Table of human right risk structure

Target	Policy	Vulnerable group	Topic	Mitigation measures	Supervision measures
Employee	1. AUO Human Rights Policy 2. AUO Sustainability Policy	1. Direct employees 2. Foreign staff 3. Youth employees (child / underage labor) 4. disabled people 5. Indigenous people	1. Discrimination 2. Sexual harassment 3. Occupational safety and health 4. Freedom of association 5. Remuneration and welfare 6. Personal information risks 7. Freedom of job selection 8. Work hours	1. Establishing management regulations - Systems for recruitment, communication, prevention of sexual harassment, and information protection were established for human rights issues that were already identified. 2. Training (1) Human rights issues were included within mandatory training for newly hired staff and management training. (2) Seminars from health professionals were provided every year 3. Promotion and communication (1) Promote a culture for reasonable work hours (2) Provide diverse communication channels (3) Organize a promoting personal information protection month every year (4) Organize health promoting activities every year (5) Investigate topics of concern by stakeholders for the year 4. System management (1) PTMS system (2) Management System for a Culture of Reasonable Work Hours 5. Audit and assessment	1. Sustainability Committee 2. Personal Information Committee 3. Information Security Committee 4. Health and Safety Committee
Affiliated businesses		Affiliated businesses	Leakage of trade secrets	Establishing management regulations - Systems related to information security were established for human rights issues that were already identified.	Information Security Committee
Partners		Partners (suppliers /	1. Discrimination	1. Establishing management regulations - Systems related to	Sustainability

			vendors / subcontractors)	2. Sexual harassment 3. Remuneration and welfare 4. Occupational safety and health 5. Personal information risks 6. Freedom of job selection	communication and annual audits were established for human rights issues that were already identified. 2. Promotion and communication (1) Announcements during supplier meetings (2) Signing of declarations for upholding the code of conduct (3) Signing of code of business conduct and ethics (4) Signing of information security agreements 3. Conduct annual supplier risk self-assessments 4. Annually audit suppliers to verify proper implementation of human rights policies	Committee
Customers			Customers	1. Leakage of trade secrets 2. Personal information risks 3. Intellectual property rights	1. Establishing management regulations - Systems related to personal information protection were established for human rights issues that were already identified. 2. Risk Assessment (1) Customer satisfaction survey (2) Investigate topics of concern by stakeholders for the year 3. Hold training and promotion activities 4. Signing of confidentiality agreements / NDAs	1. Sustainability Committee 2. Personal Information Committee 3. Information Security Committee
Community			1. Nearby factories 2. Downstream farmers 3. Surrounding residents	1. Pollution caused by discharges 2. Spread of abnormal odor 3. Infrasound noise 4. Care for the underprivileged	1. Establishing management regulations - Systems related to regular monitoring, communication, and prevention of pollution were established for human rights issues that were already identified. 2. Preventive and corrective measures (1) Environmental risk assessments (2) Complete wastewater recycling project (3) Testing and notification 3. Promotion and communication (1) Improve neighborhood visits	1. Sustainability Committee 2.Health and Safety Committee 3. Annual management review meetings

				(2) Investigate feedback and opinions of stakeholders (NGOs and community residents) (3) Investigate topics of concern by stakeholders for the year (4) Long-term partnerships with social service agencies (5) Organize eKids Bright Futures Camp and Honestly Smart Camp (6) Improve employment opportunities for community residents	