



LandMark Optoelectronics Corporation

2020 Corporate Social Responsibility Report



About this Report

Starting from 2018, LandMark Optoelectronics Corporation (hereafter referred to as LandMark or the Company) has been compiling the CSR report to reveal the CSR practical achievement of the Company and report the Company's environmental, social and corporate governance strategies and activities as well as include content about issues which stakeholders are concerned about. This report is the third non-financial annual report voluntarily issued.

■ Scope

Data contained within this report are from the year 2020 (01/01/2020 to 12/31/2020). The data for disclosure information is obtained from the Company's own internal survey and statistics on the operation and management of each department, and the financial data is based on the financial reports certified by the accountants. The Company's production and operation are located in Taiwan; therefore, the scope of the report is Taiwan.

■ Guidelines and Principles

This report was written in accordance with the core option (Core) of the GRI Standards issued by Global Reporting Initiative (GRI). Through discussion, the team identified major substantive considerations related to the Company's operations and included the opinions of stakeholders so as to determine the boundary of each consideration and describe corresponding policies. At the end of this report, the GRI standards comparison table is provided for your reference.

■ Release

The CSR Report is published annually by LandMark and an electronic version of the Report is available on LandMark's website.

Current version: Issued in June, 2021

Previous version: Issued in June, 2020

Next version: To be issued in June, 2022

■ Contact Information

Please feel free to contact us if you have any suggestions or questions regarding the Report.

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Letter from the Chairman

This is the third year that LandMark has produced a Corporate Social Responsibility Report to give information in a variety of fields of ESG (Environmental, Social, and Corporate Governance) to our stakeholders about the results of our efforts, as well as our visions and goals for the future. LandMark's management team and Board of Directors are continuously concerned about ESG issues and endeavor to implement ESG initiatives to pursue the goal of sustainable development. Our Corporate Sustainability Committee develops sustainability strategies prudently and progressively promotes the implementation of all aspects of ESG.

In terms of corporate governance, LandMark has maintained stable profitability in 2020, and established a solid foundation for future sustainable development. From 2018 to 2020, we have been among the top 5% of TPEX-listed Companies with respect to Corporate Governance Evaluation for three consecutive years. We earned recognition for our efforts, and were driven to improve continuously. We also regularly amend internal regulations such as the "Corporate Governance Best Practice Principles", "Corporate Social Responsibility Best Practice Principles" and "Ethical Corporate Management Best Practice Principles" to complete the framework and conceptual understanding of managing with integrity. We are committed to continuously carrying out corporate governance and strengthening our abilities of risk control.

In terms of environmental protection, LandMark integrates environmental management into its business operations, and actively carries out various environmental management operations, incorporating ISO 14001, greenhouse gas inventory, hazardous substance management (RoHS). We implement water and energy conservation, waste and carbon reduction measures, and set targets each year with management plans which are regularly reviewed and tracked to address these targets. By 2020, LandMark reduced its total waste by approximately 15%, and its energy and water conservation projects executed show effectiveness. We are committed to continue to take tangible actions to strive for energy saving and carbon reduction targets in order to fulfill our environmental protection responsibilities.

Since 2020, LandMark has organized a series of employee welfare activities under the idea of "Vibrant Workplace, Healthy Body, Happy Family, LandMark ♥ Sharing", such as various sports competitions, health talks, weight-loss competitions, family days, and etc. In terms of providing employee benefits, we have increased the

average salary by 3% in 2020, provided employee childcare allowance, established an emergency fund, and provided tuition for employees' on-the-job training. In terms of social participation, LandMark cares about the community and holds the “LandMark ♥ Sharing” campaign by cooperating with two educations and nursing institutions in Tainan. Our colleagues can freely donate goods needed by those residents.

Looking ahead, LandMark will continue to innovate and create values in the spirit of integrity and self-transcendence, steadily strengthen its business structure in a challenging environment, enhance the value of its products and services, and create long-term growth momentum. We understand that the sustainable development of a company depends not only on the collective efforts of our management teams and colleagues, but also on the injection of many external resources. Therefore, as a responsible corporate citizen, we will take more practical actions to continue to bring positive changes in corporate governance, environmental protection and social responsibilities. We will move forward with determination on the road to sustainable development of our company and the environment. We will work with our employees, customers, investors, suppliers and other stakeholders to serve the common good.



Ching Yi Chang

Chairman and Corporate Sustainability and
Nomination Committee Chairperson

2020 Achievements and Corresponding SDGs

<div data-bbox="236 304 331 400"> </div> <div data-bbox="392 304 488 400"> </div> <div data-bbox="549 304 644 400"> </div> <div data-bbox="689 304 785 400"> </div> <p>Corresponding section:</p> <p>4. Friendly Workplace and Social Welfare</p> <ul style="list-style-type: none"> • Collaboration with Tainan Correctional Institution on “LandMark ♥ Sharing” activity, donating the necessary materials to the correctional institutions. • Distributed childcare allowance (NT\$2,000 monthly childcare allowance for colleagues with children aged 0-3) • A total of 58 employees participated in the healthy weight loss battle and lost 295.7 kg in total. • 0 Occupational disaster cases. • Organized the "Book to Travel" campaign to collect 57 books for children in remote areas to help them improve the quality of their education and reduce the gap between urban and rural resources. • Provided employees with subsidies for on-the-job training and encourage them to pursue professional training in areas related to their job duties. • The total training hours amounted to 6,973 hours. 	<div data-bbox="842 304 938 400"> </div> <div data-bbox="1011 304 1107 400"> </div> <div data-bbox="1174 304 1270 400"> </div> <p>Corresponding section:</p> <p>3. Environmental Sustainability</p> <ul style="list-style-type: none"> • The greenhouse gas emission was 10,656 tons of CO₂e. • The total electricity saving in 2020 was about 854,024kWh, accounting for 4.35% of the total electricity consumption in that year, which translates into a carbon reduction of about 434,698kg CO₂e. • Water savings of about 5,168 metric tons in 2020, accounting for 9.63% of the total water consumption in that year. • Total hazardous business waste and regular business waste decreased by approximately 15% compared to 2019. • New plants are built to meet building codes and standards, and energy efficiency measures are being implemented toward green building codes. • The Company observes the international regulations on use of hazardous materials implemented by RoHS and REACH and requests the suppliers and partners to follow relevant regulations. • The Company forbids the use of conflict mines. • The Company has obtained the ISO14001 and IECQ QC 080000 certifications.
<div data-bbox="236 1350 331 1447"> </div> <div data-bbox="405 1350 501 1447"> </div> <p>Corresponding section:</p> <p>4.1 Human Resource 4.3 Employee Welfare</p> <ul style="list-style-type: none"> • Complaint about human right: No human right complaint was filed; no relevant misconduct was revealed by internal audit. • Established employee emergency relief fund: In order to provide assistance and express the Company's sympathy and care to employees in case of major emergencies, the Chairman of the Board of Directors donates NT\$1 million annually to establish the emergency relief fund. • Established anti-sexual harassment and anti-discrimination workplace environment with multiple channels of employee communication. 	<div data-bbox="858 1350 954 1447"> </div> <p>Corresponding section:</p> <p>2.1 Corporate Operation 4.3 Employee Welfare</p> <ul style="list-style-type: none"> • The revenue in 2020 was NT\$2.309 billion, and the EPS was NT\$6.50. • The average salary for full-time employees not holding executive positions in 2020 is NT\$962,000. • Average salary increases of 3% in 2020.

1. Sustainable Communication

1.1 Promoting Sustainable Business Development

1.2 Communication with the Stakeholders

1.3 Identification of Major Topics

1. Sustainable Communication

1.1 Promoting Sustainable Business Development

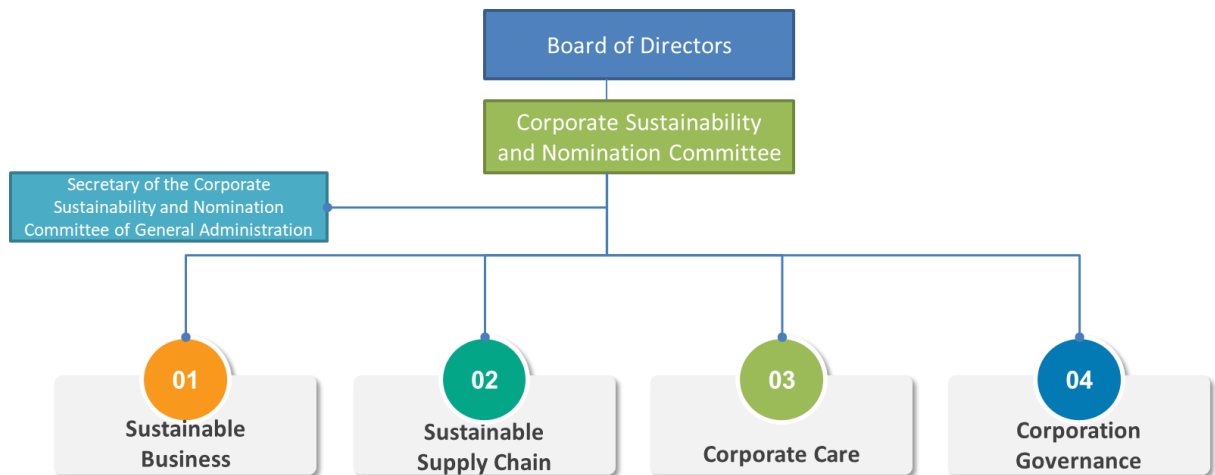
- **Sustainability Policy and Commitment**

- To pursue corporate sustainability and emphasize management in economic, environmental, and social aspects.
- To consider risks while creating the best profits for customers, shareholders, employees, and relevant stakeholders.
- To observe relevant regulations and fulfill international criteria and standards.
- To strengthen partnership to realize value of the chain collaborative businesses.
- To reduce the impact on the environment, mitigate climate change, and maintain a balanced eco-system.
- To respect and protect human right by valuing equality, multiple development, and labor rights.
- To offer a friendly workplace by cultivating talents and creating a healthy and safe work environment.
- To participate in philanthropic activities and devote for social welfare.

- **Corporate Sustainability Initiative**

LandMark has established a Corporate Sustainability and Nominating Committee, chaired by the Chairman and composed of all independent directors. The committee supervises several functional groups, including “sustainable business, sustainable supply chain, corporate care, and corporation governance.” Each of the units does their part in promoting and implementing relevant measures of environmental protection, society, supply chain management, ethical corporate management, risk management, and information security. The committee guided LandMark to

achieve short-term, medium-term and long-term goals as well as report to the Board about the plan and outcome of implementation.



• Core of Sustainable Development



• Short-, medium- and long-term goals for sustainable development

Orientation	Short-term (1-2 years)	Medium to long-term (3 years or more)
Corporate Governance	<ul style="list-style-type: none"> • Diversity of Board Members • Set up the Supervisor of Corporate Governance • Continuous implementation of the law compliance • Ensure internal controls remain effective • Maintain no cases of corruption and discipline • Strengthen and implement risk management mechanism 	<ul style="list-style-type: none"> • Develop the best governance structure to achieve sustainable business operation. Continuously operate under the established mechanism to minimize the Company's operational risk • Improve ESG information disclosure
Environmental Sustainability	<ul style="list-style-type: none"> • Increase the rate of waste recycling • Introduce waste reduction equipment • Optimize and adjust existing equipment • Introduce renewable energy (solar power) 	<ul style="list-style-type: none"> • Improve the production process to increase productivity and reduce energy consumption, waste and emissions; promote the recycling concept to regenerate and reuse waste and wastewater; and actively develop green processes to promote source reduction. • Greenhouse gas emission intensity: 6% reduction in 2025 compared to 2020. • Water intensity: 5% reduction in 2025 compared to 2020. • Hazardous waste intensity: 10% reduction in 2025 compared to 2020.
Social Inclusion	<ul style="list-style-type: none"> • Implementation of various employee benefit policies (ex: Childcare allowance/ school start-up gift, emergency assistance, employee family day, mid-autumn dinner, etc.) • Continue to invest in the health and well-being of our employees to create a quality workplace. • Charity care in cooperation with public welfare/vulnerable groups 	<ul style="list-style-type: none"> • Retention rate of 95% or more • Construct training course map for human resource ladder, support professional training for new R&D/manufacturing personnel, and pass TTQS certification. • Continue to work with charitable organizations and maintain a certain amount of annual donations

1.2 Communication with the Stakeholders

• Stakeholder Identification and Communication

In the process of sustainable development, the implementation of stakeholder management will help to improve the operation of the Company. According to its own operating characteristics and the discussions through inter-departmental meetings, LandMark has identified the following main stakeholders: shareholders (investors), employees, customers, suppliers (contractors), and government agencies (the competent securities authority, Science Parks Bureau, Environmental Protection Bureau, Ministry of Labor, etc.), and also followed the sustainable reporting guidelines of GRI to set the major topics through inter-departmental discussions with the five-step cycle: collection, identification, sorting, confirmation, and review.



• Major Issues








Environmental Issues (E)	Social Issues (S)	Governance Issues (G)
<ul style="list-style-type: none"> • Climate Change • Energy Management • Water Resources Management • Waste water discharge • Waste Management • Environmental Regulations Compliance 	<ul style="list-style-type: none"> • Labor Relations • Employee Welfare • Health Care • Education Training • Non-discrimination • Human Rights Assessment • Local Community • Customer Privacy • Social and economic regulations follow 	<ul style="list-style-type: none"> • Corporate Governance • Operating Performance • Risk Management • Anti-corruption • Innovation and R&D

• Communication with the stakeholders








Stakeholders	Focused Issues	Communication Channels and Frequency	Corresponding Section
Shareholders/ Investors	<ul style="list-style-type: none"> • Corporate governance • Operating performance • Shareholder participation • Risk management 	<ul style="list-style-type: none"> • Shareholders' meeting (annually) • Investor conference (at least once a quarter) • Financial report (quarterly, annually) • Company website (irregularly) • Investors Relation Mailbox (irregularly) • Email: investor@lmoc.com.tw 	2.Sustainability Governance
Employees	<ul style="list-style-type: none"> • Employee welfare • Labor-management relations • Talent development • Occupational safety and health • Operating performance 	<ul style="list-style-type: none"> • Labor-management meeting (quarterly) • Staff welfare committee meeting (quarterly) • "HR Cares About You" system (irregularly) • Bulletin board / Suggestion box (irregularly) • Sexual harassment complaints direct line and email (irregularly) • Email: lmoc_hr@lmoc.com.tw 	4.Friendly Workplace and Social Welfare
Customers	<ul style="list-style-type: none"> • Trade secrets • Product quality management • Supply chain management (RBA) • Hazardous substances management • Innovation and R&D 	<ul style="list-style-type: none"> • Video / Teleconferences (irregularly) • Visiting customers (irregularly) • On-site audit by customers (irregularly) • Customer satisfaction survey (annually) • Email: sales@lmoc.com.tw 	2.1 Corporate Operation
Suppliers/ Contractors	<ul style="list-style-type: none"> • Supplier management • Product quality • Operational condition 	<ul style="list-style-type: none"> • Supplier Audit (irregularly) • Supplier education and trainings (irregularly) • Email: supply@lmoc.com.tw 	2.1 Corporate Operation
Government	<ul style="list-style-type: none"> • Legal compliance • Labor-management relations • Environmental protection issues 	<ul style="list-style-type: none"> • Correspondences with the government (irregularly) • Corporate Governance Evaluation (annually) • Announcement on the Market Observation Post System (irregularly) • Seminars and public meetings held by the competent authorities (irregular) • Supervision and audit by the competent authorities (irregularly) 	1.Sustainable Communication 2.Sustainability Governance 3.Environmental Sustainability

1.3 Identification of Major Topics

• Major Topics List

Major Topics	How does LandMark manage?	Information corresponding to International Indicator		Chapter to respond	Association with LandMark value chain					
		GRI	SDGs Goals		LandMark	Shareholders	Employees	Customers	Suppliers	Government
Corporate Governance	<ul style="list-style-type: none"> Complies with laws and regulations, implemented the principles of corporate governance. Improves the operation of board of directors and the effective internal control system. The Company and all employees follow the code of conduct. 	GRI 102		2.Sustainability Governance	●	●	●			●
Economic Performance	<ul style="list-style-type: none"> Keeps innovating R&D and improving of product quality. Has been actively participated in the R&D of customers' product technology. Expands production capacity, applies lean production and enhances production efficiency. 	GRI 201		2.1 Corporate Operation	●	●	●		●	●
Energy Management	<ul style="list-style-type: none"> Has been keeping an effective environmental management system. Set the targets of energy saving and emission reduction for water and electricity to reduce the generating amount of hazardous industrial waste, to which the Company has also implemented management plans and reviewed progress regularly. 	GRI 303 GRI 305 GRI 306	 	3.Environmental Sustainability	●	●		●		●
Labor Relation	<ul style="list-style-type: none"> Complies with labor laws, improves and implements human resource management. Holds labor conferences regularly, establishes diversified communication channels to create a harmonious Labor relation. Enhances employee welfare to increase employee satisfaction. 	GRI 402	 	4.Friendly Workplace and Social Welfare	●		●			●
Occupational Safety and Health	<ul style="list-style-type: none"> Implements a management system for the occupational safety and health to build a safe and healthy workplace. Promotes and keeps improving to avoid occupational disasters. 	GRI 403		4.4 Occupational Health and Safety	●		●			●

Major Issues Management

SDGs	Major Issues	Sustainable Goals	Future Directions and Plans
	Corporate Governance	To improve corporate governance system and to reduce its operational risks.	<ul style="list-style-type: none"> • Keep improving corporate governance evaluation index compliance to strive for staying in the top 5% of listed companies in the Corporate Governance Evaluation. • Keep promoting education and training related to the issues about business integrity. • Improve transparency of information disclosure to implement communication with stakeholders.
	Economic Performance	To keep sound and stable finance management and to create good operating performance with durative profit.	<ul style="list-style-type: none"> • The Company keeps making profits to reach the operating goals set by the board of directors. • The Company has been devoted to product renovation and development.
 	Energy Management	To enhance the energy management and to improve energy efficiency in order to achieve the goals to keep stable production and to save energy and reduce wastes.	<ul style="list-style-type: none"> • Promote measures to reduce greenhouse gas. • Keep promoting the energy-saving control program, review progress regularly and enhance energy-saving effectiveness. • Install solar power generator on the roof of the plant to provide green energy.
 	Labor Relation	To keep sustainable development of human resource, to create good Labor relation, and to unite employees' cohesion for the Company.	<ul style="list-style-type: none"> • Plan the recruitment, cultivation and retention of human resource to attract and retain outstanding employees. • Build diversified and unblocked communication channels for employees and keep caring for them to create a harmonious labor relation. • Keep holding employee relation activities to enhance employees' recognition.
	Occupational Safety and Health	The Company continued to promote healthcare projects.	<ul style="list-style-type: none"> • Continue to advocate health promotion activities. • 0 Occupational accidents and active prevention of occupational diseases.

2.Sustainability Governance

2.1 Corporate Operation

2.2 Corporate Governance

2.3 Risk Management

2. Sustainability Governance

2.1 Corporate Operation

- Company Profile

LandMark was established in 1997 and headquartered in the Southern Taiwan Science Park, which uses organic metal vapor phase epitaxy (MOCVD) to manufacture and produce Epi-wafer, including InP, GaAs or other related materials. Landmark provides clients with professional advices in component design, epitaxial growth, manufacturing procedure, testing, and application, helping the clients to cultivate new application fields and explore new market.

Company Name	LandMark Optoelectronics Corporation
Founding Date	June 2, 1997
Date of Listing	Listed on the Taipei Exchange on July 22, 2015
The Main Techniques and Products	Employed the MOCVD technique to develop various kinds of epi-wafers, including: <ul style="list-style-type: none"> • Epi-wafer for Laser Diode (LD) • Epi-wafer for Photo-detector (PD)
Location	Factory No.1: No.12, Nanke 9th Rd., Shanhua Dist., Tainan City (Southern Taiwan Science Park) Factory No.2: No. 9, Xishan 1st Rd., Shanhua Dist., Tainan City (Southern Taiwan Science Park)
Number of Employees	335 Employees
Chairman	Ching Yi Chang
General Manager	Roger Lo
Capital	NT\$ 914 million



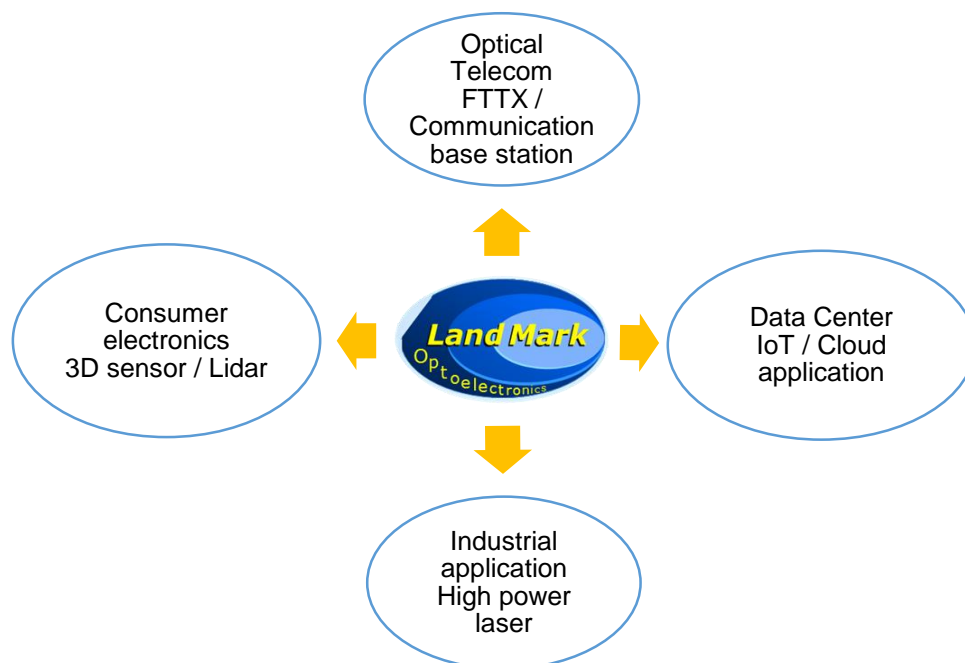
Factory No. 1



Factory No. 2

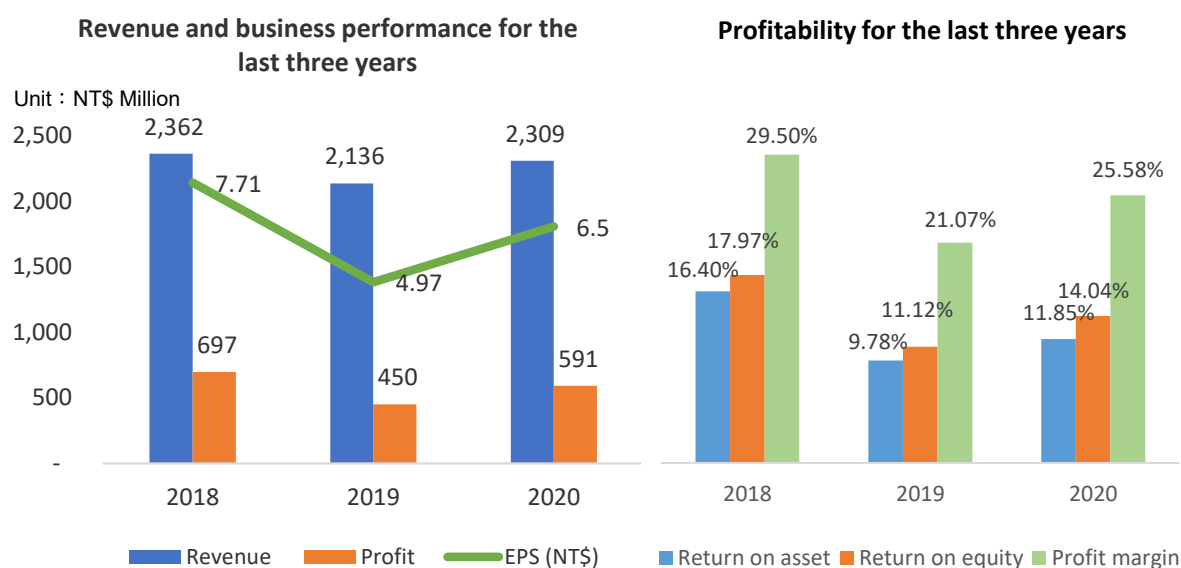
- Product application

The Epi Wafer produced by the Company is a key component used in optical fiber communication (FTTx / communication base station), data center, etc., which has the technology and quality recognized and trusted by our customers and therefore is very famous internationally. Besides, in recent years, our company has been actively developing suitable Epi Wafer in different application markets such as consumer electronics, industrial, material processing equipment, and so on to provide middle and downstream customers with Epi Wafer and technical support in different application markets.



- Financial Performance

The revenue of LandMark in 2020 was NT\$ 2.309 billion, which showed an 8% increase compared to last year. The net profit after tax was NT\$591 million, the after-tax earnings per share was NT\$ 6.5. The overall operating results maintained steady growth and profitability.



- **Distribution of Surplus**

LandMark attaches great importance to the interests of shareholders and adopts a dividend policy that is stable and seeks to best protect shareholders' interests.

Item	2018	2019	2020
The surplus for distribution (NT\$ Million)	455	364	456
Dividend per share (NT\$)	5	4	5
Dividend Payout Ratio	64.85%	80.48%	76.92%

- **Capital expenditure and R&D expenses**

In addition to the distribution of cash dividends to shareholders, the Company's surplus has been invested in capital expenditures and R&D expenses in accordance with the business strategies. The capital expenditure and R & D expenditure in the past three years are as follows:

Unit: NT\$ Million

Item	2018	2019	2020
R&D Expenses	293	329	274
Capital Expenditure	623	1,136	419

- Government Subsidies

The information of LandMark's investment in research and development expenses, application for government subsidies, credits for income tax and government grants revenue for the past three years is as follows:

Unit: NT\$ Thousands

Item	2018	2019	2020
R&D Deduction	4,736	12,643	11,209
Smart Machinery Investment tax credits	-	6,644	5,263
A+ Industrial Innovative R&D Program	3,095	-	-
Government Grants Revenue	-	-	21,918
Total	7,831	19,287	38,390

- Economic value distributed to stakeholders

Unit: NT\$ Million

Item	Basic Factor	2018	2019	2020
Produced direct economic value	Revenue	2,362	2,136	2,309
Distributed economic value	Operating costs	682	713	718
	Employee salary and welfares *Note 1	405	396	427
	Payments to investors*Note 2 (cash dividends)	453	455	364
	Payments to government *Note 3(income tax)	119	206	5
Remaining economic value (Produced-Distributed)		704	367	795
Note 1: including salary, labor and health insurance, pension, director's remuneration, benefits for other employees and other employment costs				
Note 2: cash dividends paid for that year				
Note 3: income tax paid for that year				

- Participation in External Associations

LandMark has actively participated in industrial associations and guilds and through which obtained optical communications industry information so as to continue observing changes in the related industrial development and to collect relevant market information in order to grasp the market trends. The main associations and guilds in which the Company participated in 2020 are as follows:

Associations	Position	Participation benefits
Photonics Industry & Technology Development Association (PIDA)	Member	Be aware of the industry trends and information
The Allied Association for Science Park Industries	Member	Be aware of the industry trends and information
Academia-Industry Consortium For Southern Taiwan Science Park	Member	Learn about academia-industry research collaborations

- Customer Service

LandMark is committed to providing the best service to our customers. Creating quality services is one of the core values of the Company, achieving customer needs is the most important goal of the Company, helping to enhance the competitiveness of customers is to enhance the competitiveness of the Company.

- Quality Management System

LandMark obtained certification to ISO 9001 Quality Management System and also established a quality policy to ensure the effective implementation of this system to enhance the quality and yield of products so as to achieve the policy and goal about quality and hazardous substances free (HSF) so that the Company can meet customers' needs.

- Customer Satisfaction

LandMark is committed to providing the best service to our customers and we believe that it is the only way to achieve sustainable operation by valuing customers' opinions, satisfying customers' needs, obtaining affirmation and long-term support of customers. Feedback

from customers has always been the motivation for the Company to keep making improvement. In 2020, the questionnaire return rate of "Customer Satisfaction Survey" was 72% and the customer service satisfaction rate was 93%, achieving the target of "Customer Service Satisfaction Rate \geq 90%" set by the Company.

➤ Protect and Respect Customers' Intellectual Property

LandMark has established confidentiality related policies in the "Procedures for Ethical Management and Guidelines for Conduct". The Company strictly follows relevant operating regulations of intellectual property. Employees are refrained from revealing any trade secrets, trademarks, patents, publications, and other forms of intellectual properties to others and cannot collect any intellectual property such as trade secrets, trademarks, patents, publication, etc. of the Company not related to job duty.

• Supply Chain Management

➤ Implementing the Responsible Business Alliance (RBA) Policy

Strategy and Medium to Long Term Vision	Project	Description
Responsible sourcing and cooperation with suppliers to build a friendly industrial environment	Abide by the guidelines and sign the documents	Sign social responsibility pledge/non-disclosure agreement/non-hazardous substance statement in compliance with guidelines
	Daily assessment of important suppliers	Important suppliers are assessed every six months
	Key supplier site audits	Key supplier site audits
	Continuous Improvement	Based on the daily assessment and on-site audit results of important suppliers, suppliers propose improvement plans and follow up to complete the improvement plans
	Sign the hazardous substances free declaration annually	Important suppliers and package material suppliers should re-sign the hazardous substances free declaration every year

➤ Supplier Management Policy

LandMark follows the "Supply Chain Management" to evaluate its suppliers so only those who can pass the evaluation can become our cooperative partners. Besides, according to the RBA regulations set

by the Company, all major suppliers have been gradually required to sign "Letter of Commitment of supplier of LandMark for Corporate Social Responsibility". Suppliers who transact with the Company also need to follow relevant regulations of "Regulations for Contractor Safety and Health Management" and "Supplier CSR Code of Conduct" formulated by the Company to promote corporate social responsibility together.

➤ **Supplier Audit**

In order to effectively manage the stable quality, delivery time and price of the suppliers, the Company regularly conducts supplier assessment on the abnormal frequency (return rate), delivery time and service, and then determine the subsequent transaction extent with suppliers based on the rating from the assessment results. In 2020, the Company reached a 100% achievement rate in the daily assessment of important suppliers. In the future, we will keep improving the supply chain management system and through audits and assessments and other measures, we will work with suppliers to fulfill the corporate social responsibility together.

➤ **Determination and Handling of Assessment Classification**

Class	Scores	Handling for the assessment results
Class A	90 points or above	We will purchase first from those who have been assessed as Class A.
Class B	70~89 points	We keep normal transactions.
Class C	60~ 69points	Those who are assessed as Class C will receive a Supplier Improvement Notice and will be required to propose a corrective plan within three weeks.
Class D	59 points or below	If the appraisal is D grade, the supplier will be removed from the qualified supplier; otherwise, unless the supplier is counseled as A, B grade supplier in special cases.

➤ Supplier Social Responsibility Commitment

LandMark has established Supplier CSR Code of Conduct which regulates the code of conduct that its major suppliers must follow for their corporate social responsibility. So far, a total of 13 major suppliers have signed the “Letter of Commitment of supplier of LandMark for Corporate Social Responsibility”. In the future, the Company will keep the communication with the suppliers and passing on the messages about corporate social responsibility.

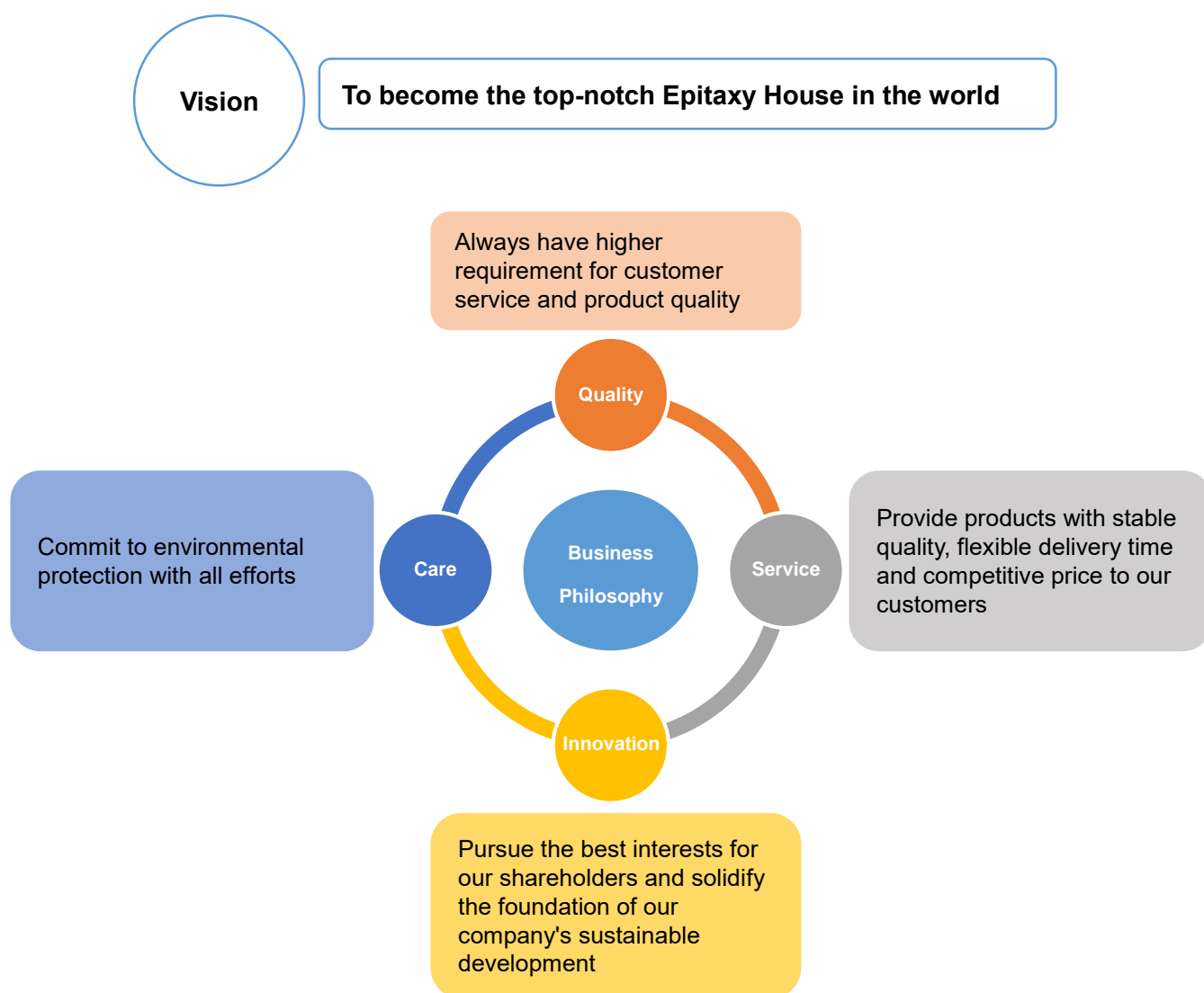
➤ Supplier Declaration of Hazardous substances free

For important suppliers and package material suppliers, we should re-sign the hazardous substances free declaration every year, and formulate the declaration of hazardous substances management requirements proposed by customers every year, and then require suppliers to sign the hazardous substances free declaration and attach the third-party test report every year. A total of 22 important suppliers and packaging material suppliers have signed the “Declaration of Hazardous Substances Free”, with a 100% achievement rate.

2.2 Corporate Governance

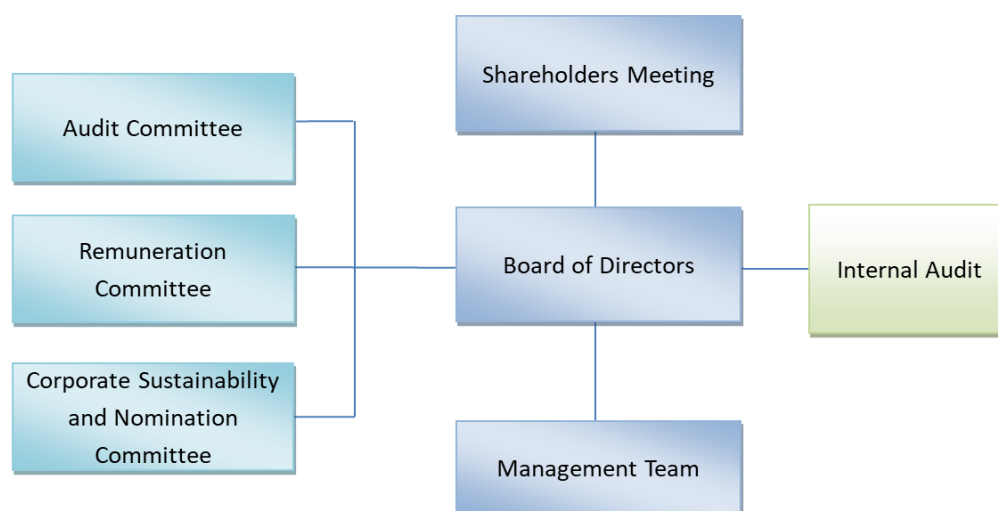
- Vision and Philosophy

LandMark manifests the core value of the corporation by promoting its vision for operation and its mission. It focuses on the sustainability of the Company, so it is crucial to establish a long-term goal and an achievable objective. LandMark's vision and philosophy for operation are conceptualized as below:



- Corporate Governance Structure

LandMark has established functional committees under the supervision of the Board, including Audit Committee, Remuneration Committee, Corporate Sustainability and Nomination Committee, so as to assist the Board in professional corporate governance affairs.



- Board of Directors

Being the highest unit of corporate governance and the major decision maker of the Company, the Board of directors are responsible for establishing appropriate system for governance, appointment and offer guidance for managerial personnel, monitor operational performance, resolve important matters, observe the legal regulations as well as Articles of the Company, or implement its authorized rights in shareholders' meeting. The Company has specified the principles for diversified composition of the Board. Members of the Board should include regular directors with different competences as well as independent directors with different professional background for effective operation of the Board. Information about the Board members, including background, education, age, the position in other company that the directors is concurrently taking, operation of various committees, have been revealed in the Annual Report and publicized

in MOPs as well as the section for latest announcement on the official website of the Company (<http://www.lmoc.com.tw/index.php?lang=en>).

➤ Composition and Operation of the Board of Directors

Title	Name	Double as	Attendance in Person	By Proxy	Actual Attendance Rate (%)
Chairman	Ching Yi Chang	CSO	7	—	100%
Director	Wei Lin	CTO	7	—	100%
Director	Jerry Yang	CFO	7	—	100%
Director	Yong Hong Lu	None	7	—	100%
Independent Director	Bob Tseng	None	7	—	100%
Independent Director	James Wang	None	7	—	100%
Independent Director	Yong Chang Chen	None	7	—	100%

According to the Company's "Rules and Procedures of the Board of Directors Meetings," the Board should convene at least a meeting each quarter. In 2020, the Board convened 7 meetings in total with an attendance rate of 100%. Major matters such as significant investment project, annual financial report, and other matters that should be resolved by the Board according to relevant laws, should be publicized on the MOPs and revealed on the Company's website as well as its annual report. The important resolutions on Board of Directors Meetings in 2020 is available in the 2020 Annual Report of Shareholders' Meeting on page 53~54.

➤ On the job training for directors

With corporate governance and CSR issues gaining more concerns in the international society, the Company would encourage the directors to continuously participate in on-the-job training courses; all the directors have attended courses of at least

6 hours. The courses cover different themes, including accounting, laws, corporate governance, and CSR issues, and the directors attended the courses of 51 hours in total. Information on the Company's disclosure of directors' participation in training and education is available on the Market Observation Post System and in the 2020 Annual Report of Shareholders' Meeting on page 34.

➤ Board of Directors and Functional Committee Performance Evaluation

The Company performed the performance evaluation of the Board of Directors and functional committees in accordance with the "Regulations for Board of Directors' Performance Evaluation" and the results of the 2020 evaluation were reported to the Board of Directors in the first quarter of 2021.

➤ Directors' Remuneration

Each director is paid based on how much the directors participated in the operating policies and on how high the Company profit was. Directors' emoluments consist of reward, traffic allowance, business executive costs and remuneration. According to the regulations of the Articles of Association, the reward for the directors of the Company is one percent provided from the profit as directors' remuneration, which is distributed according to how much the directors' participation in the Company operations and contribution to the Company is.

➤ Principles for Avoiding and Managing Conflicts of Interest

If the items of the meeting are related to directors directly or to the legal person they represent, they should explain the importance about their interests at the current meeting of board of directors. If the conflicts of interest may be harmful to the interests of the

Company, the directors shall not vote on behalf of other directors but instead avoid joining the discussion and the vote. The interest conflict of directors is stated in the minutes of the meeting. Information on the implementation of the recusal of directors in relation to the interested parties can be found on page 14 of the Company's 2020 Annual Report of Shareholders' Meeting.

- Composition and operation of the functional committees

Audit Committee	Remuneration Committee	Corporate Sustainability and Nomination Committee
Convener: James Wang Independent Director Members: Bob Tseng Independent Director Yong Chang Chen Independent Director	Convener: Bob Tseng Independent Director Members: James Wang Independent Director Yong Chang Chen Independent Director	Convener: Ching Yi Chang Chairman Members: James Wang Independent Director Bob Tseng Independent Director Yong Chang Chen Independent Director

Convene the Meetings			
Functional Committees	Convene meetings by Charter	Convened meetings in 2020	Attendance Rate (%)
Audit Committee	4	4	100%
Remuneration Committee	2	2	100%
Corporate Sustainability and Nomination Committee	1	1	100%

Relevant information of major resolutions by each committee of the Company in 2020 has been displayed in the Annual Report (on page 20 and page 36 of 2020 Annual Report). The obligations, operation, and other relevant information have been publicized on the Company's website: (<http://www.lmcc.com.tw/>).

- Business Integrity

LandMark has established the “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Codes of Ethical Conduct” to regulate the Company’s directors, managers, employees, appointed personnel, or any person who has substantial power over the Company. The aim is to prevent unethical conducts and conflict of interest. Also, stakeholders of the Company shall be informed about the above-mentioned standards to enhance the implementation of the rules.

- Every year, the Company regularly reports the implementing condition of business integrity management to the Board of Directors. No related matters have been found that violate the business integrity on the current report to the Board of Directors on December 30, 2020.
- Training condition of business integrity: the Company conducts internal and external education and training about the issues of business integrity every year. The number of attendees of the education and training in 2020 was 317 (total 363 hours).

2.3 Risk Management

LandMark reviews its business and operation features. In the process of risk identification, the Company ensures that it includes various risk items at different levels and classifies risks into five major categories based on the materiality principle, including strategic risk, operational risk, financial risk, hazard event risk, and legal compliance risk. The Company's risk management policy is to define various types of risks in accordance with the Company's overall operating policy, to establish a risk management mechanism for early identification, accurate measurement, effective monitoring and strict control, to prevent possible losses within the tolerable risk range, and to continuously adjust and improve the best risk management practices in accordance with changes in the internal and external environment, in order to protect the interests of stakeholders, to increase the value of the Company, and to achieve the principle of optimal allocation of the Company's resources. We also minimize possible risks through risk transfer, mitigation and avoidance management strategies and countermeasures.

➤ Risk Management Structure and Procedure

Being the top administrative unit of risk management in the organization, the Board of Directors is responsible to ensure that the Company observes the laws as well as promotes and implements the risk management measures. It should also have clear understanding about the risks, assure effectiveness of risk management procedures, and take the ultimate responsibilities for such measures. The functional committee – Corporate Sustainability Committee is subordinate to the Board of Directors. It supervises the corporate governance unit. The team is

authorized to deal with risk management affairs and regularly report to the Corporate Sustainability and Nomination Committee about the outcome of risk management measures.

➤ Risk Management Process



➤ Risk Assessment

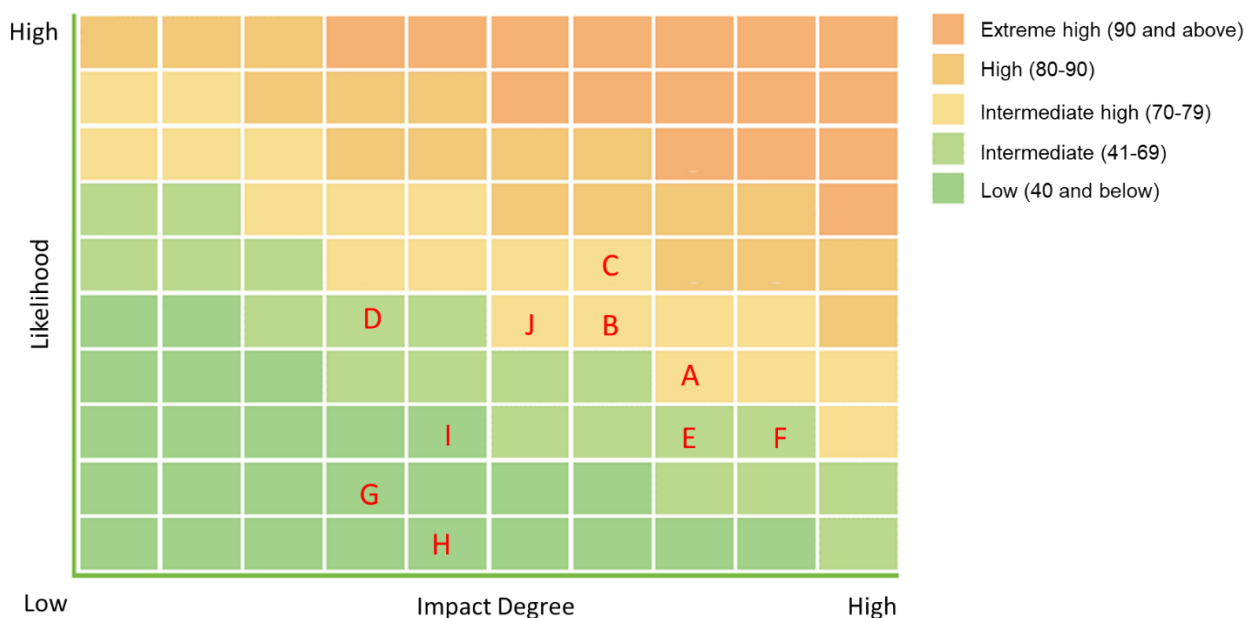
A. Degree of influence
(Points will be given according to the degree of impact, 1 point for individual, 3 points for cross-department, and 5 points for the whole company)

B. Impact degree
(When the risk factor occurs, a score of 1~5 is given according to the degree of mild, low, moderate, high, and significant impact)

C. Incidence rate
Low likelihood of occurrence: 1 point;
Medium likelihood of occurrence: 3 points;
High likelihood of occurrence: 5 points

Risk level					
Risk level	Extreme high	High	Intermediate high	Intermediate	Low
Risk score	90 and above	80~89	70~79	41~69	40 and below
Risk degree	Unacceptable risk		Bearable risk		Acceptable risk
Risk control plan	Required to take risk control measures within a certain period.		Required to ensure the effectiveness of the existing control measures and may gradually adopt risk reduction measures.		Temporarily acceptable; do not adopt risk reduction measures, however, it is required to ensure the effectiveness of the existing control measures.

➤ Risk Map



➤ Risk Description

A Industrial change risk Risk of operational decline due to failure to keep abreast of industry changes and customer needs, and failure to advance the development of new technologies	F Risk of business interruption due to a major disaster Loss of business interruption due to various natural or man-made accidents
B Information security risk Losses arising from leakage of personal information, trade secrets, malicious programs or computer viruses and hackers	G Supply chain risk Stability and reliability of raw material supply sources, supplier environment and labor rights risks
C Sales concentration risk Top 5 customers account for more than 60% of annual revenue	H Labor-related risks Risks of labor shortage, loss of top management personnel, labor disputes, etc.
D Exchange rate change risk Impairment of property value due to exchange rate fluctuations	I Corruption and fraud risk Corruption and fraud leading to financial loss and damage to the Company's reputation
E Occupational disasters and large-scale infectious disease risks Risk of occupational accidents, large-scale infectious diseases and subsequent negative effects caused by the workplace	J Extreme climate risk Risk due to global warming and various extreme climate phenomena

➤ Risk Control Measures

Risk Type	Risk Factor	Risk Control Measures
Strategy aspect	Industrial changes	<ul style="list-style-type: none"> The business office keeps an eye on the development of related industries, understands and grasps the needs of customers and end-use applications, and collects relevant market research information to grasp the market trends, and regularly reports and discusses them at senior management meetings. The R&D Division accelerates the research and development of high value products and production processes in order to keep up with the rapid changes in technology. Expand our production capacity by acquiring production machines and expanding our plants to keep up with market trends and customer demands.
Operating aspect	Information security	<ul style="list-style-type: none"> Imported file encryption system to prevent file leakage or theft. Build a sound information management system and expect to implement network access control and information security compliance software to effectively control information system risks. Establish a company's response plan in the event of a cyber-attack so that if it does occur, the system can recover as quickly as possible to reduce the impact of the cyber-attack. Clarify the management mechanism to reduce the non-essential risk of information security incidents. Establish the "Personal Information Protection Management Regulations" to protect and manage personal information. Promote general education and training courses on the rule of law to promote the concept of intellectual property rights, the concept of trade secrets, and the protection of trade secrets.

Risk Type	Risk Factor	Risk Control Measures
	Sales concentration	<ul style="list-style-type: none"> Continue to develop different sales markets and customers, and develop products for different application markets to diversify the risk of sales concentration.
	Supply chain management	<ul style="list-style-type: none"> According to the characteristics of suppliers and risk classification management, we provide suppliers with 2~3 months of forecast, and suppliers can estimate the raw material stock. Establish safe stock level for major raw materials to avoid risks caused by material shortage or quality problems. Establish the 2nd source list of raw materials and prepare the process of raw materials interruption response. Continue to require our major suppliers to sign the Supplier Social Responsibility Pledge, and to adopt the Responsible Business Alliance (RBA) Code of Conduct as the management framework with our supply chain, with the expectation that our supply chain will uphold human rights policies.
	Human Resources Management	<ul style="list-style-type: none"> Conduct regular manpower inventories and audits. Continue to optimize the recruitment process, design competitive compensation and employee benefits and strengthen employee care measures. Plan and implement employee education and training, human resource development programs and on-the-job training subsidies. Continue the compliance with labor laws and regulations.
Financial aspect	Exchange rate changes	<ul style="list-style-type: none"> We monitor foreign exchange movements and information on a daily basis, forecast and manage foreign currency receipts and expenditures, formulate hedging strategies, and conduct exchange rate hedging operations with relevant hedging instruments such as cash trading and forward rates.
Hazardous events	Occupational disasters and mass infectious diseases	<ul style="list-style-type: none"> Perform safety and health-related risk identification and assessment, and take engineering control and operational control measures in advance to prevent disasters. Regularly hold safety and health committee to review the safety and health implementation status and encourage employees to put forward safety and health improvement proposals to create a safer working environment together. Continuously improve occupational safety and health management to enhance the physical and mental health of employees. The "Regulations Governing the Emergency Response of Communicable Diseases" are in place to clearly define the stages of epidemic development and contingency plans, and to take corresponding contingency measures.
	Extreme climate	<ul style="list-style-type: none"> Develop "Greenhouse Gas Inventory Procedures" to promote data inventory and investigate the current status of greenhouse gas emissions. Set annual energy saving management targets and review their implementation performance at management review meetings. Make improvements to reduce the impact of climate change through operational management such as process technology, business model, and raw material procurement. Evaluate and take contingency measures against possible risks caused by climate change; monitor changes in drought and water conditions, take water conservation measures in advance and prepare contingency plans for alternative water sources.

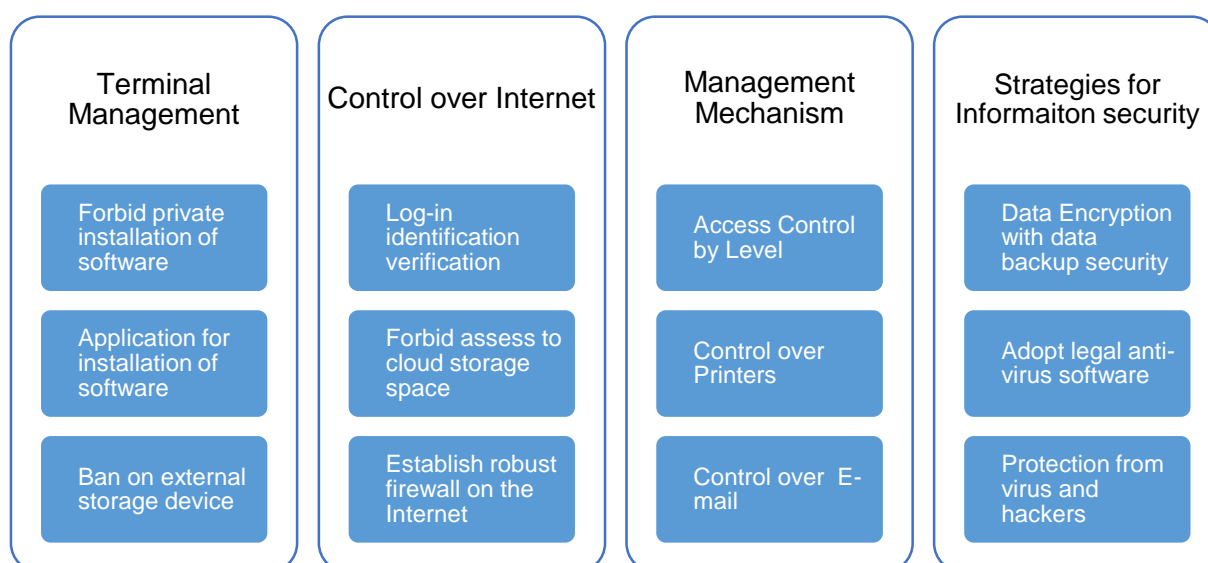
Risk Type	Risk Factor	Risk Control Measures
		<ul style="list-style-type: none"> • Perform regular inspections and reporting operations related to environmental protection in accordance with the law in order to comply with regulatory requirements. • Install pollution emission monitoring system to ensure the normal operation of pollution control equipment and strive to reduce pollutant emissions. • Draw up a waste reduction and resource recovery plan, adopt waste reduction measures, and seek for the current technically feasible resource recovery technology to improve the waste recovery ratio.
	Major disaster causing operational disruption	<ul style="list-style-type: none"> • Establish the "Emergency Response Management Regulations", and have formulated emergency response plans and mechanisms for various disasters, and set up a response team to conduct regular plant-wide drills for natural disasters such as fires and earthquakes to ensure that we can respond to disasters in a timely manner and resume operations within a relatively short period of time. • Emergency response drills are conducted once every six months, and the theme of the drills is designed according to the possible risks in the plant, and each drill is rated and evaluated, and deficiencies are recorded. • Regularly perform fire equipment inspection and repair reports to meet the requirements of fire regulations. • Special gas is equipped with central control system and gas monitoring system, which can immediately detect the operation condition and whether leakage occurs, and when the abnormal condition occurs, it will link to alarm and automatic masking. • Insure against business interruption. • Establish an emergency response team and develop a contingency and recovery plan. • Establish a secure inventory mechanism, while continuing to develop different suppliers. Establish good cooperation with suppliers to avoid shortage of raw materials.
Legal compliance	Corruption and fraud	<ul style="list-style-type: none"> • Have established "Guidelines for the Codes of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", and "Procedures for Ethical Management and Guidelines for Conduct", etc., and have provided training to our employees on ethics and anti-corruption awareness. • Implement the value of integrity management and create an honest corporate culture to guide our employees to behave ethically and avoid involvement in illegal acts.

- Information Security Management

LandMark has established operational procedures for treatment of information processing system on the computer and properly implement the policy for internal control and information security.

Aims of the electronic information security policy:

- To organize training session and propaganda for information security.
- To protect confidential information of the Company.
- To respect intellectual property and protect information of the client and the Company.
- To prevent computer virus attack.
- To ensure that all information security incidents or glitches can be reported to the supervisors, and such cases can be investigated and handled properly.
- To observe regulations in relevant laws or provisions to keep the Company operating.
- To establish the information protection system.



- Intelligent property management

In order to maintain our industry-leading technological capabilities and safeguard our advanced technological achievements, LandMark has developed an intellectual property management policy that integrates our operational objectives and R&D resources. Employees are required not to disclose the Company's trade secrets, trademarks, patents, works and other intellectual property known to them to unrelated parties, and not to inquire about or collect non-duty-related Company trade secrets, trademarks, patents, works and other intellectual property.

Our intellectual property management policy:

- In the pursuit of performance improvement, innovation and development, continuous improvement, and introduction of technology, we should abide by the laws and regulations and not infringe on rights and protect intellectual property.
- The Company's confidential plans, documents, charts, etc., and all information of professional and economic value for which the Company has taken reasonable confidentiality measures are trade secrets of the Company and shall be protected by the Trade Secrets Act.
- Employees shall not disclose the Company's confidential information, documents or trade secrets to any third party after their employment or resignation, and shall not use such confidential information, documents or trade secrets illegally, and the Company shall have the right to take legal retroactive action in accordance with the law.
- The Company respects the trade secrets of others and signs a confidentiality agreement with external consultants, experts or technical personnel when hiring them.

- Employees of the Company shall not cite or use trade secrets owned exclusively by their former employers in connection with the conduct of their duties at the Company unless authorized in writing by their former employers.
- The use of illegal computer programs is prohibited and the legal restrictions set by the owner of the computer programs and databases shall be observed.
- From time to time, we hold various training programs for employees on intellectual property protection and management.

Major implementation in recent years:

- In 2020, we promoted the general education course on the rule of law to promote the concept of intellectual property rights, the concept of trade secrets and the protection of trade secrets to strengthen the awareness and knowledge of intellectual property protection among our employees. 307 participants attended the course, totaling 204 hours.

3.Environmental Sustainability

**3.1 Environmentally Friendly
Management**

3.2 Climate Change

3.3 Energy Management

**3.4 Water Resource
Management**

3.5 Wastes Management

3. Environmental Sustainability

3.1 Environmentally Friendly Management

Environmental protection and pollution prevention is an important part of the Company's business management strategy. LandMark's ISO 14001 environmental management system provides an environmental protection management framework for each plant to control and reduce environmental impacts, prevent accidents from causing environmental impacts, and ensure regulatory compliance. We have integrated our environmental management system with our occupational safety and health system, established environmental safety and health policies, and conducted regular environmental safety and health training to build a safe and healthy working environment. We evaluated the production process, including hazardous material management, pollution prevention, energy saving, water saving and low carbon system to achieve high safety and low pollution production. In addition, we set environmental goals and objectives, management programs or other improvement measures, and we continuously implement improvements and review and track them.

The Environmental Safety and Health Policy

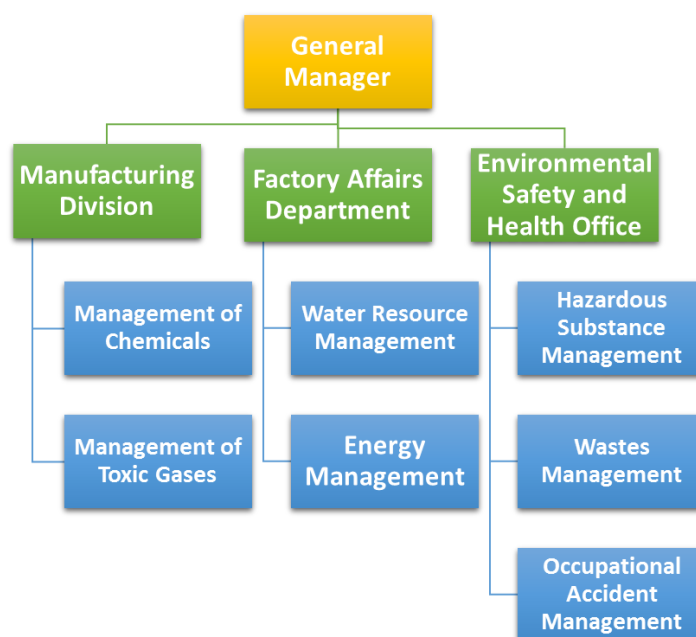
- To make the best use of resources, save energy and decrease wastes in order to reduce the impact on the environment.
- To respect life and manage risk in order to avoid the impact of hazards on the employees.
- To improve system and performance continually by emphasizing consultation and participation of workers.
- To implement execution of management system by complying with laws and regulatory requirements and preventing pollutions.
- To cultivate a safe and healthy culture in workplace through applying sufficient training and enhancing the observation ability.
- To reach the multi-wins of environmental protection, safety and economic growth by encouraging full participation and sustainable operation.

In order to implement sustainable environmental development, LandMark has set the following five-year medium and long-term environmental management goals:

- Improve the production process to increase productivity and reduce energy consumption, waste and emissions; promote the recycling concept to regenerate and reuse waste and wastewater; and actively develop green processes to promote source reduction.
- GHG emission intensity (GHG emissions/total production wafer area): 6% reduction in 2025 compared to 2020.
- The energy saving ratio achieved by implementing the energy saving and carbon reduction program is equivalent to more than 1% of the current year's electricity demand.
- Water intensity (water consumption/total production wafer area): 5% reduction in 2025 compared to 2020.
- Hazardous waste intensity (hazardous waste production/total production wafer area): 10% reduction in 2025 compared to 2020.
- General waste recovery rate: greater than 60%.

● Structure of Environmental Management Organization

In order to effectively implement the environmental safety and health management system and to achieve the purpose of raising the awareness of environmental safety and health among the employees, an Environmental Safety and Health Management Committee was established with the president as the chairman. The Environmental Safety and Health Management Committee holds a management review meeting at least once a year, and the management team of each plant meets at least once every three months to discuss and review the risks of environmental safety and health on a regular basis.



- Environmental protection expenditures

LandMark entrusts legal companies for transportation and treatment of the waste from manufacturing procedure. The waste gases from manufacturing procedure includes the organic and inorganic metallic gases. To effectively treat the hazardous gases, the Company adopts wet scrubber to clear the hazardous substances from the gas with chemical solutions and emit the clean air, and air so as to maintain the air quality standard in the surrounding areas. In 2020, the second plant will be opened, so the expenditure on pollution control equipment is higher.

Environmental protection expenditure statistics for the past three years

Unit: NT\$ thousands

Category	Description	2018		2019		2020	
		Regular Expenditure	Capital Expenditure	Regular Expenditure	Capital Expenditure	Regular Expenditure	Capital Expenditure
Operational Cost	Pollution Prevention Cost	287	17,530	361	10,548	406	99,785
	Wastes Treatment Cost	3,335		4,458		3,656	
Administrative Cost	Administration Cost	192		222		212	
Total		3,814	17,530	5,041	10,548	4,274	99,785

3.2 Climate Change

The World Economic Forum (WEF) publishes the “The Global Risks Reports” every year. The overall trend has changed from economic risks to environmental risks, with the risk of climate action failure topping the list by 2021, indicating that the risk of climate change is an unavoidable key risk for businesses. LandMark takes into account the framework of the Task Force on Climate-related Financial Disclosures (TCFD) for managing climate change risks and opportunities.

- LandMark’s TCFD Frame

Governance
<ul style="list-style-type: none"> • LandMark has established the Corporate Sustainability and Nominating Committee, which is responsible for developing corporate sustainability strategies and visions to promote CSR-related work and management. • The “Corporate Sustainability and Nominating Committee” regularly reports to the Board of Directors on a quarterly basis on the implementation of corporate social responsibility and will include climate change issues.
Strategy
<ul style="list-style-type: none"> • Through cross-departmental discussions and identification of short-, medium- and long-term climate risks and opportunities, we assess the potential operational and financial impact of significant climate risks and opportunities on the Company in accordance with established internal management objectives.
Risk Management
<ul style="list-style-type: none"> • The TCFD framework is used to identify risks and opportunities, which are communicated to the responsible units and validated by senior management.
Metrics and Targets
<ul style="list-style-type: none"> • Improve the production process to increase productivity and reduce energy consumption, waste and emissions; promote the recycling concept to regenerate and reuse waste and wastewater; and actively develop green processes to promote source reduction. • The energy saving ratio achieved by implementing the energy saving and carbon reduction program is equivalent to more than 1% of the current year's electricity demand. • Greenhouse gas emission intensity: 6% reduction in 2025 compared to 2020. • Water intensity: 5% reduction in 2025 compared to 2020.

- Identified major risk and opportunity of climate change

Risk aspect		Climate related risks	Potential financial impact
Transformation risk	Policies and regulations	<ul style="list-style-type: none"> Increase in greenhouse gas emissions pricing The requirements of domestic and international environmental regulations are becoming increasingly stringent 	<ul style="list-style-type: none"> Higher fuel/energy tax levies and higher operating costs To reduce resource consumption, the cost of acquiring new equipment for regulations has increased
	Reputation	<ul style="list-style-type: none"> Increased stakeholder attention and negative feedback 	<ul style="list-style-type: none"> Failure to meet stakeholder expectations, resulting in damage to the Company's reputation or image Impact on human resource management and planning, such as employee recruitment and retention
Entity risk	Immediate	<ul style="list-style-type: none"> Increased severity of extreme climate events 	<ul style="list-style-type: none"> The severity of the weather event affected operations and asset losses Extreme climate impacts supply chain disruptions resulting in reduced or disrupted production capacity
	Long-term	<ul style="list-style-type: none"> Changes in rainfall (water) patterns and extreme changes in climate patterns Average temperature increase 	<ul style="list-style-type: none"> Changes in rainfall patterns cause unstable water supply and increase operating costs Higher average temperatures, higher electricity consumption, higher operating costs and higher carbon emissions
Opportunity		Waiting for related opportunities	Potential financial impact
Opportunity	Resource Efficiency	<ul style="list-style-type: none"> Improving energy use efficiency Resource recycling 	<ul style="list-style-type: none"> Process and existing equipment adjustment and optimization to reduce operating costs Recycling of rainwater and cooling tower water to reduce operating costs
	Markets	<ul style="list-style-type: none"> Use of public-sector incentives 	<ul style="list-style-type: none"> Participate in green energy-related policy incentive programs to increase revenue
	Resilience	<ul style="list-style-type: none"> Participation in renewable energy programs 	<ul style="list-style-type: none"> Sublease the roof space of the factory to build a solar photovoltaic system to provide renewable energy and increase revenue

- Greenhouse Gas Inspection

LandMark has been inspecting its greenhouse gas emission since 2016. The Company inspected CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, and other substances announced by concerned authorities. Our main greenhouse gas emissions are carbon dioxide (CO₂),

methane (CH₄), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs).

- Greenhouse gas emissions in each scope in 2020

GHG emission categories	Direct Emissions (Scope1)							Indirect Emissions (Scope2)	Total
	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Purchased power	
CO ₂ Equivalent (Tons of CO ₂ e)	-	8.88	-	99.19	171.45	-	-	10,376.48	10,656

Note: The data of the Company's Factory No.2 added in 2020.

- Greenhouse Gas Emission Intensity

The GHG emission intensity for fiscal 2020 is 4.28 kg CO₂ equivalent/product output area cm², an increase compared to the GHG emission intensity of 3.07 kg for fiscal 2019, mainly due to the official opening of the Company's Factory No.2 in the fourth quarter of 2019, resulting in an increase in GHG emissions in 2020.

Item	2018	2019	2020
Greenhouse Gas Emission Intensity (Kilogram / cm ²)	2.86	3.07	4.28

3.3 Energy Management

LandMark actively promotes energy-saving and carbon-reduction programs, and uses the ISO14001 management system as the basis for energy management. The Company do not waste resources by properly controlling the use of water and electricity for all electrical appliances and machinery used in the Company. In the future, the Company plan to set up green power and renewable energy according to the Company's operation status and continue to implement energy management.

- Power Consumption

Item	2018	2019	2020(Note)
Power consumption(MWh)	13,868	15,008	19,614
Energy intensity(kWh/cm2)	5.32	5.7	7.88

Note: The data of the Company's Factory No.2 added in 2020.

- Energy-saving plan and results in 2020

The total electricity saving in 2020 was 854,024kWh, accounting for 4.35% of the total electricity consumption in that year.

Project	Power saving (kWh)	Carbon reduction (kg CO2e)
MAU auxiliary supply airflow review	65,354	33,265
Air conditioning leakage rate improvement	166,157	84,574
Process exhaust review	84,672	43,098
Optimization of ice and water transportation	54,531	27,756
Optimization of cooling water tower operation	101,520	51,674
Clean room operation energy saving	309,520	157,546
Air pressure system operation and energy saving	72,270	36,785
Total	854,024	434,698

Note: The calculation is based on the 2019 electricity emission factor announced by the Energy Bureau: approximately 0.509 kg CO2 per kWh of electricity.

- **Renewable Energy**

In 2020, LandMark subleased the roof of its factory in 2020 for green power plants to set up solar photovoltaic systems, conducted feasibility assessment and capacity planning for solar panel construction areas, and used solar energy equipment to convert solar energy into green power to provide electricity. We are expected to switch to electricity in 2022.

3.4 Water Resource Management

As global warming effect gets more severe in recent years, there have been higher risks of water shortage and floods. To lessen the impact of unstable water supply on the operation, LandMark adopts the ISO 14001 management system as the foundation for water resource management and continues to promote measures for recycling, reusing, and conserving water resource. Tap water is the major water source for LandMark; the water is mainly used for cooling towers, manufacturing, and daily using.

- **Water consumption**

Item	2018	2019	2020(Note)
Tap water consumption (Unit: Tons)	31,509	35,501	53,678
Intensity of water consumption (Liter / cm ²)	12.09	13.48	21.56

Note: The data of the Company's Factory No.2 added in 2020.

- Water conservation plans and results in 2020

The amount of water saved in 2020 is about 5,168metric tons, accounting for 9.63% of the total water consumption in that year.

Year	Project	Amount of conserved water (tons / per year)	Total amount of conserved water (tons/per year)
2020	Sanitary equipment scheduled washing function off	455	5,168
	Air-conditioning box cold coil condensate recovery	4,454	
	Additional temperature control in cooling water tower to reduce evaporation	259	

- Wastewater Treatment

To ensure proper treatment of the wastewater generated in the factory, normal operation of wastewater treatment and the quality of the water discharged sticks to national standard, the Company has dedicated personnel to monitor and analyze the quality of discharged water. Besides, certified institutions are entrusted to inspect the water quality every six months, and the Company should periodically submit reports to authorities concerned according to “Water Pollution Control Measures and Test Reporting Management Regulations” so as to ensure the discharged wastewater complies with the standards of relevant laws & regulations of Southern Taiwan Science Park Bureau.

- Wastewater test result in 2020

Item	Ph value	Biochemical oxygen demand (mg/L)	NH4-N(mg/L)	Arsenic (mg/L)	Gallium (mg/L)	Indium (mg/L)
Permissible limit of hazardous substances	5~10	250	250 (Note1)	0.5	0.1	0.1
Actual test result (Note 2)	8.3	86.9	115	0.202	ND<0.017	ND<0.022
Note 1: The permissible limit for wastewater of non-manufacturing process.						
Note 2: The highest value in the test is adapted as the actual test result.						

- Treatment and Discharge of wastewater in 2020

Type	Explanation	Treatment	Amount of emission in 2020 (Unit: tons)
Process wastewater	Wastewater from production process, equipment cleanse, product measurement of equipment, or air conditioning system	<ul style="list-style-type: none"> • Acid and alkaline wastewater: the hazardous substances are excluded in the treatment system, and the water undergoes acid-base neutralization procedure to meet the PH value standard before discharge • Arsenic-containing wastewater: the water undergoes a arsenic removal system (solidification) 	16,289
Domestic sewage	Domestic sewage	The sewage is collected at the sewage processing facility of the building and emitted to the effluent. The septic tank is cleared annually.	3,882
Total			20,171

3.5 Wastes Management

LandMark observes the ISO 14001 management procedure and established designated managing unit. It also established the “Regulations for Waste Management and Treatment” that aims to reduce the waste to create recycling protocols and control waste flows to prevent environmental pollution and fulfill the corporate social responsibility.

The wastes from manufacturing procedure of LandMark include regular business waste and hazardous business waste.

- There are recycling depots for regular business waste to be collected and periodically removed by the Center of Recycling of the Southern Taiwan Science Park Bureau.
- There are recycling depots for hazardous business waste to be collected and periodically cleaned by qualified removal services, to qualified waste collection services for treatment.

- Generation and Treatment of wastes

Category	2018	2019	2020	Treatment
Hazardous Business Waste				(Unit : Ton)
Waste containers	1.75	1.86	2.37	Cleaning
Waste solutions (Aqua regia, Hydrofluoric acid)	5.16	6.32	7.79	Chemical treatment
Used organic solvent	2.97	3.37	5.39	Incineration
Arsenic-containing sludge	108.42	109.64	80.66	Solidification
Flammable waste	1.31	1.22	1.59	Incineration
Spent activated carbon	1.57	1.36	1.40	Incineration
Yellow phosphorous	0.61	1.14	0.73	Incineration
Waste SiC tray	0.27	4.11	0.52	Solidification
Total	122.06	129.02	100.45	
Regular Business Waste				(Unit : Ton)
Regular waste	23.49	22.2	28.10	Incineration
Total	23.49	22.2	28.10	
Total	145.55	151.22	128.55	

- Waste reduction

The total amount of waste in 2020 is about 128.55 tons, including 28 tons of general business waste and 100.45 tons of hazardous business waste. Due to the introduction of sludge drying equipment in June 2020 at Factory No.1, the water content of arsenic sludge has been reduced and the hazardous business waste containing arsenic sludge has been reduced by approximately 26%, and the total amount of hazardous business waste and regular business waste has been reduced by approximately 15% compared to 2019.

- Recycling

The Company continues to implement measures to improve the waste recycling ratio and to recycle and reuse the waste produced by the Company in accordance with the technical feasibility of the processing company, in order to achieve the goal of sustainable development of effective reuse of waste. For the recycling of waste containers (chemical waste empty bottles), waste organic solvents

and waste hydrofluoric acid, the recycling contract for waste hydrofluoric acid was increased in 2020, and the cumulative technically feasible resource reduction rate was 62.75% in 2020.

- Hazardous Substance Management

To fulfill the requirement of HSF hazardous substance management and avoid environmental pollution and damage on human health, LandMark observes the international standard of IECQ QC080000 to establish a hazardous substance management system, which fulfills the restrictions of the EU RoHS, the ECHA REACH regulation on chemicals, PFOS/PFOA restrictions, and clients' norms.

Title of Legal Regulation	Required Standard of the Legal Regulation	Fulfillment
European Union RoHS	Regulations on hazardous substances Cadmium (Cd) and its compounds < 100 ppm, Lead (Pb) and its compounds < 1000 ppm, Mercury (Hg) and its compounds < 1000 ppm, Hexavalent chromium (Cr6+) and its compounds < 1000 ppm, Polybrominated biphenyls (PBBs) < 1000 ppm, Polybrominated diphenyl ethers(PBDEs) < 1000 ppm, Dibutyl phthalate(DBP) < 1000 ppm, Butyl benzyl phthalates (BBP) < 1000 ppm, Bis (2-ethylhexyl) phthalate (DEHP) < 1000 ppm, Diisobutyl phthalate (DIBP) < 1000 ppm	V
ECHA REACH	Refer to the latest version of SVHC published by ECHA https://echa.europa.eu/candidate-list-table According to the announcement on January 19, 2021, the threshold density of 211 highly concerned substances is < 1000 ppm (0.1%)	V
PFOS/PFOA	PFOS Perfluorooctanesulfonic acid < 0.001% (10 ppm) PFOA perfluorocaprylic acid < 25 ppb	V

4. Friendly Workplace and Social Welfare

4.1 Human Resource

4.2 Talent Development

4.3 Employee Welfare

4.4 Occupational Health and Safety

4.5 Social Welfare

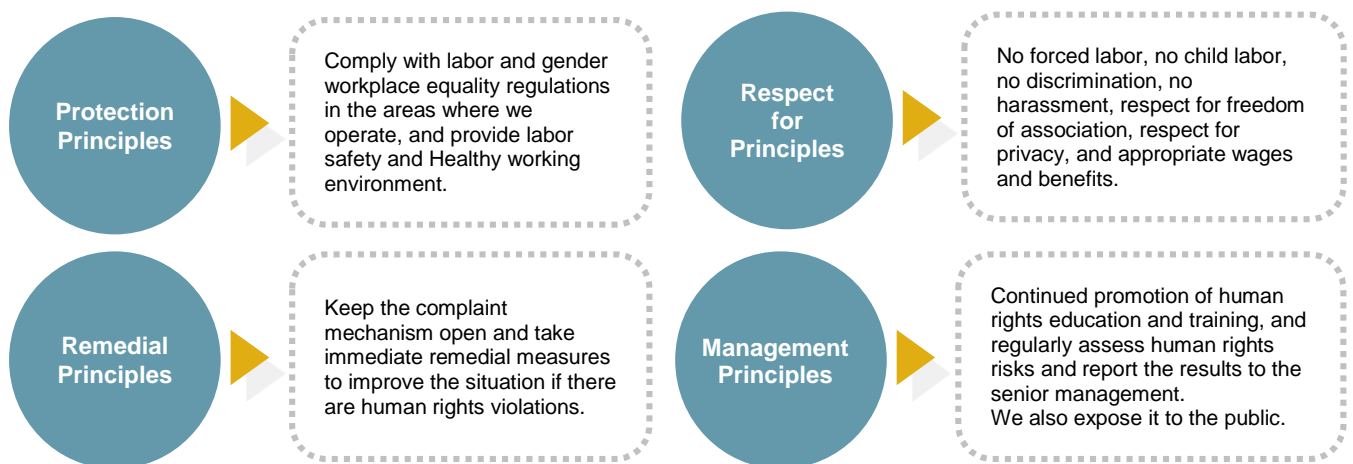
4. Friendly Workplace and Social Welfare

4.1 Human Resource

- Equal and diverse recruitment policy

LandMark follows internationally recognized human rights standards and has established a human rights policy that prohibits child labor, forced labor, strictly enforces a non-discrimination policy, and provides equal employment opportunities regardless of race, gender, religion, color, nationality, age, political affiliation, sexual orientation, pregnancy status, physical or mental disability, or social background. We recruit through a variety of channels, including internal and external websites, campus recruiting, employee referrals, internship programs, and internal transfers.

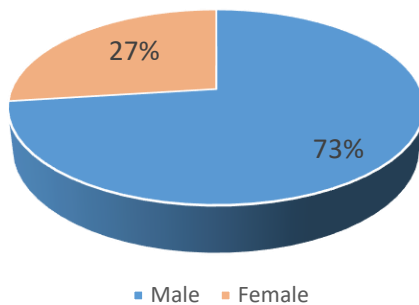
➤ Four Principles for Developing Labor Rights Policies



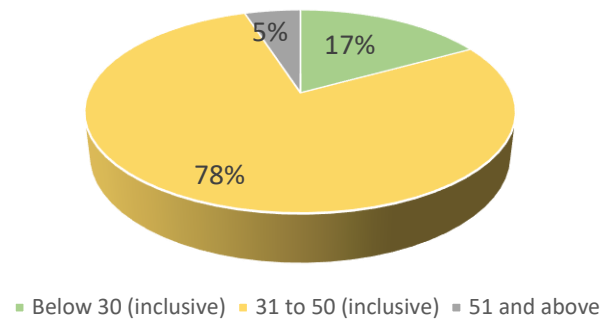
- Employee Structure

At the end of 2020, the Company employs a staff of 323. The average age is 35.6, and the majority of the employees (78%) are 31~50 years old. The proportion of local staff employed is 76%, the proportion of local colleagues is 83% for non-supervisory positions, 51% for managerial level and above, and 50% for plant level and above.

2020 Employee structure-Gender

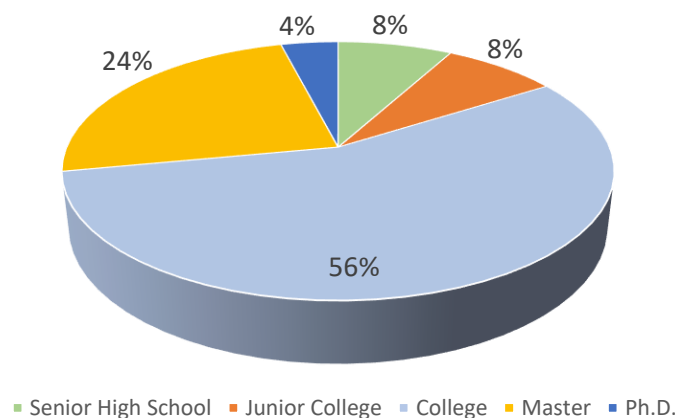


2020 Employee structure -Age



➤ Education distribution

Degree Distribution

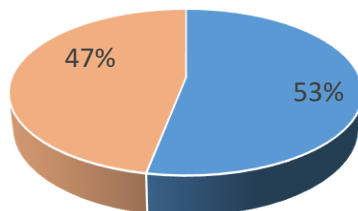


- Employee retention

LandMark continues to improve its talent retention measures. Through the training system, competitive compensation system and welfare system, we can enhance the employees' recognition and centripetal force to the Company, which in turn can promote employee retention. After the employees join the Company, there are unit supervisors and human resources specialists to understand the adjustment status of the employees, so as to reduce the newcomers' incompatibility. We assist new employees to adapt to the overall company environment through education and training after they join the Company. In the event of an employee's departure, the Company's human resources will conduct interviews and analyze the important factors for retention and departure in order to increase the retention rate.

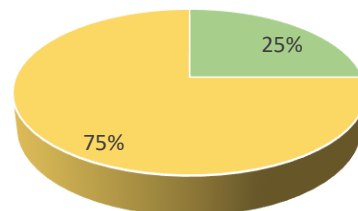
➤ New Employees

2020 New Employees-Gender



■ Male ■ Female

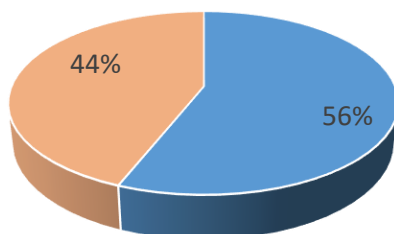
2020 New Employees-Age



■ Below 30 (inclusive) ■ 31 to 50 (inclusive)

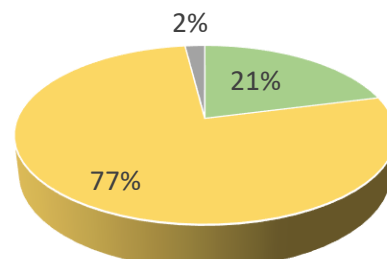
➤ Resigned Employee

2020 Resigned Employee-Gender



■ Male ■ Female

2020 Resigned Employee-Age



■ Below 30 (inclusive) ■ 31 to 50 (inclusive) ■ 51 and above

➤ Implementation of Unpaid Parental Leave

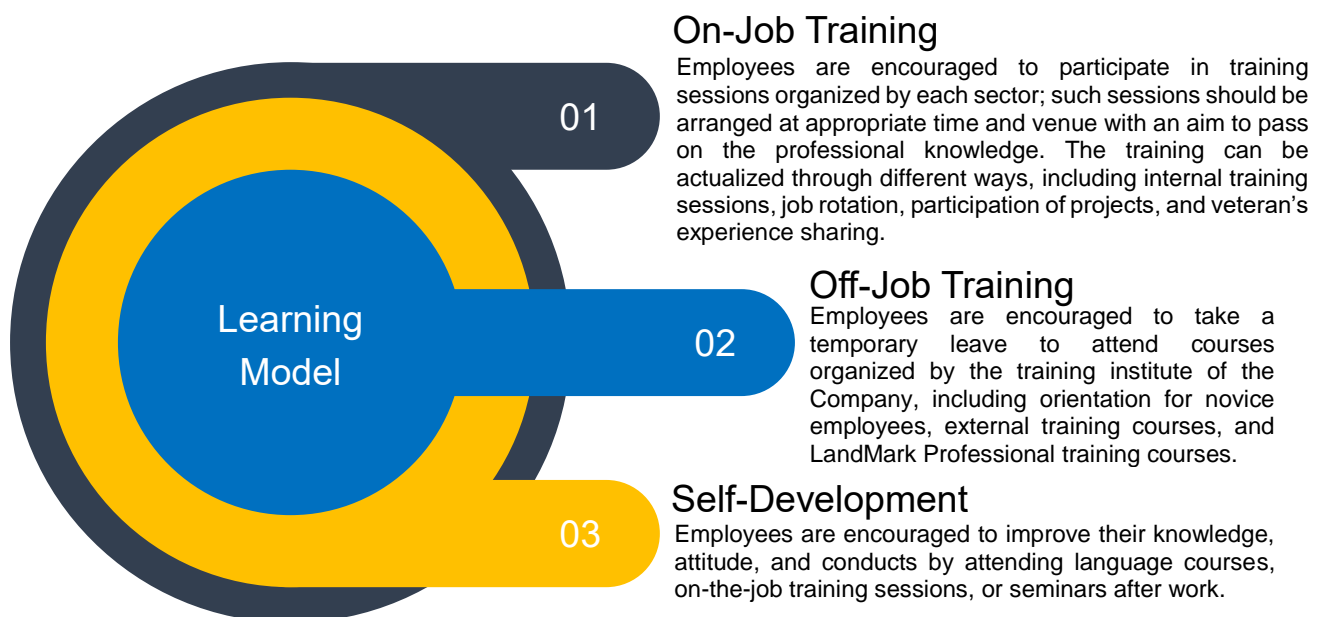
In response to the government's policy on baby-sitting without pay, LandMark's employees can apply for baby-sitting without pay according to their individual needs under the Gender Equality Act. LandMark is committed to promoting a caring and respectful workplace environment, providing concrete care and attention to employees with childcare needs, and providing a comprehensive employee care mechanism so that employees with childcare needs can take care of both family and work. Prior to the expiration of the leave of absence without pay, our HR will take the initiative to contact the employee to care for him/her and arrange for his/her reinstatement at the same time.

Item	Female	Male
Number of employees qualified for Unpaid Parental Leave in 2020	3	10
Actual number of employees applying for Unpaid Parental Leave in 2020	1	3
Rate of return to job	67%	0%
Number of employees who shall return to the job with job retained for Unpaid Parental Leave in 2020	3	1
Number of employees who actually returned to the job with job retained for Unpaid Parental Leave in 2020	2	0

4.2 Talent Development

Talents are the most important asset and the foundation for corporate development. The devotion for on-the-job training is essential for the competitiveness of the Company. LandMark is committed to cultivating human resources, enhancing the efficiency and quality of work by enriching employees' knowledge and skills, and enabling employees and the Company to grow together to achieve corporate development goals.

The talent cultivation project includes three aspects: Off Job Training (Off-JT), On the Job Training (OJT), and Self Development(SD). Internal and external training resources are provided to encourage employees to pursue continuous education, professional knowledge and cross-discipline learning simultaneously. We are committed to providing a personalized and sustainable work environment and refining the professional skills of our colleagues so that each of them can be recognized for their hard work and contributions, and gain a sense of confidence and accomplishment from their work.



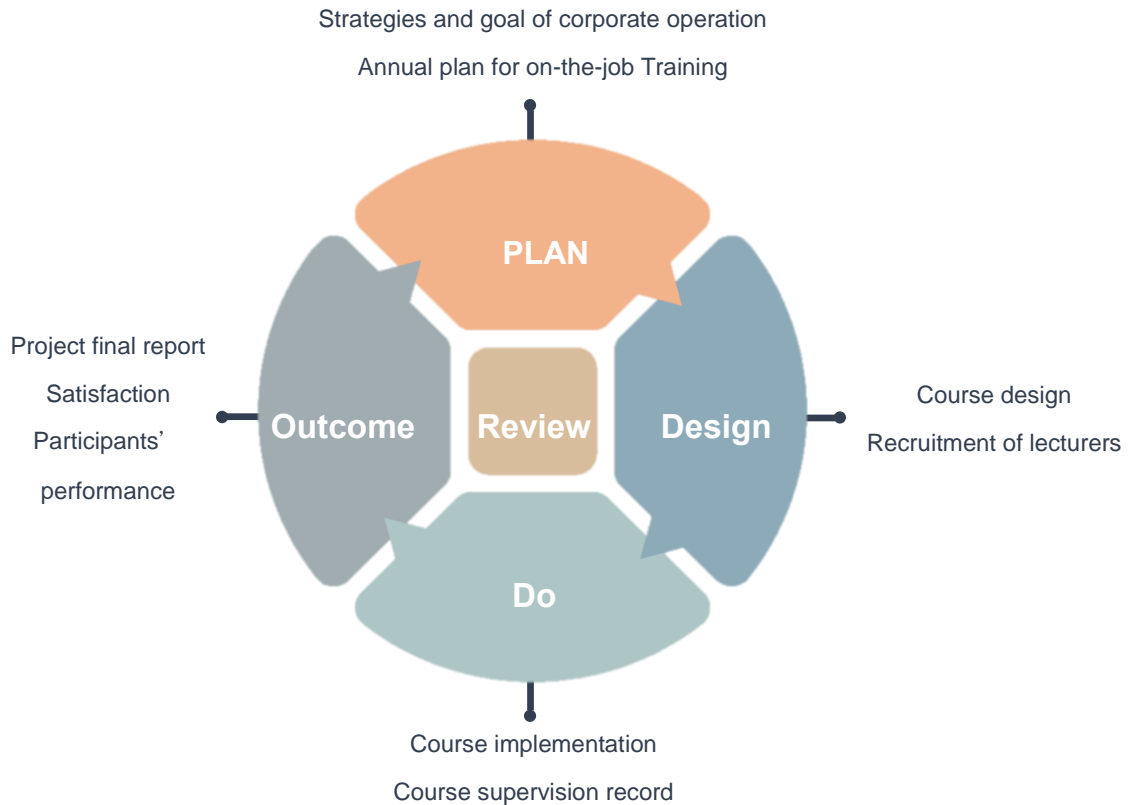
- Training Outcome in 2020

In 2020, the Company offered 6,973 hour of training courses in total, and 372 people joined the training course, with an average of 18.7-hour training received by each employee, which is 1.2 times of that in 2019.

Average Training hours	2018		2019		2020	
	Male	Female	Male	Female	Male	Female
	12.3	12.5	15.5	12.5	20	15.4
Total training hours	4,105		5,394		6,973	
Average Training hours	12.4		14.7		18.7	

- Outcome of Training

Each year, LandMark formulates a training plan for its employees, which includes professional courses (e.g. equipment engineering courses, process engineering courses, accounting courses, etc.), company-wide or general training activities (e.g. safety and health training courses, quality training courses, plant emergency response training courses, etc.), and LandMark Academy courses coordinated by the Human Resources Department. The Company periodically reflects on and reviews the training system through on-the-job training quality review system PDDRO. It generates a training input and outcome procedure of diversity training to review company' training effect so as to keep making continuous improvement. The course instructors will arrange for internal or external instructors to teach the courses according to the course requirements and the "Instructor Management Policy" process.



- **Online Educational Platform**

LandMark has set up a "Human Resource Development System", which allows new employees to view the learning map of the professional courses for their job after they report to work. The course schedule includes 3, 6, 9 and 12 months. Each newcomer will be able to follow the progress of the course. Employees can also search and register various courses on the platform. Also, the Company emphasizes audit on supervisors and transfer external training courses to the internal system. The internal and external ISO audit system is also adopted to evaluate implementation of on-the-job training.

- **On-the-job training subsidy mechanism**

In response to the development of human resources, the cultivation of technological and managerial talents, and to encourage employees to pursue professional training in fields related to their job duties, in order to strengthen LandMark's competitive edge in the industry and enhance the Company's overall competitiveness, the "Regulations for In-services Training Allowance" have been established to provide employees with on-the-job training subsidy

scholarships, and those who meet the eligibility criteria can apply for 50% to 100% tuition subsidy each academic year.

- Corporate mentors on campus

In order to help students learn to integrate workplace practices with school theories before employment, Dr. Wei Lin, founder of LandMark, has been appointed as an adjunct professor in the Department of Electrical Engineering at National Cheng Kung University since 2020 to offer a special class on "Introduction to Semiconductor Lasers". In addition to teaching the students the theoretical basis, we also share practical cases to help them understand more about the application of their knowledge.

- Academia-industry cooperation

LandMark conducts long-term industry-academia collaboration projects with specific departments and professors, not only to integrate academic-based research with applied research in enterprises, but also to provide graduate students with more practical experience in the industry and to achieve greater economic effectiveness. In 2020, the joint project between LandMark and professors from the Department of Optoelectronics Engineering of National Sun Yat-sen University was awarded the "Industry-Academia Cooperation Project Results Presentation and Performance Evaluation" by the Ministry of Science and Technology.



4.3 Employee Welfare

- Remuneration policy

Base salary	Guaranteed annual salary of 14 months (12 months of fixed salary, 1 month of Spring Festival bonus, half month of each of Dragon Boat Festival and Mid-Autumn Festival bonus).
Annual salary adjustment	Salaries will be adjusted according to the Company's profitability, the overall economic environment, the level of the industry and the results of the employees' personal performance evaluation. Average 3% salary adjustment in 2020.
Employee compensation	The employee bonus policy is stated in the Company's Articles of Incorporation, and no less than 8% of the annual profit shall be set aside for employee compensation. In 2020, we will contribute 9% of the pre-tax net income to employee compensation in the amount of NT\$70,947,322.
Bonus system	Through various internal incentive programs, the Company encourages employees to actively pursue continuous growth. The incentive programs currently in place include: operational performance bonus, special incentive bonus, talent recommendation bonus, proposal bonus, and R&D bonus.

Year	Number of full-time employees in non-supervisory positions	Average full-time salaries for non-supervisory positions	Median full-time employee salary for non-supervisory positions
2020	306 employees	NT\$962,000	NT\$765,000
2019	304 employees	NT\$887,000	NT\$801,000

- Employee Welfare Committee

The Company has organized “LandMark Employee Welfare Committee” (hereinafter referred to as ‘LMOC welfare committee’) according to relevant laws to take care of the labors, remain harmonious labor-employer relation, enhance connection among colleagues, maintain their mental and physical health, as well as encourage appropriate recreations. Members of LMOC welfare committee are from different departments of the Company, with the number of representatives determined by the size of each department and are elected by employees. Regular meetings are convened every season and relevant welfare policies and company activities would be resolved on the meetings.

The main benefits of LMOC welfare committee include: three festivals (Labor Day, Dragon Boat Festival, Mid-Autumn Festival), birthday gift, annual travel subsidy, wedding subsidy, maternity subsidy, funeral subsidy, injury and illness subsidy, and tailgate raffle. In addition, in order to enhance the relationship between colleagues and their physical and mental health, and to encourage the establishment and participation in proper recreational and leisure activities, the "Regulations for Employee Welfare Club" were established, and each club can accumulate points according to its annual performance status and apply for a corresponding amount of club subsidy. Currently, Liaison has established a running club, a badminton club and a yoga club.

➤ Club Activity Highlights



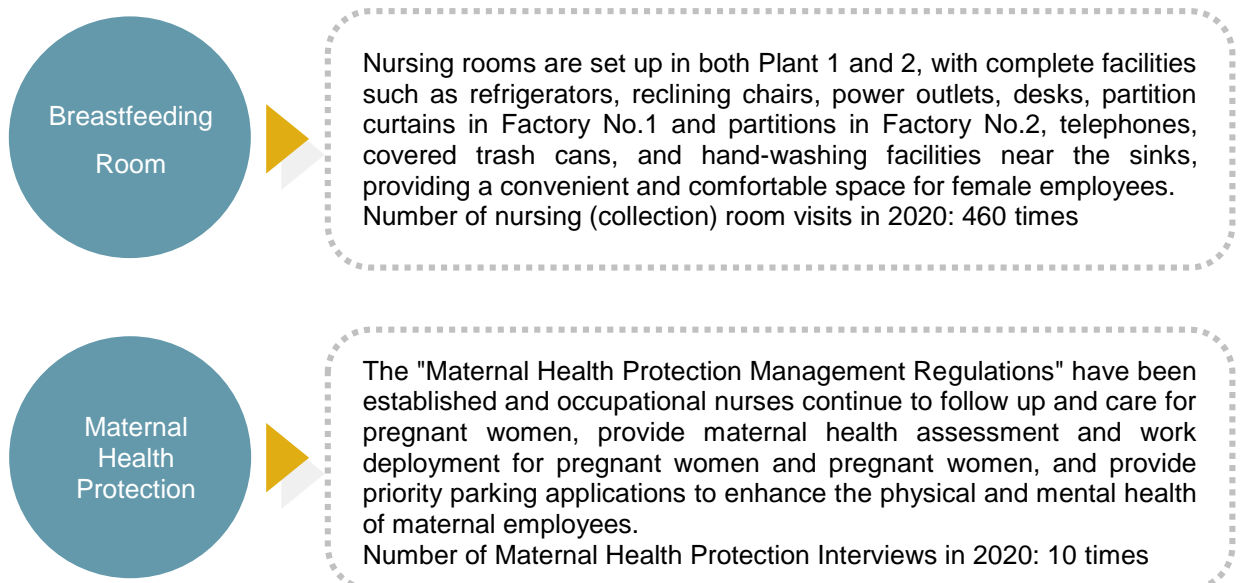
- Emergency Relief Fund

In 2020, LandMark established the "Emergency Relief" program to assist employees or their family members in the event of a major accident or injury, or in the event of other special circumstances that require special assistance due to the large cost of living, and to provide emergency relief as determined by the case. The Chairman of the Board of Directors donates NT\$1 million annually to establish the emergency relief fund. LandMark treats its employees as family members and hopes to provide support at the first opportunity.

- Child Care Subsidy and School Opening Gift for Employees' Children

In 2020, LandMark started to provide a subsidy for childcare allowance to employees with children aged 0-3 years old. 86 employees benefited from the subsidy in 2020 and 94 children received the subsidy, totaling \$980,000. A total of 12 children were given the gifts when entering Kindergarten and becoming First-Grade Elementary School students. We hope they will all have fun learning and grow up with vitality.

- Gender Friendly Workplace



- Employee relations activities - emphasizing Work-Life Balance

In order to increase employees' sense of identification with the Company and to further strengthen the concept of mutual teamwork, and to uphold the corporate culture of a vibrant workplace and happy families, the Company has designed a variety of activities to allow employees to accumulate creativity and vitality in work and leisure activities, and also encourages employees to invite their family members to participate together to enhance their family members' sense of identification with the Company and to become the strongest support for employees.

- Mid-Autumn Dinner Event

For the third year in a row, LandMark has organized a company-wide dinner on the eve of the Mid-Autumn Festival, allowing employees to have a happy gathering during the Mid-Autumn Festival. And continuously increase the participation rate of employees and satisfaction rate every year

Mid-Autumn Dinner

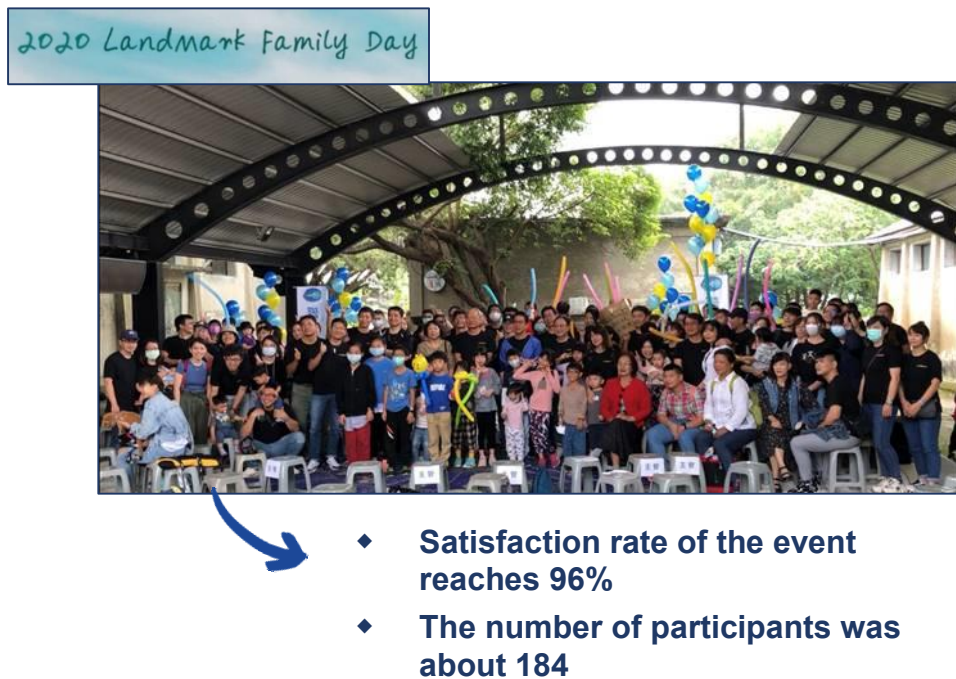


♦ Satisfaction rate of the event reaches 98%

♦ Participation rate of 73%

➤ LandMark Family Day

To enable employees to enjoy the holiday with their families and friends and to achieve a work-life balance, LandMark has held Family Day for three consecutive years and has continued to increase the participation rate and satisfaction of employees every year.



➤ LandMark Action Sports Games

In 2020, LandMark held its first sports tournament with the theme of "Vitality in the Workplace". Basketball, table tennis, badminton and challenge tournaments were held for employees to exchange with each other through sports tournaments and encourage them to use the sports platform to refresh their bodies and minds and continue to be energetic in their workplace.

➤ Highlights of the event



- ◆ Satisfaction rate of the event reaches 80%
- ◆ Participation rate of 93%



4.4 Occupational Health and Safety

There is potential threat for security and health in the work environment, so LandMark periodically entrusts certified institutions to inspect operation environment. It also conducts regular examination on the fire prevention facilities, evacuation route, and equipment security and files reports accordingly. The Company would improve, maintain and repair the operation areas with potential threat. Limited assess is applied to the highly dangerous areas to avoid entry of irrelevant people. The Company established guidelines for chemical usage and offers S.D.S for staff to make them have full understanding about features and hazards of the chemicals. In 2020, 0 cases of injuries from occupational accidents (traffic accidents are excluded) occurred in LandMark, and the disabling injury severity rate was no higher than 0.

- **Occupational Safety and Health Committee**

In the meetings, we red scheduled labor safety and health-related implementation work, and discuss potential safety issues and safety proposals reflected by employees and make improvement plans to prevent accidents and ensure the safety of the work environment in advance.

- Regulations for Work Security

Item	Hazardous nature	Protective measures
Replacement of Gas Cylinder	Inhalation of hazardous gases	<ul style="list-style-type: none"> The workers should wear oxygen respirators. Employees should work in pairs.
Operation of X-Ray Equipment	Radiation hazards on human health	<ul style="list-style-type: none"> The equipment passed the radiation safety test. The task should be performed by operators certified to deal with radioactive equipment. Operators should be equipped with dosimeter.
Operation of dealing with chemicals	Skin exposure/ Inhalation of hazardous gases	<ul style="list-style-type: none"> Operators should wear protective gears. The operation should be conducted in the fume hood. The Company should entrust professional institutions to conduct inspection of the operating environment.
Cleansing operation of the equipment parts	Skin exposure/ Inhalation of hazardous gas	<ul style="list-style-type: none"> The cleansing area is equipped with hazardous gas detector. The siren would go off when density of hazardous gas exceeds the standard. The cleansing task is operated in negative pressure room to keep the gas from spreading to the surrounding area. The operators should wear protective gloves, aprons, and oxygen respirator. The operation should be conducted in the fume hood.

- Workplace Safety Measures

- The drinking water should undergo the E. Coli test every two months.
- Monthly inspection is conducted for firefighting equipment (for example: Fire extinguisher, emergency light, fire detector, fire alarm broadcasting systems, etc.)
- The Company entrusts certified inspecting institutions to conduct inspection of workplace environment (including the chemicals, noises, CO₂, and illumination) every six months.
- The regular emergency evacuation drill is held every six months.
- The mosquito (vector) control and sterilization measures are conducted every six months.
- The Company conducts regular safety inspection on the firefighting equipment and evacuation of the building every year and submits reports to authorities concerned.
- The gases room, electrical control room, and cooling tower should have access control to keep irrelevant people out.

- Human Related Hazard Prevention

In accordance with the Occupational Safety and Health Act, LandMark has established the “Regulations on Human Related Hazard Prevention”, which require heavy lifting during equipment maintenance operations, which may cause muscle strain and pain due to repetitive labor or poor posture. Cooperate with the resident doctors to visit the workers and survey the operation condition, and work with the workers to draw up the improvement of ergonomic engineering, make auxiliary equipment and fixtures, reduce the load of the workers during the operation, reduce the ergonomic hazards that may be caused by lifting and transporting heavy objects, and ensure the health and safety of the workers.

- On-site medical service

LandMark hires specialist doctors to offer on-site medical service, including health consultation, health care, analysis on dangerous operation, evaluation and consultation on health check items, and other work for health management and health promotion. In 2020, there was about 79 employees of occupational physicians and about 41 health check-up report consultation services.

- Health Check Analysis

LandMark's occupational health nurses analyzed the results of the past three years' health examinations and found that the ranking of abnormalities in the annual health examinations of employees was highly correlated with overweight. The Company has introduced measures such as group dietary calorie labeling, healthy energy-saving labeling, sports club promotion, and healthy diet promotion, etc. We expect to achieve total employee health management with the parallel implementation of various measures.

- Health Promotion Activities and Seminars

In order to promote the health of our employees, to help control body fat and weight, and to develop good exercise and diet habits, improve physical condition, reduce the risk of disease and increase work efficiency. In 2020, the "Healthy Weight Loss Battle to Win" campaign will be held, with nutritionist consultation and a 10-week course to support employees in achieving their weight loss goals.

- Activity Effectiveness



- 2020 Health Seminar / Course

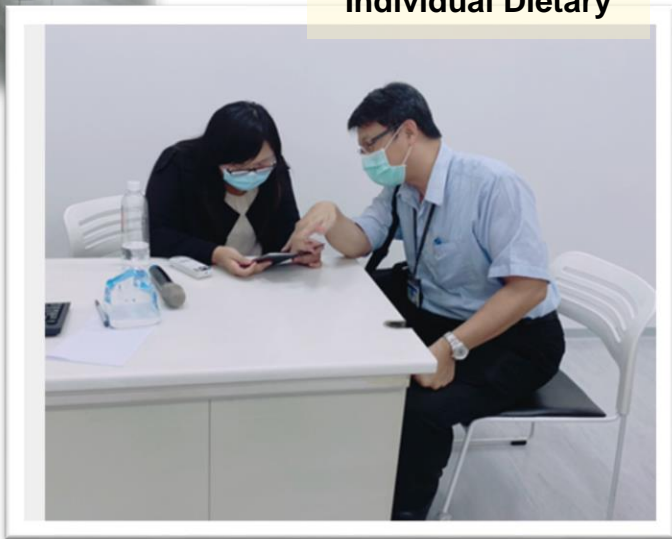
Theme	Content	Organizer / Lecturer
Healthy Eating Promotion - My Plate	Daily dietary guidelines and lunchtime plate selection and portioning guidelines	Nursing staff at Shanhua Health Center
[Weight loss activities] Healthy Start - Goal Setting, Declaring	Participating weight loss colleagues set their own goals and explain the rules of the competition	Medical Personnel, the Company
[Weight loss activities] Eat Smart, Be Healthy, Be Thin	Provide weight loss diet guide	Dietitian, Tainan Sin-Lau Hospital
[Weight loss activities] Energizing Aerobic	Dynamic Activity / Aerobic Driving Course	Aerobic Activity Instructor
[Weight loss activities] Activation stagnation - Weight loss wall diet strategy	Provide dietary guidance for the weight loss stagnation period, and provide colleagues and dietitians individual dietary guidance to ask questions	Dietitian, Tainan Sin-Lau Hospital
[Weight loss activities] Boxing Aerobic	Dynamic Activities / Boxing Aerobics Program	Aerobic Activity Instructor

➤ Event Highlights

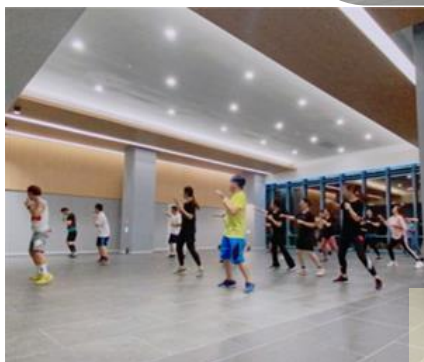
Nutritionist



Individual Dietary



Energizing Aerobic



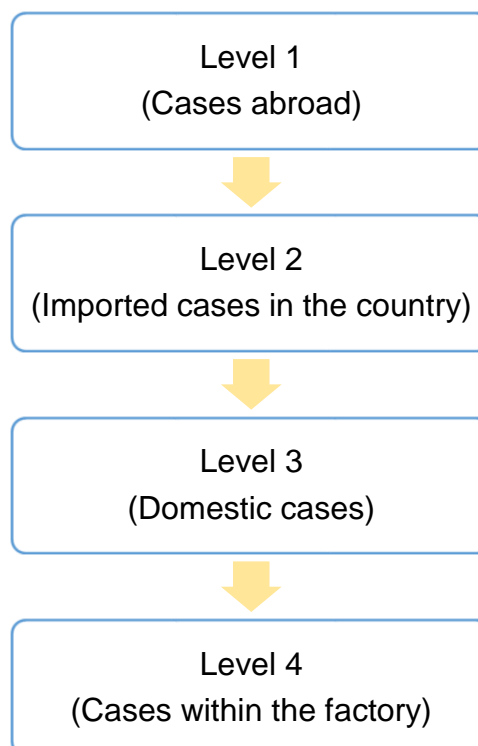
Boxing Aerobic



- Severe Pneumonia with Novel Pathogens (COVID-19)

LandMark takes strict health protection measures and has established measures for each stage of Severe Pneumonia with Novel Pathogens (COVID-19). During the epidemic prevention period, employees and vendors are requested to cooperate in implementing various epidemic prevention measures to maintain the safety of the operating environment and the health of employees. In February 2020, an epidemic prevention plan was established and divided into four levels according to the changes in the epidemic.

- The main countermeasures



- Core of the countermeasures

1. Emergency response:

- One should wear a mask, temperature measurement and hand disinfection when entering any factory.

- Manufacturers and visitors enter the factory to fill out the factory visitor disease prevention and control survey.
- Biweekly COVID-19 prevention and hygiene promotion.

2. Avoidance of infection and transmission:

- Those who have fever and cold symptoms are forbidden to enter the factory, and they should be isolated at home to prevent the disease.
- The employee cafeteria serves meals in an appropriate manner and changes the two-way seating to one-way to reduce face-to-face dining situations and avoid the risk of cross-infection in the factory.
- Employees in the same department work in separate groups to reduce operational impact.

3. Supported Life Impact:

- Provide employees with epidemic prevention materials (masks) and employee health protection equipment.
- Provide household goods for employees to use during home quarantine.

4.5 Social Welfare

With the spirit of sharing prosperity with the society and encouraging our colleagues to implement the corporate culture of LandMark, we continue to cooperate with neighboring social welfare organizations to provide the resources needed by the disadvantaged groups.

- 『LandMark ♥ Sharing』:

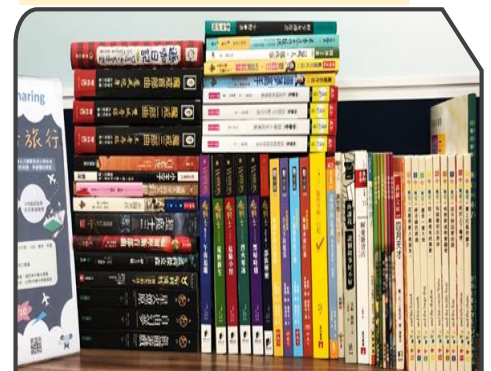
In 2020, LandMark cooperated with Tainan “Shih Yen Correctional Institution” and “Wujia Correctional Institution” to hold “LandMark ♥ Sharing”, which is a voluntary event in which colleagues donate the necessary civil resources to help them have a better quality of life. A total of 79 colleagues participated in this spiritual feast where giving is more blessed than receiving.



- 『Book to Travel』:

In order to provide children in rural areas with better learning resources, United Asia Light & Power held a book collection event on the eve of Children's Day 2020. 57 books were collected and sent to the Eslite Culture and Arts Foundation for distribution to book applicants for the "Reading Sharing Program" to help children improve the quality of their education, reduce the gap between urban and rural resources, and allow the value of books to be passed on in a sustainable manner.

Book to Travel



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	404-1 Average hours of training per year per employee	4.1 Human Resource	52
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Customer Privacy			
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	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.1 Corporate Operation	17-18