



2022 Onyx Healthcare ESG Report



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The Management's Commitment

Commitment to Corporate Sustainability

Corporate Sustainability Organizational

1 Corporate Governance

2 Corporate Commitment

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Onyx Healthcare Official Website
www.onyx-healthcare.com



Onyx Healthcare ESG
www.onyx-healthcare.com/csr_tw_1.php



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About the Report

Preamble

Onyx Healthcare publishes the "ESG Report" to showcase the Company's ongoing efforts and achievements in regards to corporate social responsibility. We will publish the report regularly to allow the public to understand our sustainable management strategies and achievements in the field of corporate social responsibility.

Scope of Report

The report documents in detail the Company's environmental, social, and governance performance from January 1, 2022, to December 31, 2022. Some of the data dates back several years for reference purposes. The public consolidated financial statements audited by a CPA will take precedence. The reporting scope is mainly Taiwan, and any exceptions will be annotated in the report.

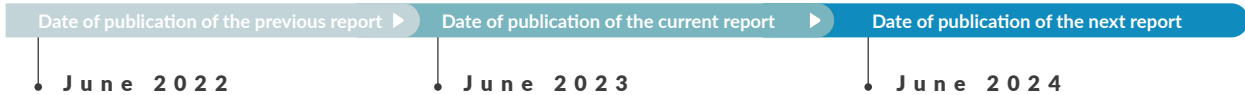
Reporting Principles

The report is published in accordance with the Global Reporting Initiative (GRI) Standards' core options and takes into reference the SASB Standards. The GRI content index and SASB Standards Comparison Table are provided at the end of the article for reference.

Reference

- GRI Standards
- Sustainability Accounting Standards Board (SASB)

Report Publication



To materialize green environmental protection and promote the paperless movement, the report will be published electronically on the Company's website.

Contact information

Please feel free to contact us if you have any feedback or inquiries about this report.

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- ▶ ESG Report Link : www.onyx-healthcare.com/csr_tw_6.php

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The Management's Commitment

Onyx Healthcare has always upheld the business philosophy of "People-orientation, Honesty and Integrity, Excellence and Innovation, and Customer Respect" as it focuses on the R&D and sales of medical computer equipment while striving to fulfill its corporate social responsibility.

In terms of Honesty and Integrity, we vigorously promote corporate governance and the operation of the Board of Directors. Furthermore, it has formulated the "Business Integrity Code of Conduct" to materialize business integrity, as well as strives to implement information transparency and rationalization, thereby balancing the rights of every stakeholder.

In relation to employee welfare, we respect our employees and gender equality, and planned various remuneration, welfare, and training systems to create a high-quality workplace with qualities such as "technology, culture, and beautiful life". This year, we collaborated with the Ministry of Education and National Taiwan Normal University, and joined the Friendly Family Business Alliance. In addition, Onyx Healthcare also received a certificate of appreciation from the Ministry of Education. By internalizing family education into the workplace, we hope to improve our employees' living knowledge and let them strike a balance between work and family, thereby realizing a "win-win situation between work and family".

Concerning social engagement, Onyx Healthcare has engaged in the long-term promotion of technology education as well as encourages and guides our colleagues to participate in public welfare activities. We also consolidate external resources including the Aaeon Foundation and nearby enterprises to gather the collective strength of the public for the sake of advancing rural education, cultural care, and looking after unprivileged groups. For example, Tech Wonderland has been held for four consecutive years since it was launched in 2018. Through itinerant campus exhibitions inspired by themes such as life science and technology, modular science and technology digital teaching materials, popular science experience, and DIY activities, as well as a three-day and two-night science and technology exploration tour, the Company aims to let rural students experience diverse science and technology and environmental industries so that schoolchildren in rural areas with limited resources can be given a chance to broaden their technological horizons. In addition, we also want to take the opportunity to cultivate their environmental protection awareness. It is hoped that through high-quality education, the concept of sustainable development can be ingrained in the minds of our future next generations, thereby generating more opportunities.

According to the National Development Council, the proportion of Taiwan's elderly population will exceed 40% in 2065, meaning that every 1.2 producers in Taiwan will have to support one elderly person. In response to the critical population issues Taiwan will face in the future, digital, smart, and telemedicine products and services are the trend of the future medical industry. Meanwhile, artificial intelligence (AI) and the Internet of Things (IoT) have already become essential technologies in people's lives.

To expedite the cultivation of AI talents and developments in the industry, we also support SDG 3 "Good Health and Well-being" and SDG 4 "Quality Education". In 2022, we teamed up with the National Taiwan University of Science and Technology to establish the Medical AI Onyx Healthcare - NTUST AI Joint Research Center. By cultivating talents in vocational colleges and combining their professional knowledge, the Company can provide one-stop services including integrated medical AI modeling and simulation, software/hardware design, and manufacturing operations for our global healthcare clients. Furthermore, we will develop successful medical AI products for them and make positive contributions to the healthcare industry.

Thanks to the collective efforts of our colleagues, Onyx Healthcare has demonstrated a remarkable performance in revenue despite the pressure of global inflation and tightening monetary policy. In 2022, the Company generated NT\$1.6 billion in revenue, our best performance to date. We also received the "Enterprise Innovation Award" at the 19th National Industrial Innovation Award for our achievements in technological innovation. We would like to thank all our colleagues for their concerted efforts to facilitate the Company's growth, as well as the support of our global customers, distributors, and supplier partners. Although the revenue performance and award are an acknowledgment of our efforts, the also serve as a reminder that we still have plenty of room for improvement. In the future, we will remain steadfast and continue to work hard for society and to realize our commitment and vision toward corporate social responsibility.



**Onyx Healthcare Inc. Chairman
YS Chuang**



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Commitment to Corporate Sustainability


Onyx Healthcare has always upheld the business philosophy of People-orientation, Honesty and Integrity, Excellence and Innovation, and Customer Respect while focusing on our core business of medical IT equipment. Besides striving for corporate growth and business profit, we continue to materialize our commitment to corporate sustainability based on the ESG (environmental, social, governance) framework.

Corporate Governance



- Comply with the law to implement corporate governance
- Information transparency to protect shareholders' equity
- Protect labor rights

Corporate Commitment



- Fulfill our commitments toward clients & suppliers
- Bolster employee care & training, & foster occupational health & safety

Environmental Sustainability



- Formulate environmental sustainability policies & implement pollution prevention
- Green energy product development
- Energy conservation & carbon reduction
- Environmental process design

Social engagement



- Actively participates in public welfare & social care activities
- Promotion of culture, arts, & technology education

Sustainable vision

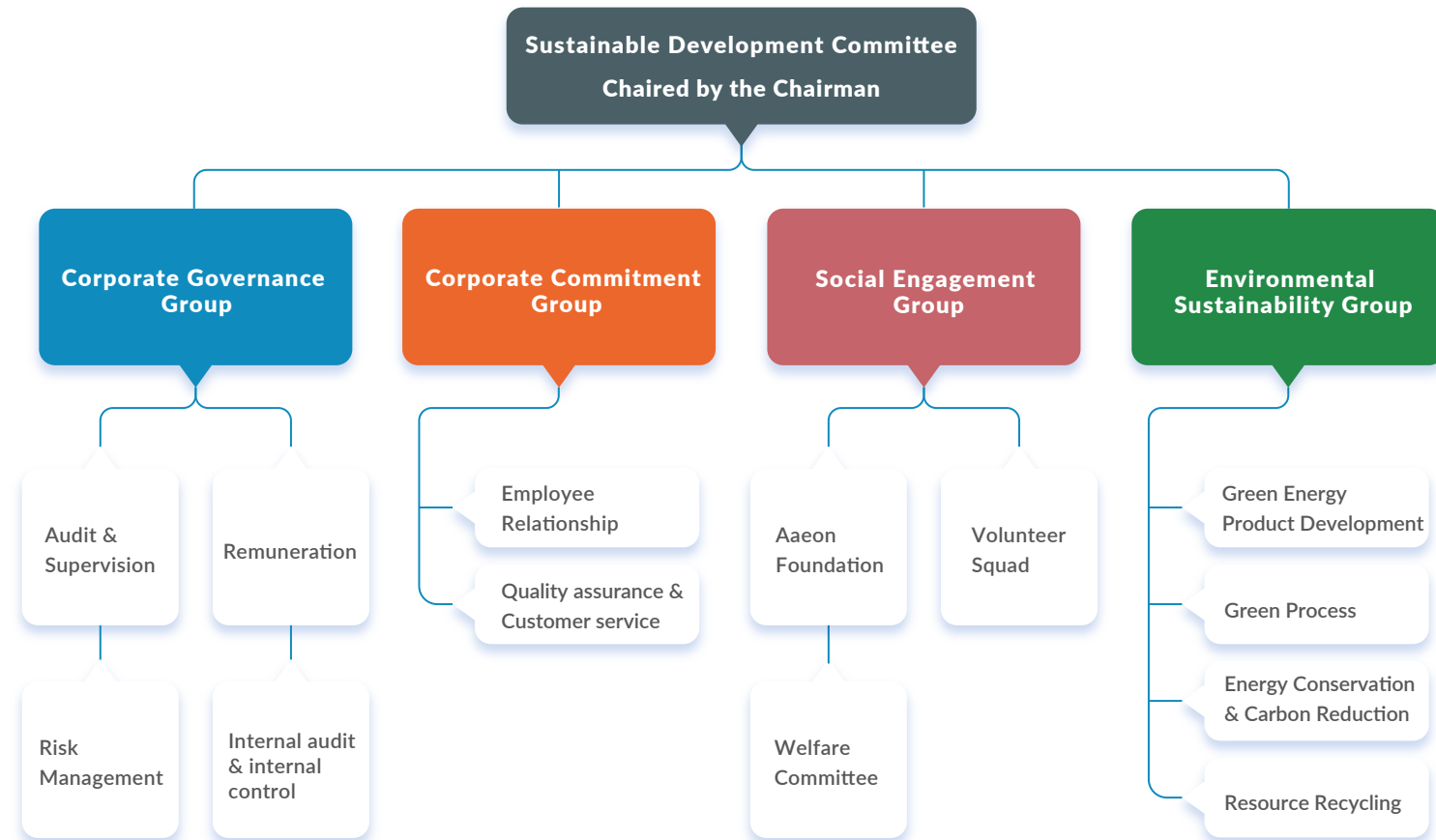
Looking ahead, we will focus on the abovementioned corporate commitments to formulate corporate social responsibility visions that are in line with the sustainable operation of the company through regular inspections and internal/external stakeholder communication and feedback. In order to achieve corporate sustainability and fulfill our corporate social responsibility, and work together with our colleagues to realize the goal of becoming a good corporate citizen. Consequently, we will strive to realize the following corporate social responsibility vision of Onyx Healthcare:

- The Company grows with employees, provides them with a healthy and safe workplace, encourages them to partake in internal/external sports competitions, and enhances their knowledge and skills.
- Cultivate the spirit of public welfare and service of Onyx Healthcare employees to unleash the Company's energy and fulfill our social responsibility.
- The Company shares profit with shareholders to improve management structure, and operating process, and generate benefits for shareholders.
- The Company creates a win-win situation with suppliers and customers and upholds ethical and eco-friendly procurement, production, and sales principles.
- Sustainable development of the Company and the environment, practice "Environmental Protection, Energy Conservation, and Love Earth", as well as implement environmental protection measures.
- The Company works with the government, complies with government policies and regulations, and vigorously shapes the direction of corporate development.
- The Company upholds a friendly relationship with communities to unleash collective strength, maintain a community environment, and create ant arts space.
- The Company flourishes with society, sustains arts and culture, promotes technology education, and participates in public welfare activities to engender a beautiful life and the spirit of environmental protection.
- Introduce the management philosophy of NPOs to unleash the greatest benefit, and join forces with relevant organizations to expand the power of public welfare.

Sustainability Organizational Structure

To achieve the goal of sustainable development, establish a sound corporate governance system, and fulfill our corporate social responsibility, we have formed a Sustainable Development Committee based on the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" stipulated by the Taiwan Stock Exchange Corporation and the Taipei Exchange. The committee is in charge of the proposal and implementation of corporate sustainable development policies or systems, and regularly reports to the Board of Directors to internalize corporate social responsibility into the Company's value culture, as well as adequately manage relevant environmental and social risks and impacts so that the Company can strive to become an outstanding corporate citizen and enhance its brand value.

At the same time, we publish the ESG report annually to explain the Company's endeavors and performance in various social responsibility dimensions such as corporate governance, corporate commitment, social engagement, and environmental protection, as well as disclose this information on the Company's sustainability website. The Sustainable Development Committee is convened and chaired by Chairman Chuang, Yung-Shun, which is responsible for formulating Onyx Healthcare's sustainability policy and overseeing its performance. The four subsidiary groups are the Corporate Governance Group, Corporate Commitment Group, Social Engagement Group, and Environmental Sustainability Group. The organizational structure is illustrated below:



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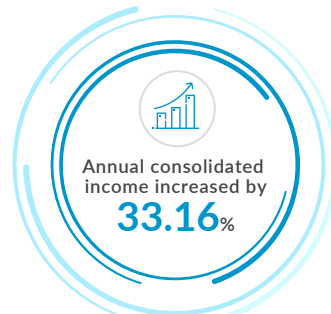
Corporate Governance

Chapter

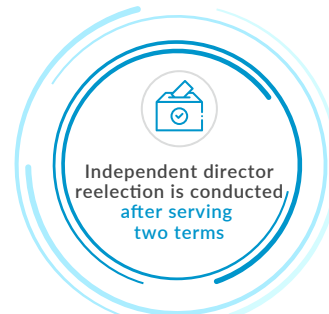
Corporate Governance

Onyx Healthcare has always upheld the business philosophy of **"People-orientation, Honesty and Integrity, Excellence and Innovation, and Customer Respect"**, focusing on the R&D and sales of medical computer equipment while striving to establish an efficient corporate governance structure, reinforcing the functions of the Board of Directors and functional committees, as well as enhance information transparency and respect and protect stakeholder rights.

2022 Performance highlights



NT\$ **1,600,265** thousand



Strengthen the **independence** of the Board of Directors



in the corporate governance evaluation results for **6 consecutive years**

SDGs





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Company Profile

Since founded on February 2, 2010, Onyx Healthcare has been dedicated to the R&D, manufacturing, and sales of medical computer-related products under our proprietary brand. We aspire to become the world's leading supplier of medical information equipment and are committed to the application of products in medical care automation. The Company is now one of the top three medical computer suppliers in Europe and the U.S.

Onyx adopts a two-pronged approach of proprietary brand and customized design and production to achieve a complementary win-win strategy and collective growth. Provide high-end, high-quality, and high-added value physiological monitoring system, medical equipment controller, patient long-term care system, mobile medical devices, nursing care system, and medical-grade power system to realize technology development and environmental protection via the product design principles of environmental sustainability and green energy. At the same time, Onyx offers integrated, durable computer platforms and medical information product solutions to improve the convenience of medical personnel, alleviate the workload, and fulfill our corporate responsibilities.

Onyx Healthcare is marketed globally under the Onyx brand, and its trademark is registered in over 30 countries worldwide. Starting in Europe, which places stringent demand on quality, we have created a medical professional channel in Europe and the U.S., as well as established subsidiaries across three major continents (U.S./The Netherlands/China), boasting more than 50 medical professional retailers globally. We have attended major medical exhibitions in different regions including DMEA in Germany, HiT in France, HIMSS in America, ARAB Health in Dubai, CMEF in Shanghai, MedTec in Tokyo, and Medical Taiwan to forge long-term, sturdy relationships with global suppliers, earning the recognition of major medical equipment manufacturers such as GEHC, Philips, Siemens, Bayer, and Alcon.

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Product service and technology

Onyx Healthcare's headquarters is situated inside the New Taipei City Science Park. The product business marketing unit and R&D team were relocated to the Taiwan Tech Onyx Building in 2020, and we collaborated with Taiwan Tech to establish the Medical AI Onyx Healthcare - NTUST AI Joint Research Center, which encompasses fields such as medical engineering, medical imaging, big data analysis, AR and VR medical training, and embedded system development. By combining professional knowledge with technology, Taiwan Tech, and Onyx can provide global healthcare customers with one-stop services that integrate medical AI modeling and simulation, software/hardware design, and manufacturing operations. At the same time, we can assist customers to develop successful medical AI products and contributes to the healthcare industry. Onyx Healthcare specializes in the development of medical computers. Our R&D focuses on the medical industry and the principle of flexibility and versatility, thus we can respond to market demand and understand industrial technology more quickly than our competitors. The number of R&D personnel of Onyx Healthcare accounts for one-fourth of the company, with an average seniority of more than six years, and the immense technical resources of the parent company Aeon Group and ASUS Group.



	High-Acuity Task Area	The emergency department, Intensive care, labor and delivery units, neonatal ICUs, operating rooms, post-anesthesia care units, and the radiology department.
	Outpatient & Nursing station	Medical image management system and daily hospital medical care system.
	Telemedicine Equipment	Patient monitoring and home medical care
	Mobile Medical Computer	Ambulance and outdoor emergency care
	Medical Power Supply & Management	Medical equipment power supply, medical mobile power supply
	Medical Internet	Medical gateway, intelligent power management system
	AI Medical Equipment	Medical AI accelerator
	Anti-Bacteria Coating	Anti-bacteria casing to reduce the risk of cross-infection

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Onyx Healthcare's main products and services include

High-resolution surgery medical workstation ▶

Onyx Healthcare's 27/32-inch high-resolution surgical image processing system is a flat-screen multi-touch operating platform with 4K resolution, high brightness, and wide-angle display specially developed for high-acuity medical operating environments featuring an antibacterial touch screen. The built-in high-end Intel Xeon/Core i7 processor with high-capacity memory, error correction, and high-speed external/internal graphics card serves to support 2D/3D image display and AI computing requirements for surgery and medical treatment. The product features an expansion design dedicated to surgical diagnosis and treatment applications and for connecting to high-end medical instruments - power isolation COM/USB interface, power isolation dual Ethernet interface, one PCI Express[x16] high-speed graphics card expansion slot, two PCI Express [x4] and [x1] fiber-optic network cards and high-speed image capture card expansion slots, high-speed 802.11AC wireless/Bluetooth mobile technology. The design enables the surgical diagnosis and treatment process to comply with the medical operation safety standards, in turn achieving instant, precise, paperless, high-efficiency, high-quality services. The highly efficient heat dissipation design is suited to the medical environment, culminating in the optimal surgical medical touch control platform with high performance, easy-to-clean, noiseless, waterproof, and dustproof qualities.



Product link:
<https://reurl.cc/p6WKbQ>

Product link ▶

AI medical accelerator platform ▶

AI technology is becoming widely used in the medical field to assist physicians to make judgments or diagnoses more accurately and precisely. Onyx Healthcare has launched the medical AI Ready system to help AI software developers to create a development environment. This platform can be divided into two product series. One is the JS series, which offers appeals such as compact design but supports high-performance AI computing and processing capabilities, as well as various video input/output interfaces for video capture and video output.

The other is the VM series, which is equipped with high-end Intel Xeon or I9 processors. It has a high degree of PCIe expandability to accommodate high-end graphics cards and image capture cards at the same time and also supports multiple graphics cards. Corresponds with the current trend of AI applications requiring high-performance image display processing chips. Moreover, we have also introduced the Intel Modivus AI edge computing chip in conjunction with the Intel OpenVino AI software for integration testing to provide AI developers with a more convenient and comprehensive development environment.



Product link:
<https://reurl.cc/VLjmOy>

Product link ▶

Dual hot-swappable batteries have been developed for the Onyx Venus series ▶

The nursing staff can replace or recharge batteries without powering down the system while the system is in operation. The dual battery design allows for ultra-long operating time. The integrated aluminum fins on the back cover and heat-resistant plastic material offer advantages such as lightweight and good heat dissipation. The front frame is completely sealed and adopts a seamless design, achieving an IP65 water resistance rating. The casing also offers 1PX1 level protection.



Product link:
<https://reurl.cc/p6WKNZ>

Product link ▶



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Lightweight mobile medical power bank system ▶

Upower, a portable medical power system, is the pride of Onyx, designed to address the problem of a lack of mobile medical power supply. The Upower technology offers a wide range of power banks to supply power for all medical equipment. Additionally, the hot-swappable battery technology ensures an uninterrupted power supply around the clock. The second-generation battery features increased capacity and the ability to communicate information externally. This is complemented by the Orion smart power management system and IoT framework.



Product link: <https://reurl.cc/EopbdK> [Product link ▶](#)

Bedside infotainment system ▶

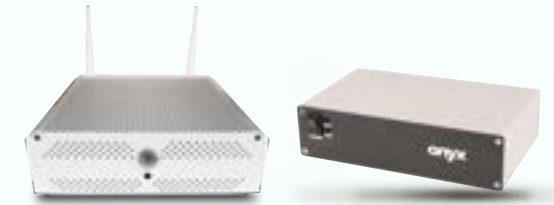
The Onyx bedside infotainment system uses a 10.1"/15.6"/18.5" touchscreen which offers benefits including energy efficiency, high performance, wide viewing angle, and anti-bacteria in one system. From a high-performance Intel® processor to energy efficient ARM CPU, the Onyx bedside infotainment system allows customers to choose the products that best fit their budget from diverse bedside solutions.



Product link: <https://reurl.cc/y7QKq8> [Product link ▶](#)

Compact fanless medical computer ▶

The MedPC series offers high-performance computing capabilities with the high-speed Intel® Core i processor. The medical IEC 60601-1 insulation design, fanless, water resistant, and easy maintenance casing, as well as wired and wireless communication design, can meet medical needs. Different operating systems can be installed according to customer needs. The highly integrated, easy-to-use system product is mainly designed for ambulances, hospital information consultation systems, biochemical laboratories, and drug management systems.



Product link: <https://reurl.cc/WGk85x> [Product link ▶](#)

Smart high-end surgical imaging processing system ▶

Zeus is the symbol of strength and power. In the name of Zeus, Onyx Healthcare has spent two years developing the new Zeus smart high-end surgical imaging processing system to accommodate the needs of the operating room, ICU, and ER. The Zeus series provides physicians with sharp, clear images when viewing the PACS, ENDO, or EMR.



Product link: <https://reurl.cc/WGk82L> [Product link ▶](#)

Ultra-high performance high-end medical workstation ▶

The Mate series is a high-end medical workstation designed for medical institutions. The Mate series is equipped with the latest high-end Intel® processor to achieve the goal of high-speed data computation and image processing. The Mate series is the ideal choice for medical software developers, medical equipment integration service providers, or surgeons in the operating room.



Product link: <https://reurl.cc/WGk82L> [Product link ▶](#)

ORION ▶

The ORION system is designed for hospital information equipment managers to achieve real-time remote monitoring of all computers on the nursing cart. To help managers detect software/hardware problems of the mobile nursing platform in advance, the ORION management program features an easy-to-understand graphical interface, listing and categorizing all warning events that require the attention of the manager. The ORION system enables managers to monitor the condition of thousands of batteries on one screen, thereby increasing the safety of using the mobile nursing platform in the hospital.



Product link: <https://reurl.cc/AAKbod> [Product link ▶](#)

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Mobile medical tablet computer ▶

Besides applications in the paperless documentation of physiological measurements and digital medical records by physicians and nurses in medical institutions, mobile medical computers can also be used in emergency care. When the ambulance is en route to the ER with a patient onboard, the mobile medical device can be used to transmit the ER patient's physiological conditions to doctors in the hospital to achieve emergency care. The mobile medical tablet extends medical care from the hospital ER to the patient at the scene. The wireless transmission technology sends the patient's physiological conditions to the medical staff in the hospital to keep them informed. Meanwhile, the doctor's orders are also communicated to the first responders on the ambulance so that they can provide the patient with the most immediate and needed emergency treatment.



Product link:
<https://reurl.cc/AAKbGp>

Product link ▶

R&D of peripheral medical devices ▶

In addition to focusing on the development of medical computers, Onyx Healthcare also emphasizes the R&D of peripheral medical devices. Through ODM, Onyx Healthcare's R&D team uses the microcontroller unit (MCU) as the platform to develop four microphone modules in conjunction with functions such as speakers, IF module, buttons, and eye tracking. Furthermore, the common USB is used as the communication interface with the computer to design the composite microphone array device. The device can be complemented by Microsoft® Cortana to materialize the function of voice assistance service. The voice assistant service and the eye tracking system enable patients with limited mobility, such as patients with MND and quadriplegia, can control medical mobility aids through the device to communicate with the outside world or seek assistance. The common USB interface allows the device to be installed on any carrier for convenience.



OEMODM/EMS Product link:
<https://reurl.cc/qLOpz0>

Product link ▶

Anti-bacteria casing ▶

A large number of people go in and out of the hospital, thus anyone who comes in contact with patients or the environment is at high risk of being infected by COVID-19. To prevent nosocomial infection, besides providing two-stage screening and compartmentalization to minimize the chance of infection in the hospital, improving the environmental safety of medical staff and avoiding cross-infection are even more crucial. As a matter of fact, the computers and medical equipment used by the medical staff every day are not only contaminated with bacteria, sweat, and dirt from their hands but also come into contact with various surfaces, thus their surfaces are bacteria breeding grounds. Onyx Healthcare has specially developed the anti-bacteria casing to proactively lower the risk of cross infections in the hospital with its powerful anti-bacteria performance, thereby elevating the overall resistance of various medical units against COVID-19.



Product link:
<https://reurl.cc/3xjk59>

Product link ▶

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2022 Technology & Research Overview

Onyx Healthcare engages in product and technology development simultaneously because we believe that great products must be complemented by sound technology. Currently, we are focused on developing new technologies such as professional medical intelligent edge computing technology, Internet of Medical Things (IoMT), operating room integrated output technology, mobile nursing integration solution, sensing technology, medical AI platform, medical mobile power banks, and long-life battery technology, medical workstation remote management, and update technology, outdoor emergency care assistive device and machine self-diagnosis technology, and product thermal simulation analysis technology. We encourage our R&D personnel to think outside of the box and dare to experiment, as well as regularly publish their achievements internally or apply for patents. The R&D outcome will be included as new functions of new product development to constantly bolster the products' uniqueness, gain a technological advantage over our competitors, and obtain a bigger market share.

To boost R&D momentum, Onyx invests approximately 5-6% of the Company's annual revenue in R&D, and the R&D staff accounts for a quarter of the Company's workforce, with most of them being university undergraduate or graduate students. Moreover, we have engaged in industry-academia collaboration to achieve the goal of talent self-cultivation and diversification. This year, the in-service master's program includes AI cross-domain applications, big data analysis, and information security, hoping to introduce the latest information and communication technology to medical product development, so as to allow technology development to take root in Taiwan in a bid to cultivate the country's medical R&D elites.

Education and experience of R&D personnel						
Year	R&D Personnel	Education distribution				
		Doctorate	Master	University	Vocational school	Others
2020	26	0	12	14	0	0
2021	28	0	13	15	0	0
2022	29	0	14	15	0	0

R&D expenses over the last five years					Unit: NT\$ thousand
Item	Year				
	2018	2019	2020	2021	2022
R&D Budget	66,154	68,973	68,635	79,351	86,671

Since Onyx Healthcare was founded, we have been dedicated to the R&D, manufacturing, and sales of medical computer-related products. The Company has obtained ISO 9001 certification and our factory has received ISO 13485 certification to comply with regulations on the manufacturing of medical products. Additionally, our product design has obtained international medical safety regulations and certifications. Besides developing medical technology, Onyx also pays attention to environmental issues, hoping that our products will meet the requirements of international environmental laws. Consequently, we went a step further to obtain EPEAT and ISO14001 certifications. Since the Company's establishment, our performance and market share have demonstrated steady growth annually to become a popular brand in the medical computer industry. The Onyx brand has earned the recognition of medical institutions both domestically and abroad, and our products are used in nursing carts, ward systems, ICUs, and operating rooms under strict control, AI-assisted diagnosis, and remote medicine. This goes to show that the reliability of the products developed and manufactured by the Company has garnered the users' trust. At the same time, our products are used by international medical device manufacturers, and Onyx is commissioned to design and produce (ODM/OEM) medical computers, medical displays, and medical handheld devices.

Every year, in addition to the ongoing development and refinement of existing high-end medical workstations, nursing application peripherals, ward infotainment systems, medical peripheral devices and mobile medical devices, medical equipment controllers, and various types of products, a series of products have also been developed including medical power banks, mobile emergency care, and outdoor emergency care systems. The new product series ACCEL and MEDPC are medical computers designed for image processing in the operating room, which includes the display transmission and AI processing platform in response to market opportunities for future AI and high-end medical imaging applications.

We have developed medical technology, strengthened the R&D resources of our proprietary brand, and expanded our products from mobile medical care to telemedicine and smart medicine. The products include home care and long-term care products that can be used in and outside the hospital, and the operation mode has also shifted from manual operation to smart operation. With the development of medical IoT, we will collect big data for analysis and provide information to help the management make decisions in the future. Combined with the cloud database, we can enhance equipment utilization efficiency and realize smart medical applications. AI will replace the vast majority of current manual operations, improve efficiency and decrease errors in a bid to ensure good medical quality and services for people.



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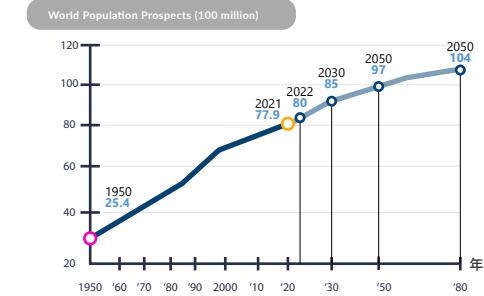
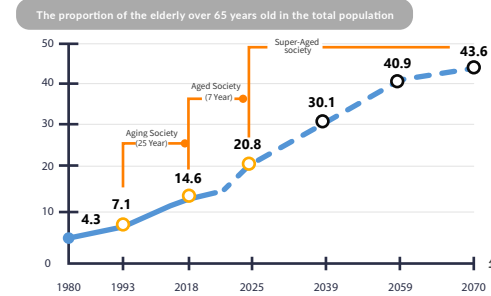
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Future Industry outlook and opportunities

Since the COVID-19 pandemic in 2020, the issue of global medical capacity has gradually come to the fore. Apart from the existing problem of an aging society, it has also expedited the global deployment of telemedicine resources. The strong demand for such new medical technology has prompted the materialization of relevant innovative technologies and system integration solutions including anti-bacteria coating technology, professional medical image display technology, high-speed information transmission technology, high-speed computing and medical image capture technology, medical mobile power bank technology, medical workstation remote management technology, medical battery lifespan extension technology, active dynamic computing control technology, AI computing technology, and remote software/hardware integration technology. In particular, AI technology and telemedicine systems have drastically changed people's healthcare habits in the post-pandemic era. Zero contact as well as smart and precision medical diagnosis assistance will improve the quality and efficiency of medical care considerably while complying with pandemic prevention regulations at the same time. Consequently, countries around the world are vigorously deploying resources in this regard, and the global medical supply market is expected to exhibit steady growth in the future.

According to the US's survey data, one in six people in the world will be over age 65, or equivalent to more than 1.5 billion people. More specifically, the population of super senior citizens who are more than 80 years old will increase at a faster rate. The aging phenomenon in developed countries in the past is now gradually emerging in developing countries. In particular, the senior citizen population in Asia will increase from 370 million people in 2005 to 1.2 billion in 2050. As of May 2021, the number of global confirmed COVID-19 cases has surpassed 160 million. In addition to the original COVID-19 virus strain, WHO has also announced four more mutated virus strains in succession. The pandemic has forced the world to reexamine and bolster its ability to combat communicable diseases.



In light of the enormous business opportunities associated with the healthcare and disease prevention market, major international manufacturers including GE, Siemens, Philips, Toshiba, Hitachi, and Samsung have all invested heavily in this sector. Because medical electronics equipment requires attributes such as stability, safety, and reliability, industrial computers enjoy a niche in this segment, and therefore industrial computer manufacturers in Taiwan have proactively engaged in the development of relevant applications. Industrial computer manufacturers offer diverse medical solutions that include AIO computers, medical displays, tablet computers, handheld data acquisition devices, and control motherboards. Device applications include multimedia kiosks, hospital digital signage, medical computers, handheld computers, operating room computers, digital medical integrated equipment, bedside information systems, nursing carts, and medical tablet computers.

The pandemic has changed the global medical supply structure and generated demands for relevant medical supplies. Meanwhile, telemedicine platforms and relevant AI-assisted clinical decision-making systems have also sprung up. According to KPMG Medical Devices 2030 report, the annual growth rate of global medical equipment sales will reach 5%, and the market is expected to be worth US\$800 billion by 2030.

"Predicting disease" is one of the components of ITRI's 2030 Technical Strategic Blueprint. With rapid advances in genetic technology and AI, "AI precision medicine" has become a major development trend in the future of medicine, and the government considers it a key area of industrial development. In conjunction with telemedicine, which underwent rapid development amid the pandemic, the two major innovative medical technologies complement each other to generate a zero-contact economy in the short run and zero burden health in the long run. According to PwC's survey, 92% of medical enterprises in the world believe precision medicine is the future trend, and 84% of them have included it as a main development goal. On the other hand, 39% of the health care industry in the U.S. are engaging in the development of AI, machine learning, and big data analysis. As AI technology becomes more sophisticated and evolved, another wave of business opportunities in the medical industry will be generated thanks to the introduction of AI.

With global medical resources being stretched to the limit, remote technology can be applied to protect the health and asset of medical personnel and provide them with the patients' professional information. Since the frontline medical staff may not necessarily have received specialized training, the equipment will be very practical for them in areas such as the diagnosis of medical images. The survey of BMI Research indicates that diagnostic medical imaging products are the single largest item category of medical supplies, accounting for approximately 23.3%. Such products cater to the needs of medical units for diagnostic assistance, and AI technology is introduced to add value to the products and apply them to the clinical diagnosis and treatment of various illnesses. AI medical imaging shortens diagnosis time, improves accuracy and reliability, and presents data statistics more quickly to facilitate clinical medical treatment and care in a direct, effective manner, as well as prevent overwork and minimize medical costs.

In recent years, the combination of AI technology and medical applications, particularly in the field of medicine, where AI technology is used to aid physicians make accurate diagnoses and treatments, has become the current development trend. Large language model (LLM) technology has taken social media by storm, with constant innovations in AI applications such as CHATGPT and Midjourney, the "field of medicine", which is closely related to technology, is embracing an unprecedented transformation. AI technology is essential to realizing the common vision of precision medicine. In line with this trend, Onyx Healthcare launched the AI medical imaging development kit to expedite the learning and identification of medical imaging, as well as to accelerate the development of remote software/hardware integration platforms, allowing the application and ongoing optimization of technology when people need it the most, in the hope of elevating medical care quality through precision medicine. All products designed by Onyx Healthcare have passed medical safety certifications. Products used by our clients are expected to last between seven to ten years, thereby guaranteeing the products' longevity in the market without being replaced. As a leader in the medical computer industry, the Company will continue to reinforce R&D to develop new products. In collaboration with AI technology giants such as Intel and NVIDIA, Onyx has developed the AI Rrady medical technology platform to bolster the development and application of medical computers and peripheral products. The Company proactively reaches out to retailers and system integrators to create and manage proprietary brand values in a bid to cater to the needs of clients more closely and quickly provide them with service. Moreover, Onyx strives to realize the goals of sustainable management, environmental protection, and social responsibility. Furthermore, the Company gives back to society through products, services, and innovation, in turn enhancing its corporate brand image, business values, and international competitiveness.

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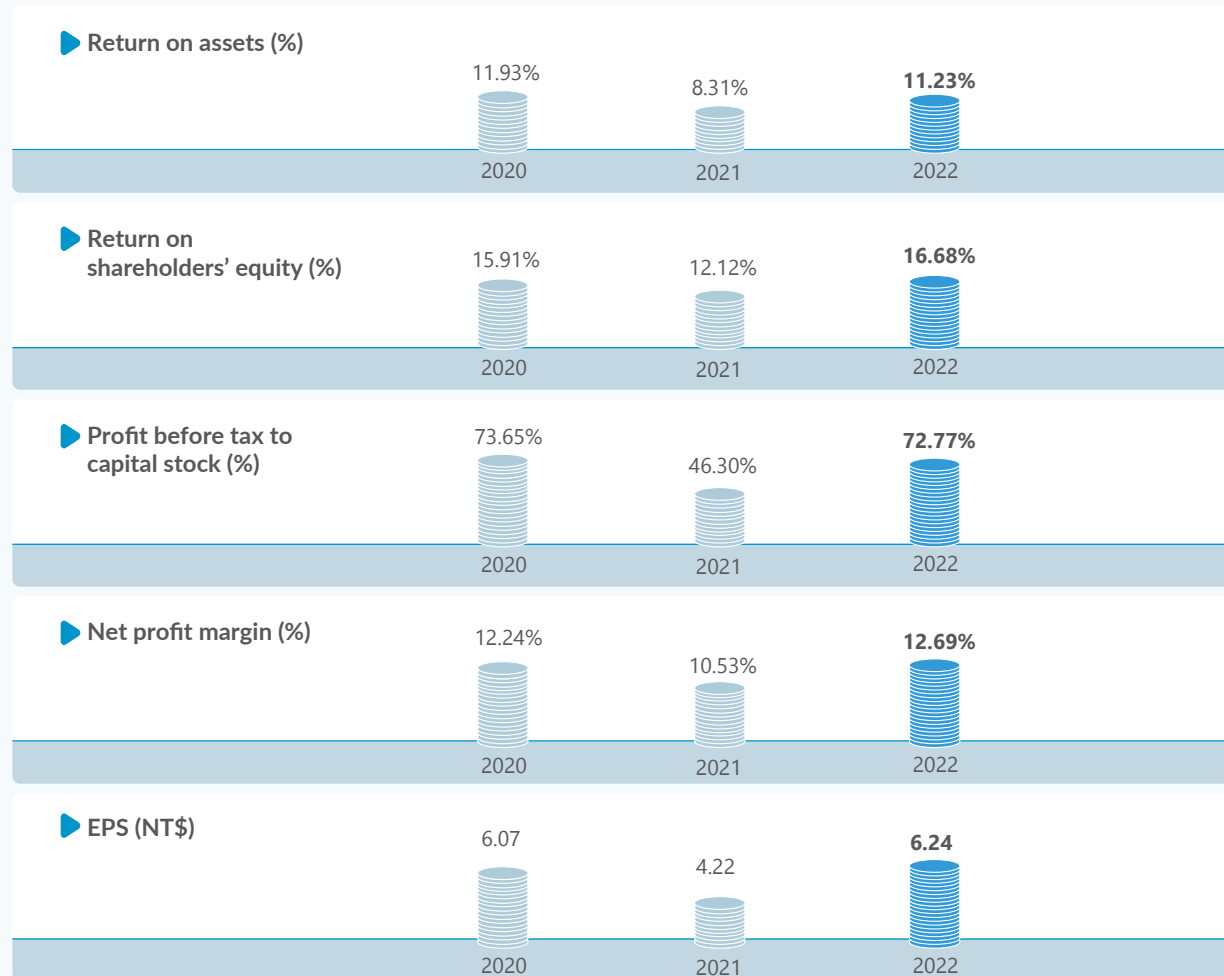
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Business Performance

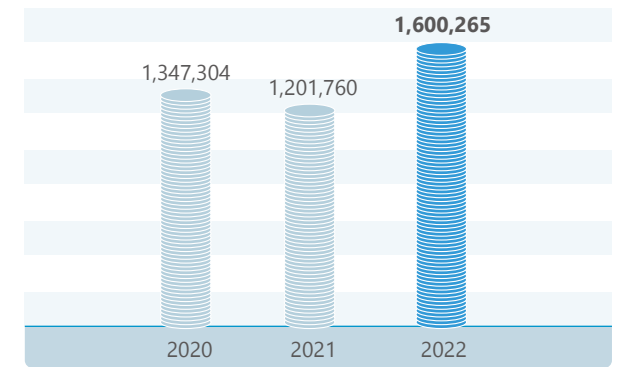
In 2022, under the pressures of global inflation and tightening monetary policies, businesses were confronted with numerous challenges. Onyx endeavored to strengthen production capacity and quality, demonstrating exceptional performance in 2022. The Company's consolidated operating revenue in 2022 was NT\$1,600,265 thousand, an increase of 33.16% from NT\$1,201,760 thousand in 2021; gross profit was NT\$472,306 thousand, an increase of 29.85% from NT\$363,728 thousand in 2021; current net income is NT\$203,138 thousand, an increase of 60.57% from NT\$126,509 thousand in 2021; The EPS was NT\$6.24.

The financial performance over the last three years is illustrated below:

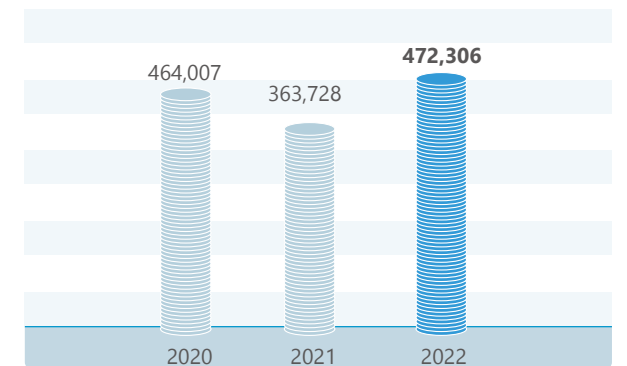
Unit: NT\$ thousands; %



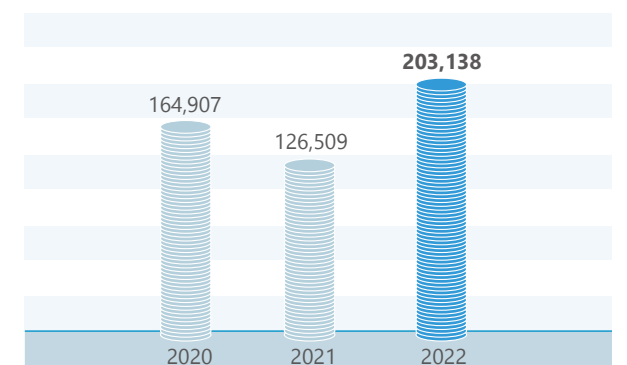
Profit and loss - Operating revenues
Unit: NT\$ thousand



Profit and loss - Gross profit
Unit: NT\$ thousand



Profit and loss - Current net income
Unit: NT\$ thousand



Company history and accolades in 2022

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Year	Company history and accolades
2010	February: Onyx Healthcare Inc. was founded with a total capital of NT\$30,000 thousand to provide reliable, high-quality medical computer solutions.
2011	August: Passed ISO 9001:2008 international quality certification and ISO 13485:2003 medical equipment industry quality management system certification. November: Founded subsidiary ONYX HEALTHCARE USA, INC. in the U.S.
2012	March: Cash capital increase of NT\$45,000 thousand to reach a total capital of NT\$75,000 thousand. April: Founded subsidiary ONYX HEALTHCARE EUROPE B.V. in the Netherlands.
2013	March: The Company's 10-inch android smart patient infotainment terminal (ONYX-BE100) and smart high-end medical imaging processing system (Zeus Series) won the 2013 Taiwan Excellence Award The Company's smart high-end medical imaging processing system (Zeus-247S) won the Zorg & ICT Innovation Award 2013. December: Capitalized NT\$21,600 thousand of earnings, reaching a total capital of NT\$96,600 thousand.
2014	April: The Company's 7" rugged medical tablet (MD70-PRO) won the 2014 Taiwan Excellence Award. August: Capitalized NT\$33,810 thousand of earnings, reaching a total capital of NT\$130,410 thousand. September: Founded subsidiary Onyx Healthcare (Shanghai) Inc.
2015	April: The Company's UPS-supported mobile medical platform (Venus-191) and medical computer display (ONYX-BE381) won the 2015 Taiwan Excellence Award. August: Capitalized NT\$13,041 thousand of earnings, reaching a total capital of NT\$143,451 thousand. December: Public offering of the Company's shares
2016	January: Registered on the Emerging Market board with Taipei Exchange (TPEX). February: Passed certification for ISO 14001: 2015 - Environmental management. August: Capitalized NT\$14,345 thousand of earnings, reaching a total capital of NT\$157,796 thousand. October: Won the 25th National Award of Outstanding SMEs, 19th Rising Star Award, and 23rd Taiwan SMEs Innovation Award. December: Shares were listed for trading on TPEX.
2017	January: Cash capital increase of NT\$24,090 thousand to reach a total capital of NT\$181,886 thousand. June: Won the 4th Taiwan Mittelstand Award. August: Ranked second in the 2017 Excellence in Corporate Social Responsibility - SME Division. Capitalized NT\$18,189 thousand of earnings, reaching a total capital of NT\$200,075 thousand. September: The Company's bedside infotainment system, compact fanless medical computer, medical lightweight mobile power bank system, and dual expansion slot smart high-end surgical image processing system received the 25th Taiwan Excellence Award. October: Won 2017 TCSA (Taiwan Corporate Sustainability Awards). November: The Company's UPS-supported mobile medical platform (Venus) won the 14th National Innovation Award
2018	February: The Company's rugged emergency medical tablet, automated biomonitoring system, and mobile medical UPS won the 26th Taiwan Excellence Award. August: Ranked third in the 2018 Excellence in Corporate Social Responsibility - SME Division November: Won bronze award in the 2018 Taiwan Corporate Sustainability Awards (TCSA) - Corporate Sustainability Report Award - IT & IC Manufacturing category.
2019	February: The Company's fanless medical computer, hospital IT management software, 8-inch medical tablet, and all-in-one bedside infotainment unit won the 27th Taiwan Excellence Award. September: Ranked second in the 2019 Excellence in Corporate Social Responsibility - SME Division
2020	February: The Company's expandable modularized fanless medical computer and 32-inch high-resolution surgical image processing system won the 28th Taiwan Excellence Award. August: Capitalized NT\$55,020 thousand of earnings, reaching a total capital of NT\$275,103 thousand. September: Ranked seventh in the 2020 Excellence in Corporate Social Responsibility - SME Division.
2021	February: The Company's expandable modularized fanless medical computer and 32-inch high-resolution surgical image processing system, UPS-supported mobile medical platform, and telemedicine tablets won the 29th Taiwan Excellence Award. September: Capitalized NT\$27,510 thousand of earnings, reaching a total capital of NT\$302,612 thousand. December: The Company's hot-swappable battery medical power bank won the 18th National Innovation Awards. /The Company won the 75th Golden Merchant Awards.
2022	April: Cash capital increase of NT\$30,000 thousand to reach a total capital of NT\$332,612 thousand. November: The Company's AI tablet for telemedicine and emergency care won the 19th National Innovation Award.



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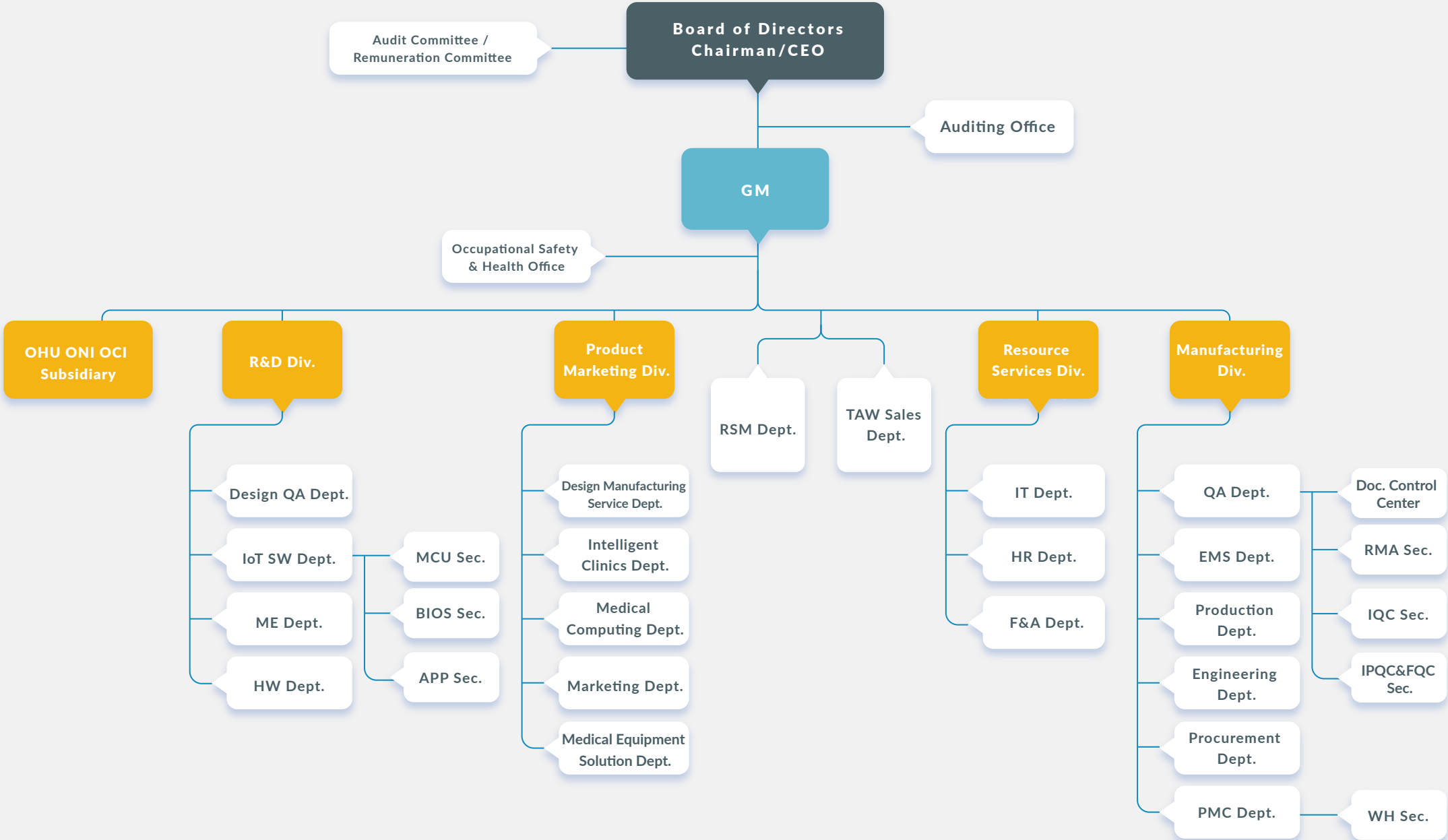
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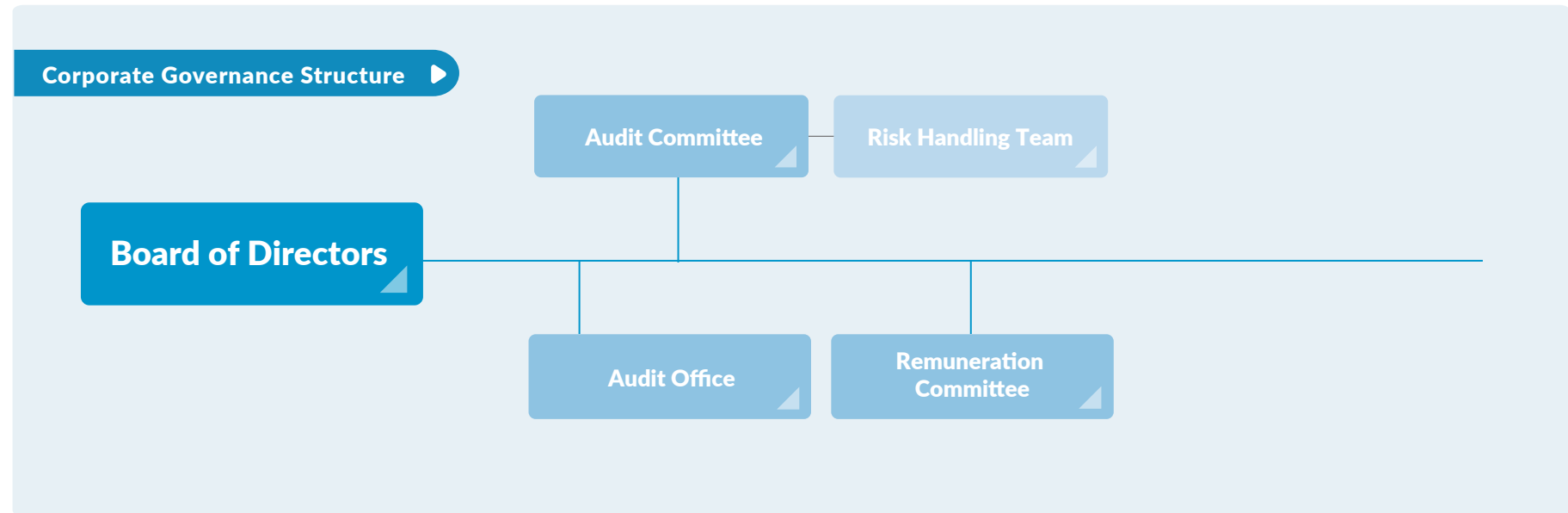
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Corporate Governance and Risk Management

The global financial storm has highlighted the importance of the discipline of corporate management. Onyx Healthcare's management team has always ensured the transparency of its operational and financial information, upholding ethical corporate codes and commitments to achieve the goal of sound corporate governance. "Honesty and integrity" are one of the Company's most important business philosophies. We comply with laws and regulations and value internal and external information openness and transparency to earn the recognition of internal/external stakeholders and the general public.

Onyx's management is aware of corporate governance's importance to the Company's management and operation, thus it has proactively implemented corporate governance, stipulating the "Corporate Governance Best Practice Principles" according to the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies". The aim is to establish an effective corporate governance structure, reinforce the functions of the Board of Directors and functional committees, elevate information transparency, as well as respect and protect stakeholders' rights and interests.



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Board of Directors

Composition of the Board of Directors

The Company's Board of Directors consists of seven directors including three independent directors and two directors who are also employees of the Company (accounting for 43% and 29% of all directors, respectively). Female directors account for 14% of all directors.

Director election-related information

According to the Company's articles of incorporation, the election of directors adopts the candidate nomination system, where the shareholders elect directors from the list of candidates. The nomination method is regulated by Article 192-1 of the Company Act.

The Company's board members are elected based on the Company's operation, business type, and development needs. All board members possess specialized skills in their respective fields. For information on members of the board and their backgrounds, please refer to the "Investors' Section" on the corporate website and the annual report.

Website: https://www.onyx-healthcare.com/investor_tw_6.php



Diversity policy

Diversity management goals

- At least one of the members of the board must be female.
- Independent directors may not serve more than three terms.

Diversity achievements

- Currently, one out of seven directors is female, accounting for 14% of all directors.
- Currently, all independent directors are serving as the Company's independent directors for the first time.

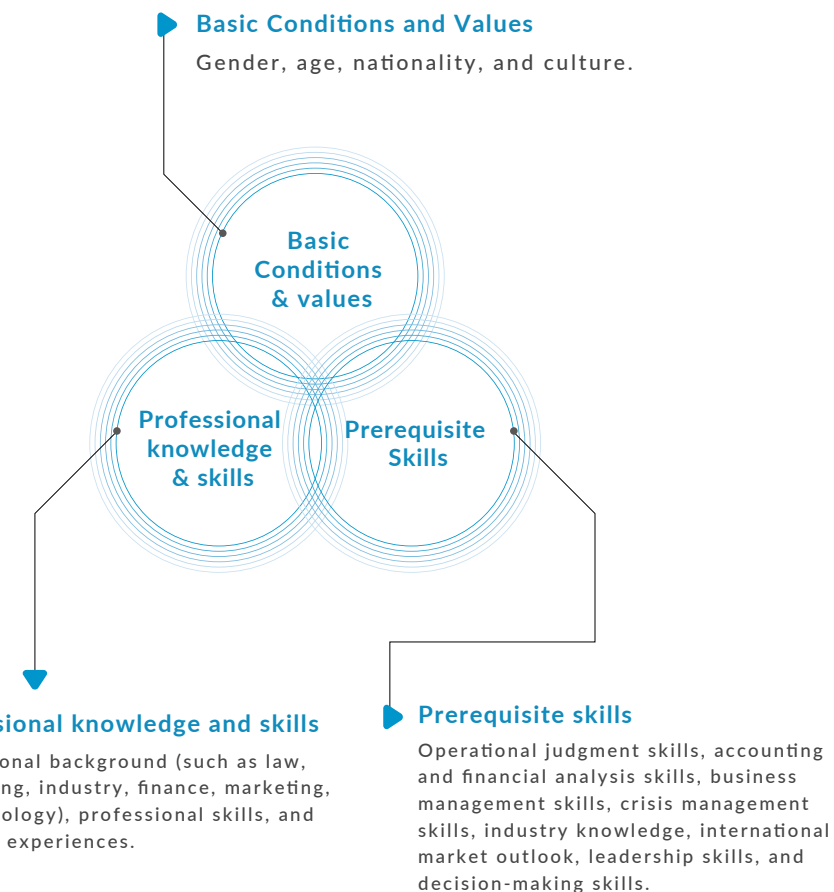
Functionality of the board of directors

The Board of Directors convenes at least once every quarter, and a total of eight meetings were convened in 2022. Chairman Chuang, Yung-Shun has led the Company to establish a good corporate culture and engaged in sound management practices. The management maintains good communication with the Board of Directors to carry out its strategic and business guidelines in a bid to generate the greatest benefits for all shareholders.

Implementation of the board member diversification policy

In accordance with the diversification policy, as well as to reinforce corporate governance and facilitate the sound development of the composition and structure of the Board of Directors, the Company assesses the candidates' education, experience, professional background, integrity, and relevant professional qualifications. After the candidates are decided by the Board of Directors and submitted to the shareholders' meeting for election.

As far as board member composition is concerned, the number of directors who are also managers of the Company may not exceed one-third of the total number of directors, and suitable diversification guidelines are formulated based on the Company's operation, business type, and development needs, including but not limited to the following:



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Remuneration Committee

Composition of the committee

To realize corporate governance and ensure a sound remuneration system for the Company's directors and managers, the Company formed the "Remuneration Committee" on January 4, 2016. Composition and duties of the committee.

The committee consists of three people appointed by the Board of Directors. All three are independent directors, and one of them is appointed as the meeting convener and chairperson by the committee members.

Duties of Committee Members

The committee shall exercise the care of a prudent manager to fulfill the following duties and offer recommendations for discussion by the Board of Directors:

Duties of Committee Members

1	Conduct regular review of this policy and raise amendment suggestions.
2	Establish and review regularly the annual and long-term performance targets outlined for the Company's directors and managers, as well the policies, systems, standards, and structures of their compensation.
3	Evaluate regularly the accomplishment of performance targets by the Company's directors and managers, and determine the details and amounts of individual compensation.

The committee shall perform the abovementioned duties per the following principles:

1	Ensure that the Company's compensation arrangements comply with all relevant laws and are capable of attracting outstanding talents.
2	The performance of directors, and managers shall be compensated in reference to the industry standards after taking into consideration the amount of time invested, the responsibilities undertaken, the accomplishment of personal targets, performance in other duties, compensation granted to employees of equivalent roles in the Company in recent years, achievement of the Company's short-term and long-term goals, corporate financial conditions, individual performance relative to corporate performance, and association with future risks.
3	The compensation shall not entice directors and managers into seeking high returns by acting outside the Company's risk appetite
4	Short-term performance bonuses to directors and senior executives and the timing of variable salary payments/compensations shall be set according to industry characteristics and the nature of the Company's business.
5	Committee members cannot discuss or vote on their own salary/compensation packages.

Functionality of the Remuneration Committee

Convenes at least two meetings annually, and a total of four meetings were convened in 2022

Position	Name	Number of in-person attendance (B)	Number of proxy attendance	In-person attendance rate (%) (B/A)	Remarks
Convener	Chiang, Po-Wen	2	0	100%	Resigned after re-election at the shareholders' general meeting on May 31, 2022, 2 meetings were held during the term.
Member	Tai, Yi-Hui	2	0	100%	
Member	Lee, San-Liang	2	0	100%	
Convener	Lee, Chih-Hao	2	0	100%	Appointed at the shareholders' general meeting on May 31, 2022, 2 meetings were held during the term.
Member	Tseng, He-Chun	2	0	100%	
Member	Liao, Hsiu-Mei	1	1	50%	

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Audit Committee

Composition of the Audit Committee

To establish the Company's sound corporate governance system, and oversight function, and reinforce management, the Company formed the Audit Committee on February 23, 2016.

The committee consists of three independent directors, one of them is appointed as the convener by other committee members, and one of them must possess specialized skills in accounting or finance.

Duties of Audit Committee

The purview of the Audit Committee includes:

Duties of Audit Committee	
1	Establishment or amendment of the internal control system according to rules.
2	Evaluation of the effectiveness of the internal control system.
3	Establishment or amendment of asset acquisition and disposal procedures, derivative trading procedures, external party lending procedures, external party endorsement and guarantee procedures, and other procedures of major financial consequences according to rules.
4	Matters concerning directors' interests.
5	Major transaction of assets or derivatives.
6	Major lending, endorsement, or guarantee to an external party.
7	Offering, issuance, or private placement of securities with equity characteristics.
8	Appointment, dismissal, or compensation of financial statement auditors.
9	Appointment and dismissal of finance, accounting, or internal audit officers.
10	Annual and semi-annual financial reports.
11	Other issues deemed material by the Company or the authority.

Functionality of the Audit Committee

Convene at least one meeting every quarter. A total of seven meetings were convened in 2022. The attendance is as follows:

Position	Name	Number of in-person attendance (B)	Number of proxy attendance	In-person attendance rate %(B/A)	Remarks
Independent Director	Chiang, Po-Wen	4	0	100%	Resigned after re-election at the shareholders' general meeting on May 31, 2022, 4 meetings were held during the term.
Independent Director	Tai, Yi-Hui	4	0	100%	
Independent Director	Lee, San-Liang	4	0	100%	
Independent Director	Lee, Chih-Hao	3	0	100%	Appointed at the shareholders' general meeting on May 31, 2022, 3 meetings were held during the term.
Independent Director	Tseng, He-Chun	3	0	100%	
Independent Director	Liao, Hsiu-Mei	2	1	67%	

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Corporate Governance-related Regulations

To bolster corporate governance, the Company revised and added various management mechanisms in 2022 to ensure management discipline and ensure sound corporate governance.

Business Integrity Code of Conduct	The Company's directors, independent directors, managers, employees, fiduciaries, and actual controllers should fulfill the duty of care of a good manager, supervise the Company to prevent unethical behavior, and review its implementation results and continuous improvement at all times to ensure that the business integrity policy is observed.
Business Integrity Procedures & Behavioral Guidelines	To implement the business integrity policy and prevent unethical behaviors, the procedures and behavior guidelines are formulated to outline the precautions that the company's personnel should observe when conducting business.
Code of Ethical Conduct	To encourage the Company's directors and managers to act in line with ethical standards, and help stakeholders better understand the ethical standards of the Company, the Code of Ethical Conduct is established by referring to the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies" and other relevant regulations. The contents include eight items such as the prevention of conflicts of interest, minimizing incentives to pursue personal gain, confidentiality responsibility, fair transactions, protection and the appropriate use of the Company's properties, legal compliance, encouraging the reporting of any illegal or unethical conducts, as well as disciplinary measures.
Code of Report Handling	The Company upholds high ethical standards in conducting its business, the code is formulated to provide channels for reporting unethical behaviors and serves as the basis for report handling.
Corporate Governance Best Practice Principles	To create a sound corporate governance system, besides complying with laws and regulations as well as the contract signed with TPEX and relevant regulations, the Company should establish an effective corporate governance framework, strengthen the functions of the Board of Directors, give full play to the functions of the Audit Committee, and protect shareholders' equity, and pay attention to stakeholders' rights to materialize corporate governance.
Corporate Social Responsibility Best Practice Principles	While conducting business activities, the Company proactively practices corporate social responsibility to comply with international development trends, as well as increase its contributions to the national economy through corporate citizenship. The aim is to improve the quality of life of employees, communities, and society, and foster competitive advantage based on corporate responsibilities. Fulfill corporate social responsibilities, pay attention to stakeholders' rights, value environmental, social, and corporate governance-related factors while pursuing sustainability and profit, and include it in the Company's management guidelines and business activities.
Rules Governing the Scope of Powers of Independent Directors	Any dissenting opinion or abstention by independent directors shall be recorded in the board meetings minutes; if independent directors are unable to attend board meetings in person to express their dissenting opinion or abstention, except for legitimate reasons, they shall submit a written statement in advance to be recorded in the board meetings minute. The Company or any board member shall not interrupt, refuse or circumvent the independent directors from carrying out their duties. The independent directors, when carrying out their duties, may request the board to appoint relevant personnel or professional specialists for assistance as they deem necessary. The Company shall bear the expenses necessary for hiring specialists and other independent directors to exercise their functions and powers in the preceding paragraph.
SOP for Handling Director Requests	The procedure is formulated to establish good corporate governance of the Company, assist directors to perform their duties, improve the effectiveness of the Board of Directors, and ensure compliance.

Director

According to the Company's articles of incorporation, the remuneration of all members of the Board of Directors is determined by the Board of Directors based on the value of their participation and contributions to the operation of the Company, taking into reference domestic and foreign industry standards. The Company's articles of incorporation also clearly stipulate that no more than 3% of the annual profit will be used as the directors' remuneration. The directors' remuneration is paid according to the following principles:

- A** Regardless of the Company's operating profit or loss, the independent directors are paid a fixed monthly remuneration depending on their degree of participation and contribution to the Company's operations.
- B** The Company's independent directors do not participate in the distribution of director remuneration besides the fixed monthly salary. The allocation method and amount of remuneration for non-independent directors shall be determined by the Remuneration Committee after considering the Board of Directors' performance and the Company's operating performance. Proposals for remuneration allocation are drawn up and submitted to the Board of Directors for resolution.

Managers

The remuneration of the managers includes salary, bonus, and employee remuneration. The managers' salary and bonus are determined based on the position held, the responsibility assumed, and their contributions to the Company, and are negotiated by referring to the industry standard.

Board of Directors performance evaluation regulations:

The Company completed the 2022 internal evaluation at the end of January 2023 and reported it to the Board of Directors on February 24, 2023, as a reference for the continual improvement of the Board of Directors function. The evaluation outcome:

- ▶ **Board of Directors self-evaluation: Rated excellent with an average score of 4.85** ✓ Excellent
- ▶ **Board member (self or peer) assessment: Rated excellent with an average score of 4.93** ✓ Excellent
- ▶ **Overall rating of board members:** ✓ Class A

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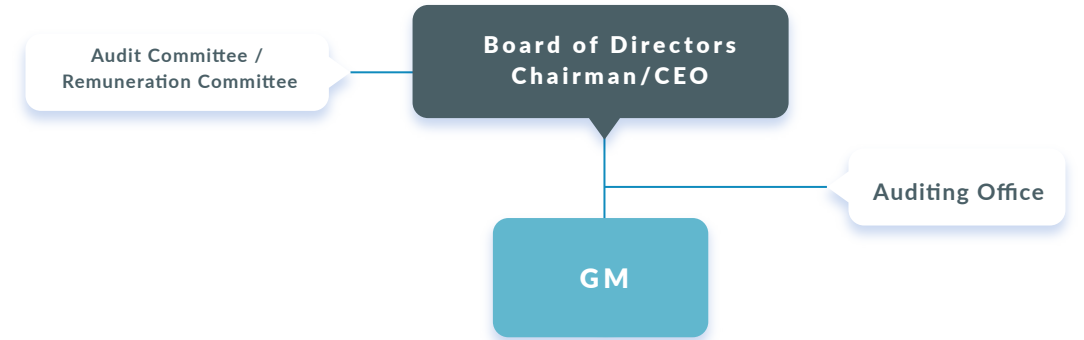
Internal Audit

The Company's Board of Directors and Audit Office: The Company values corporate governance, hence an Audit Committee and Remuneration Committee have been established. The Audit Office reports directly to the Board of Directors, as illustrated below:

The Audit Office is staffed by full-time audit personnel, it should thoroughly carry out its duties in a professional, independent, objective, and fair manner, as well as due attention and pursue continuing education to improve audit quality and ability. Its primary function is to assist the Audit Committee, Board of Directors, and management to review the shortcomings of various internal systems and processes, as well as gauge the performance and efficiency of operations. Furthermore, it can provide timely improvement suggestions to ensure the ongoing and effective implementation of the Company's internal control system, and it is also used as the basis for reviewing and revising the internal control system.

The Audit Office stipulates and implements the audit plan based on the risk assessment outcome and the internal control regulations, to evaluate the Company's internal control system. According to the regulations, the monthly audit report is emailed to the independent directors for reference. The audit supervisor attends the Audit Committee meetings and board meetings to report the inspection results to the independent directors and directors, as well as communicate with independent directors individually from time to time. Issues that require improvement will be followed up within the stipulated time and a follow-up report will be presented. The Audit Office also supervises subsidiaries to appoint adequate auditors. The Company not only incorporates subsidiary oversight into the scope of the audit but also reviews the audit reports of subsidiaries.

Every year, the Audit Office supervises various units and subsidiaries within the Company to conduct internal control self-evaluation according to the "Regulations Governing Establishment of Internal Control Systems by Public Companies". These include "control environment", "risk evaluation", "control operation", "information and communication", and "supervision". The internal control self-evaluation of various units and subsidiaries is reviewed to verify if the internal control systems are functioning effectively.



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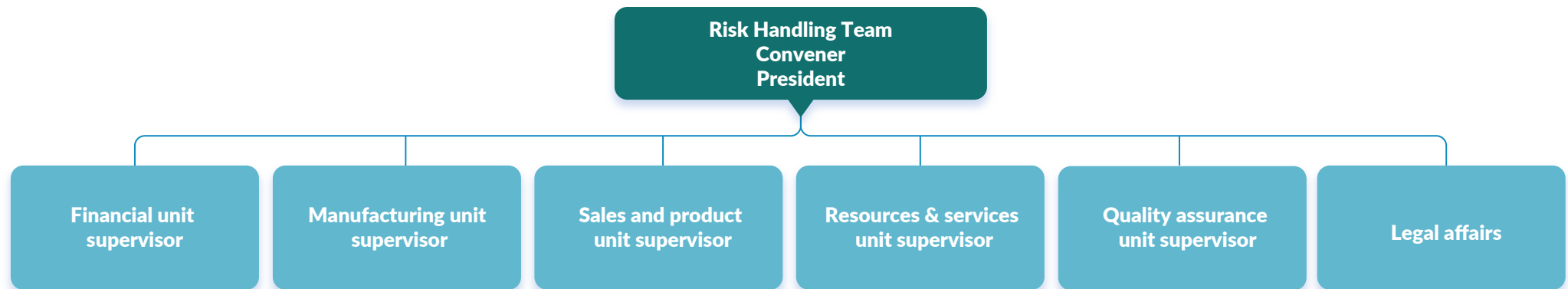
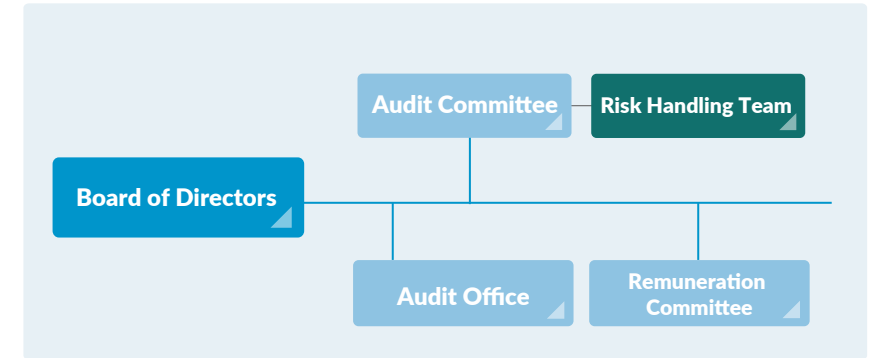
Risk Management

The Company has established a Risk Handling Team subsidiary to the Audit Committee, which incorporates risk management and handling into its daily operation and decision-making process to lower the possibilities and consequences of damage, as well as ensure the achievement of operational goals and performance.

Upon the discovery of risk factors any member of the Company must notify the unit supervisor, and supervisors responsible for various risks will initiate the handling procedure according to regulations: Discovery, analysis, resolution, and document the information in the "Damage Handling Record Form".

If a mild risk occurs: The department supervisor gathers relevant departmental personnel to conduct risk-handling operations.

When an elevated risk or severe risk occurs: The "Risk Handling Team" members will convene an emergency meeting and carry out the risk-handling procedure accordingly.



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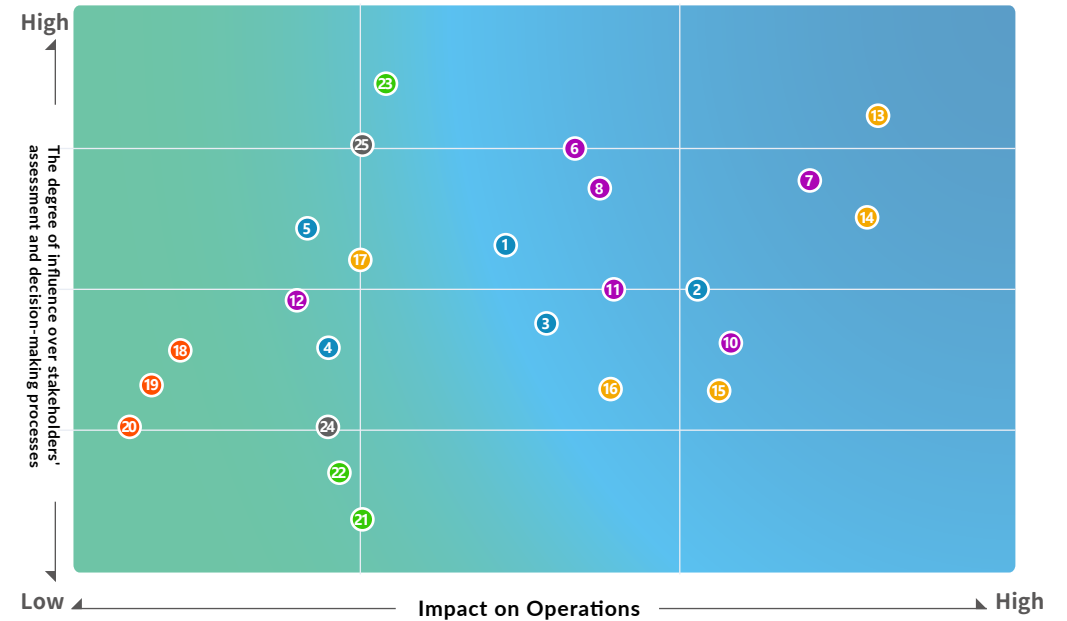
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Stakeholder Identification and Communication

Onyx Healthcare is aware that listening and responding to stakeholders' topics of concern is the key to corporate sustainability. Through internal investigation and analysis, the Company's CSR Committee discusses and identifies six types of stakeholders (employees, investors, customers, suppliers, government agencies, and communities) based on the five major principles of dependency, responsibility, influence, diverse perspectives, and tension. Furthermore, material topics that the stakeholders are most concerned about and have the greatest impact on the Company are presented and defined as material aspects.

We have also referred to the GRI Standards on sustainability reporting, collected stakeholders' topics of concern, and considered the three major dimensions of economy, environment, and society. After a discussion between members of the Sustainable Development Responsibility Committee, 25 key topics were listed and compiled into a matrix according to the "Levels of Stakeholders' Concern" and "Levels of Impact on Company Operations", thereby presenting and defining the material topics that the stakeholders have are most concerned about and have the greatest impact on the Company.

Identification and assessment of the Impact on operations



Issues of Major Concern

- 1 Labor relation/Opinion feedback
- 2 Talent cultivation & career development
- 3 Salary & Benefits
- 4 Occupational health & safety
- 5 Communication Mechanism
- 6 Brand image
- 7 Product innovation
- 8 Customer data protection
- 9 Customer satisfaction
- 10 Sales service & Support
- 11 After-sales service
- 12 Green product supply
- 13 Business Performance
- 14 Risk management
- 15 Shareholders' equity
- 16 Corporate Governance
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Topics of stakeholders' concern, communication channel, and frequency

Stakeholder	Topic of concern	Communication channel	Communication frequency
Employee	Salary & benefits	Performance evaluation	Annually
		Quarterly meeting of the Employee Welfare Committee	Quarterly
	Talent cultivation & career development	Work performance interview	From time to time
		New employee care interview	At least once before the end of the probational period
		Vocational education and training	From time to time
		Course and activity satisfaction survey	From time to time
	Occupational health & safety	Employee health examination	Annually
		On-site service by medical staff	Quarterly
	Labor relation/opinion feedback & communication mechanism	Employee satisfaction survey	Annually
		Feedback and complaint email	Open 24 hours
Labor-management communication meeting		Quarterly	
Various internal meetings		From time to time	
Internal/external websites		From time to time	
Investors	Business performance	Shareholders Meeting	Annually
	Corporate governance	Stakeholder's section on the corporate website	From time to time
	Risk management	Corporate website	From time to time
	Information disclosure	Email of the Audit Committee	Open 24 hours
	Shareholders' equity	Spokesperson and acting spokesperson's email	Open 24 hours
Competent authority: Market Observation Post System (MOPS)		From time to time	
Customer	Sales service and support	Exclusive sales service team, real-time website update, catalog download	Respond within 24 hours
	Product innovation	Corporate website Partner Zone, corporate social media website (LinkedIn, Facebook, e-newsletter)	From time to time
	After-sales service	Customer service, technical consultation email, RMA maintenance service	Open 24 hours
	Brand image	Product education and training (SALES KIT), international exhibitions around the world	From time to time
	Customer data protection	Retailer conference	From time to time
	Customer satisfaction	Customer satisfaction survey	Annually
	Green product supply	Comply with environmental certifications and regulations	From time to time
Supplier	Supplier management	Supplier evaluation	Open 24 hours
		Supplier collaboration evaluation	From time to time
	Green process	(ISO 9000 and ISO 14000 take priority)	From time to time
		Demand suppliers to provide a REACH statement	From time to time
		Supplier audit	Biannually
Government Agency	Level of legal compliance	Seminars/symposiums, evaluations	From time to time
	Corporate social responsibility	Official letter	From time to time
			Energy conservation and environmental protection
Community	Community care	Project collaboration	From time to time
	Environmental protection	Consultation	From time to time
	Social engagement	Corporate website	From time to time

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The details concerning stakeholder communication are explained below:

Onyx's relationship with Employees ▶

- ▶ The Company convenes internal meetings from time to time to share its current operating conditions and future development plans with its employees. In addition, employee stock options are provided to attract and retain professional talents needed by the Company, as well as to establish a good rapport with employees and enhance their loyalty towards the Company. Employees may express their opinions at any time through the employee email, the establishment of the Sexual Harassment Prevention Act, and various internal meetings. Relevant units within the Company will respond to their feedback.
- ▶ Regularly convene labor-management meetings to let labor representatives communicate with the Company's representatives face to face. In 2022, four labor-management meetings were convened, and there were no major labor-management disputes.
- ▶ Regularly provide on-site medical care services for colleagues to enhance their physical health.
- ▶ Conduct internal customer satisfaction surveys from time to time to listen to employees' opinions.
- ▶ Other themed questionnaire surveys are conducted from time to time.

Onyx's relationship with Investors ▶

- ▶ To protect the investors' equity, the Company fully discloses material information including annual financial statements, relevant information disclosed in annual reports, etc., and uploads them to MOPS to protect the basic rights of all shareholders. In addition, the corporate website is available in Chinese and English to ensure information transparency.
- ▶ The disclosure of material internal information will be performed by the Company's spokesperson or acting spokesperson unless otherwise required by laws or regulations. If necessary, it can be disclosed directly by the person in charge of the Company. Apart from the person in charge, the spokesperson, and the acting spokesperson, other Company personnel may not disclose material internal information without authorization.
- ▶ The Company has established the stakeholders' section to provide investors with information related to corporate governance and finances.
- ▶ Establish a complaint channel to facilitate communication between investors and the Company. If the content of the complaint involves directors or senior executives, it will be forwarded to the Audit Committee.

Onyx's relationship with Customers ▶

- ▶ As our Customers are important partners of Onyx, the Company conducts the annual Global "Customer Satisfaction Survey" to investigate dimensions such as marketing and sales support, product management, logistics, quality, and service. Customer feedback from the survey will be provided to various department supervisors to conduct internal reviews on areas that customers find unsatisfactory. The annual customer satisfaction survey is used as an important basis for the Company's continual improvement.

Onyx's relationship with Suppliers ▶

- ▶ The Company takes the initiative to communicate with suppliers in writing about its quality policy, environment policy, and environmental protection philosophy, including the use of the "Environmental Protection Statement". The statement not only conveys the Company's emphasis on quality and the environment but also serves as an invitation to join us in cutting down wastage and protecting the environment in compliance with government regulations. Manufacturers with ISO 9001 and ISO 14001 certifications will be considered preferred suppliers. Supplier evaluation and factory visit: Product delivery stability and quality evaluation of strategic suppliers, as well as factory visits for communication purposes.
- ▶ Green supply chain: Formulate a supplier management program to promote and demand suppliers to uphold quality and environmental protection. Suppliers that have obtained ISO 14001 certification and environmental management systems will be considered preferred suppliers.
- ▶ Green process: Dedicated to promoting green processes and using non-toxic substances, suppliers' processes must also comply with the green process.

Onyx and Government Agencies ▶

- ▶ Onyx's directors are required to attend professional courses held by the Securities and Futures Institute and the Taipei Exchange to become familiar with relevant regulations and professional knowledge, thereby fulfilling the duty of corporate governance.
- ▶ Attend the identification course conducted by the Taiwan Stock Exchange Corporation and the Taipei Exchange.
- ▶ Vigorously join external associations such as the Taipei Computer Association and the National Award of Outstanding SMEs Association

Onyx and Communities ▶

- ▶ Host social care tours from time to time to provide disadvantaged groups in the community with donated resources and volunteer service.
- ▶ Discuss and communicate with businesses in the community to jointly host public welfare activities such as blood drives.
- ▶ Distribute topics of concern questionnaires from time to time to gain insight into the residents' topics of concern and levels of concern.

Onyx Healthcare will continue to listen and respond to stakeholders' topics of concern to progressively create a comprehensive communication and response channel, as well as monitor developments in the domestic and international corporate social responsibility (CSR) systems, and changes in the corporate environment. These will be used as the basis for reviewing and improving Onyx's CSR system, increasing CSR performance, and striving to meet stakeholders' expectations.

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Onyx Healthcare Onyx Healthcare upholds the business philosophy of “People-orientation” and we have implemented a fair and generous welfare system for our employees. We also conduct the annual “Customer Satisfaction Survey” for our customers because their opinions are the forces propelling Onyx to make continual improvements. For our suppliers, we promote the quality environment policy and the philosophy of environmental protection, so as to foster business sustainability together.

2022 Performance highlights



Birthday leave and menstrual leave are not considered sick leave



Maternity benefits of NT\$10,200 is given per child, along with a NT\$9,000 transportation subsidy during pregnancy



Become the promoter of home education



SDGs





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Customer Relationship Management

Customer Partnership

Onyx Healthcare's main target customer groups are system integrators, value adders, direct sellers, and retailers who have been developing various medical computer-related vertical markets for a long time. The Company has established subsidiaries in the U.S., the Netherlands, and Shanghai, transcending the language barrier to hire local salespeople to seek potential large-scale medical supply distributors, as well as authorize product sales to local partners in order to promote and market the Onyx brand together. Forging partnerships with customers is one of the core values of Onyx Healthcare, therefore, we consider customers' vertical industry needs as the top priority and regard their competitiveness as our competitiveness. Onyx Healthcare consolidates vertical manufacturers and customers overseas to form an alliance to vigorously engage in professional exhibitions. Customers' success is also Onyx Healthcare's success, hence we endeavor to build long-lasting partnerships with customers and continue to strengthen our overseas subsidiaries while at the same time search for partners with outstanding potential.

In recent years, the amalgamation of artificial intelligence (AI) and medical applications is expected to elevate the quality of medical care through precision medicine. As a leader in the medical computer industry, Onyx Healthcare applies our core competence to research and develop medical AI Ready technical platforms with major technology firms such as Intel and NVIDIA to contribute towards the future needs of society and the world. Give back to society through products, services, and innovation, thereby enhancing our corporate image and investing in each other to generate a win-win situation.

Marketing promotion and customer communication

Onyx Healthcare allocates approximately 10% of the annual turnover as marketing and development expenses to promote international business and continue to uphold Onyx's professional image. The Company continues to invest in the Onyx brand in order to maintain its position as a premium brand in Europe, the U.S., and China. Furthermore, we strive to market the Onyx brand through major international exhibitions and co-marketing with major local retailers. Besides looking for more partners to bolster our marketing resources based on product application attributes and market development, as well as increase sales performance of channels in tier 1 markets, the Company also invests in tier 1 market locations to reinforce the professional marketing talent organization for the effective promotion of new products.

Digital Marketing	In 2022, Onyx continued to apply "digital marketing" to market and promote new products to customers via videos and e-newsletters.	Retailer convention & Product launch	Host retailer conventions and product launch overseas for main media outlets and customers to generate buzz for new products and enhance customers' understanding of the products.
Sponsor Program	Promote Onyx's private brand by sponsoring retailers' marketing expenses	Product Training	Teach relevant product knowledge to the Company's colleagues, especially those who require such knowledge in conducting business and their duties, to facilitate work progress and product/brand promotion.
Marketing Material support	Design product catalogs, brochures, datasheets, DM, posters, photos, and various gifts with a distinct theme every year for retailers in different regions.	Brand identification system planning	Onyx Healthcare designed the corporate identity system (CIS) in 2010 to clearly define the standard uses, colors, and applications of the Company's logo. The Company's employees and retailers can obtain the Onyx logo from the official website and various logo proofs.
Global online Marketing	Apply online marketing to promote Onyx's products through Google search engine optimization (SEO) and search engine advertising (SEA). Onyx also advertises on B2B websites (such as France's Medical Expo) and searches for OEM/ODM customers.	Medical Awards	Sign up for relevant medical awards every year (Taiwan Excellence Award and National Innovation Award) to let more people understand the innovativeness of Onyx products by earning product awards.
News Release	Proactively provide product news material to the media and retailers regularly and from time to time.	Corporate Image	During the COVID-19 pandemic, Onyx joined the fight against the pandemic by donating AOI multi-channel respiratory monitors to Far Eastern Memorial Hospital. Contribute to the intelligent critical respiratory care pandemic prevention and isolation platform of the "Medical Equipment Industry Technical Guidance and Promotion Program" sponsored by the MOEA, and protect the citizens' health to the best of Onyx's abilities.
Exhibition Activities	Due to the easing of the COVID-19 pandemic, many international exhibitions have been resumed. Begin planning to attend major domestic and international professional computer and medical exhibitions such as Germany's DMEA, France's hiT, the U.S.'s HIMSS, Shanghai's CMEF, Tokyo's MedTec, and Taipei's Medical Taiwan.		



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Onyx Healthcare's customers include system integrators, channels, manufacturers, and medical institutions. To further understand the current conditions of the local medical computer market and customers' purchasing needs, the marketing department of various subsidiaries will regularly report information including the market scale, trend, application scope, competitor analysis, and market price analysis of competitive products to the headquarters. In addition, the Company hosts meetings and customer satisfaction surveys with our professional medical retailers to ascertain customers' demands in product quality, design, and manufacturing. The information is used as the basis for designing new products. All the competitive product information collected will be provided to the product planning department as future reference. The two-way communication channel successfully feeds back the latest market demand-related information to the Taipei headquarters, which not only achieves seamless integration of products, customers, and markets but also enhances the communication and relationship between Onyx and customers from the medical profession.

Customer Service

Onyx Healthcare collaborates with major medical computer retailers and system integrators in the U.S., Canada, Europe, New Zealand, Australia, the Middle East, Taiwan, Japan, and China, forming a comprehensive global sales channel that offers the latest product quotations and prompt maintenance service. The Company's internal online service provides customers with necessary and professional assistance when they encounter problems or failures. At the same time, the after-sales maintenance information system offers customers the latest maintenance status at any time to reduce waiting time between customers and retailers and between retailers and Onyx Healthcare. Moreover, the transparent internal technical support service increases technical service response efficiency.

Customer satisfaction

To provide better customer service quality, Onyx Healthcare conducts an annual "Customer Satisfaction Survey" on global customers focusing on dimensions such as marketing and sales support, product management, logistics, quality, and service. Through the customer satisfaction survey, Onyx Healthcare can provide various departments with additional customer service-related improvement and review information to earn customer trust and satisfaction. The aim is to offer customers more comprehensive services and develop unique, professional, and marketable products to create a win-win situation between customers and Onyx.

Customer satisfaction		
Year	Customer satisfaction	Targets
2020	92.5	85
2021	93.5	85
2022	92	85

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Sustainable Supplier Management

Green supply chain

When conducting projects in response to the RoHS Directive, Onyx Healthcare follows the main principle of "source management". The "source" represents a group of raw material suppliers who must submit a test report of a third-party notarized testing laboratory and the certificate of non-use of harmful controlled substances to Onyx Healthcare. Moreover, relevant controls must be incorporated into the procurement program to ensure that the purchased parts meet the required specifications. Provide suppliers with parts recognition procedures through the green procurement platform. In addition, Onyx has purchased in-house testing equipment and regularly screens harmful substances to determine if the incoming raw materials meet the Directive's requirements in a bid to integrate the green supply management mechanism with the existing production management system and realize total control.

Onyx understands the necessity to take precautionary measures against substances and materials currently used that are known, possible, or suspected to have an impact on people and the environment. The Company is committed to taking preventive measures in advance in the selection and use of substances and materials.

REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) is the European Union's regulation on the preventive management of all chemicals entering its market. It serves to protect people's health and the environment, increase the transparency of chemical information, and reduce vertebrate animal testing. REACH regulations will foster the innovation of the chemical industry for the production of safer products, as well as stimulate competition and growth.

In terms of execution, consumers must be informed when the controlled material is detected to contain > 1000ppm of 197 substances of very high concern (SVHC) which are regulated by REACH. European authorities must be notified when the weight of high-risk substances of concern (SVHC) exceeding the standard in products sold to Europe is > 1 ton per year.

Onyx demands suppliers provide a letter of acknowledgment that complies with the REACH regulations and checks suppliers to ensure that Onyx's products can accommodate the requirements relating to health, sustainability, and environmental protection in terms of chemical materials.

Onyx Healthcare's procurement unit complies with ISO 9001 and ISO 14001 regulations, as well as the quality and environmental protection promotion and requirements of suppliers in the QM2-014 Supplier Control Program. The following actions are implemented on manufacturers and agents to minimize environmental impact:



Promote Environmental Protection Philosophy

An Environmental Protection Promotion Letter is sent to newly registered suppliers that have engaged in transactions with the Company, asking them to cooperate with Onyx's demands in improving quality and the environment. ISO 9001 and ISO 14001-certified suppliers will be considered first.



Promote the Company's quality policy and environmental declaration, and ask for their collaboration to improve the environment.

Regularly update manufacturer information, as well as compile and analyze the Supplier Quality and Environmental Management System Survey Form of qualified suppliers. Furthermore, Onyx also communicates with and guides suppliers that generate industrial waste and have no recycling control in place.



Demand suppliers to comply with ROHS material requirements.

Raw material packaging is discarded after it is delivered, resulting in a waste of resources. To uphold the environmental spirit of ISO 14001, the number of suppliers recycling and reusing packaging materials is constantly increasing.

For the purchased materials and parts, Onyx Healthcare requires that the parts delivered by the manufacturers to the Company must comply with the EU REACH regulations as much as possible based on the ISO 9001 QD4-0032 requirement of non-toxic substances (TF=Toxin-free). In addition, suppliers are required to comply with the following commitment and promotions:



Required

Suppliers are required to sign a letter of commitment for components and packaging materials that comply with RoHS (EU Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment).



Disseminate

Encourage suppliers to sign a letter of commitment for components and packaging materials that comply with REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals).

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Globalization has introduced more economically competitive raw materials and services to businesses. However, factors including volatile natural disasters and political environments may disrupt supply chains and sales channels, resulting in delays and increased costs. The more the supply chain system is dispersed throughout the world, the more susceptible it is to such impacts. The impact of COVID-19 and the 2020 cross-strait customs clearance dispute on the supply chain is one such distinct example.

To manage and respond to the risk of supply chain interruptions, Onyx has adopted the following measures:



Maintain reasonable inventory

Businesses tend to focus on lean production to save costs and minimize the inventory level, sometimes even reaching zero inventory. This approach lowers costs at the expense of increased difficulties for businesses to respond to risks. When supply is disrupted, businesses will not be able to maintain sustainable operations. Onyx strives to maintain a reasonable inventory level by reaching a balance between the cost of inventory and the risk of material disruption.



Promote supplier diversity

Purchasing from a single supplier lowers procurement costs, but if the supplier fails to deliver materials, it will have a severe impact on the businesses' production and causes major losses. Besides having reserve suppliers for key components, the search and training of local suppliers by Onyx's R&D and procurement team also play an important role in maintaining the stability of the supply chain.



Backup logistics plan & assembly site

In response to the pandemic, Onyx consolidated the resources of its partner factories to form a cross-regional production site and allowed some suppliers to deliver materials directly to the reserve production site on a trial basis. The purpose is to establish a permanent redundant supply capacity and prevent the risk of total production disruption.



Improve supplier auditing

Besides evaluating quality, cost, delivery, and service during the supplier audit process, suppliers are also required to explain and assess their supply chain risks, stable operating capabilities, and financial capabilities in order to conduct supply chain risk assessment in advance.

Supply relationship is one of the cornerstones of Onyx's partnership with its major customers, thus we consider the suppliers' industry involvement as the top priority in forming a green supply chain. Through requirements, guidance, and collaboration, we aspire to protect the environment with our suppliers.

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Information Security Management

Information security policy

To better meet the international trends in information security management and customer information security requirements, the Company passed the ISO 9001 certification in April 2011. By implementing the ISO 9001 information security management system and the information security policy, we can ensure the safety of information collection, processing, transmission, storage, and circulation, as well as materialize and improve information security through the internal audit mechanism in a bid to decrease internal information security risks.

Information security and network risks

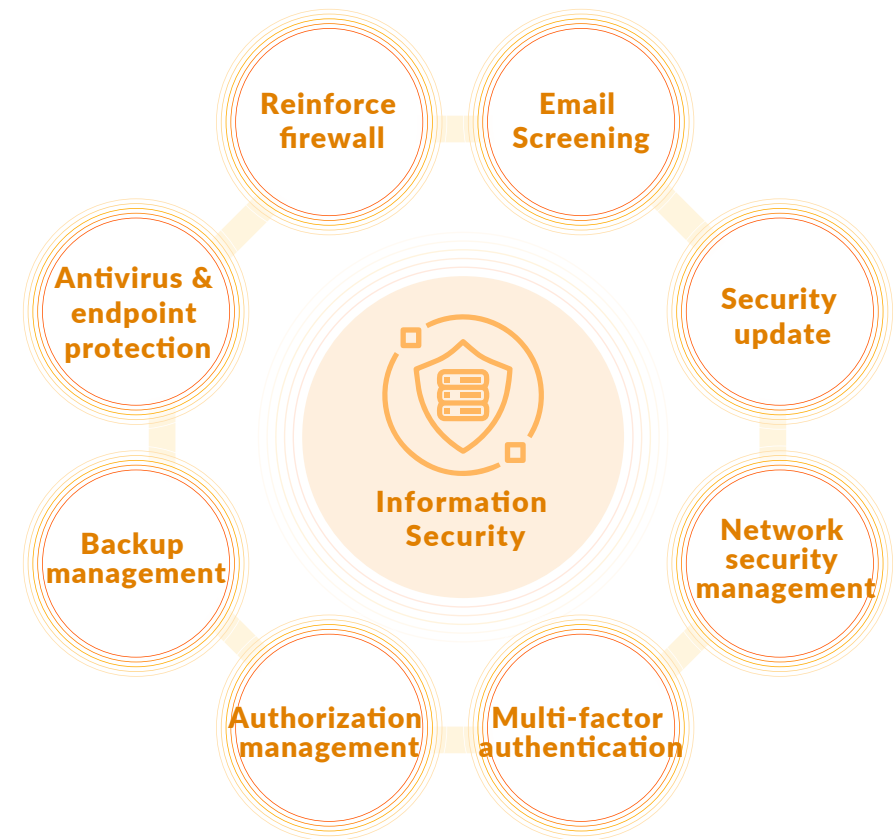
Cyber-attacks are becoming more innovative, thus the information systems must be able to prevent the problems of production and operation disruption and data leakage caused by paralyzing cyber-attacks including email malware, phishing emails, and virus emails.

Conduct at least one drill according to the Information Security Emergency Response Regulations per year, as well as review and revise the emergency response procedures repeatedly to ensure the applicability of the procedures.

To reinforce employees' information security awareness, in addition to new employee information security education and training, the Company also sends information security knowledge-related emails from time to time as well as conducts information security education and training courses to promote information security knowledge.

The Company vigorously carries out information security strengthening operations:

Set up firewalls: Activate protection functions such as IPS, Web Filtering, and Antivirus.
Create a multi-layer network architecture: Formulate security rules according to each sub-network
Create an email screening system: Detects emails containing viruses, phishing, spam, and malware.
Authorization management: Manage authorization according to the account.
Operating system security updates.
Deploy antivirus software.
Establish EDR and MDR endpoint protection.
Multi-factor authentication.
Remote backup.
Create virtual machine backups.



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Happy Enterprise

Human rights management policy and diverse employment opportunities

Onyx Healthcare complies with various labor regulations in personnel recruitment and prohibits any illegal labor or child labor. The Company also engages in equal employment irrespective of religion, race, or political party, and there has never been a case of employment discrimination. The company hires employees regardless of their gender and applies the principles of equal work, equal quality, and equal pay, and guarantees the rights of disabled employees. In 2022, the number of disabled employees accounts for 1% of the Company's workforce, which complies with government regulations. The wages and working hours documented in the employment contract are also agreed upon and signed by the worker and management. Apart from conventional employment channels, diverse talent recruitment channels including industry-university cooperation, summer work-study, and R&D substitute servicemen also provide employment opportunities for graduates and experienced job seekers.

Employee profile

In 2022, the Company had a total of 120 employees, an increase of 4.3% compared to 2021. The employees are all Taiwanese natives, materializing the policy of local employment. In particular, male and female employees account for 62.5% and 37.5% of the workforce, respectively. The ratio between executive and general employees is 21.7% and 78.3%, respectively.

Average Age ▶ Year

Average age	2021	2022
	41.7	42.9

Years of Service ▶ Year

Average years of service	2021	2022
	5.49	5.4

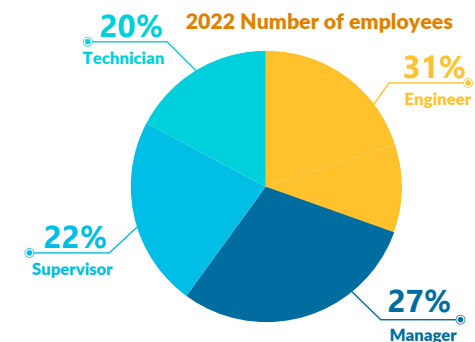
Turnover rate (%) ▶ Year

Turnover rate	2021	2022
	22.91%	22.13%

Note: Turnover rate= Number of people resigned/(number of people at the beginning of the period+number of people at the end of the period)/2

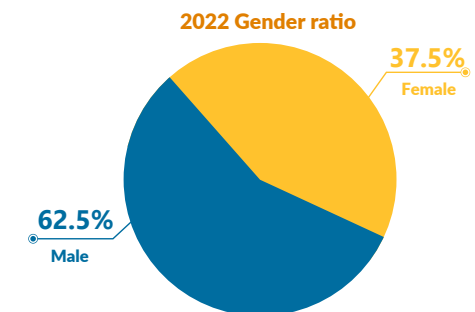
Number of Employees ▶ Year

Type	2021	2022
Engineer	34	37
Manager	32	33
Supervisor	26	26
Technician	23	24
Total	115	120



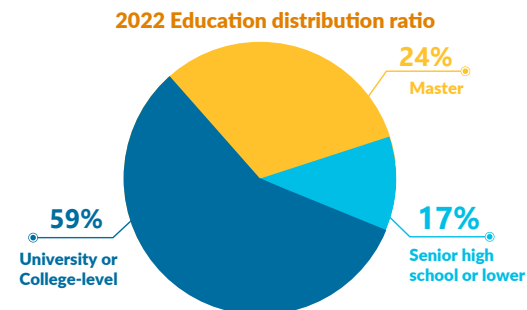
Gender Ratio (%) ▶ Year

Gender	2021	2022
Male	63%	62.5%
Female	37%	37.5%



Education distribution ratio (%) ▶ Year

Type	2021	2022
Master	26%	24%
University or College-level	60%	59%
Senior high school or lower	14%	17%





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Talent attraction and retention

Overall Remuneration

Onyx Healthcare rigorously abides by local labor regulations to form legal labor relationships with employees. In addition to providing employment and promotion opportunities, the Company also implements a fair and generous welfare system to proactively facilitate joint developments between the Company and employees, thereby achieving the goal of protecting employees' rights.

In terms of the overall salary system design, the Company formulates the salary plan and bonus plan according to the local salary standards to tie employee rewards to the Company's performance. On the other hand, Onyx also offers dividend bonuses, incentive bonuses, and cash gifts for traditional festivals such as the Moon Festival, the Dragon Boat Festival, and year-end bonuses to share the Company's profits with employees. The average annual salary of full-time, non-managerial employees in 2022 was NT\$1,062,000, an increase of 15.8% from the previous year, and the median salary was NT\$997,000 (including salary, allotment, dividends, and bonuses).

Salary Policy

The Company's salary standard is determined based on the position, ability, education, work experience, and professional skills of the employees, and will not be affected by factors such as gender, race, religion, political position, and marital status. Onyx's standard starting salary in Taiwan is better than the minimum wage stipulated by the "Labor Standards Act". The Company also offers salary adjustments, bonuses, and bonus distribution systems based on operating performance, overall goal achievement, individual performance, and work contribution to reward colleagues for their efforts, thereby attracting, retaining, and motivating outstanding colleagues.

The ratio of the base salary of male employees to female employees

The ratio of starting salary of female employees	The ratio of starting salary of male employees
100%	100%

**Equal pay for equal work
Not differentiated by gender**

Onyx Healthcare upholds the business philosophy of "People-orientation". We recognize that employees are the cornerstone and driving force of the Company and its business management, thus we value our employees and their families, providing various welfare measures and establishing an Employee Welfare Committee under the law to organize a plethora of welfare measures. Furthermore, Onyx regularly holds employee activities such as family day, year-end banquets, and birthday parties to foster a sense of belonging among employees and engender a relaxed ambiance.

Comprehensive welfare measures

- Basic benefits**
 - Labor Insurance
 - Health Insurance
 - Labor Pension
 - Group Insurance
 - Education & Training
 - Year-end Bonus
- Leisure benefits**
 - Employee Incentive Travel
 - Family education lectures
 - Quarterly meetings & birthday parties
 - Family Day
- Healthcare**
 - Employee Health Examination
 - Employee assistance plan
 - On-site medical & health services
 - Quarterly factory medical consultation
- Special leave**
 - Birthday leave
 - Volunteer leave
 - Pandemic care leave
 - Indigenous ritual leave
- Bonuses/cash gifts/subsidies**
 - Employee dividend
 - Performance bonus
 - Cash gift for three major festivals
 - Birthday cash gift
 - Maternity cash gift
 - Maternity transport allowance
 - Wedding and funeral subsidies
 - Employee emergency subsidies

Maternity transport allowance and maternity cash gift: To encourage childbirth and sympathize with colleagues who are experiencing mobility problems in late pregnancy, the Company has introduced a maternity transportation allowance in 2022, providing colleagues with a monthly transportation allowance of NT\$3,000 for three months before the due date. Moreover, the maternity cash gift is increased to NT\$10,200 per child. A total of five colleagues received the maternity cash gift in 2022.

Colleagues eligible for parental leave as stipulated in the Labor Standards Act may apply for parental leave without pay. In 2022, two colleagues applied for parental leave without pay, and one of them was reinstated in the same year, achieving a reinstatement rate of 50%.

Employee parental leave situation	2022	2021	2020
Number of people eligible for parental leave	6	8	13
Male Employees	5	8	12
Female Employees	1	0	1
Number of people who applied for parental leave	1	0	2
Male Employees	0	0	1
Female Employees	1	0	1
Number of people reinstated after parental leave	0	0	1
Reinstatement rate	0%	—	50%

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Joined the Friendly Family Business Alliance,

This year, the Company has joined the Friendly Family Business Alliance, capitalizing on the professional R&D strength of NTNU Family Research and Development Center and the concept of industry-government-academia collaboration to quickly and efficiently introduce family education to the workplace. The aim is to enhance employees' family and life-related knowledge and promote work-family balance, to achieve a win-win situation and mutual benefit between the workplace and family. The program received a certificate of appreciation from the Ministry of Education.



Lecture highlights



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Employee development and training

Training and development system

Talents are the most important asset of Onyx Healthcare. At Onyx Healthcare, we provide diverse learning opportunities to facilitate knowledge circulation within the organization and improve the efficiency of obtaining knowledge by members. The comprehensive training system can be divided into eight major categories:

Orientation training

Onyx Healthcare provides new colleagues with comprehensive “orientation training” to help them assimilate into the Onyx family to unleash their talents, paving the way for their future learning and growth.

✓ Online learning

✓ New employee orientation

✓ New employee professional training

- ▶ Company product introduction, explanation of personnel regulations & work rules
- ▶ Company organization introduction, description of corporate culture, & business philosophy

- ▶ Code of Ethical Management & Social Corporate Responsibility
- ▶ Occupational safety & health

- ▶ Workplace introduction, work rules, the introduction of relevant systems and benefits
- ▶ Professional skill training

Professional skill training

Onyx Healthcare offers various training to accommodate different professional skill improvement needs. Moreover, we constantly strive to improve the professional capabilities of colleagues through internal and external training and encourage them to attend diverse external professional courses.

Executive core capabilities

Onyx Healthcare cultivates the necessary managerial skills of junior, mid-level, and senior executives.

Project-oriented training

Onyx Healthcare plans enterprise/product-related seminars from time to time.

Direct personnel training

Onyx Healthcare conducts comprehensive workstation skill training for direct personnel.

Self-growth & learning

Through the Aaeon Foundation's “Aaeon Literature Museum” and “Travel with Good Books” activities, Onyx Healthcare encourages colleagues to expand their horizons and macro thinking through reading and sharing.

Labor safety & health education & training

To prevent occupational disasters, Onyx Healthcare organizes annual labor safety and health education and training, covering topics such as work safety rules, fire protection knowledge, health education, and traffic safety to protect the safety and health of workers in the workplace.

Disaster prevention drills

To establish and reinforce employees' disaster emergency response capabilities, Onyx Healthcare conducts repeated training and drills. In addition, employees are divided into various emergency response teams that undergo regular training to make sure that Onyx Healthcare's employees remain calm when disaster strikes, thereby protecting them from injuries.



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Training modes and achievements

Onyx Healthcare's education and training include traditional lectures, practical drills, online learning, and compound learning. In 2022, Onyx Healthcare held a total of 3264.6 hours of training for 2,077 people, meaning that each employee received an average of 27.21 hours of training. Furthermore, Onyx Healthcare tries to understand the skill developments needed by employees through performance management and regular assessments, which are used as the basis for training and development.

Average training hours per employee

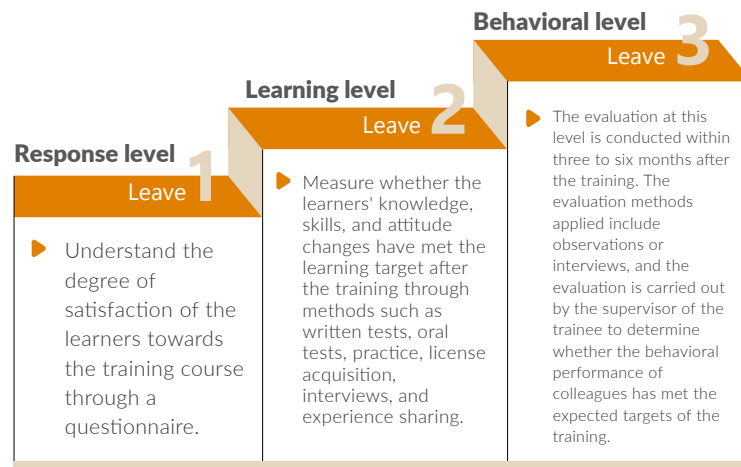
Year	2020	2021	2022
Total training Hours	2354	3309	3265
Number of employees	1369	1782	2,077
Average training hours per employee	21.02	28.77	27.21

Elite talent cultivation

To cultivate potential elite talents in the organization and ensure the continuity of the management, Onyx Healthcare has designed a training blueprint for elite talents by applying a systematic process to train and develop talents, as well as obtain the core skills needed now and in the future.

Training performance evaluation

Onyx Healthcare applies diverse evaluation tools and objective standards to determine training performance, and a feedback mechanism is created to act as a basis for decision-making. Application of evaluation tools:



Employee care and communication

Labor-management meeting

Onyx Healthcare has always upheld the philosophy of "People-orientation, Honesty, and Integrity", and we value the opportunity to communicate with our colleagues. To establish an open communication mechanism, quarterly labor-management meetings are convened. The Company also sends a senior executive from each unit to participate in the meeting and communicate with labor representatives on business management and labor-management-related matters. The meeting also provides an opportunity for them to interact and exchange opinions.

Establish various communication channels

Besides face-to-face communication meetings with management, colleagues who need to communicate and interact directly with the management may do so via phone or email to propose their opinions and suggestions at any time, and they will receive immediate feedback. Onyx Healthcare has created a suggestion email for colleagues to offer their opinions or suggestions at any time.

To protect colleagues' safety and enforce the Act of Gender Equality in Employment, Onyx Healthcare strictly prohibits any form of sexual harassment. Sexual harassment prevention measures, complaints, and disciplinary regulations have also been formulated. Colleagues are not discriminated against based on race, religion, skin color, nationality, and gender.

Onyx Healthcare not only cares about colleagues' work conditions, but also values their mental wellbeing as an individual, in the family, and life. Since 2016, we have introduced the Employee Assistance Programs (EPAs), and we continue to collaborate with "Teacher Chang" Foundation in 2022, which boasts years of experience in psychological counseling, to prevent and resolve issues that may lead to lowered organizational and personal productivity through third-party systematic, professional services, solutions, and resources. In doing so, employees can commit to their work with a healthy mind and body, in turn generating a win-win situation for labor and management.

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Occupational safety and health

Onyx values the safety and health of every employee because we regard employees as the most critical asset of the Company. We uphold the spirit of people orientation to offer a safe and sound workplace, and we support the government's legal policy on occupational safety to implement our occupational safety system and health measures:

1 Comprehensive occupational safety organization and personnel

To promote occupational safety and health, the Company has formed a level one occupational management unit equipped with occupational safety management personnel, occupational safety supervisors, first-aid personnel, contract physicians, occupational care, and other professional staff. Additionally, we have also established an Occupational Safety Committee, which convenes quarterly meetings focusing on four major dimensions (occupational safety facilities, occupational safety management, health promotion, supervision, and inspection), where the promotion and performance of various occupational safety measures are jointly reviewed and supervised by representatives from the labor and management committees.

2 Occupational Safety and Health Management Plan & Measures

The Company has formulated occupational safety management plans, management regulations, work rules, and other regulations, as well as created a comprehensive occupational safety and health management system to improve employees' occupational safety awareness, bolster safety and health measures, and continuously maintain workplace safety.

3 Occupational Safety and Health Education and Training

When new employees report for duty, they are given occupational safety and health education and training. The content includes comprehensive courses such as the Occupational Safety and Health Act, safety and health work rules, automatic inspection, SOPs, emergency response, fire protection, and first aid. In-service employees are required to receive annual on-the-job safety and health education and training, and the Company also arranges for professionals to participate in professional education and training (such as first responders, occupational safety management personnel, and fire protection administrators). The dissemination of professional education and training knowledge aims to establish a corporate safety culture.

4 Workplace environment monitoring

Onyx values the safety and health of our employees' work environment, thus we regularly implement biannual workplace monitoring and quarterly drinking water quality inspections. In addition, the Company evaluates the workplace and risk factor exposures through sampling, monitoring, and analysis to protect the safety and health of employees in the workplace.

5 Machinery and facility safety management

The Company implements automatic inspection and maintenance of various machinery and facilities to maintain their normal functioning. Furthermore, annual fire safety equipment inspection and reporting are carried out to improve and replace abnormal fire safety facilities at the workplace to make sure that their operational safety.

6 Contract work management

The risks associated with contract work are relatively high. To protect the safety of Onyx's contractors, the Company has formulated contractor management documents. Also, hazard notification, education and training, and construction application are conducted before construction to prevent occupational accidents. There were no occupational accidents last year, hence the Company continues to uphold the goal of zero accidents.



Occupational safety education, training, and promotion held by the Company in the last three years

Year	Number of employees in the Company	Number of employees who received occupational safety training	Number of occupational safety training hours
2020	106	121	545
2021	115	124	584
2022	120	135	621

Environmental and water quality inspection report



NO.	DATE	TIME	TEST	RES.	UNIT
1	2022-01-10	09:00	PH	7.2	PH
2	2022-01-10	09:00	TEMP	25.0	°C
3	2022-01-10	09:00	DO	8.5	mg/L
4	2022-01-10	09:00	TSS	15	mg/L
5	2022-01-10	09:00	SS	10	mg/L
6	2022-01-10	09:00	CO ₂	1.5	mg/L
7	2022-01-10	09:00	Ca	120	mg/L
8	2022-01-10	09:00	Mg	10	mg/L
9	2022-01-10	09:00	Fe	0.5	mg/L
10	2022-01-10	09:00	Mn	0.1	mg/L
11	2022-01-10	09:00	Zn	0.05	mg/L
12	2022-01-10	09:00	Cu	0.01	mg/L
13	2022-01-10	09:00	Pb	0.005	mg/L
14	2022-01-10	09:00	Cd	0.001	mg/L
15	2022-01-10	09:00	Hg	0.0001	mg/L
16	2022-01-10	09:00	As	0.001	mg/L
17	2022-01-10	09:00	Cr	0.01	mg/L
18	2022-01-10	09:00	Mo	0.01	mg/L
19	2022-01-10	09:00	Se	0.01	mg/L
20	2022-01-10	09:00	Co	0.01	mg/L
21	2022-01-10	09:00	Ni	0.01	mg/L
22	2022-01-10	09:00	B	0.01	mg/L
23	2022-01-10	09:00	Sr	0.01	mg/L
24	2022-01-10	09:00	Zr	0.01	mg/L
25	2022-01-10	09:00	Y	0.01	mg/L
26	2022-01-10	09:00	La	0.01	mg/L
27	2022-01-10	09:00	Ce	0.01	mg/L
28	2022-01-10	09:00	Pr	0.01	mg/L
29	2022-01-10	09:00	Nd	0.01	mg/L
30	2022-01-10	09:00	Pm	0.01	mg/L
31	2022-01-10	09:00	Sm	0.01	mg/L
32	2022-01-10	09:00	Eu	0.01	mg/L
33	2022-01-10	09:00	Gd	0.01	mg/L
34	2022-01-10	09:00	Tb	0.01	mg/L
35	2022-01-10	09:00	Dy	0.01	mg/L
36	2022-01-10	09:00	Ho	0.01	mg/L
37	2022-01-10	09:00	Er	0.01	mg/L
38	2022-01-10	09:00	Tm	0.01	mg/L
39	2022-01-10	09:00	Yb	0.01	mg/L
40	2022-01-10	09:00	Lu	0.01	mg/L

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7 Fire safety

Onyx has assembled a fire and self-defense group. Through biannual fire escape drills and courses, we can guide our colleagues to carry out evacuation and escape drills and fire extinguisher operations, so that they can remain calm in an emergency and escape quickly to minimize personnel and property losses.

8 Safety protection measures

The Company believes in the people-orientation philosophy and values the safe operation of our employees, therefore, we have provided the necessary personal protective equipment (PPE) such as gloves, masks, goggles, and sterilizers. Moreover, first aid kits are placed in various regions for emergency rescue purposes, and regular inspections are conducted every quarter to replace inadequate or worn-out protective equipment.

9 Health promotion - Employee health examination

The Company takes care of employees' welfare by adopting a prevention is better than cure approach to care for employees' physical health. Onyx offers annual health exams more frequently than statutory requirements. Employee health exams are held every year, and burnout inventory and musculoskeletal (ergonomics) questionnaire surveys are included to pay attention to the physical and mental balance of employees. In addition, health exam reports and health analysis services are also provided. Since 2020, the Company has engaged the services of professional physicians and nurses to provide on-site health promotion services, host health lectures from time to time, assist employees in health management, and provide health consultation services. Onyx regards employees as family members, thus we launched the "I will protect your health" program, because only healthy employees can remain productive over the long run, allowing the Company to realize the goal of sustainability management.

10 In response to the COVID-19 pandemic

the Company has formulated management regulations for the prevention and control of communicable diseases. The pandemic investigation was activated immediately through the rapid notification system, and the workplace was sterilized to effectively minimize the risk of workplace infection. For those diagnosed with mild symptoms, the Company also offers the option of working from home (WFH) to prevent business interruptions. To look after the health and well-being of the production line colleagues in the factory who cannot work from home, the Company also provides them with three days of paid pandemic prevention leave, allowing them to rest with peace of mind. Furthermore, the factory provides colleagues with free masks, rubbing alcohol, rapid antigen tests, and other pandemic-prevention resources to foster a healthy and friendly workplace.

11 The Company has introduced the ISO 9001 quality management system & ISO 14001 environmental management system.

Additionally, regular internal/external audits are conducted to continuously monitor quality and environmental management, as well as implement the 5S policy (Sort, Set in Order, Shine, Standardize, and Sustain), which emphasizes the importance of employees keeping a habit of maintaining environmental quality, safety, and health.

Onyx believes in a people-oriented corporate culture, and safeguarding the safety and health of employees is the only way to generate a win-win situation and attain corporate sustainability.

Biannual fire escape drills and event highlights



Safety protection measures



Health promotion event highlights



Note: Due to the COVID-19 pandemic in 2022, no gatherings were allowed, hence in addition to physical lectures, two online lectures were also held.



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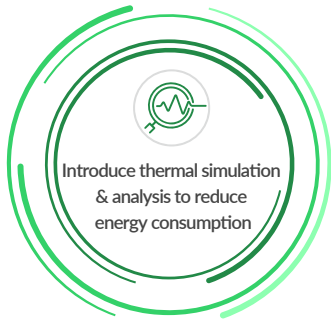
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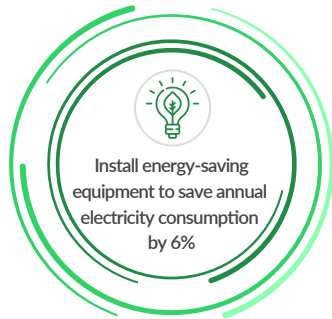
Environmental Sustainability

As a global citizen, Onyx Healthcare endeavors to realize a beautiful life for everyone, and we aspire to make the greatest possible contribution for the sake of environmental improvement. Besides complying with relevant environmental laws and regulations, we have incorporated the sustainable development strategy into our management system, as well as formulated environmental sustainability goals inspired by the spirit of ongoing improvement and pollution prevention in order to advance and promote environmental improvement activities from the inside out.

2022 Performance highlights



Increase product efficiency and lifespan, effectively decrease product pollution



Factory relocation, update energy-saving equipment to save energy more efficiently

SDGs





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Environmental Sustainability Policy

Onyx Healthcare is dedicated to the R&D, production, and sales of automated medical computers and other technological products. As global citizens, we endeavor to realize a beautiful life for everyone, and we aspire to make the greatest possible contribution for the sake of environmental improvement. Besides complying with relevant environmental laws and regulations, we have incorporated the sustainable development strategy into our management system, as well as formulated environmental sustainability goals inspired by the spirit of ongoing improvement and pollution prevention in order to advance and promote environmental improvement activities from the inside out. In terms of the environment, Onyx Healthcare's environmental statement is "Community-wide Satisfaction - Environment First", striving to reduce and prevent pollution via the 3Rs (Reduce, Reuse, Recycle), thereby increasing the reuse efficiency of resources and realizing the target of Road to Zero.

The Company's environmental philosophy:

-  Promote activities to care for & improve the earth with a people-oriented heart.
-  Implement environmental regulations & goal management with an honest heart.
-  Provide eco-friendly & high-quality technology with a heart of excellence & innovation.
-  Fulfill social, environmental, & public welfare responsibilities with a heart of global perspective.

Commit to environmental improvement, continual energy-saving, carbon reduction, and environmental protection with a heart of sustainability management.

International Environmental/Quality Management System

Since it was founded in 2010, Onyx Healthcare has always pursued excellence and provided products with stable quality. As of 2011, we have progressively obtained the ISO 9001 quality management system, ISO 13485 medical device quality management system, ISO 14001 environmental management system, and Europe's CE marking. In addition, we continue to renew our certification to truly materialize a green process, innovative environmental protection, and environmental management responsibilities. We also continue to uphold the supplier packaging material recycling mechanism to ensure the supply chain complies with environmental management-related regulations. The Company regulates and demands product quality from the customers' perspective, as well as implements the quality policy of "Customer Satisfaction, Quality First, and Continual Improvement". We also ensure that "total quality management" is applied to various dimensions of operation during different stages, constantly seeking room for improvement in a bid to obtain ongoing customer satisfaction and approval.

With limited resources on earth, Onyx Healthcare intends to protect the earth's environment by integrating internal product R&D, reinforcing energy-saving performance through product design, as well as saving resources, and achieving easy recycling. We carefully select low-polluting raw materials in conjunction with lean production and optimized manufacturing to minimize environmental pollution. Environmental protection is the Company's top priority. Concerning the procedures of administrative units and other units, more efficient, energy-saving, and carbon-reducing energy utilization methods are implemented to continuously maintain unit power consumption levels. We have also applied the Company's environmental policy of "Green Process, Innovative Environmental Protection, Sustainable Development, and Continuous Improvement". Onyx not only complies with the laws and regulations but also strives to significantly lower the environmental impacts and foster a balanced and harmonious relationship with the environment.

The general affairs unit continues to conduct inspections for every factory area and office after-hours. Besides checking the electricity consumption and the use of water and air-conditioners, energy-saving, water-saving, paperless, and waste-reduction measures are also introduced to realize the spirit of environmental protection in the manufacturing center.

Onyx Healthcare's certifications



ISO 9001 : QMS Standards, 2015



ISO 13485: QMS Standards, 2016



ISO 14001: EMS Standards, 2015



China Compulsory Certification

Some of Onyx products meets the CCC mark is required for both Chinese manufactured and foreign imported products



CE and FCC Certification

All ONYX Healthcare Inc. products have received CE and FCC Certification to prove our quality assurance.

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International Environmental/Quality Management System

Restriction and management of hazardous substances

Under the trend of international green product design and market requirements, Onyx Healthcare is also vigorously introducing and managing green materials/components projects. The eco-friendly requirements of Onyx Healthcare's products not only involve green design before product production to achieve the objective of lowering environmental impact but through green procurement, the environmental requirements are extended upstream to components and raw materials, as well as the entire process of product use and subsequent disposal. Onyx Healthcare defines harmful chemical substances as those that are persistent, bioaccumulative, toxic, carcinogenic, mutagenic, toxic replicable, and disruptive to environmental hormones. The Company complies with the regulations on the use of specific chemical substances and demands suppliers limit or prohibit the use of hazardous chemical substances. Onyx Healthcare has a responsible mineral procurement policy: We demand suppliers never use any illegal labor (to protect legal workers) and child labor and never purchase conflict minerals from countries around the Democratic Republic of the Congo.

In terms of hazardous substance management, Onyx Healthcare has always complied with the list of prohibited substances stipulated by RoHS (EU) Directive 2015/863. All of our new products comply with the RoHS (EU) Directive, and we have changed our product design and manufacturing process according to the list of ten prohibited substances stipulated by RoHS (EU) Directive 2015/863. The Company has revised the supplier management process, conducted a comprehensive parts inventory from the source, established an internal and supplier website or database to address RoHS issues, and provided customers with products that comply with restricted substance requirements. In addition to lead (Pb), cadmium (Cd), mercury (Hg), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs), Bis(2-ethylhexyl) phthalate, butyl benzyl phthalate (BBP), dibutyl phthalate (DBP), diisobutyl phthalate (DIBP), and other hazardous chemicals, Onyx Healthcare has also implemented relevant regulations on the use of batteries and packaging materials.

China RoHS

As for the China RoHS requirements, Onyx Healthcare has complied with the requirement of SJT 11364-2014 "Marking for the Restricted Use of Hazardous Substances in Electronic and Electrical Products". Besides marking on the products, various parts of the products must also state whether they have exceeded value restrictions stipulated by the SJT 11364-2014 "Marking for the Restricted Use of Hazardous Substances in Electronic and Electrical Products" and explained clearly in the user manual. All of Onyx Healthcare's electronics and electrical product packaging in China must comply with GB/T 18455-2010 "package recycling marking."

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Green Product Design

Onyx Healthcare products comply with the specifications of WEEE (Waste Electronic and Electrical Equipment Directive) and RoHS (Restriction of Hazardous Substances Directive). In the product design stage, we uphold the principle of environmental optimization and endeavor to reduce the potential environmental impact of our products. At the same time, we emphasize green and energy-saving design, thus the fanless and power-saving features of our products do not affect their high performance.



Concerning battery-powered equipment Onyx Healthcare's ORION system can document the power consumption and computer performance information of all nursing computers. This information is provided to the administrator to help analyze if certain software settings are abnormal, resulting in increased processor and HDD workload, as well as excessive power consumption. The system can decrease the battery power consumption of the nursing computer to realize energy savings and carbon reduction.

The ORION system also offers a remote control function, enabling the administrator to perform unified settings for multiple nursing computers within the same group, such as reducing the screen brightness to extend the battery life or adjusting the timing of the sleep mode to avoid unnecessary battery discharge when the computer is not being used, thereby realizing the goal of energy saving.

Thermal simulation and analysis are introduced in the early stages of product design, which offers comprehensive benefits for environmental sustainability. The main benefits are listed below:

- 1 Reduce energy consumption**
Evaluate the energy consumption trend of products under different operating conditions through thermal simulation and analysis, and optimize the design to decrease energy consumption. This helps to decrease reliance on energy, coal consumption and mitigates environmental impact.
- 2 Increase product efficiency and lifespan**
Evaluate product efficiency and performance through thermal simulation and analysis to regulate and optimize design. Decrease the product's energy consumption, enhance the user experience, and extends product lifespan.
- 3 Reduce product pollution**
Reduce R&D pollution during product development through thermal simulation and analysis. For instance, reduce the number of product proofs and verifications. For mass-produced products, their temperature distribution and thermal conduction properties are evaluated in advance, and the design is optimized to lower the impact of heat and heat radiation on the surrounding environment. This helps to mitigate environmental problems such as air pollution and global warming.

Three directions of environment-friendly design

- ✓ Purchase raw materials that do not contain harmful substances or contain less harmful substances.
- ✓ Include recyclable, reusable, and easy-to-disassemble elements in the design. In terms of mechanical design, 90% of the models with double-layer packaging have been replaced by reinforced single-layer packaging.
- ✓ Power management and low energy consumption functions are incorporated into the product design to achieve energy saving. The design efficiency of the electronic power supply is more than 85%, and the CPU boasting the lowest energy consumption in the same performance class is chosen, with the lowest CPUs offering a power consumption of 2-7W.

Eco-friendly packaging design

From the consideration of "resource conservation" to the recycling process of used products, Onyx Healthcare adopts an "eco-friendly" green packaging design strategy to formulate packaging design specifications, hoping to minimize the negative environmental impact of the product packaging process. The packaging cardboard box is made of eco-friendly pulp and complies with recycling standards. Besides using reusable and recycled EPE, the packaging material of some products distributed by Onyx is reduced, and the excess packaging material is used for other product shipments, thereby significantly decreasing the plastic content of packaging material while upholding the concept of recycling and reuse, and delivering the product to the customer safe and sound.

Onyx Healthcare invites suppliers to support the initiative through the Procurement Department. In terms of the recycling symbol, all packaging materials feature the international recycling symbol to raise customers' consensus on environmental protection. In terms of manufacturing and production, waste materials, waste cardboard boxes, plastics, and leftover packaging materials are classified and recycled effectively to lower environmental burdens.



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Energy Conservation, Carbon Reduction, and Energy Management

Waste management and resource recycling

In 2022, Onyx generated a total of 10,923kg and 10,322kg of industrial waste and recyclable waste, respectively. In particular, recyclable waste accounts for 91% of total waste, and the remaining waste consists of mainly packaging materials from purchasing raw materials (trays, plastics, panels). 94% of industrial waste is recycled and reused.

Industrial waste management

The Company searches for waste treatment service providers according to the rules imposed by Environmental Protection Administration (EPA) and makes "License Inquiries" for suitable service providers on EPA's waste control website. The Company's existing waste service provider has been able to present waste disposal and treatment license issued by the EPA or recycling permit issued by the Ministry of Economic Affairs; furthermore, the categories of waste the service provider is permitted to handle match those generated by the Company.

Resource recycling and disposal method

Waste & resource recycling categories ▶	Waste disposal cycle ▶	Waste disposal personnel ▶	Disposal method ▶	Reusable items
General waste (class D) (household waste)	Workday/time	Cleaning contractor (Taiyeh)	After the waste is collected and transported to the general waste bin (behind building A and B), the building management committee will dispose of it.	None
Resource recycling (class R) Recycling and reuse of waste paper, plastics, iron/aluminum cans, & packaging materials	Weekdays or depending on the waste accumulation conditions	Cleaning contractor (Taiyeh) and recycling and reuse by packaging material suppliers.	After the recyclable waste is collected and transported to the resource recycling area (basement of building B), the building management committee will dispose of it. Recycled packaging materials (trays, specialized cardboard boxes) are recycled and reused by suppliers.	Paper, plastics, iron/aluminum cans, kitchen waste. Trays and specialized cardboard boxes.
General industrial waste (class E) (Iron parts, scrap metal, & plastics)	Every year/time	Class A waste disposal contractor (Zhong De)	Recycled and reused by qualified contractors	Iron parts, scrap metal, plastics, and scraps.
Other non-production-related recycled waste from the production line (class R)	Weekdays or depending on the waste accumulation conditions	Cleaning contractor (Taiyeh)	After the recyclable waste is collected and transported to the resource recycling area (basement of building B), the building management committee will dispose of it.	Empty eco-friendly cleaning naphtha cans. Empty 75% rubbing alcohol barrels. Waste batteries. 14W T5 waste lamps/ballasts.
		Recycled and reused by suppliers	After collection, it is retrieved by suppliers for treatment and reused.	Waste tin dross (RD and RMA maintenance). Toner cartridges and printer ribbons

Energy Conservation, Carbon Reduction, and Energy Management

Water resource conservation and management

Onyx Healthcare does not consume water during production, only a small amount of water is used daily. Although the water expenses are paid by the building management committee, and the Company does not pay any water bill directly, we still implemented numerous water-saving measures:

Drinking water equipment maintenance

Onyx Healthcare has outsourced maintenance operations to a professional contractor that conducts maintenance in accordance with the contract. The details of each maintenance are recorded in the "Drinking Water Quality Inspection and Equipment Maintenance Record Form", which is placed in a conspicuous location on the equipment for inspection purposes. Every year, the water quality is tested for E. coli and total colony count to ensure the safety of our colleagues' drinking water.



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Energy conservation and management

Energy conservation and carbon reduction equipment improvement measures: High-efficiency, electronic T5 lamps are used, and the national lighting standards and regulations are observed. Install energy-saving recessed lighting on each aisle with switches on either end of the aisle to turn the lights on and off, thereby saving the number of lights used when working overtime during the weekends

The number of lights turned on. The escape lights, floor lights, emergency escape lights, and fire warning lights that are on permanently are replaced with energy-saving products.

Air conditioning and ventilation equipment ← The warehouse area has no air conditioning equipment, hence electric fans are installed. The factory is equipped with five chillers at 15 tons each, totaling 75 tons. Chillers offer outstanding efficiency, and they are equipped with temperature control knobs to achieve the goal of energy conservation. All air conditioning equipment complies with energy regulations.

In terms of water-related facilities ← Faucets in the Company's pantry and toilets are equipped with water-saving devices.

In terms of energy consumption ← Set digital control to turn the air conditioner blower on and off, turn off lights signs, set the automatic sleep time on the water dispensers and office machines to conserve power, and purchase home appliances (such as refrigerators) with energy-saving labels.



Digital timer

Refrigerator energy label



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Environmental activities

Continue to implement energy conservation and carbon reduction measures

Energy conservation and carbon reduction, and protecting the earth have become global trends, thus we continue to promote the concept of energy conservation and carbon reduction activities under the theme of "People's Dedication and Onyx's Care Foster Happiness on Earth". The Company continues to carry out various water-saving, power-saving, and resource recycling and regeneration transformation, where various specific energy-saving and carbon reduction measures guide colleagues to take action to save energy and reduce carbon emissions, as well as utilize and conserve various resources effectively to contribute to environmental protection on earth.

Energy-saving measures

Item	Measure
Lights	Change to T5 energy-saving lamps, post turn of the light signs on switches.
	Reduce the number of lights turned on or installed in areas with less illumination needs such as hallways, passages, and warehouses.
	Some lights are turned off or fewer lights are turned on during lunch break
	Colleagues working overtime after 19:00 should only turn on lights that are needed instead of turning them all on.
	Colleagues should make sure the lights in their departments and areas are turned off before leaving the office after work.
Air conditioning	The air conditioners are set at 26 degrees Celsius, and temperature setting reminders are posted on the switches
	The chillers are equipped with temperature control knobs and digital controls for the air conditioner blowers.
	Windows and doors should be closed to prevent cold air from escaping or hot air from entering, in turn increasing the air conditioners' workload.
	Window curtains should be closed depending on the direction of sunlight, or protective panels should be used as a sunscreen to prevent the sun's heat radiation from entering the interior.
	After using the conference rooms and studios, the air conditioner and the conference room doors should be closed.
Power	If air conditioning is needed for overtime work after 19:00 or during weekends, please apply to the general affairs personnel. The air conditioner may only be switched on if more than ten people are present to prevent the low loading, low efficiency, and high-cost operation of air conditioners.
	Computers or electrical appliances that will not be used for a long time should be powered off to reduce power loss in standby mode.
	Choose equipment with energy-saving labels (such as a refrigerator), and set the automatic sleep timer of the water cooler and office machines.
	Set the electricity contract capacity and record the electricity consumption status, and make adjustments accordingly.
Computer	Avoid heavy power consumption during peak electricity consumption hours. (Summer: Monday to Friday, 10:00-12:00, 13:00-17:00)
	For personal computers, the monitor and HDD should be turned off after five minutes of inactivity and enter standby mode after 30 minutes of inactivity.
Water	Power off the computers after work.
	Conserve water to avoid waste. No production process involves the use of water, only household water is used.
	The faucet water flow is reduced by 1/3 by using water-saving faucets.
Elevator	Report faucet or toilet leakages to the general affairs personnel immediately.
	Take the stairs more often and refrain from using the elevators.

Carbon reduction measures

Item	Measure
Paper	The photocopier only prints in black and white, color printing and photocopying are only used for work if necessary.
	Purchase lightweight paper.
	The office machine area should be equipped with a paper recycling box.
	Make use of the blank side of the paper for notes and drafts.
	Waste paper that has been printed on both sides can be used as coasters for lunch boxes.
	Store files electronically as much as possible to minimize physical paper printing.
	Meeting or education and training materials should be presented electronically as much as possible to avoid printing.
Green landscaping	Use the office machine to receive fax information electronically to reduce unnecessary printing on fax paper
	Place green potted plants in the office that are looked after by dedicated personnel to create a green office.
Resource recycling	The resource recycling area is divided into general waste, paper, glass, iron, and aluminum cans, plastics, kitchen waste, and batteries. Colleagues are encouraged to take the initiative to recycle resources.
	Electronic waste is centralized in the Company's waste recycling area and labeled as waste. They are recycled by class A recycling contractors for reuse.
Stationery	Colleagues are encouraged to use reusable stationeries such as binder clips or paper clips to avoid using disposable stationery.
Paper cups	The Company's pantry is stocked with a wide range of porcelain cups for colleagues and visitors to minimize the use of paper cups.
Tableware	The Company never asks for disposable tableware when ordering meals from caterers because we encourage colleagues to bring their reusable tableware.
Other	Packaging materials (trays or specialized cardboard boxes) are recycled and reused by the suppliers
	We encourage colleagues to take advantage of carpools or public transportation to commute to and from work to reduce carbon emissions.
	Promote "conference calls" and "video conference equipment" to elevate the efficiency of meetings.

Onyx is dedicated to promoting the environmental protection policy by adopting a top-down approach. Only with the collective support of the executives and colleagues can we truly decrease pollution, conserve energy, recycle and reuse, and materialize the environmental protection policy by "practicing environmental protection in everyday life".

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Disclosure of GHG Emissions Information

Based on the definition of GRI Standards, the report distinguishes the sources of GHG emissions as follows:

Scope	Type	Description
1	Direct GHG emissions	GHG emissions by Onyx's business locations
2	Energy indirect GHG emissions	GHG emissions from electricity purchased or obtained by Onyx used for heating, cooling, or generating steam
3	Other indirect GHG emissions	Emissions that occur outside Onyx, including upstream and downstream partners

Scope 2 Emissions (purchased electricity)

The scope of emissions involves mainly purchased electricity. In 2022, the Company's total electricity consumption was 366,291kWh, and the total emissions were 233,327kg CO2-e. As of 2021, electricity consumption was increased due to the inauguration of the Onyx Healthcare - NTUST AI Joint Research Center, hence electricity consumption rose by 6% in 2022.

Item	Emissions (purchased electricity) ▶ Year		
	2020	2021	2022
Annual electricity consumption (kWh)	182,884	345,267	366,291
Carbon emissions from electricity use (kg CO2-e)	116,497	219,935	233,327
Annual sales revenue (NT\$ thousand)	1,347,304	1,201,760	1,600,265
Electricity consumption (kWh) from sales revenue (NT\$ thousand)	0.136	0.287	0.229
Carbon emissions (kg CO2-e)/NT\$ thousand	0.0865	0.183	0.146

Onyx Healthcare's GHG calculations in 2022 are carried out by referring to the Carbon Calculator on the EPA's climate change website.

The relevant analyses are illustrated below:

Scope 1 (direct GHG emissions)	Scope 2 (energy indirect emissions)	Scope 3 (other indirect emissions)	Total carbon emissions	Emissions per unit of product kgCO2-e
0	233,327	51,153	280,669	9.8

Scope 3 Emissions (GHG emissions from employee transportation)

GHG emissions from employee transportation ▶				
Transportation tool	Transport distance/day	Carbon emissions/km kg CO2-e	Carbon emissions/day kg CO2-e	Carbon emissions/year Kg CO2-e
Motorcycle (59 Persons)	749.4 Km	0.06 Kg	44.964 Kg	51,153.56kg CO2-e
Car (26 Persons)	662.8 Km	0.24 Kg	159.07 Kg	
Public transport (35 Persons)	329.6 Km	0.04 Kg	13.18 Kg	

According to the Directorate-General of Personnel Administration, Executive Yuan, the number of working days in 2022 was 249 days (excluding Labor Day)

4 Social Inclusion

Chapter

Social Inclusion

Onyx Healthcare has long emphasized social welfare. Besides community engagement aspects such as rural education and looking after disadvantaged groups with Aeon Foundation, we also value the promotion of technical and vocational education, hence we engage in industry-academia collaboration with technical and vocational universities to create internship opportunities. In terms of environmental sustainability, we have been conducting beach cleaning activities since 2016, and have joined forces with Luodong Forest District Office, Forestry Bureau to plant 15,000 trees within a decade, in turn making a positive contribution to social inclusion.

2022 Performance highlights



Reaching a total of 21 interns and six industry-academia collaboration projects



Reaching a total of 42,256 people



Reaching a total of 4,680 trees, and reach a 31% completion rate



Accumulating 1304.3kg

SDGs



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Social engagement performance evaluation

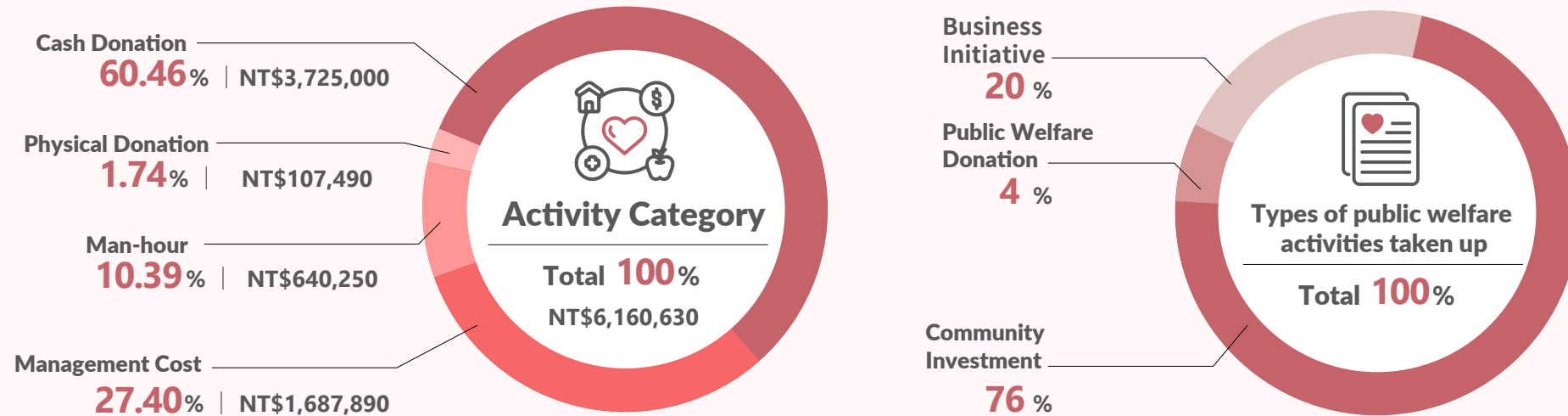
Onyx Healthcare has long invested in social welfare, to evaluate the overall performance effectively, the Company has taken into reference London Benchmark Group (LBG)'s "community investment assessment mechanism" to carefully document various expenditures in social welfare such as time, cost, physical donations, and management fees, as well as evaluate the potential positive benefits of these investments.

Description of public welfare investments:

Onyx Healthcare invested a total of NT\$6,160,630 in social welfare in 2022.

Besides community engagement aspects such as rural education and looking after disadvantaged groups with Aeon Foundation, we also value the promotion of technical and vocational education. Consequently, we have engaged in industry-academia collaborations with Taiwan Tech and China University of Technology to offer internship opportunities. The Company donates scholarships to China University of Technology to help recruit outstanding senior high school students to study in technical and vocational universities. In 2022, 26 students received scholarships worth a total of NT\$2,000,000. In terms of environmental sustainability, we have engaged in beach cleaning activities since 2016. Over the last six years, we have cleaned a total of 1304.3kg of marine waste and continued to promote the importance of plastic reduction at the source to our employees. Furthermore, we have continued to join forces with Luodong Forest District Office, Forestry Bureau to plant 15,000 trees within a decade. In the future, we expect the trees to absorb 180,000kg of CO₂ on earth annually, making a positive contribution to preserving trees for bees in Taiwan.

2022年公益投入類型及活動分類





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Education Development

Elevate Teaching Quality and Promote Industry-academia Collaboration

To reinforce global competitiveness, and foster R&D strength and technological development, the Company is dedicated to uplifting the educational quality of technical and vocational schools, as well as cultivating future youth talents. In 2022, we continued to vigorously cultivate professional talents needed by the industry in conjunction with Taiwan Tech and China University of Technology through "industry-academia collaboration", "in-service master's program", and "scholarships".

NTUST R&D Center project

In response to rapid developments in AI and IoT, AIoT software talents will become a critical component of the technology industry in the future. To accelerate the training of software talents, the Group decided to capitalize on the research resources of NTUST and consolidate the advantages of industry-academia partnerships. In late 2018, Onyx signed an agreement to provide a research fund of NT\$30 million to establish the Aeon Group x NTUST R&D Center, where the Company provides the needs of the industry and resources in conjunction with the academic advantages of the school's professors and students to engage in innovative R&D. It hoped that collaboration between the two parties will generate synergy. In 2022, two innovative R&D projects were completed by three professors and five master's/doctoral students.



Donate NT\$100 million to the China University of Technology for the technical and vocational education in-depth development project

Chairman Chuang, Yung-Shun appreciates the importance of technical and vocational education in the country. However, the current society and general environment are mainly higher education-focused, hence the technical and vocational system is wanting in terms of resources and environment. As a result, more students are faced with the predicament of insufficient technique and expertise. Inspired by the spirit of giving back to society and cultivating talents, the Chairman donated NT\$100 million to the China University of Technology in 2017 to be used as a scholarship for industry-academia collaborations and developments and serve other purposes such as digital teaching development and creation of a Chinese language center, smart industry development teaching enhancement plan, and welfare fund for outstanding teaching staff. In addition to donations, the relationship between Onyx and the China University of Technology is reinforced through the industry-academia class to train more outstanding talents in the industry, as well as assist the China University of Technology to transform into a unique university of science and technology and a role model for technical and vocational schools.



Join Gap of Learning & Field (GOLF) to minimize the industry-academia gap

To promote university education and minimize the industry-academia gap, the Company has joined the Gap of Learning & Field (GOLF) founded by AUO and other corporations. Chairman, Chuang Yung-Shun is appointed as a director of the Board of Directors and Supervisors to support GOLF by taking action. The Gap of Learning & Field (GOLF) facilitates students to integrate into the industry seamlessly in advance through industry-academia collaborations using online professional courses and offline enterprise internships, thereby realizing the spirit of applying theory to practice.

GOLF consolidates the abundant training and internship resources of various companies to provide 100 digital courses and over 570 internship vacancies. It also integrates school education with talent capabilities needed by the industry, hoping to combine the strengths of enterprises and schools and appeals to businesses from diverse industries to support the program, in turn creating an innovative partnership that combines industry-academia collaboration and resource sharing.



The achievements in 2022 are briefly described below:

- ✔ A total of 26 students received scholarships, including six high school students, and a total of NT\$2 million was given.
- ✔ **Four students attended the in-service master's program:** Launched industry-academia classes with the China University of Technology to provide students with enterprise internship opportunities and help them understand the workplace, accumulate practical industry experience, as well as train and reserve future talents needed by enterprises. In 2022, besides participating in industry-academia courses, two junior students visited the Company every Friday to learn about corporate operations. In addition, two senior students also joined the internship program for the entire year, exposing them to the industry's information in advance and allowing them to apply what they have learned.

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Promote Rural Education and Mitigate the Urban-rural Gap

Co-host the Tech Wonderland project with Aaeon Foundation

Since 2017, Onyx Healthcare has sponsored Aaeon Foundation to organize Tech Wonderland, a school technology education promotion program. In 2022, the program received a total sponsorship of NT\$1 million.

This year's "Tech Wonderland" saw the participation of five schools from Chiayi County including "Datong, Liulin, Meilin, Lucao, and Xinpi". The project includes five life science and technology exhibitions, namely "food technology application, home technology, transportation technology, technology future, wearable technology", and diverse science-oriented practical courses "computer assembly DIY, creative science games, virtual reality (VR), and augmented reality (AR), solar house DIY, HOC program experience, and animation is fun". From September 2022 to March 2023, a total of 239 exhibitions have been held for 7,117 participants.

Onyx Healthcare will organize a three-day two-night Taipei technological knowledge tour in the first half of 2023 to let school children experience different types of technological resources. Onyx Healthcare also provides colleagues with a one-day volunteer leave to encourage them to actively partake in volunteer activities and contribute to rural education.



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Climate Action

Commit to a decade of afforestation to protect mountains, forests, and the magnificence of Taiwan

With advancements in technology and an increasing population, society has become increasingly reliant on manufacturing and consumption. The consumption of a large amount of natural resources and energy generates excessive carbon emissions, exacerbates global warming, and extreme climates lead to natural disasters and ecological crises everywhere.

Onyx Healthcare committed in 2020 to plant 15,000 trees in a decade. In 2022, we collaborated with Luodong Forest District Office, Forestry Bureau to adopt 0.76 hectares and 0.24 hectares of forest land in the Dahu Subsection, Xiaogetou Section, Shiding District, New Taipei City and Shikongzi Section, Wantan Section, Pinglin District, New Taipei City, respectively. The money raised from adopting, planting, and protecting trees assists the Forestry Bureau to reclaim the land and plant 1,500 trees for bees saplings including Taiwan Gordonia, Mori Cleyera, Griffith's Ash, Ring-cupped Oak, Red Nanm, Formosan Sweet Gum, Taiwan Acacia, and Poongaoil Pongamia. It is estimated that the forest will absorb 18,000kg of carbon emissions annually after it grows into mature trees in the future, thereby helping the ecological conservation of local trees for bees.

The Company has arranged for colleagues to participate in the activity. Starting from digging the planting holes, planting plants, appreciating the touching sentiments of tree planting, to promoting the importance of energy conservation and carbon reduction, it is hoped that they can take action to contribute towards carbon reduction.



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Marine Conservation

The Ocean Thanks You - Reduce Plastic to Love the Ocean - Enterprise Joint Beach Cleaning Campaign

The coastal Provincial Highway No. 2 abounds with tourist attractions and recreational facilities, yet the 48km-long coastline is affected by ocean currents and monsoons that constantly push marine debris to the shore and cause pollution. Onyx Healthcare hopes to organize beach cleaning activities to let colleagues understand the origin and types of marine waste, and that people are the "contributors" of marine waste and pollution. Since 2020, we have adopted the Wanli coastline of New Taipei City to demonstrate our commitment to environmental sustainability.

The 2022 beach cleaning activity was held on December 3. To further promote plastic reduction at the source, we encouraged employees to bring their water bottles by handing out NT\$50 gift vouchers as an incentive.

The activity saw the participation of 130 people and collected a total of 324.5kg of beach waste which consists of bottle caps, straws, and other convenience products that we use every day. It is hoped that the activity will let colleagues understand that beach cleaning is a never-ending process, only by practicing small gestures such as "reducing plastic" at the source and loving the earth through "waste reduction" will the earth become a better place. The event aims to instill environmental awareness into the hearts of Onyx employees.



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Health and Welfare

Intelligent critical respiratory care pandemic prevention and isolation platform project

In response to the COVID-19 pandemic, Onyx has joined the fight against the pandemic by donating AOI multi-channel respiratory monitors to Far Eastern Memorial Hospital. Thanks to the recognition of Far Eastern Memorial Hospital and Metal Industries Research & Development Centre (MIRDC), the intelligent critical respiratory care pandemic prevention and isolation platform of the "Medical Equipment Industry Technical Guidance and Promotion Program" sponsored by the MOEA, and protect the citizens' health to the best of Onyx's abilities.

The severe infectious respiratory diseases of COVID-19 will become people's greatest adversary. The "intelligent critical respiratory care pandemic prevention and isolation platform" is used outside the isolation area (front room) to monitor the patient's respiratory (sound) conditions and various physiological values, and adjust the respirator and medical treatment accordingly. Through Heroic Faith Medical Science's proactive noise cancellation stethoscope, as well as the development of the bedside real-time deep learning monitoring software service called Airmod based on the Snapdragon SD-888+ mobile platform. This, combined with Onyx Healthcare's AOI multi-channel respiratory monitors, allows for the monitoring and caring of patients' respiratory conditions, as well as decreases the chance of valuable medical personnel coming in contact with patients.



Care for and give back to the community and disadvantaged groups

Onyx Healthcare's Corporate Sustainable Development Responsibility Committee has planned the Social Engagement Group to care for and give back to the community and society. Social Engagement Group: Uphold Chairman Chuang, Yung-Shun's philosophy of "People orientation and Caring for society" and endeavor to create a better tomorrow by fulfilling our

Promote public welfare point collection activity ▶

To encourage colleagues to become an integral part of the Company's benevolent efforts, and to expand the Company's support and assistance for underprivileged groups, so as to make charity an essential component of Onyx's corporate culture, colleagues who participate in the Company's public welfare activities will receive 500 points for every four hours, with the maximum being 1,000 points per day. Public welfare points collected by colleagues can be donated to an NPO of his/her choice in the name of the Company in order to encourage them to proactively engage in public welfare activities, thereby making charity an essential component of Onyx's corporate culture.

Step30 collection activity ▶

Support the actions and philosophy of "Step30 international ministries" to donate resources to third-world countries and help residents to improve their basic living conditions. Aaeon and Onyx co-launched the "Aaeon/Onyx Step30 collection activity", inviting colleagues to arrange their second-hand shoes, summer clothes, and backpacks, and send love to the corners of the world in need. Thanks to the enthusiastic support of colleagues, 17 boxes of resources were collected for Step30, and they were donated by Chairman, Chuang, Yung-Shun and Huang, Hui-Mei of the Foundation on behalf of the colleagues. Onyx proactively discovers and supports needs. By hosting charity service activities, we intend to demonstrate Onyx's passion for public welfare and fulfill our duties as corporate citizens.



Participate in the "Let There Be Love in Life" joint blood drive in the science park ▶

Onyx Healthcare vigorously participates in the Let There Be Love in Life joint blood drive in the science park every quarter, and colleagues are encouraged to support the initiative. Thanks to the enthusiastic support of our partners and enterprises in the science park, 164 bags of 250ml blood bags were donated in 2022. Through everyone's joint participation in social welfare, it is hoped to foster a sense of solidarity and unity within the science park.

Onyx charity - Second-hand goods collection activity ▶

The 2022 "Onyx charity - Second-hand goods collection activity" was organized by Onyx Healthcare's Welfare Committee to collect 85 boxes of second-hand but useful goods from our enthusiastic colleagues including children's picture books, daily necessities, kitchenware, clothes, shoes, and bags. Chairman Chuang, Yung-Shun and Huang, Hui-Mei of the Foundation led volunteer partners to hand over second-hand goods to a logistics firm on July 14, which were delivered to "Hualien Woodpecker Life Association" and "A Kernel of Wheat Foundation" as supplies for disadvantaged families or charity sales.



"Corporate charity - Second-hand Goods collection" promotes the concept of cherishing resources and helps to endow rural children with more learning and growing opportunities through goods donation.

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102-1	Name of the organization	Company Profile	8
102-2	Activities, brands, products, and services	Company Profile Product service and technology	8-12
102-3	Location of headquarters	Company Profile	8
102-4	Location of operations	Company Profile	8
102-5	Ownership and legal form	Company Profile	8
102-6	Markets served	Company Profile	8
102-7	Scale of the organization	Business performance Organizational chart	15 / 17
102-8	Information on employees and other workers	Happy Enterprise	34-40
102-9	Supply chain	Company Profile Customer Partnership Green Supply Chain	8/29/31-32
102-10	Significant changes to the organization and its supply chain	N/A	
102-11	Precautionary Principle or approach	Risk Management Information Security Management	24/33
102-12	External initiatives	N/A	
102-13	Membership of associations	Stakeholder Identification and Communication	25
Strategy			
102-14	Statement from senior decision-maker	The Management's Commitment	4
102-15	Key impacts, risks, and opportunities	Future industry outlook and opportunities	14
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Corporate Governance and Risk Management	18-24
102-17	Mechanisms for advice and concerns about ethics	Corporate Governance and Risk Management	18-24

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102-18	Governance structure	Corporate Governance and Risk Management	18-24
102-19	Delegating authority	Corporate Governance and Risk Management	18-24
102-20	Executive-level responsibility for economic, environmental, & social topics	Corporate Governance and Risk Management	18-24
102-21	Consulting stakeholders on economic, environmental, & social topics	Stakeholder Identification and Communication	25
102-22	Composition of the highest governance body & its committees	Corporate Governance and Risk Management	25
102-23	Chair of the highest governance body	Corporate Governance and Risk Management	18-24
102-24	Nominating and selecting the highest governance body	Corporate Governance and Risk Management	18-24
102-25	Conflicts of interest	Corporate Governance and Risk Management	18-24
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance and Risk Management	18-24
102-27	Collective knowledge of highest governance body	Corporate Governance and Risk Management	18-24
102-28	Evaluating the highest governance body's performance	Corporate Governance and Risk Management	18-24
102-29	Identifying and managing economic, environmental, and social impacts	Risk Management	24
102-30	Effectiveness of risk management processes	Risk Management	24
102-31	Review of economic, environmental, & social topics	Risk Management	24
102-32	Highest governance body's role in sustainability reporting	Risk Management	24
102-33	Communicating critical concerns	Stakeholder Identification and Communication	25
102-34	Nature and total number of critical concerns	Stakeholder Identification and Communication	25
102-35	Remuneration policies	Overall Remuneration	35-36
102-36	Process for determining remuneration	Overall Remuneration	35-36
102-37	Stakeholders' involvement in remuneration	Stakeholder Identification and Communication	25
102-38	Annual total compensation ratio	Talent attraction and retention	35-36
102-39	Percentage increase in annual total compensation ratio	Talent attraction and retention	35-36

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GRI 102	General Disclosure 2016		
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102-40	List of stakeholder groups	Stakeholder Identification and Communication	25
102-41	Collective bargaining agreements	Employee care and communication	38
102-42	Identifying and selecting stakeholders	Stakeholder Identification and Communication	25
102-43	Approach to stakeholder engagement	Stakeholder Identification and Communication	25
102-44	Key topics and concerns raised	Stakeholder Identification and Communication	25
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Business performance	15
102-46	Defining report content and topic Boundaries	About the Report	3
102-47	List of material topics	Stakeholder Identification and Communication	25
102-48	Restatements of information	N/A	
102-49	Changes in reporting	N/A	
102-50	Reporting period	About the Report	3
102-51	Date of most recent report	About the Report	3
102-52	Reporting cycle	About the Report	3
102-53	Contact point for questions regarding the report	About the Report	3
102-54	Claims of reporting in accordance with the GRI Standards	About the Report	3
102-55	GRI content index	GRI Standards Comparison Table	57-65
102-56	External assurance	N/A	

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GRI 103	Management Approach 2016	The Management's Commitment	4
GRI 201	Economic Performance		
201-3	Defined benefit plan obligations & other retirement plans	Talent attraction and retention	35-36
GRI 202	Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Talent attraction and retention	35-36
202-2	Proportion of senior management hired from the local community	Employee profile	34
GRI 203	Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Environmental Sustainability	41
203-2	Significant indirect economic impacts	N/A	
GRI 204	Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Sustainable Supplier Management	31-32
GRI 205	Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Corporate Governance and Risk Management	18-24
205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance and Risk Management	
205-3	Confirmed incidents of corruption and actions taken	N/A	
GRI 206	Anti-Competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, & monopoly practices	N/A	

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GRI 103	Management Approach 2016	The Management's Commitment	4
GRI 301	Materials 2016		
301-1	Materials used by weight or volume	N/A	
301-2	Recycled input materials used	Green supply chain	
301-3	Reclaimed products and their packaging materials	Green supply chain	
GRI 302	Energy 2016		
302-1	Energy consumption within the organization	Disclosure of GHG Emissions Information	48
302-2	Energy consumption outside of the organization	Disclosure of GHG Emissions Information	48
302-3	Energy intensity	N/A	
302-4	Reduction of energy consumption	Energy Conservation, Carbon Reduction, & Energy Management	46
302-5	Reductions in energy requirements of products & services	Green Product Design	44
GRI 303	Water and Effluents 2018		
303-1	Interactions with water as a shared resource	N/A	
303-2	Management of water discharge-related impacts	Energy Conservation, Carbon Reduction, & Energy Management	45
303-3	Water withdrawal	N/A	
303-4	Water discharge	N/A	
303-5	Water consumption	N/A	

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GRI 304 Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas & areas of high biodiversity value outside protected areas	N/A	
304-2	Significant impacts of activities, products, and services on biodiversity	Energy Conservation, Carbon Reduction, and Energy Management	46
304-3	Habitats protected or restored	N/A	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	
GRI 305 Emissions 2018			
305-1	Direct (Scope 1) GHG emissions	Disclosure of GHG Emissions Information	48
305-2	Energy indirect (Scope 2) GHG emissions	Disclosure of GHG Emissions Information	48
305-3	Other indirect (Scope 3) GHG emissions	Disclosure of GHG Emissions Information	48
305-4	GHG emissions intensity	N/A	
305-5	Reduction of GHG emissions	Disclosure of GHG Emissions Information	48
305-6	Emissions of ozone-depleting substances (ODS)	N/A	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), & other significant air emissions	N/A	
GRI 306 Effluents and Waste 2016			
306-1	Water discharge by quality and destination	N/A	
306-2	Waste by type and disposal method	Green supply chain	31
306-3	Significant spills	N/A	
306-4	Transport of hazardous waste	Green supply chain	31
306-5	Water bodies affected by water discharges and/or runoff	N/A	

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Environmental Topics			
GRI 307 Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	N/A	
GRI 308 Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Green supply chain	31
308-2	Negative environmental impacts in the supply chain and actions taken	Green supply chain	31
Social Topics			
GRI 103 Management Approach 2016			
GRI 401 Employment Mployment 2016			
GRI 402 Labor/ Management Relations 2016			
GRI 403 Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Occupational safety and health	39-40
403-2	Hazard identification, risk assessment, and incident investigation	Occupational safety and health	39-40
403-3	Occupational health services	Occupational safety and health	39-40
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational safety and health	39-40
403-5	Worker training on occupational health and safety	Occupational safety and health	39-40
403-6	Promotion of worker health	Occupational safety and health	39-40
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational safety and health	39-40
403-8	Workers covered by an occupational health and safety management system	Occupational safety and health	39-40
403-9	Work-related injuries	Occupational safety and health	39-40
403-10	Work-related ill health	Occupational safety and health	39-40

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Social Topics			
GRI 404	Training and Education 2016		
404-1	Average hours of training per year per employee	Employee development and training	37-38
404-2	Programs for upgrading employee skills and transition assistance programs	Employee development and training	37-38
404-3	Percentage of employees receiving regular performance and career development reviews	100%	
GRI 405	Diversity and Equal Opportunity 2016		
GRI 406	Non-Discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	N/A	
GRI 407	Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	
GRI 408	Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	N/A	
GRI 409	Forced or Compulsory Labor 2016		
409-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A	
GRI 410	Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Happy Enterprise Employee development & training	34 / 37-38
GRI 411	Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	N/A	
GRI 412	Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	N/A	
412-2	Employee training on human rights policies or procedures	Employee development and training	37-38
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Happy Enterprise	34

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GRI 413	Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Stakeholder Identification and Communication Care for and give back to the community and disadvantaged groups	25 / 56
413-2	Operations with significant actual and potential negative impacts on local communities	N/A	
GRI 414	Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Green supply chain	31
414-2	Negative social impacts in the supply chain and actions taken	N/A	
GRI 415	Public Policy 2016		
415-1	Political contributions	N/A	
GRI 416	Customer Health and Safety 2016		
416-1	Assessment of the health & safety impacts of product & service categories	N/A	
416-2	Incidents of non-compliance concerning the health & safety impacts of products & services	N/A	
GRI 417	Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Product service and technology 2022 technology and research overview International Environmental/Quality Management System	9 - 13 / 42
417-2	Incidents of non-compliance concerning product and service information and labeling	N/A	
417-3	Incidents of non-compliance concerning marketing communications	N/A	
GRI 418	Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	
GRI 419	Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	N/A	

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Disclosed Theme Indicator Code	Report Content or Descriptions	Corresponding Sections	Page
Water Management			
TC-ES-140a.1	(1) Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress (2) Total water consumed, percentage in regions with High or Extremely High Baseline Water Stress No water is used in the manufacturing process, only water for the factory office and people's livelihood, and the water source is tap water, which has no major impact on natural water sources and is uniformly handled by the factory office management committee.	Water resource conservation and management	46
Waste Management			
TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled A total of 8,414kg of industrial waste and resource garbage, among which waste paper boxes accounted for the largest 89% of the recyclable waste, and the other small amount was packaging materials removed during feeding (trays, cartons, plastic panels, etc.).	Energy Conservation, Carbon Reduction, and Energy Management	45
Labor Practices			
TC-ES-310a.1	(1) Number of work stoppages (2) Total days idle Onyx Healthcare Inc. has no work stoppage or strike in 2022.		
Labor Conditions			
TC-ES-320a.1	(1) Total recordable incident rate (TRIR) for direct employees and contract employees (2) Near miss frequency rate (NMFR) for direct employees and contract employees Onyx Healthcare Inc. has no cases of occupational diseases and no occupational accidents in 2022.		
TC-ES-320a.2	(1) Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities (2) Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities Onyx Healthcare Inc. fully complies with the relevant RBA code of conduct, but has not yet applied for the relevant VAP verification.		
TC-ES-320a.3			
Product Lifecycle Management			
TC-ES-410a.1	Weight of end-of-life products and e-waste recovered, percentage recycled	Energy Conservation, Carbon Reduction, and Energy Management	45
Materials Sourcing			
TC-ES-140a.1	Description of the management of risks associated with the use of critical materials In order to manage and respond to the risks of this supply chain, Onyx Healthcare Inc. has taken the following measures: (1) Maintain a reasonable inventory level (2) Promoting supplier diversity (3) Backup logistics plan and assembly base (4) Improve supplier audits	Green supply chain	31