

Table of human right risk structure

Stakeholder	Affected Targets	Human Rights Issues (Level of Concern)	Risk Survey	
			Annual Survey	Audit and Grievance Channels
All AUO Employees	All employees Female employees Persons with disabilities Migrant workers Underage workers/interns Research and Development Substitute Military Service	<ul style="list-style-type: none"> ● Privacy Protection ● Health, safety and individual liberty ● Occupational Safety ● Freedom of Employment ● Freedom of Speech and Expression ● Freedom of Assembly and Association ● Protection of Labor Conditions ● Employment of Child Labor/Juveniles ● Forced Labor ● Non-discrimination, Diversity and Inclusion ● Right to Family Life ● Sexual Harassment and Workplace Discrimination 	<ul style="list-style-type: none"> ● Internal mental health & stress survey ● Annual unlawful conduct inventory ● Internal DEI survey ● Human rights risk questionnaire ● Q12 Employee Engagement survey 	<ul style="list-style-type: none"> ● Internal grievance channels ● Labor inspections ● Compliance reviews ● RBA audits
Subsidiaries	All employees Female employees Persons with disabilities Migrant workers Underage workers/interns	<ul style="list-style-type: none"> ● Privacy Protection ● Health, safety and individual liberty ● Occupational Safety ● Freedom of Employment ● Freedom of Speech and Expression ● Freedom of Assembly and Association ● Protection of Labor Conditions ● Employment of Child Labor/Juveniles ● Forced Labor ● Non-discrimination, Diversity and Inclusion ● Right to Family Life ● Sexual Harassment and Workplace Discrimination 	Human rights risk questionnaire	<ul style="list-style-type: none"> ● Internal grievance channels ● Labor inspections
Tier 1 Supplier	All employees Female employees	<ul style="list-style-type: none"> ● Privacy Protection ● Occupational Safety ● Forced Labor 	<ul style="list-style-type: none"> ● Supplier risk assessment ● Human rights risk 	<ul style="list-style-type: none"> ● RBA audits ● Regular supplier meetings/ad hoc

		<ul style="list-style-type: none"> ● Non-discrimination, Diversity and Inclusion ● Sexual Harassment and Workplace Discrimination 	questionnaire	project meetings <ul style="list-style-type: none"> ● Media monitoring Grievance mailbox
Outsourcing vendors and contractors	Female employees Underage workers/interns	<ul style="list-style-type: none"> ● Privacy Protection ● Occupational Safety ● Forced Labor ● Protection of Labor Conditions ● Non-discrimination, Diversity and Inclusion ● Sexual Harassment and Workplace Discrimination 	<ul style="list-style-type: none"> ● Outsourcing vendors/contractors risk assessment ● Human rights risk questionnaire 	<ul style="list-style-type: none"> ● RBA audits ● Regular/ad hoc meetings ● Media monitoring ● Grievance mailbox
Neighboring Communities	Communities around major operation sites	<ul style="list-style-type: none"> ● Right to Family Life ● Sexual Harassment and Workplace Discrimination ● Pollution and Chemicals ^{Note} 	<ul style="list-style-type: none"> ● Human rights risk questionnaire 	<ul style="list-style-type: none"> ● Air, wastewater, and carbon emission monitoring ● Media monitoring ● Factory complaints hotline ● Regular on-site visits Irregular community engagement events

Note: In consideration of the direct impact of manufacturing operations on surrounding communities, AUO includes local residents as stakeholders. Given the unique nature of the issues that concern local communities, AUO aims to take a comprehensive approach by identifying and addressing potential emerging issues through stakeholder interviews and discussions. Therefore, these concerns have been incorporated into the stakeholder engagement process.