

Data Overview



Subsidiaries Overview

AUO Crystal

Since characteristics of the manufacturing process have risks of environmental and social aspects, AUO Crystal takes the initiative to simultaneously disclose material issues and corporate concerned aspects in 2021 to respond to the concerns of stakeholders.

Corresponding Chapter 1.1 Subsidiary Overview

Aspect	Materials issues	Item	Item Description	Unit	AUO Crystal	
Corporate Governance	Supply Chain Management	Supplier environmental assessment	The percentage of procurement amount filtered by environmental standards	%	The New suppliers must to sign three declaration documents on integrity, confidentiality and non-infringement.	
		Supplier social evaluation	The percentage of procurement amount filtered by social standards	%	Request new suppliers to sign three declaration documents on integrity, confidentiality and non-infringement.	
	Technology and Innovation	Patents		-	37	
		Incentive scheme to encourage internal innovation		-	Provide high proposal bonuses and bonuses to encourage internal innovation	
		Customer relations	Customer satisfaction management	%	87	
	Governance and Operations	Diversified operations of the Board of Directors	Number of independent directors	Seats	0	
			Gender of Board Members	Persons	Male 1	Female 0
			The percentage of Directors who are also company officers	%	100	
	Operating Risk	Information Security Management	Establish an organization to control and manage information security of the entire Company	-	Information Security Officer of all Units	
			The number of annual information security response drills	Times	1	
			The number of major cyber attacks that have impacted the Company's operations	Times	0	
			Hours of employee information security related courses organized	Person-hour	11	
				Times	5	
		Response to epidemic	Epidemic prevention measures to ensure the health of the company's operations and employees	-	Follow AUO BCP to implement relevant epidemic prevention measures. Complete the widespread testing of all employees in February 2022.	
Environmental aspect	Climate Change	Scope 1		tCO ₂ e	125.65	
		Scope 2		tCO ₂ e	49,603.58	
		Scope 3		tCO ₂ e	NA (Note 1)	
		ODS Usage		Tons	0	
		Greenhouse Gas Intensity (Note 2)		tCO ₂ e	0.01	
	Energy Management (Note 3)	Purchased electricity		GJ	355,722.88	
		Natural gas		GJ	NA	
		LPG		GJ	NA	
		Diesel		GJ	110.40	
		Renewable Energy		GJ	NA	
	Circular Production	Waste produced	Hazardous Business Waste	Tons	2.05	
			Non-hazardous Business Waste	Tons	3,259	
		Percentage of Waste Recycled		%	89	
		Ratio of raw and recycled materials	V-Poly Usage	Tons	786	
			Recycled V-poly usage	%	52	

	Water Resource Management	Quantity of tap water intake (Note 4)		m ³	526,949.00	
		Water discharge		m ³	392,097	
		Production Water Recycling Rate (Note 5)		%	89	
	Sustainable Products	Product hazardous substance management		%	100	
		Annual Environmental Violations		Incident	0	
Social Aspect	Occupational Health and Safety	Frequency of Disabling Injuries (FR)		(Millions of Work Hours) %	4.05	
		Severity of Disabling Injuries (SR)		(Millions of Work Hours) %	17	
		Number and ratio of deaths caused by occupational injuries		-	0	
		Number and rate of severe occupational injuries (excluding deaths)		-	0	
		Number and ratio of recordable occupational injuries		-	6 Incidents / A total of 25 days	
		Main Types of Occupational Injuries		-	Cut wounds	
		Working Hours		Hours	1,479,888	
		Employee Representatives in the Labor Safety Committee		%	55	
		Safety and Health Compliance Incidents in the Year		Incident	0	
	Compensation and Benefits	Compensation decision process		-	In accordance with Company Executive Manuals and Salary Adjustment Regulations	
		Ratio of standard salary for entry-level personnel of both genders to the local minimum wage		%	Male 1.13	Female 1.13
	Talent Attraction and Retention	New Employees		Person	Male 64	Female 18
		New Employee Rate		%	11	
		Number of Resignations		Person	Male 74	Female 44
		Separation Rate		%	16	
		Education opportunity		Person-hour	5.66	
		Training Information	Global employees learning hours	Hours	Direct Labor 1,011	Indirect Labor 3,068
				Hours	Management Positions 868	Non-management Positions 3,211
			Global average course satisfaction	10-point scale	9.68	
			Global course training costs	TWD	336,514	
	Social Engagement	Volunteer	Volunteer participation	Person-times	116	
			Hours of Volunteer Service	Hours	98	
		Fundraising	Fundraising Amount	Ten thousand	21.8	
		Support	Cooperation with social enterprises or disadvantaged farmers	Groups	13	

Note 1: Not included in the calculations yet

Note 2: The calculation method is: Scope 1 + Scope 2/annual revenue

Note 3: The coefficients of purchased electricity and diesel are based on data referenced to the Bureau of Energy, Ministry of Economic Affairs

Note 4: All of the Company's factory sites water use comes from tap water, and the factory sites are located in a water-stressed area

Note 5: The calculation method is: recovered water / total process water

1. Corporate Governance

AUO Asset Structure

GRI 102-7

GRI 201-1

Asset Disclosure Item	Unit	2021	2020	2019
Total Capital	NTD Million	96,242	96,242	96,242
Asset-liability Ratio	%	43.98	52.73%	52.42%
Shareholders' Equity Ratio	%	56.02	47.27%	47.58%
Total Liabilities (before Distribution)	NTD	186,844,575	209,660,842	213,479,930
Shareholders' Equity (before Distribution)	NTD	237,966,471	187,976,749	193,790,365

The scope is the same as the 2021 consolidated statement

Economic Value Distribution

GRI 201-1

Item	Unit	2021	2020	2019
Generated Direct Economic Values	Total annual revenue (Net sales)	370,685.14	270,955.38	268,791.69
	Other income (note)	4,179.65	3,696.96	4,511.44
Economic Value of Distribution	Operating costs	257,503.07	232,735.80	253,705.79
	Employee salary and benefit expenses	52,007.08	36,954.93	38,154.14
	Payments to shareholders	2,850.97	0	4,812.12
	Community investment	9.76	29.45	25.40
	Payments to government	1,885.79	2,024.74	3,017.22
Total distributed economic values		314,256.67	271,744.92	299,714.67
Retained economic values		60,608.13	2,907.43	- 26,411.54

Note: Other income includes interest, rental income, dividend income, subsidy income, net benefit of disposal and retirement of fixed assets, net amount of disposal investment and financial assets

Financial Assistance Received from Government

GRI 201-04

Region	Government Shareholding (%)	Total Government Assistance (NTD Million)		
	2021	2021	2020	2019
Taiwan	1.21	55.79	14.50	66.01
Mainland China	0	309.82	2,326.79	2,717.18
Japan		0	0	0
Korea		0	0	0
Singapore		8.18	6.16	11.21
Slovakia		0	1.92	0
Germany		0	0	0
The Netherlands		0.15	0.10	0
Canada		0.50	0	0

Board Composition and Diversity

GRI 102-22

Item	Number of People
Total Number of Directors	8
Number of Executive Directors	2
Number of Non-Executive Directors (Including Independent Directors)	6
Number of Independent Directors	5

GRI 102-22

GRI 405-1

Gender/Age	Number of Directors under the Age of 55	Number of Directors Age 56-65	Number of Directors Age 66-75
Female	1	0	1
Male	1	1	4
Total	2	0	5

Board of Directors Remuneration

GRI 102-35

The remuneration of the directors of the company is in accordance with the authorization of the company's policy of association, according to the director's participation in the company's operation and contribution value, and with reference to the "remuneration rules for directors and functional committee members" stipulated by domestic and foreign industry standards. If the company has profits, the board of directors shall decide on the amount of directors' remuneration in accordance with the provisions of the company's articles of association.

Remuneration Ratio

GRI 102-38

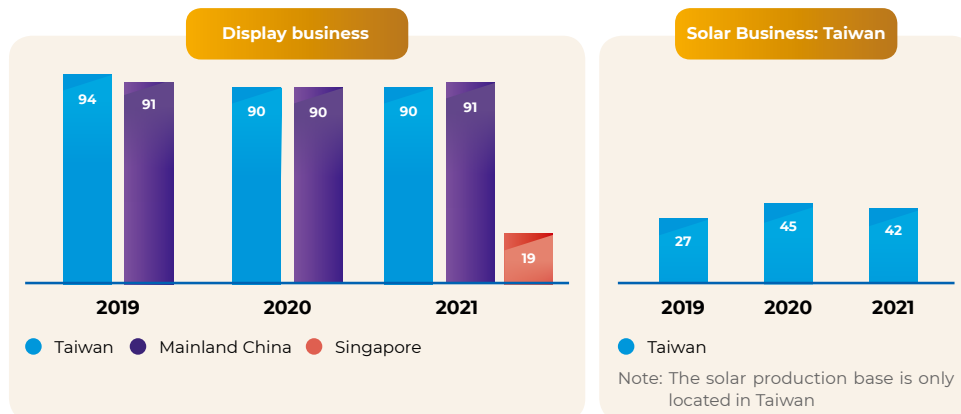
GRI 102-39

Region	Ratio of the annual total compensation of the highest-paid individual to the median annual total compensation	Ratio of the annual total compensation percentage increase of the highest-paid individual to the median annual total compensation percentage
Taiwan	98.86	7.74
Suzhou (Note)	23.16	2.01
Xiamen	22.63	2.45
Kunshan	16.01	1.23
Japan	2.68	2.21
Korea	2.66	2.34
Slovakia	3.17	0.83
The Netherlands	N/A	N/A
Germany	2.29	1.01
Americas	2.57	1.07

Note: Shenzhen employee information is included in the statistics of Suzhou

Percentage of Local Procurement

GRI 204-1



Supply Chain Formation

GRI 102-9

	Supplier Type	Number of Suppliers
Display	Stable cooperative supplier	311
	Stable cooperative outsourcer	72
	New cooperative supplier	49
	New cooperative outsourcer	8
PV	Stable cooperative supplier	130
	New cooperative outsourcer	70
Waste	Stable cooperative manufacturer	105
	Waste new cooperative manufacturer	21
Manpower Outsourcing	Stable cooperative manufacturer	17
	New cooperative manufacturer	0
Service Outsourcing	Stable cooperative manufacturer	22
	New cooperative manufacturer	0

Note: Stable cooperation refers to suppliers that AUO has continuously cooperated with for more than 1 year

Annual Violations

Category	Case	Amount of fine (NTD)	Responding Improvement Measures
Environment	No Environmental Violations in 2021		
Occupational Safety	The employee with last name Chang of Houli site was hospitalized for surgery due to work injury on duty in August 2019, the competent authority was not notified within 8 hours.	30,000	Conducted publicity and training on accident reporting procedures for managers at all levels of the site
Labor	August 2019, the competent authority was not notified within 8 hours.	50,000	1. Aiming at employee working hour management, the Company takes the initiative to provide working hour reports to the management level for personnel care and work arrangement 2. The supervisor controls the overtime hours of employees under management and takes care of the situation on a regular basis 3. Regularly strengthen the publicity of overtime application standards and procedures
	Taichung site-employees working overtime issue	50,000	
	Hsinchu site-employees working overtime issue	50,000	

2.Environment

Materials

GRI 301-1

Category	Item	Item Description	Unit	2021	2020	2019
Input	Glass Substrate	Nonrenewable	Tons	91,769.86	91,994.92	91,465.65
	Glass Input Substrate Area		Meter-square	67,994,388	68,637,000	65,748,838
	Liquid Crystal		Tons	88.6	92	89
	Process Thinner (Array/CF)		Tons	1,957	1,795	1,500
	Developer		Tons	11,385	11,747	11,966
	Aluminum Etchant		Tons	8,251	8,516	8,882
	Process Stripper (Array)	Nonrenewable	Tons	7,651	8,807	7,618
		Renewable	Tons	50,107	55,340	58,914
		Renewable ratio	%	86.75	86.27	88.55
	Photoresist	Nonrenewable	Tons	3,012	2,995	2,954
	PFCs Usage	Nonrenewable	Tons	1,185.91	1,049.62	913.3

GRI 301-03



The performance of packaging material recycling rate for three consecutive years has exceeded the established target

Category	Item	Unit	2021	2020	2019
Supplier Packaging	Actual	%	★ 93.6	★ 96	★ 92.6
	Target		93	93	92

Category	Item	Unit	2021	2020	2019
Product Packaging Material Recycling	volume	Sets	206,412	314,101	270,431
	Rate	%	38.97	44.64	37

Note: The packaging material recycling rate is calculated as the recycling quantity / shipping quantity of television panel packaging materials can be recycled by customers.

Energy

GRI 302-1

Category	Item	Item Description	Unit	2021	2020	2019
Input	Total Energy Consumed	-	GJ	19,056,414.56	19,305,552.10	19,360,777.72
	Purchased Electricity	Nonrenewable		18,264,773.14	18,557,654.86	18,637,259.09
	Natural Gas			668,187.88	644,922.15	621,292.42
	Lpg			26,717.99	24,587.75	13,468.03
	Diesel			76,490.01	58,249.22	68,614.04
	Gasoline			774.01	952.52	863.49
	Self-Generated Electricity Consumption	Renewable		19,471.54	19,185.60	19,280.65
Output	Self-Generation and Parallel Sale	Renewable		198,977.86	200,707.37	187,288.20

Note 3: The conversion coefficients of natural gas, liquefied petroleum gas, diesel and gasoline are referred to the calorific value data announced by the Bureau of Energy, Ministry of Economic Affairs

GRI 302-3

	Item	Unit	2021	2020	2019
Energy Density	Electricity Consumption Per Input Sheet Substrate Area	GJ/m ²	0.27	0.27	0.29
	Energy Consumption Per Input Sheet Substrate Area	GJ/m ²	0.28	0.28	0.29
	Electricity Consumption Per Unit Revenue	GJ/10,000 NTD	0.50	0.69	0.70
	Energy Consumption Per Unit Revenue	GJ/10,000 NTD	0.51	0.71	0.72

Water

GRI 303-3

GRI 303-4

Category	Item	Item Description	Unit	Quantity of Water Intake			Water Discharge
				2021	2020	2019	2021
All regions	Quantity of total water intake	-	Megaliter	24,991.78	26,460.38	27,955.25	17,280.86
	Surface water (including rain water)	Fresh water		15.37	9.58		1,878.38
		Other water		0	0		0
	Ground Water	Fresh water		417.56	153.96		0
		Other water		0	0		0
	Sea water	Fresh water		0	0		0
		Other water		0	0		0
	Produced water	Fresh water		0	0		0
		Other water		0	0		0
		Fresh water		22,463.35	24,532.31		15,402.48
Water Shortage Pressure Zones (Taichung and Houli)	Third party water	Reclaimed water	Megaliter	2,095.50	1,764.53		0
		Other water		0	0		0
	Quantity of total water intake	-		13,165.71	14,799.55	-	9,884.06
	Surface water (including rain water)	Fresh water		0.59	0.16		0
		Other water		0	0		0
	Ground Water	Fresh water		0	0		0
Water Shortage Pressure Zones (Taichung and Houli)		Other water		0	0		0
	Sea water	Fresh water		0	0		0
		Other water		0	0		0
	Produced water	Fresh water		0	0		0
		Other water		0	0		0
		Fresh water		13,165.12	14,799.39		9,884.06
	Third party water	Reclaimed water		0	0		0
		Other water		0	0		0

GRI 303-4

	Item	Unit	2021	2020	2019
Water Pollutant Discharge	Waste water	Megaliter	17,280.86	18,624.45	20,508.57
	COD	Tons	547.25	527.95	583.05
	BOD	Tons	56.04	45.81	55.70
	SS	Tons	111.66	85.16	160.52

Item	Unit	2021	2020	2019
Process Water Consumption	Megaliter	137.57	158.46	145.41
Process Water Intensity	%	94.47	93.81	92.29

Discharge

GRI 305-6

GRI 305-07

Category	Item	Unit	2021	2020	2019
Greenhouse Gas	Scope 1	10,000 tCO ₂ e	7.92	10.22	9.86
	Scope 2	10,000 tCO ₂ e	284.12	290.93	304.59
	Scope 3	10,000 tCO ₂ e	128.61	147.18	1,522
Air Emissions	Ozone Depleting Substances (ODS) Emissions	Metric tons CFC-11 equivalent	0.068	0.05	0.11
	Nitrogen oxides (NOx)	Tons	72.52	70.88	74.6
	Sulfur oxides (SOx)	Tons	49.96	51.93	50.1
	Persistent Organic Pollutants (POPs)	Tons	0	0	0
	Volatile Organic Compounds (VOCs)	Tons	168.46	142.28	131.5
	Hazardous Air Pollutants (HAPs)	Tons	0	0	0
	Particulate Matter (PM)	Tons	0	0	0

Waste

GRI 306-03

Waste Generation	Item	Unit	2021			2020	2019
			Generation of Waste	Disposal and Transfer of Waste	Direct Disposal of Waste	Generation of Waste	Generation of Waste
	Hazardous Waste	Tons	18,099.85	11,934.01	6,165.84	19,326.73	22,475.73
	Non-hazardous Waste	Tons	64,554.67	56,557.25	7,997.42	62,184.21	67,080.28

GRI 306-04

GRI 306-05

Category	Item	Unit	2021		
			On-site	Off-site	Total
Hazardous Waste	Direct Disposal	Total	0	6,165.84	6,165.84
		Incineration (Including energy recycling)	0	0	0
		Incineration (Excluding energy recycling)	0	3,267.88	3,267.88
		Landfill	0	469.92	469.92
		Other Disposal Operations	0	2,428.04	2,428.04
Hazardous Waste	Recycled	Total	0	11,934.01	11,934.01
		Reuse Preparation	0	5,131.98	5,131.98
		Recycling	0	6,802.03	6,802.03
		Other Recycling Operations	0	0	0
Non-hazardous Waste	Direct Disposal	Total	0	7,997.42	7,997.42
		Incineration (including energy recycling)	0	0	0
		Incineration (excluding energy recycling)	0	4,764.82	4,764.82
		Landfill	0	3,040.97	3,040.97
		Other Disposal Operations	0	191.63	191.63
Non-Hazardous Waste	Recycled	Total	0	56,557.25	56,557.25
		Reuse Preparation	0	0	0
		Recycling	0	56,557.25	56,557.25
		Other Recycling Operations	0	0	0

Note: Including chemical and overseas disposal methods

Environmental Accounting

AUO pushed the environmental accounting system since 2009. The global roll-out of the system was completed in 2012. Environmental accounting has gradually become relevant necessary information for environmental management. 2021 environmental protection expenditures totaled approximately TWD 1.983 billion.

Expenditure Categories		Unit	2021		2020		2019	
			Current Expenditure	Capital Expenditures	Current Expenditure	Capital Expenditures	Current Expenditure	Capital Expenditures
Operating Costs	Pollution Control Costs	1,000 NTD	629,756	282,714	471,622	40,976	627,656	19,215
	Global Environmental Protection Costs		29,192	3,486	37,176	1,995	50,794	2,016
	Resource Sustainability Usage Costs		591,935	0	483,034	9,870	740,693	7,770
Upstream and Downstream Related Costs			209,635	0	188,464	0	207,283	0
Management Costs			52,743	0	44,270	0	59,744	0
R&D Costs			3,696	0	13,270	0	19,187	0
Social Activity Costs			3,197	0	3,996	0	4,880	0
Loss and Remedy Costs			0	0	0	0	0	0
Other Environmental Protection Costs			177,089	0	201,015	0	227,870	0
Subtotal			1,697,243	286,200	1,442,847	52,841	1,938,107	29,001
Total Costs				1,983,443		1,495,688		1,967,108

3.Social

Corresponding Chapter: 4.1.1 Workforce Structure

Basic Definition Description

AUO Manufacturing Sites and Offices in each region are defined as follows, which are applicable to various labor distribution statistics.

Taiwan	Mainland China	Other Asian Regions	Europe	Americas
Taipei, Huaya, Longke, Longtan, Hsinchu, Taichung, Houli, Tainan, and Kaohsiung	Kunshan, Suzhou and Xiamen	Japan, Korea and Singapore	Slovakia, the Netherlands and Germany	United States

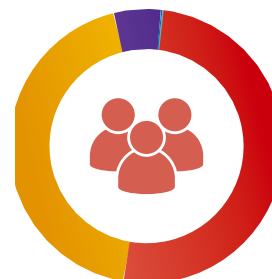
Number of Employees by Hiring Type

GRI 102-7

GRI 102-8

Gender	Nature of Employment	Taiwan	Mainland China	Other Asian Regions	Europe	Americas	Total
Female	General Employees	6,305	3,770	81	54	7	10,217
	Contract Employees	649	490	100	0	0	1,239
	Temporary Employees	7	485	0	0	0	492
	Part-Time/Interns	0	1,009	0	0	0	1,009
	Total	6,961	5,754	181	54	7	12,957
Male	General Employees	11,762	7,090	235	54	22	19,163
	Contract Employees	1,358	1,424	237	0	0	3,019
	Temporary Employees	19	2,061	0	0	0	2,080
	Part-Time/Interns	0	2,261	0	0	0	2,261
	Total	13,139	12,836	472	54	22	26,523
Gender Neutral	General Employees	18,067	10,860	316	108	29	29,380
	Contract Employees	2,007	1,914	337	0	0	4,258
	Temporary Employees	26	2,546	0	0	0	2,572
	Part-Time/Interns	0	3,270	0	0	0	3,270
	Total	20,100	18,590	653	108	29	39,480

2021 Global Employee Distribution



AUO has 39,480 employees worldwide.

Taiwan 50.91%	20,100 persons
Mainland China 47.09%	18,590 persons
Other Asian Regions 1.65%	653 persons
Europe 0.27%	108 persons
America 0.07%	29 persons

2021 Number of Employees by Category

GRI 405-01

Category		Item		Male	Female	Under 29	30~49	Over 50	Physical and Mental Disabilities
Overall Employees		Overall Employees (%)		67.18	32.82	32.36	63.56	4.08	232 (in Taiwan)
Management (Note)	Level	Direct Labor	Management (%)	50.20	49.80	1.17	90.22	8.61	
		Indirect Labor	Senior Level Management (%)	71.72	28.28	0.67	87.10	12.24	
			Mid-level Management (%)	87.12	12.88	0	59.51	40.49	
			Junior Level Management (%)	90.74	9.26	0	33.33	66.67	
	Overall	Management (%)		72.65	27.35	0.63	85.16	14.21	
Employee Structure		Indirect Labor (%)		74.94	25.06	14.97	77.84	7.19	
		Direct Labor (%)		64.13	35.87	39.21	57.94	2.85	

Note:

The Senior Level Management: Management of two levels lower than the CEO and COO

The Mid-Level Management: Management of three to four levels lower than the CEO and COO

The Junior Level Management: Management of directly leading personnel, managing non-management employees

Direct Labor Management: Team leader and Foreman

Percentage of Local Hiring for Management Positions in 2021

GRI 202-2

Item	Taiwan	Mainland China	Other Asian Regions	Europe	Americas
Direct Labor Management	100	100	100	100	100
Junior Level Management	100	83.14	95.97	95.65	100
Mid-level Management	100	28.57	75	100	100
Senior Level Management	97.92	0	0	N/A	
All Management	99.97	80.03	94.81	95.83	100

Number of New Employees in 2021

GRI 401-1

Gender	Age	Taiwan	Mainland China	Other Asian Regions	Europe	Americas	Total
Female	Under 29	271	10,657	10	1	1	10,940
	30~49	329	1,813	12	0	2	2,156
	Over 50	1	0	0	0	0	1
	Total	601	12,470	22	1	3	13,097
Male	Under 29	761	32,772	31	0	0	33,564
	30~49	731	5,844	25	0	1	6,601
	Over 50	20	2	1	0	1	24
	Total	1,512	38,618	57	0	2	40,189
Total		2,113	51,088	79	1	5	53,286

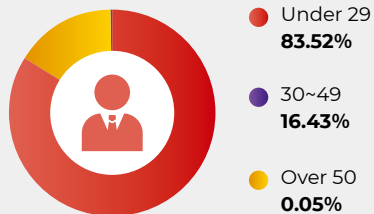
New Employee Ratio in 2021

GRI 401-1

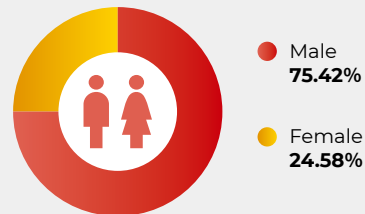
Gender	Age	Taiwan	Mainland China	Other Asian Regions	Europe	Americas	Total
Female	Regardless of Age	2.99	67.08	3.37	3.45	2.78	33.17
	Under 29	1.35	57.33	1.53	3.45	0.93	27.71
	30~49	1.64	9.75	1.84	0	1.85	5.46
	Over 50	0	0	0	0	0	0
	Total	5.63	76.83	5.21	3.45	4.53	87.06
Male	Regardless of Age	7.52	207.74	8.73	0	1.85	101.80
	Under 29	3.79	176.29	4.75	0	0	85.02
	30~49	3.64	31.94	3.83	0	0.93	16.72
	Over 50	0.10	0.01	0.15	0	0.93	0.06
	Total	7.53	208.24	8.73	0	1.88	101.85
Total		10.51	274.81	12.10	3.45	4.63	134.97

New Employee Ratio is calculated as: Local number of new employees of this age and gender / Total number of local employees of the year

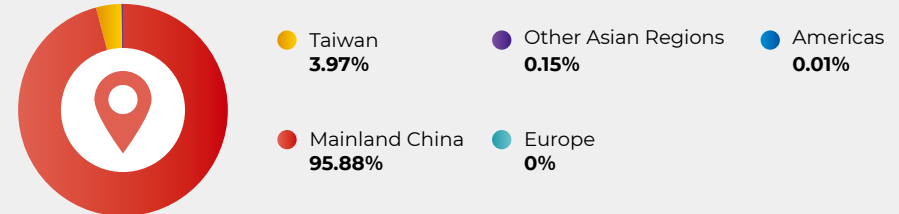
Age distribution of new employees in the current year



Gender distribution of new employees in the current year



Geographic distribution of new employees in the current year



Number of Resignations in 2021

GRI 401-1

Gender	Age	Taiwan	Mainland China	Other Asian Regions	Europe	Americas	Total
Female	Under 29	79	1,671	26	0	1	1,777
	30~49	226	501	36	1	1	765
	Over 50	18	0	2	0	1	21
	Total	323	2,172	64	1	3	2,563
Male	Under 29	215	4,422	52	1	0	4,690
	30~49	573	1,037	89	2	1	1,702
	Over 50	34	1	14	0	0	49
	Total	822	5,460	155	3	1	6,441
Total		1,145	7,632	219	4	4	9,004

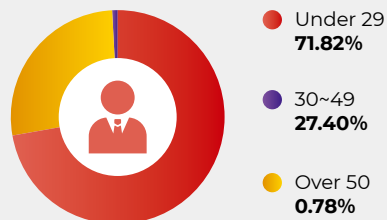
Turnover Rate in 2021

GRI 401-1

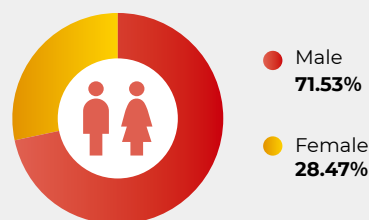
Gender	Age	Taiwan	Mainland China	Other Asian Regions	Europe	Americas	Total
Female	Regardless of Age	1.61	11.68	9.8	3.45	2.78	6.49
	Under 29	0.39	8.99	3.98	0	0.93	4.50
	30~49	1.12	2.69	5.51	3.45	0.93	1.94
	Over 50	0.09	0	0.31	0	0.93	0.05
	Total	0.87	7.34	3.60	3.45	2.60	4.50
Male	Regardless of Age	4.09	29.37	23.74	10.34	0.93	16.31
	Under 29	1.07	23.79	7.96	3.45	0	11.88
	30~49	2.85	5.58	13.63	6.90	0.93	4.31
	Over 50	0.17	0.01	2.14	0	0	0.12
	Total	4.13	29.38	23.83	10.34	0.93	16.31
Total		5.70	41.05	33.54	13.79	3.70	22.81

Turnover Rate Calculation Method: Local number of resigned employees of this age and gender / Total number of local employees of the year

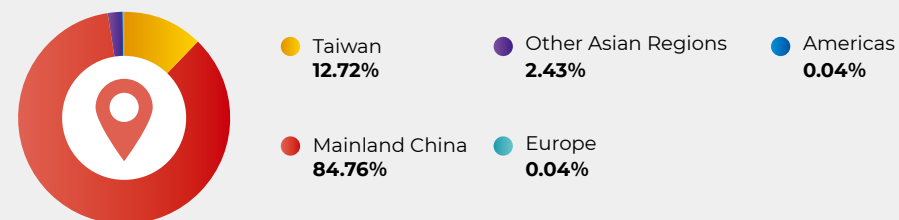
Age distribution of resigned employees in the current year



Gender distribution of resigned employees in the current year



Region distribution of resigned employees in the current year



Corresponding Chapter: 4.1.3 Remuneration and Benefits

Salary of Full-time Non-management Employees

Item	Unit	2021	2020	2019
Number of Full-Time Non-Management Employees	Person	19,811	20,432	21,955
Total Salary of Full-Time Non-Management Employees		29,226,072	19,854,479	20,038,867
Average Salary of Full-Time Non-Management Employees	1,000 NTD	1,475	972	913
Median Salary of Full-Time Non-Management Employees		972	783	730

2021 Standard-to-local-minimum Salary Ratio

GRI 202-01

	Standard-to-local-minimum salary ratio for entry-level male personnel	Standard-to-local-minimum salary ratio for entry-level female personnel
Taiwan	1.38	1.37
Suzhou	1.51	1.58
Kunshan	1.60	1.60
Xiamen	1.75	1.78
Slovakia	1.75	1.35

2021 Ratio of Basic Salary and Remuneration by Gender

GRI 405-02

Item		Taiwan	Shenzhen	Suzhou	Kunshan	Xiamen	Japan	Korea	Singapore	Slovakia	Germany	The Netherlands	United States
Direct Labor	Management	0.99	No Direct Labor	1.01	1	1.02	No Direct Labor		0.95	0.85	No Direct Labor		
	Non-managemen	0.98		1.05	1.05	1.01			0.86	0.81			
Indirect Labor	Junior Level Management	0.95	0.86	1.03	0.94	1	0.70	1.04	1.03	1.07	0	0	0.77
	Mid Level Management	1.02	No Mid and Senior Level Management	0.99	0.74	0.97	No Mid Level Management		0	0	No Mid and Senior Level Management		
	Senior Level Management	1.17		0.99	No Senior Level Management								
	Non-management	0.89	0.96	1.04	0.99	1.03	0.88	1.43	0.92	0.73	0.84	0	0.84

Note 1: Taking male as the baseline, the proportion of male and female gender in the work attribute, field, and seniority is different, so the salary ratio will be slightly different

Note 2: 0 means there are no local female employees and management

Retirement Provision

GRI 201-3

GRI 401-2

Item		Taiwan	Suzhou	Kunshan	Xiamen	Japan	Korea	Singapore	Slovakia	Germany	The Netherlands	United States
Ratio of Salary Counted for by Pension Appropriation	Employer %	Old System: 2	16	16	14	9.15	4.5	7.5~17	14	9.3	2.9~17.9	5
		New System: 6										
	Employee %	Old System: 0	8	8	8	9.15	4.5	5~20	4	9.3	1.5~8.9	19,500 USD
		New System: 0~6										
Pension Plan		Old System: Company Pension Account	Endowment Life Insurance (Employee Account)			Employee Pension Insurance (Government's Labor Insurance)	National Pension	CPF Central Provident Fund (Note)	Retirement Insurance	Gesetzliche Rentenversicherung (GRV)	Centraal Beheer Algemeen Pensioenfonds	Social security
		New System: Personal Pension Account										
Degree of Employee Participation in Retirement Plan		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note 1: The information for Singapore and Slovakia comes from the Department of Investment Services, Ministry of Economic Affairs; the data for Singapore and Slovakia are year and month data; Suzhou includes Shenzhen data

Note 2: Central Provident Fund (CPF) is a central provident fund scheme unique to Singapore. Contributions to the Central Provident Fund go to three separate accounts at pre-determined proportions: "ordinary account, special account and medical saving account".

Parental Leave

Corresponding Chapter: 4.1.4 Happy Workplace

GRI 401-2

Item	Male	Female
Number of Employees Eligible for Parental Leave	849	470
Total Number of Employees Actually Using Parental Leave	68	114
The Number of Employees Expected Returning to Job after Parental Leave During The Year	52	103
The Total Number of Employees Actually Returning to Job After Parental Leave	44	88
The Total Number of Employees Returning to Job and Still on The Job for 12 Months after Parental Leave	29	63
Reinstatement Rate After Parental Care Leave	85%	85%
Retention Rate After Parental Care Leave	74%	78%

Note 1: The calculation method of Re-instatement Rate: Actual number of re-instatements during the year / Number of people expected to be re-instated during the year *100%

Note 2: The calculation method of Retention Rate: Number of employees re-instated and continued to work for 1 year in the previous year/Actual number of employees re-instated in the previous year *100%

Internal Communication Cases in 2021

Item	Taiwan	Mainland China	Singapore	Slovakia	Settled Cases
Internal Communication Mailbox	123	2,705	0	1	2,829
President's Mailbox	8	16	0	0	24
Sexual Harassment Grievance Mailbox	3	0	0	0	3
Please Help Me Hotline	3,437	0	0	0	3,437

Labor Union in 2021

GRI 102-41

Region	Number of Participants (person)	Ratio of Participation (%)
Taiwan	Union has not yet organized	
Suzhou (Note)	5,458	100
Xiamen	4,678	34
Kunshan	Union has not yet organized	
Singapore	In order to protect labor rights and interests, the Singapore Labor Union will not provide the number of memberships to employers	
Slovakia	Union has not yet organized	
Japan		
Korea		
The Netherlands		
Germany		
Americas		

Note: Shenzhen employee information is included in the statistics of Suzhou

2021 Average Hours of Training

Corresponding Chapter: 4.2 Talent Development

GRI 404-1

Region		DL	IDL	Non-management	Management
Taiwan	Taiwan	0.7	45	18.2	25.7
Mainland China	Suzhou	3.9	36.3	8.1	7.3
	Kunshan	9.2	60.2	22.8	16.6
	Xiamen	1.4	56.7	7.6	1.6
Other Asian Regions	Japan	N/A	3.2	3.1	3.7
	Korea	N/A	3.4	3.3	3.7
	Singapore	1.3	23	12.6	5.1
Europe	Slovakia	0.1	0.6	0.3	0
	Germany	N/A	2.0	2.0	1.5
	The Netherlands	N/A	5.0	5.0	0
Americas	United States	N/A	2.0	2.1	1.6
Global		2.2	44.6	13.9	20.4

Note 1: AUO follows the principle of non-discrimination in organizing employee education and training, and there is no difference in training due to gender, so no hourly statistics are conducted for gender

Note 2: Japan, South Korea, Germany, the Netherlands, and the United States are customer service locations and have no Direct Labor, so the calculation of direct employee hours is not applicable



Corresponding Chapter: 4.3 Human Rights Protection

Human Rights Related Disputes in 2021

GRI 406-1

GRI 407-1

GRI 408-1

GRI 409-1

GRI 411-1

	Taiwan	Mainland China	Singapore	Slovakia	Regional Office
Number of Discrimination Cases	0	0	0	0	0
Incidents Involving the Rights of Aborigines	0	0	0	0	0
Incidents Involving Forced Labor	0	0	0	0	0
Incidents Involving Child Labor	0	0	0	0	0
Hampering Freedom of Association (Labor Union) Organization	0	0	0	0	0

Note: Disputes include cases of Discrimination, Aboriginal Rights, Forced Labor, Child Labor, Hampering Freedom of Association

Employee Training on Human Rights

GRI 412-2

Region	Total number of hours (hr)	Percentage (%)
Taiwan	4,683	99
Suzhou	485.60	99.70
Kunshan	99.87	100
Xiamen	1,965.48	100
Singapore	52.50	100
Slovakia	0	0



Corresponding Chapter: 4.4 Health and Safety

2021 Work-related Injuries

GRI 403-9

Explanation

The total working hour calculation is different in response to the labor conditions of each location and the calculation required by the competent authority. The calculation principles for each location are as follows.

- Taiwan: (1) Direct Labor = Working days of the month (excluding Company holidays) × 8 hours/day × Total number of indirect labor/month + (2) Indirect labor = 15 days/month × 10 hours/day × Total number of indirect labor/month (use 14 days for February)
- Mainland China: According to the Company's vacation attendance system
- Singapore: (Direct Labor x 10 hrs x 15 days) + (Indirect Labor x 8.75 hrs x Working days per month)
- Slovakia: (Direct Labor x 11 hrs x Working days per month + Indirect Labor x 8 hrs x Working days per month)

Employees	All	Male	Female	Taiwan Factory	Xiamen Factory	Suzhou Factory	Kunshan Factory	Singapore Factory	Slovakia Factory
Number of Occupational Injury Deaths	1.00	1.00	0	0	0	0	1.00	0	0
Ratio of Occupational Injury Deaths	0.01	0.02	0	0	0	0	0.24	0	0
Number of Serious Occupational Injuries	0	0	0	0	0	0	0	0	0
Ratio of Serious Occupational Injuries	0	0	0	0	0	0	0	0	0
Number of Recordable Occupational Injuries	17.00	11.00	6.00	11.00	1.00	2.00	3.00	0	0
Recordable Lost-Time Injury Frequency Rate	0.20	0.19	0.24	1.38	0.05	0.09	0.73	0	0
Working Hours	84,610,090	59,227,063	25,383,027	38,030,992	19,208,362	21,814,250	4,112,120	1,264,030	180,336

Contractor	All	Male	Female	Taiwan Factory	Mainland China Factory	Singapore Factory	Slovakia Factory
Number of Occupational Injury Deaths	0	0	0	0	0	0	0
Ratio of Occupational Injury Deaths	0	0	0	0	0	0	0
Number of Serious Occupational Injuries	0	0	0	0	0	0	0
Ratio of Serious Occupational Injuries	0	0	0	0	0	0	0
Number of Recordable Occupational Injuries	3	3	0	2	1	0	0
Recordable Lost-Time Injury Frequency Rate	0.18	0.21	0	0.36	0.09	0	0
Working Hours	17,136,783	14,566,265	2,570,518	5,562,293	11,369,101	200,235	5,154

Note 1: Occupational injury refers to the disease, injury, disability or death of workers caused by buildings, machinery, equipment, raw materials, materials, chemicals, gases, steam, dust, etc. in the workplace, or work activities and other occupational causes. Excluding traffic injuries

Note 2: Ratio of occupational injury deaths calculation method is number of occupational injury deaths *1,000,000 / Working hours that is the ratio of occupational injury deaths of every 1,000,000 working hours

Note 3: Serious occupational injury refers to occupational injury with disability for more than 180 days

Note 4: The number of recordable occupational injuries refers to the number of occupational injuries legally reported to the occupational safety and health administration

2021 Work-related ill health

GRI 403-10

Employees	All	Male	Female
Number of Recordable Occupational Diseases	0	0	0
Number of Occupational Disease Deaths	0	0	0
Ratio of Occupational Disease Deaths	0	0	0
Main Types of Occupational Diseases	0	0	0

Other Workers (Contractor)	All	Male	Female
Number of Recordable Occupational Diseases	0	0	0
Number of Occupational Disease Deaths	0	0	0
Ratio of Occupational Disease Deaths	0	0	0
Main Types of Occupational Diseases	0	0	0

Note: Occupational disease refers to the disease, injury, disability or death of workers caused by buildings, machinery, equipment, raw materials, materials, chemicals, gases, steam, dust, etc. in the workplace, or work activities and other occupational causes. Excluding traffic injuries.