromagnetic compatibility (EMC) is the study of the harmful effects caused by accidental electromagnetic energy. We have conducted the EMC standard EN IEC61000-6-1:2019 and EN IEC61000-6-3:2021 tests by TUV Rheinland and passed the relevant tests successfully. In addition, in response to the special environment in Taiwan, our super salt-resistant modules are the first to pass the " toughest" acidic salt spray accelerated aging test IEC 60068-2-52 Severity 8 (salt spray test level 8) by the Industrial Technology Research Institute (ITRI), and pass the PID 300 hours test in a strict sequence. The super salt resistant material also passed the CASS 288 hours (ASTM B368 copper salt accelerated acetic acid salt spray test), and we are the only outstanding module supplier in the industry in Taiwan that has passed the complete high strength salt resistance and PID test, setting a high quality benchmark for the industry.

United Renewable Energy's next-generation large size modules (PEACH VLM) are designed in response to the typhoons and rains in Taiwan, using superior frame materials and reinforced cross-sections design than overseas, and insisting on material standards in module material specification. In addition to excellent performance in salt damage resistance, the products are tested in the highest level wind tunnel at ITRI and passed (>17 wind speed) wind site verification, providing customers with better service and product quality assurance, creating a win-win situation. United Renewable Energy's energy products are the highest power and the best reliability in the industry in Taiwan. In response to the dual-use land type in Taiwan, United Renewable Energy has developed full-transparent modules to achieve the goal of agriculture-based, and green power with added value. United Renewable Energy has also developed the world's exclusive easy-dismantled and obtained international IEC product certification.

Mid-term goal: (2023~2024)

Increase the cell surface area to further increase the power generated by front panel. By introducing large size 166mm and 182mm single chip cells, the maximum output wattage of single cell module can be increased to the positive tolerance of the indicated value. By increasing the output wattage of a single module, the system BOS of large scale sites can be reduced, thus reducing the cost of power generation. The module power can be increased to 460W and 550W.

The government is fully committed to promoting the solar photo-voltaic policy to prioritize the diversified use of land. The Ministry of Economic Affairs, the Council of Agriculture, and the Ministry of the Interior are working together to promote the core value of "agriculture and fishery-based, green power with added value", to promote the upgrade and sustainable development of the fisheries industry with green energy resources, to create a local employment economy, to optimize the breeding technology environment, to sustain the development and use of land, and to promote the co-prosperity of the fisheries industry and green energy. United Renewable Energy's 2022 all-transparent module meets the requirements of "farming, power generation, and dual-use of land" by combining solar photo-voltaic with agriculture (fishery) and selecting suitable crops to create a diversified value of coexistence between agriculture (fishery) and green energy.

It has become an economic and political issue for the retirement of solar modules, and a study by the IEA (International Energy Agency) indicates that the world will accumulate more than 6 million tons of waste by 2030. The Environmental Protection Administration surveyed that Taiwan will accumulate more than 10,000 tons of waste (conventional retirement + disastrous disposal) by 2025. In response to the international trend of net-zero carbon emissions, United Renewable Energy and ITRI are accelerating the development of easily detachable solar modules to achieve product standardization, introducing new technologies and upgrading Taiwan-made high-quality products, leading the energy industry toward net-zero sustainable development, grasping new business opportunities in the global carbon reduction cycle, accelerating research and development in related issues for international marketing and market promotion, and providing the best solution to the solar panel module recycling issues.

We continue to improve the photo-voltaic conversion efficiency based on P-type PERC cells, and we are simultaneously researching next-generation N-type high-efficiency solar cell processes (TOPCon and HJT). In recent years, our P-type PERC cells have reached 22.95% efficiency in mass production of M6 (166mm*166mm) large size cells through the optimization of process parameters and the application of new materials. In response to the global market's strong demand for high efficiency and high wattage, in the first half of 2022, we have launched a new mass production line for large-size cells, and by introducing large-size M10 (182mm*182mm) chips, polarizing cell patterns, and applying new technologies, we expect to launch a new M10 P-type PERC cell with a photo-voltaic conversion efficiency exceeding 23% in the second half of the year.

Long-term goal: (2024~2025)

The Company has a complete cell and module technology integration capability to match different cell and product characteristics for different environments, including water, desert, snowlands and rooftops, and the R&D team has always maintained good collaboration with academic and research institutions in Taiwan and abroad to obtain information on the development of various new technologies and equipment at any time, and has established a close network with upstream key material suppliers to provide complete technical service and support to our customers. Our goal is to create high-efficiency N-type modules, realize mass production of easy-dismantled and develop next-generation large-size easy-dismantled, MIT Taiwan local modules, and lightweight modules made of composite materials.

Easy-to-Recycle Material Module Development

United Renewable Energy continues to work with material manufacturers to develop high quality, long-lasting and weather-resistant modules that combine high performance single and multi-chip cells to form a complete green energy solution provider. We have worked with the Industrial Technology Research Institute (ITRI) to develop an easy-to-recycle packaging material, which United Renewable Energy has tested and introduced, and have sent the product to a third-party certification unit in 2022.

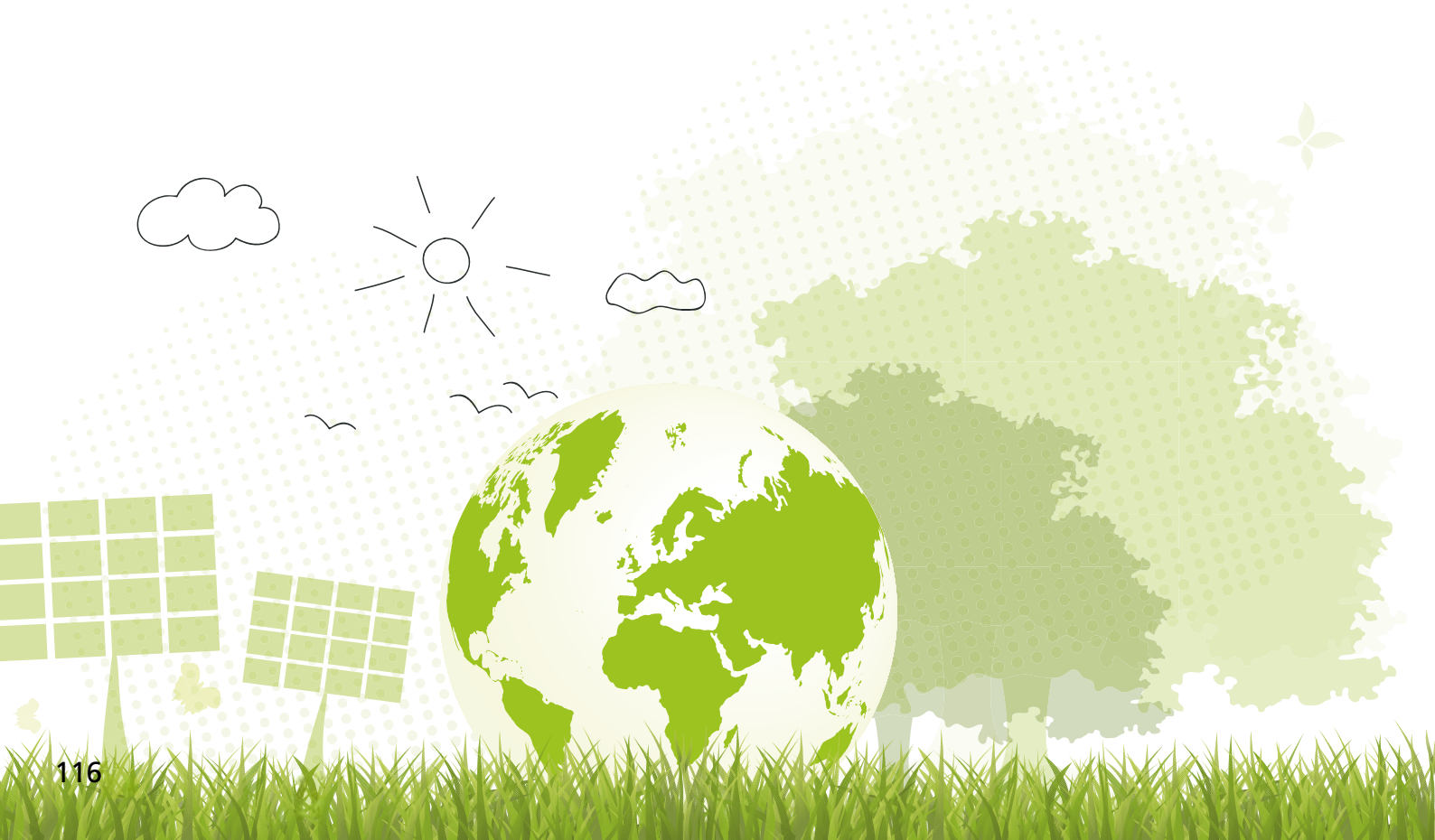
Item	2020	2021	2022
Short-term goal (One year)	- High efficiency monocrystalline PEACH series module: 420W - Lightweight dual-sided power generation - PEACH BiFi series module: 420W frontal; 470W equivalent power	- Large size M6 high efficiency single crystal PEACH VLM series (144) module: 460W - Large size M6 high efficiency monocrystalline PEACH VLM series (120) module: 385W → VPC certification obtained in March 2022	- Large-size high-efficiency M10 PEACH VLM single-sided module - Detachable module PEACH RE obtained IEC certification - Full-transparent module obtained VPC certification, mass production planned for 2023/Q3
Mid-term goal (2 years)	- High power M6 PEACH series module: 144 sub-piece type up to 450W	- Large size high efficiency M10 PEACH VLM series module: 144 sub-piece up to 550W	- Large-size high-efficiency M10 PEACH VLM dual-sided module certified and in mass produced - Detachable module PEACH RE obtained VPC certification and mass production
Long-term goal (more than three years)	- High power M10 PEACH series modules: 144 sub-piece up to 535W	- High efficiency N-module - Realized mass production of easy-dismantled - MIT Taiwan local module - Composite material lightweight module	- High efficiency N-module - Large size M6 detachable module development - Large size M10 detachable module development - Composite material lightweight module

Solar Module Certification.

United Renewable Energy's solar modules are all certified by international standards such as TUV SUD (IEC 61215/IEC 61730), TUV RH (IEC 61215/IEC 61730), VDE (IEC 61215/IEC 61730), UL (UL 1703/UL 61215/UL 61730), CE, IEC 62716 ammonia resistance standard, IEC61701 severity 8 salt resistance standard; awarded Taiwan Excellent PV (2013-2022) for ten consecutive years, Bureau of Energy, Ministry of Economic Affairs high efficiency module registration; and obtained VPC (SMI PV Taiwan) from 2016 to 2022, we will continue to provide the highest quality products to the society and remain a high quality solar module supplier.

Solar module product introduction: Please refer to the official

https://www.urecorp.com/Product_solarpower_module.php#fixed



Solar Cell

Solar cells can be divided into two major systems: polycrystalline and monocrystalline, depending on the crystal structure of the material. Monocrystalline solar cells and modules have become the mainstream products in the solar market due to their good conversion efficiency, high stability, and mature and efficient value chain, The first generation of polycrystalline solar products have been phased out of the market due to their relatively low efficiency, and United Renewable Energy has continued to focus on the development of monocrystalline high-efficiency solar cells in recent years, and has been introducing cell products that are ahead of the industry in Taiwan over the years.

Short-term goal:

We continue to invest in various researches on existing cell products to improve the Photo-voltaic conversion efficiency of cells through process integration, introduction of new materials and optimization of production parameters to maintain our technological leadership. With the introduction of large size M6 (166mm*166mm) cells and the development of new process technologies, Photo-voltaic conversion efficiency has reached 22.95% for new cell products. In response to the global market's strong demand for high efficiency and high wattage, the Company has also invested in a new M10 (182 mm*182 mm) large-size cell mass production line. With the introduction of large-sized M10 chips, the polarization of cell patterns, and the application of new technologies, we expect to launch a new M10 P-type PERC cell with a photo-voltaic conversion efficiency exceeding 23% in the second half of the year. In addition, strengthening product reliability and reducing cell power degradation rate are another focus of our R&D efforts. After 2020, in the first half of 2021, the Bureau of Energy, Ministry of Economic Affairs again recognized our product reliability research project with a one-and-a-half-year subsidy and counseling, and the project was successfully completed in October 2021.

Mid-term goal:

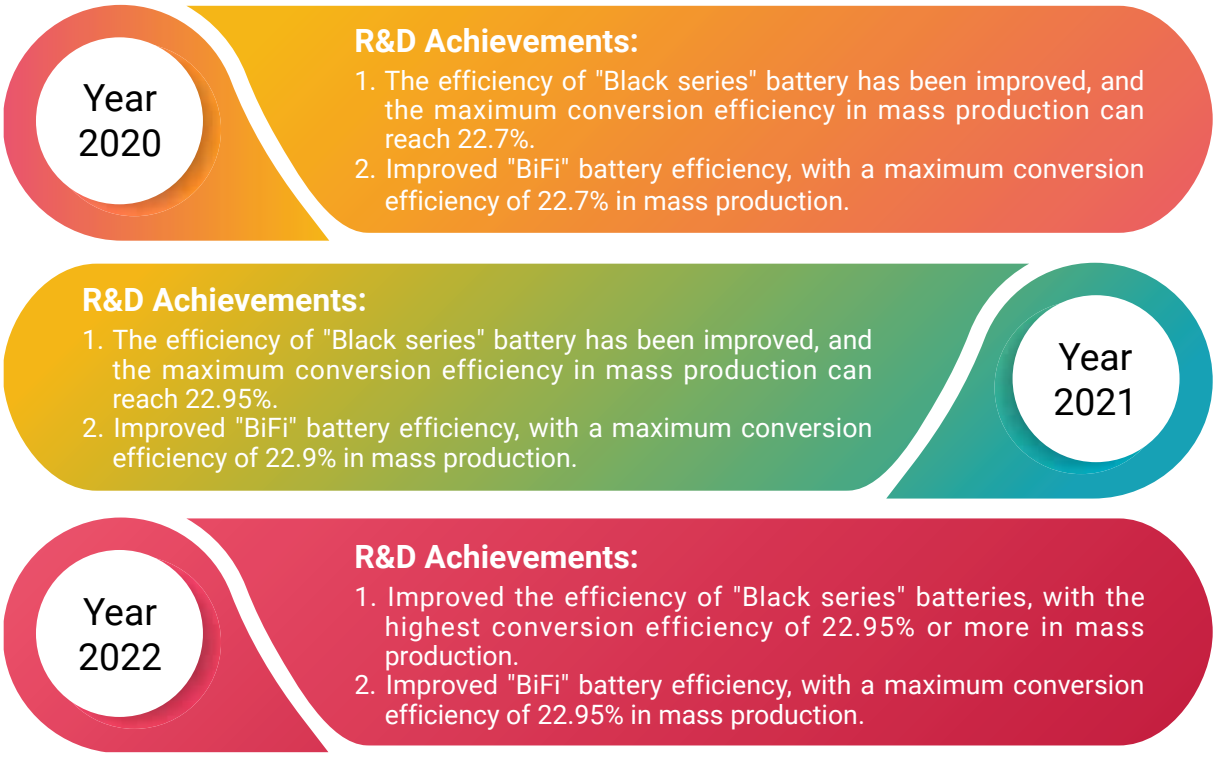
Monocrystalline silicon solar cells can be further subdivided into P-type and N-type solar cells depending on the composition of the wafers, and PERC have become the mainstream product in the current market due to its sophisticated production process and large and stable machine capacity, and its cost advantage. However, the photo-voltaic conversion efficiency (power generation capacity) of PERC cells is already close to the theoretical efficiency of 24.5%, and P-type wafers have their inherent material defects, so the development and application of N-type cells have been gradually favored in the market. N-type cells can be divided into two main axis according to the product technology: TOPCon and HJT, both of which can reach a theoretical efficiency of 27.5% or more, and both of which have advantages over P-type PERC cells in terms of low temperature factor, low power degradation, and higher dual-side power generation. Combined with the dual-sided module technology, both can contribute to higher wattage and return on investment for solar power plants, while taking into account the reliability of the product. The development of these two high-efficiency N-type next-generation solar cell technologies will be the focus of United Renewable Energy's medium- to long-term research and development efforts. However, TOPCon and HJT still have a lot of challenges. TOPCon process has many steps and high temperature, which leads to lower production yields and higher production costs. In addition, the HJT process equipment is not compatible with the current mainstream PERC, not only the technology barrier is higher, but also the initial investment, in which both require a lot of R&D manpower and corresponding resources.

Long-term goal:

The R&D team has maintained good collaboration with academic and research institutions in Taiwan and abroad to obtain information on the development of new technologies and equipment, and has established a close network with key upstream raw material suppliers to provide complete technical services and support to downstream customers. Calcium titanite cells with higher conversion efficiency and potential for stacking with silicon-based cells are a long-term focus for United Renewable Energy. We will continue to work with legal entities (such as ITRI, Metal Industries Research & Development Centre, etc.) and academic research institutions (such as National Taiwan University, National Tsing Hua University, National Cheng Kung University, etc.) to develop these products.

Solar Cell Products: Please refer to the official website

https://www.urecorp.com/Product_solarpower_battery.php#fixed



Product Responsibility

United Renewable Energy understands that solar cell and module products have certain risks, such as the impact of chemicals on the environment during the manufacturing process and the recycling process after the product reaches the end of its life cycle. Therefore, with many considerations, United Renewable Energy has become a member of PV CYCLE, an international photo-voltaic organization, by explaining the potential risks of its products in marketing through its corporate website, printed product specifications, and trade shows, as well as meeting the regulatory, environmental, and customer requirements of each sales region, in order to ensure that United Renewable Energy's energy modules are properly recycled, etc., and to ensure and provide the best product service and quality assurance to our customers. United Renewable Energy energy products have obtained the following relevant certifications:

- PV CYCLE member of the international photo-voltaic organization: Ensuring that United Renewable Energy energy modules can all be properly recycled
- Received many international product certifications from TÜV Rheinland, TÜV SÜD, VDE, UL, etc.
- Solar module awarded Taiwan Excellent PV(2013-2022) for ten consecutive years
- Solar module acquired VPC (BSMI PV Taiwan Plus)
- Bloomberg Tier 1 Solar Panel Ratings

The first company in the solar industry to be certified under the "Cleaner Production Assessment System of the Green Factory Label" by the Ministry of Economic Affairs Industrial Development Bureau.

R&D Planning

United Renewable Energy's talented technical team has 20 to 30 years of experience in solar cell research and development, covering upstream and downstream silicon materials and wafer manufacturing, cell components, module packaging and system applications. United Renewable Energy's goal is to achieve the highest p-type cell conversion efficiency of 23% by 2023.

United Renewable Energy is also actively collaborating with domestic and foreign research institutions and is

cautiously forming strategic alliances with domestic and foreign industry players on technology. United Renewable Energy is actively laying out its patented technologies, with a total of 144 patents as of the end of 2022.

	2020	2021	2022
Number of Patents Granted (Cumulative)	139	117	144

New Business Group (Energy Storage System)

United Renewable Energy completed the Taipower South Yan-Tian (SYT) ESS system construction project, which is currently the largest energy storage system construction project in a single site in Taiwan, with a total construction volume of 15MW/15MWh of fixed power / fixed capacity.

Short-term goal: To build energy storage sites and new energy storage equipment for solar photo-voltaic power stations due to excess capacity.

Medium-term goal: To actively develop a combination of containerized energy storage products to support the top-of-the-line dReg0.25 frequency regulation service for the Taipower electricity trading platform.

Long-term goal: To participate in the construction of distribution and transmission level storage sites, providing products and services at different levels from 5 MW to over 100 MW.

7.3 Energy, Resource Management and Recycling

In addition to producing high-efficiency solar cells, modules, and power station systems that reduce greenhouse gas emissions for the planet, United Renewable Energy is also actively engaged in water and electricity conservation efforts. The company has set up an energy-saving project team to promote energy-saving management programs in offices, public areas and production lines. The energy-saving project team is subdivided into electrical machinery, air conditioning and exhaust, gas chemistry, water supply and drainage, etc. Each plant appoints an engineer to participate, with one of them serving as the convener of the team and the appointed supervisor in charge of counseling. United Renewable Energy has been implementing energy and water saving programs since 2011, and

has been awarded the water and energy saving excellence awards by National Science and Technology Council. The cumulative energy savings of 4,395 kwh in the past three years is equivalent to a reduction of 2,228 tons of CO2 emissions and NT$10.11 million in electricity bill savings, demonstrating United Renewable Energy's commitment to sustainable energy saving.

United Renewable Energy has obtained ISO 14001 environmental management system certification for the Hsinchu Science and Industrial Park, Zhunan and Tainan plants.

ISO14001 certification

7.3.1 Energy Management GRI 302-1, 302-3, 305-4

As the leading solar power plant in Taiwan, United Renewable Energy not only generates profits, but also has a high ethical standard for energy management. Energy saving is definitely an important issue for United Renewable Energy.

United Renewable Energy uses energy from both renewable and non-renewable sources. Non-renewable energy is primarily purchased electricity, followed by a small amount of diesel fuel (used in power generators). total energy consumption in 2022 was approximately 452 megajoules. Since the installation of solar panels in 2014, self-generated electricity has reached 298,768 kWh by 2022.

The total energy consumption statistics are as follows

Unit: Megajoule

Energy Type	2020	2021	2022
Purchased electricity	475.58	456.09	452.36
Self-generated and self-used solar power	0.10	0.08	0.06
Total consumption	475.68	456.18	452.42
Intensity (MJ/MW)	0.40	0.36	0.32

Note 1: Joule conversion unit is 1 degree of electricity = 3.6 million joules.

Note 2: The correction is taken from the 2nd decimal place.

Note 3: Corrected data for 2020. Self-generated and self-used solar power changed from 0 to 0.1.

Note 4: Correction of 2021 data. Self-generated and self-used solar power was changed from 0 to 0.08, and purchased electricity was changed from 475.11 to 456.09.

Note 5: Intensity = Total consumption / Production capacity (MW)

Energy saving measures and performance over the years

By comparing energy efficiency in cross-plant meetings and identifying the best mode of operation, the energy saving team launched operations in all plants in parallel to improve energy efficiency in all plants. 2022 electricity was mainly used in plant systems and production equipment, with savings through load management and energy saving measures, resulting in energy savings of approximately 8.8 megajoules, equivalent to 1,247 tons of carbon emissions.

Note: The calculation of 0.509 kilograms of CO2e generated per unit of electricity, source from Bureau of Energy, Ministry of Economic Affairs.

United Renewable Energy's efforts to invest in energy savings include:

- Load management: Adjust UPS load measurement configuration, OEX/AEX/GEX/CDA/PV/ice machine load reduction, cooling water tower cleaning to improve efficiency.
- Energy saving measures: cooling water tower cleaning, office/stairs/corridor air conditioning energy saving, office area lighting additional zipper switch & warehouse lighting improvement (pull lamp + reduction), adjusting dust-free room lighting according to production line, etc.

The energy-saving results of each plant in the past three years are summarized as follows:

Unit: Megajoule

Year	2020	2021	2022	Subtotal
Electricity (Megajoule)	2.3	4.7	8.8	15.8
Greenhouse Gas (Tonnes CO_2e)	329	652	1,247	2,228

Note 1: Energy saving calculation: Estimated energy saving before and after improvement of each project

Note 2: Electricity emission factor measured at 0.502 kg CO_2e/kWh in 2020 and 0.509 kg CO_2e/kWh in 2021 and 2022; source from Bureau of Energy, Ministry of Economic Affairs.

7.3.2 Water Resources Management GRI 303-1, 303-3

United Renewable Energy uses water from various reservoirs in each area, including the Baoshan Reservoir for the Hsinchu and Hsinchu Science and Industrial Park plants, the Yung-Ho-Shan Reservoir for the Zhunan plant, and the Nan-Hua Reservoir for the Tainan plant. In terms of natural resource saving, the energy saving team not only invests in water recycling efforts, but also uses a small amount of water from rainwater recycling. Cherishing water resources is also an important part of the green industry, and United Renewable Energy's water saving efforts have resulted in the following:

Water Sources

Unit: million liters

Water Sources	2020	2021	2022
Storage water (rainwater, recycled water)	359.96	293.65	269.73
Tap water	710.57	682.60	693.93

Annual water recycled over the past years

United Renewable Energy has optimized the machine's water consumption by adapting its production capacity and designed the lowest water consumption model.

The following two main management guidelines have been established for water saving measures based on environmental considerations and evaluations:

- Process water reduction: Optimized process water evaluation and reuse of process recycled water
- Water recycling and reuse: Rainwater, cooling water and local scrubber drainage recycling and reuse

Among them, as the Hsinchu Science and Industrial Park plant ceased production of the cell process in 2022, the proportion of water recycled and improved in 2022 compared to 2021 was lower. The following table summarizes the water saving benefits of each major plant in the past three years:

Unit: million liters

		2020	2021	2022
Hsinchu Science and Industrial Park Plant	Total water consumption	130.02	66.85	43.48
	Recycle and reuse	111.30	10.17	0.07
	Water saving improvement percentage	85.6%	15.2%	0.1%
Zhunan Plant	Total water consumption	331.21	405.16	293.03
	Recycle and reuse	111.46	150.18	132.81
	Water saving improvement percentage	33.7%	37.1%	45.3%
Tainan Plant	Total water consumption	494.80	395.99	357.41
	Recycle and reuse	134.00	172.22	136.85
	Water saving improvement percentage	27.1%	43.5%	38.3%

Note 1: The formula for calculating recycle and reuse is: the amount of water recycled / the number of days in the month.

Note 2: The data source is based on the meter reading data of each plant equipment flow.

Water saving measures over the years

United Renewable Energy has implemented a number of wastewater recycling system improvements, including: the use of pure water and recycled water system resin regeneration fast and slow wash water recycling, pure water system sand filter tower and activated carbon tower forward and reverse wash water recycling, rooftop rainwater recycling system and Fan coil unit cooling water recycling; process water saving improvements focused on adjusting the machine Taiwater parameters, process machine water reduction, plant annual maintenance water saving control, plant watering, water saving by cutting water supply by half, pure water system RO drainage recycling to the filter tank, wet process wastewater recycling, cleaning of machine filter board after mud dewatering, additional process wet cleaning tower recycling system, improved water recycling of wet process. In 2022, we saved water and reduced water supply through measures such as recycling system of process machine drainage, shutting down watering at the plant and replacing it with manual unscheduled watering, and replacing the wet washing tower of the process machine with a dry machine, with an annual water saving performance of approximately 30.81 million liters. The accumulated water saving performance of each plant from 2013 to 2022 was approximately 568.37 million liters.

7.4 Pollution prevention and control

Under the ISO 14001 management system and PDCA continuous improvement concept, United Renewable Energy's pollution prevention begins at the source and actively invests in reducing the consumption of raw materials and natural resources in order to reduce the use of pollutants. We continue to manage air pollution emissions, reduce effluent discharges, and reduce waste disposal, with the aim of balancing production and environmental protection.

7.4.1 Air pollution prevention and controlGRI 305-6, 305-7

The air pollutants that were discharged into the system after reduction and improvement from the process source are treated by high performance prevention equipment, and the emissions from each of our plants are in compliance with the regulations. No ozone-depleting substances (ODS) were generated (spread) during the manufacturing process.

Gas Treatment System

Acid and alkali exhaust gas were processed by the exhaust gas treatment equipment (local scrubber) first according to the characteristics of the process exhaust gas, after which trace amounts of inorganic acid and alkali exhaust gas were discharged to the central exhaust gas scrubber for proper treatment before being released. The organic waste gas was pretreated by the system of condenser and oxidizer from the exhaust port at the machine end, and then emitted to the atmosphere after adsorption by activated carbon. The acid, alkaline, organic and hot exhaust systems of each plant are all designed with N+1 logic for backup operation, and the exhaust systems are all connected to emergency power supply and operate without fail in case of emergency, to ensure stable operation of the exhaust system, emission standards and smooth production operation.

Continuous monitoring

All systems are connected to the monitoring system, and the 24-hour shift staff is in control of the real-time operation status. When the operating parameters drift, an alarm is sent out for immediate action to ensure the quality of the emitted air.

Air pollution inspection

United Renewable Energy's emissions from production processes are treated before they are released to the atmosphere. 2022 air quality at the emission ports were tested by the competent authorities from time to time and met the requirements, and we also regularly collect samples for monitoring and analysis on our own, in order to strictly control the emissions. Since SOx and NOx are not included in the operating permit for fixed sources, regular monitoring is not required. At the same time, in response to the requirements of local competent authorities, there are certain regulations on the frequency of air pollutant inspection items, which are indeed implemented by each plant. The results of air pollutant emission inspection at each plant are summarized as follows:

Air pollutant emission inspection results of each plant

Hsinchu Science and Industrial Park plant

Air pollutant inspection item: non-methane total hydrocarbons (Kg/hr)						
Chimney		Inspection Method	2020	2021	2022	Emission Standard
P002	Entrance	NIEA A723.75B	-	-	38	-
	Exit		-	-	19	0.6
P003	Entrance		-	-	10	-
	Exit		-	-	5	0.6
P006	Entrance		-	-	24	-
	Exit		-	-	5	0.6

*P002~P006 are the emission pipes of activated carbon treatment equipment, which should be inspected once before extension. *(Choose 1 out of 3 for operation)

Zhunan plant

Air pollutant inspection item: non-methane total hydrocarbons (Kg/hr)						
Chimney		Inspection Method	2020	2021	2022	Emission Standard
P201	Entrance	NIEA A723.75B	-	-	-	-
	Exit		-	-	-	-
P202	Entrance		-	-	-	-
	Exit		-	-	-	-
P203	Entrance		-	-	0.22	-
	Exit		-	-	0.15	0.6
P204	Entrance		-	-	0.2	-
	Exit		-	-	0.15	0.6

*P201~P204 are the emission pipes of the activated carbon treatment equipment, and need to be inspected once a year.

*(Choose 2 out of 4 for operation)

Air pollutant inspection item: non-methane total hydrocarbons (Kg/hr)						
Chimney	Inspection Item	Inspection Method	2020	2021	2022	Emission Standard
P101	Particulate pollutants	NIEA A101.77C	-	-	-	-
	Ammonia (g/s)	NIEA A408.72B	-	-	-	-
	Hydrofluoric acid(Kg/hr)	A452.73B	-	-	-	-
	Hydrochloric acid(Kg/hr)		-	-	-	-
	Nitric acid(Kg/hr)		-	-	-	-
	Phosphoric acid(Kg/hr)		-	-	-	-
P102	Particulate pollutants	NIEA A101.77C	-	-	-	-
	Ammonia (g/s)	NIEA A408.72B	-	-	-	-
	Hydrofluoric acid(Kg/hr)	A452.73B	-	-	-	-
	Hydrochloric acid(Kg/hr)		-	-	-	-
	Nitric acid(Kg/hr)		-	-	-	-
	Phosphoric acid(Kg/hr)		-	-	-	-
P103	Particulate pollutants	NIEA A101.77C	-	-	$2.81*10^{-2}$	100
	Ammonia (g/s)	NIEA A408.72B	-	-	$3.68*10^{-2}$	1.215
	Hydrofluoric acid(Kg/hr)	A452.73B	-	-	$5.15*10^{-3}$	0.6
	Hydrochloric acid(Kg/hr)		-	-	$1.77*10^{-3}$	0.6
	Nitric acid(Kg/hr)		-	-	$6.03*10^{-3}$	0.6
	Phosphoric acid(Kg/hr)		-	-	$3.46*10^{-4}$	0.031

Air pollutant inspection item: non-methane total hydrocarbons (Kg/hr)						
Chimney	Inspection Item	Inspection Method	2020	2021	2022	Emission Standard
P104	Particulate pollutants	NIEA A101.77C	-	-	$2.59*10^{-2}$	100
	Ammonia (g/s)	NIEA A408.72B	-	-	$9.70*10^{-3}$	1.215
	Hydrofluoric acid(Kg/hr)	A452.73B	-	-	$1.06*10^{-3}$	0.6
	Hydrochloric acid(Kg/hr)		-	-	$1.47*10^{-3}$	0.6
	Nitric acid(Kg/hr)		-	-	$1.13*10^{-2}$	0.6
	Phosphoric acid(Kg/hr)		-	-	$2.09*10^{-4}$	0.031
P105	Particulate pollutants	NIEA A101.77C	-	-	$2.83*10^{-2}$	100
	Ammonia (g/s)	NIEA A408.72B	-	-	$1.88*10^{-2}$	1.215
	Hydrofluoric acid(Kg/hr)	A452.73B	-	-	$2.44*10^{-3}$	0.6
	Hydrochloric acid(Kg/hr)		-	-	$5.35*10^{-3}$	0.6
	Nitric acid(Kg/hr)		-	-	$2.00*10^{-2}$	0.6
	Phosphoric acid(Kg/hr)		-	-	$4.16*10^{-4}$	0.031

*P101~P105 are the emission pipes of acid-alkali treatment equipment, which can be checked before the extension of the operation permit.

*(Choose 3 out of 5 for operation)

Tainan plant

Air pollutant inspection item: non-methane total hydrocarbons (Kg/hr)						
Chimney		Inspection Method	2020	2021	2022	Emission Standard
P201	Entrance	NIEA A723.75B	0.31	0.16	-	-
	Exit		0.03	0.04	-	0.6
P202	Entrance		0.12	0.09	0.10	-
	Exit		0.05	0.03	0.04	0.6
P203	Entrance		0.20	0.09	0.07	-
	Exit		0.03	0.03	0.02	0.6
P204	Entrance		0.13	0.05	0.05	-
	Exit		0.04	0.02	0.02	0.6
P205	Entrance		0.10	0.09	-	-
	Exit		0.03	0.04	-	0.6
P206	Entrance		0.09	0.09	0.11	-
	Exit		0.03	0.03	0.02	0.6
P301	Entrance		-	-	0.46	-
	Exit		-	-	0.11	-
P302	Entrance		-	-	0.39	-
	Exit		-	-	0.09	-

*P201~P302 are the emission pipes of activated carbon treatment equipment, and they need to be inspected once a year.

*P201 and P205 were cancelled in 2022, and P301 and P302 were added.

Air pollutant inspection item: non-methane total hydrocarbons (Kg/hr)						
Chimney	Inspection Item	Inspection Method	2020	2021	2022	Emission Standard
P101	Odor pollutants	NIEA A201.14A	-	174	-	4,000
	Ammonia (g/s)	NIEA A408.72B	-	ND	-	2.6
	Hydrofluoric acid(Kg/hr)	A452.73B	-	$1.95*10^{-3}$	-	0.6
	Hydrochloric acid(Kg/hr)		-	$2.13*10^{-3}$	-	0.6
	Nitric acid(Kg/hr)		-	$1.45*10^{-2}$	-	0.6
	Sulfuric acid(Kg/hr)		-	$1.08*10^{-3}$	-	0.1
	Phosphoric acid(Kg/hr)		-	$9.74*10^{-5}$	-	0.6
P102	Odor pollutants	NIEA A201.14A	-	1,740	-	4,000
	Ammonia (g/s)	NIEA A408.72B	-	ND	-	2.6
	Hydrofluoric acid(Kg/hr)	A452.73B	-	$4.56*10^{-3}$	-	0.6
	Hydrochloric acid(Kg/hr)		-	$3.57*10^{-3}$	-	0.6
	Nitric acid(Kg/hr)		-	$1.39*10^{-2}$	-	0.6
	Sulfuric acid(Kg/hr)		-	$2.87*10^{-3}$	-	0.1
	Phosphoric acid(Kg/hr)		-	$<1.61*10^{-4}$	-	0.6
P103	Odor pollutants	NIEA A201.14A	-	309	-	4,000
	Ammonia (g/s)	NIEA A408.72B	-	ND	-	2.6
	Hydrofluoric acid(Kg/hr)	A452.73B	-	$1.08*10^{-2}$	-	0.6
	Hydrochloric acid(Kg/hr)		-	$4.46*10^{-3}$	-	0.6
	Nitric acid(Kg/hr)		-	$1.72*10^{-2}$	-	0.6
	Sulfuric acid(Kg/hr)		-	$1.48*10^{-3}$	-	0.1
	Phosphoric acid(Kg/hr)		-	$<1.20*10^{-4}$	-	0.6
P104	Odor pollutants	NIEA A201.14A	-	174	-	4,000
	Ammonia (g/s)	NIEA A408.72B	-	ND	-	2.6
	Hydrofluoric acid(Kg/hr)	A452.73B	-	$8.35*10^{-4}$	-	0.6
	Hydrochloric acid(Kg/hr)		-	$1.80*10^{-3}$	-	0.6
	Nitric acid(Kg/hr)		-	$1.43*10^{-3}$	-	0.6
	Sulfuric acid(Kg/hr)		-	$4.27*10^{-4}$	-	0.1
	Phosphoric acid(Kg/hr)		-	$<6.01*10^{-5}$	-	0.6
P105	Odor pollutants	NIEA A201.14A	-	309	-	4,000
	Ammonia (g/s)	NIEA A408.72B	-	$5*10^{-3}$	-	2.6
	Hydrofluoric acid(Kg/hr)	A452.73B	-	$2.59*10^{-3}$	-	0.6
	Hydrochloric acid(Kg/hr)		-	$3.97*10^{-3}$	-	0.6
	Nitric acid(Kg/hr)		-	$1.13*10^{-2}$	-	0.6
	Sulfuric acid(Kg/hr)		-	$1.07*10^{-3}$	-	0.1
	Phosphoric acid(Kg/hr)		-	$<1.45*10^{-4}$	-	0.6

*P101~P105 are the emission pipes of the acid-alkali treatment equipment, which could be inspected before the renewal of the operation permit (2021).

7.4.2 Water Pollution Prevention and Control GRI 303-2, 303-4

United Renewable Energy's water pollution prevention and control system at each plant is operated in accordance with SOPs and maintenance procedures. The discharging terminal is equipped with an on-line monitoring system, so that in case of abnormal conditions, in addition to controlling the backflow control by the system, the operators can also immediately activate the emergency response process to halt the discharge to prevent environmental pollution before it happens.

■ Ammonia Nitrogen Wastewater Treatment System

Due to the process requirements of solar cells, nitric acid is used in the etching process and ammonia is used in the thin film process, and the waste acid after these two processes is part of the wastewater to be treated. United Renewable Energy has been properly diverting the wastewater, and the nitrate nitrogen in the wastewater has been treated to meet the standards for industrial areas. The ammonia used in the film process has been washed with water, and the ammonia nitrogen biological treatment system has been invested to fully utilize the benefits of the treatment, resulting in the treatment of ammonia nitrogen wastewater that meets the standards of the wastewater treatment units in each plant.

■ Water quality inspection of wastewater discharge

The wastewater from United Renewable Energy's production process is pre-treated to meet the required standards before it is discharged to the Science Park or industrial area wastewater plants. In order to monitor the water quality of the effluent in real time, a continuous water quality and volume monitoring system has been installed before discharge to ensure that the regulated wastewater meets the standards. In 2022, the competent authorities conducted random water quality inspections at the discharge ports from time to time, all of which were in compliance with the regulations, and also regularly outsourced the collection of samples for monitoring and analysis, in order to strictly control the discharge of wastewater. The water volume and water quality monitoring results of each plant are summarized as follows:

Unit: million liters

Plant	2020	2021	2022	Waste Water Processing Unit
Hsinchu Science and Industrial Park plant	80.49	27.05	11.39	Hsinchu Science Park Bureau Wastewater Treatment Plant
Zhunan plant	157.56	183.17	225.22	Zhunan Science Park Bureau Wastewater Treatment Plant
Tainan plant	288.64	317.03	285.93	Tainan Technology Industrial Park Service Center Wastewater Treatment Plant

Note 1: The wastewater discharge is calculated according to the wastewater meter of each plant.

● Water quality monitoring results for each plant area

The waste water from United Renewable Energy's manufacturing process is regularly monitored and analyzed by outsourced sampling. The following table shows the inspection items and analysis results for the past three years, of which the inspection data for 2022 was collected and analyzed in the second half of the year.

Hsinchu Science and Industrial Park plant					
Inspection Item	Environmental Protection Administration Inspection Standards	2020	2021	2022	Regulated Standards
pH	NIEA-W424.52A	8	7.15	8.1	5-9
Temperature(°C)	NIEA-W217.51A	22.0	24.2	25.7	35
SS(mg/L)	NIEA-W210.58A	23.5	80.64	16.5	300
COD(mg/L)	NIEA-W517.52B	85.6	83.8	21.9	500
Fluoride(mg/L)	NIEA-W413.52A	1.44	4.6	0.4	15

Zhunan plant					
Inspection Item	Environmental Protection Administration Inspection Standards	2020	2021	2022	Regulated Standards
pH	NIEA-W424.52A	7.4	7.9	8	5~9
Temperature°C)	NIEA-W217.51A	23.1	24.0	24.5	<35°C
SS(mg/L)	NIEA-W210.58A	20.3	24.8	5	<300
COD(mg/L)	NIEA-W517.52B	26.3	11.5	9.8	<500
Fluoride(mg/L)	NIEA-W413.52A	1.36	4.46	2.26	<15

Tainan plant					
Inspection Item	Environmental Protection Administration Inspection Standards	2020	2021	2022	Regulated Standards
pH	NIEA-W424.52A	7.1	6.7	7.8	5-9
Temperature(°C)	NIEA-W217.51A	30.6	28.9	28.3	<42
SS(mg/L)	NIEA-W210.58A	6.4	34.9	11.1	320
COD(mg/L)	NIEA-W517.52B	5.3	25.2	50.8	520
Fluoride(mg/L)	NIEA-W413.52A	1.79	9.8	1.85	15

7.4.3 Waste Management GRI 306-1 ~ 306-5

United Renewable Energy's waste management is based on compliance with laws and regulations. In addition to source reduction, United Renewable Energy also promotes recycling to increase the proportion of recycled waste.

Waste Source Management

Waste is generally divided into two major categories: employee household waste and process waste:

- Employee waste management: Through employee education and training and poster promotion, we promote waste reduction and sorting management so that recyclable resources can be recycled and reused.
- Process waste management: Continue to reduce the amount of hazardous waste generated and improve reuse efforts

Effectiveness of waste management

United Renewable Energy has established a waste management policy that requires separate storage, labeling, and no mixing with other miscellaneous items according to the nature of the waste, a written contract to be completed prior to disposal, a legal organization to clean up the waste, and regular audits by the cleanup service provider. In accordance with regulatory compliance and reduced cleanup costs, United Renewable Energy's waste management principles prioritize reuse of resources to achieve maximum environmental benefits through effective reuse of resources. United Renewable Energy's general and hazardous waste recycling rates have reached over 85% for the past three years, and in 2022, capacity increased by 11.3% and waste increased by 10.3% compared to the previous year.

The waste generation and disposal for the last three years are summarized as follows

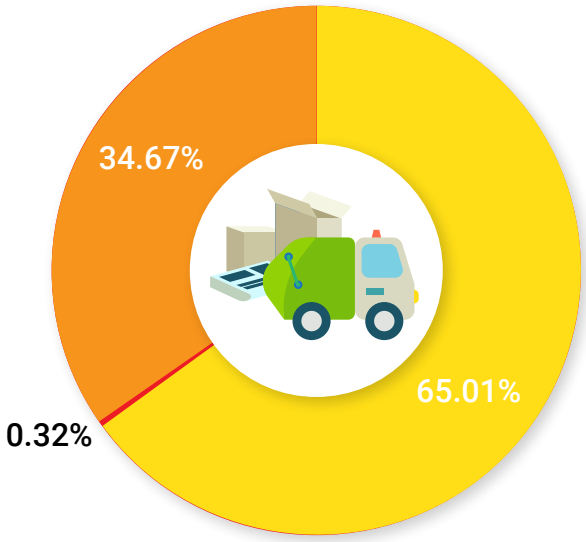
Total amount of waste at each plant

Unit: ton

Year		2020	2021	2022
Total waste		3,597.8	3,413.5	3,766.4
Hazardous business waste	Reuse	1,558.0	1,667.2	1,256.3
	Buried	0	0	0
	Incinerated	2.3	0	0.8
	Other	0.2	161.0	95.4
Total		1,560.5	1,828.2	1,352.4
General business waste	Reuse	1,737.9	1,371.3	2,202.1
	Buried	0	6.9	3.0
	Incinerated	154.7	142.3	155.4
	Other	144.6	64.8	53.5
Total		2,037.2	1,585.3	2,414.0

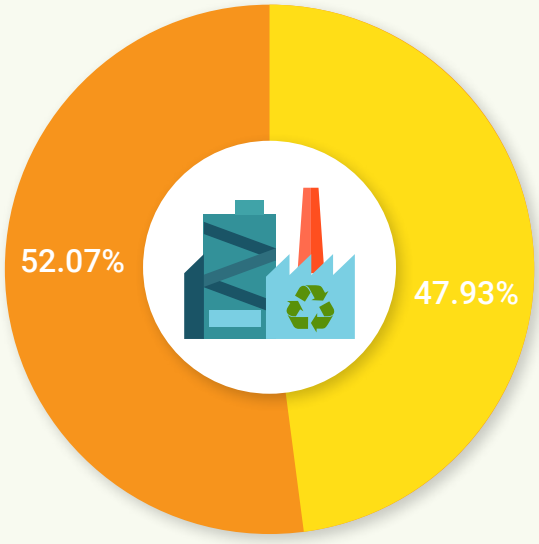
*Other disposal methods include non-reuse, burial, and incineration.

Categories for reuse of waste in each plant



General Business Waste Reuse Category

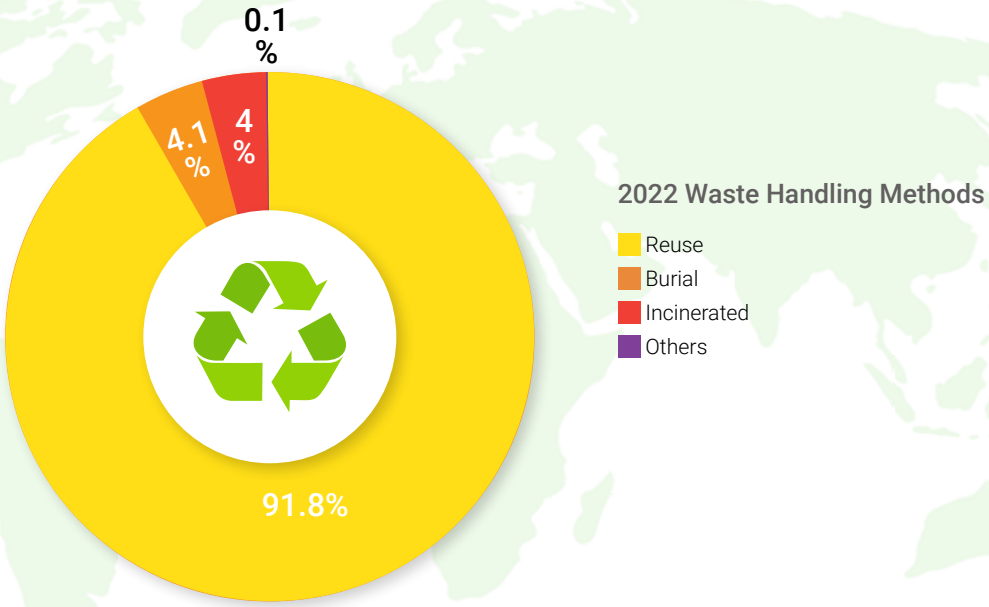
- Use of waste as recycled raw materials
- Use of waste as recycled materials and additives
- For other reuse purposes

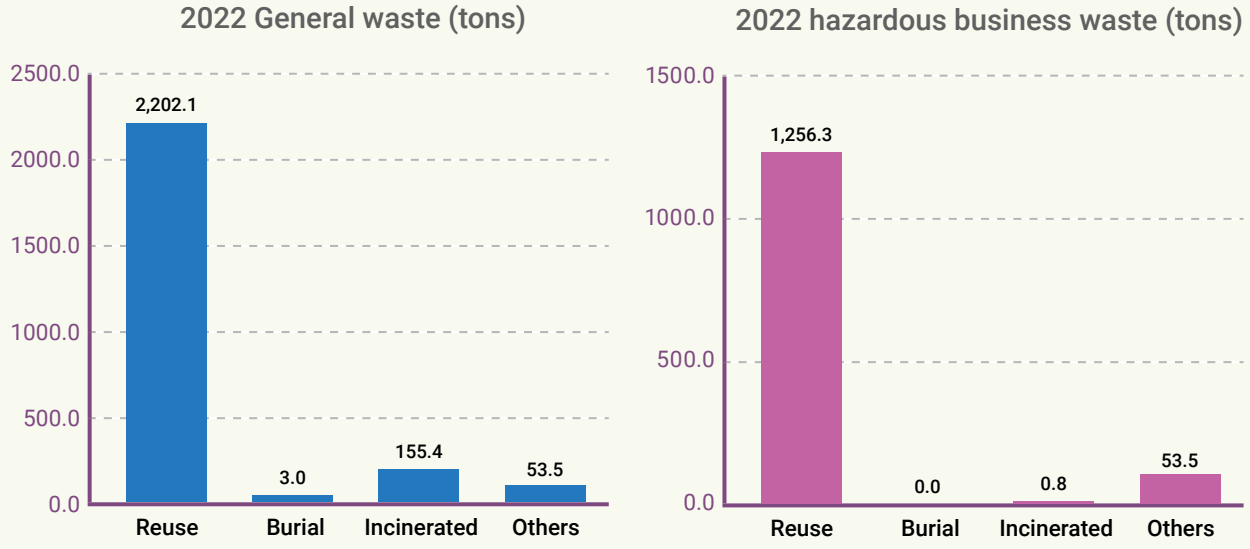


Hazardous Business Waste Reuse Category

- Use of waste as recycled raw materials
- Use of waste as recycled materials and additives

The ratio of waste type and handling method in Taiwan plants





7.5 Greenhouse Gas Management

The solar industry was born out of greenhouse gas emissions and global warming. To mitigate the impact of climate change on the environment, United Renewable Energy produced 1.420 GW of solar cells in Taiwan in 2022, which generated 2.073 billion kWh of electricity based on an average of four hours of effective sunlight per day (1,000W/M2), and suppressed 1,055,184 tons of CO2 emissions for the Earth, which is equivalent to the carbon absorption capacity of 2,713 Daan Parks in one year.

7.5.1 Greenhouse Gas Inventory GRI 305-1~4

United Renewable Energy conducts an annual inventory of greenhouse gas emissions from each plant on its own, in order to grasp the current situation and set targets for reduction effectiveness. The continuous implementation of the inventory reveals the determination of green energy companies. According to the ISO 14064-1 standard, through the greenhouse gas inventory process and results, we are able to grasp the greenhouse gas emissions, and we hope that we can devote ourselves to greenhouse gas reduction in the future, so that we can fulfill our responsibility as a member of the earth village to reduce the trend of global warming. This report compiles the greenhouse gas emission equivalents for the past three years as follows:

Year			2020	2021	2022
Scope 1	Type 1	Emission	283	317	2,077.3673
Scope 2	Type 2	Emission	68,399	65,230	62,240.3972
Scope 3	Type 3	Emission	-	-	949.6286
	Type 4	Emission	-	-	10,859.5473
	Type 5	Emission	-	-	-
	Type 5	Emission	-	-	-
Bio Energy			0	0	0
Total emissions (metric tons CO_2e/year)			68,682	65,547	76,126.940
Intensity (metric tons CO_2e/MW)			58.3	51.4	45.3

Note 1: Emission unit: metric tons of CO_2e/year; Intensity calculation: company-wide GHG emissions (type 1 + type 2) / production capacity (MW)

Note 2: Scope 1: Direct emissions from the process or facility, and the gas type calculated is carbon dioxide.

Scope 2: purchased electricity. The energy source of heat or steam, the gas type calculated is carbon dioxide.

Scope 3: Other indirect emissions, such as employee commuting, business travel, goods _ input power ..., the gas type calculated is carbon dioxide.

Note 3: In 2020 and 2021, the GHG inventory covered only Scope 1 and Scope 2. In 2022, due to the identification of "significant indirect GHG emissions", the staff commuting (Type 3), business travel (Type 3), goods_input electricity (Type 4), services_waste disposal (Type 4) in Scope 3 were included in the calculation.

Note 4: The organizational boundary of the inventory covered the Taipei office, Hsinchu plant, Hsinchu Science and Industrial Park plant, Zhunan plant and Tainan plant. (The Hsinchu plant was closed in 2021, and the inventory data of the Taipei office were added in 2022)

Note 5: For 2020 and 2021 data, according to the Environmental Protection Administration 14064 declaration changed to the operation control method, the calculation of the Environmental Protection Administration greenhouse gas inventory table version 3.0.0 adopted Emission coefficient method, emission coefficient refers to the greenhouse gas emission coefficient management table 6.0.3 version of our Environmental Protection Administration announcement; GWP value is mainly calculated using the IPCC's fourth evaluation report in 2007.

Note 6: For 2022 data, according to the Environmental Protection Administration 14064 declaration changed to the operation control method, the calculation of the greenhouse gas inventory table of the Environmental Protection Administration 3.0.0 version adopted method using emission coefficients. Emission coefficients refer to our country Environmental Protection Administration announcement of greenhouse gas emission coefficient management table 6.0.4 version; GWP value is mainly calculated by the IPCC 2021 sixth evaluation report.

Note 7: The data for 2020~2021 were not verified by a third party, and the data for 2022 were verified by a third party.

Note 8: The higher figure in 2022 compared to the previous two years is mainly due to the inclusion of process gas (laughing gas N_2O) in the calculation in 2022.

7.5.2 Climate Change Governance

The increasing frequency of extreme weather in recent years indicates that the crisis brought about by global warming is imminent. Governments around the world are paying more and more attention to the issue of climate change and are urging companies to incorporate the issue of climate change into the management of their operations through the amendment of regional regulations in each country. In addition to identifying the operational risks brought about by climate change, the Company has incorporated the climate related Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB) into its operational management. We have included the core items of "Governance," "Strategy," "Risk Management," and "Indicators and Targets" in our operational management and have disclosed our governance performance in our sustainability report. We hope that stakeholders will understand the impact of climate change-related risks and opportunities, and the related response measures.

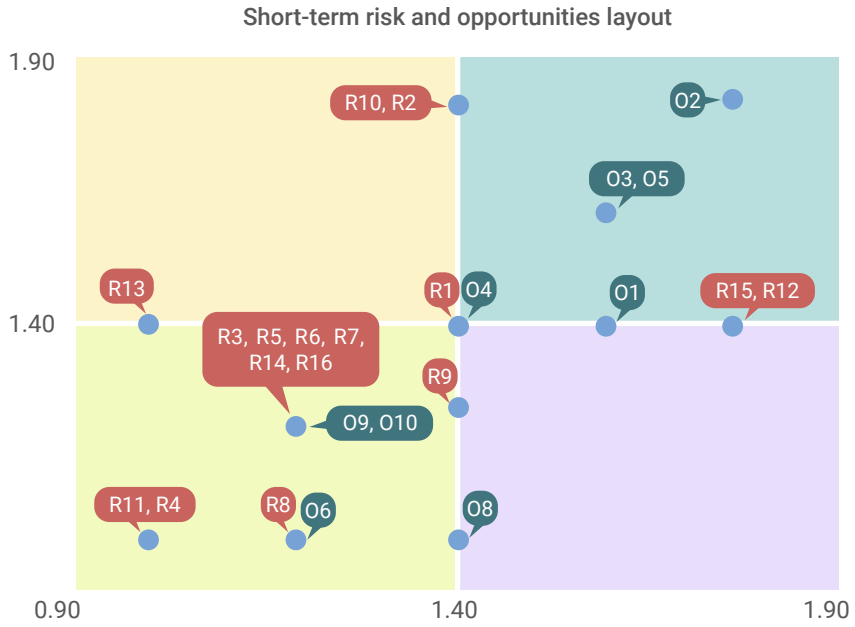
-Govermance

Regarding the discussion and management of climate change, the ESG Committee conducts discussions and evaluations, and resolutions related to climate change are approved by the Board of Directors. A task force is set up under the committee, and the Sustainability Technology Team coordinates and integrates each task force to report annually to the Board of Directors on TCFD's climate governance response for reference in decision-making.

-Strategies

In response to the climate related risks and opportunities that affect the Company's strategy and financial planning, the Company uses quantitative and qualitative climate related scenario analysis with reference to TCFD's climate related scenario analysis in order to adopt a response strategy. The 2℃ scenario was discussed in the ESG Committee meeting and the tools provided by TCCIP (Taiwan Climate Change Projection Information and Adaptation Knowledge Platform) were used as a reference for the evaluation of the physical risk scenario of climate change. The 2℃ / RCP2.6 scenario was eventually adopted as our climate change physical risk scenario, in which we describe the topics of climate change risks and opportunities in terms of physical risks and regulatory transition risks. The final identification of climate risks and opportunities related to the Company's scope of operations is based on the TCFD report on the manufacturing industry: a decade is used to consider the long-term operational development of the Company, which is defined as short-term for 1-3 years, medium-term for 3-5 years, and long-term for 6-10 years.

● The Company's 2022 TCFD Climate Risk and Opportunity Matri



Note 1: 1-3 years for short-term, 3-5 years for mid-term, and 6-10 years for long-term

Note 2: The red color on the matrix indicates risk issues and the green color indicates opportunity issues.

Number	Climate Change Risk Issues	Risk Level	Time Scope	Number	Climate Change Risk Issues	Risk Level	Time Scope
R1	Increase in greenhouse gas emissions pricing	Mid	long-term	R9	Uncertain market information	Mid	long-term
R2	Strengthen emission reporting obligations	High	short-term mid-term long-term	R10	Increase in raw material costs	High	short-term mid-term long-term
R3	Requirements and supervision of existing products and services	Low	long-term	R11	Changes in Consumer Preferences - Industry Stigmatization	Low	long-term
R4	Exposure to litigation risk	Low	-	R12	Increasing Stakeholder Concerns and Negative Feedback	High	short-term long-term
R5	Replace existing products and services with low-carbon products	Low	-	R13	Severity of extreme weather events such as typhoons and floods increases	Low	-
R6	Failure of investment in new technologies	Low	-	R14	Changes in rainfall (water) patterns and extreme changes in climate patterns	Low	-
R7	The Cost of Low Carbon Technology Transition	Low	-	R15	Increase in average temperature	High	short-term long-term
R8	Changes in customer behavior	Low	long-term	R16	Rising sea levels	Low	long-term
O1	Adopting more efficient transportation methods	Mid	mid-term long-term	O6	Use of low carbon energy	Low	long-term
O2	Use more efficient production and distribution processes	High	short-term long-term	O7	Adopt rewarding policies	Low	long-term
O3	Recycle and reuse	High	short-term long-term	O8	Use of new technologies	Low	long-term
O4	Switch to a more efficient building	Mid	long-term	O9	Participate in the carbon trading market	Low	mid-term long-term
O5	Reduce water usage and consumption	High	short-term long-term	O10	Switching to non-centralized energy	Low	mid-term long-term

Note 1: 1-3 years for short-term, 3-5 years for mid-term, and 6-10 years for long-term

Note 2: The red color on the matrix indicates risk issues and the green color indicates opportunity issues.

-Risk management

Through the ESG Committee's "TCFD Climate Change Related Financial Disclosure Discussion Meeting", the Company convenes relevant members to discuss and identify climate change risks and opportunities, which is guided by TCFD's proposed framework, and discusses and identifies transition risks (policies and regulations, technology, markets, reputation), physical risks (immediate risks, long-term risks) and opportunities (resource efficiency, energy sources, products/services, markets, resilience).

1. Transition risk - identified three significant risks, namely policy and regulatory risk, market risk and reputational risk

The Greenhouse Gas Reduction and Management Act will be changed to the Climate Change Response Act, which will impose a carbon fee on direct or indirect high-emitting products in 2024-2025 at the earliest, which will strengthen the company's obligation to report carbon emissions. As renewable energy is likely to be one of the voluntary emission reduction items, the increased demand for renewable energy from large carbon emitters is likely to lead to increased demand for solar products and higher costs. In recent years, solar energy products have been accused of polluting the environment and creating light hazards in Taiwan, which have delayed the construction of solar energy system

sites due to protests from environmental groups and nearby residents during the development process. These 3 aspects of risk may have a financial impact in terms of increased operating costs and lower demand for products, but at the current stage, the Company is not a high carbon emission industry, so the impact on overall operations is not significant. In addition to confirming that a comprehensive greenhouse gas inventory will be conducted in the near future, the Company will also conduct evaluations and set carbon reduction targets for the purchase of green power, the installation of solar energy-saving equipment, and the purchase of bioenergy. To address the risk of raw material cost increase, the Company will adopt effective supply chain management and diversified procurement to reduce the impact of raw material price fluctuation on the Company's operation. In response to stakeholders' concerns and the increasing risk of negative feedback on our reputation, we have developed a series of anti-reflective and detachable products to reduce the impact on the environment, and we have also proven through long-term experiments that solar energy products do not cause pollution to the environment. The Company will actively promote anti-reflective and detachable module products to further expand the business opportunities for these products.

2. Physical risk - 1 significant risk was identified, which is a long-term climate risk

The average climate rise poses many risks to the company, including natural disasters caused by climate change, energy and resource instability, etc. The company continues to conduct inventory of greenhouse gas emissions, reduce energy consumption, improve energy-consuming equipment and other measures.

3. Resource efficiency opportunities, identified 3 significant opportunities which are the use of more efficient production and distribution processes, recycling and reuse and reduction of water usage and consumption.

Considering the efficient use of resources, the Company expects to implement:

1.Promote composite transportation mode, plan the best transportation solution, reduce transportation cost and carbon emission.

2.Improve the efficiency of distribution process, customer loyalty, customer satisfaction, and make better performance forecast and report.

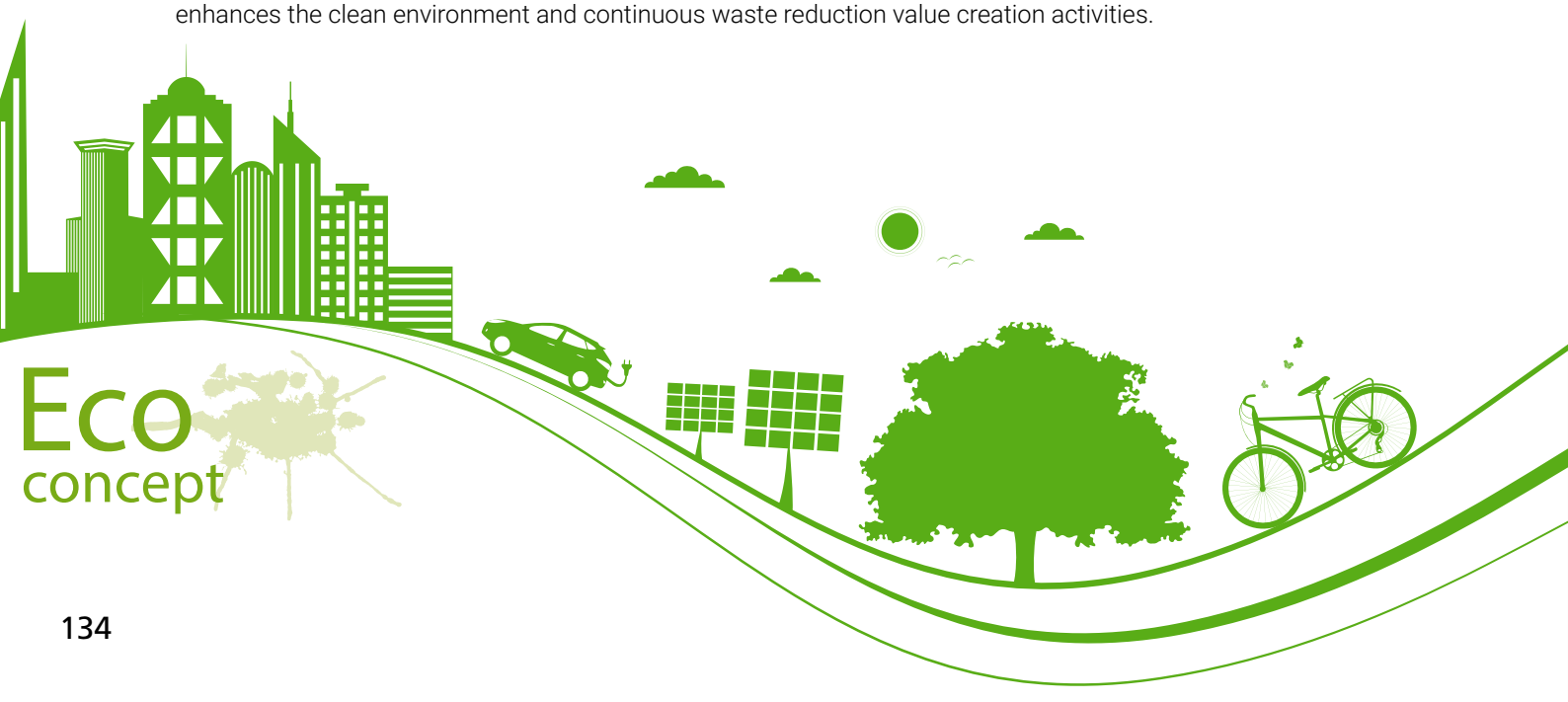
3. Optimize the water consumption of machines according to production capacity and design the lowest water consumption model.

4. Water saving measures are identified by environmental considerations and the following two main management guidelines are set:

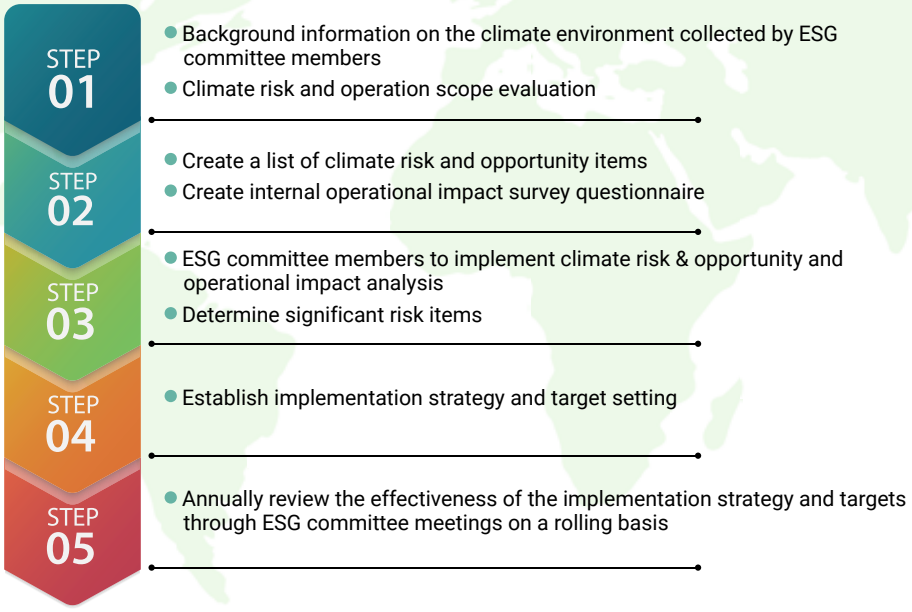
Process water consumption reduction: Optimize process water evaluation and reuse of process recycled water.

Water recycling and reuse: Rainwater and cooling water recycling and reuse

5. Reduce, Reuse, Recycle, and so on, to carry out recycling and reuse operations of packaging materials between internal plants. This not only saves considerable amount of packaging materials and cartons every year, but also enhances the clean environment and continuous waste reduction value creation activities.



TCFD Risk Management Process



Note: This process shows that the Company conducts tracking and control of climate change risks, collects data and determines the risk level according to the risk matrix, and the ESG Committee conducts overall analysis, evaluation and review, then sets up strategies and targets, and reviews them on a rolling basis from year to year for results achieved.

-Metrics & Targets (Metrics & Targets)

Based on the indicator items set by TCFD Climate Risk and Opportunity, we further set the following targets:

1. The average annual energy saving rate should reach 1% or more.

2. To implement greenhouse gas management in accordance with ISO 14064-1, and conduct annual verification to maintain the effectiveness and ensure the effective operation of the management mechanism.

3. To reduce carbon emissions by more than 1% per year.

2,046.5321 metric tons of CO_2e for Scope 1 (Type 1) emissions in 2022;

Scope 2 (Type 2) emissions of 62,240.3972 metric tons of CO_2e;

Scope 3 (Type 3+4) emissions 11,809.1759 metric tons of CO_2e

8

Appendix

GRI Content Index

Statement of Independent Third Party Audit Opinion

Sustainability Accounting Standards (SASB)

Sustainable Disclosure Indicators for the Photovoltaic Industry

Climate-Related Information of TWSE/ TPEx Listed Company

Appendix 1. GRI Content Index

Declaration: United Renewable Energy has reported the contents for the period January 1 to December 31, 2022 in accordance with GRI guidelines
GRI 1 used: GRI 1: Foundation 2021
Applicable GRI Industry Standards: "GRI has not yet published the applicable industry standards for United Renewable Energy United Renewable Energy is classified as a listed photovoltaic industry in our country."

Topic	Disclosure Item	Description	Chapter	Page No.	Reason for omission/necessary explanation	Reference number for disclosure items in the GRI Industry Standard
GRI 2: General Disclosures 2021						
The organization and its reporting practices	2-1	Organizational details	4.1.1 Milestone	27		
	2-2	Entities included in the organization's sustainability reporting	1.1 About this report	3		
	2-3	Reporting period, frequency and contact point	1.1 About this report	3		
	2-4	Restatements of information	1.1 About this report	3		
	2-5	External assurance	1.1 About this report	3		
Activities and workers	2-6	Activities, value chain and other business relationships	4.1.1 Milestone 4.2.2 Operational Performance 6.1.1 Supply Chain Integration	27 41 87		
	2-7	Employees	5.1.3 Human Resources	63		
	2-8	Workers who are not employees	5.1.3 Human Resource	63		
Governance	2-9	Governance structure and composition	4.2.1 Governance Organization and responsibilities/ Operation of BOD	33		
	2-10	Nomination and selection of the highest governance body	4.2.1 Governance Organization and responsibilities/ Operation of BOD	33		
	2-11	Chair of the highest governance body	4.2.1 Governance Organization and responsibilities/ Operation of BOD	33		
	2-12	Role of the highest governance body in overseeing the management of impacts	4.2.1 Governance Organization and responsibilities/ Operation of BOD 4.2.3.3 Risk Management	33 45		
	2-13	Delegation of responsibility for managing impacts	4.2.1 Governance Organization and responsibilities/ ESG committee	33		
	2-14	Role of the highest governance body in sustainability reporting	4.2.1 Governance Organization and responsibilities/ ESG committee	33		
	2-15	Conflicts of interest	4.2.1 Governance Organization and responsibilities/ Operation of BOD 4.2.3.2 Avoid conflict of interst	33 44		
	2-16	Communication of critical concerns	4.2.1 Governance Organization and responsibilities/ Operation of BOD	33		
	2-17	Collective knowledge of the highest governance body	4.2.1 Governance Organization and responsibilities/ Operation of BOD	33		
	2-18	Evaluation of the performance of the highest governance body	4.2.1 Governance Organization and responsibilities/ Operation of BOD	33		
	2-19	Remuneration policies	4.2.1 Governance Organization and responsibilities/ Operation of Remuneration Committee 5.1.1 Compensation and Benefit	33 58		
	2-20	Process to determine remuneration	4.2.1 Governance Organization and responsibilities/ Operation of Remuneration Committee	33		
	2-21	Annual total compensation ratio	-		Confidentiality / Remuneration is kept confidential by the company	
Strategy, policies and practices	2-22	Statement on sustainable development strategy	2. Message from Management	9		
	2-23	Policy commitments	6.1.3 Supplier evaluation mechanism 6.1.4 Green Supply chain 6.1.5 Optimal Supply chain procurement	89 91 93		
	2-24	Embedding policy commitments	6.1.3 Supplier evaluation mechanism 6.1.4 Green Supply chain 6.1.5 Employee's right of Supplier	89 91 93		
	2-25	Processes to remediate negative impacts	-		Not applicable/ not occurred during the year	
	2-26	Mechanisms for seeking advice and raising concerns	3.1 Stakeholder identification and engagement	13		
	2-27	Compliance with laws and regulations	4.2.3.4 Compliance with the Law	46		
	2-28	Membership associations	4.1.2 Organizational Structure	28		

Topic	Disclosure Item	Description	Chapter	Page No.	Reason for omission/necessary explanation	Reference number for disclosure items in the GRI Industry Standard
Stakeholder engagement	2-29	Approach to stakeholder engagement	3.1 Stakeholder identification and engagement	13		
	2-30	Collective bargaining agreements.	-		Not applicable / Company has not signed a collective bargaining agreement with employees	
GRI 3: Material Topics 2021						
Material Topics	3-1	Process to determine material topics	3.2 Analysis and response to material topics	16		
	3-2	List of material topics	3.2 Analysis and response to material topics	16		
Economical						
★ Economic Performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Corporate Governance 4.1.3 Corporate Vision	24 29		
GRI 201: Economic Performance 2016	201-1	"Direct economic value generated and distributed"	4.2.2 Operational Performance	41		
	201-2	Financial implications and other risks and opportunities due to climate change	7.5.2 Climate-Related Financial Disclosures	132		
	201-3	Defined benefit plan obligations and other retirement plans	5.1.1 Overall remuneration planning and comprehensive benefit design	58		
★ Information Security						
GRI 3: Material Topics 2021	3-3	Management of material topics	4. Corporate Governance	24		
Self determine topics	Information Security	No incident regarding information security in reporting year	4.2.3.6 Information Security Management	48		
Environmental						
Materials						
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	6.1.4 Green Supply Chain	91		
Energy						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	7.3.1 Energy Management	120		
	302-3	Energy intensity	7.3.1 Energy Management	120		
	302-4	Reduction of energy consumption	7.3.1 Energy Management	120		
Water and Effluents						
GRI 303: Water and Effluents 2018 Management approach	303-1	Interactions with water as a shared resource	7.3.2 Water Resources Management	121		
	303-2	Management of water dischargerelated impacts	7.4.2 Water pollution prevention and control	127		
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	7.3.2 Water Resources Management	121		
	303-4	Water discharge	7.4.2 Water pollution prevention and control	127		

Topic	Disclosure Item	Description	Chapter	Page No.	Reason for omission/necessary explanation	Reference number for disclosure items in the GRI Industry Standard
★ Emissions						
GRI 3: Material Topics 2021	3-3	Management of material topics	7 Green energy, energy saving and environmental protection	100		
GRI 305 : Emissions 2016	305-1	Direct (Scope 1) GHG emissions	7.5.1GHG Inventory	131		
	305-2	Energy indirect (Scope 2) GHG emissions	7.5.1 GHG Inventory	131		
	305-3	"Other indirect (Scope 3) GHG emissions"	7.5.1 GHG Inventory	131		
	305-4	GHG emissions intensity	7.5.1 GHG Inventory	131		
	305-5	Reduction of GHG emissions	7.3.1 Energy Management	131		
	305-6	Emissions of ozone-depleting substances (ODS)	7.4.1 Air pollution prevention and control	123		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	7.4.1 Air pollution prevention and control	123		
★ Effluents and Waste						
GRI 3: Material Topics 2021	3-3	Management of material topics	7 Green energy, energy saving and environmental protection	100		
GRI 306: Effluents and Waste 2020 Management approach	306-1	Waste generation and waste-related significant impacts	7.4.3 Waste management	128		
	306-2	Management of significant impact related to waste	7.4.3 Waste management	128		
GRI 306: Effluents and Waste	306-3	Waste generation	7.4.3 Waste management	128		
	306-4	Disposal and transfer of waste	7.4.3 Waste management	128		
	306-5	Direct disposal of waste	7.4.3 Waste management	128		
Supplier Environmental Assessment						
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	6.1.6 Supply quality management	94		
Social						
★ Employment						
GRI 3: Material Topics 2021	3-3	Management of material topics	5 Employee and social involvement	53		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.1.3 Human Resources	63		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1.1 Overall remuneration planning and comprehensive benefit design	58		
	401-3	Parental leave	5.1.2 Building a friendly workplace and encouraging employees to find work-life balance	62		
	Salary	The number of its full-time employees who are not in a managerial position, the average and medium of the salaries of the full-time employees who are not in a managerial position, and the difference of the three figures from the previous year	5.1.1 Overall remuneration planning and comprehensive benefit design	58		

Topic	Disclosure Item	Description	Chapter	Page No.	Reason for omission/necessary explanation	Reference number for disclosure items in the GRI Industry Standard
★ Labor/Management Relations						
GRI 3: Material Topics 2021	3-3	Management of material topics	5 Employee and social involvement	53		
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.1.4 I have something to say and a sound channel of communication between employers and employees	67		
★ Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	5 Employee and social involvement	53		
GRI 403: Occupational Health and Safety 2018 Management guideline	403-1	Occupational health and safety management system	5.2 Safe workplace 5.2.2 Occupational safety and health committee of each plant	70 71		
	403-2	Hazard identification, risk assessment, and incident investigation	5.2.4 Accident prevention and management 5.2.5 Disabling injury statistics analysis	73 74		
	403-3	Occupational health services	5.3.1 Occupational care	77		
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.2.2 Occupational safety and health committee of each plant	71		
	403-5	Worker training on occupational health and safety	5.2.3 Emergency Response and Safety and Health Education Training	72		
	403-6	Promotion of worker health	5.3.3 Occupational Health Care 5.3.4 Health promotion	80 82		
	403-7	"Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2.4 Accident prevention and management 5.3.3 Employee health hazard risk identification and management	73 80		
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	5 Employee and Social Involvement	53		
	403-9	Work-related injuries	5.2.5 Disabling injury statistics analysis	74		
	403-10	Work-related ill health	5.2.5 Disabling injury statistics analysis	74		
★ Training and Education						
GRI 3: Material Topics 2021	3-3	Management of material topics	5 Employee and social involvement	53		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms	68		
	404-3	Percentage of employees receiving regular performance and career development reviews	5.1.1 Overall remuneration planning and comprehensive benefit design	58		
★ Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3	Management of material topics	5 Employee and social involvement	53		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.2.1 Governance Organization and responsibilities/ Operation of BOD 5.1.3 Human resources	33		
	405-2	Ratio of basic salary and remuneration of women to men	5.1.1 Overall remuneration planning and comprehensive benefit design	58		

Topic	Disclosure Item	Description	Chapter	Page No.	Reason for omission/necessary explanation	Reference number for disclosure items in the GRI Industry Standard
Local Communities						
GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	5.4.1 People care	83		
Supplier Social Assessment						
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	6.1.6 Supply quality management	94		
Customer Privacy						
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.2.2 Service quality	98		

Appendix 2. Statement of Independent Third Party Audit Opinion

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2022 Sustainable Report of United Renewable Energy Corporation

Statement No.: 2306008

United Renewable Energy Corporation (hereinafter referred to as United Renewable Energy) and Great Certification International Co., Ltd. (hereinafter referred to as Great Certification) are independent companies and organizations. Except for the evaluation and verification of the company's 2022 sustainability report, Great Certification has no financial relationship with United Renewable Energy.

The purpose of this independent guarantee statement (hereinafter referred to as the statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant United Renewable Energy Sustainability Report, and not for other purposes. Except for the independent guarantee statement for fact verification, Great Certification does not bear or assume any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this independent guarantee statement.

This independent guarantee statement is based on the conclusions made by the relevant information verification provided by United Renewable Energy to Great Verification. Therefore, the scope of the review is based on and limited to the content of the information provided. Great Verification believes that the information content is complete, accurate and precise. Any questions about the content of this independent guarantee statement or related matters will be answered by United Renewable Energy.

The Scope of Assurance

The verification scope of United Renewable Energy and Great verification agreement includes:

- The contents of the entire report and all operating performance of United Renewable Energy from January 1, 2022 to December 31, 2022;
- According to the first application type of AA1000 Assurance Standard v3, evaluate the nature and degree of United Renewable Energy’s compliance with the AA1000 Principle of Principle Standard (2018), excluding the verification of the reliability of the information/data disclosed in the report
- This statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of United Renewable Energy 's sustainability report, and provide a fair standpoint of United Renewable Energy 's related operations and performance. We believe that the specific performance indicators of United Renewable Energy in 2022, such as economy, people, environment and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate United Renewable Energy 's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

instructions. We believe that the evidence provided by United Renewable Energy is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the core options of the GRI Sustainability Reporting Guidelines.

Verification method

To gather the evidence relevant to the conclusions we performed the following:

- To conduct a senior management review of issues from external parties related to United Renewable Energy 's corporate policies to confirm the appropriateness of the statement in this report;
- To Discuss with the management of United Renewable Energy about the way of stakeholder participation, and have no direct contact with external stakeholders;
- To interviews with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of United Renewable Energy on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the process management of the principles of inclusivity, materiality, responsiveness and impact described in the company report and its related AA1000 Principles of Discipline (2018).

Conclusion

The results of a detailed review of the AA1000 Principles of Consequence (2018) including inclusiveness, materiality, responsiveness, impact and GRI sustainability reporting criteria are as follows:

- **Inclusivity**

  United Renewable Energy has established a process of cooperation with major stakeholders, including government agencies, customers, supply partner, employees, shareholders /investors, etc., and will launch a series of stakeholder activities in 2022, involving economic, people and the environment and a series of major themes. In our professional opinion, this report covers the inclusion issues of United Renewable Energy.

- **Materiality**

  The report has stated that United Renewable Energy focuses on economic, people and environmental topics, and identified 9 major topics including economic performance, labor communication, employee equal opportunity and non-discrimination, salary and benefits, occupational safety and health, information security, greenhouse gas management, talent education, waste management, etc. In our professional opinion, this report appropriately covers the materiality issues of United Renewable Energy.

- **Responsiveness**

  United Renewable Energy responds to requests and opinions from interested parties. Implementation methods include establish internal and external complaint channels and numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In our professional point of view, this report covers the responsive issues of United Renewable Energy.

-Impact

United Renewable Energy has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. United Renewable Energy has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. As far as our professional standpoint is concerned, this report covers the impact issues of United Renewable Energy.

-GRI Guidelines

United Renewable Energy provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and

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relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In our professional consideration, this self-declaration covers United Renewable Energy 's social responsibility and sustainability themes.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Addendum, we have verified that this statement is a moderate level of assurance, as described in the scope and methods of this statement.

Responsibility

The statement of opinion in this Statement of Independent Warranty is for the use of United Renewable Energy. Our responsibility is solely to provide professional advice and provide interested parties with an independent statement of assurance based on the scope and methods described.

Ability and Independence

Great Certification is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 ASv3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team
June 09th, 2023
GREAT International Certification Co., Ltd.
Taiwan, Republic of China

AA1000
Licensed Report
000-250/V3-RGY5L

Signed by General Manager
W. J. Chen

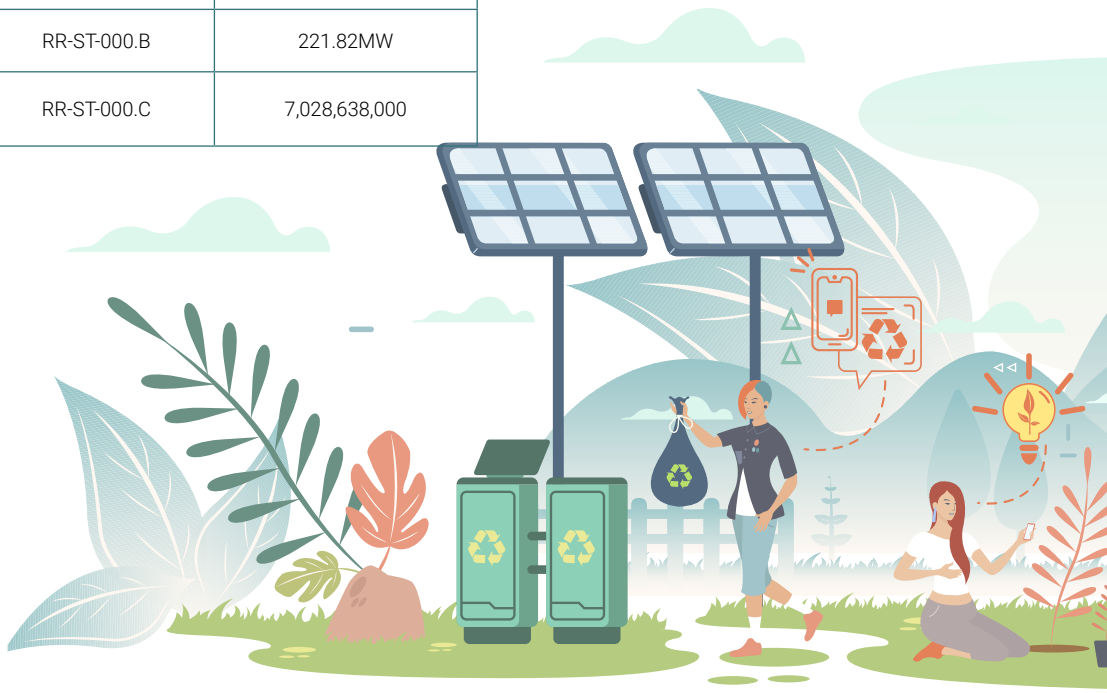
Appendix 3. Sustainability Accounting Standards (SASB)

Categorized as Renewable & Alternative Energy / Solar Technology & Project Developer Industry

Topic	Indicator Code	Disclosure Item	Content	orresponding Chapter	Remarks
Energy Management in Manufacturing	RR-ST-130a.1	(1) Total Energy Consumption (GJ) (2) Percentage of Electricity Used (3) Percentage of Renewable Energy Sources	(1) Total energy consumption: 452.42 MJ (2) Percentage of Electricity : 99.99 (3) Percentage of Renewable Energy : 0.01	Energy Management	
Water Management in Manufacturing	RR-ST-140a.1	(1) Total Water Withdrawal (2) Total Water Consumption and Percentage of Water Withdrawal from Water Pressure Zones	(1) Total water withdrawal: 693,929 cubic meters (2) Total water consumption: 963,656 cubic meters. (3) Percentage of water withdrawn from water resource pressure zones: The Company's plant is within the medium-low-risk to high-risk zone, and is not located in a high-risk zone or above	Water Resources Management	
	RR-ST-140a.2	Description of water-related risks and risk reduction efforts	Process machine water reduction & wet process wastewater recycling and public water saving & reduction of water supply saving performance totaled about 30,805 tons for the year	Water Resources Management	
Hazardous waste management	RR-ST-150a.1	Total amount of hazardous waste (tons) and percentage of recycling	(1) Total amount of hazardous waste: 1256.3 (tons) (2) Percentage of Recycling: 92.89 %	Waste Management	
	RR-ST-150a.2	Reportable Leakage and Recovery (KG)	(1) Reportable leakage number: 0 (2) Recovered amount (KG): 0	Waste Management	
Environmental Impacts of Project Development	RR-ST-160a.1	Number of days and projects delayed due to environmental impacts	0 day	Risk Management	
	RR-ST-160a.2	Describe what solar projects do for the local community and environment when they are being developed	By contributing the roof for solar energy, we are able to respond to the government's green energy policy to save energy and reduce carbon emissions, avoid taking away farmland and wetlands, and save millions in repairing water leakage and electricity bills by preventing water leakage and lowering the temperature of the building, which is really a win-win situation!	Community Care	
Integration of energy facilities and management of relevant regulations	RR-ST-410a.1	Describe the risks of energy integration and risk management efforts	The solar energy industry is a highly policy-oriented industry, and the Taiwan government has planned to increase the percentage of renewable energy to 60% to 70% for the "2050 Net Zero Carbon Emission", which is a great motivation for the industry. However, the "Guidelines for Reviewing Changes in the Use of Agricultural Land by Agricultural Authorities" restricts the installation of solar photovoltaic (PV) systems on agricultural land, and promotes rooftop and fishery-electricity co-existence PV projects, which impacts the development of large-scale ground-based PV system sites. Risk Management: In Taiwan, United Renewable Energy actively participates in government bidding projects and develops rooftop and fishery-electricity co-existence projects. In addition, we continue to develop overseas projects, and we have formed strategic alliances with several world-renowned renewable energy asset management companies to combine our strengths in project development, and to sell our projects to the asset management companies after they have reached the construction stage (or even the completion stage). RD: To participate in the association to compile industry opinions and communicate with the government on a regular basis, to establish a mechanism for cooperation between industry, government, academia, and research institutes, to fight for and protect the mutual rights and interests of manufacturers, and to function as a platform for communication between the government and the industry.	Risk Management	
	RR-ST-410a.2				

Topic	Indicator Code	Disclosure Item	Content	orresponding Chapter	Remarks
Product Lifecycle Management	RR-ST-410b.1	Percentage of products sold that are recyclable and reusable	Silicon chips, glass, aluminum frames and other raw materials used in the production of products, as well as the use of green packaging materials (including corrugated cardboard, cardboard, cardboard boxes, pallets, wood, etc., and waste packaging materials that can be recycled or reused without the use of ozone depleting substances) are recyclable, but the recycling process is carried out at the customer's end.		
	RR-ST-410b.2	Weight and Percentage of Waste Materials Recovered	Due to the long service life of the Company's products and the fact that no major natural disasters have occurred at the Company's operating sites in recent years, there is currently no issue of electronic waste disposal.		
	RR-ST-410b.3	Percentage of Revenue from Products Containing IEC 62474 Substances	United Renewable Energy products do not use substances from the IEC 62474 Declarable Substance list.		
	RR-ST-410b.4	Describe methods and strategies for designing high-value recycled products	Setting recycling & reuse and renewal targets for modular products in accordance with the WEEE Directive (2012/19/EU).		
Procurement of materials	RR-ST-440a.1	Describe the risk management of key materials	Not applicable	Supplier Management	
	RR-ST-440a.2	Describe the management of environmental risks associated with the polycrystalline silicon supply chain	In the management of polycrystalline silicon, based on the principle of quality consideration, we implement the standardization and precise management of key materials. Through quality control, United Renewable Energy strives to reduce the impact of energy and the environment during the production process of materials, other than trying to reduce the amount of raw materials used, we also maintain close contact with relevant suppliers and pay attention to the future trend of the application of related technologies.	Supplier Management	

Activity Indicator		Content
Total Solar PV Module Production	RR-ST-000.A	2.8GW
Total Completed Solar Systems	RR-ST-000.B	221.82MW
Total assets for project development	RR-ST-000.C	7,028,638,000



Appendix 4: Sustainable Disclosure Indicators for the Photovoltaic Industry

As required by Table 1-10 of the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Number	Indicator	Indicator Type		Unit	Remarks
1	Total energy consumption, percentage of purchased electricity and utilization rate of renewable energy	Quantitative	(1) Total energy consumption: 452.42 MJ (2) Percentage of Electricity : 99.99 (3) Percentage of Renewable Energy : 0.01	Gigajoules (GJ), percentage (%)	
2	Total water withdrawal and consumption	Quantitative	(1) Total water withdrawal: 693,929 cubic meters (2) Total water consumption: 963,656 cubic meters.	Thousands of cubic meters (m^3)	
3	Eight of Hazardous Waste Generated and Recycling Percentage	Quantitative	(1) Total amount of hazardous waste: 1256.3 (tons) (2) Percentage of Recycling: 92.89 %	Metric tons (t), Percentage (%)	
4	Describe the category, number and rate of occupational hazards	Quantitative	Number of Occupational Hazards in 2022: 13 FR: 3.63 SR: 40 Type of accident: Caught or rolled / Cut or bruised / Fire / Fall / Electrocution	Percentage (%), Quantity	
5	Disclosure of product lifecycle management: Including the weight of scrapped products & e-waste and the percentage of recycling (Note 1).	Quantitative	Due to the long service life of the company's products and no major natural disasters have occurred at the company's operating sites in recent years, there is no electronic waste disposal issue at present. However, the company continues to collaborate with ITRI in the research and development of detachable modules to resolve the issue of electronic waste, so that it can significantly reduce the existing electronic waste issue when it is mass-produced in the future.	Metric tons (t), Percentage (%)	
6	Description of Risk Management Related to the Use of Key Materials	Qualitative Description	Not applicable		
7	Total financial losses incurred as a result of legal actions related to the Anti-Competitive Practices Ordinance	Quantitative	Did not occur during the year	Reporting Currency	
8	Production volume of major products by product category	Quantitative	Solar Cells and Modules Production: 366,425 thousand units Sales of solar cells and modules: 303,750 thousand units	Depends on product category	

Appendix 5. Climate-Related Information of TWSE/TPEx Listed Company

As required by Table 2 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	7.5.2 Climate Change Governance
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	7.5.2 Climate Change Governance
3. Describe the financial impact of extreme weather events and transition actions.	7.5.2 Climate Change Governance
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	7.5.2 Climate Change Governance
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	7.5.2 Climate Change Governance
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	7.5.2 Climate Change Governance
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Internal carbon pricing not yet implemented
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	7.5.2 Climate Change Governance
9. Greenhouse gas inventory and assurance status (filled out separately below in 1-1).	7.5.1GHG Inventory

Basic information of the company	Minimum required disclosure under the Sustainable Development Roadmap for TWSE/TPEx Listed Companies:
þ Capital of NT$10 billion or more, iron and steel industry, or cement industry	☑ Inventory for parent company only ☐ Inventory for all consolidated entities
☐ Capital of NT$5 billion or more but less than NT$10 billion	☐ Assurance for parent company only ☐ Assurance for all consolidated entities
☐ Capital of less than NT$5 billion	

Scope 1	Total emissions (Metric tons CO_2e)	Intensity (Metric tons CO_2e/ NT$ 1 million)	Assurance body	Description of assurance
United Renewable Energy Co., Ltd.	2,077.3673	0.000127	TUV Rheinland	**United Renewable Energy Co., Ltd. Taipei Headquarters** 9F., No. 293, Sec, 2, Tiding Blvd., Neihu Dist., Taipei City, Taiwan, R.O.C. 9F-1., No. 293, Sec, 2, Tiding Blvd., Neihu Dist., Taipei City, Taiwan, R.O.C. 9F., No. 295, Sec, 2, Tiding Blvd., Neihu Dist., Taipei City, Taiwan, R.O.C. 9F., No. 297, Sec, 2, Tiding Blvd., Neihu Dist., Taipei City, Taiwan, R.O.C. 7F-1., No. 293, Sec, 2, Tiding Blvd., Neihu Dist., Taipei City, Taiwan, R.O.C. - The total carbon emission is 272.490 tonnes CO_2 equivalent (tCO_2e) - Category 1 Direct emission is 15.9712 tCO_2e - Category 2 Indirect Imported energy emission is 125.5625 tCO_2e - Category 3 Indirect Transporation emission is 108.2692 tCO_2e - Category 4 Indirect Products used by organization emission is 22.6874 tCO_2e
Scope 2	Total emissions (Metric tons CO_2e)	Intensity (Metric tons CO_2e/ NT$ 1 million)		
United Renewable Energy Co., Ltd.	62,240.3972	0.003806		**United Renewable Energy Co., Ltd. SIPA Plant** No.7, Lixing 3rd. East Dist., Hsinchu City, Taiwan, R.O.C. (Excluding the leased area such as Kingston Technology Far East Corp., MediaTek Inc., SUSS MicroTec SE) - The total carbon emission is 6,934.493 tonnes CO_2 equivalent (tCO_2e) - Category 1 Direct emission is 309.3386 tCO_2e - Category 2 Indirect Imported energy emission is 5362.5563 tCO_2e - Category 3 Indirect Transporation emission is 298.1674 tCO_2e - Category 4 Indirect Products used by organization emission is 964.4310 tCO_2e
Scope 3 (Voluntary reporting)	Total emissions (Metric tons CO_2e)	Intensity (Metric tons CO_2e/ NT$ 1 million)		**United Renewable Energy Co., Ltd. Zhunan Plant** No. 66,68, Keyan Rd., Zhunan Township, Miaoli County, Taiwan, R.O.C. - The total carbon emission is 30146.213 tonnes CO_2 equivalent (tCO_2e) - Category 1 Direct emission is 895.3374 tCO_2e - Category 2 Indirect Imported energy emission is 24677.9488 tCO_2e - Category 3 Indirect Transporation emission is 291.3852 tCO_2e - Category 4 Indirect Products used by organization emission is 4281.5419 tCO_2e
United Renewable Energy Co., Ltd.	11,809.1759	0.000722		**United Renewable Energy Co., Ltd. Tainan Plant** No. 518, Sec. 2, Bentian Rd., Tainan Technology Industrial Park, Tainan City, Taiwan, R.O.C. - The total carbon emission is 38,773.743 tonnes CO_2 equivalent (tCO_2e) - Category 1 Direct emission is 856.7201 tCO_2e - Category 2 Indirect Imported energy emission is 32,074.3296 tCO_2e - Category 3 Indirect Transporation emission is 251.8068 tCO_2e - Category 4 Indirect Products used by organization emission is 5,590.8870 tCO_2e

Greenhouse gas inventory certificate for each plant

URECO Taipei Certificate (G) TC 2023

Certificate

Inventory Standard: ISO 14064-1:2018
Certificate Regist. No.: CF 50582976 0001
Report No.: 48216358 001

Certificate Holder: United Renewable Energy Co., Ltd. Taipei Headquarters
9F., No 295, Sec. 2, Tiding Blvd., Neihu Dist., Taipei City 11493, Taiwan, R.O.C.

Verification Site: including the locations according to annex
Verification Method: Verification Body: TÜV Rheinland Taiwan Ltd.
- Process: Document review, Interview, site visit and recalculation
- Verification Standard: ISO 14064-3:2006

Verification Scope:
Based on the information we have received and evaluated that:
- Programme : Voluntary GHG scheme
- Organizational Boundary: Operational Control
- Level of Assurance: Reasonable
- Materiality: 5%
- Global warming potential (GWP): IPCC 2021, AR6
- Base year: 2022 (2022.01.01~2022.12.31)
- Inventory year: 2022 (2022.01.01~2022.12.31)
- The total carbon emission is 272,490 tonnes CO_2 equivalent (tCO2e)
  - Category 1 Direct emission is 15,3712 tCO2e
  - Category 2 Indirect Imported energy emission is 126,5625 tCO2e
  - Category 3 Indirect Transportation emission is 106,2692 tCO2e
  - Category 4 Indirect Products used by organization emission is 22,6674 tCO2e
  - Category 5 Indirect Associated with the use of products from the organization emission is not quantified
  - Category 6 Indirect Other sources emission is not quantified
- Data and information:
  - Historical in nature: Category 1 / 2
  - Historical in nature with scenario models: Category 3 / 4
  - 2022 electricity emissions factor not publish, the inventory use 2021 electricity emissions factor for GHGs calculation

Validity: This certificate only reviewed the emissions data of inventory year, this certificate is not for the management systems certification.

2023-05-05

TÜV Rheinland Taiwan Ltd.
11F., No. 158, Sec. 4, Bade Rd., Taipei 105, Taiwan

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URECO Zhunan Certificate (G) TC 2023

Certificate

Inventory Standard: ISO 14064-1:2018
Certificate Regist. No.: CF 50581748 0001
Report No.: 48216348 002

Certificate Holder: United Renewable Energy Co., Ltd. Zhunan Plant
No. 66, 68 Keyan Rd., Zhunan Township, Miaoli County 350401, Taiwan R.O.C.

Verification Site: United Renewable Energy Co., Ltd. Zhunan Plant
No. 66, 68 Keyan Rd., Zhunan Township, Miaoli County 350401, Taiwan R.O.C.

Verification Method: Verification Body: TÜV Rheinland Taiwan Ltd.
- Process: Document review, Interview, site visit and recalculation
- Verification Standard: ISO 14064-3:2006

Verification Scope:
Based on the information we have received and evaluated that:
- Programme : Voluntary GHG scheme
- Organizational Boundary: Operational Control
- Level of Assurance: Reasonable
- Materiality: 5%
- Global warming potential (GWP): IPCC 2021, AR6
- Base year: 2022 (2022.01.01~2022.12.31)
- Inventory year: 2022 (2022.01.01~2022.12.31)
- The total carbon emission is 30146.213 tonnes CO_2 equivalent (tCO2e)
  - Category 1 Direct emission is 685.2374 tCO2e
  - Category 2 Indirect Imported energy emission is 24977.9488 tCO2e
  - Category 3 Indirect Transportation emission is 291.3052 tCO2e
  - Category 4 Indirect Products used by organization emission is 4201.5419 tCO2e
  - Category 5 Indirect Associated with the use of products from the organization emission is not quantified
  - Category 6 Indirect Other sources emission is not quantified
- Data and information:
  - Historical in nature: Category 1 / 2
  - Historical in nature with scenario models: Category 3 / 4
  - 2022 electricity emissions factor not publish, the inventory use 2021 electricity emissions factor for GHGs calculation

Validity: This certificate only reviewed the emissions data of inventory year, this certificate is not for the management systems certification.

2023-04-19

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URECO HSP Certificate (G) TC 2023

Certificate

Inventory Standard: ISO 14064-1:2018
Certificate Regist. No.: CF 50582975 0001
Report No.: 48216348 001

Certificate Holder: United Renewable Energy Co., Ltd. SIPA Plant
No. 7, Liuxing 3rd Rd., East Dist., Hsinchu City 30078, Taiwan, R.O.C.

Verification Site: United Renewable Energy Co., Ltd. SIPA Plant
No. 7, Liuxing 3rd Rd., East Dist., Hsinchu City 30078, Taiwan, R.O.C.
(Excluding the leased area such as Kingston Technology Far East Corp., MediaTek Inc., SUSS MicroTec SE)

Verification Method: Verification Body: TÜV Rheinland Taiwan Ltd.
- Process: Document review, Interview, site visit and recalculation
- Verification Standard: ISO 14064-3:2006

Verification Scope:
Based on the information we have received and evaluated that:
- Programme : Voluntary GHG scheme
- Organizational Boundary: Operational Control
- Level of Assurance: Reasonable
- Materiality: 5%
- Global warming potential (GWP): IPCC 2021, AR6
- Base year: 2022 (2022.01.01~2022.12.31)
- Inventory year: 2023 (2023.01.01~2023.12.31)
- The total carbon emission is 6,834.463 tonnes CO_2 equivalent (tCO2e)
  - Category 1 Direct emission is 309.3386 tCO2e
  - Category 2 Indirect Imported energy emission is 5362.8863 tCO2e
  - Category 3 Indirect Transportation emission is 258.1674 tCO2e
  - Category 4 Indirect Products used by organization emission is 904.4210 tCO2e
  - Category 5 Indirect Associated with the use of products from the organization emission is not quantified
  - Category 6 Indirect Other sources emission is not quantified
- Data and information:
  - Historical in nature: Category 1 / 2
  - Historical in nature with scenario models: Category 3 / 4
  - 2022 electricity emissions factor not publish, the inventory use 2021 electricity emissions factor for GHGs calculation

Validity: This certificate only reviewed the emissions data of inventory year, this certificate is not for the management systems certification.

2023-04-21

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URECO Tainan Certificate (G) TC 2023

Certificate

Inventory Standard: ISO 14064-1:2018
Certificate Regist. No.: CF 50582971 0001
Report No.: 48216356 002

Certificate Holder: United Renewable Energy Co., Ltd. Tainan Plant
No. 518, Sec. 2, Bentian Rd., Tainan Technology Industrial Park, Tainan City 70955, Taiwan, R.O.C.

Verification Site: United Renewable Energy Co., Ltd. Tainan Plant
No. 518, Sec. 2, Bentian Rd., Tainan Technology Industrial Park, Tainan City 70955, Taiwan, R.O.C.

Verification Method: Verification Body: TÜV Rheinland Taiwan Ltd.
- Process: Document review, Interview, site visit and recalculation
- Verification Standard: ISO 14064-3:2006

Verification Scope:
Based on the information we have received and evaluated that:
- Programme : Voluntary GHG scheme
- Organizational Boundary: Operational Control
- Level of Assurance: Reasonable
- Materiality: 5%
- Global warming potential (GWP): IPCC 2021, AR6
- Base year: 2022 (2022.01.01~2022.12.31)
- Inventory year: 2022 (2022.01.01~2022.12.31)
- The total carbon emission is 38,772.142 tonnes CO_2 equivalent (tCO2e)
  - Category 1 Direct emission is 656.7201 tCO2e
  - Category 2 Indirect Imported energy emission is 32,074.3296 tCO2e
  - Category 3 Indirect Transportation emission is 251.8056 tCO2e
  - Category 4 Indirect Products used by organization emission is 5,990.5870 tCO2e
  - Category 5 Indirect Associated with the use of products from the organization emission is not quantified
  - Category 6 Indirect Other sources emission is not quantified
- Data and information:
  - Historical in nature: Category 1 / 2
  - Historical in nature with scenario models: Category 3 / 4
  - 2022 electricity emissions factor not publish, the inventory use 2021 electricity emissions factor for GHGs calculation

Validity: This certificate only reviewed the emissions data of inventory year, this certificate is not for the management systems certification.

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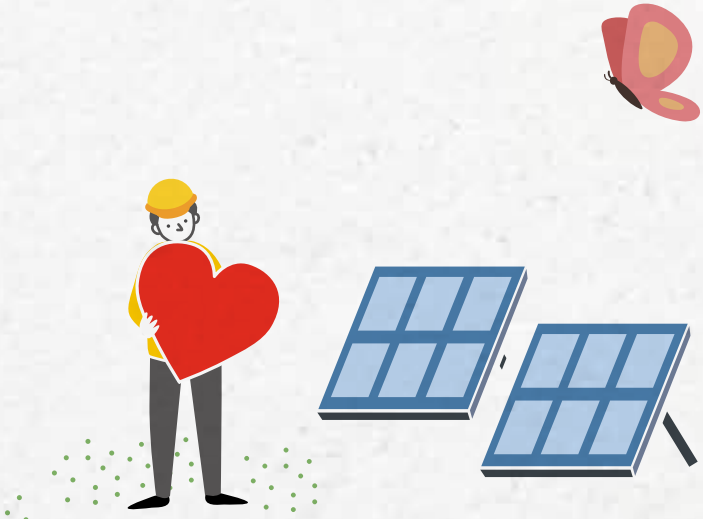

URECO United Renewable Energy Co., Ltd.

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Tel：(03) 578-0011　Fax：(03) 578-1255