



2015 CSR

Corporate Social Responsibility Report

Editing principle

About Askey's CSR report

This is the third CSR report published by Askey Computer. By reporting key aspects reported through this report, we hope that stakeholders can better understand our achievements in sustainable development. In the future, we will improve our operating strategy and policy with reference to the topics of stakeholder concern and report them in the report. We plan to publish the CSR report on an annual basis. The next report will be published in Q2 2017

Scope

The scope revealed in this annual report covers Askey Computer Corp, hereinafter referred as Zhonghe factory and the sub-invested Askey Technology (Jian Su) LTD, and hereinafter referred as Suzhou factory, without the involvement of operating points and service centers in other areas and other corporate bodies not under direct management. The financial performance in this report is represented in New Taiwan Dollar, while ESH related performance is represented by international general indexes.

The scope of entity in revealed in this annual report is the same as the 2014 annual report except for the adjustments made in major aspects according to the identification and negotiation result of this year's interested parties. Please refer to the scope and boundary chapters of major aspects for related descriptions.

Please visit Askey's official website of finance report for financial information involved in this report: http://www.askey.com.tw/financial_reports.

Guidelines

This report contains core disclosures from the Global Reporting Initiative (GRI)-G4 Sustainability Reporting Guidelines to select and analyze the contents, so as to report the sustainable topics, relevant strategies, targets and measures of this company. The current status of disclosures of various performance indicators is listed in detail in the GRI Indicator Correspondence at the end of this report.

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Business philosophy

- General Manager's talk

Business philosophy

General Manager's talk

"2015 Askey's Corporate Social Responsibility - Communicate with Love, Love Communication". Being a corporation manufacturing network communication (Netcom) products, we have the most potential and accuracy in talking and developing corporate social responsibility, as the core spirit of Netcom industry is energy saving, carbon reduction, spreading love and promoting social welfare. By fast expressing information energy saving and conveying people's emotions, we are to further increase the sense of happiness to achieve the prosperity of benefiting the society.



Askey expects to be the best medium of communication and network communication with the society. We use information technology in food, clothing, housing, transportation, education, entertainment and medical science to develop intelligent business areas and cities by combining store information, urban transportation, medical equipments, environment monitoring and other information into cloud APPs to promote information delivery and distribution, and to attain the goal of user-friendliness, convenience, energy saving and carbon reduction. Also we participate in the Internet of Things (IoT) to improve the management control effectiveness in equipments, devices and personnel and further to manage and remote control household and automobile equipments for achieving the ideal of smart and energy-saving life. Furthermore, Askey actively marches toward the transformation of future technology and manufacturing industries - Industry 4.0, using the intelligence of octopus to combine big data, cloud, IoT and smart equipment for achieving the smart manufacturing based on demands.

In 2015, Askey fully extended the commitment toward ourselves and customers and supported CSR, EICC, product carbon trace, BCM continuous operation management and other green requirements to promote employee-friendly work environment and welfare. For the elevation of self-nature, we actively promoted CMMI (Capability Maturity Model - Integrated) internally to enhance the management and R&D process of software development standardization; and promoted new ISO9001:2015, ISO14001:2015 and ISO22301:2012 to ensure the R&D and productivity quality and to further promote employees' educational concept for keeping the best career competitiveness.

"Remember the path we were on, walk steadily on the current path and aim at future paths". With the abundant experience accumulated in the past 26 years, Askey aims at the future trends in the upcoming new era and expects and cares everyone in Askey to walk ahead together to improve human welfare and create the best performance.

General Manager of Askey Computer

Robert Lin

About Askey

- **Basic company information**
- **Corporate operation structure**
- **Corporate social responsibility (CSR) committee**
- **Askey's visions and business philosophy**
- **Product introduction**
- **Askey's honor**
- **Corporate revenue and profits**
- **Business continuous management and risk identification**

Basic company information

Founded in 1989, Askey Computer Corporation is a subsidiary of the internationally renowned brand ASUS. At present, we are a world-leading network communication and electronics developer with more than 8,000 employees across the world and an annual sales turnover over NTD 26 billion.

Headquartered in Taipei, Taiwan, we are currently focused on ODM and OEM services. At the same time we focus on development and innovation, and we are the first company to acquire America's cable labs and Europe's EuroDOCSIS certification in Taiwan. We want to enhance our abilities therefore we are constantly hiring technicians for our RDN department, which focuses on broadband, Wi-Fi, VoIP and video conference product developments.

In terms of division of labor, Taipei is our R&D center while Suzhou, China is our production base. Our complex, comprising three advanced processing plants in Suzhou, occupies a total area of 300,000m². Pursuing sustainable operation through continuous development of core business and maintaining incessant innovation through dedicated R&D we are committed to providing worldwide customers with the most innovative, best-quality and most competitive products, and a reliable and satisfactory after-sales service.

Askey currently is not bound by contract with outside associations, but we are very eager in cooperation and participating in all kinds of electronics committee, which allows us to submit suitable suggestions to the government, fulfilling our role as a participant. Ever since the start of this company, upholding the principle of fair trade and fair market competition, we strongly request employees and officers of all levels to strictly follow the code of conduct against anti-competitive practices we also follow antitrust laws and regulations. In 2015, therefore, no involvement in any anticompetitive act has reported at Askey, nor were we involved in antitrust ligation of any kind. In maintaining business neutrality

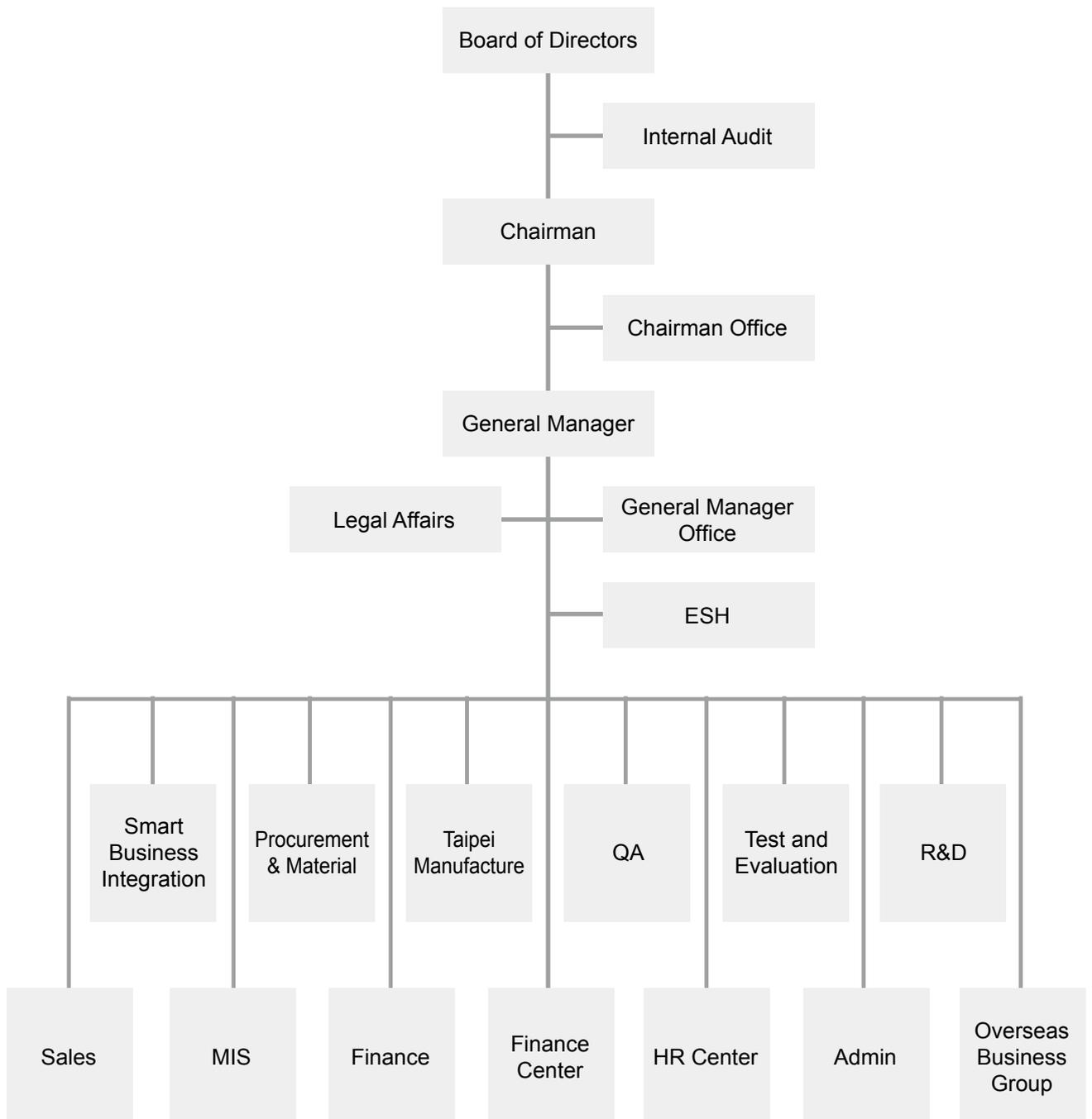
Association participation	Character
Taiwan Electrical and Electronic Manufacturers' Association	Member
Taiwan Transportation Vehicle Manufacturers Association	Member
Taiwan Telematics Industry Association	Member
New Taipei City Green Industry Association	Member

In order to establish a good Board of Directors governance system, to perfect the supervising function and strengthen the management mechanism, the Article 2 of "Regulation of Public Offering Corporate Board of Directors Meeting" is followed by holding Board of Directors at least once per quarter. The Board of Directors consist include of the chairman, the chairman of ASUS and a director with professional background and technical experience, to jointly take the responsibility of company's operation and supervision.

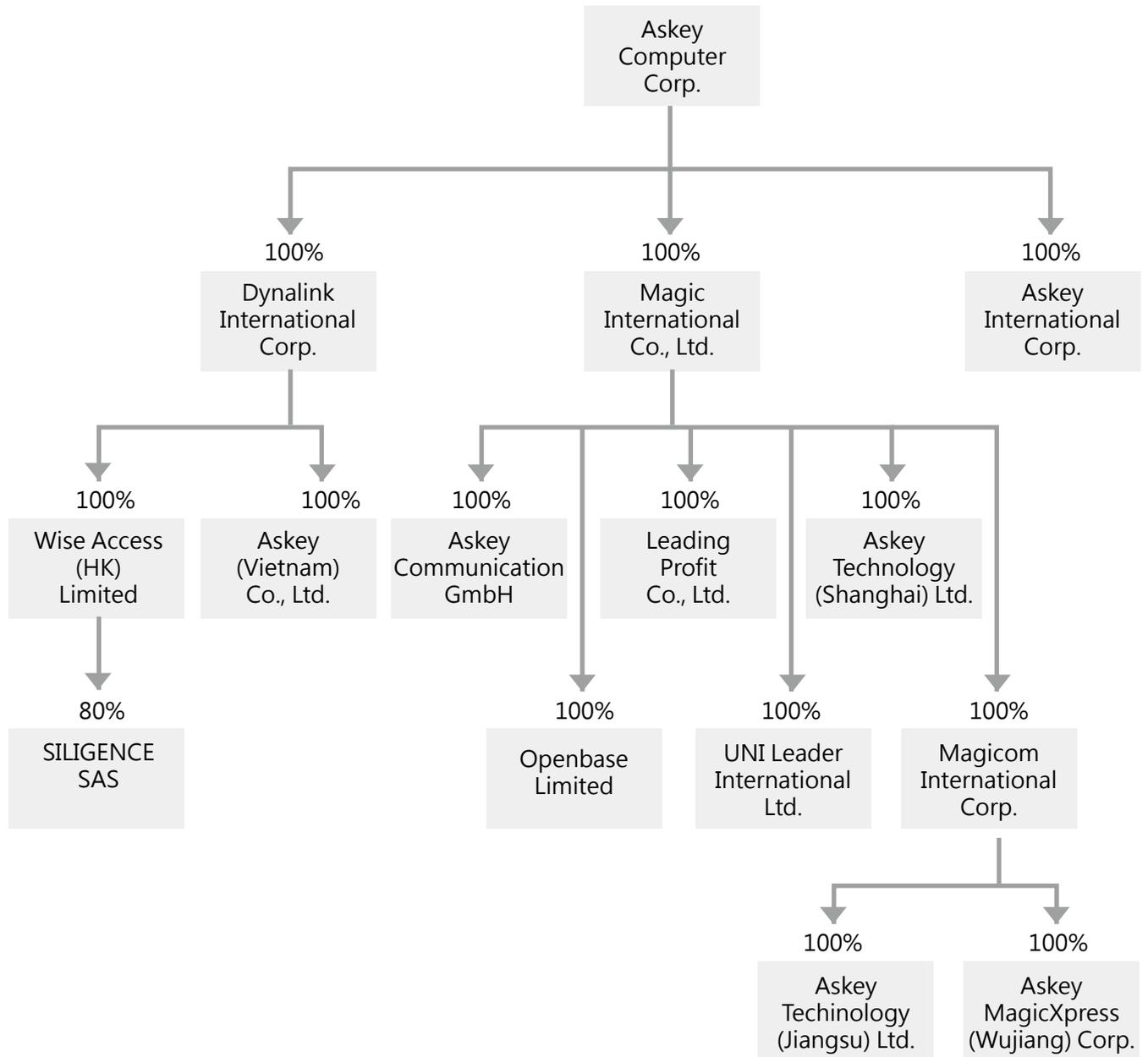
Title	Name
Chairman	Robert Lin
Director	Jonney Shih
Director	Jerry Shen

Milestone	Highlights
1989	Askey Computer Corporation is founded in Taipei, Taiwan.
1995	ISO 9001 certification in Taipei.
1997	Initial public offering in Taipei.
1998	ISO 14001 certification in Taipei.
1999	Askey is the first Taiwanese company to be certified by Cable Labs for its Cable Modems.
2001	TL 9000 certification in Taipei. Wi-Fi certification. Establish China manufacture plant in Suzhou.
2002	OHSAS18001 certified in Taipei. TL9000 certified in Suzhou.
2006	Askey becomes a member of ASUSTek. TS16949 certification. ISO 14001, OHSAS18001 certification in Suzhou.
2007	QC080000 certification. ESD S20.20 certification in Suzhou.
2009	ISO/IEC17025 accreditation in Suzhou.
2010	ISO 14064-1 verification.
2012	ISO 13485 certification.
2013	Produce the first edition of CSR report.
2014	Certified by medical equipment GMP.
2015	Qualified manufacturers are included into our IPC JSTD-001/IPC-A-610 manufacturers eligible list.

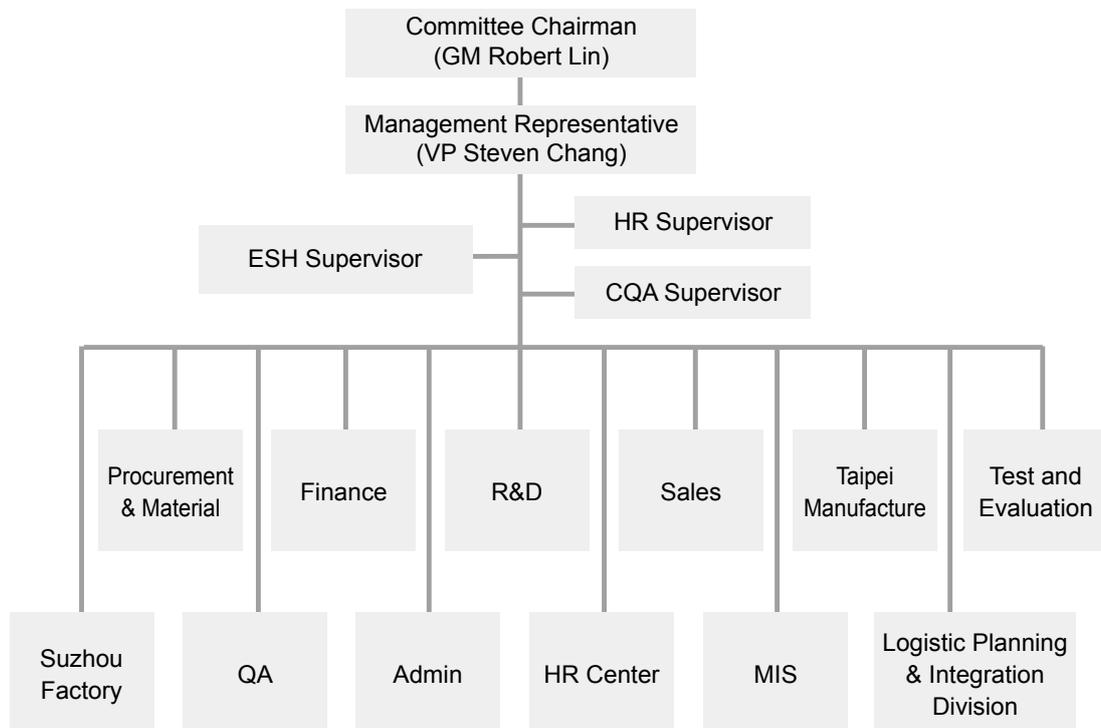
Corporate operation structure



Organizational chart



Corporate social responsibility (CSR) committee



Various units	Job description
Committee chief	Draft the objectives and policies for sustainable development
Management representative	Establish the CSR system
Executive secretary (general affairs department, administration division)	Environmental protection, health and safety
Executive secretary (administration division, management headquarters)	Business ethics and labor rights
Executive secretary (customer quality assurance division)	Customer communication and feedback
Other related departments	Policies supporting sustainable development

According to the WBCSD, “Corporate Social Responsibility is the continuing commitment by business to contribute to economic development while improving the quality of life of the workforce and their families as well as of the community and society at large”. When establishing the CSR Committee, therefore, Askey shall register, assess and identify the impact caused to CSR by its activities, product production processes, infrastructure, change, and workplace, including activities of administrative departments. Askey shall assess the impact on CSR and ESH of environmental aspect, safety and health risk, employee welfares and business ethics. Askey shall also quantify the potential risks produced by activities to identify their significance and risk.

Askey's visions and business philosophy

Inspire, motivate and nurture our employees to explore their highest potential.

Commit to integrity and diligence; focus on fundamentals and results.

Endlessly pursue to be number one in the areas of quality, speed service, innovation and cost-efficiency.

Strive to be among the world-class high-tech leaders and to provide valuable contributions to humanity.

The ODM/OEM of Netcom products is the main business of Askey and simultaneously we focus on innovative R&D. In 2015, Askey delivered the smart household system - QBee in response to the digital family product demand, which has media playing, storing, sharing and other functions. Users can connect to favorite video Apps easily. Equipped with the smart device control function, the system can turn on/off appliances remotely as well as detect indoor temperature, humidity and illumination to attain the purpose of energy saving, which was also awarded the 2015 Good Design in Japan.

At the same time, Askey also launched projects with cross-field integration, such as the Intelligent Bus Shelter, which incorporated Askey's 4G, Wi-Fi, IP CAM, Beacon and other components. In addition, we cooperate with partners from various fields, such as Huaxia, Yuanjin, Weichih, Jinda, Acer, Easycard and other companies, to jointly build such Intelligent Bus Shelter as a communication tool between the government and citizens. In the future it can be applied versatility in food, clothing, housing, transportation, education, entertainment and other aspects for creating a more convenient living environment.

In the future, Askey will head toward the development of diversely-integrated intelligent city, Internet of Things and Industry 4.0, and use the manufacturing basis of ODM/OEM of many years for intelligent integration and head toward the goal of diversified development.

For environmental friendliness, we actively improve the environmental facilities in the factory for resource reutilization and energy saving. Also, by upgrading lighting to energy-saving type, air-conditioning energy saving, heat recycling and water conservation facility, we actively recycle and reutilize resources and keep heading toward the goal of energy-saving and carbon reduction.

As for employee's friendly work environment, we not only provide the employee's health check every year and various health forums, but also place health monitoring devices in the factory linked to the health management App to long-term and more closely care employee's health and expect to build a friendly environment for healthy physical and psychological growth.

Product introduction

Askey has diversified broadband network and wireless transmission products as well as network application products that satisfy the rapid changing and versatile development of modern network.

The products include digital family, digital medical communication, intelligent vehicle accessories, mobile communications, micro base station, etc. Through the rapid and high efficiency product technology integration, Askey offers customers complete, solid and high quality total solutions to meet the increasing demand of customization market.



Askey's honor



Sample enterprise for China's foreign trade export leading index



Outstanding enterprise training station



Advanced customs management certified enterprise



2015 Enthusiastic to participate in social welfare



2015 Enthusiastic to participate in social welfare



Compassionate donation for remote school



Compassionate donation for remote school



Healthy occupational Environment certification Health facilitation label



Tobacco control label

Askey's honor



ISO 14001 Environmental management system



OHSAS18001 Occupational health and safety system



QC 080000 Hazardous substance process management



ESD S20.20 ESD prevention management system



TL 9000 - Quality management system for the telecommunications industry



ISO14064-1 Greenhouse gas



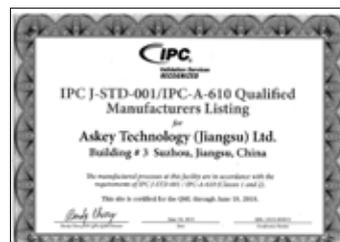
ISO TS 16949 Automotive quality management system



ISO/IEC 17025 General requirements for the competence of testing and calibration laboratories



ISO13485 medical device quality management system



IPC-JSTD-001/IPC-A-610

All international certifications have been verified by SGS Taiwan Ltd., DNVGL Business Assurance Co., Ltd. and China Quality Certification Centre and issued certificates. We keep maintaining the effectiveness of these certificates.

Corporate revenue and profits

Askey spares no effort in the field of research and development 2015 revenues reached NTD 29.663 billion, NTD 3.68 million after-tax earnings; In 2015 we invested in an R&D fund amounting to NTD 2.49 million, Our Suzhou Plant continuously benefits from the “deductible tax for investments in technology development”, a tax incentive from the local government.

The overall revenue in 2015 is not as well as 2014, this suggests that the company is growing steadily after the strategic re-adjustments of products and organization.

For more financial information please visit our Askey website
http://www.askey.com.tw/financial_reports.html

Pass two years company revenue

Item	2015	2014
Total Revenue	26,260,113	31,735,451
Operating Revenue	29,663,026	34,949,739
Operating Cost	26,233,895	31,414,885
Operating Expenses	3,429,131	3,534,854
Employee Benefits	3,402,913	3,214,288
Financial Cost	59,684	101,748
Directors and Supervisors' Rewards	0	0
Income Tax	131,726	170,718
Retained Value	368,498	813,617

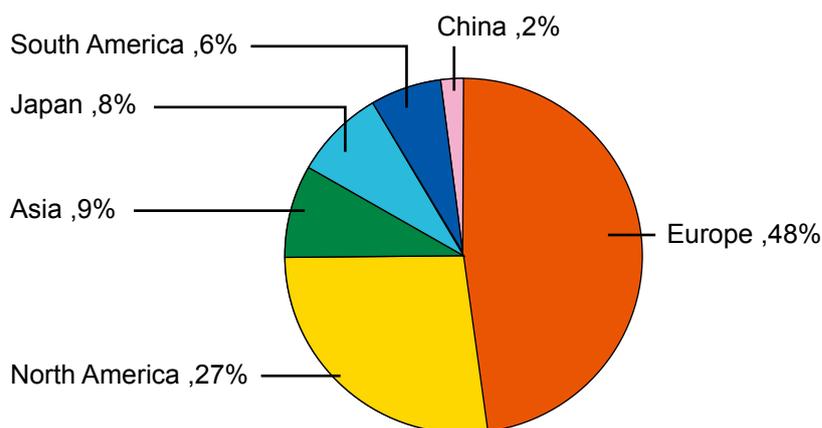
Unit: K NTD (New Taiwan Dollar)

Total Revenue = Operating cost + Business - Employee Benefits

Operating Revenue = Total Revenue + (Employee benefits + Financial cost + Directors and Supervisors' Rewards + Income Taxes)

For details please see the financial reports on the official website

Askey global sales revenue propotion



Business continuous management and risk identification

Any country or organization can be in a state of crisis
---Master of crisis management Chung Chiu

In response to the trend and changes of the whole electronic industrial chain, Askey actively devotes in the service and development of related technologies required in Industry 4.0 as well as concentrates in international technology development trend and actively implement various international standards, so as to ensure that upon providing various business services, Askey will satisfy customers' need and the regulations of operating sales areas regarding product quality, environmental management, occupational safety and other concerns.

In order to achieve the goal of sustainable operation, Askey established various management strategies regarding workplaces, environmental safety and green products. We seek for no overtime, no child labor used, no enforcement, anti-corruption and request employees to sign the commitment form and the notice for business operation as well as implement various ESH internal standards, such as ISO 14001 and OHSAS 18001, and regularly invite external organizations for certification.

In order to reduce the risk of operating activities in 2015, Askey referred to ISO 22301 BCM (Business Continuity Management) and built a flexible responding framework through identifying the potential impact from threatening organizations, so that we can improve the business continuity ability and strengthen the competitiveness to further protect the profits of customer, shareholders and company.

Concerns	Current status management strategies	Risk management objectives
Economic	ISO 22301	Continuous operation
Environment	ISO 14001	Follow environmental regulations
Society	Workplace policy and goal OHSAS 18001	Protection of employee's rights comply with related regulations

The establishment of BCM requires leaders from each company department for mutual communication, coordination and brainstorming, and to propose corresponding BCP against critical risk events. In 2015, Askey drove the BCM system and gathered 42 people from Zhonghe factory and 52 from Suzhou factory to attend a 2 days (14 hours) training course for strengthening staff's cognition toward the BCM system. We propose corresponding BCPs for fire disaster, contagion, earthquake, supplier bankruptcy and other accidental events and carry out a large-scale rehearsal regarding two scenarios every year to confirm the effectiveness of risk control and BCP of each unit.

2015 BCM drill	Zhonghe factory	Suzhou factory
Script	Unable to self-extinguish in a factory fire	Moderate contagion diseases
Script	earthquake	fire disaster

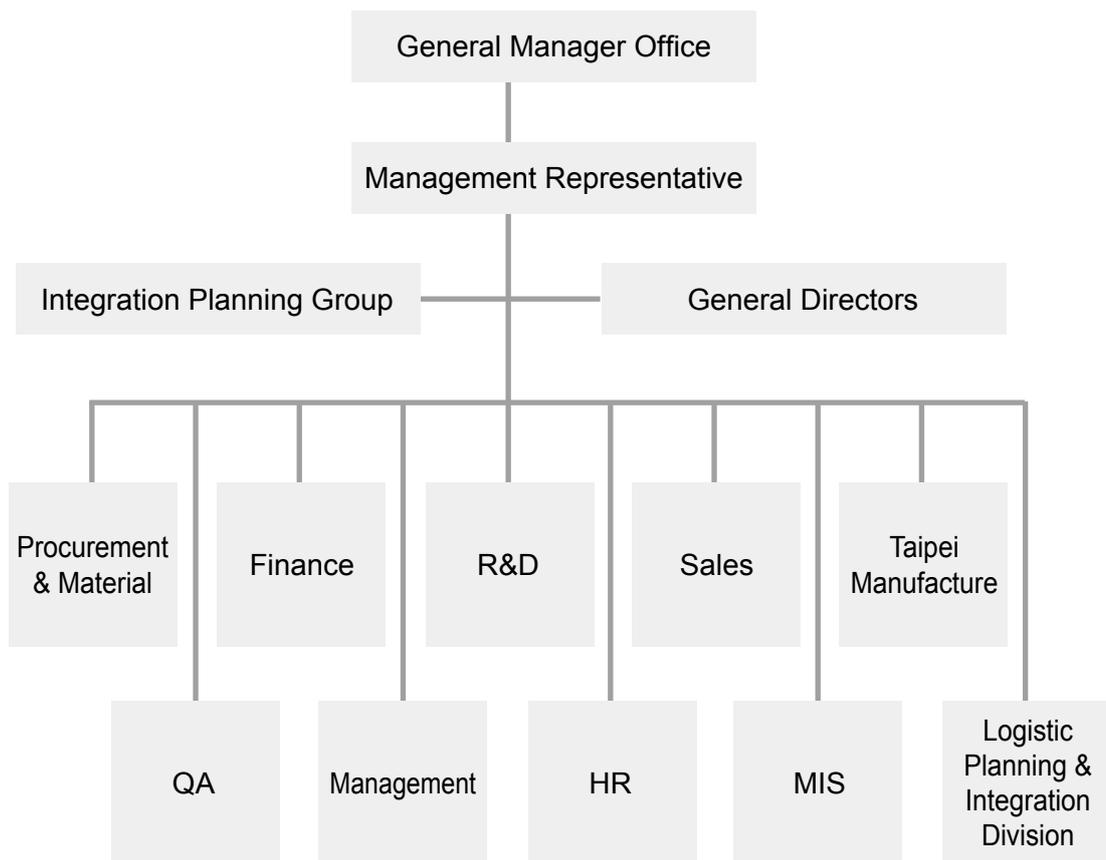


BCM drill- adjustment of the machine



BCM drill- Roundtable conference

BCM organizational chart



Sustainable operation and issue management

- **Identification and communication with interested parties**
- **Identification of major aspects**
- **Scope and boundary of major aspects**

Identification and communication with stakeholders

Stakeholders are individuals or groups affecting or affected by the business activities. Stakeholder interaction is an important part of business operation. As it is necessary for Askey to assume its responsibilities and perform its obligations for stakeholders, we establish comprehensive communication channels to understand the topics of customer's stakeholder's concern regarding the company

CSR committee identifies its important beneficiaries based on the person's reliance, responsibility, tension, influence and diverse opinions towards Askey in the current year, and sets the boundaries for the report based on this information.

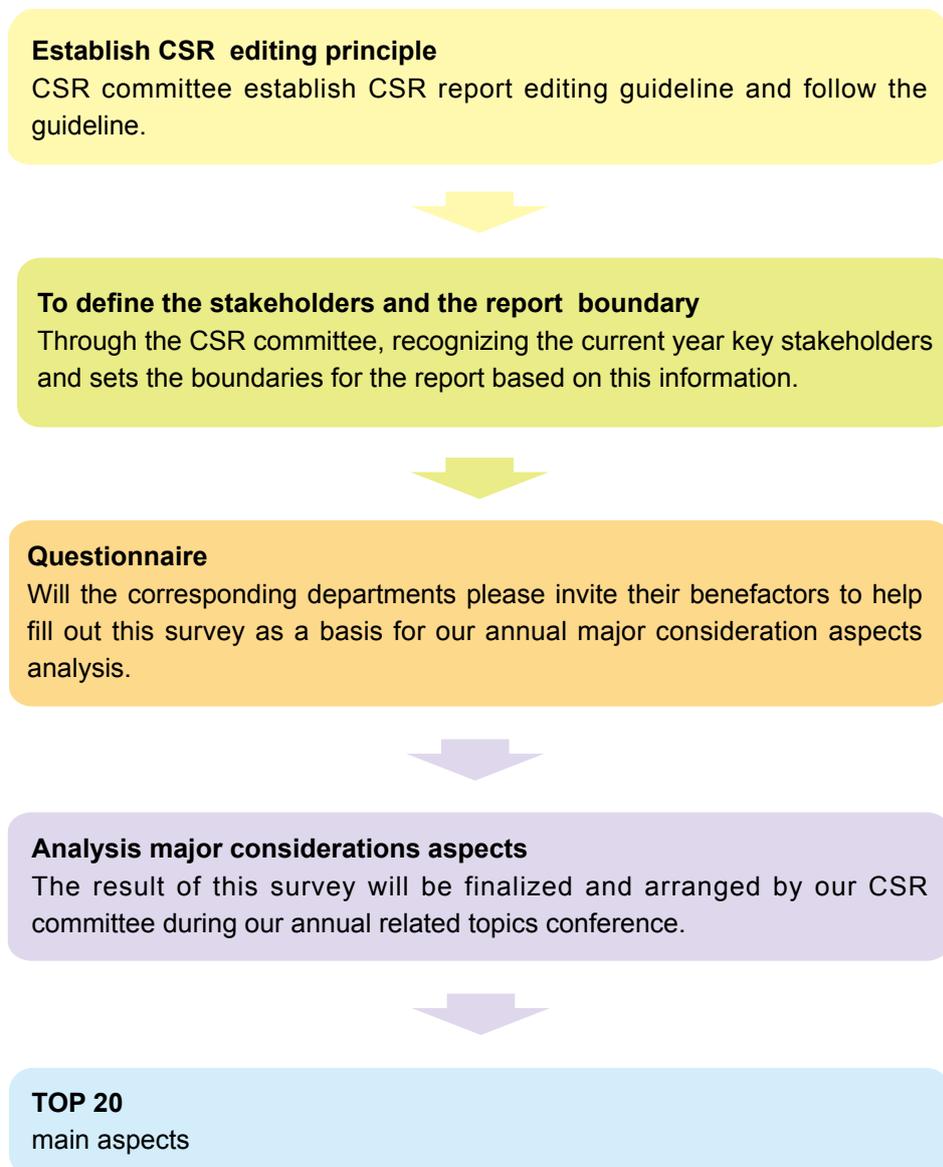
Stakeholders	Main topic	Communication channels	Frequency of communication	Responses section page
Customer	Customer Rights Assurance	Customer satisfaction survey	Twice a year	63
		Product information on Askey official website	Irregular	10
	Product Introduction Energy and resources management	Maintain customer contacts through periodic meetings and correspondence	Irregular	
		Periodic customer audits	Irregular	
		Global Customer Service	Irregular	
Employee	Employee development Respect for Health	Employee suggestion box	Irregular	34
		Employee welfare committee	Irregular	
	Safety and the environment Wages and welfares	Internal and external training	Irregular	39
		Labor-management meeting	Irregular	28
		Labor safety committee	Quarterly	28
Shareholder	Operational performance	Periodic financial reports	Once a year	13
		Askey board of directors	Quarterly	5
Supplier	Supplier management	Supplier conference	Once a year	56
		Supplier CSR audit	Irregular	58
		Askey B2B platform	Irregular	56
Contractor	Contractor management	Assessment and evaluation	Irregular	59
		OSH Committee	Irregular	59
Community	Community charitable activities	Charitable activities	Irregular	Social care and love communication
Government	Regulatory compliance	Check, visits, submit documents	Irregular	To coordinate with related announcements
	Environmental resources management	Fire Safety Cognition	Once a year	

Identification of major aspects

Askey applied GRI G4 sustainable guideline which is including 46 aspects to divide the main topics.

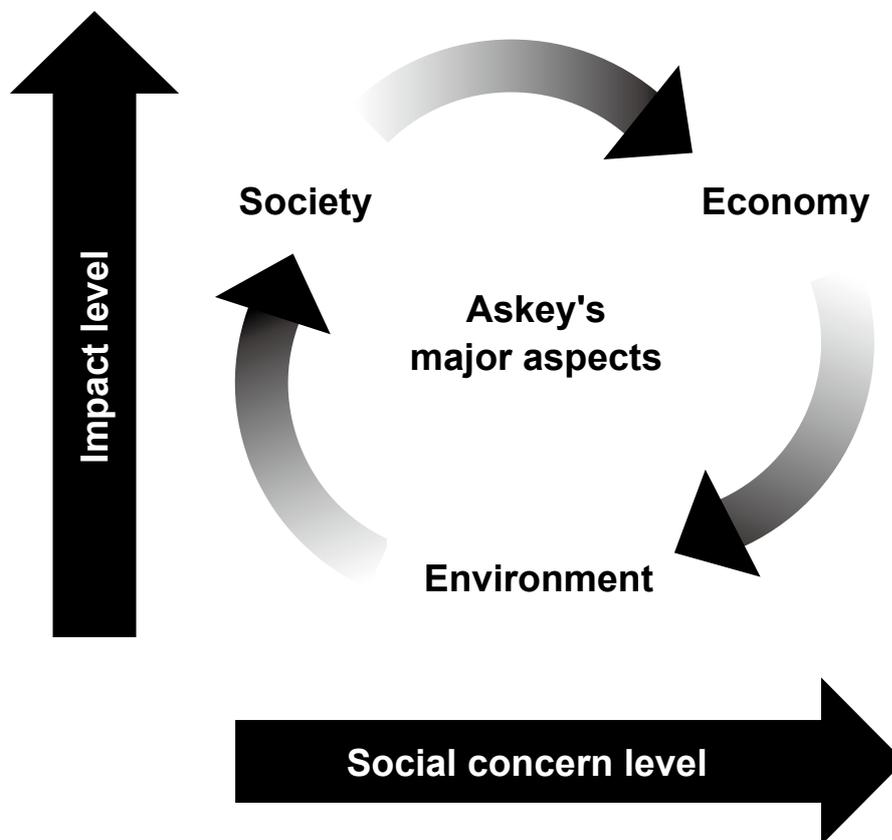
In order for as key to fully reflect its concerns for the economy, environment and the society and to meet our benefactors expectations, CSR committee must continuously discuss and promote its ideas and make sure of its reliability and integrity.

We made 192 questionnaires and the method of materiality analysis is as follow:



Askey's annual major aspects

We identified 25 major issues according to the impact level and social concern level in the matrix graph, among which 20 major aspects were decided for this year after the review of CSR committee meeting. The issue aspects cover economy, environment, society, labor, human rights, product responsibility, etc., while the top five concerns are economical performance, raw material, emissions, waste water and waste and environmental laws and regulations compliance. The result shows that not only the economical performance issue is valued by Askey's interested parties, but environmental related issues are receiving wide attention along with the growing of environment cognition. The aspects and indexes revealed in 2015 are shown in the tables and the corresponding content is revealed and explained in this report.



2015 Askey's major aspects

Category	Aspects	Index	Instruction
Economic	Economic performance	G4-EC1	Direct economic value generated and distributed
Environment	Emission	G4-EN15	Direct Greenhouse Gas (GHG) emissions (scope1)
		G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)
	Wastewater and waste	G4-EN23	Total weight of waste by type and disposal method
	Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations
	Energy	G4-EN3	Energy consumption within the organization
Society- Labor	Labor / Management Relations	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements
	Occupational Health and Safety	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs
	Training and Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category
Society- Human Right	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken
	Child Labor	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor
	Forced or Compulsory Labor	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.
	Security Practices	G4-HR7	Percentage of security personal trained in the organization's human rights policies or procedures that are relevant to operations
	Supplier Human Rights Assessment	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken
Society- Society	Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations
	Anti-corruption	G4-SO5	Confirmed incidents of corruption and action taken
	Anti-competitive Behavior	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes
Society – Product Responsibility	Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement
	Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services
	Product and service labeling	G4-PR5	Results of surveys measuring customer satisfaction
	Customer privacy	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data

Scope and boundary of major aspects

Based on the sequence of related topics, this report's inner border consists of Zhonghe and Suzhou branch, the outlining border consists of our suppliers and contractors. The outlining border is determined by issues that are impactful and then individualized. The following categories are substantive aspects covered by the border, and are based on GRI indicators index.

Category	Aspects		Index	Inner		Outer		
Economic	Economic performance		G4-EC1	Askey Computer Corp.	Askey Technology (Jian Su) LTD.	Supplier / Contractor	Customer	
Environment	Emission (Scope1)		G4-EN15	V	V			
	Emission (Scope2)		G4-EN16	V	V			
	Wastewater and waste		G4-EN23	V	V			
	Compliance		G4-EN29	V	V			
	Energy		G4-EN3	V	V			
Society	Labor	Labor/ Management relations	G4-LA4	V	V			
		Occupational health and safety	G4-LA5	V	V			
		Training and education	G4-LA9	V	V			
	Human right	Non-discrimination		G4-HR3	V	V	V	
		Child labor		G4-HR5	V	V	V	
		Forced or compulsory labor		G4-HR6	V	V	V	
		Security practices		G4-HR7	V	V		
		Supplier human rights assessment		G4-HR11	V	V	V	
	Society	compliance		G4-SO8	V	V	V	
		Anti-corruption		G4-SO5	V	V	V	
		Anti-competitive behavior		G4-SO7	V	V		
	Product responsibility	Customer health and safety		G4-PR1	V	V		
		Compliance		G4-PR9	V	V	V	V
		Product and service labeling		G4-PR5	V	V		V
Customer privacy		G4-PR8	V	V		V		

Askey work place and friendly environment

- **Occupational and environmental policies and goals**
- **Employee structure and turnover analysis**
- **Safe and healthy work environment**
- **Human right and ethics**
- **Employee care**
- **Energy and resource management and revealing**

Occupational and environmental policies and goals

Askey will not let employees to work in a hazardous environment but provides a healthy and safe work environment with mutual trust and respect. While we provide a safe and comfortable work environment and constantly pursue high quality and productivity, we strictly follow related laws and regulations. Askey had implemented ISO 9001 International Quality Management Systems, ISO 14001 Environmental Management Systems and OHSAS 18001 Occupational Safety and Health Management Systems, and established an occupational safety and health committee, which gathers labor and management representatives, supervisors and safety personnel for joint coordination and supervision to fully deploy environmental safety activities and examine the execution performance. We fulfill corporate social responsibility with constant actions to achieve the goal.

No special treatment or discrimination for every employee with regards to their gender, nationality, races, religions, marriage condition or political perspective. Regulated "Child labor saving and underage and prison labor management measures" and "Labor ethical review procedures" by referring to EICC international standards. There is no child labor or forced labor according to the laws and regulations. We protect child labor and the right of underage and prison labor, and strictly implemented the labor ethic risk assessment. There is no receiving of any infringement of human rights or discrimination penalties or fines.

Environmental safety policies:

1. Follow related environmental laws and provisions.
2. Enhance the pollution source control, precede the process waste reduction and reduce the impact on the environment during manufacturing.
3. Prevent and continuous improve pollutions, save energy and do resource recycling.
4. Introduce the best process to improve the operation environment to protect the safety and health of staff.
5. Implement the environmental safety management training and propagandize to increase all staff's concept of safety and environmental protection.
6. Communicate well inside and outside the factory, and propagandize the environmental safety management system and policies.

Labor ethics policies

- No use and not support to use child and prison labor, and forced labor.
- Racism, gender discrimination and mistreatment of staff are prohibited.
- Complied with local laws and standards for staff's work hours.
- At least one day off is arranged for staff in seven days a week.
- The basic wage complies to the lowest wage regulated locally.
- Fully pay the overtime pay and social insurance according to laws.
- No overtime, night shift or dangerous position is arranged for underage labor.
- Sincere business operation without bribing or providing any form of improper benefit.
- Staff are strictly limited from corruption, extortion and embezzlement.
- Respect and protect intellectual property (intellectual property).

Employee structure and turnover analysis

When recruiting new talent externally, we will consider local personnel to be high-level officers and aggressively recruit excellent talent in different fields to join Askey in accordance with the Askey personnel selection process. All candidates must pass the interview, examination, test, and health examination before employment. When there is an employment change, Askey will proceed in accordance with of the Labor Standard Law, which shall be observed by both the employees and employer.

Zhonghe factory:

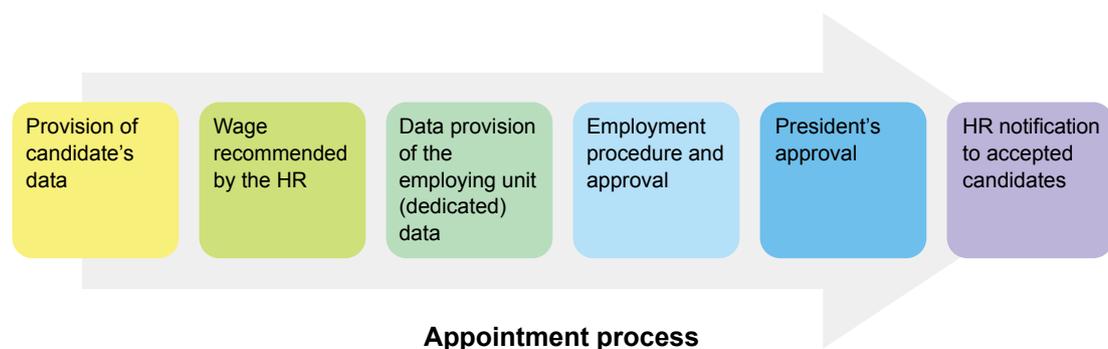
1. Notification shall be made at least ten days in advance to employees who have been working for the organization for more than three months but less than one year.
2. Notification shall be made at least twenty days in advance to employees who have been working for the organization for more one year but less than three years.
3. Notification shall be made at least thirty days in advance to employees who have been working for the organization for more three years.

Suzhou factory:

1. Temporary employees resignation should be notified three days prior.
2. Official employees resignation should be notified thirty days prior.

There were in total 1,465 employees at Askey Zhonghe, including 338 management personnel, 248 professional personnel, 856 engineering personnel, and 23 professional staffing personnel. Among 338 management personnel, 19.23% were female.

In the same time period at Askey Suzhou, there were total 5511 employees, including 565 management personnel, 341 professional personnel and 4605 engineering personnel. Among 565 management personnel, 31% were female.



Askey employee categories

Number of people	Zhonghe factory			Number of people	Suzhou factory		
	DL	IDL	Total		DL	IDL	Total
Category				Category			
MGNT	3	335	338	MGNT	184	381	565
PRO	0	248	248	PRO	19	322	341
ENG	130	726	856	ENG	237	829	1,066
Special assistant	0	23	23	Special assistant	3,539	0	3,539
Total	133	1,332	1,465	Total	3,979	1,532	5,511

Due to separate human resources deparats, Taiwan branch has its operators combined with engineers and as for Suzhou, and operators are individualized in these statistics.

Askey official and non-official employee's age, gender, number of personnel

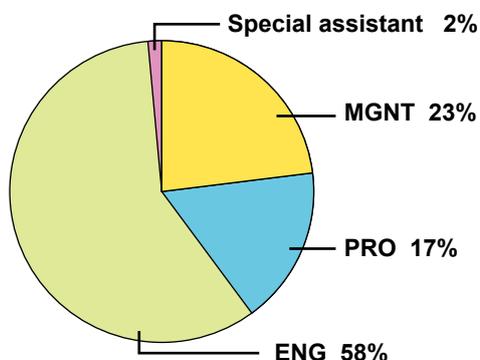
Official and non-official employee's age, gender, number of personnel	Zhonghe				Suzhou			
	Official employee (Without expatriates)		Non-official employee		Official employee (Without expatriates)		Non-official employee (Intern)	
	Female	Male	Female	Male	Female	Male	Female	Male
Under 30	115	81	1	0	883	1585	771	1071
30-50	402	786	0	0	526	667	0	0
Above 50	28	52	0	0	0	8	0	0
Total	545	919	1	0	1409	2260	771	1071

Askey nationality and employee's age, gender, number of personnel

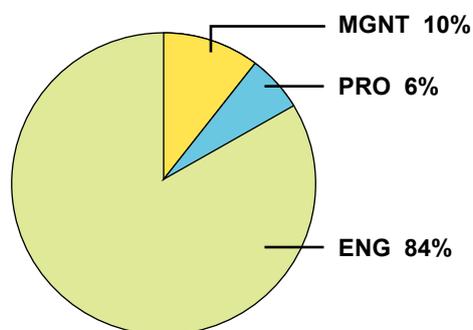
Nationality and employee's age, gender, number of personnel	Zhonghe				Suzhou			
	Taiwanese		Non-Taiwanese		Chinese nationality		Non-Chinese nationality (expatriates)	
	Female	Male	Female	Male	Female	Male	Female	Male
Under 30	59	81	57	0	1654	2656	0	1
30-50	343	781	1	1	526	667	9	32
Above 50	27	51	59	5	0	8	3	3
Total	429	913	117	6	2180	3331	12	36

Taiwanese employee including expatriates

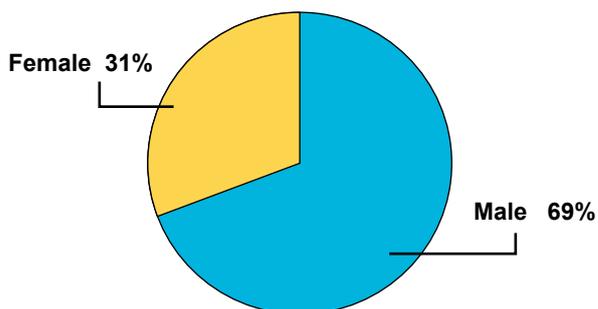
2015 Workforce structure and location (Zhonghe)



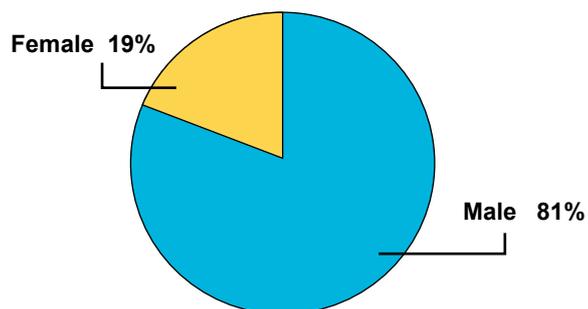
2015 Workforce structure and location (Suzhou)



2015 Gender distribution in the management (Suzhou)



2015 Gender distribution in the management (Zhonghe)



Employee's age, gender, number of personnel	Zhonghe		Suzhou	
	Male	Female	Male	Female
Under 30	114	129	2,656	1,654
30-50	761	394	667	526
Above 50	44	23	8	0

Manager level above, age, gender, number of personnel	Zhonghe		Suzhou	
	Male	Female	Male	Female
Under 30	0	0	1	0
30-50	157	25	43	21
Above 50	25	8	0	0

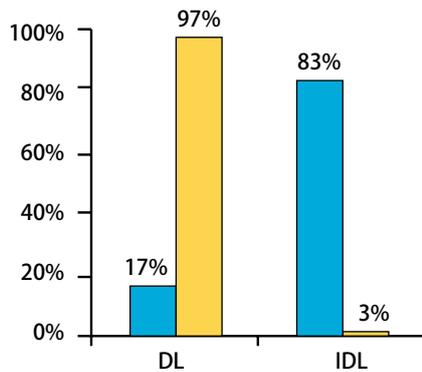
2015 demission rate of distinguish age and gender

Demission rate	Zhonghe		Suzhou	
	Male	Female	Male	Female
Under 30	10.78%	14.22%	61.21%	27.88%
30-50	47.55%	24.02%	5.83%	5.02%
Above 50	3.43%	0.00%	0.05%	0.01%

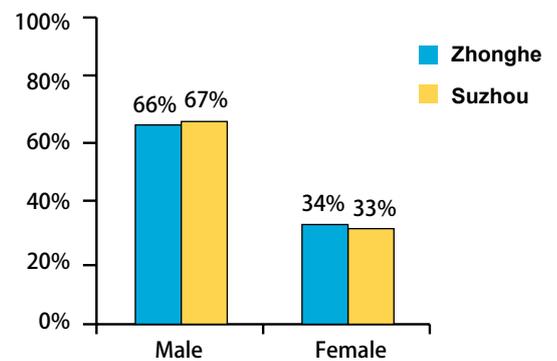
2015 accession rate of distinguish age and gender

Accession rate	Zhonghe		Suzhou	
	Male	Female	Male	Female
Under 30	16.03%	12.23%	59.69%	32.40%
30-50	51.09%	18.48%	4.27%	3.64%
Above 50	1.90%	0.27%	0%	0%

**2015 personnel movements
DL and IDL analysis**



**2015 personnel movements
gender analysis**



Safe and healthy work environment

Besides planning employee insurance and welfares in accordance with the local laws of Taiwan and mainland China, Askey specifically specifies in the “Disaster and Illness Compensation and Relief” clause in the “Newcomer Manual and Work Rules”. Employees who are killed in the line of duty (including deaths as a result of occupational diseases) will be given a funeral/burial allowance at a multiple of their average wage, and their dependents will be given death compensation. In addition to helping the family to claim insurance, the company will release a death relief fund to the family of employees who die not in the line of duty. The company will also plan a fund for the death relief fund in the annual budget.

Safe occupational environment

On the basis of following laws and regulations, Askey encourages employees to create associations freely. In Taiwan, the occupational safety and health committee was established with the chairman as the chairman of committee. There are 7 commissioners in the committee, among which there are 3 labor representatives, taking up 43% of total number of commissioners. A labor union was established in Suzhou factory and employees were chosen as labor representatives, which take up 82% of the labor union. The issues of labor-management negotiation and labor safety and health affairs are discussed in the labor union, which provides opportunities for employees to participate and jointly improve the workplace and environment. There were 5 labor-management meetings held in 2015 with 100% settlement ratio for all negotiations. Employees in Zhonghe or Suzhou factory can reflect occupational related issues via the staff welfare committee or email: hr@askey.com.tw / wj_hr@askey.com.tw

Health and safety

The number of employees is bound to increase as an enterprise grows, which leads to a situation that the occupational safety and health is becoming more and more important in workplaces. Askey employs or contracts 1 doctor for labor health service and employs 2 dedicated nurses for labor health service according to law. The doctor will come to the factory for service 3 times a month.

Fire safety cognition

Askey provides safe and appropriate work environments. New employees are given the fire safety training course; fire equipments are checked regularly; and for routine extinguishers training, employees are required to memorize the locations of fire equipments around their workplaces and be able to use various fire equipments to put out a fire quickly, and in case the fire condition is getting worse the use of fire alarm system alarm for warning broadcasting is taught. In response to all kinds of emergencies, an emergency response team has been established to guarantee that in the beginning of event occurrence the members of emergency response team of each floor can report, evacuate, put out a fire, provide medication, do post handling and other effective measures to reduce the impact of an accident. In 2015, 137 employees in Zhonghe factory and 345 employees in Suzhou factory had received fire extinguishing trainings, including fire extinguisher and fire hose operation, and large-scale evacuation rehearsals were held to ensure proper handling in case of emergency events.



Health check

Askey concerns employees' health condition very much and provides a series of health programs as well as employee's health check once per year for the employee who has been working over one year. The rate of health check registering is 95.8% in 2015.

2015 Askey health inspection		
Category \ Area	Zhonghe	Suzhou
Regular Physical checkup	997	1,425
Occupational care checkup (Ionizing radiation)	9	249
Number of failed health checks	0	0

Unit: Person



Occupational accident

In 2015, Askey Suzhou happened 9 occupational events and caused 9 employees injuries. Askey Zhonghe occupational injuries occurred to 4 employees because of traffic accidents. Furthermore, one employee who is severe fracture was unable to work in the following 1 months. Thus, due to fracture and dislocation of the bones, two of our employees were unable to work for 20 days. Therefore, this year's severity rate is well above last year's, but it also shows that our FR has not risen in the last couple of years.

After each event, Askey investigated the cause and took immediate corrective and preventative action as soon as possible, to correct the situation and eliminate the causes to prevent recurrence. According to industrial safety events throughout the year, can be classified sprains, bruises and other injuries and some typical traffic accidents, accidents require heads of departments to strengthen advocacy, to avoid similar accidents in future.

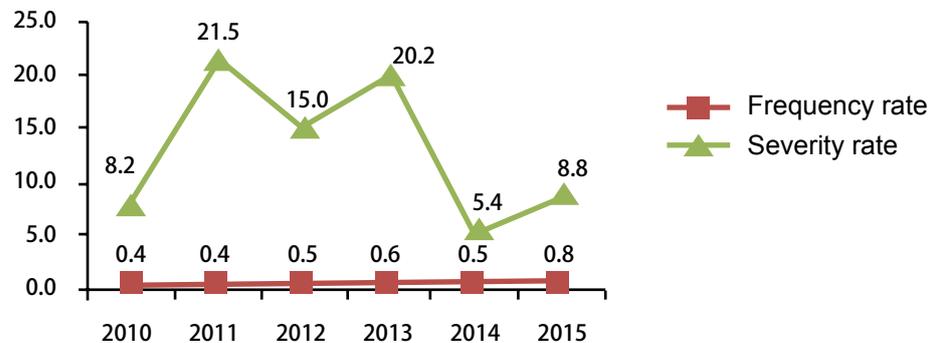
Note: Disabling Injury Severity Rate (DISR, SR): Total number of injured days off work in every 1,000,000 man hours worked.

$$SR = (\text{Total Disabling Injury Days} \times 10^6) / \text{Total Work Hours}$$

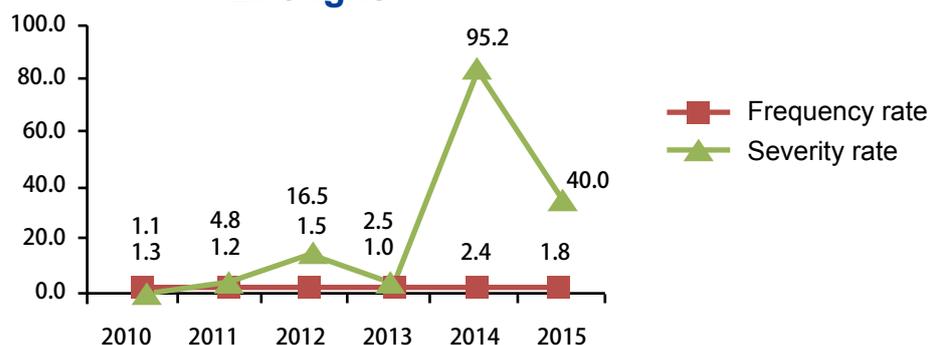
Disabling Injury Frequency Rate (DIFR, FR): Total number of disabling injuries in every 1,000,000 of man hours worked

$$FR = (\text{Disabling Injuries} \times 10^6) / \text{Total Work Hours}$$

Suzhou



Zhonghe



Rich and splendid health forum

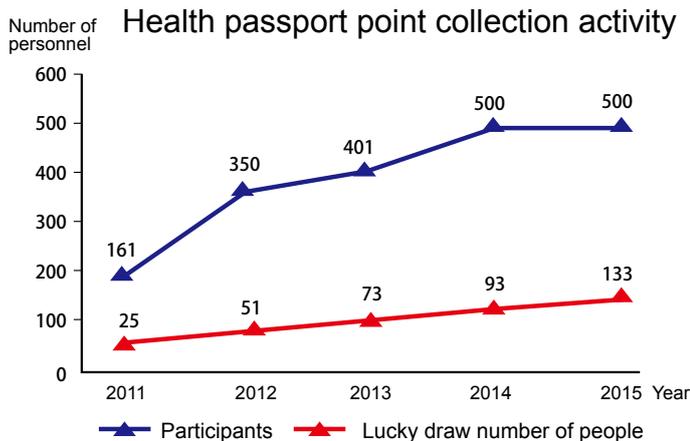
In order to promote body health and relationship between employees during busy work days, Askey holds versatile health forums and health related activities and incorporate health passport point collection and luck draw to raise the rate of participation for building happy and joyful atmosphere at work.

Content of forums	Participants	Satisfaction (%)
Get rid of diseases by moving your fingers	78	96.0
Relax in Summer	61	92.6
Happy Life GoGoGo! (2 sessions)	126	95.1
Osteoporosis (2 sessions)	112	96.0
Face the Cancer - get to know the lung cancer	50	94.0
Losing weight with YiShou	130	98.2
Stay away from the "3 highs	48	94.0
Office worker's countermeasures for eye protection	56	98.0
All-employee's Free Physical Fitness Test (2 times)	146	98
Bone Density Check (2 times)	240	96
『Physical Fitness Activity Class』	21	94
Quit Smoking and Get Free Gifts!	16	92
Free Health Check Series Activities	46	94
Employees' Health Check	1,080	96.2



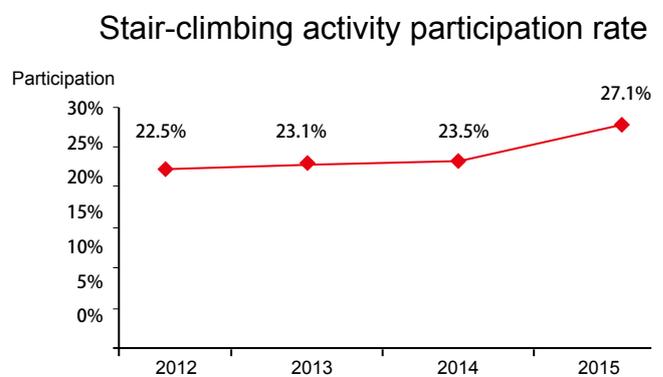
Health passport

Askey promotes the health passport point collection activity to encourage employees in attending various health related activities. Employees are rewarded by collecting points for luck draws, which contain abundant bonus and gifts. The activity participation is high and the engagement rate is increasing time by time.



Stair-climbing activity

A healthy work environment starts from getting on your feet and move your body. The Askey's Zhonghe factory has ten stories. Employees are encouraged to attend the stair-climbing activity, from which points can be collected for luck draw participation. It is energy-saving and carbon reducing and health. The participation rate of this activity is high in every year.



Healthy weight loss class

Implement the weight loss activity in staff who is in desperate need. Through the power of the group, employees are positively led to lose weight in a healthy way. The 3rd weight loss class had 104 attendees and lost 226 Kg in total.



The health card of happy enterprise

With the integration of smart phone APPs and health passports, employees are able to attain health management through the health care cloud platform. A healthy life is achieved in hands.



Blood donation

Out of care for others and pay-back to society, Askey Suzhou actively recruits healthy employees to donate blood at Wujiang Blood Center on 10th of each month. It is important to contribute to society, the company also reminds employees of the cautions before and after blood donation.

At Askey we regularly donate blood every three months. In practice, we invite the Taipei Blood Center to send a bloodmobile to Askey Taiwan for employees to donate blood. This activity provides employees with a channel to make a social contribution more easily.

Employees can donate their blood during a break from work. In addition to condensing the fraternity of employees, this demonstrates the philanthropy of Askey.



Human Rights and Ethics

Askey respects human rights of every employee and regulated "Child labor saving and underage and prison labor management measures" and "Labor ethical review procedures" by referring to EICC international standards and complies to all international laws and local regulations.

On the day of reporting for duty, new comers are requested to sign the occupational ethics commitment and business contact notes. Irregularly announcements are made to emphasize that for any violation comes with corresponding punishment. Should the fault involve criminal liability; the violator would be sent to the public security unit in addition to the corresponding punishment defined in the regulations of punishment. There is no layoff or disciplinary actions made in 2015 due to corruption events.

No child labor used

In Taiwan, we comply with "Labor Standard Act" and use no child labor. We regulated "Child labor saving and underage and prison labor management measures" and "Labor ethical review procedures" to rescue child labor and protect the right of underage and prison labor. No position related to toxicity and danger shall be allocated to underage labor between 16 to 18 years old and overtime work for underage labor shall be avoided.

2015 under aged workers involved with Askey		
	Zhonghe	Suzhou
Child labor	0%	0%
To juvenile new employees	0%	5.02%

Diverse communication channel

To ensure our benefactors with a reliable method of contacting Askey, please visit our official website or email us at Askey-110@askey.com.tw with any concerns, as for our employees, we have set up a complaint procedure, human resources will investigate the authenticity of the complaint, and have preliminary results for our complainant within three days (no more than five days), and will be under the protection of confidentiality privileges.

- Report to the complaint hotlines 1505-0391-885 or 615885.
- Report to the Employee Care Support Group.
- Directly report to the friendly angels and counselors.
- Report to the department head.
- Directly report to the HR or General Affairs office.
- Directly report to the employee suggestion box.
- Email to (hr@askey.com.tw / wj_hr@askey.com.tw).

2015 we received a total of 49 complaints, and the resolution rate was 100%.

Human rights educational training

We offer e-learning on-line courses in Zhonghe factory to further enhance CSR educational training regarding human resources and environmental safety. We expect employees to understand the ethics and regulations to be followed as well as occupational health safety and the prevention of industrial injury and occupational diseases. The course takes about one hour but the actual training hour is subjected to the individual's e-learning usage condition. Suzhou factory protects employee rights and benefits and provides work environment of equality as well as assists employees in resolving personal rights and benefits related issues and unfair treatment at work.

Year	Suzhou			Zhonghe	
	Total Number of Trainees	Total training hour	Percentage	Total Number of Trainees	Percentage
2015	19,065	31,975	100%	316	100%

Security practice

The security of Zhonghe factory is assured by TaiLi Security and KuoJin Security, who receive trainings about human rights regularly. Based on the establishment of sound security and work protection system, all employees shall receive trainings about human rights in Suzhou factory. We implement public security measures to prevent and reduce law violations and crimes, eliminate public security risks, protect company assets and employees' personal safety, maintain normal manufacturing and operation of the company, establish guard system, hold the management policy of "act according to circumstances, self-management, active precaution, assure security", fully implement the demand of company's public security protection work, strictly follow national constitutions, laws and regulations and self-consciously attend the unified leading and management of company's management courses about safety and human rights.

2015 average hours spent on training securities human rights		
Factory	Zhonghe	Suzhou
Hours	4 hr / Person	2.28 hr / Person

Employee Care

Askey In addition to following the requirements of labor laws and regulations, we aggressively participate in the wage survey organized by a well-known consulting company to ensure the overall compensation system is competitive in the recruitment market. The company provides employees with releases of different kinds of bonuses based on local customs, a performance bonus based on operational status, and a patent bonus and recommendation bonus. Besides wages, we have planned different benefits for employees. According to the laws and regulations of Taiwan, the company arranges National Health Insurance, labor insurance, group employees, new labor pensions, and illness and disability insurance for employees on the date of reporting. In addition to the wedding and funeral allowances, there are gift certificates on the employee's birthday and three major festivals. The company also gives discounts for employees to purchase Askey products. Are gift certificates on the employee's birthday and three major festivals. The company also gives discounts for employees to purchase Askey products.

Care our babies

Children are our future masters. In order to achieve a win-win situation of both letting employees to work more diligently and relieving employees from the concerns about children care, Askey cooperates with a qualified kindergarten and established the HuaHuei Experimental Kindergarten inside Suzhou factory in 2016, which provides turf, sports field, safe and healthy playgrounds as well as qualified teachers to offer Askey's employees with discounted child-caring fare and nighttime nursing service, so that the employees can be free of worries and the children can enjoy a better educational environment.



The angel project

In order to make new employees understand the company better and faster, integrate into the existing team and appreciate the humane care. In 2014 Askey began to promote angel project: big angels give tutoring to adult new employees and little angels give tutoring to juvenile new employees.

Angels should be familiar with the company's rule, get along well with colleagues and friendly help new employees to handle the new life in Askey. If any suggestion, angels can deliver it more directly and effectively.

Human resource department supervises and inspects the angels on their counseling work.



The angels name list (Suzhou)



The bright and warm resting area (Suzhou)

Parental / maternity leave

In Taiwan, in order to make employees take care of and breastfeed their children, before their children reach three years old, they may apply for unpaid parental leave of no longer than two years after working at Askey for half year in accordance with the “Regulations for Implementing Unpaid Parental Leave for Raising Children” specified in paragraph 4 of Article 16 of the Act of Gender Equality in Employment. In Suzhou, the parental / maternity leave for female employees is subject to the Jiangsu Province Female Worker Labor Protection Regulations: female employees with a baby under one year old may enjoy two “breastfeeding” sessions during each shift, each shall be 30 minutes.

During the parental leave, the company will make proper arrangement of the employee’s work. After the leave, the employee will reinstate the same job in the same department.



Askey nursing room (Zhonghe)

Employee reinstatement rate and retention rate after parental leave in Zhonghe factory						
Year	2013		2014		2015	
Gender	Male	Female	Male	Female	Male	Female
Parental Leave applicant population	2	4	1	6	1	9
Reinstatement applicant population	1	1	1	1	1	5
Percentage	33.33%		28.57%		60%	

Employee reinstatement rate and retention rate after maternity leave in Suzhou			
Year	2013	2014	2015
Parental Leave applicant population	355	225	175
Reinstatement applicant population	210	171	144
Percentage	59.05%	76%	82%

2015 maternity leave number of personnel (including Abortion leave, Paternity leave)

Professional training

New talent is always an important corporate asset of Askey. In talent cultivation, we start with taking care of employees and caring about their long-term development. With reference to the occupational requirements of their job and the need for corporate decision, we arrange comprehensive learning opportunities and resources to help employees improve professional competencies. In the talent cultivation plan, therefore, we reinforce skill development in newcomer training and provide employees with a flexible and convenient learning platform, and develop the management competency of managers to improve leadership and management quality.

Related practices are as follows: to improve the abilities of our new comers and to provide a suitable environment for learning.

Pre-service training for newcomers

For new comers to quickly and comprehensively understand Askey's corporate vision, mission, operational philosophy, corporate culture, and systems, new employees will receive pre-service training immediately on the reporting day. In the training we also arrange education about labor safety and health, prevention of sexual harassment and sexual discrimination, and the code of conduct and code of ethics for employees.

Professional training for newcomers

For new employees to adapt to and infuse with their job as early as possible, newcomer training is implemented by means of e-learning for employees to plan a personal learning schedule more appropriately and with greater flexibility. On the e-learning platform we also arrange a wide variety general education courses and professional courses to provide employees with a more convenient self-learning environment.

Developing the management competency of managers to improve leadership and management quality.

Based on the training target of management personnel, we plan the management competency training program. Through training activities we develop the goal development, organization, decision-making, supervision and cultivation abilities of management personnel, so as to improve their leadership and management quality for the management job.

2015								
Average Training Hours / Person	Zhonghe				Suzhou			
	DL		IDL		DL		IDL	
Category	Male	Female	Male	Female	Male	Female	Male	Female
MGNT	110.95	32.94	9.61	5.35	12.39	12.84	14.51	15.43
PRO	-	-	12.23	8.48	17.25	11.23	11.52	11.79
ENG	139.28	8.13	8.2	9.66	9.4	8.84	14.76	13.87
Special assistant	-	-	7.79	9.61	-	-	-	-

Competition

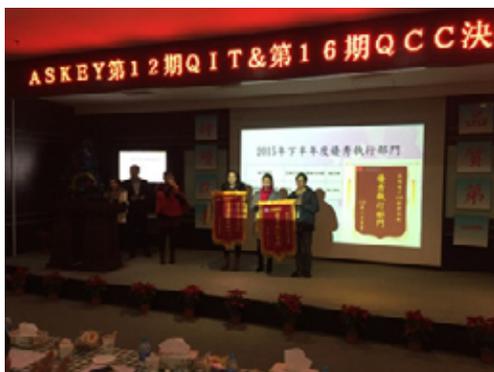
Toyota production system (TPS) competition

At Askey, we organize the Toyota Production System (TPS) competition regularly to improve and integrate engineering processes and build the preliminary system framework, so as to shorten lead-time and enhance productivity. With the results of the TPS and mutual encouragement, we aim to pursue continual improvement and growth together.



Individual improvement proposal (IIP)

Askey held IIP personal improvement proposal (Individual Improvement Proposal), in order to encourage all employees, in a positive spirit, innovation and teamwork involved in the work to improve, to improve quality, reduce costs, improve efficiency, safety, improved equipment, upgrade customer satisfaction, thereby enhancing the competitiveness of enterprises. Since it was first held in the year 2008, employees have actively participated, by 2015 employee's proposals have risen up to 4420 cases, with a total of 18150 cases.



TPS competition



Individual improvement proposal form

QIT & QCC training courses

Quality improvement team (QIT) is the group of people charged with carrying out the quality improvements. They will endeavor to improve the quality of the production by cutting any losses and improving methods of the manufacture.

Quality Control Circle (QCC) is a group of direct employees solving problems they met in the production line. It makes people to solve the questions which they met every day and be aggressive.

Askey dedicated in quality improvement and QIT is useful to push question-solving skills, the competition will make employee stay closely engaged with partners and remain vital. Taiwan plant QIT competition held for the fourth time, a total of 11 groups of participants; Suzhou plant has been held 12th QIT competition, a total of 29 groups involved in tenth.



QIT competition - Zhonghe



QIT competition - Suzhou

Club activities

Askey encourages staff to attend various club activities to achieve the purpose of emotion connection and body/spirit relaxing through different interactions and communications in club activities.



Calligraphy club



Softball club



Basketball club



Floriculture club



Fitness club

Festival activities

Askey to enrich their leisure life and enhance the spiritual and cultural pursuit, to achieve better performance in the workplace, creating a warm atmosphere of the work, in addition to organizing the monthly staff birthday party, more in particular, such as the Mid-Autumn Festival and the end of the year-end banquet, held to celebrate party, in order to enrich the content and fun competitions performances of teamwork, enhance employee friendship, because Askey is a family.



Hold employee birthday party every month



2015 the year-end party

Energy and resource management and revealing

Because Suzhou plant is Askey main manufacturing center, Taiwan is the sample manufacturing center. The CSR report's resource management and waste reduction is as follow:

- Owing to the production line's characteristic, there is no water used for industrial but for life.
- There are no used natural gas and no independent water meter in Taiwan. Therefore, both of them wouldn't be announced.
- Askey Suzhou plant provided employee dormitories, so natural gas and life water used there.

For the communication with Askey regarding corporate social responsibility related issues, please access our official website or email us at Askey-110@askey.com.tw, which are the channels for interested parties to reflect any question and recommendation related to corporate social responsibility.



Environment disclosures

	Noise	Electric power	GHG emission					Waste	Water	Natural gas
			Natural gas	Diesel fuel	Gasoline	Refrigerant / Fire extinguisher	Septic			
Zhonghe	V	V		V		V	V	V		
Suzhou	V	V	V		V	V	V	V	V	V

Energy intensity and energy consumption (Zhonghe)

Taiwan	Usage amount	Unit	J	Total GJ	Energy intensity GJ/person
Electric power	614,100.00	kWh	2210735.4	2229.65	1.5219473
Diesel fuel	538	L	18917.371		

Energy intensity and energy consumption (Suzhou)

Suzhou	Usage amount	Unit	J	Total GJ	Energy intensity GJ/person
Electric power	36,563,000.00	kWh	131625337	142273.62	25.816298
Natural gas	275776	m ³	9235186.7		
Diesel fuel	43279	L	1413094		

Heating Value of the reference source: EPD Greenhouse gas emissions Coefficient management table Version 6.0.2

Environment noise control

Askey on the perception of the environment and surrounding communities care about, hope that is not just useful in the business on the environment and on the surrounding communities are more able-friendly.

Askey standards established under the Noise Control regulations, regular monitoring of outsourcing in the plant in the region, according to the Noise Control regulation zoning operations, and plant located in the industrial area, is a fourth class regulatory standards:

80 dBA during the day, evening 70 dBA, 65 dBA at night, Suzhou plant in accordance with local regulations for day 65 dBA, 55 dBA at night, 2015 monitoring results are in compliance with standards.

Regulation standard	Zhonghe			Suzhou	
	Daytime 80dBA	Evening 70dBA	Nigh 65dBA	Daytime 65dBA	Nigh 55dBA
Monitoring data (average noise level)	70	67	64	54	49
Comply with policy?	Yes	Yes	Yes	Yes	Yes

Electric power consumption

Zhonghe factory was extended the manufacturing center at 7th and 5th floor in 2012 and 2015 respectively. With the expansion of production lines, the power consumption keeps increasing. As being the main manufacturing center as well as frequent staff activity, Suzhou factory's power consumption is indispensable which covers operating and manufacturing usage as well as household electricity.

Askey constantly supports every government's energy saving policy and implement each power saving plan to seek continuous improvement of environmental energy saving. To further promote the power saving plans, we contracted with vendors for the upgrade and maintenance of LED lighting system for Zhonghe factory in 2015 and share the benefits from the energy saving according to the contract ratio for a win-win result. From March to December, the total power consumption was reduced from 262.3 KW to 77.3 KW with an improvement ratio of 72%.

As for the air-conditioning equipment power saving, we introduced the frequency convertors for cold iced water pumps and cooling water pumps that can adjust power consumption by adjusting the air-conditioning power in response to outside temperature. From April to December, the total power consumption was reduced from 1,677,181 KW to 1,189,021 KW with an improvement ratio of 29%.



Propaganda – energy conservation plan

Electric Power Consumption (MWH)

Factory	Zhonghe	Suzhou
2013	6,184.8	53,340
2014	6,185.2	47,691
2015	6,140.6	36,563

2015 Electric power saving plan of Zhonghe factory

	Action	Description	Result
Scenario 1	Replaced current lighting system with LED lightings	Replaced the T8 light tubes with T8 LED light tubes	The total power consumption was reduced from 262.3KW to 77.3 KW before and after the replacement, with an improvement ratio of 70%
Scenario 2	Introduced the frequency convertors for cold iced water pumps and cooling water pumps	Reduce the starting current	The total power consumption was reduced from 1,677,181 KW to 1,189,021 KW with an improvement ratio of 29%

* Energy saving rate = (Before - After)/Before * 100%

2015 Electric power saving plan of Suzhou factory

Suzhou factory is the main manufacturing center of Askey. Under the condition of no affecting normal manufacturing operation, the energy saving policy aims for equipment of daily use as well as improving lighting systems.

	Action	Description	Result
Scenario 1	Lighting system modification	Replace the 36W light tubes with 16W LED. There are total 20k pieces of light tubes in factory 1 and 3	After replacement, the power consumption dropped from 5, 256, 0000 KW to 2,336,000 KW with the energy saving rate of 56%
Scenario 2	Coolness recycling project of factory 3	Icing machines are still necessary to be used in winter as the SMT production line requires cooling down the environment. We replaced the icing machines by using the outdoor temperature in winter as well as cooling water towers and plates for heating up the iced water slowly	The power consumption dropped from 25,740KW to 15,054 KW with the energy saving rate of 42% * 78 actual usage days in 2015 is considered for calculation
Scenario 3	Add variable frequency control systems for factory 3 air-conditioning fans.	The original design of the fans was for operating at an overall loading power between 37%~70%. With the installation of variable frequency control the operating frequency was reduced to 25~50Hz with self-modulation function of temperature	The power consumption was reduced from 1, 127, 880 - 2,134,314 Kwh/year to 642,892 - 1,216,332 Kwh/year, with the energy saving amount reached to 1,491,423 Kwh/year at its highest
Scenario 4	Replace the Y type motors with YX type motors	108 motors were replaced by high efficiency energy, power total 2735KW, with the energy saving rate of 3%	From 918,960 KW to 891,391 KW, with the energy saving rate of 3%

* Energy saving rate = (Before - After)/Before * 100%

Greenhouse gases emissions

Zhonghe factory in 2014 and plant operational boundaries have changed, so we chose 2015 as the base year for GHG. Inventory covers direct GHG emissions category 1 and category 2 qualitative and quantitative inventories of energy indirect greenhouse gas emissions. Inventory results, major sources are purchased electricity, energy saving is the most important issue.

The greenhouse gases emissions of Suzhou factory mainly come from the indirect emissions of outsourced electricity. Since in 2014 the electricity supply of Suzhou factory was stable and required no power generation by diesel, the demand of diesel was drastically reduced. In addition, the energy saving result in other energy such as gasoline, electricity, and waste water was getting better, and the greenhouse gases emissions of CO₂e was reduced by 10,752.39 T CO₂e, with the reduction ratio of 26.2%. Next, we plan to promote energy saving activities and equipment operation efficiency improvement to reduce power usage and energy consumption, and hope to do our best in environmental protection.

Zhonghe factory GHG emission T CO₂e

	Resources	2014	2015
Emission sources (Indirect)	Electricity (MWH)	3,228.66	3,199.27
Emission sources (Direct)	Diesel fuel	1.35	1.4
	Refrigerant / Fire extinguisher	0.78	0.86
	Septic tank	88.25	90.92
Total emissions		3,319.04	3,292.45

- (1) Energy and refrigerant emission factor: Reference IPCC 2007 and other publicly available data.
- (2) Purchased Power: Using Energy Ministry of Economic Affairs Bureau in 2015 electricity emission factor.
- (3) The value of the greenhouse gas potential GWP: using a GWP ISO 14064-1 Annex C of the announcement, and the announcement in 2007 the value of IPCC.

Suzhou factory GHG emission T CO₂e

	Resource	2014	2015
Emission sources (Indirect)	Electricity (MWH)	39,522.42	28,736.19
Emission sources (Direct)	natural gas	395.51	518.42
	Gasoline	108.32	99.8
	Other	959.62	879.34
Total emissions		40,985.87	30,233.48

Other: Includes septic, refrigerant and solvent evaporation of these greenhouse gases.

Waste recycling

Askey has devoted many resources into managing recycling, in order to stop pollution and create a better environment, our priority is to recycle goods that are still usable and reuse them rather than dispose of them, unless its everyday living waste. We have issued an area for our waste in accordance with our environmental laws, with regular checkups on the hygienic situation every month, once the waste has reached a certain amount, they will be removed by government certified waste disposal companies.

Askey will continue to strengthen the management of waste with separation and recycling, reducing environmental impact, and to achieve a stable, harmless and economy status.

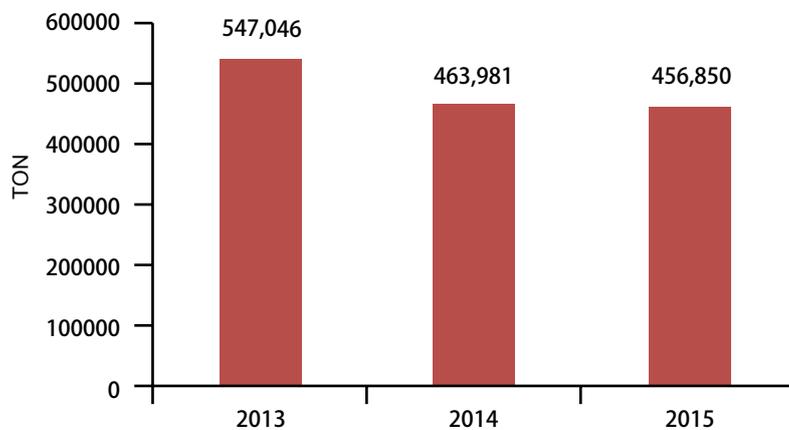
Suzhou branch has contracts with outsource government certified waste disposal industry and have their people estimate the amount of waste, with only papers, cans, plastic bottles recycled according to weight, Askey will continue to promote and educate the importance of recycling. Due to the nature of Askey's work, the recycling rate for our production line is 100% for cardboard boxes, plastic waste, pallet waste, and production waste with a majority of paper and soft plastics. Manufactured goods and its output are different every year, therefore produced waste differs as well, and environmental agencies will categorize and recycle the waste due to the waste produced that year.

Factory		Zhonghe		Suzhou	
Category	Weight (Kg)	Method of disposal	Weight (Kg)	Method of disposal	
domestic waste		63663.6	community management committee (Incineration landfill)	730000	Hygiene of environment (Incineration landfill)
General industrial waste		1432.3	Manufacturer disposal	462932.25	Manufacturer recycling
Hazardous industrial waste		3065.6	Manufacturer disposal (Incineration landfill)	11120	Manufacturer disposal (Incineration landfill)
Recycling Category	Paper	2810.5	Manufacturer recycling	273520	Manufacturer recycling
	Plastic	1415.7	Manufacturer recycling	107190	Manufacturer recycling
	Iron	4374.2	Manufacturer recycling	48860	Manufacturer recycling
	Solder Splash	16.2	Manufacturer recycling	22638	Manufacturer recycling
	Aluminum	88.5	Manufacturer recycling	N/A	/

Domestic water consumption

Suzhou branch's production line is designed to not produce liquid waste, therefore the majority of our liquid waste comes from everyday living waste, and Askey also has policies on conserving water usage to promote environmental awareness. Suzhou branch consists of living quarters and cafeterias, in order to maintain the hygiene of these areas, water is an important factor, Suzhou employees have declined by 22% in 2015 compared to 2014, even then our water usage has risen but it is acceptable due to the maintenance of hygiene in our living areas.

Water consumption in Suzhou



2015 water saving plan in Suzhou

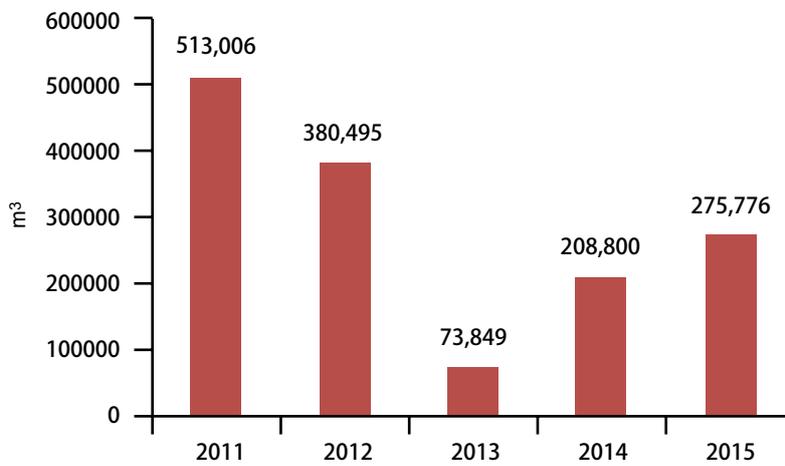
This year takes awareness of water conservation (dorm) and replace factory broken faucet to water-saving faucet.

Before	After
The poor water-saving taps	Replace inductive and water-saving faucet.
The dormitory toilet flush valve 	Adjustable flush valve. Whole factory have 1100 faucets, replaced water-saving faucet 310.

Natural gas usage in Suzhou

Askey provide company welfares, set up staff dormitory. The main natural gas plant in the region is staff living. The plant will produce air compressor waste heat, heat sink set up in autumn 2012 and the waste heat recovery equipment, to improve the quality of life of good employees, and reduce the impact of environmental impact. Since heat sink set up in autumn 2012 , the use of natural gas in 2011 has been reduced in 2013 because at that time the use of energy-saving policy, drastically reducing the amount of natural gas.2015 Suzhou adjust the energy saving policy, and therefore a slight increase in the use of natural gas.

Natural gas usage in Suzhou



Askey product responsibility and commitment

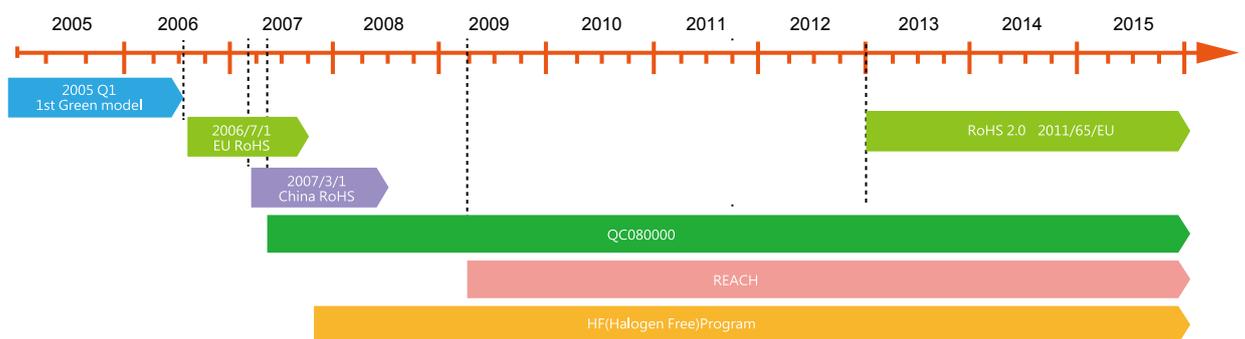
- **Green policies and goals**
- **Hazardous material management system and promotion methods**
- **Supply chain management**
- **Green product development**
- **Product quality and services**
- **Customer rights assurance**
- **Customer satisfaction survey**

Green policies and goals

The products of Askey comply with international regulations, such as Restriction of Hazardous Substance (RoHS), Waste Electrical and Electronic Equipment (WEEE) and Energy-related Products (ErP). The purpose of complying with international regulations is satisfied with customer and assures our products meet the requirements of environmental quality. Askey can not only implement the Corporate Social Responsibility depending on regulations above but also complies with local regulations of customer's country. Askey did not violate any environmental regulations in 2015 and was not issued monetary value of significant fines or non-monetary sanctions.

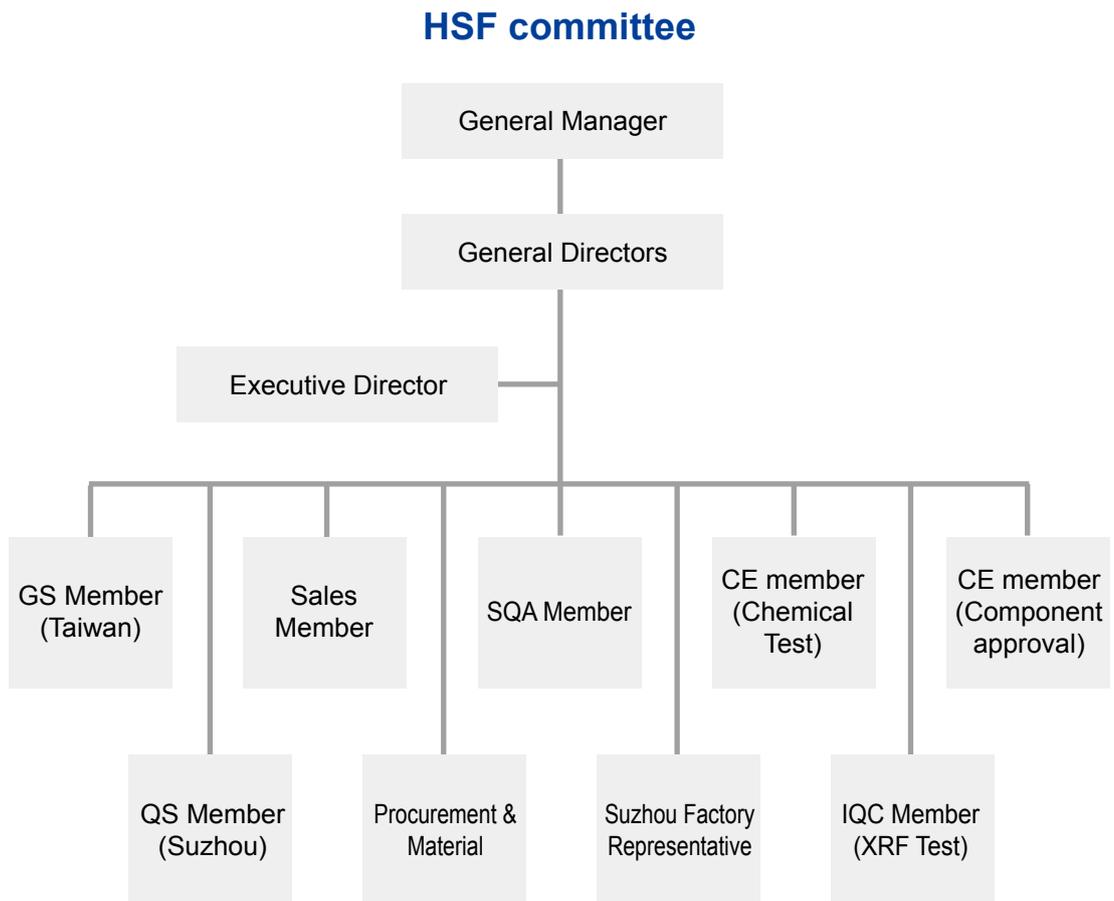
After Askey introduced RoHS in 2006 and international companies were increasingly concerned with the control of hazardous substance, we continued to focus on environmental regulations updates and filled the requirement of customers. In addition, Askey also introduced IECQ QC080000 Hazardous Substance Process Management (HSPM) to improve the internal management and concerned about China RoHS, Halogen Free and Registration, Evaluation and Authorization of Chemicals (REACH) at the same time. As mentioned above, these processes ensure that products do not contain banned substance or substance of very high concern, in order to prevent the risk of cancer, keratogenesis and bioaccumulation. In the same way that ozone depleting substances were banned in order to protect the ozone layer and reduce the impact on the ecosystem.

Askey Hazardous Substance Free management



Hazardous material management system and promotion methods

Askey's quality system follows the International Organization for Standardization (ISO) and IEC Quality Assessment System for Electronic Components of International Electro technical Commission (IEC) in order to ensure products comply with requirements of customers and environmental regulations of customer's country. Askey obtained all kinds of certificates included QC080000, ISO 9001, Askey also organized the committee of Hazardous Substance Free (HSF) that holds meetings regularly and sets environmental goals of short-term and long-term. If products can't comply with Askey and environment requirement of HSF, the next step in the HSF committee will make further discussion and improve the situation immediately.



Supply chain management

Askey had 1,132 qualified suppliers in 2015, which are mostly in connector, IC, mechanism and inductance business and the shipment destinations cover China, Taiwan, Singapore, Hong Kong, Japan and other countries. Askey carried out the supplier assessment and certification process for the management of supplier assessment. A supplier is deemed as unqualified if the comprehensive qualification ratio is less than 80%. On-site assessment is to be considered case by case.

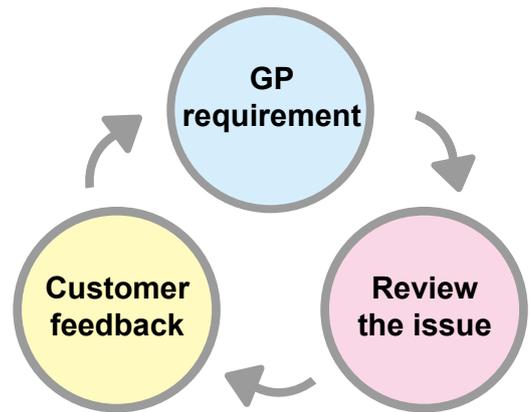
Once a supplier passes the qualification examination, it is subjected to irregular audits according to the supplier audit plan every year. If the result of assessment fails, the supplier is requested to improve and if the failure time reaches to a certain level, its qualification would be void. For outstanding suppliers, we will praise them in annual supplier conferences and increase our orders to them reasonably. With such management we ensure the standardization of quality system and process control by suppliers and via which to improve supplier's process capability and delivery quality.

Askey supplier evaluation	
Essential	ISO9001
Information provide by more than 80%	Material sale agreement
	Self-evaluation: Business management, production management, technological development
	Askey Supplier Corporate Social Responsibility Audit
	Askey Supplier Quality & HSF System Audit
	Askey Supplier Quality Process Audit
	Conflict minerals & protocol
Certification priorities	ISO14001, QC080000, TS16949, ISO13485

Supplier environmental management

Suppliers can obtain the latest document of management standard of controlled substances for Askey green products through they visit the web platform of B2B e-Supply Chain System at the first time. In order to have an understanding of each other and a good relationship with our suppliers, we host an annual suppliers' conference each year, it was held in Wujiang this year. When our purchasing department is in need of materials or an outsource operation, an evaluation and assessment of the supplier must be taken into consideration, in order to reduce the resources required to manufacture the company's products, to reduce the impact on the environment , to achieve the effectiveness of pollution prevention.

2014 Askey import E-Green system, in the phase of approving components, Component Engineering (CE) reviews the relative aspects in accordance with suppliers submit the information of Green Products (GP) to Askey, and then Askey can implement projects of GP requirement. If customers require special customizations of GP, Askey will deal with special requirements by projects to ensure compliance with customers.



Conflict minerals

According to the U.S. Securities and Exchange Commission, all companies publicly offered in the USA must disclose information regarding the use of conflict minerals in their products. The enterprise's supervisory responsibility of their upstream supply chain is raised to investigate conflict minerals with reference to customer requirements. The EICC/ GeSI Conflict Minerals Reporting Template drafted by two private organizations: Electronic Industry Citizenship Coalition (EICC) and Global e-Sustainability Initiative (GeSI) is applied for manufacturers to validate if suppliers use tantalum (Ta), tin (Sn), wolfram (W), and gold (Au) in their parts and if these elements come from the mines in Democratic Republic of the Congo or nearby conflict regions.

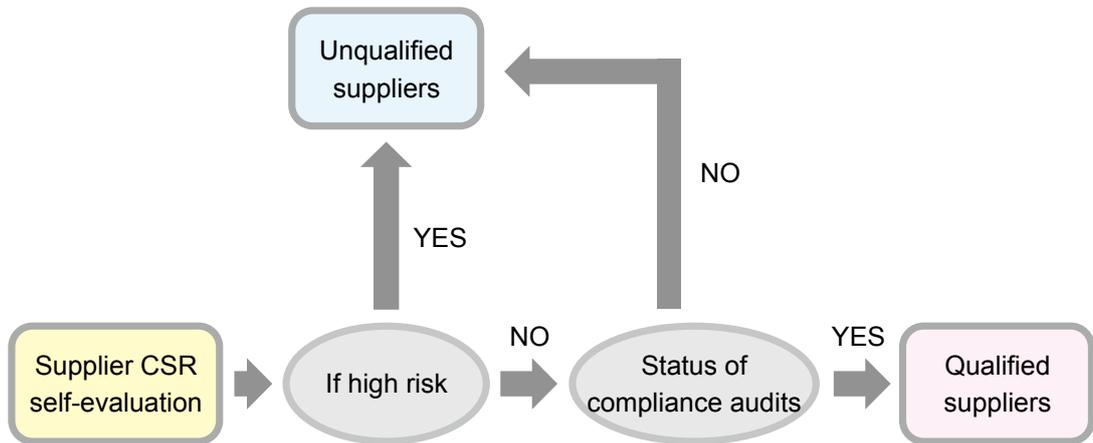
Askey keep the track of the latest USA EICC decree. In 2015, there are 36.2% of suppliers haven't completed the investigation, Conflict Minerals Reporting Template version 4.01b to Askey and now in progress.



Supplier CSR

Askey hopes to pursue sustainable development with suppliers. Besides requesting suppliers to sign the “CSR Agreement” with Askey, we will conduct unscheduled audits on suppliers based on their shipping volume and risks. In addition to production and technology, CSR will become a key audit item in new supplier evaluation. In practice, we will ask suppliers to conduct a self-evaluation based on the different CSR dimensions. Then, we will rate suppliers in terms of their work environment, ethics, working time, and occupational health and safety. High-risk suppliers in the self-evaluation will be rated as unqualified vendors. Onsite audits will be conducted on low-risk suppliers to validate if they meet the Askey requirements.

In 2015, 589 suppliers conducted self-evaluation and submitted supporting documents to Askey.



Contractor management

In order to obtain new contractors qualified under the same baseline in the work environment of Askey. All units are required to survey and review according to the ESH Contractor Survey Form. Contractors who are qualified after being surveyed and reviewed, they shall be familiar with Askey's ESH policy and the factory operation safety regulations as well as sign the Contractor's ESH Commitment Form prior to commencing any engineering.

Contractors shall comply to Askey's Engineering ESH regulations and other related rules about safety and health in maintaining traffic, environment and health by establishing obvious warning signs, prohibition signs and notices of health-related concerns to ensure safety.

Green product development

As Askey's products are sold all over the world, according to the sales location, Askey will comply to local environmental protection laws and regulations as well as customer demands. As Europe and America are Askey's main exporting areas, before coming into the market or using, the electronic and electric products imported to EU shall be with CE labels, which indicate that the product complies to the related ESH requirements of EU and thus the EU member states would allow such product being sold in the market. Products without CE labels could even be confiscated by customs or related enforcement units.

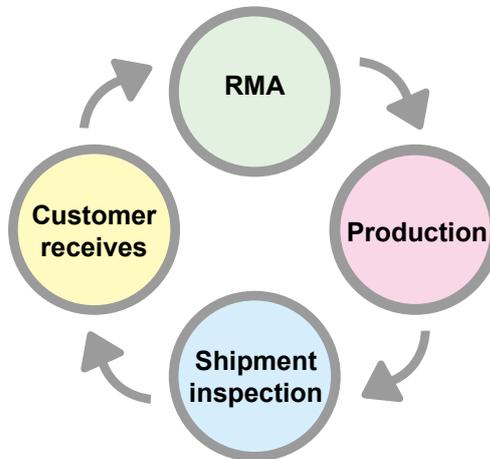
Energy related Product (ErP) Directive (2009/125/EC), also known as EcoDesign Directive. The ErP Directive has entered the stage III for energy consumption requirement from Jan. 1st, 2015. In addition to fully comply the energy-saving requirements of current stage, by abiding the spirit of eco-design, Askey not only actively reduce the usage of hazardous chemical substances in product main body and packaging drastically, but also regulated the "Askey's Banned Substances Management Regulations" that requests suppliers to deliver components complying with related international environmental laws and regulations. This not only relieve the burden of resource consumption of the earth, but also reduce the carbon dioxide emissions and enable users to contribute in the earth protection while enjoying the benefit of the product.

Askey abides by the RoHS 2011/65/EU directives and regulations and comply 100% to RoHS requirements for product materials. It appears that most of the customers have commonly attach importance to environmental requirements and even have their own regulations regarding green products, which are even stricter than international requirements.



Product quality and services

To ensure product quality and service, we provide customers with related product inspection reports and shipping information after shipping, for customers to understand the quality standard and shipping situation of products. When product defects are reported from the market after delivery and during warranty is valid, we are responsible for the RMA (return material authorization) to repair the defects and re-ship products. We also provide customers with a repair report. In addition, we analyze major RMA defects every week and feed back to the production line to make improvement of the subsequent lots in accordance with the following process.



To ensure product quality and service, right at the design phase we take into account the safety regulations and requirements of different countries, such as the UL/FCC of the USA, the CE Mark of the EU, and the 3C certification of mainland China. Most importantly, all products must meet relevant requirements and past related certifications before mass production. Therefore, no fine for violation of laws and regulations related to product/service provision and use in 2015.

Country	EMC	Safety	RF/Telecom
Argentina		IRAM	CNC
Australia/New Zealand	ACMA	ERAC	ACMA
Brazil	ANATEL	INMETRO	ANATEL
Canada	IC	CSA	IC
Chile			SUBTEL
China	CCC	CCC	SRRRC, MII
Europe	CE	CE	CE
Hong Kong		ITC	OPCA
Japan	VCCI	JATE	Telec
Korea	KC(RRA)	KC(RRA)	KC(RRA)
Mexico		NOM	IFETEL
Russia	CU	CU	FAC
Singapore		SPRING	IDA
Taiwan	BSMI	BSMI	NCC
USA	FCC	UL	FCC



Customer rights assurance

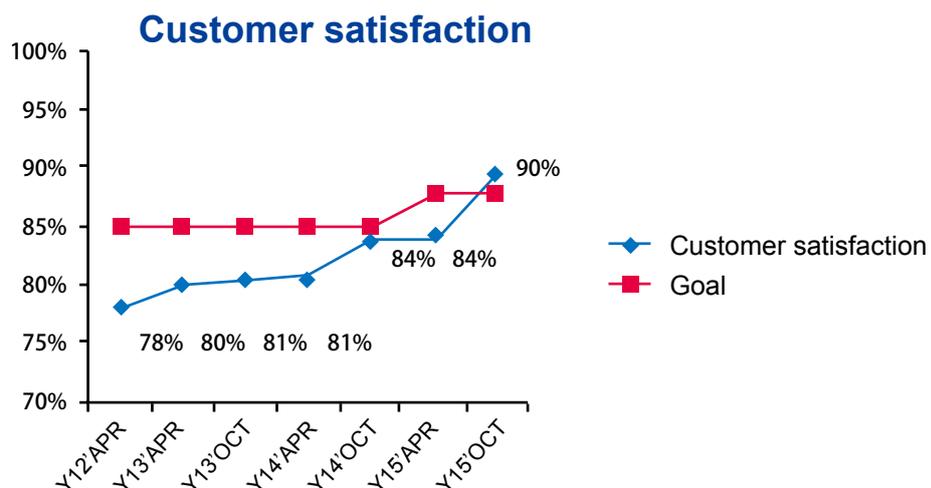
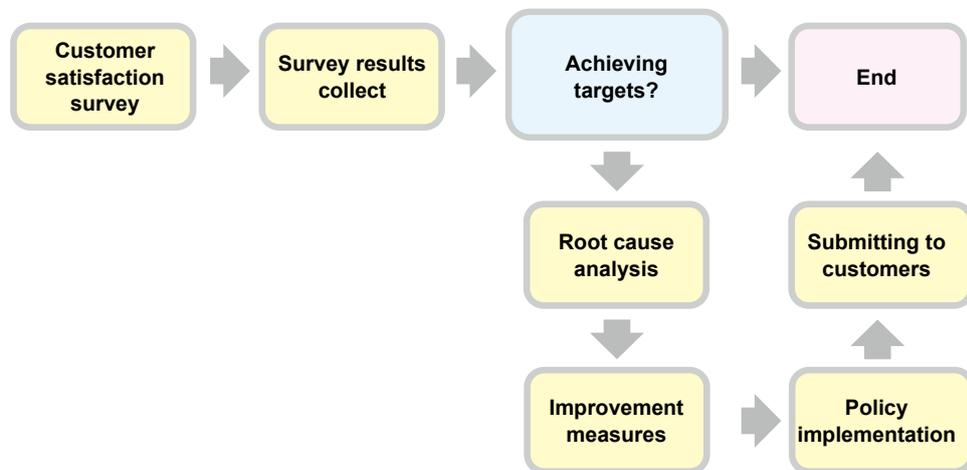
Askey's new staffs are required to sign an ethics business consideration, an occasional announcement advocacy. Hence, there hasn't been any complaint about breaches of customer privacy during the year.

After receiving customer feedback or complaints, we must respond to customers within 24 hours for product quality issues. The actual time of release of the official report will depend on the cause analysis. Based on the problems raised by customers, we will discuss with customers to take corrective action to make improvements to products that have been delivered to customers or products waiting to be shipped.

Customer satisfaction survey

Two customer satisfaction surveys were conducted in 2015 on customers within the top 90% sales bracket of the company.

After each survey, we discussed items with a lower score and the suggestion of customers and reported the improvement plan to customers. Customer satisfaction in surveys conducted in the first and second half of 2015 was 84% and 89.6% respectively, it was reached the 2015 target 88%, which was below the 2015 target at 90%.



Scoring: Customer satisfaction = Satisfaction questionnaire + Quality status+ Customer score card

Social care and love communication

Education is the key to a prosperous country, there are still many families unable to provide a suitable living environment or education, needless to say tuition fees. Askey is part of this society and we are obligated to do our part as a member to provide whatever we can to help those in need.

- **Askey's new year scrolls sales
for charity**
- **Materials donation**

Askey's new year scrolls sales for charity

Askey's calligraphy club contributed their specialty for the New Year scrolls charity sales, and with the New Year scrolls it brought the New Year joyfulness for the cold winter.

The charity sale was held extensively in Taipei and Suzhou by two activities. There were NTD 40,742 collected in Zhonghe factory; while there were RMB 3,600 collected in Suzhou factory. The profits were donated to seven children in need. In Suzhou factory, the charity fund were used in purchasing daily subsistence goods for children and were delivered by VP Steven Chang to the children in local welfare houses in WuJiang.

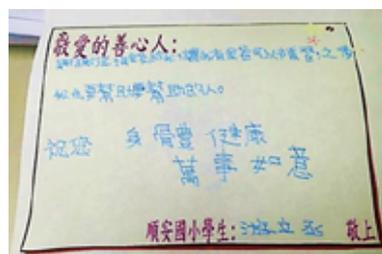
Content of activities:

- Invited the instructor of calligraphy club, Mr. Lo Shih Bo, for wielding the writing brush on site.
- Exhibited the accomplishments of the calligraphy club as the products for charity sales.

Donation platform:

Educational Saving Account Platform of Ministry of Education
(<https://www.edusave.edu.tw/news.aspx>)

Charity event photos



Materials donation

Contribute our love, help the disadvantaged children --- Communicate with Love, Love Communication

During Sep. 7th to 10th, 2015, Askey held a love material donation activity to collect the materials in need by Home of Concern and Love, and Chung Yi Foundation and deliver after being well arranged. We encouraged everyone to make the best use of their non-using second-handed materials for the most efficient reutilization, which included second-handed kids' books, diapers, baby clothing, etc. as well as charity fund of NTD 97,131 that was used in purchasing milk powder, bathing and cleaning supplies and gave to those in need. The love was conveyed in the most appropriate ways.

- Home of Concern and Love: In light of AIDS infections continue to increase, a great negative impact is generated as the society has very limited knowledge about HIV and lead to the infected people and patients reflecting escaping and fear feelings when facing the social pressure. The "AIDS Halfway House" was established privately to offer a warm place for patients to fight with the disease as well as a temporal shelter for the infected people, and encourages the rehabilitated patients to return to society and workplaces.
- Chung Yi Orphanage: Assist abandoned babies, wandering kinds, and children and youngsters who were mistreated, severely neglected or subjected to significant accidents in the original families (Parents are suffering from serious illness, in prison or with economical poverty) and provide long-term accommodations.



Assurance statement report



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ASKEY COMPUTER CORPORATION'S CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2015

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Askey Computer Corporation (hereinafter referred to as Askey) to conduct an independent assurance of the Corporate Social Responsibility Report for 2015 (hereinafter referred to as CSR Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables, contained in this report.

The information in the Askey's CSR Report of 2015 and its presentation are the responsibility of the directors or governing body and the management of Askey. SGS has not been involved in the preparation of any of the material included in Askey's CSR Report of 2015. Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all Askey's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (2013) for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured using our protocols for:

- evaluation of content veracity at a moderate level of scrutiny for Askey and moderate level of scrutiny for applicable aspect boundaries outside of the organization covered by this report;
- AA1000 Assurance Standard (2008) Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2008); and
- evaluation of the report against the Global Reporting Initiative Sustainability Reporting Guidelines (G4 2013).

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, and the senior management in headquarter; documentation and record review and validation with external bodies and/or stakeholders where relevant. Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Askey, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, EICC, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the information and data contained within Askey's CSR Report of 2015 verified is accurate, reliable and provides a fair and balanced representation of Askey's sustainability activities in 01/01/2015 to 12/31/2015.

The assurance team is of the opinion that the Report can be used by the Reporting Organisation's Stakeholders. We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting. In our opinion, the contents of the report meet the requirements of GRI G4 Core Option and AA1000 Assurance Standard (2008) Type 1, Moderate level assurance.

AA1000 ACCOUNTABILITY PRINCIPLES (2008) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

Askey has demonstrated a good commitment to its stakeholders and to integrating inclusivity into its strategic and management approach. A variety of engagement efforts such as survey and communication to employees, consumers, investors, local communities, suppliers and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. Askey may consider raising engagement maturity to concentrate relevant significant issues in future reporting.

Materiality

Askey has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. It is recommended that the process and criteria applied to assess materiality to be formalized and documented to ensure better consistent result in future reporting.

Responsiveness

The report provides a comprehensive response to the issues and stakeholder concerns relating to Askey's activities. Future reporting would benefit from more reporting on the results of stakeholder feedback on this report.

GLOBAL REPORTING INITIATIVE REPORTING GUIDELINES (G4 2013) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Principles

The report, Askey's CSR Report of 2015, is adequately in line with the GRI G4 Core Option. The material aspects and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material aspects and boundaries, and stakeholder engagement, G4-17 to G4-27, are correctly located in content index and report.

General Standard Disclosures

It is recommended to have more descriptions on the goals and targets set for the identified material aspects in next report.

Specific Standard Disclosures

More disclosures of environmental and sector specific indicators are recommended.

Signed:

For and on behalf of SGS Taiwan Ltd.



Dennis Yang, Chief Operating Officer

Taipei, Taiwan

27 July, 2016

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000-8

GRI G4 index

Item	GRI Index	Related Section	Page (s)	Omit explanations	External assurance
Strategy and Analysis					
*G4-1	a. Statement from the most senior decision-maker of the organization	General Manager's talk	02		V
G4-2	a. Description of key impacts, risks, and opportunities.	Business risk and management	14		V
Organizational Profile					
*G4-3	Name of the organization	Basic company information	04		V
*G4-4	Primary brands, products, and/or services	Product Introduction	10		V
*G4-5	Location of organization's headquarters.	Basic company information	04		V
*G4-6	Number of countries where the organization operates, and names of countries	Basic company information	04		V
*G4-7	Legal ownership	Basic company information	04		V
*G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	Corporate revenue and profits	13		V
*G4-9	Scale of the reporting organization.	Basic company information	04		V
*G4-10	Significant changes during the reporting period regarding size, structure, or ownership.	Editing principle	A		V
*G4-11	Percentage of employees covered by collective bargaining agreements			V	
*G4-12	Describes the organization's supply chain	Supply chain management	55		V
*G4-13	Significant changes during the reporting period regarding size, structure, or ownership.	Corporate operation structure	06		V
*G4-14	Description Does the organization have a warning in response to the guidelines or principles	Business risk and management	14		V
*G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Askey's honor	11		V
*G4-16	Membership lists organizations involved in public associations (such as industry, public associations) and national or international organization initiatives	Basic company information	04		V

* Required General Standard Disclosures for both 'in accordance' criteria options

Item	GRI Index	Related Section	Page (s)	Omit explanations	External assurance
Identification of the major considerations surface boundary					
*G4-17	Consolidated financial statements of listed organizations or equivalent for all entities in the document contain.	Corporate revenue and profits	13		V
*G4-18	a. define the content of the report and consider the surface boundary process. b. the organization how to follow "the principle of defining report content.	Identification of major aspects/ Scope and boundary of major aspects	18 21		V
*G4-19	List all the process of defining the content of the report identified the major considerations surface.	Identification of major aspects	20		V
*G4-20	Major considerations for each surface, indicating that the boundary surface of the internal organization of the considerations	Scope and boundary of major aspects	21		V
*G4-21	Major considerations for each surface, indicating that the external organizational boundaries in consideration of the surface	Scope and boundary of major aspects	21		V
*G4-22	A description of any information previously provided by the report have carried out the impact and causes of restatements		A		V
*G4-23	Description and previous reporting period, compared with considerations on the scope of the border face a significant change.	Editing principle	A		V
Stakeholder engagement					
*G4-24	Lists of interested groups, conferences and organizations.	Identification and communication with interested parties	17		V
*G4-25	Interested parties on the proposed combination, identification and description of the method chosen	Identification and communication with interested parties	17		V
*G4-26	Description and interested parties meeting together of ways, including interest groups, depending on the form of the proposed combination and frequency, and a description of any of the proposed program is especially fit for the preparation of this report and conduct.	Identification and communication with interested parties	17		V
*G4-27	Instructions via the key issues and concerns raised by the interested parties meeting together, as well as how organizations respond to these key issues and concerns, including through the report. Description interested groups presented each of the key issues and concerns.	Identification and communication with interested parties	17		V

* Required General Standard Disclosures for both 'in accordance' criteria options

Item	GRI Index	Related Section	Page (s)	Omit explanations	External assurance
Basic information report					
*G4-28	The information provided during the reporting period (such as fiscal or calendar year)	Editing principles	A		V
*G4-29	Date of previous report (if any)	Editing principles	A		V
*G4-30	Reporting period (such as once a year, every two years).	Editing principles	A		V
*G4-31	Provide a report or answer questions related to the content of contacts	Editing principles	A		V
*G4-32	a. description of the organization selected 'follow' option. b. Description of the selection options for the GRI Content Index (detailed below). c. If the report through external assurance / sure, citing external assurance / convinced report	Editing principles	A		V
*G4-33	Repeat with the previous reports and the reasons explained	Editing principles	A		V
Govern					
*G4-34	Description governance structure of the organization, including committees under the highest governance body. Identification of which committees are responsible for decision-making of economic, environmental and social impact.	Corporate social responsibility (CSR) committee	08		V
Ethics and integrity					
*G4-56	Economic, environmental and social performance of the task, codes of conduct and principles explained	Corporate social responsibility (CSR) committee	08		V

* Required General Standard Disclosures for both 'in accordance' criteria options



Category	Aspects	Index	Instruction	Page(s)	Omit explanations	External assurance
Economic	*Economic performance	Management approach		04		V
		G4-EC1	Including Revenue and cost, operational risks and opportunities, pension, financial assistance received from government	13		V
Environment	*Energy	Management approach		44		V
		G4-EN3	Energy consumption within the organization	45		V
		G4-EN5	Energy intensity	45		V
		G4-EN6	Reduction of energy consumption	46		V
	*Emission	Management approach		23		V
		G4-EN15	Direct greenhouse gas (GHG) emissions (scope1)	48		V
		G4-EN16	Greenhouse gases and other pollution emission, ozone-depletion substances (scope2)	48		V
	*Wastewater and waste	Management approach		44		V
		G4-EN23	Wastewater and waste discharge	49		V
	*Compliance	Management approach		23		V
		G4-EN29	Any violation of Environmental laws	44		V
	*Environmental Grievance Mechanisms	Management approach		23		V
		G4-EN34	The total number of grievances about environmental impact filed	44		V

* Material aspects



Category	Aspects	Index	Instruction	Page(s)	Omit explanations	External assurance
Society-Labor Practices and Decent Work	*Employment	Management approach		23		V
		G4-LA1	Total number and rates of new employee hires, turnover rate, welfares and retention rate	27		V
		G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant location of operation	36		V
		G4-LA3	Return to work and retention rates after parental leave, by gender	38		V
	*Labor/Management Relations	Management approach		23		V
		G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	24		V
	*Occupational Health and Safety	Management approach		23		V
		G4-LA5	The functioning of health and safety committees, the rates of injury and the prevent project	28		V
		G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	29		V
	*Training and Education	Management approach		35		V
		G4-LA9	Programs for skills management and performance review	39		V
	Diversity and equal opportunity	Management approach		23		V
		G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	26		V
	Supplier assessment for labor practices	Management approach		55		V
		G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	58		V
	Labor practices grievance mechanisms	Management approach		23		V
G4-LA16		Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	34		V	

* Material aspects

Category	Aspects	Index	Instruction	Page(s)	Omit explanations	External assurance	
Society-Human Rights	*Non-discrimination	Management approach		23		V	
		G4-HR3	Incidents of discrimination and corrective actions taken	23		V	
	*Child Labor	Management approach		34		V	
		G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor	34		V	
	*Forced or Compulsory Labor	Management approach		23		V	
		G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	23		V	
	*Security Practice	Management approach		35		V	
		G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	35		V	
	*Supplier Human Rights Assessment	Management approach		58		V	
		G4-HR11	New suppliers that were screened using human rights criteria, and the negative human right impact and improvement of supply chain	56		V	
	Society-Society	*Compliance	Management approach		23		V
			G4-SO8	Significant fines and non-compliance with laws	23		V
Local Communities		Management approach		44		V	
		G4-SO2	Local community engagement, impact assessments, and development programs	45		V	
*Anti-corruption		Management approach		23		V	
		G4-SO5	Confirmed incidents of corruption and actions taken	34		V	
*Anti-competition		Management approach		04		V	
		G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	04		V	
*Grievance mechanisms for impacts on society		Management approach		34		V	
		G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievancemechanisms	34		V	

* Material aspects

Category	Aspects	Index	Instruction	Page(s)	Omit explanations	External assurance
Society-Product Responsibility	*Customer health and safety	Management approach		53		V
		G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	60		V
	*Compliance	Management approach		61		V
		G4-PR9	Significant fines for non-compliance with laws and regulations	61		V
	*Product and service labeling	Management approach		63		V
		G4-PR5	Number of incidents of non-compliance with regulations and voluntary codes, and the results of surveys measuring customer satisfaction	63		V
	*Customer privacy	Management approach		62		V
		G4-PR8	Substantiated complaints regarding breaches of customer privacy and losses of customer data	62		V

* Material aspects