

# 2023 ESG

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Environmental, Social, Governance

Communicate with Love . Love to Communicate

NO. 11 / 2024.06



Askey focuses on the corporate responsibility, ensuring to meet the social and environmental targets.



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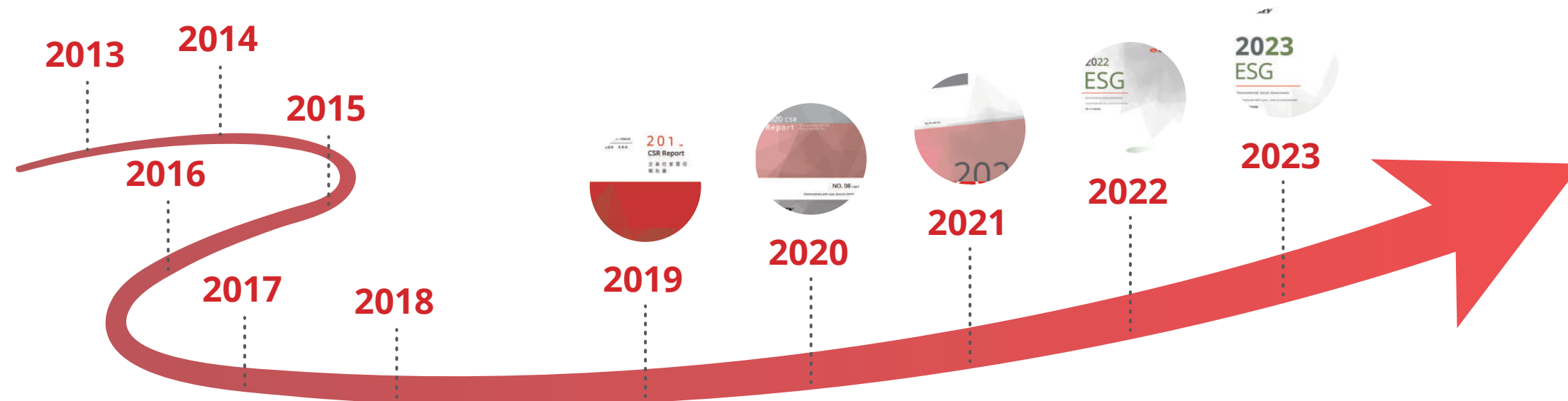
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# About

## About this Report

You are invited to read Askey Computer Corp's (hereinafter Askey) 11th Sustainability Report. This report presents our honest and objective efforts and achievements in economic, environmental, and social aspects for 2023. We aim to demonstrate our commitment to transparency to the public and stakeholders concerned with our sustainability approach.



### Report Scope and Boundary

This report presents major environmental, social and governance (ESG) topics and corresponding management policies and performances of Askey from January 1 to December 31 of 2023. According to the assessment results, the physical scope of ESG impact includes all Askey's locations in Taiwan, the Suzhou manufacturing site—Askey Technology (Jiangsu) LTD., and the newly established factory in Vietnam—Askey Technology (Vietnam) Company Limited. Additionally, some data (financial, energy consumption, greenhouse gases) covers all subsidiaries under the group's control with substantial operations. The reporting period of the Sustainability Report is consistent with the financial report, which is from January 1 to December 31, 2023.

Period	Boundary	Subsidiary with control and substantive operating power
Jan. 1 to Dec. 31 of 2023	<ul style="list-style-type: none"><li>· Askey Computer Corp.</li><li>· Askey Technology (Jiangsu) LTD.</li><li>· Askey Technology (Vietnam) Company Limited.</li></ul>	<ul style="list-style-type: none"><li>· Yang Xu Electronic Technology (Shanghai) Ltd.</li><li>· SILIGENCE SAS</li><li>· ASKEY INTERNATIONAL CORP.</li><li>· ASKEY DO BRASIL TECNOLOGIA LTDA.</li></ul>

### Issue Period

Askey has issued sustainability reports on annual basis since 2014 and has posted them on the Company official website. These reports are published in both Chinese and English, and electronic files are available for inquiry or download.

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June, 2023  
Now

June, 2024  
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### Contact Us

Your feedback and suggestions are important to us. Please feel free to contact us if you have any comments or ideas.

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### Editorial Principles

The report is published and disclosed referring to the Global Sustainability Standard Board's (GSSB) GRI Universal Standards 2021.

### Report Assurance

In order to ensure the reliability of the contents, this report has been third-party verified by DNV (DNV Business Assurance Co., Ltd.) and complies with AA1000 Assurance Standard (AA1000AS v3) Type I / Medium Assurance Level verification. The verification declaration has been included in the report appendix to demonstrate our credible commitment to the disclosure of information. In doing so, our leadership is committed to ensuring the quality and transparency of the report by paying close attention to and supporting the verification process.

### Taiwan Headquarter

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Phone: +886-2-2228-7588 Fax: +886-2-3234-9211

### Taoyuan Factory, Taiwan

Address: •3F-1~3F-8, No.7, Hangxiang Rd., Dayuan Dist., Taoyuan City 33747, Taiwan, R.O.C.  
•4F-1~4F-10, No.7, Hangxiang Rd., Dayuan Dist., Taoyuan City 33747, Taiwan, R.O.C.  
•5F-3&7, No.7, Hangxiang Rd., Dayuan Dist., Taoyuan City 33747, Taiwan, R.O.C.  
•10F-1~10F-10, No.5, Hangxiang Rd., Dayuan Dist., Taoyuan City 33747, Taiwan, R.O.C.  
Phone: +886-3-3933-585 Fax: +886-3-3933-593

### Suzhou Factory, China

Address: No.1388, Jiaotong Road, Wujiang Economic-Technological Development Area, Suzhou City, Jiangsu Province, P.R.C.  
Phone: +86-512-6348-7188 FAX: +86-512-6349-3985

### Bac Ninh Factory, Vietnam

Address: Lot K-02 and Lot K-03 at Que Vo Industrial Park (Extensions), Nam Son Ward, Bac Ninh City, Bac Ninh Province, Vietnam  
Phone: +84-22-2220-8868



## Word from the CEO



**In 2023, the world has been with many challenges and changes. The U.S. Federal Reserve raised interest rates in response to inflation, and the AI chip war and geopolitical tension between China and the U.S. continued to escalate. In terms of the economy, global economic growth is slowing down, and the high inflation rate and low growth rate have become the new norm. At the same time, Taiwan is actively addressing climate change and promoting green transformation, further establishing the goal of net zero carbon emissions. The vigorous development of AI technology has also ushered in a brand new era. While facing these challenges and changes, we firmly believe that as a company, it is essential to have stable values and strong operational capabilities. We will uphold prudent business strategies and the concept of sustainable development, continue to invest in innovation and technology upgrades, improve corporate competitiveness and anti-risk capabilities, and respond to various challenges with an open mind, continuous innovation, and contribute to shareholders and stakeholders, and create greater value for society.**

Askey focuses on 5G technology, collaborating with Locus Connect to host the "5G Smart Manufacturing and Precision Positioning Application Demonstration Experience" at the Askey Zhonghe Factory. Additionally, we have launched the "Exploring the New World of Shoushan Zoo - A New 5G Technology Experience" at the Kaohsiung Shoushan Zoo. With 5G technology, we have successfully realized the digital upgrade of the zoo to bring animals and visitors a richer interactive experience. In Building Q of Wei Wu Ying Metropolitan Park, we have created the "5G Immersive Interactive Exhibition and Performance Platform" to combine 5G technology and artistic creation to create a visual feast that combines technology and art. In addition, we have participated in the "New Program to Accelerate Local 5G Application Performance" led by NTT East and collaborated with a total of 18 partners, including communication equipment manufacturers in Japan and abroad. This program aims to reduce the cost of Local 5G equipment, expand the popularity of Local 5G, and promote the digital transformation of the industry to solve regional problems.

We actively promote strategic transformation, continue to expand product lines, and participate in application promotion in different domains. We are determined to become a leader within ICT service providers. Through continuous exploration and research and development of advanced technologies, we are committed to creating a smarter and environmentally friendly future. Besides making continuous breakthroughs in the research and development of products, Askey also actively participates in various international exhibitions, such as Automation Taipei, Computex 2023 and Asia's largest Smart City Summit & Expo. These platforms not only provide us with the opportunity to showcase the latest technology, but also facilitate in-depth exchanges with colleagues from all over the world to jointly explore the trends and directions of future technological development. Cross-industry cooperation and knowledge sharing have become important factors for our continuous success in R&D and innovation.

In the past year, Askey has been actively committed to realizing "co-prosperity, co-existence, and co-benefit" and integrate corporate social responsibility into all aspects of business operations. We are actively taking action to address the challenges of climate change. Starting from the third quarter of 2023, we initiate the Science Based Targets (SBT) project led by our parent company, ASUS, to commit, to set targets, and to reduce Scope 1, Scope 2, and Scope 3 emissions of Askey. We have set clear goals to reduce emissions by 50% by 2030, while helping key suppliers achieve their emission reduction goals. Moreover, we will gradually increase the use of renewable energy, aiming to achieve 50% renewable energy consumption by 2035, and the ultimate goal is to achieve net-zero emissions by 2050.

In terms of society, we actively fulfill our corporate social responsibility, continuously strive for improvement and care about the well-being of every employee regardless of nationality. Additionally, Askey actively strives for RBA VAP certification to gradually promote the concepts and practices of the Responsible Business Alliance. At the same time, we are committed to optimizing the quality of life and work for foreign migrant workers, including implementing a zero-fee policy, respecting their willingness of free residence, and providing professional dormitory management to ensure a safe and comfortable working and living environment at Askey. The Company is committed to adhering to the RBA spirit and providing a better work experience for each employee while actively contributing to the diversity and well-being of society, demonstrating its commitment to co-prosperity in practice.

Looking ahead, Askey will remain steadfastly committed to the path of sustainable development, promoting innovation and technological advancements to meet the world's diverse challenges and changes. We will actively participate in international exhibitions and cross-industry cooperation, explore the trends and directions of future technological development together with global partners, and jointly create greater value for society. Meanwhile, we will work hand in hand with our shareholders, stakeholders and society as a whole to address various challenges and contribute to green transformation and social progress.

 Robert Lin, CEO,  
Askey Computer Corp.



1.1 About ASKEY

1.2 2023 Sustainable Performance

1.3 Governance Structure

1.4 Stakeholder Engagement

1.5 Risk Management



# CHAPTER

# 1

## Sustainable Governance 永續治理





# 1.1 About Askey

Askey Computer's operational headquarters and R&D center are located in Zhonghe District, New Taipei City, Taiwan. Adhering to a strategy of deep-rooted development in Taiwan with a global layout, Askey has research and business sites across Asia, Europe, and America. The Company's primary production sites include an independent production line in the Taoyuan Farglory Free Trade Zone, a 300,000-square-meter technology park in Suzhou, China, and a new factory in Vietnam, serving the emerging Southeast Asian markets.





▼ Global Presence







Askey Computer, established in August 1989, is a subsidiary of ASUSTEK COMPUTER INC. The Company specializes in developing network communications and manufacturing electronic products. With core technologies spanning 5G / LTE, IoT, vehicle networking, smart home, small cell, etc., Askey boasts highly precise laboratory hardware and software, along with a team of professional R&D personnel. Supported by a complete ecosystem of partners, the Company has recently focused on four main R&D directions: smart home, transportation, urban solutions, and customized engineering and technical services, demonstrating our strong system integration capabilities. With our emphasis on innovative R&D and technology transfer, we continue to break new ground and provide users with comprehensive product development and local support services to help customers strengthen their competitive advantages.



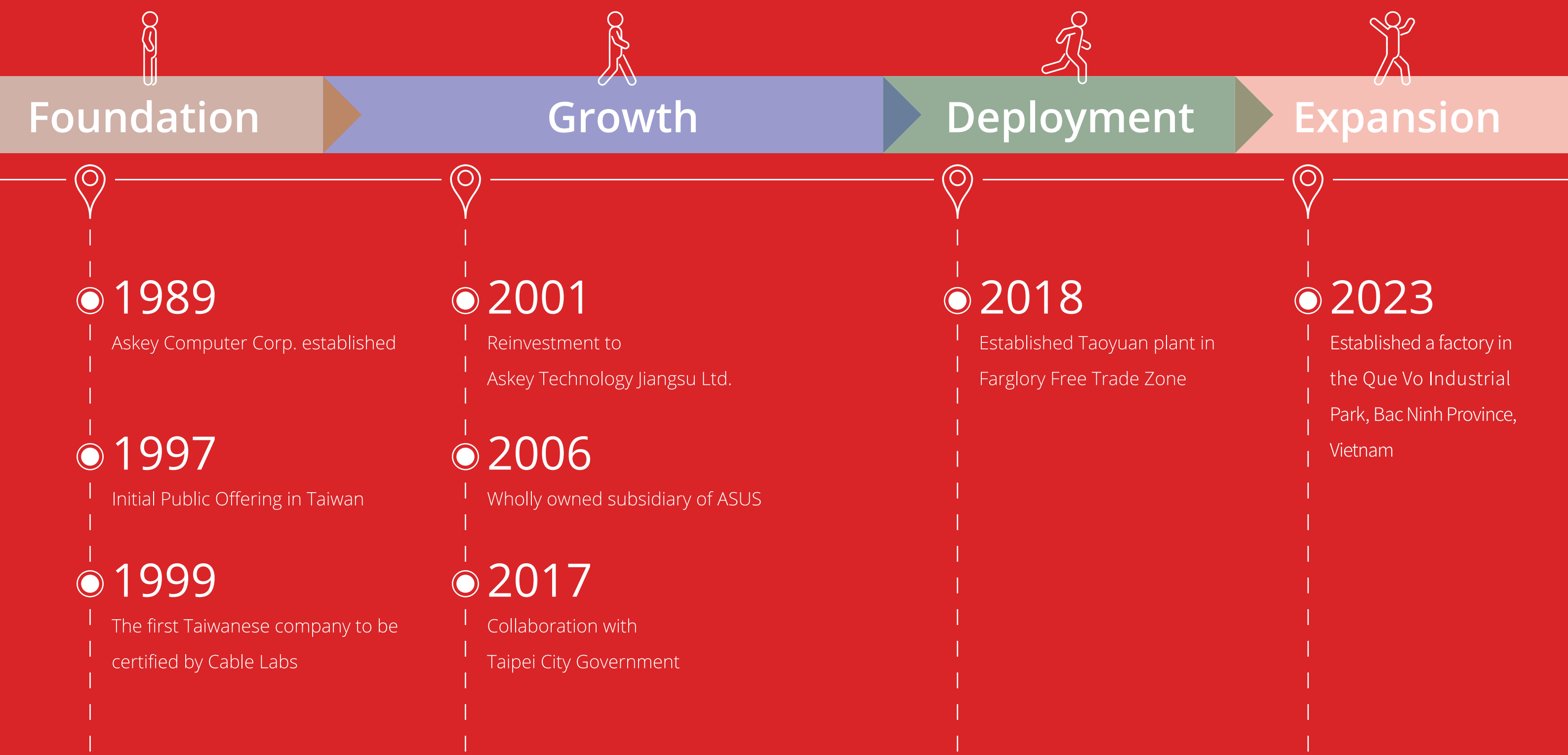
▼ Company Background

	Company Name	Askey Computer Corporation
	Date of Establishment	1989/08/23
	CEO	Robert Lin
	Manufacturing Location	Taiwan; China; Vietnam

	Employees	4,040 (end of 2023)
	Industry	Computers and Peripheral Equipment Manufacturing
	Capital	NT\$ 4.8 Billion
	Products	5G; GPON; Wi-Fi

01

# HISTORY



“Ethics and Integrity”, “People-oriented”, “Innovative Services” and “Social Responsibility” are Askey’s core values. We uphold an honest, humble and responsible attitude, actively conduct R&D to strengthen our competitive advantages, explore the needs of different customer segments, create excellent service quality, and carefully manage relationships with our partners. We provide a friendly work environment, cultivate our employees, and establish interactions to stimulate their best performance. We also study sustainable issues, and strive to comply with international and local social, economic and environmental protection rules to fulfill environmental and social responsibilities.

Core Values	Business Philosophy	Importance	Section Correspondence
Integrity	Commit to integrity and diligence, and focus on fundamentals and results.	Based on the operating principles of ethics and honesty, we have devised the policies of the “Code of Business Conduct,” “Anti-corruption Standards,” and “Employee Gifts and Social Guidelines” to increase the awareness of our employees, as well as prevent unethical behavior.	1.3 Governance Structure · Ethics and Integrity
Talent Capital	Inspire, motivate and nurture staff to unleash their potential.	Talent capital is an important asset for an enterprise to achieve sustainable management. Askey strives to foster a culture of diversity, respect and harmony to train talents, enhance skills, and facilitate employee development.	4.1 Recruitment and Training · Compensation and Benefits
Innovation	Endlessly pursue excellence in the areas of quality, service, innovation and cost-efficiency.	Propose new-generation 5G communication products and services, and develop zero-touch, high-speed and low-latency 5G network solutions to meet the needs of the “low-touch economy.”	2.2 Client Relationship · R&D and Innovation
Responsibility	Strive to be among the world-class high-tech leaders and to provide valuable contributions to humanity.	Give full play to the spirit of green enterprise, implement the environmental management of energy conservation and energy storage, and progressively implement the sustainable carbon reduction plan.	3.1 Green Operation · Energy and GHG Management

▲ Business Philosophy

Honors and Recognition



▲ Accolades of 2023

• Associations Participation










Askey actively participates in various professional associations, business associations, and cross-industry groups to fully engage in exchanges and learning from peers and other industries, building good mutual cooperation relationships. Through interactive communication and dialogue, we aim to grasp domestic and international industry trends, market dynamics, and government regulations, optimizing competitive advantages, accelerating innovation, and contributing to industries and society through practical actions.

We pay attention to the impact of environmental and social changes on corporate operations and the overall economy. Although we have not formally signed external regulations or initiatives, we voluntarily comply with the core principles of international norms and standards such as the Responsible Business Alliance (RBA) and the United Nations Global Compact to respond to external initiatives and echo international standards.

Role	Association	Nature of Association
 Member	Taiwan Electrical and Electronic Manufacturers' Association	Electronic manufacturing industry
	Taipei Computer Association	Taiwan's information technology industry
	Taiwan Transportation Vehicle Manufacturers Association	Taiwan's automotive, machinery, bicycle, and related component manufacturing industry
	Taiwan Telematics Industry Association	Vehicle-to-everything industry
	New Taipei City Industrial Association	Communication channels between industries and governments
 Vice President	Suzhou Wujiang District Foreign Investment Enterprise Association	Non-profit social organizations voluntarily formed by Hong Kong, Macao, Taiwan compatriots, and overseas Chinese investment enterprises
	Suzhou Wujiang District Taiwan Compatriot Investment Enterprise Association	Civil society organizations registered in Suzhou by Taiwan-funded enterprises and voluntarily participating
	Suzhou Wujiang Intelligent Manufacturing Association	A local, industrial, and non-profit social organization voluntarily formed by enterprises, institutions, and organizations related to smart design and manufacturing









# 1.2 2023 Sustainable Performance

Focal Point of Sustainable Development	Concatenate to SDGs	Sustainable Development Strategy	Achievements
Environmental Symbiosis	   	<ul style="list-style-type: none"><li>Abide by the Law</li><li>Reduce Pollution and Wastes</li><li>Resource Efficiency</li><li>Full Participation</li></ul>	<ul style="list-style-type: none"><li>Generated 5,035,123 kWh of electricity via solar power.</li><li><b>*Green electricity reduced carbon by 2,871.5 metric tons.</b></li><li>2,869 tons of water saving.</li><li>Water intensity (1.3 tons/NT\$ 100 million in revenue).</li><li>139.2 tons for repeated use of packing materials.</li></ul>
Social Sustainability	     	<ul style="list-style-type: none"><li>Human Oriented</li><li>Healthy Workplace</li><li>Public Welfare Feedback</li><li>Social Responsibility</li></ul>	<ul style="list-style-type: none"><li>Hold 2,523 training courses, 30,653 of our staff were participated.</li><li>43,762.9 of total training hours for our staff.</li><li>0 case for high-consequence work-related injuries.</li><li>Filled with love, quarterly recruits with a passion for public welfare.</li><li>The Healthy Passport Collection Point campaign has been held for 11 consecutive years to encourage employees to participate in various health promotion activities.</li></ul>
<ul style="list-style-type: none"><li>Sustainable Governance</li><li>Economic Co-Prosperity</li></ul>	     	<ul style="list-style-type: none"><li>Honesty and Diligence</li><li>Fundamental and Practicality</li><li>Innovative Service</li><li>Mutual Benefit and Win-Win</li></ul>	<ul style="list-style-type: none"><li>Awarded the CHT (Chunghwa Telecom) certified Gold-tier sustainable partners.</li><li>0 corruption events.</li><li>NT\$2.62 billion for RD expenses.</li><li>0 case for clients' information leakage.</li><li>41 on-site CSR audit of suppliers.</li></ul>

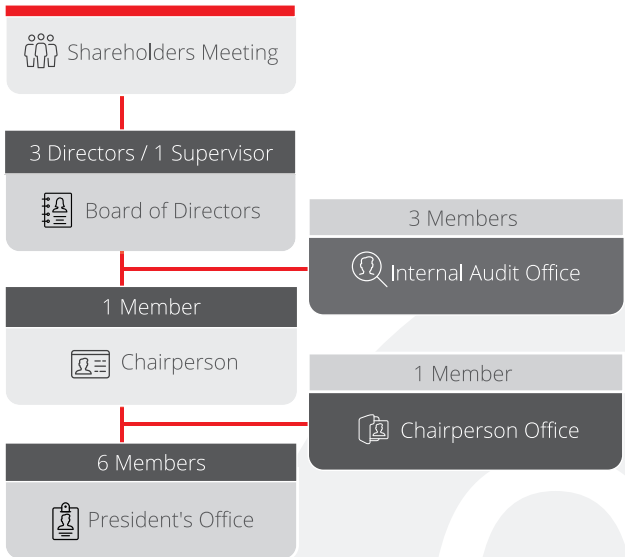
\* The Suzhou factory, China used a green energy meter of 5,035,123 kWh in 2023. Calculated based on the average national grid emission factor in 2022 announced by the Ministry of Ecology and Environment of the People's Republic of China in 2023, the relative carbon reduction was about 2,871.5 tons.

# 1.3 Governance Structure

## Management Approaches of Major Issues: Moral Integrity

 Impact Explanation	<ul style="list-style-type: none"><li>Establishing and maintaining the trust and support of customers, business partners and other stakeholders based on the principle of integrity and integrity will not only expand the scope of cooperation, but also improve the long-term cooperative relationships, attract a wider customer base, and form a solid and lasting business foundation with a positive impact.</li><li>If bribery and corruption occur, it will have a negative impact on the Company's reputation, and increase internal risks, thereby threatening the Company's sustainable development.</li><li>Enterprises that implement ethical management risk prevention and control measures are better able to retain exceptional personnel and retain their competitive edge. Conversely, a deficiency in such measures may result in brain drain, which negatively impacts the competitiveness of the enterprise and introduces internal instability.</li></ul>
 Policy	Labor and Ethics Policy
 Action	Adhere to the highest standard of business ethics in all business activities
 Evaluation	<ul style="list-style-type: none"><li>Report Mailbox</li><li>Regular Fraud Risk Assessment</li></ul>
 Target	0 Corruption Events
 Corresponding GRI Topics	GRI 205 Anti-corruption

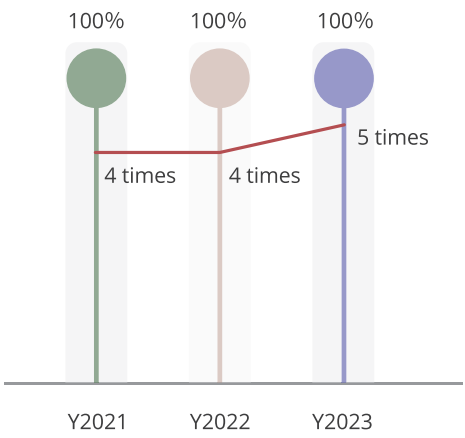
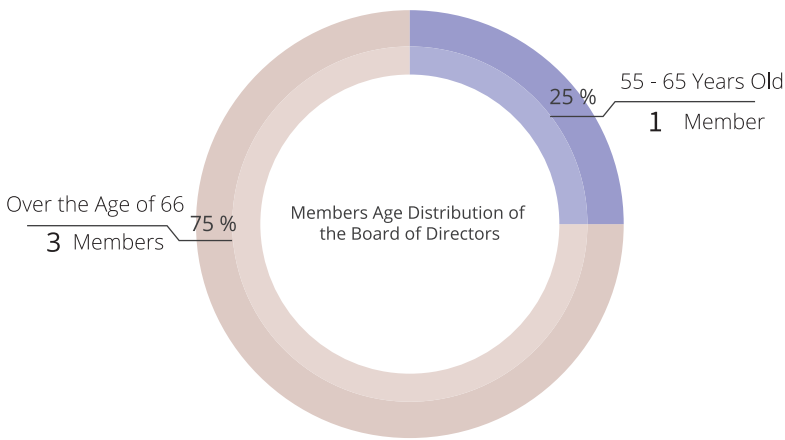
Askey has designed and constructed a complete organizational structure and system according to the Company's business strategies and goals. The intention is to perform various businesses, to promote activities and to make adjustments according to internal and external changes, in order to enhance operation efficiency and increase the organization's operational performance.



▲ Governance Framework of Askey

• Board of Directors

As the highest governance unit and the center for making major business decisions, the Board of Directors is responsible for appointing and guiding the management team, reviewing business performance, and discussing important strategies and key events. To be responsible for supervising the overall operation, in order to maintain maximum equity for shareholders. During the reporting period, there were a total of 2 critical events, which were communicated to the top management through project reports to ensure that these significant events were promptly conveyed. The chairperson of Askey's board of directors is Robert Lin, who is also Askey's CEO. There are also two other directors and a supervisor - each term of service is 3 years. A "Board of Directors Management and Operation Procedures" has been created to improve the supervision function and strengthen the management mechanisms. The Company adheres to strict self-discipline principles to prevent potential conflicts of interest. This is clearly outlined in the management regulations. If a director has an interest in matters discussed at board meetings, they must disclose this at the meeting. In cases where their involvement could harm the company's interests, they must abstain from participating in the discussion and voting. Additionally, they cannot exercise voting rights on behalf of other directors.



▲ Board Meetings over the Years

The Board of Directors is required to convene at least one meeting per quarter, and may convene a meeting at any time in case of emergency. There were 5 Board of Directors meetings held in 2023 and the attendance rate of the members of the Board of Directors was 100%. All members fulfilled their supervising and management responsibilities for important company affairs, including strategic direction, business performance and major investments, among other matters, effective implementation of various operating activities. Currently, the Board of Directors does not include female directors, but there are female executives participating in senior management meetings. In the future, we will actively assess and seek more outstanding talents with diverse backgrounds to join the senior management team, aiming to create maximum value for shareholders.

Title	Name	Gender	Academic Background and Resume
Chairman	Robert Lin	Male	· MBA, Tulane University, US · CEO, Askey
Director	Jonney Shih	Male	· Institute of Business and Management, National Chiao Tung University · General Manager, Computer Business Group, Acer · Chairman & Chief Branding Officer, ASUS
Director	Samson Hu	Male	· M.S. in Computer Science, National Chiao Tung University · Assistant General Manager, Acer · Director & Co-Chief Executive Officer, ASUS
Supervisor	Chin-chih Wu	Male	Chief Technology Officer, ASUS

▲ Members of the Board of Directors



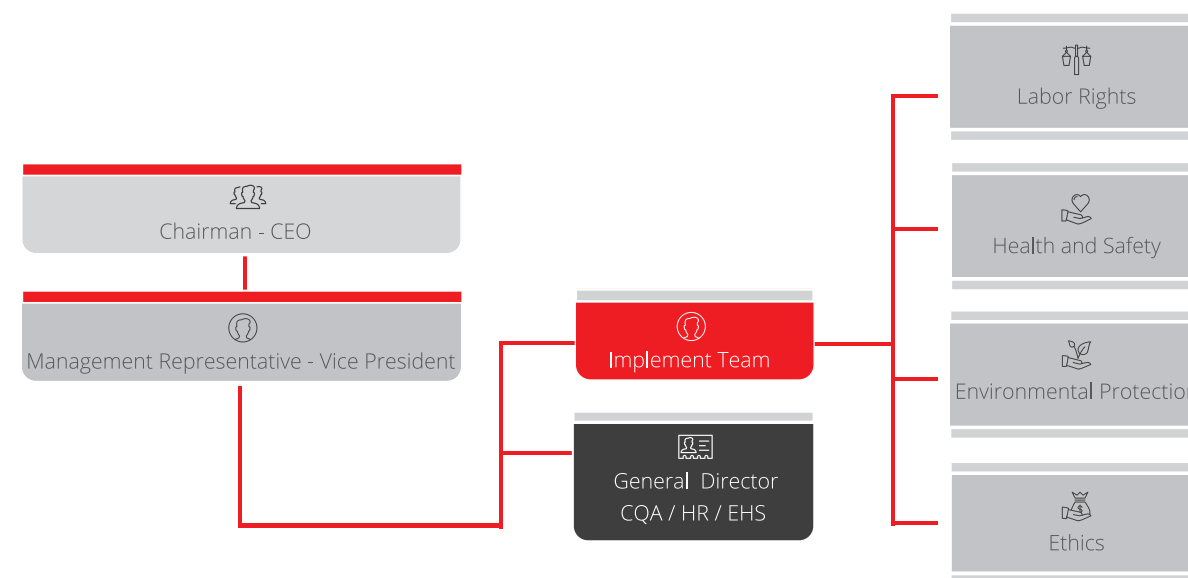
▲ Operation of the Board of Directors

## • Corporate Social Responsibility Committee

The Committee was established in 2013 with President Lin, Cheng-Kuei as the chairperson, Vice President Chang, Chi-Hsien as the management representative. The committee convenes the heads of relevant units of each business group as members. The committee is responsible for formulating the direction and policies for corporate sustainable development, planning related systems and management approach. The Company jointly promotes CSR-related activities through cross-departmental cooperation and the integration of internal management mechanisms. At the same time, the Company pays close attention to international initiatives and regulations, reviews and adjusts management measures and processes at any time to improve CSR management effectiveness, and demonstrates Askey's determination to implement sustainable development.

To ensure that the rights and interests of employees and business partners are safeguarded, Askey supports and adheres to the guiding principles of international norms and standards, including the Responsible Business Alliance (RBA) and the UN Global Compact. Additionally, the Company strictly complies with local and international regulations.

We actively fulfill our corporate social responsibility by regularly applying for the Responsible Business Alliance (RBA) Validated Audit Process (VAP) and undergoing periodic assessments through the global corporate sustainability ratings platform EcoVadis. This continuous commitment to sustainability strengthens our dedication to aligning our corporate policies with international standards. As of 2021, our Suzhou plant in China has taken the lead in passing the certification of a third-party organization designated by the RBA for our products and successfully obtained the RBA VAP certificate. In the future, we will continue to be audited and certified by the RBA, and plan to gradually promote the concepts and practices of the RBA in our production plants.



▲ Askey CSR Framework

## Economic Co-Prosperity / Sustainable Governance

- We manage with integrity ; prohibit bribery and any other forms or sources of illegal profit.
- We have an absolutely no bribery, no extortion and no embezzlement policy.
- We respect and protect intellectual property rights.
- We establish whistle-blowing system to report dishonest.



## Environmental Symbiosis

- Comply with related environmental laws and provisions.
- We enhance the control of pollution sources and minimize the impact of production processes on environment by reducing waste in the manufacturing process.
- We strive to pollution prevention and continuous improvement, energy conservation and resource recycling.
- We introduce optimal manufacturing processes, improve the operating environment, and protect the safety and health of employees.
- We implement environmental and safety management training and promotion to enhance the environmental and safety awareness of all employees.
- We strive to communicate internal factories and externally to publicize the environmental and safety management system and policies.
- We are human-oriented and encourage our employees to consult and participate related activities.



## Social Sustainability

- Prohibition of Human Trafficking and Forced Labor.
- Prohibition of Child Labor and Protection of Young Workers.
- Legal Working Hours and Wages
- Provide Humane Treatment.
- Respect for Diversity and Non-Discrimination.
- Freedom of Association.
- Health and Safety in the Workplace.
- Ethical Privacy.
- Grievance Channels.





## Ethics and Integrity

“Ethics and honesty” are the quintessential qualities of Askey, and the top priorities of our business philosophy. At Askey, the Chairman’s Office serves as the highest authority and responsible unit. In 2022, the “Anti-corruption and Whistleblowing Operation Management Measures” were introduced to formulate regulations, whistleblowing mechanisms and procedures. We not only demand all of our employees and stakeholders to conduct business according to the principle of ethical management, and avoid engaging in illegal activities, but also have established a reporting mechanism and set up whistleblowing procedures.

To internalize the philosophy of ethics and integrity into the corporate culture, Askey’s new staff are required to sign the “Code of Business Conduct.” The philosophy is promoted through internal platforms from time to time to elevate colleagues’ awareness of “anti-corruption, prevention of malpractice, and strict discipline.” Externally, the philosophy is promoted by asking our suppliers to sign the “Askey Supplier Integrity Commitment” during meetings to make sure they abide by the business ethics standards. We encourage our colleagues to report any illegal conduct. When a moral integrity-related problem arises, they can report it through the whistleblowing email or by hotline. To protect the legal rights of the whistleblower, all of their details will be kept confidential and verified by independent channels to prevent personnel fraud, minimize the risk of corruption, and realize ethical and honest management principles effectively.

### Askey Business Ethics Code of Practice

- Business Integrity Principles
- Preventing Conflicts of Interest
- Fair Trading, Advertising, and Competition
- Gifts and Hospitality, Receiving and Giving, Social Etiquette, and Entertainment Guidelines
- Procedures for Handling Violations of the Code of Conduct
- Information Disclosure
- Community Engagement

### Moral Integrity

#### Self-regulatory Documents

- Notice for business interactions between employees and vendors
- Letter of Commitment
- Service and Confidentiality Agreement
- Code of Business Conduct

#### Training and Promotion

- Company’s Internal Bulletin
- EIP Announcement
- E-Learning New Employee Training

#### Whistleblower Mechanism

- Whistleblowing Email
- Whistleblowing Hotline

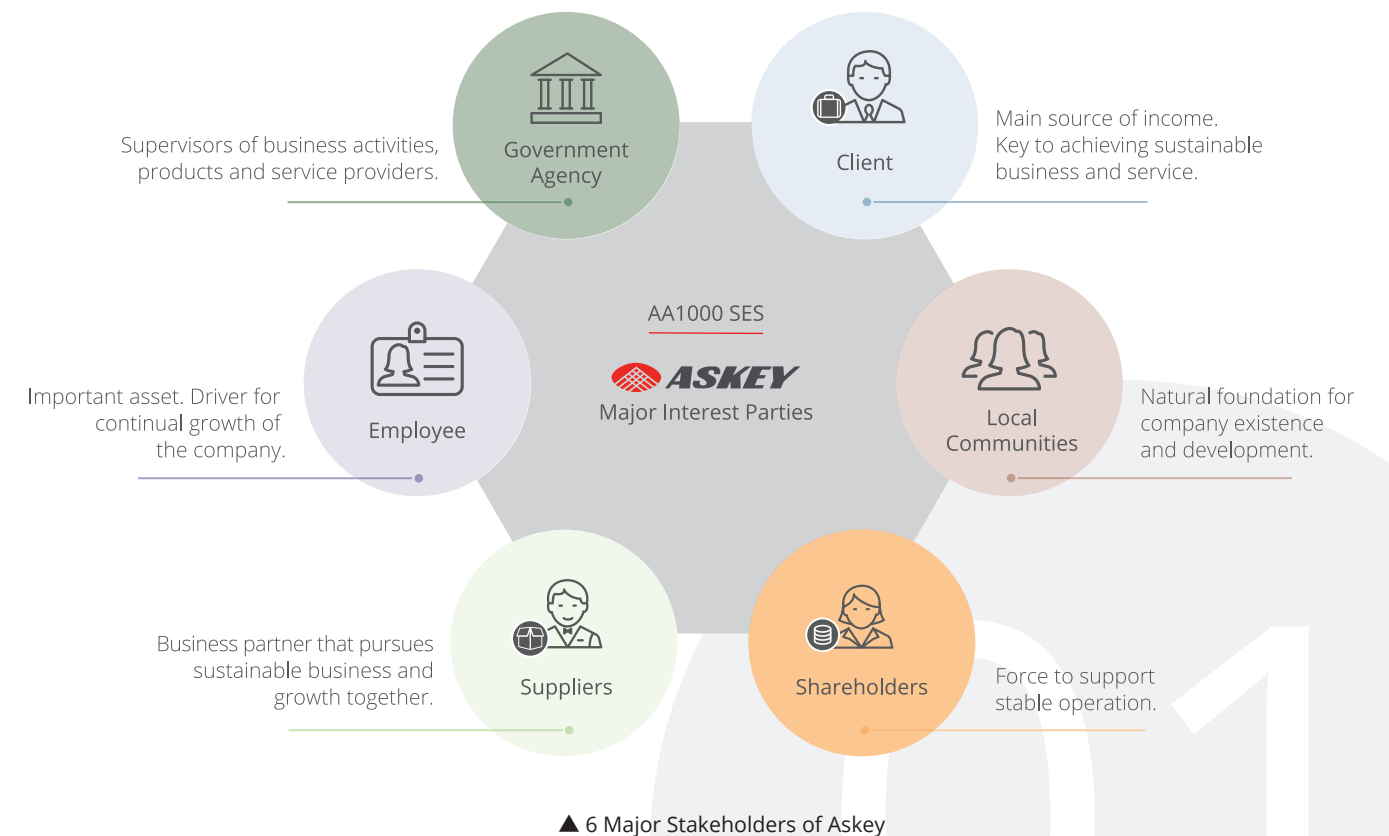
# 1.4 Stakeholder Engagement

We prioritize corporate responsibility and effective communication with stakeholders to drive sustainable development. By recognizing every stakeholder’s voice, we address their concerns through transparent channels. This chapter outlines our dedication to these issues and how we integrate stakeholder perspectives into our corporate strategies.

## Stakeholder Engagement

Askey’s CSR committee has taken the experiences of its department heads and industry peers into account. It considers the operational attributes, referenced the five major principles recommended by the “AA1000 SES (Stakeholder Engagement Standard)” Responsibility, Influence, Dependence, Diverse Perspectives and Tension, and used the Likert five-point scale to identify six categories of stakeholders that are closely related to Askey’s operations: “clients,” “shareholders,” “suppliers,” “employees,” “government agencies,” and “local communities.” We have established diverse and effective communication channels to strengthen the interactions with stakeholders. Through active dialogues, we can understand their concerns and feedback, which can be as the basis of the report’s information disclosure and an important reference for planning the Company’s sustainable development strategy.

### Responsibility • Influence • Dependence • Diverse Perspectives • Tension



▼ Stakeholder Communication Channels and Topics of Concern

Stakeholders	Clients	Employees
<div>Concerned Issues</div> <ul style="list-style-type: none"><li>• Ethics and Integrity</li><li>• Compliance</li><li>• Procurement in Practice</li><li>• Supply Chain Management</li><li>• Energy and GHG Management</li><li>• Occupational Health and Safety</li><li>• Employee Rights, Diversity and Equality</li><li>• Product Quality and Service</li></ul>	<div>Concerned Issues</div> <ul style="list-style-type: none"><li>• Product Quality and Service</li><li>• Compliance</li><li>• Occupational Health and Safety</li><li>• Environmental Responsibility for Products</li></ul>	<div>Concerned Issues</div> <ul style="list-style-type: none"><li>• Information Security</li><li>• Occupational Health and Safety</li><li>• Employee Rights, Diversity and Equality</li></ul>
<div>Communication Channels and Frequency</div> <ul style="list-style-type: none"><li>• Board of Directors → Quarterly</li><li>• Financial Report → Annually</li></ul>	<div>Communication Channels and Frequency</div> <ul style="list-style-type: none"><li>• Client Satisfaction Survey → Semiyearly</li><li>• Client On-Site Audit → Irregularly</li><li>• Client Questionnaire → Irregularly</li><li>• Contact Window → Irregularly</li><li>• Call / Email → Irregularly</li></ul>	<div>Communication Channels and Frequency</div> <ul style="list-style-type: none"><li>• E-paper → Monthly</li><li>• Welfare Committee Meeting → Monthly</li><li>• Employee Management Meeting → Quarterly</li><li>• Occupational Safety and Hygiene Committee → Quarterly</li><li>• Employee Opinion Box → Irregularly</li><li>• Training → Irregularly</li><li>• Safety Lecture &amp; Health Promotion Activities → Monthly</li></ul>
<div>Communication Achievement</div> <ul style="list-style-type: none"><li>• 5 Board of Directors’ meetings.</li></ul>	<div>Communication Achievement</div> <ul style="list-style-type: none"><li>• Overall satisfaction level was 91%.</li></ul>	<div>Communication Achievement</div> <ul style="list-style-type: none"><li>• 12 ASKEY journals.</li><li>• 12 welfare committee meetings.</li><li>• 4 employer-employee meetings in Taiwan and Suzhou, China.</li><li>• 43,762.9 of total training hours for our staff.</li></ul>

Suppliers	Government Agencies	Local Communities
<div>Concerned Issues</div> <ul style="list-style-type: none"><li>• Ethics and Integrity</li><li>• Product Quality and Service</li><li>• Compliance</li></ul>	<div>Concerned Issues</div> <ul style="list-style-type: none"><li>• Occupational Health and Safety</li><li>• Compliance</li><li>• Employee Rights, Diversity and Equality</li></ul>	<div>Concerned Issues</div> <ul style="list-style-type: none"><li>• Social Participation</li><li>• Compliance</li><li>• Operation and Pollution Prevention</li><li>• Recruiting, Retaining, and Developing Talents</li><li>• Labor-management Communication</li></ul>
<div>Communication Channels and Frequency</div> <ul style="list-style-type: none"><li>• Supplier Assessment → Monthly</li><li>• Supplier Conference → Annually</li><li>• Supplier Audit → Irregularly</li><li>• B2B Platform → Irregularly</li><li>• Call / Email → Irregularly</li><li>• Contractor Assessment → Annually</li></ul>	<div>Communication Channels and Frequency</div> <ul style="list-style-type: none"><li>• Supervisory authority random inspection → Irregularly</li><li>• Official Document → Irregularly</li><li>• Conferences → Irregularly</li></ul>	<div>Communication Channels and Frequency</div> <ul style="list-style-type: none"><li>• Company Website → Irregularly</li><li>• Charitable Activities → Irregularly</li><li>• News → Irregularly</li></ul>
<div>Communication Achievement</div> <ul style="list-style-type: none"><li>• 27 on-site CSR audit of new suppliers.</li><li>• 41 on-site CSR audit of existing suppliers.</li></ul>	<div>Communication Achievement</div> <ul style="list-style-type: none"><li>• Collaborating with the Kaohsiung City Government to promote the 5G digital upgrade project for the Shoushan Zoo.</li></ul>	<div>Communication Achievement</div> <ul style="list-style-type: none"><li>• Charitable activities.</li></ul>

• **Material Topic Decisions**

Concerning the AA1000 Accountability Principles Standards (AA1000AP AccountAbility Principles: 2018), Askey utilizes the four principles of “inclusivity,” “materiality,” “responsiveness” and “impact” as the framework, and further assesses the actual and potential impacts on the economy, the environment and people (including human rights), according to the GRI Universal Standards 2021. This is to identify and determine the key material topics related to the sustainable development of the Company, so that the report can accurately respond to the stakeholders and provide them with the expected information.

In order for the identification and decision-making process of the material topics to more accurately reflect the organization's ongoing development and the expectations of stakeholders, we modified the number of material topics from 18 to 16 during the reporting period. The decision to remove "Market Position of Corporate Governance" from the list has been made based on a thorough evaluation of the analysis of the material topics of the past three years. This topic has not been identified as significant in the assessments conducted over the past 3 years, suggesting that its impact on current operations and strategies is limited. At the same time, to simplify the report structure and enhance the focus of topics, "Employee Diversity and Equal Opportunities" has been included in the more comprehensive "Employee Rights and Diversity and Equality" category. Based on the above considerations, 16 key sustainable development issues have been sorted out.

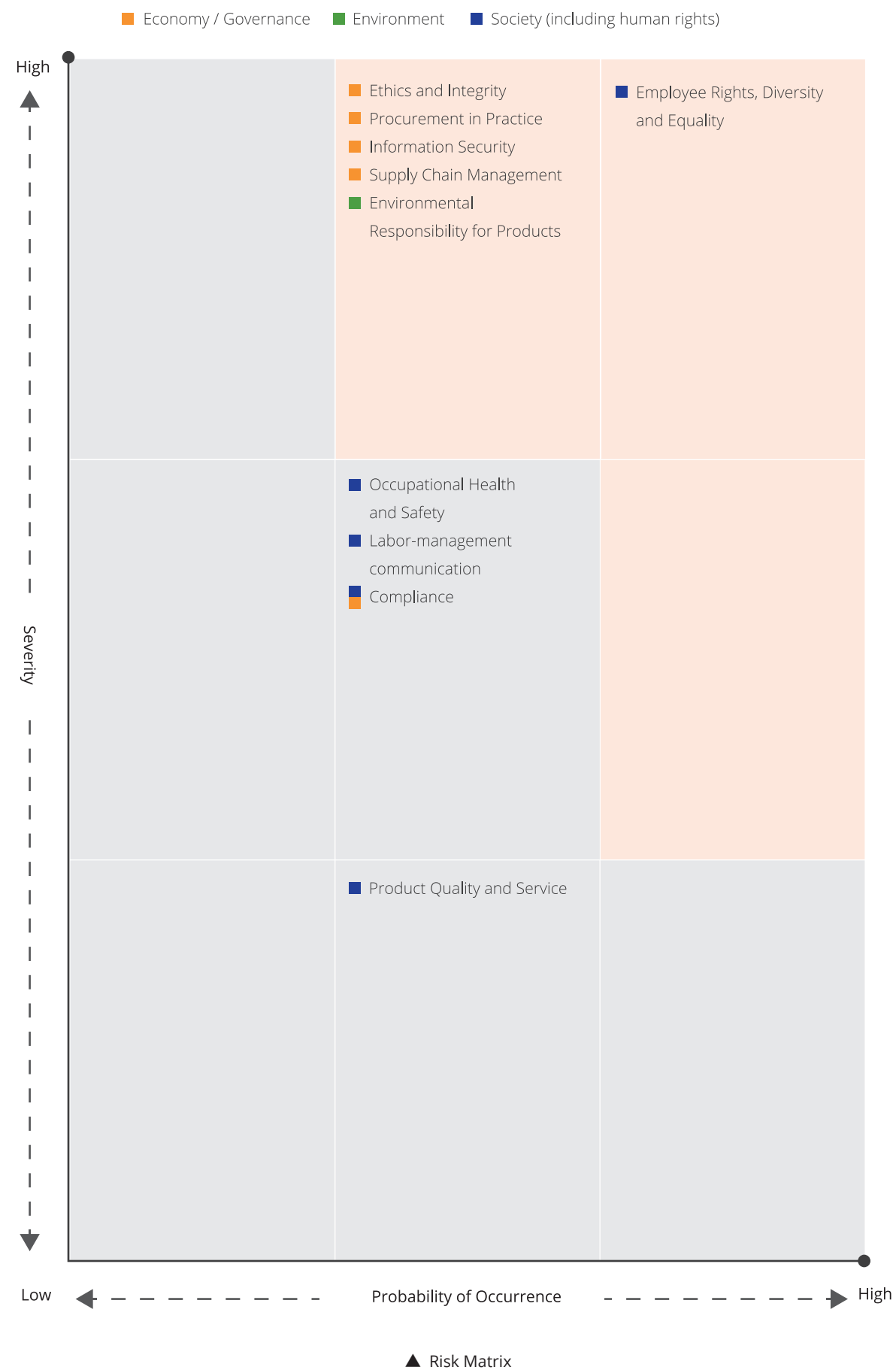
▼ Description of Adjustment to Material Topics

Material Topics	Annual Variance	Adjustment Descriptions
Occupational Health and Safety	Name adjustment and new descriptions	Consider the occupational safety management policies of the organization and contractors, including occupational accident prevention measures and occupational health care promotion.
Employee Rights, Diversity and Equality	Topic consolidation	Considering the unified disclosure of information, we combined "Employee Diversity and Equal Opportunity" and "Labor Human Rights".
Product Quality and Services	Name adjustment and new description	Take relevant regulations into consideration: Are product quality control, safety, and hazard labeling information compliant with regulatory requirements ?



▲ Process for Deciding Material Topic





▼ Explanation of Changes in Material Topics for the Year

Aspect	2023 Material Topics	Year-on-year Comparison	Descriptions of Changes in Material Topics
<div><div></div><div>Economy / Governance</div></div>	Information Security	▼	-
	Supply Chain Management	New	Due to the increased attention from stakeholders and the upgrade of the risk assessment level, the Company has conducted a comprehensive assessment of supply chain risk management and duly performed due diligence responsibilities to cope with market changes and rapid changes of clients' needs.
	Ethics and Integrity	▼	-
	Procurement in Practice	New	As stakeholders pay more attention to procurement practice issues, the Company is committed to continuously improving the management practices of procurement raw materials, including eliminating conflict minerals and implementing green procurement to actively reduce the impact of procurement on the environment.
	Compliance	▼	-
<div><div></div><div>Environment</div></div>	Product Environmental Responsibility	▼	-
<div><div></div><div>Society</div></div>	Occupational Health and Safety	▼	-
	Employee Rights, Diversity and Equality	▲	-
	Labor-Management Communication	New	The importance of this year's material topics, "Labor-Management Communication," has increased. As the risk assessment shows that the risk level is increasing, the Company further improves the management system, and strengthens two-way interaction and communication channels, including the employee grievance mechanism, to enhance employee participation and reduce the risk of labor disputes.

· The material topics of last year, "Energy and GHG Management" and "Corporate Operations and Pollution Prevention", have been reduced of concern through the adoption of appropriate measures and participation in the Group's emission reduction strategies.




▼ Material Topics Correspond to Specific Topics of the GRI Standards

Crucial Issues	Topic-Specific GRI Standards	Value Chains / Impact Boundaries	<div><div></div>Caused the Impacts</div> <div><div></div>Contributed to the Impacts</div> <div><div></div>Linked to the Impacts through Business Relations</div>	Chapter / Page Numbers for Management Approach Disclosure
Economy / Governance				
Compliance	GRI 2-27	<div>ASKEY</div>	<div>Suppliers</div>	<div>•3.1 Green Operation</div> <div>•4.1 Recruitment and Training</div> <div>P.58</div> <div>P.76</div>
Procurement in Practice	GRI 204	<div>ASKEY</div>	<div>Suppliers</div>	<div>•2.3 Supply Chain Management</div> <div>P.48</div>
Ethics and Integrity	GRI 205	<div>ASKEY</div>	<div>Clients</div> <div>Suppliers</div>	<div>•1.3 Governance Structure</div> <div>P.17</div>
Supply Chain Management	GRI 308 / GRI 414	<div>ASKEY</div>	<div>Suppliers</div>	<div>•2.3 Supply Chain Management</div> <div>P.48</div>
Information Security	GRI 418	<div>ASKEY</div>	<div>Clients</div>	<div>•2.2 Client Relations</div> <div>P.40</div>
Environment				
Environmental Responsibility for Products	Self-defined topics	<div>ASKEY</div>	<div>Suppliers</div>	<div>•3.2 Green Service</div> <div>P.68</div>
Society				
Occupational Health and Safety	GRI 403	<div>ASKEY</div>	<div>Suppliers</div>	<div>•4.2 Safe and Healthy Workplace</div> <div>P.86</div>
Employee Rights, Diversity and Equality	GRI 406 / GRI 407 / GRI 408 / GRI 409 / GRI 412	<div>ASKEY</div>	<div>Suppliers</div>	<div>•4.2 Safe and Healthy Workplace</div> <div>P.86</div>
Labor-Management Communication	GRI 401 / GRI 402 / GRI 405	<div>ASKEY</div>		<div>•4.1 Recruitment and Training</div> <div>P.76</div>

# 1.5 Risk Management

The scope of corporate risk management is aimed at three major topics: economy / corporate governance, environment and society. It is divided into systems such as quality, environmental safety and health, information security, and ongoing operational management. Relevant departments are assigned responsibilities according to each system to conduct risk assessment, supervision, maintenance and management. Furthermore, we continue to monitor changes in the global environment and understand the risk-changing trend.

By implementing control strategies and formulating implementation methods for major potential impact, we can control the possible risks faced by various businesses within an acceptable level and range. It not only protects the safety of personnel and assets, and improve the quality of products and services, but also increase the shareholders' rights, and continues to refine the existing risk management mechanism and turns risks into opportunities.

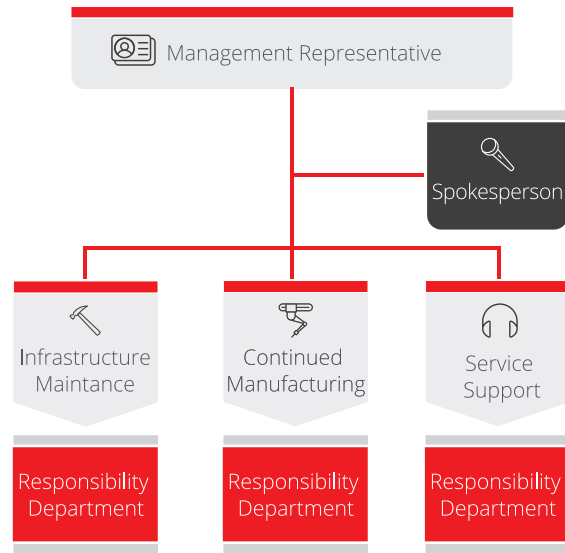
Aspect	Type	Risk	Impact	Preventive Measures / Contingency Measures	
<div> <div>2023</div> <div>32</div> <div>Sustainable Governance</div> <div>Sustainability Report</div> </div> <div>  <div>Economy / Governance</div> </div>	IT Risk	Information Security Protection	Leakage of sensitive information causing damage to reputation and loss of customers.	<ul style="list-style-type: none"> <li>Set data security related operation specifications.</li> <li>Data security promotion.</li> <li>Important data backup mechanism.</li> <li>Operation procedures for disaster recovery.</li> </ul>	<ul style="list-style-type: none"> <li>Notification mechanism for data security event.</li> <li>Use licensed and legitimate software.</li> <li>Access control of engine room.</li> <li>Control of login system password.</li> </ul>
	Finance Risk	Exchange Rate Risk	Impact on financial income and expenses, and financial leverage.	<ul style="list-style-type: none"> <li>Functional currency exchange rate risk management.</li> </ul>	<ul style="list-style-type: none"> <li>Use derivative financial instruments to avoid risks.</li> </ul>
		Credit Risk	High proportion of overdue outstanding receivables affecting the company's production and operation.	<ul style="list-style-type: none"> <li>Establish credit policy.</li> </ul>	<ul style="list-style-type: none"> <li>New customers' credit risk analysis and management.</li> </ul>
		Liquidity Risk	Reduce working capital efficiency and loss of opportunities in profit investments.	<ul style="list-style-type: none"> <li>Group liquidity demand forecast monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>Improve the efficiency of capital usage.</li> </ul>
	Business Risk	Materials Interruption Risk	Production interruptions causing delays in supply.	<ul style="list-style-type: none"> <li>Develop second source.</li> </ul>	<ul style="list-style-type: none"> <li>Raw material inventory control.</li> </ul>
	Legal Risk	Illegal Risk	Illegal incidents may have a negative impact on the Company's image and reputation.	<ul style="list-style-type: none"> <li>Regularly monitor regulatory changes and respond promptly.</li> </ul>	<ul style="list-style-type: none"> <li>Build contract review practices.</li> </ul>
<div> <div>2023</div> <div>33</div> <div>Sustainable Governance</div> <div>Sustainability Report</div> </div> <div>  <div>Environment</div> </div>	Environmental Risk	Climate Change Risk	Increasing impact from extreme climate conditions that add operating costs.	<ul style="list-style-type: none"> <li>Greenhouse gas voluntary inventory.</li> <li>Green design to reduce product energy consumption.</li> </ul>	<ul style="list-style-type: none"> <li>Promote energy saving solutions and reduce greenhouse gas emission.</li> </ul>
<div> <div>2023</div> <div>34</div> <div>Sustainable Governance</div> <div>Sustainability Report</div> </div> <div>  <div>Society</div> </div>	Manpower Shortage Risk	Manpower Shortage	Talent loss that increases burden on management cost of human resources.	<ul style="list-style-type: none"> <li>Improve salary and welfare system.</li> <li>Regular review of labor situation.</li> </ul>	<ul style="list-style-type: none"> <li>Enhance communication channel and participation mechanism.</li> </ul>
	Occupational Safety and Health Risk	Occupational Accident	May cause personal injury or death, resulting in production loss.	<ul style="list-style-type: none"> <li>Establish occupational safety and health system.</li> <li>Establish various job safety and health standards.</li> <li>Hazardous operations control.</li> <li>Education and training.</li> </ul>	<ul style="list-style-type: none"> <li>Contractor Management and Factory Admission Education.</li> <li>Emergency drill.</li> <li>Comprehensive employee health management.</li> <li>Implement health promotion activities continuously.</li> </ul>
	Infection Risk from Epidemic Diseases	Epidemic Infectious Diseases	Impact staff attendance, business development and production operations, resulting in supply chain disruptions and delivery delays.	<ul style="list-style-type: none"> <li>Set up a 24-hour pandemic control notification hotline.</li> <li>The single-entrance approach is adopted for various office and factory locations, and non-factory personnel are not allowed to enter the production line.</li> <li>Indirect colleagues for divert flows to work from home.</li> <li>Strict control of visitors.</li> <li>Preventive disinfection of public areas.</li> </ul>	

01



• Business Continuity Management

As the business environment becomes increasingly volatile and unpredictable, Askey recognizes that the pursuit of sustainable development requires a sustainable and effective management model. Considering how to respond and recover in the shortest time when unpredictable situations occur in corporate operations, the Company follows the ISO 22301 Business Continuity Management (BCM) framework and spirit, establishing a BCM Implementation Committee. This ensures that the organization can continue to operate at an acceptable minimum level of operations in the event of a crisis. Every year, the Company updates the "Threat or Risk List" according to the "Global Risks Report" published by the World Economic Forum (WEF). Askey also gradually constructs various business continuity plans (BCP) according to the business impact analysis (BIA) and risk assessment (RA) results, and arranges conditional simulations regularly to review their effectiveness. Thanks to this, Askey hopes effectively increase its emergency handling and recovery flexibility, to strengthen the overall competitiveness and maintain the equity of interested parties as well as the reputation of the Company.

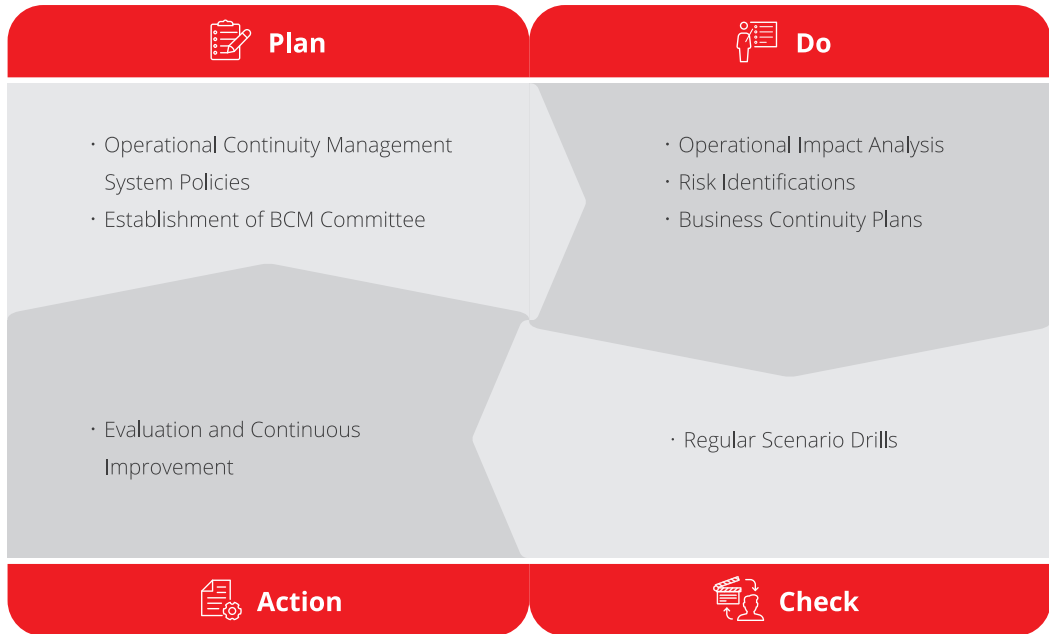


▲ Structure of Askey BCM Committee

Business Continuity Management Policy

It actively commits to the establishment and continuous improvement of risk prevention and crisis management mechanisms and processes, and maintains an effective business continuous management system. It also establishes strong response capability to deal with related challenges, protects the rights and safety of Askey and the stakeholders, and promises to provide continuous services to clients. It ensures Company's competitive advantages and achieves sustainable development goals.

Business Continuity Management System		
Standard	ISO 22301	
Region	Headquarters, Manufacturing Sites	
Scenarios	<div><div>• Fire</div><div>• Earthquake</div><div>• Infectious</div><div>• Manpower Shortages</div><div>• Key Equipment Failure</div></div> <div><div>• Cyber Attacks</div><div>• Infrastructure Disruptions</div><div>• Supplier Failure</div><div>• Denial-of-Access Attacks</div><div>• Utility Interruptions</div></div>	



▲ Askey's Operational Sustainability Program Framework

2.1 Business Overview

2.2 Client Relations

2.3 Supply Chain Management



CHAPTER

2

Economic  
Co-Prosperity

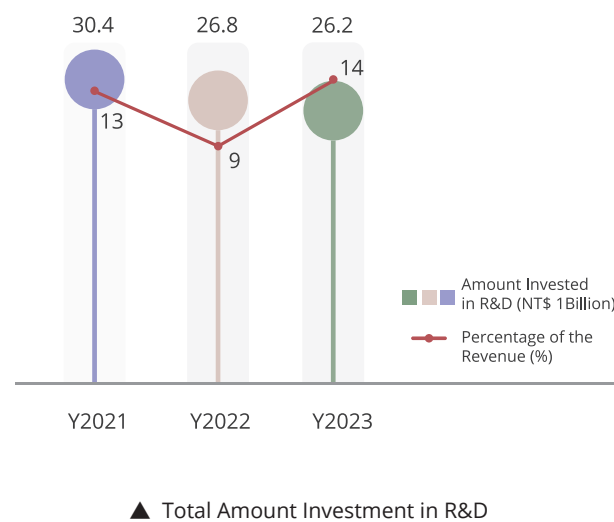
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## 2.1 Business Overview

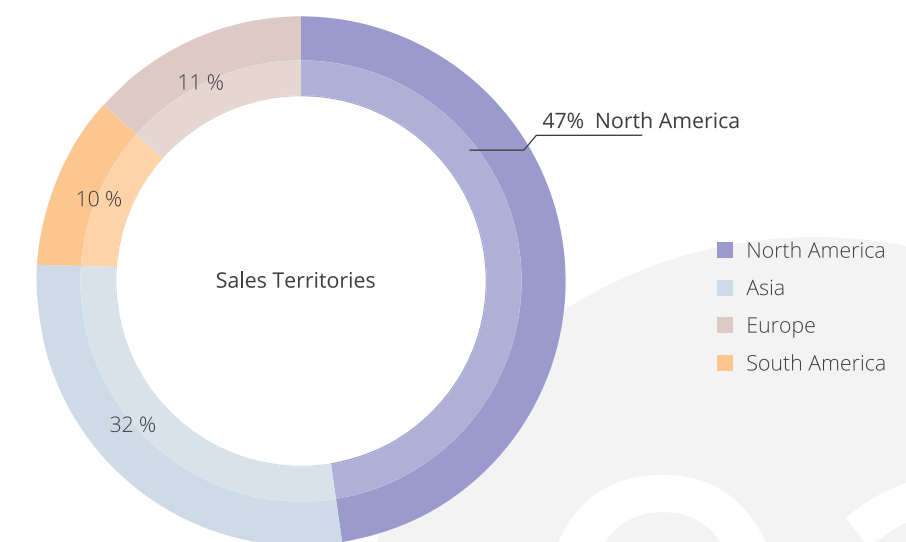
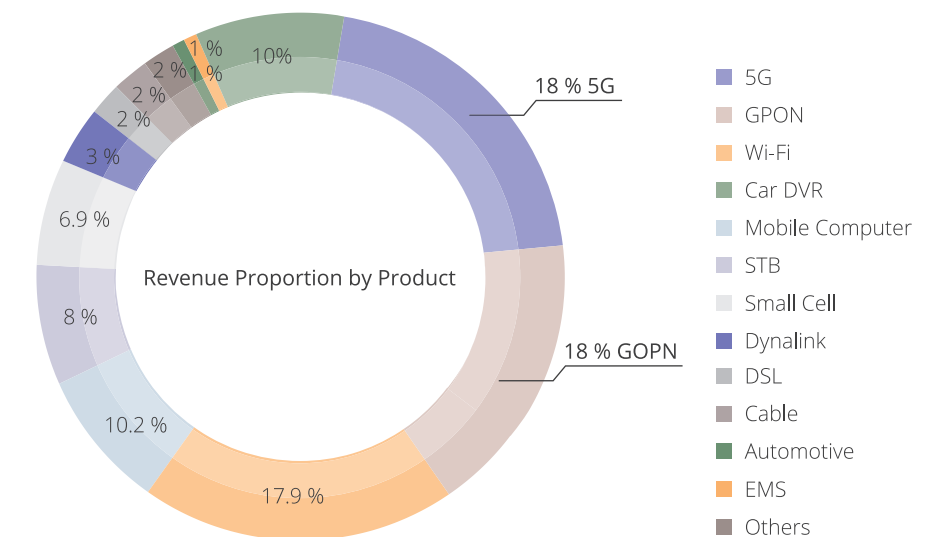
Robust and sound financial performance is the cornerstone of a company's pursuit of sustainable management. Based on sustainable operations, Askey is committed to improving its financial structure and corporate governance performance. By enhancing revenue and reducing expenses, the Company continuously strives to maintain profitability. The financial performance is disclosed annually through quantitative financial data, allowing all stakeholders concerned Askey to clearly understand the Company's operational status. Despite the overall economic downturn and inflationary impact, Askey continues to uphold the principle of prudent management, constantly upgrading the demand for network speed and integrating the application of AI systems to expand potential business opportunities and capital operations. The Company's consolidated revenue was NT\$ 19.29 billion in 2023, and its net loss after tax attributable to shareholders of the parent was NT\$ 450 million. The above financial information was verified by an independent third-party accounting firm.

In order to reinforce research and development capabilities, enhance product competitiveness and create more value, Askey committed NT\$ 2.62 billion in R&D in 2023, accounting for about 14% of the revenue. Hoping the continuous improvement of research and development can provide more momentum to the industry innovation and strengthen the competitive advantages in the market. According to the relevant tax laws of Taiwan and China, companies may use a certain amount of R&D expenditures to offset part of the tax payable for the current year. Askey will apply for the 2023 research and development expenditure credit once all related documents are ready.



### Revenue Proportion

Askey specializes in network communications and electronic product manufacturing, encompassing hardware production, software development, and system data integration. Its innovative products cater to global trends in digital and 5G broadband communications, IoT, and Wi-Fi 6, focusing recently on 5G / Wi-Fi 6 private network applications for smart cities. Askey aims to be a leader in smart living solutions, providing comprehensive development and local support services. In 2023, its sales were global, with 5G, GPON, and Wi-Fi products accounting for over 54% of total revenue, followed by Mobile Computer and Car iDVR, each contributing 10%.





# 2.2 Client Relations

## Management Approaches of Major Issues: Information Security

Impact Explanation	<ul style="list-style-type: none"><li>• The effective maintenance and management of important information of the Company, customers and employees have positive feedback on Askey's stable operations.</li><li>• Leaking of sensitive data may tarnish the Company's image and reputation.</li><li>• Information security breaches may lead to system failures, virus attacks, or other threats that affect business operations, resulting in lost revenue and customer churn.</li></ul>
Policy	Information Security Policy
Action	Ensure that the customer's data is protected
Evaluation	Feedback from Clients
Target	0 case of Clients' Information Leakage
Corresponding GRI Topics	GRI 418 Customer Privacy

Askey believes that providing clients with competitive products and quality service is critical to maintain stable operating profits. Therefore, we actively develop new products to meet the diversified needs of clients. At the same time, we have established a rigorous quality management system to provide clients with reliable quality assurance. In addition, we attach great importance to the protection of client privacy and confidential data. We actively understand and respond to their needs through questionnaires and two-way communication. The goal is to consolidate cooperative relations with good service quality and win clients' high satisfaction and long-term trust.

### Quality Management

Askey is dedicated to meeting client demands for product quality through innovative products and comprehensive solutions. Quality management is crucial to our operations, leading us to establish policies and goals that involve all employees. Each department and employee is expected to understand the importance of quality, its impact, and their collective responsibility.

To maintain our quality commitment, we conduct standard safety testing, implement management systems like ISO 9001, TL 9000, IATF 16949, and ISO 13485, and regularly review these systems to enhance our processes. Our procedures follow the PDCA (Plan, Do, Check, Action) cycle, a dynamic management method integrated into our operations for continuous adjustment and optimization. This approach ensures the ongoing refinement of our production processes and quality improvement, exceeding client expectations with superior products and services.

### Quality Policy

- Client Satisfaction  
Win client satisfaction.  
Exceed customer expectation.
- Quality First  
Pursue perfect quality.  
Innovative green development.
- Continuous Improvement  
Continual quality improvement.  
Advanced process training.
- Best Service  
Rapid production.  
Thoughtful services.



	ISO 9001: 2015	Quality Management System	<div><div></div><div></div><div></div><div></div></div>
	TL 9000	Telecommunications Quality Management System	<div><div></div><div></div><div></div><div></div></div>
	IATF 16949: 2016	Automotive Quality Management System	<div><div></div><div></div></div>
	ISO 26262: 2018	Road Vehicles Functional Safety	<div><div></div><div></div></div>
	ISO 13485: 2016	Medical Devices Quality Management System	<div><div></div><div></div></div>
	ISO 27001: 2013	Information Security Management System	<div><div></div><div></div></div>

■ Zhonghe Factory ■ Taoyuan Factory ■ Suzhou Factory, China ■ Bac Ninh Factory, Vietnam

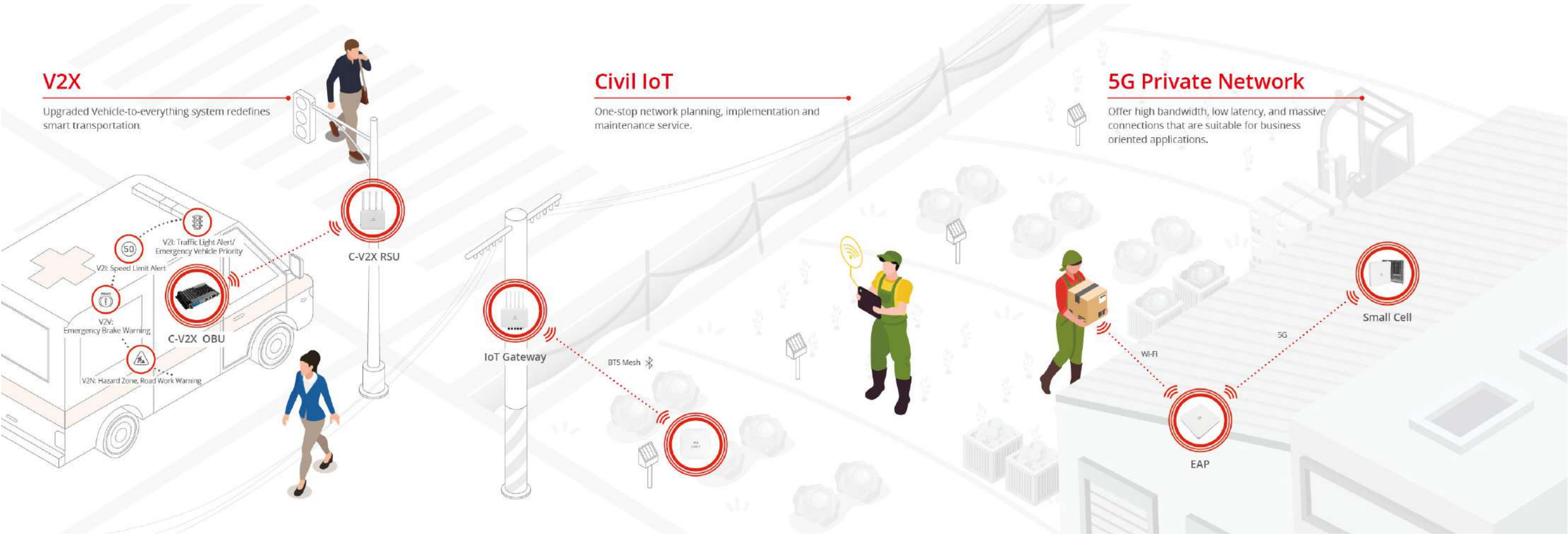
- IATF 16949:2016: The Suzhou Factory, China is only certified for automotive product manufacturers.
- ISO 27001:2013: Verification of the data center and PLM system only.

### R&D and Innovation

As a premier manufacturer of network communication equipment and electronic products, Askey has embraced the mission of "changing the world with innovation" for over 30 years. We are driving strategic transformations, expanding our product lines, and engaging in diverse application fields to become a leader in ICT services. In the data-driven, technology-powered era, we recognize innovation as essential for sustainable corporate growth. In 2023, our core strategy remains focused on delivering advanced, cost-effective solutions to address global challenges, aiming to foster a smarter, greener future and advance sustainable development worldwide.

Alongside continuous product R&D breakthroughs, Askey actively participates in international exhibitions like Automation Taipei, Computex 2023, and the Smart City Summit & Expo—the largest in Asia.

These events offer platforms for showcasing our latest technologies and engaging in vital discussions about future tech trends with global peers. This cross-industry collaboration and knowledge sharing are crucial for our ongoing success in R&D and innovation.



- Dredge traffic for a smoother city

Askey actively participates in the development of smart transportation solutions, providing comprehensive technical support for the Tainan Shalun Demand Responsive Bus Demonstration Project. We have established a smart stop signage system to provide accurate bus information and weather forecast information. We have installed more than 4,000 smart bus stops and thousands of solar-powered e-paper smart bus stops across Taiwan to accommodate rural areas. The goal of energy conservation and carbon reduction is further achieved due to the difficulty in supplying electricity in the region.

- Network intelligence, all-round interconnection

Askey has strong technical capabilities in the domain of 5G / Wi-Fi 6 private networks. In addition to offering self-developed 5G NR ODU, CPE, USB dongle, and other access equipment, we also ensure a network connection that is stable and efficient by eliminating dead-spot wireless signal coverage, connecting a greater number of wireless access equipment, and substantially reducing network transmission latency. This solution has been successfully applied by precision screw factories in Taiwan, realizing the real-time collaborative operation of intelligent manufacturing equipment such as autonomous mobile robots and unmanned guided vehicles (IDVs) to maximize factory efficiency and production capacity.

# Innovation and Networking, Intelligence Changes Life



- The Internet of Things Makes Life More Convenient

Based on the LTE / Cat-M1 private network technology, Askey has developed the solution for the IoT. We collect and intelligently operate sensor data in the Band 20 frequency band, and ensure data integrity through secure transmission. A highlight is the application scenario involving temperature, room, and humidity control. By means of the B20 base station, IoT Gateway, and proprietary sensors, precise regulation of the greenhouse environment is achieved, leading to enhanced agricultural product yield and quality, as well as a reduction in the frequency of agricultural catastrophes and damage.

• Client Satisfaction

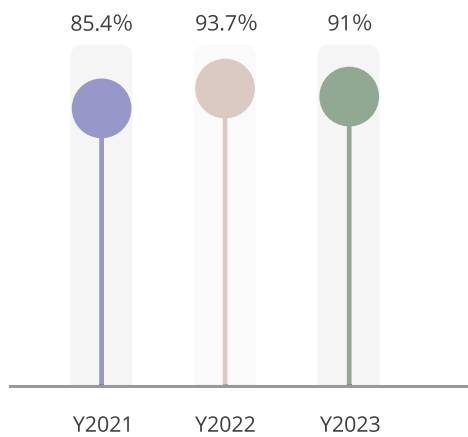
Askey provides clients with comprehensive services, hoping to build robust business collaboration relationships and become a trustworthy partner they can rely on. We value clients' voices and takes improving customer satisfaction as the top priority.

In order to satisfy clients with the products and services provided and to ensure to meet the clients' needs in a timely manner, we have established the "Customer Satisfaction Monitoring Procedures" to review and evaluate client satisfaction on a regular basis. Conducting client satisfaction surveys ensure that client needs are fully understood and properly handled, and convey client feedback to relevant departments and management to jointly review and take effective improvement measures to enhance the quality of products and services.



▲ Process of Client Satisfaction Survey

The targets of the client satisfaction survey were those who accounted for the top 80% of the transaction amount. Notification letters of questionnaires were delivered to the point of contact at clients through our B2B system or responsible personnel. The content of the questionnaire survey includes three major items: "quality," "delivery" and "after-sales service" to evaluate customer satisfaction, and serve as a reference for ongoing improvement in the future. In 2023, 28 valid questionnaires were retrieved from clients, achieving an overall satisfaction of 91%, achieving more than 90% of the annual target. This demonstrates the Company's effectiveness in improving quality, delivery and after-sales services. In the future, besides ensuring the effective operation and maintenance of the quality management system, the general product quality and client satisfaction will be stabilized through the ongoing refinement of various processes.



▲ Average Score of Client Satisfaction by Year

👍 Client Satisfaction

Quality

- Quality Level
- Quality Issue Handling
- HSF Control
- Customer Survey / Audit
- Team Work

Delivery

- Visit Service
- RFI / RFP / RFQ
- Project Management
- Continuously Supply

Sales Service

- Delivery Quality
- Product Planning
- Team Work
- Post Sales Service



• Client Communication Platforms and Complaint Handling Procedures

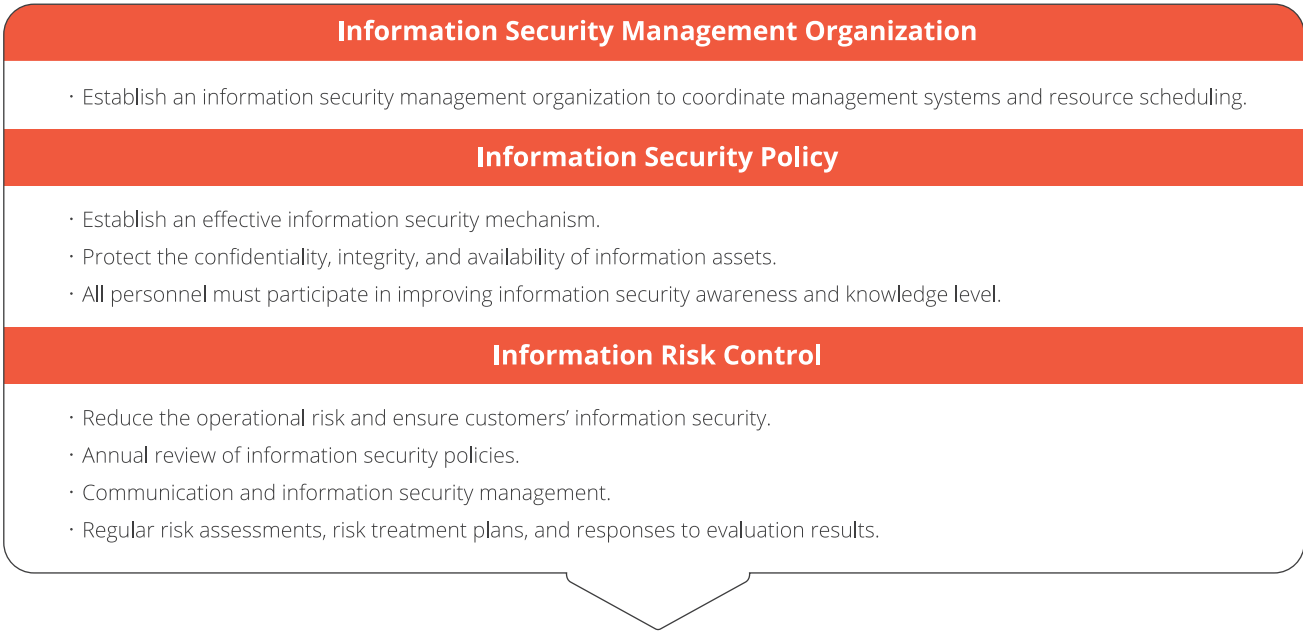
Clients' opinions are considered as the foundation of our business relationship. In order to solve clients' queries and needs in a timely manner, we have established a variety of communication platforms, such as the official website, customer service email, and service hotline at key locations. In addition, we regard client complaints as an opportunity and driving force for continuous improvement. In order to promptly handle client feedback and convey client problems to relevant units and management in a timely manner, the causes can be analyzed and effective corrective measures can be taken. We solve problems and feedback to clients, protect their rights, and enhance and consolidate their loyalty and trust.



• Client Privacy

While improving product quality and professional service offerings, Askey values information security and the protection of client privacy. All employees are required to safeguard the tangible and intangible information, data or property of every client. In order to ensure that client privacy is respected and protected, Askey signs confidentiality agreements and contracts to protect clients' confidential information at their request. In order to prevent employees from leaking secrets due to personal reasons, new hires are required to sign a "Service and Confidentiality Agreement" on the first day of employment. The formulation of relevant regulations, internal announcements, access control of data and other measures are implemented to protect client privacy and the Company's assets. In 2023, there were no client complaints regarding the violation of privacy rights or incidents of data loss and leakage.

Askey has complied with ISO / IEC 27001: 2013 implemented and maintained an information security management system and pass the first certification in April 2020. The Company considers information security policy as part of its guiding principles, and provides comprehensive control in terms of equipment and personnel security as well as information asset access, transmission, management, and preservation. The goal is to protect the confidentiality, integrity, and availability of information assets. The information security committee coordinates and regularly holds management review meetings for the information security management system, and the progress of annual goals and risk mitigation. Also, conducts re-certification every three years to ensure the effective operation of the management system, strengthening the Company's commitment and determination in information security management.



Information Security Management	
Equipment	<ul style="list-style-type: none"><li>• Preservation and maintenance of equipment placement, retirement, or reuse.</li><li>• Support for public utility services.</li><li>• Security management of cabling and information assets.</li></ul>
People	<ul style="list-style-type: none"><li>• Regularly provide information security education and training to strengthen employee cognition and awareness.</li><li>• Read and sign a detailed confidentiality agreement prior to employment.</li><li>• Employees must effectively transfer and return assets before their resignation or position change.</li></ul>
Process	<ul style="list-style-type: none"><li>• Establish a confidential document management and control process.</li><li>• Develop information transmission standards.</li><li>• Establish an information security notification system.</li><li>• Periodic information security review and verification.</li></ul>
Technology	<ul style="list-style-type: none"><li>• Access permission setting.</li><li>• Malware prevention.</li><li>• Network intrusion detection.</li><li>• Firewall control.</li></ul>



# 2.3 Supply Chain Management

## Management Approaches of Major Issues: Supply Chain Management Procurement Practice

- Impact Explanation

- Effective supply chain management enables the Company to respond more flexibly to changes in market demand and quickly adjust production and supply strategies.
  - Fulfilling due diligence responsibilities will help in-depth assessment of the risks, compliance, and regulatory compliance of potential suppliers, thereby reducing the potential negative influence of suppliers.
  - Promoting upstream and downstream partners towards sustainable development through market influence helps solidify the foundation for long-term operations.
- Policy

- Supplier Management Practices
  - Supplier Evaluation and Evaluation Procedures
- Action

Establish an effective supplier management and smooth communication mechanism
- Evaluation

Second Party Audit
- Target

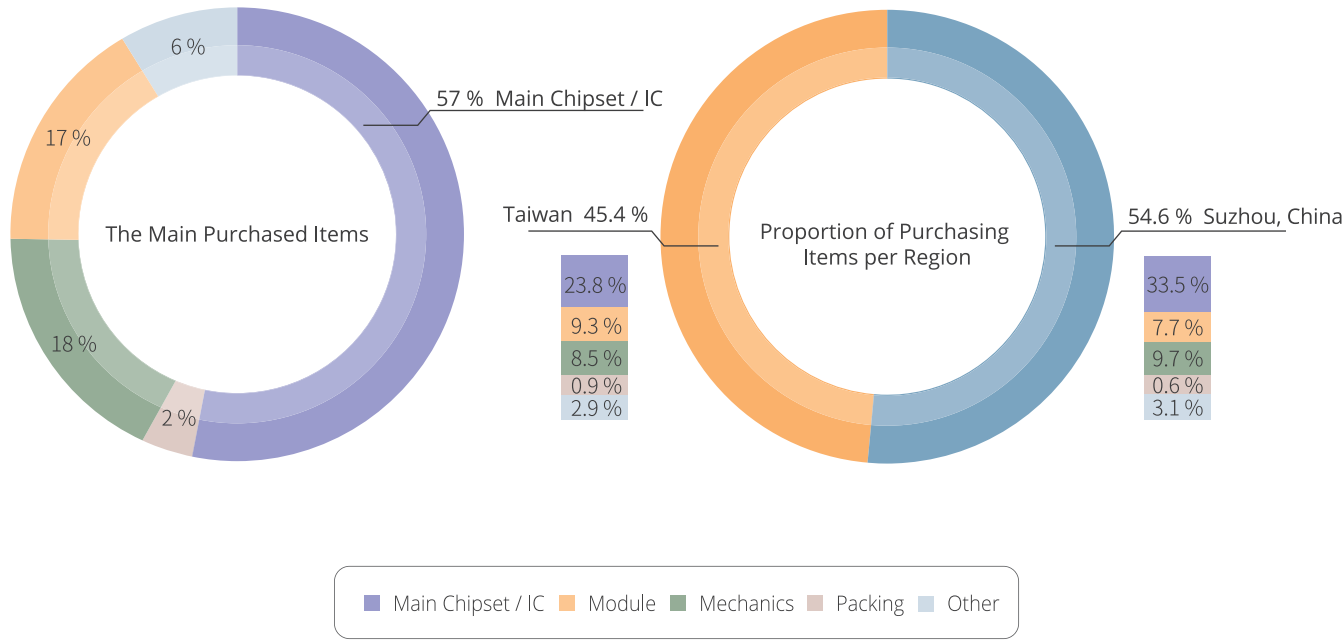
100% of new suppliers passed CSR assessment
- Corresponding GRI Topics

- GRI 204 Procurement Practices
  - GRI 308 Supplier Environmental Assessment
  - GRI 414 Supplier Social Assessment

Askey's supply chain is crucial, adhering to sustainable management and fair trade in supplier selection based on economic, environmental, and social standards. This ensures our partners are aligned with our social development goals and fosters a trust-based, mutually beneficial relationship.

### Purchasing Overview

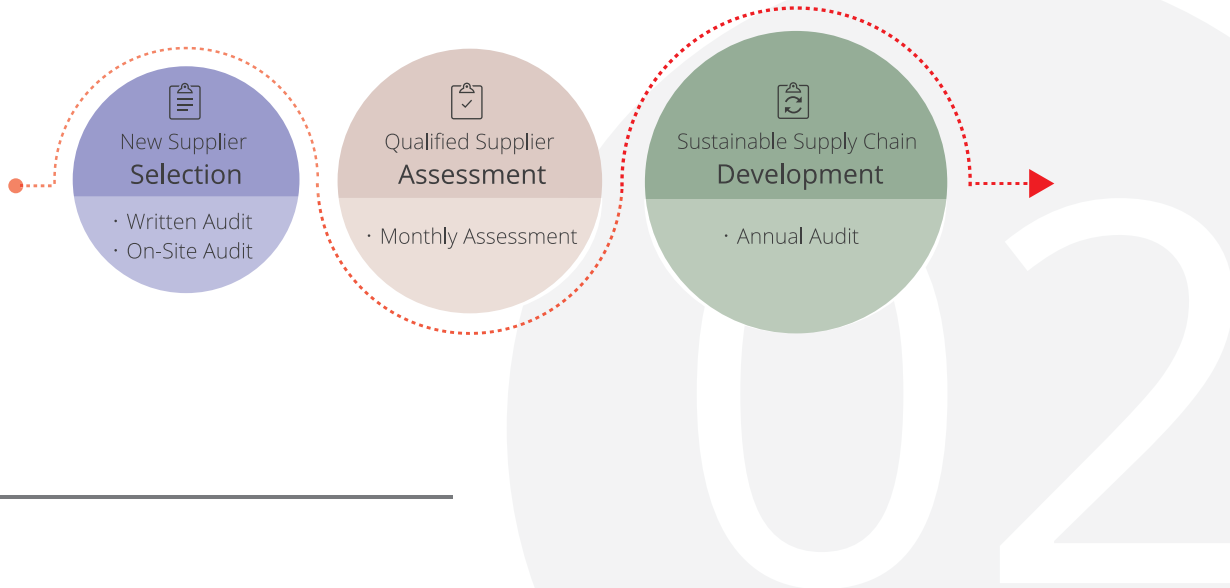
As a leading developer of network and communication products and electronic manufacturer, Askey boasts a diverse and flexible product portfolio, sourcing a wide range of raw materials. Key purchases include main chipsets / ICs, mechanics, modules, and packaging. In 2023, main chipsets / ICs represented 50% of total purchases. Analysis based on the regions of transactions, Taiwan accounted for 45.8% of the overall transaction, and Suzhou of China accounted for the remaining 54.2%.



### Management Strategy

Askey believes that the sustainable growth and success of a company relies on a complete and robust supply chain system. Therefore, suppliers are considered as long-term and important business partners. It is hoped that tight collaborating relationships will provide stable and excellent service quality, and earn the clients' and the market's recognition. We also expect to work with our suppliers to put corporate social responsibility into practice, build an industry value chain, and move towards the goal of sustainable operation.

In order to select and manage qualified suppliers to meet the Company's needs and make the quality of suppliers consistent, we have established a set of supplier management procedures, through which new suppliers are selected and existing suppliers are evaluated to achieve sustainable development of the supply chain.

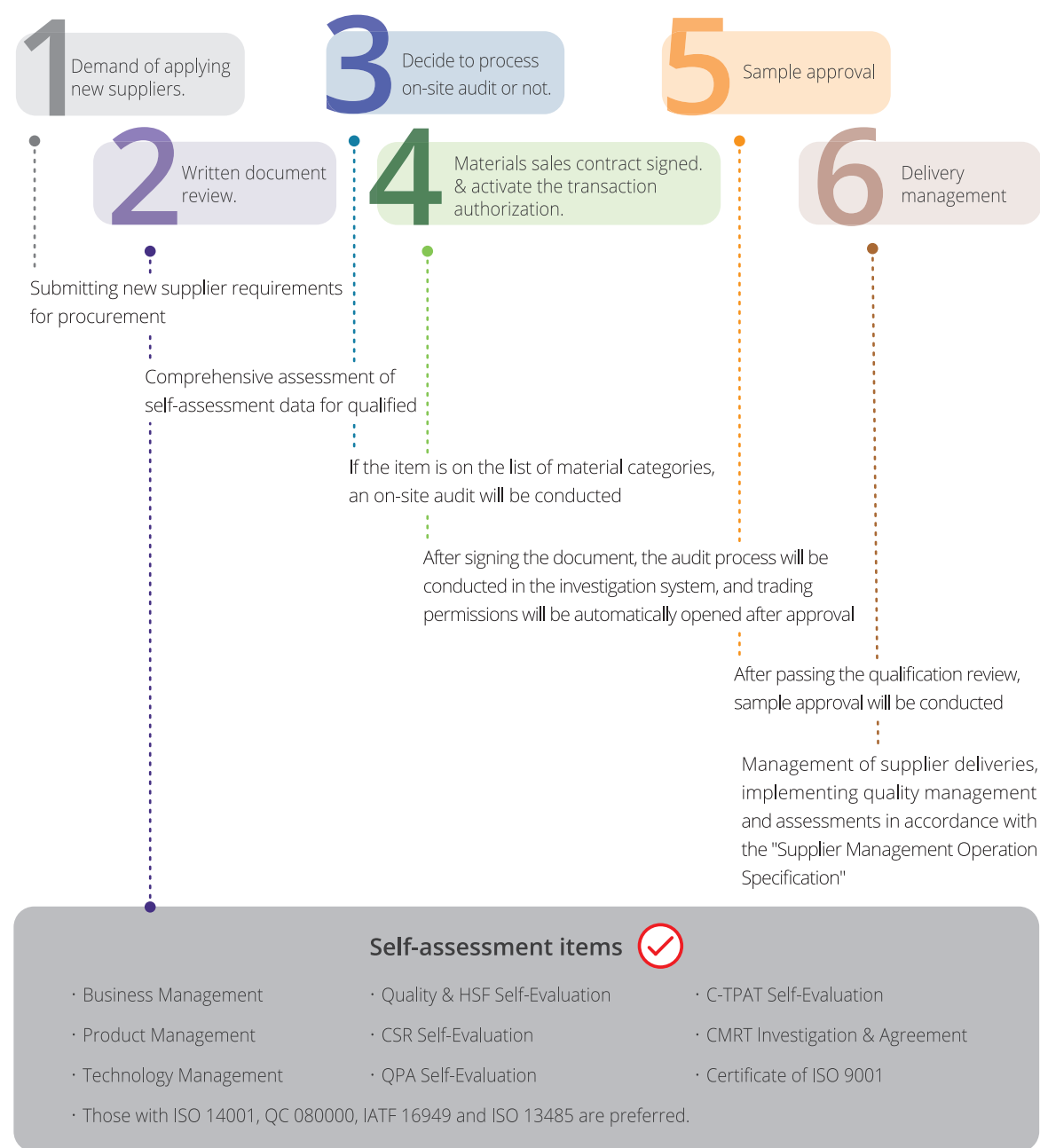


▲ Askey Supply Chain

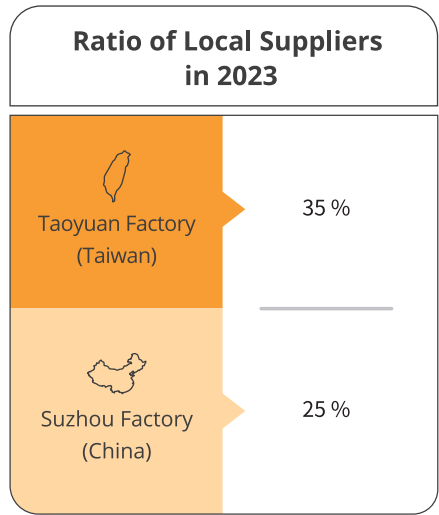
## New Supplier Selection

Askey adopts prudent and rigorous operating procedures to assess and select new suppliers. In addition to product quality, price, delivery schedule, service and technology capabilities as criteria for selection, hazardous substances management and other environmental standards, labor rights and other social aspects are taken into the consideration and assessment. It hopes that suppliers work together with Askey by taking sustainability into company management policies to make better society. In 2023, 39 new suppliers were introduced. Excluding 12 suppliers, major manufacturers, distribution agents and overseas suppliers that do not cooperate, and 27 suppliers of electronics and mechanical parts, or at 100% of completion rate have completed the CSR written self-assessment questionnaire and passed the on-site field evaluation.

The scale of local procurement of our main operating bases in Taiwan and China is currently in the expansion stage. The Company is committed to increasing the volume of local procurement without affecting target costs. The construction is still in the early stages, and most of the supply needs the assistance of manufacturers in Taiwan or China. We are actively seeking local suppliers and exploring ways to grow together with the local community. This includes procuring electronic components, electronic accessories, mechanical parts, and packaging materials. It is hoped that increasing the volume of local procurement will continue to localize the supply chain and seek the best balance in practice.

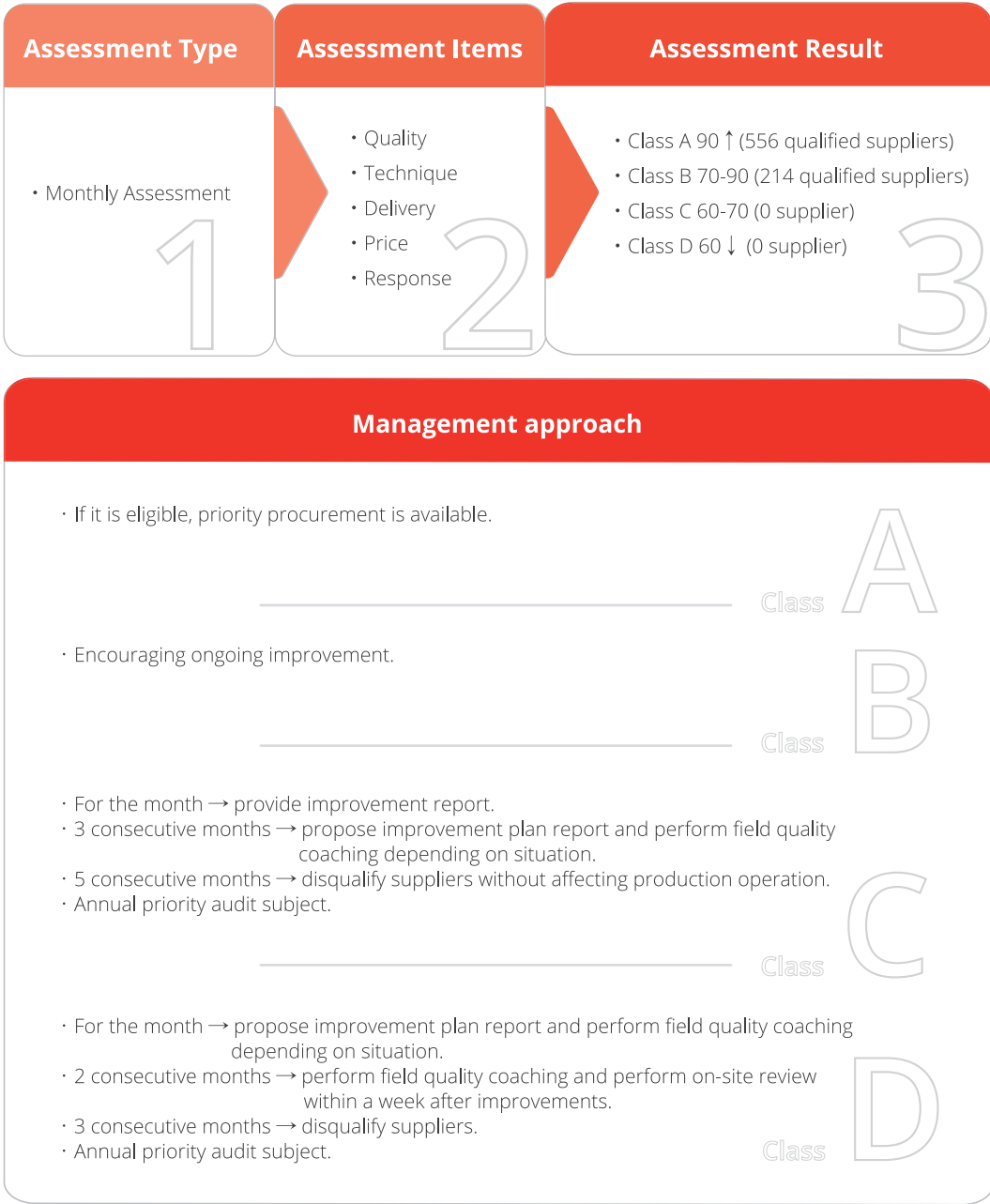


▲ Process of New Supplier Selection



### Evaluation of existing suppliers

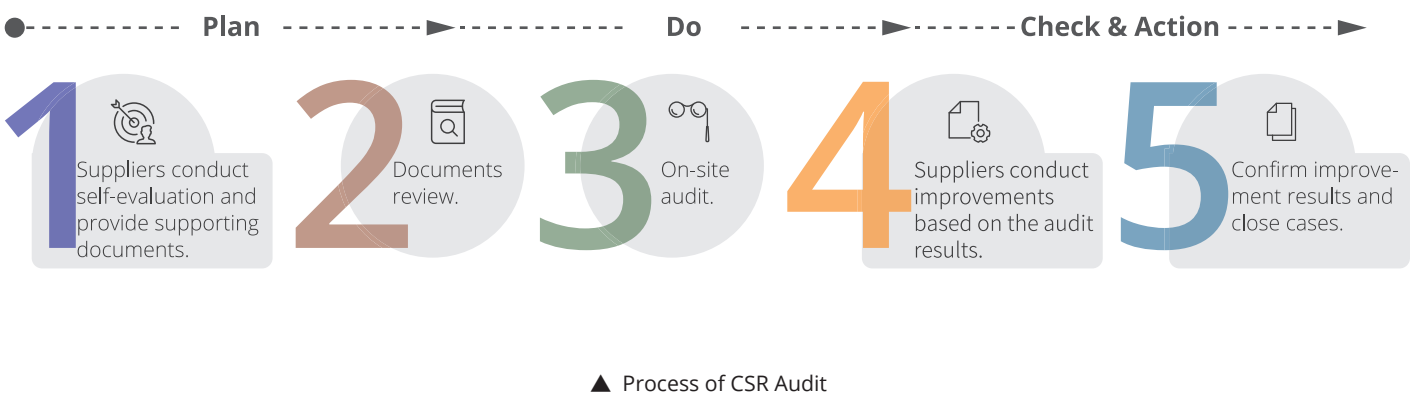
To maintain high standards in product and service delivery, we have implemented the "Supplier Management Regulations" to focus on qualified suppliers. Departments such as R&D, procurement, and supply guarantee conduct evaluations based on criteria like quality, delivery time, and technology. Results are shared with suppliers and internal units via the B2B system to ensure compliance and identify risks. Suppliers are graded A, B, C, or D, with specific management strategies tailored to each grade. For suppliers rated C or D, internal units monitor improvement efforts and adjust procurement accordingly or seek alternatives to enhance collaboration and operational efficiency. In 2023, 72% of suppliers were rated A, 28% B, with none rated C or D.



### Sustainable Supply Chain Development

Establish a stable and win-win sustainable strategic partnership to effectively improve the supply chain risk independent management capability and overall competitiveness; therefore, Askey periodically arranges annual audits of suppliers. In addition to product quality, manufacturing capabilities and others, corporate social responsibility is also included in the audit. The goal is to understand suppliers' management in the economy, environment and society dimensions and their progress of implementation through each confirmation such as self-evaluation, document review and on-site audits. It is hoped that joint improvements with the collaborating partners can reduce potential ESG risks and bring positive influence on social development.

The Company selects vendors from the B2B system to undergo the annual audit at the end of each year, and establishes the audit plans. In 2023, 63 vendors were selected to undergo the on-site audit for the CSR program, 41 vendors completed the audit for a completion rate of about 60%, and found no significant or potential negative impact on the environmental and labor rights issues. As for the other non-compliance issues found in the audits, suppliers have provided effective and feasible solutions, and all outstanding cases have been closed.



Askey actively promotes corporate social responsibility by hosting regular supplier meetings to foster mutual understanding and enhance value. Although these meetings were suspended in 2023 due to COVID-19, we maintained active communication and feedback through various channels. Going forward, we will continue using ESG second party audits, client audits, annual supplier conferences, and other methods to encourage suppliers to uphold environmental responsibilities, ethical standards, employee rights, and improve working conditions. These efforts aim to fulfill corporate social responsibilities and optimize the supply chain's performance.



▲ Proportion of CSR Audit Findings

• Management of Conflict Minerals

Conflict minerals refer to minerals that are illegally exploited in areas affected by armed conflict. Related behavior and trade activities often exacerbate the unstable situation in the area, further deepening the problems of armed conflicts and human rights violations. As we value human rights issues, we support the Responsible Minerals Initiative (RMI), and pledge not to support or use conflict minerals derived from armed conflicts or illegal exploitation. Through responsible procurement behaviors, we request our suppliers to refuse to use conflict minerals.

When selecting new raw material suppliers, an investigation into conflict minerals is conducted. If the supplier explicitly acknowledges not using conflict minerals, they are required to sign a "Commitment to Not Use Conflict Minerals" to ensure the source of the metals is legal.

In order to fulfill specific customer requirements regarding investigations into conflict minerals, Askey maintains the practice of conducting country of origin surveys for minerals within its current supply chain. Askey has implemented the most recent CMRT and EMRT templates provided by RMI, which it will use to conclude 8 annual customer demand investigation cases beginning in 2023. The outcomes of these surveys satisfy the Company's and its clients' conflict minerals management needs. Askey is committed to fulfilling its obligations as a corporate citizen by utilizing the power of the supply chain to collaborate with partners together in order to prevent the use of conflict minerals. This will effectively put an end to any exploitative or inhumane practices.

Askey Conflict Minerals Statement

Askey does not use - or support the use - of metals and minerals coming from conflict areas and / or illegal procurement.

Those materials include Gold (Au), Tantalum (Ta), Tin (Sn), Tungsten (W) and Cobalt (Co). ASKEY's suppliers are also required to refuse using metals from conflict areas.



Management Process of Conflict Minerals

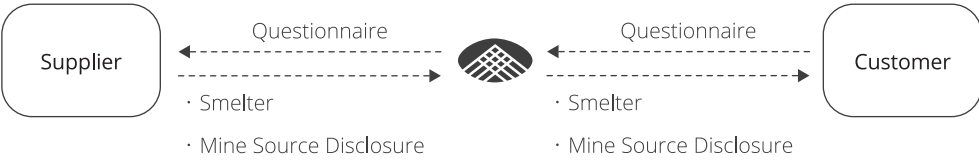
Conflict Minerals Commitment	Survey of Minerals Source
Askey Conflict Minerals Statement	Commitment Questionnaire

Conflict Minerals Commitment

· Askey has expressed its conflict minerals management requirement through the Company's website and annual supplier meetings.

Survey of Minerals Source

- Suppliers are required to sign a letter of commitment to comply with Askey's conflict minerals management requirement.
- Conduct supplier surveys by the Conflict Minerals Reporting Template (CMRT) to identify the source of smelters.





3.1 Green Operation

3.2 Green Service



CHAPTER

3







Environmental  
Symbiosis

環境共存



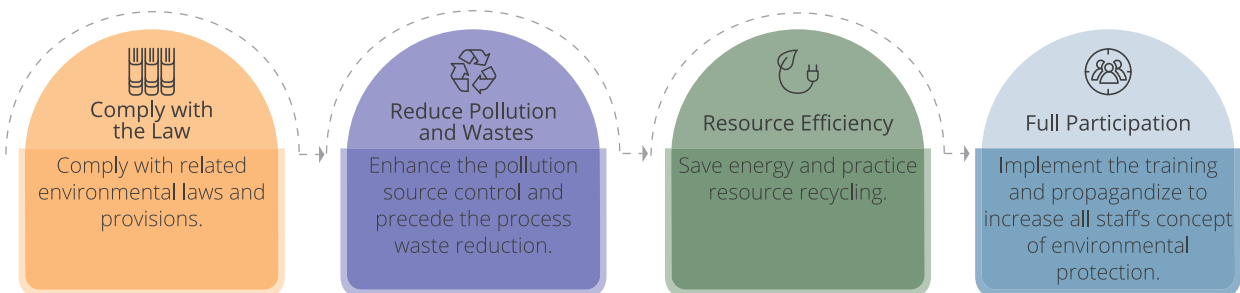
# 3.1 Green Operation

## Management Approaches of Major Issues: Compliance

 <b>Impact Explanation</b>	<ul style="list-style-type: none"><li>Legal compliance not only reduces risks in environmental operations, but also positively contributes to the improvement of business performance and helps create a sustainable environmental operation model.</li><li>Illegal incidents will tarnish the Company's image and reputation.</li><li>A company's commitment and practice in environmental protection can help improve its corporate image. If it attracts the attention of investors and stakeholders, it may attract more business partners.</li></ul>
 <b>Policy</b>	Environmental and Safety Policy
 <b>Action</b>	Establish an environmental management system by applying the P-D-C-A management cycle model to effectively reinforce environmental management and enhance environmental quality
 <b>Evaluation</b>	Government Check / Third-party audit
 <b>Target</b>	0 major environmental violation incidents
 <b>Corresponding GRI Topics</b>	GRI 2-27 Compliance with laws and regulations

To put the vision of sustainable green operation into practice, as well as being committed to adhering to the philosophy of "compliance with laws and regulations, reduction of pollution and reduction of waste, conserving resources, and of full participation of all employees", Askey actively promotes activities related to environmental management and performance improvement. In terms of internal management activities and internal management, we implement pollution prevention, energy and resource conservation, and enhance employees' environmental protection awareness, and are committed to achieving the goal of environmental sustainability.

In order to achieve pollution prevention and effectively reduce the Company's negative impact on the environment from its activities and provision of products and services, Askey periodically monitors environmental regulations and compliance and establishes an environmental management system complied with the ISO 14001 international standards. The scope of the system covers the headquarters in Zhonghe; factory in Taoyuan; in Suzhou, China; and factory in Bac Ninh, Vietnam. Based on the identification and determination of major environmental considerations and their impacts, the Company formulates standard operating procedures or action plans to implement continuous improvement goals and periodic environmental performance reviews. And the achievement is reviewed through third-party verification annually. The P-D-C-A management cycle model is also used to prevent major potential risks, so as to effectively reinforce environmental management and improve environmental quality. In 2023, there were no significant environmental violations resulting in individual fines exceeding 1 million TW dollars.



- We comply with the relevant environmental safety laws and regulations, and obtain the necessary environmental safety permits and reports.
- We enhance the control of pollution sources and minimize the impact of production processes on environment by reducing waste in the manufacturing process.
- We strive to pollution prevention and continuous improvement, energy conservation and resource recycling.
- We emphasize the management and requirements of air quality, water resources, waste, chemicals and noise.
- We comply with all applications regulations and client requirements to prohibit or limit the inclusion of specific substances in products and manufacturing processes.
- We set company-wide greenhouse gas reduction targets, improve energy efficiency and increase the proportion of renewable energy used.
- We avoid or minimize the impact of operations on biodiversity and ecosystem services.
- We identify, evaluate, and manage potential hazards of machinery, equipment and workplaces, and provide appropriate safety equipment and personal protective equipment.
- We identify and assess manual labor-intensive work, introduce optimal manufacturing processes, and improve the operating environment.
- We establish an effective accident investigation, reporting mechanism and emergency response procedures, strengthen the fire prevention management system, and protect the safety and health of employees.
- We implement environmental and safety management training and promotion to enhance the environmental and safety awareness of all employees.
- We strive to communicate internal factories and externally to publicize the environmental and safety management system and policies.
- We are human-oriented and encourage our employees to consult and participate related activities.



▲ Environmental and Safety Policy

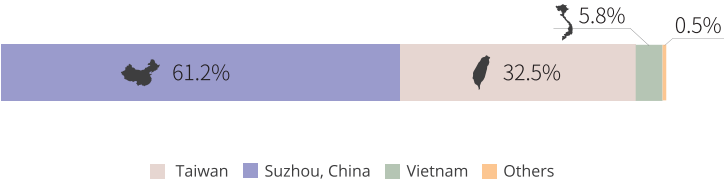
• Energy and GHG Management

Due to the nature of the industry, Askey's energy consumption is primarily for production purposes. In order to implement the requirements of the ISO 14001 environmental management system, the Company will continue to carefully assess and take appropriate measures to reduce energy consumption and promote sustainable development. In 2023, the energy consumption included 114,535.3 gigajoules (GJ) of non-renewable energy and 18,126.4 GJ of renewable energy with electricity accounting for the highest proportion at approximately 96.8% of the total energy consumption, followed by natural gas at approximately 1.8%. The energy consumption intensity is 688 GJ per hundred million TWD of revenue.

Energy		Unit	2021	2022	2023
Electricity	Externally procured, non-renewable	MWh	44,185.3	36,917.5	30,619.5
		GJ	159,067.0	132,903.0	110,230.0
	Self-produced and used, renewable	MWh	-	3,304.3	5,035.1
		GJ	-	11,895.5	18,126.4
Diesel		kL	0.6	0.6	37.1
		GJ	20.8	21.9	1,304.0
Gasoline		kL	19.8	13.6	18.1
		GJ	647.4	445.5	589.9
Natural gas		kM³	107.9	114.3	72.0
		GJ	3,612.8	3,827.7	2,411.4
Consumption of non-renewable energy		GJ	163,348.0	137,198.1	114,535.3
Consumption of renewable energy		GJ	-	11,895.5	18,126.4

Conversion  
• 1kWh = 3.6 MJ  
• 1L Gasoline = 32.65 MJ  
• 1L Diesel = 35.16 MJ  
• 1M<sup>3</sup> Natural Gas = 8,000 Kcal; 1 Kcal = 4,186 J  
• The subsidiary SILIGENCE SAS & ASKEY INTERNATIONAL CORP. was not included in the statistics as it was unable to quantify its energy use.

Regions	Electricity (GJ)	NaturalGas (GJ)	Diesel (GJ)	Gasoline (GJ)	Total	%
Taiwan	43,103.9	-	2.1	-	43,106.0	32.5%
Suzhou, China	76,911.9	2,411.4	1,296.0	524.7	81,143.9	61.2%
Vietnam	7,740.4	-	6.0	-	7,746.3	5.8%
Yang Xu (Shenzhen)	444.3	-	-	-	444.3	0.3%
Yang Xu (Wuhan)	145.5	-	-	-	145.5	0.1%
Brazil	10.5	-	-	65.2	75.7	0.1%



▲ Energy Consumption per Region

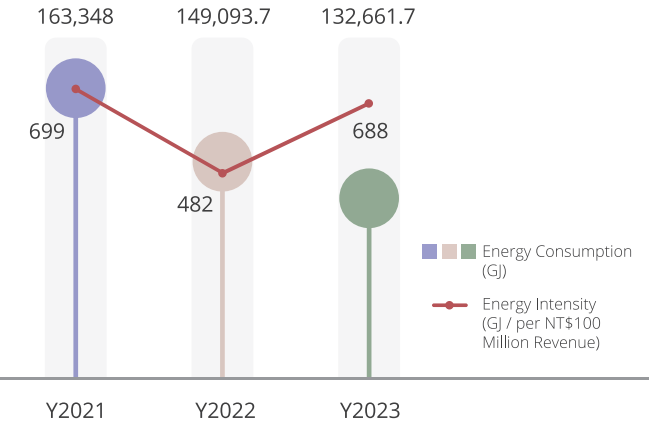
GHG Inventory

With the concern about the global net-zero emission target outlined in the Glasgow Climate Change Agreement (COP 26), Askey has established a mechanism to organize GHG inventory standards. Through reviewing the inventory results every year, we are able to identify key emission sources in the production process that have an impact on the environment. This has led to the formulation of systematic and consistent emission reduction strategies and specific implementation measures within the Company.

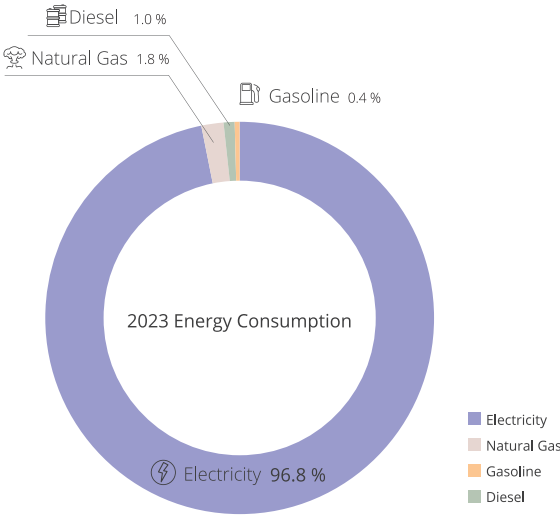
The scope of GHG inventory checks is consolidated based on the operating control, covering all subsidiaries with active control over the Group. Starting from the third quarter of 2023, the whole Group has gradually introduced the GHG Protocol (Greenhouse Gas Inventory Protocol) quantitative standards and implemented the greenhouse gas (GHG) management plan through professional guidance. Through training, data inventory, and guidance based on the GHG Protocol standards, we will systematically improve our GHG management standards.

In 2023, the total greenhouse gas emissions for Scope 1 and Scope 2 were approximately 17,584 tons of CO<sub>2</sub>e. About 92% of these emissions were from electricity use. The installation of solar power generation equipment at the Suzhou factory in China was completed and began operation in June 2022. Therefore, the emission intensity is approximately 91 tons of CO<sub>2</sub>e per hundred million TWD of revenue.

▲ Energy Consumption over the Last Three Years



▲ Energy Intensity





Through annual greenhouse gas inventories and information disclosure, we will fully understand the organization's greenhouse gas emissions to meet stakeholders' expectations and demands for information transparency. At the same time, we will continue to self-assess and improve to contribute to creating a low-carbon environment.

Scope Category	Unit	Y2021	Y2022	Y2023	2030 Targets	2023 Implementation Results
Scope 1	Tons of CO <sub>2</sub> e	1,576.0968	1,044.1864	1,420.0176	50% less than in 2021	30% less than in 2021
Scope 2		24,222.5825	19,892.0652	16,163.9982		
Scope 1+2 total		25,798.6793	20,936.2516	17,584.0158		

Scope 3	Unit	Y2021	Y2022	Y2023	2030 Targets	2023 Implementation Results
Procurement of goods and services	Tons of CO <sub>2</sub> e	994,061.4884	562,676.0728	724,298.3821	30% less than in 2021	35% less than in 2021
Capital goods		2,112.3400	1,237.0000	1,898.9060		
Upstream fuels and energy		4,342.4600	3,739.2948	3,558.7402		
Upstream transportation		2,185.4126	1,632.3982	861.2100		
Operational waste		282.6536	293.8896	285.3751		
Business travel		270.5755	382.3279	826.6940		
Employee commute		1,581.2270	1,468.1813	1,404.1931		
Upstream leased assets		211.0310	272.4430	185.0830		
Downstream transportation and distribution		1,019.6495	857.0527	572.0443		
Processing of sales products		37.2300	299.9400	194.6200		
Sales products used		732,763.8755	666,604.5025	458,524.0935		
Terminal processing of sale products		122.9208	115.9681	67.6500		
Downstream leased assets		239.1530	441.9640	440.2670		
Franchising		-	-	-		
Investment		-	-	-		
Scope 3 total		1,739,230.0169	1,240,021.0349	1,193,117.2584		

• There are no franchising-related activities, so no inventory disclosure is made; investments are calculated by the parent company ASUSTEK based on the consolidated financial statements.

• The 2021-2023 greenhouse gas emissions are subject to verification by a third party, AFNOR Asia Ltd. (AFNOR ASIA), in May 2024 according to the annual plan. The data will be primarily based on the verification by the third party, and any revisions will be disclosed in the next report.

Carbon Disclosure and Reduction

Since 2015, we have actively participated in the "CDP Commit to Action" initiative and responded to the Carbon Disclosure Project's survey questionnaires, emphasizing the Company's concern about greenhouse gas emissions and climate change. Askey is firmly committed to the vision of carbon neutrality. With 2021 as the baseline year, we have set clear carbon reduction goals.

By 2030, Askey aims to cut Scope 1 and Scope 2 emissions by 50% and assist key suppliers in reducing their carbon emissions by 30%. Our strategy includes generating or acquiring renewable energy to cover 50% of our annual electricity usage by 2035, with a long-term goal of net-zero emissions by 2050 to mitigate climate change. We follow the GHG Protocol for carbon accounting and have implemented a carbon reduction action plan. Notable efforts involve the SBT project led by ASUS, our parent company, and government-subsidized projects. We have introduced solar energy systems at factories, renewable energy initiatives, and energy-saving measures. In 2023, our Suzhou factory used 5,035,123 kWh of green electricity, achieving a carbon reduction of approximately 2,871.5 tons, marking progress in reducing Scope 2 emissions. Future plans focus on expanding carbon reduction efforts across our products and supply chain to continuously decrease emissions and meet our sustainability and environmental goals.

Office Equipment

- Set the power saving mode to automatically switch office equipment such as computers and printers into standby mode when not in use to reduce the amount of current used.
- Turn off the power supply during the lunch break to reduce standby power consumption and prolong the service life of equipment. At the same time, turning off some electrical equipment can reduce the burden on the grid and improve stability.

Air Conditioning System

- Regularly check the cooling coil consumption of the host to ensure that the air conditioning system is running at the optimal cooling coil consumption to prevent excessive cooling or insufficient cooling, which would cause the equipment to run continuously and increase power consumption.
- Regularly clean the Y-strainer. If it is not cleaned for a long time, it will cause pipeline blockage and excessive pressure differential. The purpose is to keep the pipeline smooth and filter impurities in the water more effectively.
- The cooling water tower of the air conditioning system is cleaned regularly, and chemicals are administered regularly to prevent scale and moss from forming at the bottom, which will affect the quality of cooling water and cause pipeline blockage in severe cases; on the other hand, it can balance the electrolytes in the water.
- Change the cooling tower to external air wet bulb control, and use a temperature-sensing rod to detect the water temperature. When the current water temperature is fed back to the automatic control system, it cooperates with the inverter to automatically adjust the power consumption to achieve the effect of energy saving.
- Incorporated into the water pumps are frequency converters. At this time, frequency converters are affixed to both the cooling water pump and the ice water pump. The aforementioned apparatus is a relatively robust AC motor. In order to achieve an energy-saving effect, the frequency converter modifies the load-dependent electricity demand and modifies the motor's voltage, frequency, and speed.

Lighting Equipment

- Replacement of energy-saving lighting sources, such as replacing LED tubes or recessed lights, usually energy-saving lamps have higher energy efficiency than traditional lamps and can consume less electricity while providing the same lighting effect. And can reduce the frequency of replacement and maintenance, and have a longer service life.
- The use of light colors for walls and ceilings can effectively reduce heat absorption in the indoor environment and reduce energy consumption.

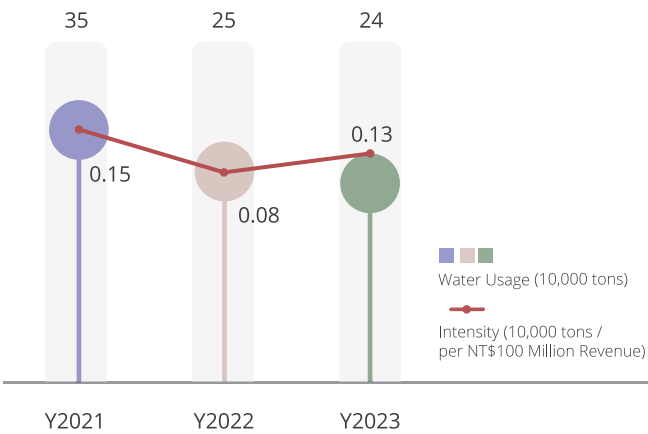
Power System

- Putting the transformer in a well-ventilated place will help reduce the operating temperature of the transformer, improve efficiency, reduce energy loss, and thereby save electricity consumption. In addition, it also helps to extend the lifespan of transformers and reduce replacement and maintenance costs.
- Review the set value of reasonable contract capacity and power factor, and regularly check the wattage used by equipment to ensure the reasonable allocation of power system capacity to facilitate real-time adjustment of the power consumption of electrical equipment to avoid excessive energy consumption and waste of energy.



• Water and Waste Management

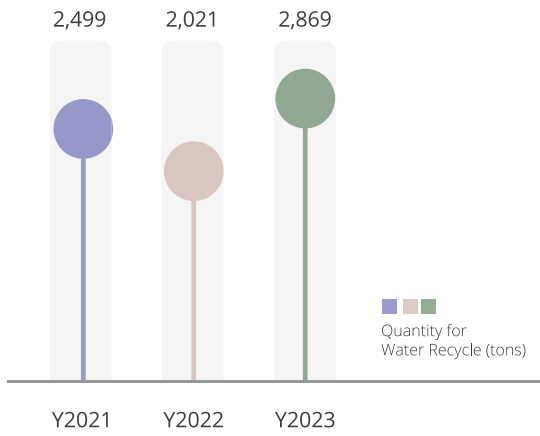
Askey's 2023 total water consumption was about 240,000 tons and the water use intensity was 1,300 tons per NT\$100 million of revenue. The source of water is tap water provided by local water companies. No groundwater, surface water and seawater were used. The manufacturing process does not generate process wastewater, and there is only domestic sewage from employees, mainly used for water dispensers, toilets, ice machine cooling, etc. Employees' domestic wastewater from operations is discharged into the designated sewage treatment system in accordance with the local laws and regulations every year, a legitimate inspection company is commissioned to conduct water quality testing to ensure that the operating activities will not affect or pollute the environment. Due to the nature of the industry, Askey's water resources are mainly used for employees' domestic use and air-conditioning equipment. Although the risk of organizational operations being impacted by water resources is relatively low, Askey continues to pay attention to the risk of water shortages that may be caused by climate change. In response to this challenge, the Suzhou factory in China has established a recycled water system, mainly used for toilet cleaning, saving approximately 2,869 tons of water in 2023. Furthermore, measures such as installing "water-saving accessories to water outlets" and "devices for collection of recovered water" are adopted to carry out internal water resources management, reduce ineffective consumption and optimize water use efficiency.



▲ Historical Water Consumption

- Water consumption in Taiwan: Water consumption is calculated based on actual data from independent water meters for specific locations, such as the Zhonghe headquarters parking lot, the Zhubei office, and Tainan office. For other areas like the Zhonghe headquarters building and the regions of Yangmei, Kaohsiung, and Taoyuan, water usage is estimated by allocating the total water bill amount according to the floor area of each location. This method ensures a fair distribution of water costs across different sections of the company based on their spatial footprint.
- Water consumption in Suzhou, China: Based on the water bill, after deducting the water consumption for the leased area: 77,637 metric tons.
- Water consumption for factories in Vietnam: The local authority will verify the water meter data and issue an invoice every month to record the monthly tap water consumption.

Besides, Askey does not own, manage or lease any plants located in ecological protection zones or water conservation areas and is not engaged in any operating activities that will have a negative impact on biodiversity. During product manufacturing and service provision processes, we have never engaged in any operations that may harm biodiversity lest any negative damages on the environment and ecology.



▲ Historical Water Recycle

 Zhonghe, Taiwan

Install water-saving faucets

Compared to traditional faucets, water-saving faucets are based on the improvement of water-using equipment, which can significantly reduce water consumption and water expenses. Meanwhile, it also reduces the corresponding energy consumption in the process of water extraction, treatment and transmission, which help to mitigate the risk of water consumption and energy use.

Some water dispensers use three filters

With a more efficient filtration function, it can effectively remove impurities, microorganisms and harmful substances from the water to provide purer drinking water. This will help protect the health of employees, while reducing the demand for bottled water and the generation of plastic waste.

Adjust the temperature of the chilled water outlet from the air conditioner

By fine-tuning the temperature setting, the air conditioner can provide the appropriate cooling effect to make the cooling process more efficient, which also helps extend the life of the equipment and reduce maintenance and replacement costs.

 Suzhou, China

Reclaimed water recycling system

Water that was treated as wastewater in the past can be reused for toilet cleaning after proper treatment. It can not only reduce the cost of water consumption, but also reduce the reliance on tap water resources, reduce the discharge of wastewater, and realize water recycling and reuse.

Water leakage inspection and improvement

We hired professional firms to conduct leak inspections and successfully improve water use efficiency by correcting leaks. The results show that the average monthly water consumption has decreased significantly compared to the same period in previous years.

Waste Management

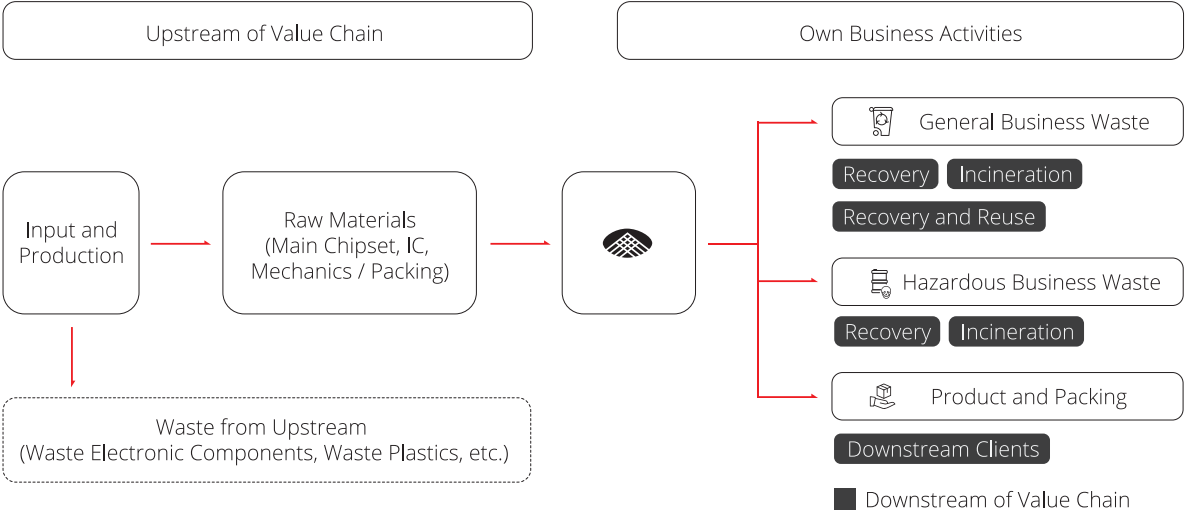
Waste management is an important environmental issue for companies, in general. Askey adheres to the management principle of “reduction in production and recycling of resources for reuse” for the industrial waste produced in the production and service processes. Low-polluting raw materials are effectively used in the manufacturing process, and the proportions of recovery and reuse of waste are improved to reduce the negative impact on the environment caused by the Company's activities, products and services.

The wastes produced by Askey are mainly divided into two categories, general business waste and hazardous business waste. The general business wastes include employees' domestic wastes and plastic shells. The hazardous business wastes include PCB, waste electronic components and others. Askey adopts strict control measures for wastes generated from the manufacturing and service processes to ensure that they can be properly, safely disposed of while meeting the regulatory requirements, and reducing the environmental burden. Appropriate classification and management measures are taken to improve the reusability and value of resources. The management of each operating base is responsible for all the wastes within each base. Waste management companies with a qualified environmental protection permission are entrusted with the removal and disposal of wastes in accordance with the law, and need to provide proof.

At the same time, we adhere to the waste management principle of "waste reduction and resource recycling." On top of that, we try to minimize the waste output at manufacturing. In Suzhou, China, we also adopt reverse recycling of packaging for raw materials from the upstream suppliers to help them improve the repeated use of packaging materials and reduce the amount of one-time use. These measures achieve the goals of energy conservation, carbon reduction and protection of the Earth. With our efforts in the reverse recycling of packaging materials, a total of 139.2 tons of packaging materials were recycled in 2023 to demonstrate the Company's continuous efforts to improve environmental performance.

Region	Type	Method	Weight (Tons)	Description
			Y2023	
 Taiwan	General	Recovery	14	Iron, plastic, paper, etc.
		Incineration	326.9	Domestic waste, product waste.
		Recovery and Reuse	4	Packaging material for incoming materials.
	Hazardous	Recovery	21	Breakaway.
 Suzhou, China	General	Recovery	68.3	Corrugated fiberboard, soft plastic.
		Incineration	365	Domestic waste.
		Recovery and Reuse	135.2	Packaging material for incoming materials.
	Hazardous	Incineration	2.5	Waste cleaning liquid, waste empty bucket, waste filter cloth.
 Bac Ninh, Vietnam	General	Recovery and Reuse	51.5	Wood pallets, cardboard boxes, PET trays, etc.
		Incineration	22.8	Industrial waste, domestic waste.
	Hazardous	Incineration	0.2	Waste activated carbon, waste solvents, solvent mixtures, waste batteries, batteries, etc.
		Others	0.1	Metal scrap, waste plastic rigid packaging.

- Monitoring method for the collection of waste in the Taiwan region:  
To calculate the amount of household waste produced by Askey, the company uses the Ministry of Environment's per capita daily generation data, multiplied by the average number of employees for the year, and then adjusted for the number of working days. Each employee at the Company spends about 9.5 hours per day, which is a fraction of a 24 hour workday. Other general and hazardous industrial wastes are measured using scales or hanging scales at Askey partnered certified waste management facilities. This approach ensures that the Company's waste is tracked accurately and disposed of responsibly.
- Monitoring method for the collection of wastes in Suzhou, China:  
Except for domestic waste, which is estimated by the daily removal weight, the rest of the general and hazardous business waste is weighed by the truck scale.
- Monitoring method for the collection of wastes in Bac Ninh Factory, Vietnam:  
We notify qualified waste disposal contractors to clear and transport waste. When trucks weighing 6 or 7 tons are full, our environmental safety personnel will accompany them to the weighing station for weighing. After weighing the scales, take a picture and record the code of each scale.









▲ Waste-Related Significant Impact Process

▲ Amount of Waste Generated

# 3.2 Green Service

## Management Approaches of Major Issues: Environmental Responsibility for Products

 <b>Impact Explanation</b>	<ul style="list-style-type: none"><li>· Not considering the integration of green environmental concepts into product design and manufacturing processes could potentially have negative impacts on the external environment.</li><li>· Product designs and manufacturing processes that align with environmental responsibility help the company comply with local and international environmental regulations, reducing the risk of fines and legal disputes, thus enhancing the company's operational stability.</li></ul>
 <b>Policy</b>	Hazardous Substance Management Policy
 <b>Action</b>	Provide eco-friendly products and services to comply with international environmental laws, and accommodate the needs of customers
 <b>Evaluation</b>	Feedback from Clients / Third-party audit
 <b>Target</b>	Products 100% comply with RoHS requirements
 <b>Corresponding GRI Topics</b>	Self-defined topics

As a member of the corporate citizenship, we are committed to the operating mission of protecting the green environment of the earth. Faced with the crisis of increasingly scarce global resources and worsened climate change impacts, no matter from the perspective of life cycle, incorporate the concepts of sustainable design and environmental friendliness into the production and service processes. The goal is to prolong product life, improve the application efficiency and recycling rate, reduce environmental impacts. To strictly control the use of harmful substances protect the health and safety of end-users, provide corporate ecological protection, and fulfill our social responsibility to care for the earth.



### • Sustainable Design

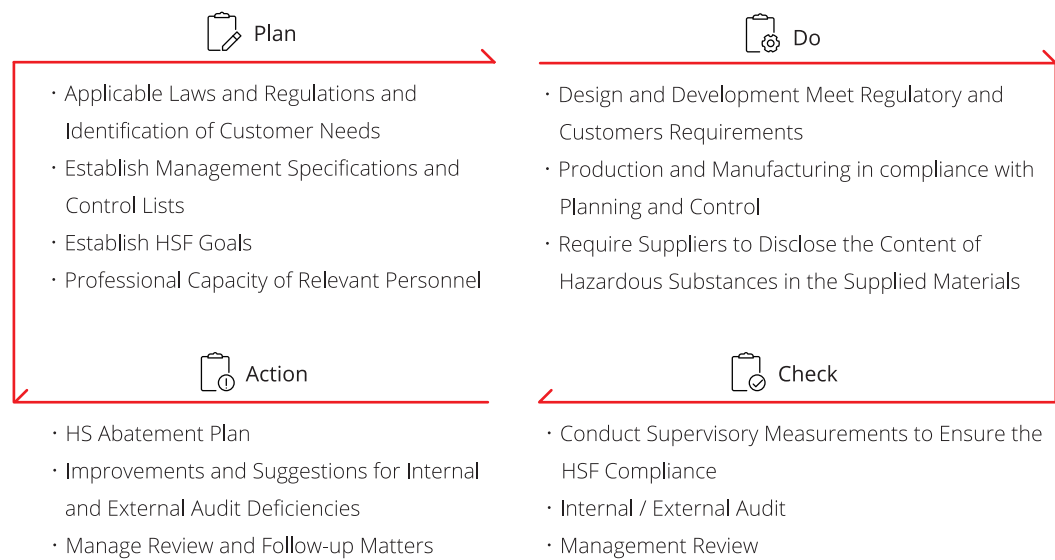
Askey clearly knows that products manufactured by enterprises may cause great impacts to the environment; therefore, green designs are adopted as the main concept for product planning. In addition to satisfying customer needs, plans are also considered from the “how to reduce environmental burden” perspective for them to have low power consumption, as well as easily dismantled resources that can be recycled or reused. The Company also ensures that the parts and packaging materials used for all products, which are complied with the clients’ requirements for harmful substances and international environmental protection standards, so that sustainable consumption and production modes can be regarded as the Company’s vision of sustainable development, offering the friendliest protection of the Earth’s environment.



03

• Green Procurement and Production

To comply with the strict requirements of countries worldwide for the reduction or elimination of hazardous substances, Askey has since 2007 implemented the "IECQ QC 080000 Hazardous Substance Process Management System" based on its existing quality management system. Through systematic control covering stages such as raw material selection, production, product use, and disposal, we ensure compliance with hazardous substance (HS) requirements. Upholding our mission to produce environmentally friendly products, we monitor hazardous substances in our products, comply with the EU RoHS Directive and international environmental regulations, and assess hazardous substances in products during development. We require suppliers to sign Hazardous Substance Free (HSF) declarations and provide third-party testing reports and Safety Data Sheets (SDS) to ensure the effective implementation of our green management.



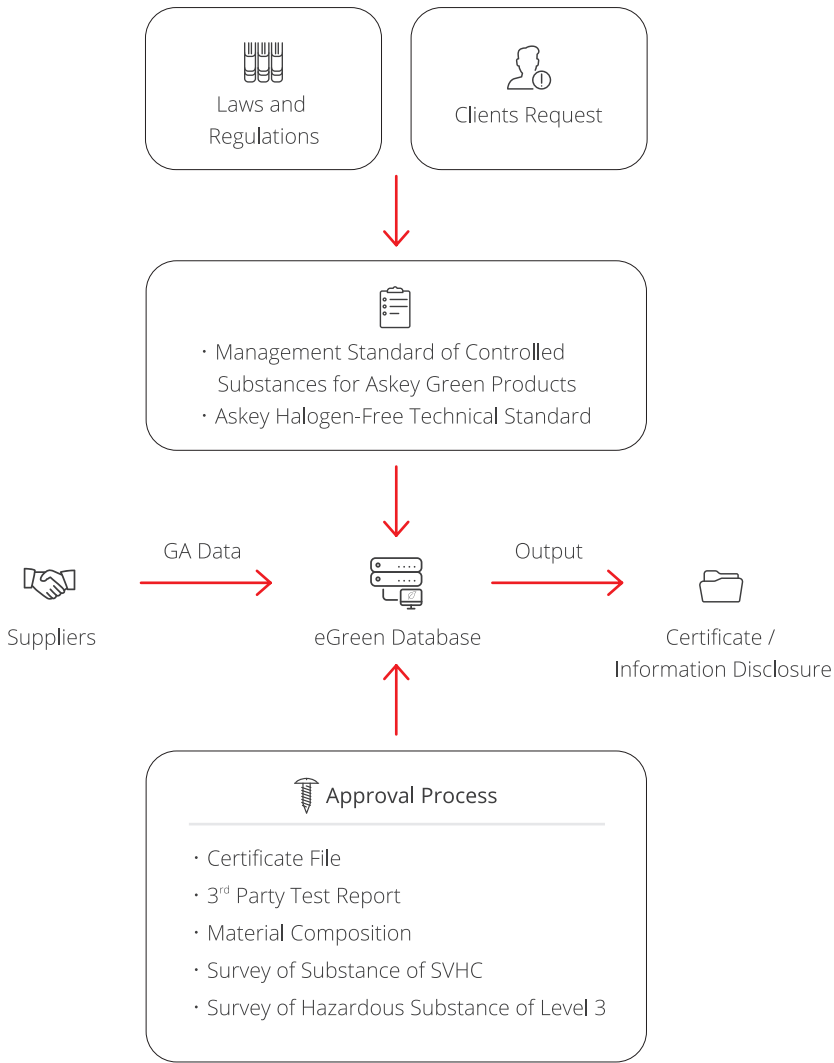
▲ Hazardous Substance Process Management

Green Procurement

In order to pursue green manufacturing, Askey has long invested in the management and control measures of hazardous substances in products. We also require our suppliers to understand the Company's latest announcements with respect to green specifications through the platform and conduct the certification of green materials to ensure that all raw materials comply with its internal regulations and both the domestic and overseas environmental directives and clients' requirements.

All suppliers of green materials need to provide their list of ingredients, third-party test reports, warranty statements, safety data sheets and other information to be verified by the department responsible for green verification prior to using the materials. The company's R&D, quality assurance and other relevant departments can also use the e-Green system to understand the composition and content of green products and take control measures as needed. At the same time, the Company has developed the "Management Standards of Controlled Substances for its Green Products" to regularly review, compare, and update with accordance to the international laws and regulations on banned substances and clients' requirements on controlled substances. Currently, we have controlled over a hundred hazardous substances.

Additionally, we actively inventory green and environmentally friendly raw materials, seek substances that may be banned according to the latest international standards, and collaborate with suppliers to find alternative raw materials to ensure the compliance and safety of raw materials.



▲ Green Material Approval Process



Green Production

The European Chemicals Agency (ECHA) announced on June 14, 2023, that the candidate list of substances of very high concern (SVHC) now includes a total of 235 substances. Askey will continue to collect and monitor the latest information on REACH, update regulations and customer requirements as needed, and conduct compliance investigations with suppliers to ensure they adhere to green substance regulations.

To practice the concept of environmental sustainability and reduce the impact of product manufacturing on the environment. Askey has established HSF policies, goals, cross-functional committee, and defined the responsibilities and authority of departments to improve the control of hazardous materials through awareness building and participation of all employees. Through periodic internal and external audits and management review meetings, it ensures the effectiveness of hazardous substances management and demonstrate its commitment to coexistence and systematic management of hazardous substances. Askey adopts lead-free process. The equipment, jigs and fixtures used in the production also meet the internal control regulations and can monitor the process in a timely manner. All products of the Company comply with the RoHS requirements.

Carbon Reduction Transportation

We encourage our employees to use public transportation whenever possible during business trips. This not only saves energy but also helps reduce individual carbon footprints. Regarding the energy consumption and carbon emissions during product transportation, ASKEY closely collaborates with logistics partners to ensure that customer delivery times are not compromised. By consolidating shipments, optimizing cargo loads, and arranging the best routes, we not only enhance transportation efficiency and service quality but also significantly reduce energy consumption and carbon emissions. This measure not only reduces the burden on natural resources and mitigates environmental impact, but it also shortens the transportation time, thereby achieving the goal of saving operational costs and demonstrating the tangible economic benefits of green logistics.

Friendly Disposal

In order to improve the recovery and recycling rates of waste electronic and electrical equipment, and reduce the volume of final electronic waste, the Company has taken the design, manufacture and recycling of products from the perspective of life cycle into consideration for the reduction of environmental pollution and improvement of the reuse rate of resources. We follow the EU's Waste Electrical and Electronic Equipment Directive and meet customer needs by taking responsibility for proper recycling and reuse of electronic waste. We participate in local recycling systems in Germany, the UK, Switzerland, Italy and other countries, and complete brand registration and place recycling marks on products. At the same time, we regularly monitor and report the weight of electronic and electrical equipment put into the markets.

Askey's products 100% meet the WEEE requirements. Through self-assessment in 2023, the rates of reuse, recycled and recovery exceeded the goals set by WEEE directive. We do hope reduce the impact on the ecological environment and fulfill the corporate responsibility to achieve sustainable environmental development.



- Reuse / Recycle utilization rate source of reference used:
  - Cost Elements of Recycling and the Design of Mobile Phones in the context of WEEE, Motorola, 2003.
  - Background Document on Recycling Waste from Computers, Randall Conrad & Assoc Ltd.,2000.
  - Recycling System for Printed Wiring Boards with Mounted Parts, NEC, 1998.
- The Recycling Rate is calculated by the maximum value suggested from the references above, e.g. PCBA 65%, LCD 70%, Plastic 90%, Metal 99%.

4.1 Recruitment and Training

4.2 Safe and Healthy Workplace

4.3 Social Participation and Contribution



## CHAPTER

# 4

## Social Sustainability

社會共好



# 4.1 Recruitment and Training

## Management Approaches of Major Issues: Compliance Labor-Management Communication

Impact Explanation

- Legal compliance can help enhance the competitive advantage of employee recruitment. It also reflects the Company's commitment to employees' rights and interests, enhances employee satisfaction, and thereby improves overall operational performance.
- Illegal incidents may bring potential operational risks, reduce business performance, and affect image and reputation at the same time.
- By establishing a good labor-management relationship and a comprehensive employee benefits system, productivity can be stabilized, employee engagement can be enhanced, and the Company can operate in a stable manner.

Policy

Labor and Ethics Policy

Action

- Comply with relevant laws and regulations. Protect labor rights. Maintain friendly employer-employee relationships.
- Through open feedback platforms, robust communication channels, and labor-management meetings, we facilitate mutual dialogue to promote a harmonious labor-management relationship and enhance employee engagement.

Evaluation

- Inspection by a competent authority.
- Employee Grievance

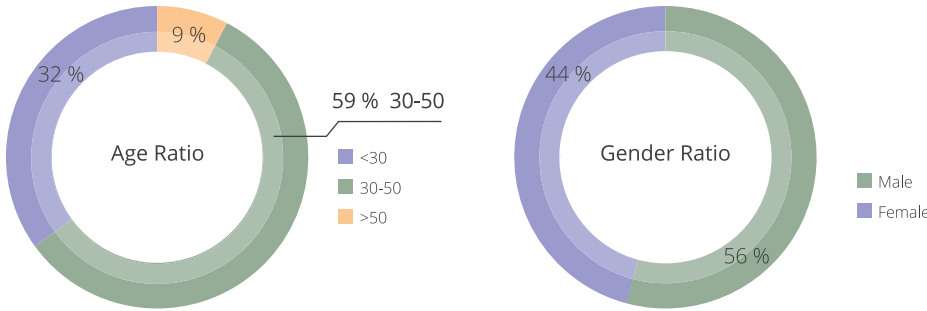
Target

- 0 major labor rights violations.
- Zero labor dispute

Corresponding GRI Topics

- GRI 2-27 Compliance with laws and regulations
- GRI 401 Employment
- GRI 402 Labor / Management Relations
- GRI 405 Staff Diversity and Equal Opportunity

In 2023, Askey views talent as a key driver of our growth. We treat our employees as sustainable business partners. Through our management process of "selection, utilization, development, promotion, and retention," we not only select outstanding talent but also ensure their growth within the Company through motivational measures and retention plans. By creating a harmonious work environment that supports safe work, continuous learning, and offers comprehensive benefits, we enhance employee cohesion and belonging. This approach not only boosts our long-term competitiveness but also creates sustainable value for the company, employees, and society.





### Workforce Analysis

As of December 31, 2023, Askey employed 4,040 formal employees, with 1,894 in Taiwan, 1,949 in Suzhou, China, and 197 in Vietnam, comprising 47%, 48%, and 5% of our total workforce, respectively. Additionally, there are 90 unofficial (temporary) employees working as operators. About 32% of our employees are under 30, injecting innovative ideas into the organization, while 59% are aged 30 to 50, possessing the skills and experience needed for steady company growth. The remaining 9% are over 50, generally holding leadership roles that guide the company towards its goals.

We champion diversity and gender equality, ensuring equal employment rights for all, regardless of gender, race, or physical condition. In 2023, women made up 44% of our workforce, reflecting our commitment to gender equity. We also recruit talents from different backgrounds, including people with physical and mental disabilities and minorities in Taiwan, China, and Vietnam, regardless of race, gender, or physical condition, and provide them with equal employment opportunities.

Official Employees

Gender	Type	Contract		Taiwan	Suzhou, China	Bac Ninh, Vietnam	Total
 Male	Full Time		Temporary	1,017	161	0	1,178
		Permanent	Part-Time Worker / Intern	0	527	0	527
			Contract	3	467	64	534
			Foreigners	3	0	0	3
			Migrant Worker	8	0	0	8
	Part Time		Temporary	0	0	0	0
			Permanent	13	0	0	13
Total				1,044	1,155	64	2,263
 Female	Full Time		Temporary	511	169	0	680
		Permanent	Part-Time Worker / Intern	0	148	0	148
			Contract	4	477	133	614
			Foreigners	2	0	0	2
			Migrant Worker	307	0	0	307
	Part Time		Temporary	0	0	0	0
			Permanent	26	0	0	26
Total				850	794	133	1,777




- Full-time employees in Suzhou, China: Due to the nature of the industry, human resources deployment will be implemented according to the business volume, with priority given to full-time workers within the organization. However, in case of temporary or seasonal projects, part-time / internship and temporary personnel will be dispatched.
- Part-time / intern employees in Suzhou, China: Through six-month industry-academia internships held by the school and the Company, students can learn about practical techniques in their field of expertise in advance. The departments participating in the program are mostly production and manufacturing-related with collaborating school departments, such as computer, electronics and industrial robots.
- Fixed-term contract employees in Suzhou of China: According to the Labor Contract Law of the People's Republic of China, after the signing of fixed-term contracts, employees may choose to sign open-term labor contracts after 2 renewals or 10 years of service tenure of the fixed-term contracts.

Non-Official Employees

Gender	Type	Contract	Taiwan	Suzhou, China	Bac Ninh, Vietnam	Total
Male	Full Time	Fixed-Term Dispatch	0	47	6	53
Female			0	16	21	37





▼ Employment of Diverse Talent



Region	Type	Headcount	Local Proportion
 Taiwan	Minority Groups	42	1%
	Disabilities	16	1%
 Suzhou, China	Minority Groups	58	3%
	Disabilities	0	0%
 Bac Ninh, Vietnam	Minority Groups	92	47%
	Disabilities	0	0%

· Ethnic minorities: Indigenous peoples in Taiwan; ethnicities other than the Han ethnicity in China; and ethnicities other than the Chin Ethnic group in Vietnam.

▼ Workforce Structure per Gender and Age

Gender	Age	Taiwan	Suzhou, China	Bac Ninh, Vietnam	Total
 Male	<30	68	678	42	788
	30-50	743	450	22	1,215
	>50	233	27	0	260
 Female	<30	137	271	81	489
	30-50	615	515	51	1,181
	>50	98	8	1	107
Total		1,894	1,949	197	4,040

▼ Workforce Structure per Position

Gender	Position Classification	Age	Taiwan	Suzhou, China	Bac Ninh, Vietnam	Total
 Male	Management Position	<30	0	29	1	30
		30-50	194	192	3	389
		>50	121	5	0	126
	Non-Management Position	<30	68	649	41	758
		30-50	549	258	19	826
		>50	112	22	0	134
Total			1,044	1,155	64	2,263
 Female	Management Position	<30	1	15	5	21
		30-50	66	148	11	225
		>50	33	3	0	36
	Non-Management Position	<30	136	256	76	468
		30-50	549	367	40	956
		>50	65	5	1	71
Total			850	794	133	1,777

· Management Position: Cover all levels from entry-level management to senior-level leaders, including entry-level supervisors, unit supervisors, middle-level supervisors, and senior executives.  
· Non-Management positions: All other positions in the Company are classified as non-management positions. These positions focus on a specific area of expertise or technical work and do not involve team management. According to different major operating locations, non-management roles in Taiwan factories include professional, engineering, and professional staff; in China and Vietnam, non-management positions, engineering, and operator.

• Compensation and Benefits

Askey adheres to the core value of “people-oriented”, and regards employees as our most valuable asset. They are the driving force for the Company’s growth and success and the cornerstone of sustainable operations. We believe that by actively recruiting, nurturing and retaining talents, we can add capacity to our research, development and manufacturing. The Company is committed to providing full salary package, benefits and insurance policies based on the market standards, supply and demand of the labor market and talent competitiveness, so that employees can have a work-life balance while making full commitment to their work. We also provide training and promotion opportunities via smooth training and promotion channels to enable the Company and staff to grow stronger together, create a win-win, and share the profits of successful business operations.



Recruitment and Retention

Askey recruits local and suitable talents based on the operating needs. For new hires, we offer salary and benefits that comply with the local regulatory requirements based on the positions, education background, professional knowledge and skills and past work experience. Do not mistreat or discriminate based on factors such as gender, age, race, nationality, religion, marital status, sexual orientation, political spectrum and others. Strictly abide laws and regulations to ban any child labor in the Company and ensure equal pay for equal work in terms of the overall salary for men and women.

In order to build a fair promotion practice, the Company conducts performance interview with employees every six months. The interviews cover areas such as the core competencies, specialization, etc., to serve as reference for promotion, raise, issue of year-end bonuses and others, further encouraging employees to contribute and elaborate on their talents in their career. Managers also assist and mentor employees who may need better performance to develop improvement their plans, and give them guidance to improve their capabilities.

In terms of employee departure management, once an employee demands resignation, the human resources unit will arrange exit interviews for unit supervisors and the litigant to understand why the employee is leaving and provide support. If an employee’s job contents need to be adjusted due to modifications in operational requirements or business changes, communication and coaching for the transferee will be performed. If internal assessments cannot find a suitable post or if the employee is unwilling to transfer, dismissal related matters would be executed according to the Company regulations.

▼ Ratios of Standard Entry Level Wage Compared to Local Minimum Wage

Gender	Type	Taiwan	Suzhou, China	Bac Ninh, Vietnam
 Male	Direct Labor	1.04	1.07	1.4
	Indirect Labor	1.04	1.07	1.4
 Female	Direct Labor	1.04	1.07	1.4
	Indirect Labor	1.04	1.07	1.4

· Entry level employee: Grade one worker such as operator, clerks...etc.  
· Scope of salary statistics: Starting salary + fixed allowance.



▼ New Employee Hired Rate / Turnover Rate

Male											Male				
Age	Taiwan					Suzhou, China					Bac Ninh, Vietnam				
	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate
<30	68	28	41 %	52	76 %	678	2,042	301 %	2,402	354 %	42	42	100 %	35	83 %
30-50	743	84	11 %	169	23 %	450	39	9 %	232	52 %	22	21	95 %	9	41 %
>50	233	12	5 %	14	6 %	27	0	0 %	4	15 %	0	0	0 %	0	0 %

Female											Female				
Age	Taiwan					Suzhou, China					Bac Ninh, Vietnam				
	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate
<30	137	10	7 %	163	119 %	271	808	298 %	1,066	393 %	81	81	100 %	51	63 %
30-50	615	49	8 %	389	63 %	515	34	7 %	169	33 %	51	47	92 %	21	41 %
>50	98	5	5 %	10	10 %	8	2	25 %	5	63 %	1	1	100 %	0	0 %

- New Employee Hired Rate: Number of new employees in the same range of age and gender in the same area / Number of official employees in the same range of age and gender in the same area as of 12/31.
- Turnover Rate: Number of employees in the same range of age and gender in the same area who leave the job / Number of official employees in the same range of age and gender in the same area as of 12/31.

Employee Benefits


Our employees are the long-term sustainable operation partners. To enable them to contribute to their jobs and fully unlock their talents with peace of mind, we have actively planned and continued to improve the employee welfare system, and established an employee welfare committee in accordance with the law for the Taiwan base. The committee consists of our various departments, which convene monthly meetings to decide on various welfare policies and activities.

For each official employee at the main operational locations in Taiwan, Suzhou, China, and Vietnam not only can enjoy benefits according to basic regulations such as labor insurance and pension, Askey also provides group insurance, health examinations and other diverse benefits. With considerations for employees’ living and necessities, it helps to create a bonding between the Company and its employees so that both sides will attain sustainable growth and create a win-win result.

Basic Benefits

- Work bonus. Year-end bonus.
- Group insurance.
- Health checks.

- Wedding and funeral subsidy.
- Travel allowance.
- Birthday bonus, festivals gifts / bonus.



▲ Major Welfare Measures

Legal Protection and Benefits

Taiwan

- National health insurance, labor insurance.
- Retirement reserve.
- Occupational accident insurance.
- Medical care unit and simple health measurement facility.
- Consultation with a resident physician.
- Parental leave. Paternity leave.

Suzhou, China

- Social insurance.
- Housing provident fund.
- Annual leave.

Bac Ninh, Vietnam

- Social insurance.
- Maternity leave and childcare leave.

▲ Major Welfare Measures

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Retirement Insurance

The Company's retirement system is based on related laws and regulations stipulated by the local government. Every official employee participates in the retirement plan. For employees in the Taiwan region, retirement reserve is set aside regularly to the statutory retirement account or individual retirement accounts according to the pension rules listed in the "Labor Standards Act" and "Labor Pension Statutes". For employees where the "Labor Standards Act" applies, Askey will check whether the retirement reserve is sufficient regularly. According to actuarial results of 2023, the retirement reserve account balance of the Bank of Taiwan is enough to pay employees who reached retirement conditions for within a year. For employees where the "Labor Pension Statutes" applies, the company will set aside 6% of the insured salary to employees' individual accounts created by the Bureau of Labor Insurance. As for the China plants, social insurance (pension, medical care, unemployment, work injury and childbirth) and provident funds are applied for employees according to local laws and regulations, providing safe guarantees for the employees' retirement lives.

In addition to enjoying the social insurance required by law, the Company also applied, additionally, for group business insurance for employees. The insurance coverage includes accidental death, disability and medical treatment etc. Employees can also add their spouses and dependents into their insurance coverage at their own expenses, allowing Askey employees and their families to enjoy additional guarantees.

Items		Taiwan	Suzhou, China
Pension Provision as a Percentage of Salary	Employer	Old Pension System: 2% New Pension System: 6%	16%
	Employee	Old Pension System: 0% New Pension System: 0-6%	8 %
Retirement Plan		Old Pension System: Statutory Retirement Accounts	Pension
		New Pension System: Individual Retirement Accounts	

Parental Leave

The Company is committed to promoting work-life balance. For the childcare and breastfeeding issues in Taiwan, we grant rights to employees applying for unpaid parental leaves for childcare in accordance with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave for Raising Children. To promote gender equality at work and avoid gender and pregnancy discrimination, both male and female colleagues may apply for parental leave as needed. The leaves can be applied before the youngest child reaches 3 years old and the duration of leaves can be for as long as 2 years.

After the expiration of their leave, employees may apply for reinstatement and be reinstated to their original positions or transferred to new positions to accommodate their personal and family care needs. In 2023, a total of 5 male and 7 female colleagues applied for parental leave without pay, resulting in an overall reinstatement rate of 62% and retention rate of 64%.

Gender	Application Status		Reinstatement Status		Return to Work Rate	Number of People Retained		Retention Rate
	No. of Employees Eligible for Parental Leave without Pay in Y2023.	No. of Employees Applied for Parental Leave without Pay in Y2023.	No. of Employees Expected to Return to Work after Parental Leave without Pay in Y2023 (A)	No. of Employees Actually Returned to Work after Parental Leave without Pay in Y2023 (B)		No. of Employees Returned to Work after Parental Leave without Pay in Y2022 (C)	No. of Employees Reinstated after Parental Leave in Y2022 and was still with the Company after 1 Year (D)	
Male	70	5	3	2	67 %	4	1	25%
Female	24	7	10	6	60 %	7	6	86%

· Return to work rate: B/A.  
· Retention rate: D/C.

Smooth Communication Channels

To expand employee engagement and their expression channels, the Company further enhanced its communication mechanisms in 2023. In addition to continuing to hold labor-management meetings to provide a real-time and direct dialogue platform, more flexible feedback channels were also introduced, such as a 24/7 complaint mailbox and hotline, allowing employees to share their opinions instantly and receive quick feedback. Simultaneously, to increase confidentiality, the Company set up physical suggestion boxes and expanded anonymous reporting channels, creating a safe and immediate environment for expression, thereby fostering closer interactions between the Company and the employees.

The Company commits to treating all received feedback confidentially and without retaliation, strictly implementing investigation procedures, and providing necessary remedial measures and responses for verified situations.

Diverse Communication Channels

- Labor-management meetings.
- Suggestion Boxes on Each Floor.
- Complaint Mailbox.
- Complaint Hotline.
- Employee Care Hotline.



• Talent Development

Outstanding talent is the pillar of our success. We understand that corporate sustainability depends not only on profits but also on the employees who advance with the Company. Askey is devoted to nurturing diverse talents. By planning various training courses, we aim to stimulate employees' potential and deepen their talent pool, in order to improve their performance and organizational momentum, thereby realizing the vision of sustainable operation and development. Employee personal learning and development help improve his / her work performance. Based on the core, professional, and management functions and organizational development needs, before the end of November, each departmental head reports the department's annual education and training demand form for the following year to ensure that the training direction aligns with the Company's overall development strategy. Meanwhile, we are committed to creating a systematic learning and development environment. By planning learning maps for various job levels, we aim to effectively transfer professional knowledge and cultivate the professional and managerial talents needed by the organization. Every employee at Askey receives comprehensive and solid training throughout his / her career. Through systematic training and guidance, we will gradually enhance our colleagues' professional knowledge and skills, allowing them to fully utilize their strengths in their positions and effectively improve work quality and efficiency.

In terms of training effectiveness, in 2023 the average training hours received by each employee was 10.8 hours, and the cumulative training hours for the year reached as high as 43,762.9 hours. When analyzed according to gender, the average training hours of male and female employees were 10 hours and 11.9 hours, respectively. The statistics according to employee job categories, the average training hours of management jobs and non-management jobs were 10.6 hours and 10.9 hours, respectively.

Course Type	No. of Courses	No. of Trainees
Newcomer Training	2,124	7,657
Promotion Training	2	20
Quality Training	11	63
Professional Training	273	3,384
Management Training	5	106
Self-Improvement Training	11	129
System Training	95	19,206
Internal Instructor Training	2	88
Grand Total	2,523	30,653







▲ Employee Training Course

	 Male	 Female
Total Training Hours for Management Position	5,524.69	3,278.56
Average Training Hours	10.1	11.6
Average Training Hours	10.6	
Total Training Hours for Non-Management Position	17,132.88	17,826.76
Average Training Hours	10	11.9
Average Training Hours	10.9	
Total Training Hours	43,762.9	
Average Training Hours	10	11.9
Average Training Hours	10.8	







▲ Training Effectiveness

# 4.2 Safe and Healthy Workplace

## Management Approaches of Major Issues : Occupational Health and Safety

 <b>Impact Explanation</b>	<ul style="list-style-type: none"><li>Protecting the safety and health of employees and other manpower is the statutory duty and obligation of enterprises to reducing work-related injuries and occupational illness cases, which can lower labor costs and create a positive cycle for sustaining operations.</li><li>Personal injury or death may result in business interruption, resulting in negative benefits to the Company's operations, affecting the production progress and customer satisfaction, and increasing damage compensation and legal liabilities.</li></ul>
 <b>Policy</b>	Environmental Safety Policy
 <b>Action</b>	<ul style="list-style-type: none"><li>Comply with relevant laws and regulations and implement occupational safety and health management.</li><li>Conduct regular workplace risk assessments.</li></ul>
 <b>Evaluation</b>	Government Check / Third-party audit
 <b>Target</b>	0 Case for High-Consequence Work-Related Injuries
 <b>Corresponding GRI Topics</b>	GRI 403 Occupational Health and Safety

## Management Approaches of Major Issues : Employee Rights, Diversity and Equality

 <b>Impact Explanation</b>	<ul style="list-style-type: none"><li>Build an equal and friendly working environment and ensure that the human rights of every colleague are protected by complying with the relevant laws and regulations, formulating policies, and implementing relevant measures in the locations where we operate. To maintain fair opportunities and treatment, reduce internal conflicts, promote collaboration, improve work performance, it will make the Company more competitive.</li><li>Incidents of discrimination, harassment or human rights violations may tarnish the Company's reputation.</li></ul>
 <b>Policy</b>	Labor Ethics Policy
 <b>Action</b>	Eliminate any infringement and violation of human rights, and treat and respect every employee equally.
 <b>Evaluation</b>	Employee complaints
 <b>Target</b>	0 human rights violations reported
 <b>Corresponding GRI Topics</b>	<ul style="list-style-type: none"><li>GRI 406 Non-discrimination</li><li>GRI 407 Freedom of Association and Collective Bargaining</li><li>GRI 408 Child Labor</li><li>GRI 409 Forced or Compulsory Labor</li><li>GRI 412 Human Right Assessment</li></ul>

Askey continues to focus on its responsibility to protect human rights and is committed to creating a safe, anti-harassment, and non-discriminatory work environment.

We actively improve occupational safety and health performance, strengthen relevant management measures, and prevent injuries and unsafe conditions to protect the life, safety, and health of our employees, our contractors, and related workers in order to create a work environment that is more in line with human needs and conducive to physical and mental health. In addition, the Company organizes diverse activities, education and training from time to time to maintain the physical and mental health of employees and promote a perfect work-life balance for them.

### • Occupational Health and Safety Management

At all operational sites, Askey strictly adheres to local occupational safety and health regulations and related standards. The headquarter in Zhonghe, Taiwan, the factory in Suzhou, China, and in Bac Ninh, Vietnam have introduced the ISO 45001 Occupational health and safety management system, and obtained certification. The system applies to all operating activities in these sites and all employees, including contractors. To better understand the staff specific occupational health and safety needs, Askey actively promotes workers' consultation and participation. An "Environmental Safety and Health Policy Statement" is signed by senior management and general managers. The document aims to embody the Company's vision and commitment to environment, safety and hygiene. In 2023, the Company obtained ISO 14001 and ISO 45001 certifications for its Vietnam factories. This demonstrates the importance we place on the environment and safety hygiene promotion at our factories. System reviews are conducted every year at other factories every year to ensure the effectiveness of safety, hygiene management and continuous improvement through regular monitoring. Askey values great importance on workplace health and safety. The Administrative department spearheads this initiative, with each department regularly conducting occupational hazard identification and risk assessments. This includes identifying all potential hazards caused by the environment and safety conditions. The assessment scope covers all routine and non-routine activities inside and outside the factories, as well as contractors, visitors, and all employees entering the workplace. All personnel engaged in hazard identification and risk assessment operations have been trained and certified. Whenever there are changes in processes, equipment, or other significant safety and health risks, reassessments are conducted according to procedural regulations. If the risk assessment result is unacceptable, the Company will seek the best improvement plan to reduce the risks. This series of measures aims to strengthen safety and hygiene risk management, effectively preventing the occurrence of any occupational disasters and protecting the lives, safety and health of employees, contract manpower and other related workers. According to the 2023 hazard identification and risk assessment results, the Company has executed the relevant control regulations, regular personnel inspections, emergency response procedures, and other control measures in order to eliminate any improper chemical storage that may cause leaks, fire or explosion incidents, or other high-risk hazards in order to minimize the possible harms and risks. It aims to provide employees and manpower with a safer work environment.



Participation, Consultation, and Communication

Askey actively implements occupational safety and hygiene management at each of our factories, with the unit having the responsibility for occupational safety and hygiene at each operating location. At Askey Taiwan Factory, we have established the Labor Safety Office to take charge of the overall management of the Company's occupational safety and hygiene. Meanwhile, the "Occupational Safety and Health Committee" is established in accordance with the Occupational Safety and Health Act. It is composed of department heads, safety and hygiene personnel, and labor representatives to review, coordinate, and recommend safety and health-related matters. We adhere to the stipulations of the "Law of the People's Republic of China on Work Safety" at Wujiang Factory in Suzhou, China. To enhance employee engagement in the Company's occupational safety and health-related matters, we have established corresponding EHS committees; additionally, we have formed an Environmental Safety Committee to guarantee secure and healthy working conditions across all of our global locations; and finally, we aim to instill a sense of assurance in our staff members.

The Company attaches great importance to employee consultation and communication. In addition to the committee meeting communication platform, a corresponding window and notification process have also been established for major accidents, false alarms, and other occupational safety and health issues to enable all parties to access and report the relevant information in real-time.

Sites	Taiwan	Suzhou, China	Bac Ninh, Vietnam
Dedicated Unit	Occupational Safety and Health Committee	Environmental Safety Committee	Environmental and Safety Committee
Number of Committee Members	8	97	13
Number of Labor Representatives	3	32	1
Meeting Frequency	Quarter	Monthly	Monthly



▲ Incident Investigation Process

Safety and Health Training

To enhance all staff's safety and health awareness and strengthen their fire prevention concept, Askey actively promotes occupational safety education and training. In the Taiwan Factory, new recruits must attend health and safety, workplace fire safety, and other courses upon arrival. The relevant fire drills are also held for on-the-job employees to strengthen their fire safety awareness and adaptability as well as establish the correct concepts by education, training, and avocation. The Company arranges for employees with professional certificates to complete relevant training courses, and newcomers are given training to meet the needs of organizational operations.

For non-employed workers such as outsourced cleaners, security personnel, or contractors, we also provide hazard notification before they enter the factory as well as safety supervision during their operations. The goal is to deliver the relevant safety and health concepts and knowledge to prevent industrial safety accidents, create safe and healthy workplaces, and achieve the objective of zero major occupational accidents.

In the Suzhou Factory, China, safety training for employees is based on actual events and tests, including topics such as fire protection and chemicals. The staff are provided with on-site explanation and practical training, such as food safety, restaurant etiquette, and firefighting. In Bac Ninh Factory, Vietnam, we provide employees with extensive training in first aid, electrical safety, chemical safety, firefighting and rescue. The methods include third-party training and direct training. The training for staff is more comprehensive, covering waste management and classification regulations, environmental considerations and safety risk assessment, chemical use and transportation safety, etc., mainly through internal and direct training. These training activities not only emphasize the imparting of basic knowledge but also the practical applications and the cultivation of emergency response capabilities. Targeting at all types of staff, different training methods are provided to ensure that they have the ability to cope with various potential hazards and to achieve the mission of a safe working environment.

New Employee Education and Training

Course content: EHS policy, emergency response, automatic inspection of operations, general knowledge of firefighting, first aid, etc.

General Employee Education and Training

Regularly conduct EHS awareness training for all employees.

Contractor Education and Training

Contractors must complete an application for construction before entering the plants. Askey also educates contractors on the hazards.

Personnel Qualification Training

Track the validity of the qualifications of professional certified environmental safety personnel, such as first aid personnel and special operators.

Occupational Injuries

In 2023, there was one record of occupational injury, which occurred at the Jiangsu Factory in China. The incident happened when an employee was changing network equipment and the chair was unstable, causing him to fall and sustain injuries to his head and back. The Company has conducted an investigation, root cause analysis of the incident and has requested relevant departments to implement corrective measures to reduce the risk of workplace injuries. We will continue to strive to improve workplace safety to prevent similar incidents from happening again, ensuring the health and safety of our employees. Furthermore, there is no record of death, serious injury or occupational injury among the temporary personnel, contractors and other staff.

Items	Taiwan		Suzhou, China		Bac Ninh, Vietnam	
	Male	Female	Male	Female	Male	Female
Death Toll	0	0	0	0	0	0
Death Ratio	0	0	0	0	0	0
Number of Serious Injuries	0	0	0	0	0	0
Ratio of Serious Injuries	0	0	0	0	0	0
Number of People in Recordable Occupational Injuries	0	0	0	1	0	0
Ratio of Recordable Occupational Injuries	0	0	0	0.1	0	0
Work Hours	2,157,076	2,233,934	3,088,864.6	2,093,656.4	93,632.2	226,268.1

· High-consequence work-related injuries: Unable to recover to the state of prior to the injury within 6 months.  
· The rate of recordable work-related injuries: The number of recordable work-related Injuries / total number of work hours x 200,000 (exclude commuting traffic accidents and minor injuries such as Band-Aid or surface scratch cases).

Energetic Workplace

Equal and friendly workplace atmospheres can bring a sense of belonging and happiness for our staff, whereas comfortable and excellent work environment can bring vitality and growth. The Company adheres to related laws and regulations to protect basic human rights and interests of employees. Hold regular departmental colleague meal gatherings and club activities to remind employees to enjoy leisure activities after work, and provide a happy working environment for our staff, which make our staff content with Askey and their work.

Human Rights Protection

Askey Computer believes that human rights are fundamental and inviolable values, regardless of factors including race, skin color, gender, and social class. We respect and comply with the Human Rights Code of the Responsible Business Alliance (RBA) and the UN Global Compact (UN Global Compact), as well as relevant local laws and regulations. We eliminate all human rights violations and behaviors, are committed to creating a dignified working environment, and ensure that every employee is treated with fairness, respect, and protection.

The Company is committed to abiding by the human rights policy, ensuring that all employees enjoy fair work opportunities, respecting the cultural diversity, and opposing all forms of discrimination. Whether it is recruitment, remuneration, training, promotion, resignation or resource allocation, we absolutely adhere to the principle of equality. To further protect the rights and interests of employees, the Company has established a 24/7 complaint channel. Employees may make complaints through the "Grievance Hotline", "Sexual Harassment Prevention Hotline and Complaint Mailbox" or "Suggestion Box", whenever they discover suspected violations, violations of human rights, or harassment. Meanwhile, the Company will provide appropriate venues for employees to exercise their religious beliefs to ensure their freedom of religious belief.

We are committed to creating an environment of free expression and communication to ensure smooth communication between employees and management. The Company respects the voices of employees and protects the identity and rights of those who submit them against any discrimination, retaliation, threats, or harassment. In labor-management meetings, trade unions, and other organizations, staff can negotiate with management through labor representatives to promote interaction and communication between the two parties further. In addition, regardless of the operating bases in Taiwan, Suzhou, China, and Vietnam, the Company values the rights of employees conferred by the law, and employees are free to form, join in, or refuse to join associations and group agreements.

Askey prohibits any form of forced labor, including coercion, intimidation, detention, debt repayment, human trafficking, or other compulsory means to recruit labor. All work must be done voluntarily to ensure that staff are not intimidated in any form, and they have the right to resign or terminate the employment relationship at will. The Company complies with local labor laws and regulations, and refuses to cooperate with any suppliers or contractors that use forced labor to protect staff's personal freedom.

Askey strictly prohibits the employment of child laborers who are under the legal minimum working age. During the hiring process, we will conduct an age review and personal files are established according to the national laws and regulations, mandatory requirements, and relevant international conventions. Moreover, employees are not asked to engage in any work that may endanger their health and safety, and they do not work night shifts or overtime. Regular health checks are conducted to protect their physical and mental health and safety. As of 2023, there has been no mis-hiring of child labor.

The factory in Suzhou, China is one of Askey's major manufacturing sites that hire a large number of official staff. Due to factors such as recruitment, work order arrangements and school / enterprise cooperation, short-term interns accounted for over 30% of the total number of employees and nearly 70% of them are underage interns who meet the local legal minimum working age but are under the age of 18. In order to protect their physical and mental safety and health at work, the Company will reasonably allocate low-risk work to them, and control the number of working hours to ensure proper rest and off time.

To raise the concept of employee human rights, the Suzhou Plant in China regularly arranges internal education and promotion. In 2023, 4,157 employees participated in the training, and the average training hour was 1 hour per person. The Company fulfills its human rights commitment with practical actions, and we will continue to work, ensuring that the Company's Behavioral Code complies with the requirements of the "Responsible Business Alliance Code of Conduct" to ensure that the rights and interests of employees are fully protected.

Care and Protection for Foreign Migrant Workers

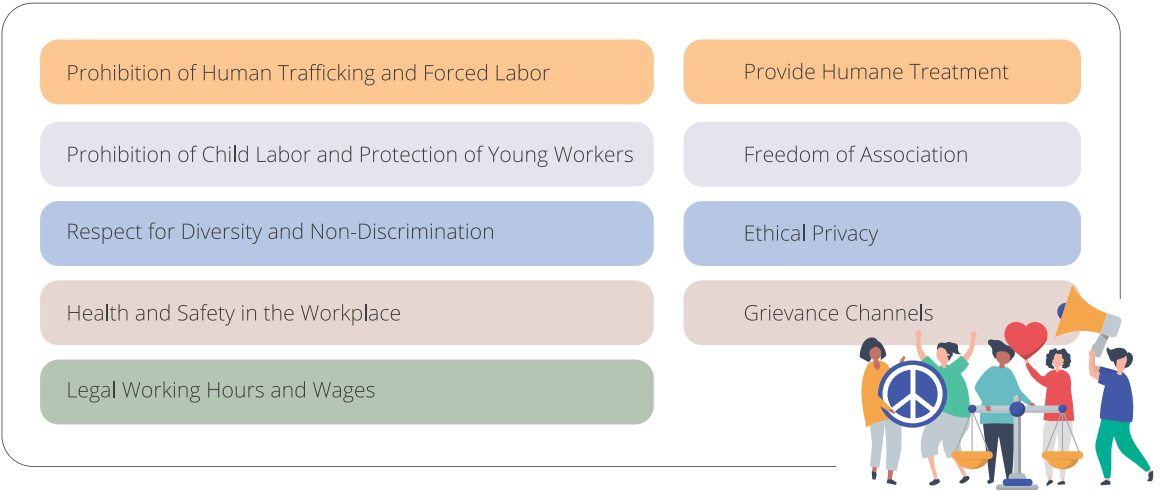
Askey Computer understands the importance of foreign migrant workers to the Company, and is committed to ensuring that every employee has a fair, respectful, and safe working environment at the Company. During the past year, the Company took seriously the external attention focused on migrant workers at its Taiwan Factory. Inspections by the Labor Bureau and reminders from labor unions made us more aware of the need for improvement.

To proactively address this challenge, we have reached an agreement with the labor unions of affiliated companies of ASUSTeK and Askey to issue a joint statement. We are committed to investing tens of millions of dollars to improve the well-being of foreign workers. We thank the Department of Labor Relations and the Ministry of Labor in Taiwan for the support during the coordination process. This symbolizes the beginning of the cooperation between the Company and the labor union, and it also shows that we have taken a solid step in the joint pursuit of corporate social responsibility. We look forward to working with the labor union to create a better-off working environment, establish a people-oriented corporate value system, and realize the concept of sustainable development.

In the future, we will further improve the management system to ensure that the rights and interests of foreign workers are fully protected, and continue to optimize the Company's human rights policy. This is not only a commitment to employees, but also a contribution to the sustainable development of the Company.

To ensure the legal employment of migrant workers, we work with labor agencies to prevent them from charging illegal fees. In particular, we provide migrant workers with a safe living environment. All the dormitories for migrant workers are safe, hygienic, and comfortable. There is no access control restriction for them to come in and out of the dormitory 24 hours a day. Professional building management personnel will also assist with daily life matters.

The Company strives to improve care and protection standards for foreign migrant workers by listening to their feedback. They refer to the foreigner's life care service plan to enhance relevant measures. These include a zero-fee policy, respecting living preferences, professional dormitory management, and fostering a diverse, equitable, and inclusive work environment. This is our commitment to fulfilling our corporate social responsibility, and we hope to provide foreign migrant workers with a better quality of life and work experience, allowing more foreign workers to work and live in Taiwan with peace of mind while also contributing to Taiwan's societal diversity, demonstrating the Company's commitment to inclusion in practice.



▲ Labor Ethics Policy

Health Promotion

The physical and mental health of employees is one of the important management priorities of the Company, and is continually providing a variety of health promotion programs. In Taiwan sites, Health examinations are provided at a frequency better than the regulatory requirements to employees. The checkup content is primarily planned based on employees' health issues, age, and gender considerations, exceeding the statutory examination items. Meanwhile, other physical examinations for the prevention of occupational hazards are arranged separately for employees with higher risk operations. Our medical team tracks our staff's health status, and provides individual health advisory care and guidance for employees who may have abnormal test results. This health management measure aims to ensure that colleagues are always aware of their physical condition, further promoting the overall health and safety of the work environment.

The Company organizes a variety of health promotion activities annually, including irregular health and medical topic lectures, vaccination drives, and more, to provide staff with accurate health management information. Additionally, the "Health Passport Challenge" encourages employee participation, aiming to improve their physical and mental health, boost morale, and enhance work quality.

Besides work, the Company supports staff in joining clubs and participating in activities, and fostering camaraderie through interaction and engagement. This not only allows staff to pursue their interests outside of their working time but also helps balance their work and leisure life. To ensure smooth operation, the Company provides appropriate subsidies. As for the temporary personnel who work for Askey, as well as security or cleaning-related contract workers, their health promotion and management are the responsibility of their respective employers.



4.3 Social Participation and Contribution

Askey upholds the spirit of "Advancing with Society, Creating a Better Future Together," actively participating in community services to address the needs of local disadvantaged groups. By establishing close cooperative relationships with the community, the Company takes concrete actions to achieve sustainable development goals, working together to create a better society.



Sharing Joyful Moments: Askey's Warm Moments with the Elderly



Askey has been continuously caring for the elderly, visiting the Taihu New City of Suzhou, China for the past 10 years, and presenting them with gifts of care. We hope that this warmth and love can warm the hearts of the elderly, allowing them to feel the warmth and care of society.




Supporting the Future: Askey Compassionate Support Actions

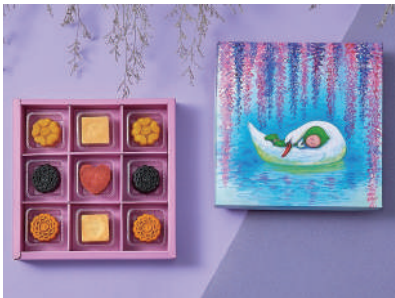


Askey is committed to protecting vulnerable groups in society. Through regular donations to support social welfare organizations, we plant seeds of hope, allowing underprivileged children to have equal educational opportunities and creating more opportunities and possibilities for them.

- Party: Grants for the Social Welfare Department of New Taipei City Government
- Amount: NT\$50,000



Charitable Choice: Mid-Autumn Festival Gifts, Supporting Charity Together



Every autumn, Askey chooses to order gift boxes by non-profit organizations as the preferred choice for Mid-Autumn Festival gifts. Through actual purchases, we provide tangible support to charitable organizations and share this act of kindness with customers and neighbors in the community, spreading the power of kindness throughout society.



- Organization Chart
  - Independent Assurance Opinion Statement
  - GRI Content Index
  - The UN Global Compact Index Table
- 

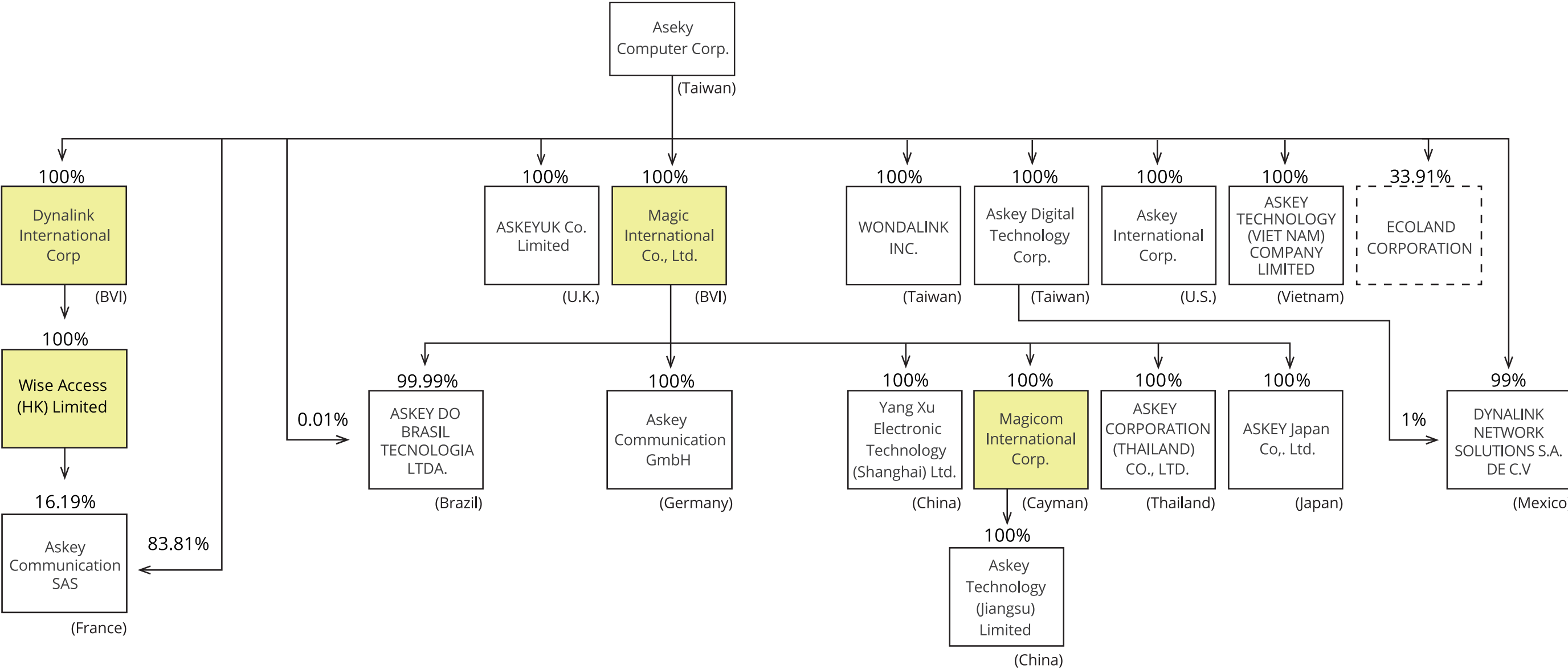


Appendices

# Appendices.

附錄

• Organization Chart







Independent Assurance Statement

Scope and Approach

Askey Computer Corp. (“Askey” or “the Corporation”) commissioned DNV Business Assurance Co., Ltd. (“DNV” or “we”) to undertake independent assurance over the 2023 Sustainability Report for the year ended 31 December 2023 (“the Report”).

The Report is prepared in accordance with the reporting principles and requirements of the Global Reporting Initiative (GRI) Standards, which also serve as the basis of our verification.

The Report incorporated disclosures with reference to relevant sustainability reporting guidelines, such as the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

We understand that the reported financial data and information are based on the data from the Corporation’s Annual Report and Accounts, and the Green House Gases Emission has been verified by third party after. Both the review of financial data taken from the Annual Report and the Green House Gases Emission are not within the scope of our work.

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We are providing the evaluation of reporting principles with a Type 1, Moderate level of assurance, according to AA1000 Assurance Standard v3.

Responsibilities of the Directors of Askey Computer Corp. and of the Assurance Providers

The Directors of ASKEY have sole responsibility for the preparation of the Report. In performing our assurance work, our responsibility is to the management of ASKEY; however, our statement represents our independent opinion.

DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV has provided further services to the Corporation, none of which constitutes a conflict of interest with the current assurance engagement under the established policies and procedures.

DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

Basis of Our Opinion

A multi-disciplinary team of sustainability and assurance specialists performed work at the Corporation and site level. We undertook the following activities:

- Review of the current sustainability issues that could affect ASKEY and are of interest to stakeholders.
- Review of ASKEY’s stakeholder engagement approach and recent outputs.
- Review of information provided to us by ASKEY on its reporting and management processes relating to the Principles.
- Interviews with selected senior managers responsible for the management of sustainability issues and review of selected evidence to support the issues discussed.
- Site visits to ASKEY’s Headquarters in Taipei and data checks with the Corporation’s major subsidiary to assess processes and systems for preparing site-level data and implementing sustainability strategies.
- Review of supporting evidence for key claims and 2023 data in the Report, as reported information beyond 2023 is not within the scope of the current engagement. Our checking processes were prioritised according to materiality, and we based our prioritisation on the materiality of issues at the consolidated corporate level.
- Review of the processes for gathering and consolidating the specified performance data and, for a sample, checking the data consolidation. Where data on financial performance and greenhouse gas emissions had been checked by other assurance providers or engagements, we tested the transcription from these sources to the Report.
- An independent assessment of ASKEY’s reporting according to the Global Reporting Initiative (GRI) Sustainability Reporting Standards.
- The verification was conducted based only on the Chinese version Report.



Opinion

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not properly describe ASKEY’s adherence to the Principles.

In terms of reliability of the performance data, in accordance with Moderate level assurance requirements, nothing came to our attention to suggest that these data have not been properly collated from the information reported at the operational level nor that the assumptions used were inappropriate.

Observations

Without affecting our assurance opinion, we also provide the following observations.

- As developing longer-term sustainability strategies made, we encourage the Corporation to Enhance the comparability of the report to establish long-term and short-term specific objectives/ targets for continuous performance improvement.
- On the basis of current material topics identified, we encourage the continual development of systematic and long-standing impact management, guided by appropriate policies and processes.
- Standard process for collecting data/information from operation and conducting audit to verify the accuracy of the data/information to improve the data reliability and accuracy is suggested.

Stakeholder Inclusiveness

The Corporation has identified the expectations of stakeholders through internal mechanisms in dialogue with different groups of stakeholders. The stakeholder concerns are well identified and documented, and the significant sustainability issues identified through this process are reflected in the Report.

Sustainability Context

The Report provides an accurate and fair representation of the level of implementation of related corporate sustainability policies and meets the content requirements of the GRI Standards.

Materiality

The process developed internally has not missed out any significant, known material issues, and these issues are fairly covered in the Report. A methodology has been developed to evaluate the priority of these issues.

Completeness

The Report covers performance data against the GRI Standards disclosures that are identified as material within the Corporation’s reporting boundary. The information in the Report includes the Corporation’s most significant initiatives or events that occurred in the reporting period.

Accuracy and Reliability

The Corporation has developed the data flow for capturing and reporting its sustainability performance. In accordance with Moderate level assurance requirements, we conclude that no systematic errors were detected which causes us to believe that the specified sustainability data and information presented in the Report are not reliable.

Impact

The Corporation presents the impacts related to its identified material topics by measuring and monitoring impacts through appropriate performance metrics demonstrating outcomes and outputs of its value creation processes. Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Impact.

For and on behalf of DNV Taiwan

Date: 15 May, 2024

Nasa Chen  
Lead Verifier  
Business Assurance  
DNV Taiwan

Statement Number: C670148-2023-AG-TWN-DNV

David Hsieh  
District Manager,  
Business Assurance  
DNV Taiwan



AA1000  
Licensed Assurance Provider  
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• GRI Content Index

Terms of Use	Askey has referred to the information quoted in the GRI Content Index of the GRI Universal Standards to compile the report dated from January 1 to December 31, 2023
GRI 1 applied	GRI 1 Foundation 2021

GRI 2: General Disclosures 2021

Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
The organization and its reporting practices			
2-1	Organizational details	1.1 About Askey	
2-2	Entities included in the organization's sustainability reporting	About this Report	
2-3	Reporting period, frequency and contact point	About this Report	
2-4	Restatements of information	-	No restatements of information
2-5	External assurance	About this Report	
Activities and workers			
2-6	Activities, value chain and other business relationships	1.1 About Askey; 2.3 Supply Chain Management	
2-7	Employees	4.1 Recruitment and Training	
2-8	Workers who are not employees	4.1 Recruitment and Training	
Governance			
2-9	Governance structure and composition	1.3 Governance Structure	
2-10	Nomination and selection of the highest governance body	1.3 Governance Structure	
2-11	Chair of the highest governance body	1.3 Governance Structure	
2-12	Role of the highest governance body in overseeing the management of impacts	1.3 Governance Structure	
2-13	Delegation of responsibility for managing impacts	1.3 Governance Structure	
2-14	Role of the highest governance body in sustainability reporting	1.3 Governance Structure	
2-15	Conflicts of interest	1.3 Governance Structure	
2-16	Communication of critical concerns	1.3 Governance Structure	During the reporting period, a total of 2 key material incidents were reported and communicated with the top management through project reports
2-17	Collective knowledge of the highest governance body	-	Difficult to obtain and disclose information
2-18	Evaluation of the performance of the highest governance body	-	Not applicable based on the current scale of operation and stage of development
2-19	Remuneration policies	-	Restricted by confidentiality regulations; the Company's confidential information
2-20	Process to determine remuneration	-	Restricted by confidentiality regulations; the Company's confidential information
2-21	Annual total compensation ratio	-	Restricted by confidentiality regulations; the Company's confidential information
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	1.3 Governance Structure	
2-23	Policy commitments	2.3 Supply Chain Management; 4.2 Safe and Healthy Workplace	
2-24	Embedding policy commitments	2.3 Supply Chain Management; 4.2 Safe and Healthy Workplace	
2-25	Processes to remediate negative impacts	1.3 Governance Structure; 4.2 Safe and Healthy Workplace	
2-26	Mechanisms for seeking advice and raising concerns	1.3 Governance Structure; 4.2 Safe and Healthy Workplace	
2-27	Compliance with laws and regulations	-	• In 2023, there were no major environmental and social violations with a single fine of more than NTD 1 million. • There were one violations of Article 28-2 of the Waste Disposal Act (NT\$6,000 each for not appointing a professional waste disposal technician), and both have filed for review and approval in accordance with the laws and regulations.
2-28	Membership associations	1.1 About Askey	

Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
Stakeholder engagement			
2-29	Approach to stakeholder engagement	1.4 Stakeholder Engagement	
2-30	Group agreements	-	Not to sign a group agreement with employees yet.

GRI 3: Material Topics 2021

Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
3-1	Process of determine material topics	1.4 Stakeholder Engagement	
3-2	List of material topics	1.4 Stakeholder Engagement	
3-3	Management of material topics	1.4 Stakeholder Engagement	
204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	2.3 Supply Chain Management	
205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	-	No violations
308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	2.3 Supply Chain Management	
401: Employment 2016			
401-1	New employee hires and employee turnover	4.1 Recruitment and Training	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1 Recruitment and Training	
401-3	Parental leave	4.1 Recruitment and Training	
402: Labor / Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	-	In the event that some employees must be terminated in the face of major operational changes, the Company will comply with the laws and regulations of each operating location and notify relevant personnel in advance.
403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	4.2 Safe and Healthy Workplace	
403-2	Hazard identification, risk assessment, and incident investigation	4.2 Safe and Healthy Workplace	
403-3	Occupational health services	4.2 Safe and Healthy Workplace	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.2 Safe and Healthy Workplace	
403-5	Worker training on occupational health and safety	4.2 Safe and Healthy Workplace	
403-6	Promotion of worker health	4.2 Safe and Healthy Workplace	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	The organization's operations, products, or services have no direct major negative impacts on occupational safety and health.
403-9	Work-related injuries	4.2 Safe and Healthy Workplace	
405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	4.1 Recruitment and Training	
406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	-	No occurrence of related incidents
407: Freedom of Association and Collective Bargaining 2016			
407-1	Operating locations or vendors that may be at risk of free association and group negotiations	4.2 Safe and Healthy Workplace	
408: Child Labor 2016			
408-1	Operating locations and vendors at significant risk for incidents of child labor	4.2 Safe and Healthy Workplace	



Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
409: Forced or Compulsory Labor 2016			
409-1	Operating locations and vendors at significant risk for incidents of forced or compulsory labor	4.2 Safe and Healthy Workplace	
412: Human Rights Assessment 2016			
412-2	Employee training on human rights policies or procedures	4.2 Safe and Healthy Workplace	
414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	2.3 Supply Chain Management	
418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	No Violations

• The UN Global Compact Index Table

Category	Ten Principles	Reference Chapter
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.	4.2 Safe and Healthy Workplace
	Make sure that they are not complicit in human rights abuses.	4.2 Safe and Healthy Workplace
Labor		
	Businesses should uphold the freedom of association and the effective recognition of the right to collectively bargain.	4.2 Safe and Healthy Workplace
	The elimination of all forms of forced and compulsory labor.	4.2 Safe and Healthy Workplace
	The effective abolition of child labor.	4.2 Safe and Healthy Workplace
	The elimination of discrimination in respect of employment and occupation.	4.2 Safe and Healthy Workplace
Environment		
	Businesses should support a precautionary approach to environmental challenges.	3.1 Green Operation
	Undertake initiatives to promote greater environmental responsibility.	3.1 Green Operation
	Encourage the development and diffusion of environmentally friendly technologies.	3.2 Green Service
Anti-Corruption		
	Businesses should work against corruption in all its forms including extortion and bribery.	1.3 Governance Structure



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