

# 2020 ESG Report

NO. 08 / 2021.06

Communicate with Love · Love to Communicate



Environmental, Social, Governance

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# About

## About this Report

This report is the 8th sustainability report issued by ASKEY. We aim to enable all interested parties who care about ASKEY to have a clear view of our fulfillment status and specific performance in terms of economic, environmental, and social sustainability indicators in 2020 via information transparency.

2013



2014



2015



2016



2017



2018



2019



2020



### Cover Story

The transnational and trans-regional interactions between entities may have been suspended due to the COVID-19 epidemic crisis, but our exchanges have resumed thanks to the network communication equipment interconnections. ASKEY aims to combine the innovative value of multi-system integration services using its professional network communication equipment manufacturing advantages to continuously bring positive impacts and developments to society.

### Report Scope and Boundary

This report presents major environmental, social and governance (ESG) topics and corresponding management policies and performances of ASKEY Corporation from January 1 to December 31 of 2020. According to the assessment results, the scope of ESG affected entities includes all ASKEY bases in Taiwan and the manufacturing location in Suzhou, China, ASKEY Technology (Jiangsu) Limited.

### Issue Period

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

### Editorial Principles

This report was written in accordance with the GRI Standards “Core Option” which was released in 2016 by the Global Sustainability Standard Board, GSSB.

### Report Assurance

The report was verified by SGS Taiwan Ltd., the third party, according to the principles of GRI Standards “Core Option” and the AA1000 Assurance Standard: 2018 TYPE I / middle assurance standards. The Independent Assurance Opinion Statement is attached to the appendix of this report.

June, 2020  
Previous



June, 2021  
Now



June, 2022  
Next



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# CEO



## From the CEO

**Global social and economic development has plunged into an unprecedented slump under the devastating impacts of COVID-19. When facing the darkness before the dawn, ASKEY has always upheld its steadfast and pragmatic operation philosophy and value. In addition to enhancing our hardware manufacturing capabilities, we have also cultivated our ability to integrate software and hardware, prepared for the battles ahead, gathered momentum, and evolved effectively and pragmatically. As we face the global environmental challenges and a future with immense uncertainties, we will step forward boldly with our heads held high and wade through the darkness to usher in the dawn and evolve to become the most dependable integrated solutions service provider.**

ASKEY has deeply cultivated the network communications industry for decades in the technological era filled with rapid and complex changes. We have invested in 5G technology layout, participated in various 5G cooperation projects, and actively advanced into the smart city field since late 2017. During the first year of 5G business transition in 2020, ASKEY received the honor to partner with the Tainan City Government and worked in tandem with several technology companies across different fields in Taiwan and Japan as a 5G Tainan team. The goal is to use the public and private sector facilities in Tainan City as a 5G application verification base to turn Tainan into the first city in Taiwan to apply 5G technology in public fields. ASKEY has devoted itself and endeavored to use its extensive network communication experiences and development capacity to overturn the role positioning and stereotypes of OEM from the past. Our goal is to create a brand-new ecosystem, forge a broader market space, and gradually realize the vision of a “win-win” and “joint prosperity” sustainable development.

According to the “Global Risks Report” published by the World Economic Forum (WEF), the top 5 long-term risks that are most likely to occur worldwide in the next 10 years have gradually shifted from economic problems in the past to environmental problems. Therefore, the global industry has started to focus on climate change mitigation and strengthen energy resource recycling as the direction for sustainable development. As a corporate citizen member, ASKEY has integrated the green environmental protection concepts into our product designs and services. In addition to continuously review and evaluate energy resource application efficiency and effectiveness while actively promoting the various energy resource conservation programs, ASKEY has demonstrated its commitment and resolved to “coexist” with the environment via these practical and concrete actions.

“Social Well-being,” “Economic Co-Prosperity,” and “Environmental Coexistence” have always been ASKEY’s development strategy blueprint. We firmly believe that our professional network communication equipment manufacturing advantages combined with our multi-system integration services’ innovative value will generate unique competitive advantages and sustainability. Meanwhile, we will continue to bring positive impacts and developments into our environment and society as we fulfill our obligations as a corporate citizen.

“Drive the momentum into the future.” As global village citizens, let us “lead with smarter network communications” and join hands to make the world a better place!

 Robert Lin, CEO,  
ASKEY Computer Corp.





- 1.1 About ASKEY
- 1.2 2020 Sustainable Performance
- 1.3 Governance Structure
- 1.4 Stakeholder Engagement
- 1.5 Risk Management

# CHAPTER 1



Sustainable  
Governance

永續治理

01

# 1.1 About ASKEY

Founded in 1989, ASKEY is a leading network communication and electronic equipment manufacturer. It is a subsidiary of ASUS, a world-renowned company. Our corporate operations and R&D headquarters are in Zhonghe District of New Taipei City in Taiwan. We also have service offices in Japan, France, the United Kingdom, Brazil, and other countries. There are approximately 6,200 employees worldwide.


▼ Global Presence







ASKEY has deeply cultivated the network communications industry for over 30 years. As time goes by, we have actively deployed into the 5G smart city field and will transform from a network communication equipment hardware manufacturer into an integrated solutions service provider.



▼ Company Background

	Company Name	ASKEY Computer Corporation
	Date of Establishment	1989/08/23
	CEO	Robert Lin
	Manufacturing Location	Taoyuan, Taiwan; Suzhou, China

	Employees	6,185 (end of 2020)
	Industry	Computers and Peripheral Equipment Manufacturing
	Capital	NT\$ 4.8 Billion
	Products	WiFi 、DSL 、Mobile Computer



# HISTORY

1989

ASKEY Computer Corp.  
established.

1999

The first Taiwanese company  
to be certified by Cable Labs.

2001

Reinvestment to  
ASKEY Technology  
Jiangsu Ltd.

2006

Wholly owned  
subsidiary of  
ASUS.

2018

Established Taoyuan plant in  
Farglory Free  
Trade Zone.

2017

Collaboration with  
Taipei City Government.

2020

Partnership with Tainan  
City Government to  
develop 5G technology  
applications.

1997

Initial Public Offering  
in Taiwan.

Foundation  
Growth  
Deployment



Integrity	Commit to integrity and diligence, focus on fundamentals and results.
Human Oriented	Inspire, motivate and nurture staff to unleash their potential.
Innovation	Endlessly pursue excellence in the areas of quality, service, innovation and cost-efficiency.
Social Responsibility	Strive to be among the world-class high-tech leaders and to provide valuable contributions to humanity.



▲ Business Philosophy



▲ Awards

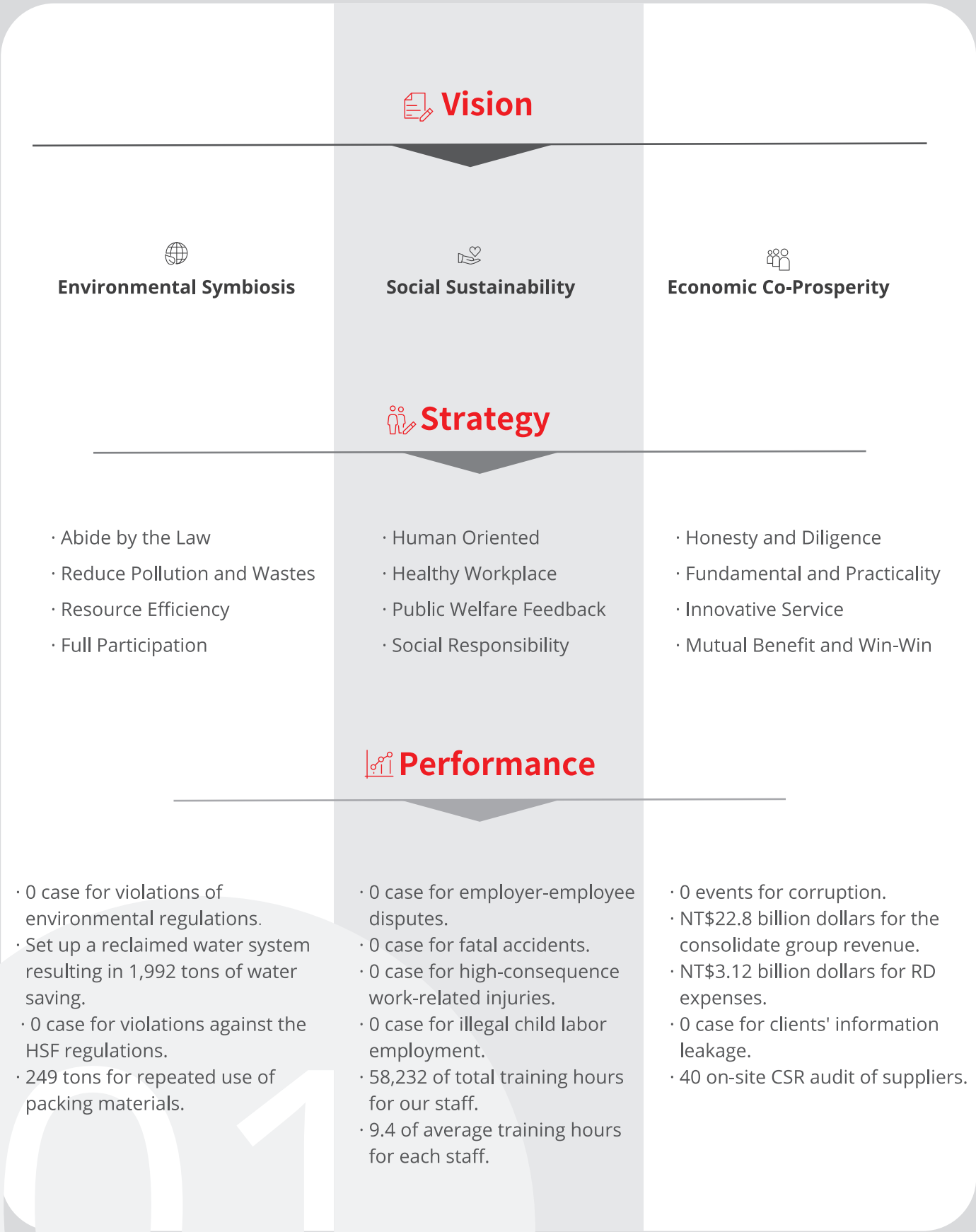
• Associations Participation

Although ASKEY currently hasn't officially stipulated any regulations or initiatives in industry associations, however, it has actively participated in various industry associations to facilitate exchanges and learning across various industries to create greater mutual assistance and collaborations. By doing so, ASKEY has furthered in understanding of industrial trends, market information and government laws and regulations to improve our competitive advantages and accelerate innovation and development in order to contribute to the industry and society.

Association	Role
Taiwan Electrical and Electronic Manufacturers' Association	 Member
New Taipei City Green Industry Association	
Taipei Computer Association	
Taiwan Transportation Vehicle Manufacturers Association	
Taiwan Telematics Industry Association	
New Taipei City Industrial Association	
Taoyuan City Industrial Association	
Intelligent Transportation Society of Taiwan	
Suzhou Wujiang District Foreign Investment Enterprise Association	 Vice President
Suzhou Wujiang District Taiwan Compatriot Investment Enterprise Association	
Concerned Issues	
<div><div><div>• Occupational Health and Safety</div><div>• Operation and Pollution Prevention</div></div><div><div>• Economic Performance</div><div>• Compliance</div></div></div>	



1.2 2020 Sustainable Performance

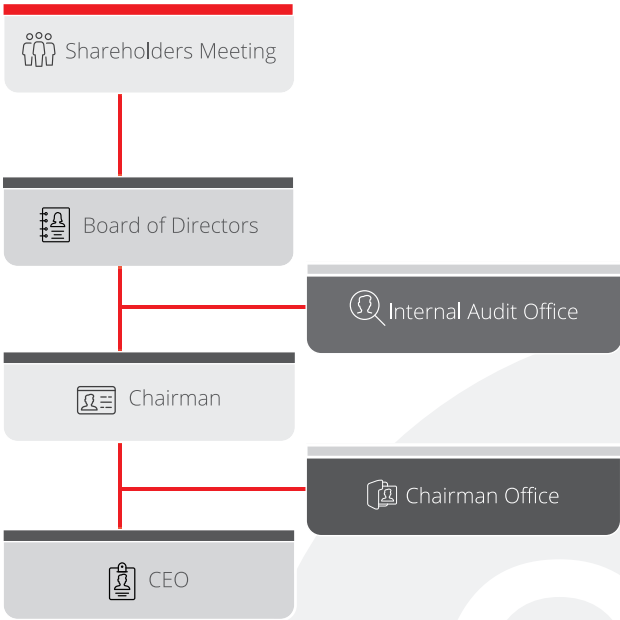


1.3 Governance Structure

Management Approaches of Major Issues: **Principles**

<b>Policy</b>	· Labor and Ethics Policy. · Business Ethics Code of Practice.
<b>Commitment</b>	Insist the highest integrity standards should be followed among all business interactions.
<b>Action</b>	New hires sign ethics, integrity and self-discipline declarations on the first day of work.
<b>Evaluation</b>	· Internal control and self-evaluation mechanisms. · Report mailbox.
<b>2020 Target</b>	0 corruption events.
<b>2020 Performance</b>	Achieved.

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

The Board of Directors is the highest governing unit of ASKEY and the center for major business decisions. Its main task is to appoint and direct the Company's operations team and to be responsible for supervising the overall operation, in order to maintain maximum equity for shareholders. The chairman 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.

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, ASUSTek
Director	Samson Hu	Male	· M.S. in Computer Science, National Chiao Tung University · Assistant General Manager, Acer
Supervisor	Chin-chih Wu	Male	Chief Technology Officer, ASUSTek

▲ Members of the Board



Board of Directors 4 Members



Meeting Frequency 1 Quarter



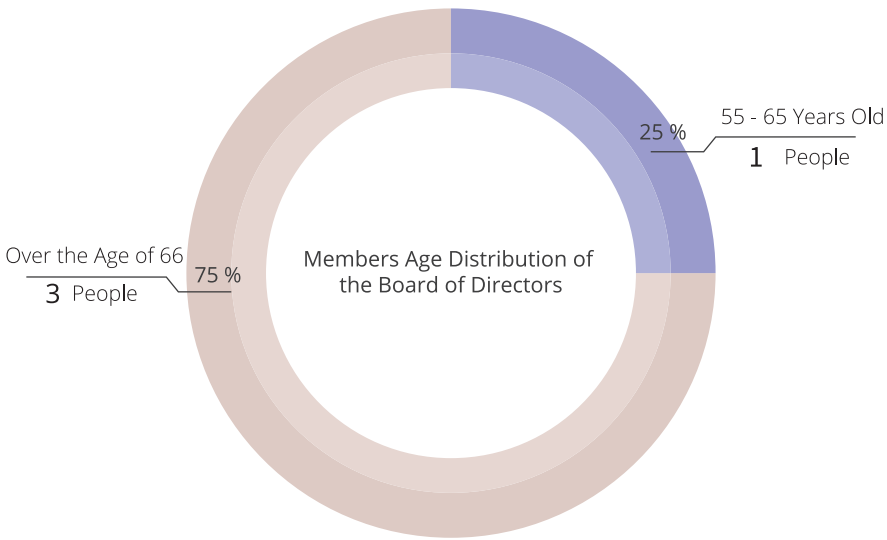
Numbers of Meeting 5 Times



Attendance Rate 93 %

▲ 2020 Operation of the Board

A board of directors meeting shall convene at least once a quarter in accordance with regulations and may convene at any time in case of emergency. There was a total of 5 Board of Directors meetings held in 2020 and the attendance rate of the members of the Board of Directors was 93%. 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 was also executed to create maximum benefits for the shareholders.





Corporate Social Responsibility Committee

Uphold a prospective and diligent attitude, fulfill the pledges to stakeholders. ASKEY established a cross-department corporate social responsibility committee in 2013. It was organized with the CEO, Robert Lin, as director, the Deputy General Manager Steven Chang as management representative. The directors of all relevant authority and responsibility units are general committee members. They are in charge of formulating corporate social responsibility policies as well as planning and creating the related systems and management policies. The intention was to use collaboration between different departments in combination with internal management mechanisms to plan and promote CSR related activities together and display ASKEY's perseverance and determination for implementing sustainable development.

Economic Co-Prosperty

- 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.
- Enhance pollution source control, process waste reduction, and reduce the impact on the environment.
- Energy-saving and resource-recycling.
- Increase staff's concept of safety and environmental protection.
- Facilitate communication inside and outside the factory.

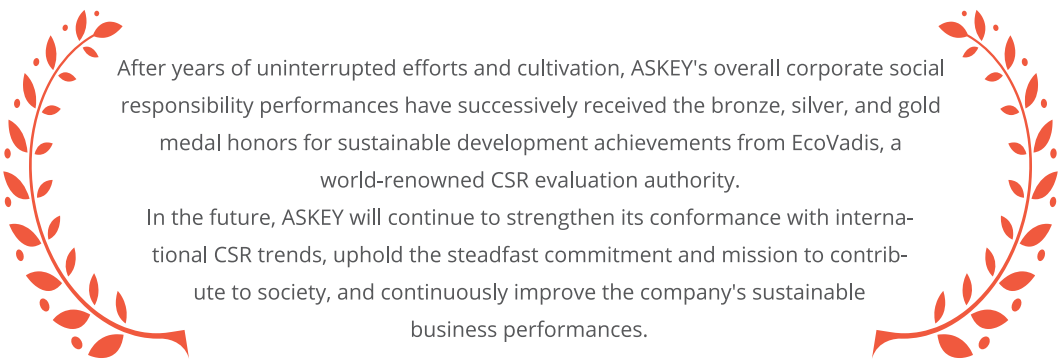
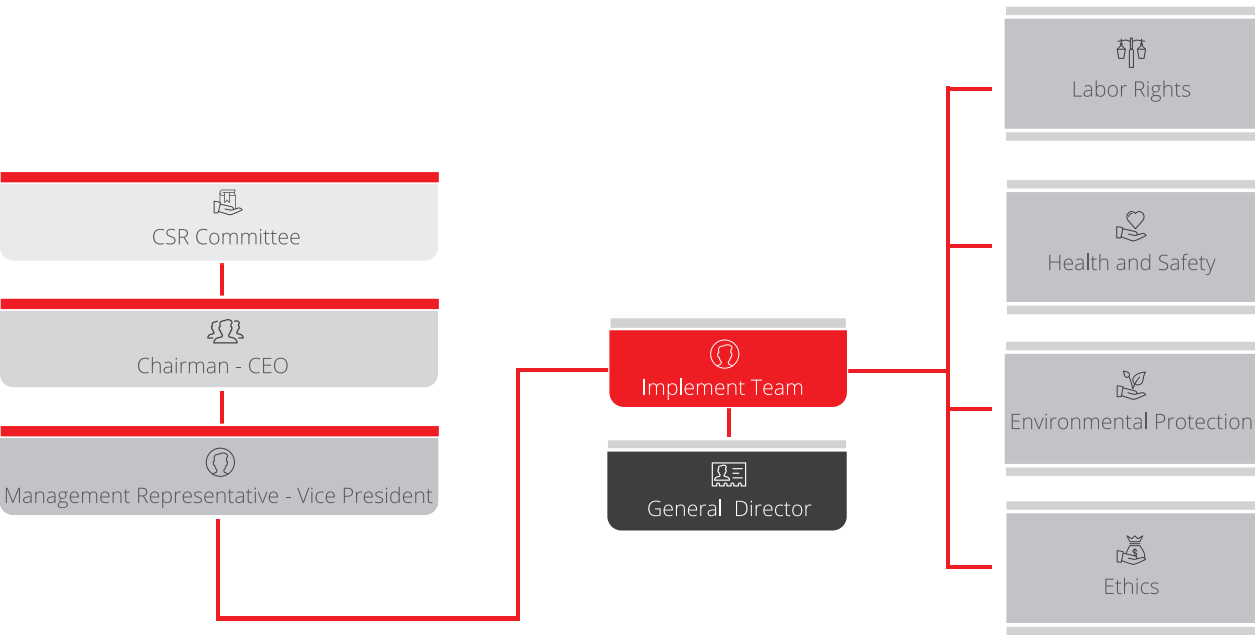


Social Sustainability

- Protect juvenile workers and ban the use of child labor / prison labor.
- Comply with the local legal standards for working hours and provide at least 1 day off every 7 days.
- Employee wages and benefits comply with local wage laws and regulations.
- Prohibit inhumane treatment and illegal discrimination.
- Introduce the best process to improve the operation environment to protect the safety and health of our staff.
- We encourage worker consultation and participation.



▲ ASKEY CSR Policies

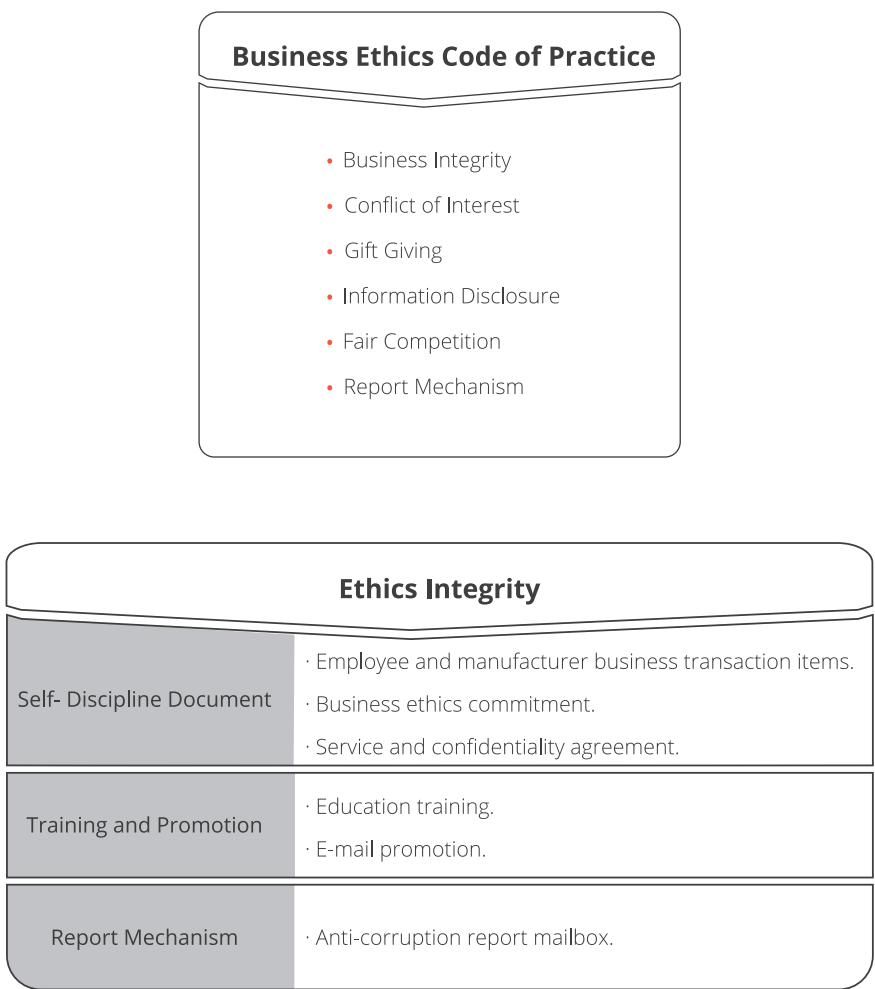


▲ Awards

• Ethics and Integrity

“Integrity” is the core value of ASKEY. We believe and insist that highest integrity standards should be followed among all business interactions and any form of corruption, extortion, misappropriation of public funds and any other similar behaviors are strictly prohibited. In order to integrate the concepts of ethics and integrity into the corporate culture, ASKEY created the “code of business conduct”, “anti-corruption standards” and “employee gifts and social guidelines” and organizes trainings that has to be followed by managers and employees. When any doubts on ethics and integrity occur, they can be reported to the Company’s management, Human Resources department, or through a report mailbox.

Confronting the potential risk of corruption, ASKEY has created internal control and self-evaluation mechanisms that are aimed at making each department responsible for executing internal control and self-evaluation operations. The audit room is in charge of reviewing the self-evaluation reports to reduce the possibility of corruption behaviors and to prevent problems from occurring. Regular internal audit and irregular audit by clients are done simultaneously in order to ensure that no dishonest behaviors occurred.



# 1.4 Stakeholder Engagement

In pursuing sustainable growth, companies must understand and respond to important corporate social responsibility issues that are of concern to stakeholders. Diverse, transparent and effective communication channels can serve as important references for the formulation of strategies and implementation of plans of sustainability.

• Stakeholder Communication

Askey's CSR committee has taken the experiences of its department heads and industry peers into account; considered the operational attributes; referenced the 5 major principles recommended by the “AA1000 SES Stakeholder Engagement Standard”: Responsibility, Influence, Dependence, Diverse Perspectives, and Tension; and used the Likert 5-point scale to identify 6 categories of stakeholders that are closely related to Askey's operations: “shareholders,” “clients,” “employees” “business partners,” “government agencies,” and “industry associations.” Meanwhile, Askey has also established various communication methods and channels; strengthened interaction with stakeholders; and actively dialogued, absorbed, and responded to multiple suggestions and recommendations.





▼ Communication Channels and Concerned Issues for Stakeholders

<div><div></div><div>Shareholder</div></div> <div>Force to support stable operation.</div>	<div><div></div><div>Client</div></div> <div>Main source of income. Key to achieving sustainable business and service.</div>	<div><div></div><div>Employee</div></div> <div>Important asset. Driver for continual growth of the company.</div>
<div>Concerned Issues</div> <div><ul style="list-style-type: none"><li>• Economic Performance</li><li>• Compliance</li><li>• Principles</li></ul></div>	<div>Concerned Issues</div> <div><ul style="list-style-type: none"><li>• Information Security</li><li>• Compliance</li><li>• Principles</li></ul></div>	<div>Concerned Issues</div> <div><ul style="list-style-type: none"><li>• Information Security</li><li>• Labor Rights</li><li>• Principles</li></ul></div>
<div>Communication Channels and Frequency</div> <div><ul style="list-style-type: none"><li>• Board of Directors → Quarterly</li><li>• Financial Report → Annually</li></ul></div>	<div>Communication Channels and Frequency</div> <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>	<div>Communication Channels and Frequency</div> <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></ul></div>
<div>Engagement Results</div> <div><ul style="list-style-type: none"><li>• 5 Board of Directors' meetings.</li></ul></div>	<div>Engagement Results</div> <div><ul style="list-style-type: none"><li>• Overall satisfaction level was 87.0%.</li></ul></div>	<div>Engagement Results</div> <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>• 9.4 of average training hours for each staff.</li></ul></div>

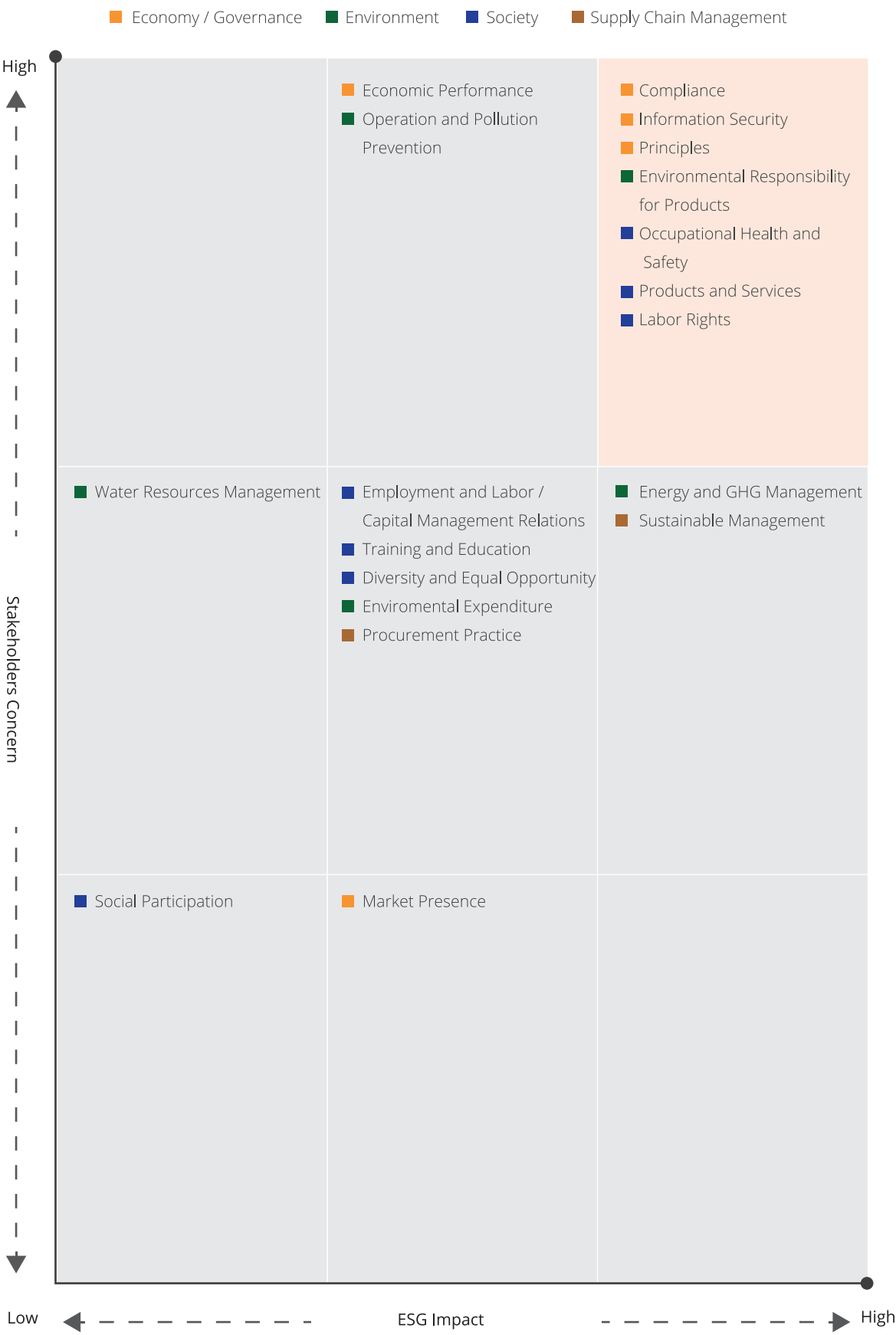
<div><div></div><div>Business Partner</div></div> <div>Business partner that pursues sustainable business and growth together.</div>	<div><div></div><div>Government Agency</div></div> <div>Supervisors of business activities, products and service providers.</div>	<div><div></div><div>Trade Association</div></div> <div>Channels for coordination, communication and recommendation proposals with the government.</div>
<div>Concerned Issues</div> <div><ul style="list-style-type: none"><li>• Information Security</li><li>• Compliance</li><li>• Principles</li></ul></div>	<div>Concerned Issues</div> <div><ul style="list-style-type: none"><li>• Compliance</li><li>• Principles</li><li>• Products and Services</li></ul></div>	<div>Concerned Issues</div> <div><ul style="list-style-type: none"><li>• Occupational Health and Safety</li><li>• Operation and Pollution Prevention</li><li>• Economic Performance</li></ul></div>
<div>Communication Channels and Frequency</div> <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>	<div>Communication Channels and Frequency</div> <div><ul style="list-style-type: none"><li>• Check → Irregularly</li><li>• Official Document → Irregularly</li><li>• Conferences → Irregularly</li></ul></div>	<div>Communication Channels and Frequency</div> <div><ul style="list-style-type: none"><li>• Organizational Member Conference → Annually</li><li>• Conferences → Irregularly</li></ul></div>
<div>Engagement Results</div> <div><ul style="list-style-type: none"><li>• 5 on-site CSR audit of new suppliers.</li><li>• 35 on-site CSR audit of existing suppliers.</li><li>• 4 consultative organization meetings.</li></ul></div>	<div>Engagement Results</div> <div><ul style="list-style-type: none"><li>• 5G Tainan Team</li></ul></div>	<div>Engagement Results</div> <div><ul style="list-style-type: none"><li>• Participation in seminars.</li></ul></div>

• **Crucial Topics Management**

In addition to learning stakeholder needs and opinions through routine communication channels, ASKEY also has procedures in place to effectively identify and organize material issues in matters concerning sustainability. The result is a more focused report for effective stakeholder communications and respond truthfully to stakeholders' expected information.
























▲ Crucial Topics and Boundary Identification Process



▲ 2020 Crucial Topics






▼ Disclosure of Crucial Topics in Chapters and Setting Boundaries

Crucial Issues	Compared to 2019	Topic-Specific GRI Standards	Value Chain / Impact Boundary	Caused the Impacts Contributed to the Impacts Linked to the Impacts through Business Relations	Importance	Corresponding Chapter / Policies & Management	SDGs
📊 Economy / Governance							
Principles	Raised	GRI 205	  		<ul style="list-style-type: none"><li>“Ethical integrity” is the core value of ASKEY’s operation. It is also the key element that win the trust and support of interested parties including clients and business partners.</li></ul>	<ul style="list-style-type: none"><li>1.3 Governance Structure</li></ul>	
Compliance	Raised	GRI 307 / GRI 419	 		<ul style="list-style-type: none"><li>Following and urging business partners to follow related laws and regulations is a management responsibility of an enterprise in order to avoid causing negative impact to the image and reputation due to violations.</li></ul>	<ul style="list-style-type: none"><li>3.1 Green Operation</li><li>4.1 Recruitment and Training</li></ul>	
Information Security	Dropped	GRI 418	 		<ul style="list-style-type: none"><li>Cyber-attacks change by each passing day; therefore, it is important to effectively maintain and manage important information of the company, clients and employees to reduce the possibility of impact to operations caused by security risks.</li></ul>	<ul style="list-style-type: none"><li>2.2 Client Relations</li></ul>	
🌍 Environment							
Environmental Responsibility for Products	Remained	GRI 301	 		<ul style="list-style-type: none"><li>Reduce impact caused to the environment during the life cycle from material procurement to final disposal and enhance organization environmental management performance.</li></ul>	<ul style="list-style-type: none"><li>3.2 Green Service</li></ul>	
👤 Society							
Occupational Health and Safety	Raised	GRI 403	 		<ul style="list-style-type: none"><li>Guarantee the safety and health of employees and other workers is a company's statutory responsibility and obligation.</li></ul>	<ul style="list-style-type: none"><li>4.2 Safe and Healthy Workplace</li></ul>	
Labor Rights	Raised	GRI 406 / GRI 407 GRI 408 / GRI 409 GRI 410 / GRI 412			<ul style="list-style-type: none"><li>Human right is a basic right that people are born with that can't be deprived and infringed randomly. How to ensure employees and workers are treated with fairness and dignity is a key factor for whether a company can achieve sustainable operation.</li></ul>	<ul style="list-style-type: none"><li>4.2 Safe and Healthy Workplace</li></ul>	
Products and Services	Raised	GRI 416 / GRI 417	 		<ul style="list-style-type: none"><li>Proving outstanding products and services to ensure the health and safety of end users is the core for the implementation of corporate social responsibility.</li></ul>	<ul style="list-style-type: none"><li>3.2 Green Service</li></ul>	

# 1.5 Risk Management

The rapid changes in the global economy and industrial environment as well as the impacts of climate change on businesses, will only increase the business operation risks and challenges each day. Therefore, in order to develop sustainable operations, companies have to reflect on the effective identification and evaluation of potential internal and external risks during operation. Thus, they may propose corresponding strategies and control mechanisms to deal with these issues.

ASKEY annually pays attention to changes in global environments through various kinds of management systems and understands the trends in risk change. This gives, therefore, the ability to ASKEY to predict possible risks its various businesses might encounter and to control them within bearable level and range. This will ensure personnel and asset safety, increase product service quality and equity value for shareholders, while continually improving existing risk management mechanisms and transforming risks into opportunities.

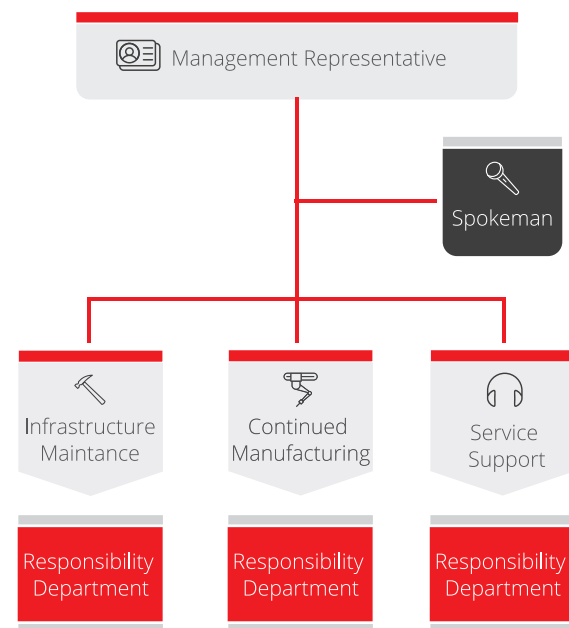
Aspect	Risk	Impact	Strategy / Practice
<div>2020</div> <div>30</div> <div>Sustainable Governance</div> <div>Sustainability Report</div> <div> Economy / Governance</div>	IT Security Risk	Leakage of sensitive information causing damage to reputation and loss of customers.	<ul style="list-style-type: none"><li>• Set data security related operation specifications.</li><li>• Data security promotion.</li><li>• Important data backup mechanism.</li><li>• Disaster recovery operation procedures.</li><li>• Data security event notification mechanism.</li></ul>
	Exchange Rate Risk	Affect revenue and expense and impact financial leverage.	<ul style="list-style-type: none"><li>• Functional currency exchange rate risk management.</li><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><li>• New customer 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><li>• Improve the efficiency of capital usage.</li></ul>
	Materials Interruption Risk	Production interruptions causing delays in supply.	<ul style="list-style-type: none"><li>• Develop second source.</li><li>• Raw material inventory control.</li></ul>
<div> Environment</div>	Climate Change Risk	Increasing impact from extreme climate conditions which add operating costs.	<ul style="list-style-type: none"><li>• Greenhouse gas voluntary inventory.</li><li>• Promote energy saving solutions, reduce greenhouse gas emission.</li><li>• Green design, reduce product energy consumption.</li></ul>
<div> Society</div>	Manpower Shortage	Talent loss which increases burden on management cost of human resources.	<ul style="list-style-type: none"><li>• Improve salary and welfare system.</li><li>• Enhance communication channel and participation mechanism.</li><li>• Regular review of labor situation.</li></ul>
	Occupational Safety and Health Risk	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><li>• Contractor management.</li><li>• Comprehensive employee health management.</li><li>• Implement health promotion activities continuously.</li></ul>



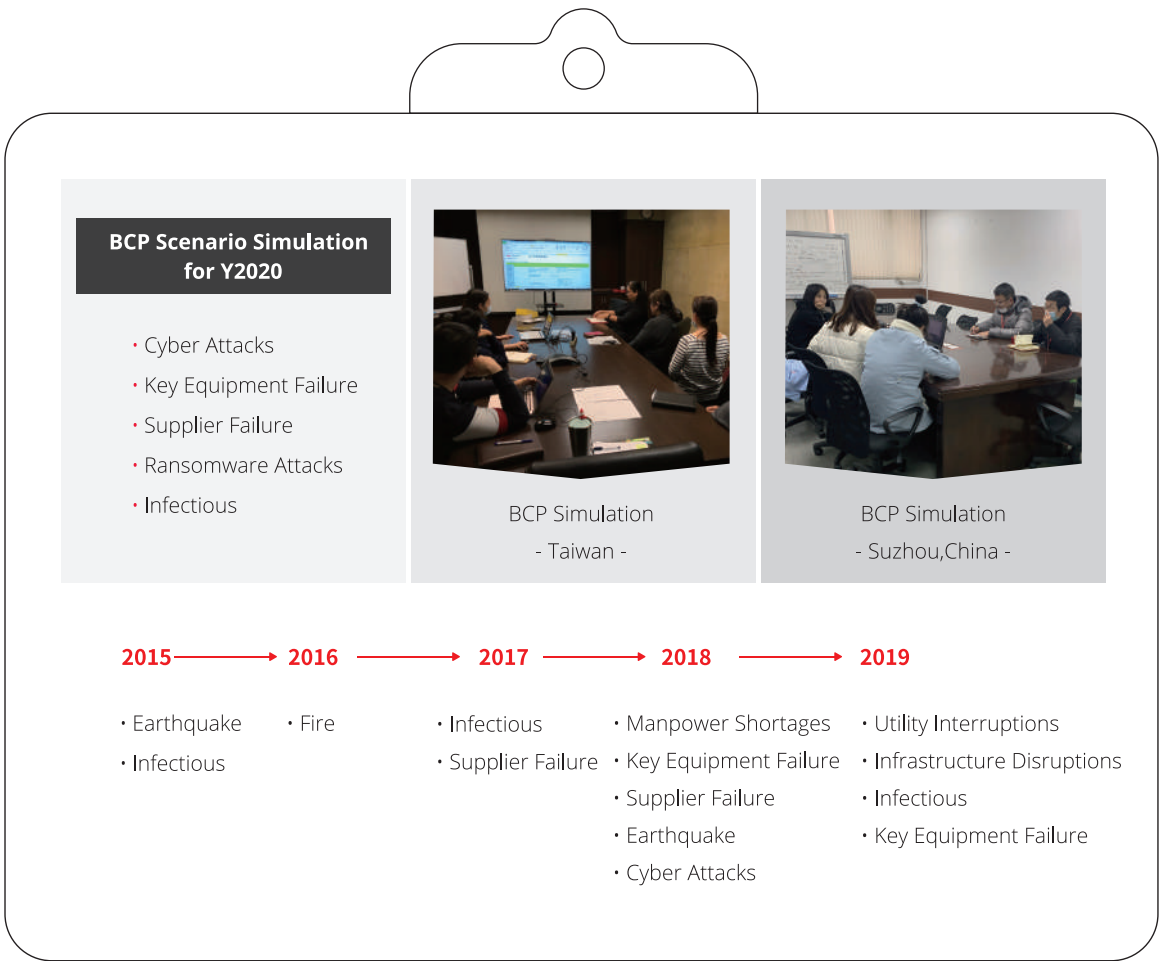
• Business Continuity Management

As the variability and unpredictability of the operating environment gradually increase, ASKEY realized that in order for an enterprise to pursue sustainable operation, it must rely on a continuous and effective management mode. Therefore, it followed the ISO 22301 Business Continuity Management System (BCM) architecture and spirit and established the BCM implementation committee to promote related operation activities. ASKEY also gradually constructs various business continuity plans (BCP) according to the business impact analysis (BIA) and risk assessment (RA) results and arrange conditional simulations regularly to review their effectiveness. Thanks to this, ASKEY hopes to effectively increase the organization's 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.

In 2020, ASKEY conducted scenario planning for five types of emergency incidents that may cause operational interruption, which are and ransomware attacks, infectious...etc, hoping that the related personnel would be familiar with contingency processes and specific measures to reinforce the effective performance of business continuity. We will continue to develop BCP adaptability in various scenarios and maintain the Company business sustainability objective in the future.



▲ Structure of the BCM Committee



▲ BCP Drill Theme of Pass Years

Responses to the Severe COVID-19 Epidemic Crisis

In response to the COVID-19 epidemic, ASKEY has taken a serious and cautious stance to proactively adopt different epidemic prevention measures to effectively mitigate the damage and impact of COVID-19 on the company's operations.

The response team composed of members from the environmental safety department and other relevant authorities has kept abreast of the COVID-19 development and gradually implemented the relevant epidemic prevention measures to cope and minimize the risk of the epidemic crisis.

- Attendance (including overseas travel) management.
- Video conference.
- Colleague health management and tracking.
- Remote office.
- Environmental disinfection.
- Isolation / observation dormitory.
- Visitor control.
- Production schedule maneuver adjustment.

2.1 Business Overview

2.2 Client Relations

2.3 Supplier Management



**0 event**  
for corruption.



**NT\$ 22.8 billion dollars**  
for the consolidate group revenue.



**NT\$ 3.128 billion dollars**  
for RD expenses.



**0 case**  
for clients' information leakage.



**40 suppliers**  
for on-site CSR audit.

# CHAPTER 2



Economic  
Co-Prosperity

經濟共榮

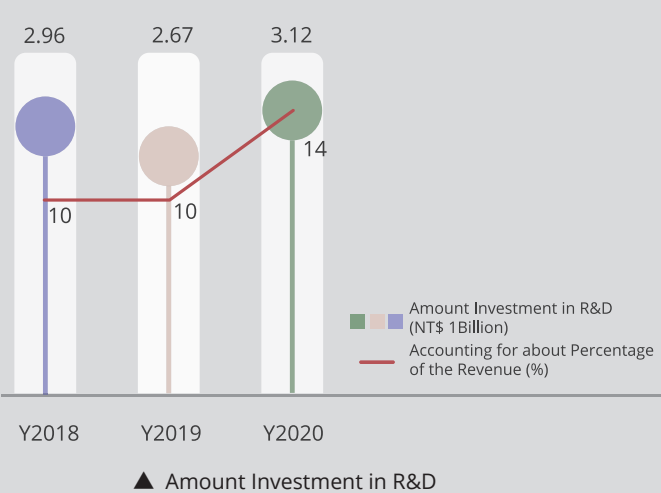
02

# 2.1 Business Overview

Stable and good financial performance is essential to sustainable business operations. We must disclose the quantitative financial information to all stakeholders who care about ASKEY to have a clear grasp of the Company's operating conditions. The consolidated revenue of ASKEY is NT\$22.8 billion, net loss after taxation attributable to shareholders of the parent company is NT\$ 0.555 billion in 2020. The financial information described above was verified by an independent third-party accounting firm.

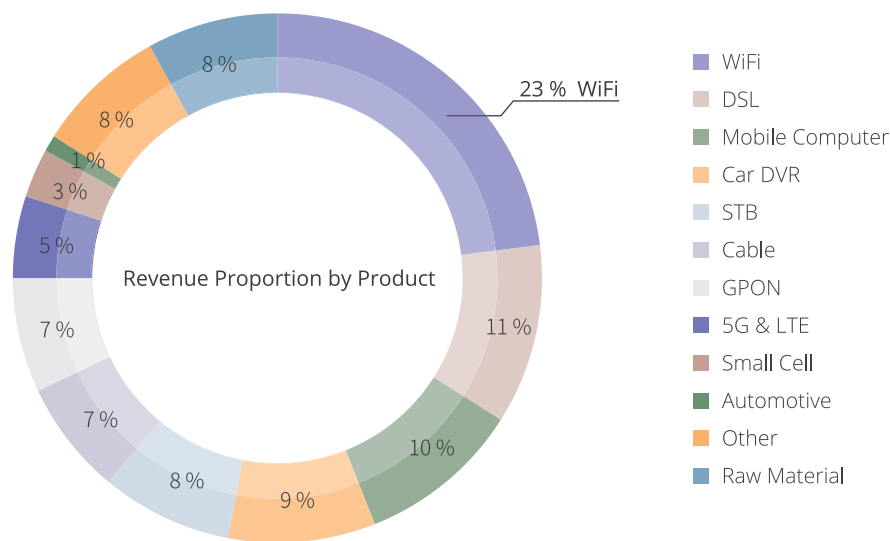
In order to reinforce research and development capabilities, enhance product competitiveness and create more value, ASKEY committed NT\$3.128 billion in R&D in 2020, accounting for about 14% of the revenue. It is hoped that the continuous improvement of research and development can provide more momentum 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. In 2020 ASKEY applied for a tax deductible of NT\$241 million which is still pending approval, and the company has not received other government subsidies.

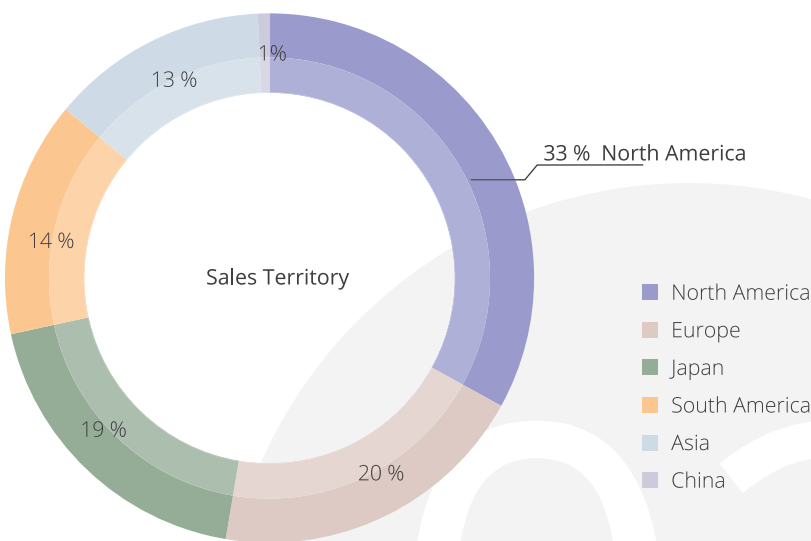


## Revenue Proportion

ASKEY specializes in network communications development and electronic products manufacturing. From hardware production, software development to system data integration, our diversified products and innovative services have been sold throughout the Americas, Europe, Asia, and other parts of the world in 2020.









The revenue proportion for the year 2020 is divided between products – WiFi has the highest ratio and accounts for approximately 23% of the total revenue, followed by DSL at 11% and Mobile Computer at 10%.





## 2.2 Client Relations

### Management Approaches of Major Issues: Information Security

 <b>Policy</b>	Information Security Policy.
 <b>Commitment</b>	Ensure that client privacy is respected and protected.
 <b>Action</b>	The formulation of regulations and supporting measures to protect information security.
 <b>Evaluation</b>	Feedback from clients.
 <b>2020 Target</b>	0 case of clients' information leakage.
 <b>2020 Performance</b>	Achieved.

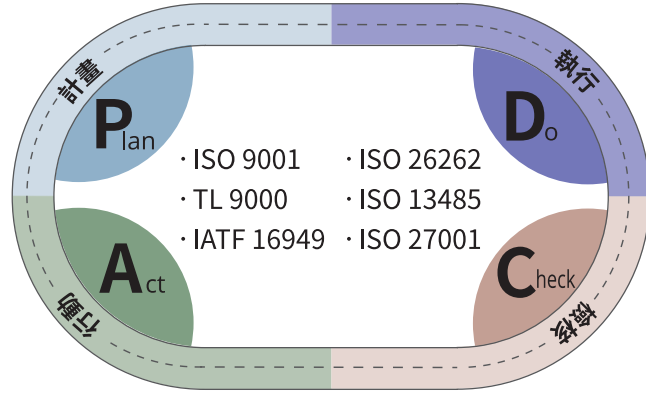
ASKEY believes that providing clients with competitive products and quality services play an important role in maintaining business profits. We, therefore, actively develop new products to meet the diverse needs of our clients. We have also established a rigorous quality management system to provide clients with guaranteed quality. The protection of our clients' privacy and confidential data and assets is taken very seriously by ASKEY. We work actively to understand and respond to clients' needs in a timely manner in order to win their trust and satisfaction through sound service quality.

#### • Quality Management

ASKEY pays close attention to the quality requirements of its clients and considers quality management as an essential part of its operation. We expect every employee to understand the importance of quality as well as the consequences of quality defects and to take joint ownership of product quality. Quality management systems such as ISO 9001, TL 9000, IATF 16949 and ISO 13485 have been introduced, implemented and effectively maintained by ASKEY to build sound quality management processes and systems. The PDCA management cycle (Plan, Do, Check, Action) has also been implemented for the continuous improvement of the production cycle to ensure customer satisfaction and exceed their expectation through better product quality.

#### Quality Policy

- Customer Satisfaction
- Continuous Improvement
- Quality First
- Best Service



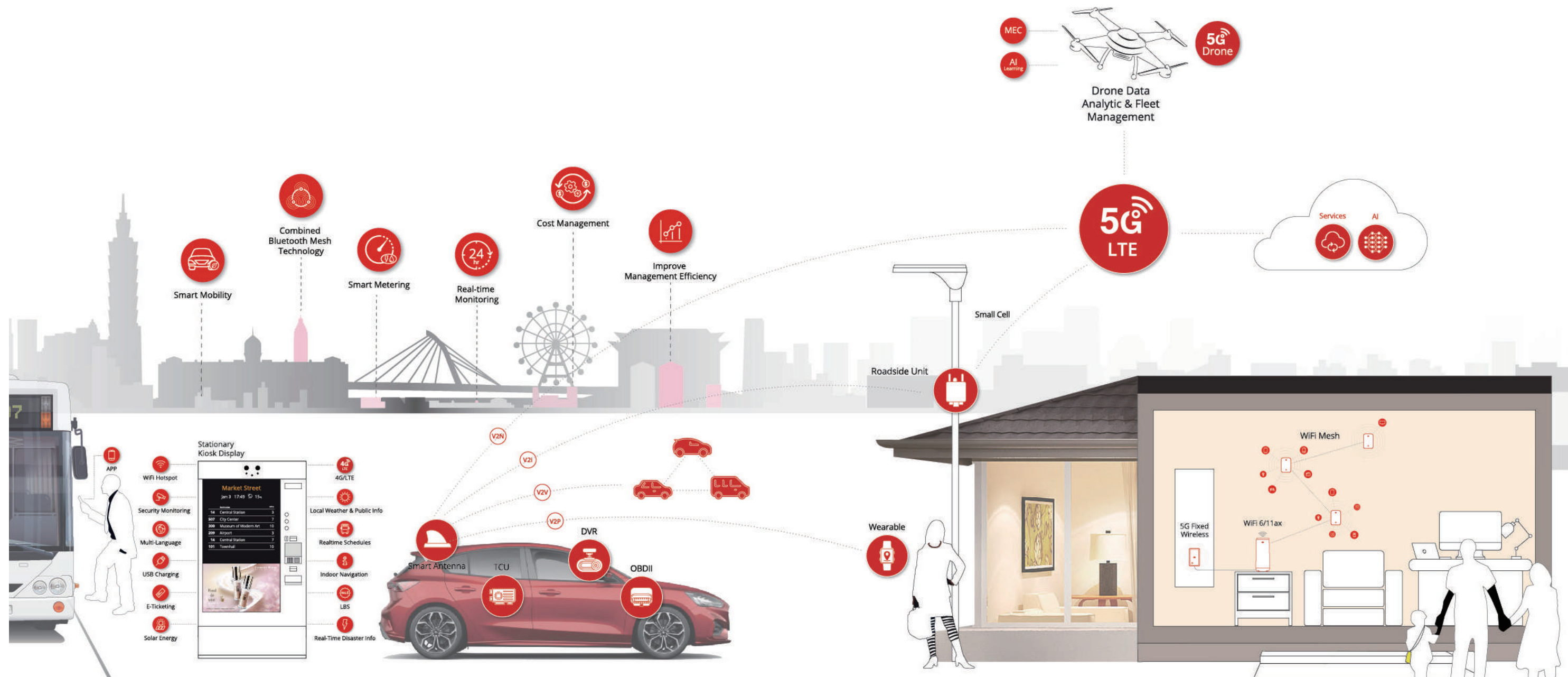
#### • R&D and Innovation

As a leading manufacturer of professional network communication equipment and electronic products, ASKEY has gradually developed its 5G Enterprise Network, Smart Transportation, Smart Home, Civil IoT, Smart City, and other solutions after years of experience accumulation. The company has also continued to cultivate software R&D and product innovation. Our goal is to achieve the flexible “clients bringing clients and products selling products” concept by satisfying all client demands, embrace the “first battle wins the war” spirit to win over more grounds despite the epidemic and market challenges, and work together to reach new heights for the Company.

#### ISO 26262 ASIL-D Process Certification

In the automotive electronic field, ASKEY obtained the ISO 26262 highest Automotive Safety Integrity Level D (ASIL-D) process certification in May 2020 in addition to the International Automotive Task Force (IATF 16949) and Capability Maturity Model Integration (CMMI Maturity Level 5) certifications obtained previously. The ISO 26262 standard defines 4 Automotive Safety Integrity Levels (ASIL). Among them, ASIL-D is the highest level with the most stringent integrity requirements. This certification not only ensures that ASKEY's R&D can achieve the highest level of autonomous driving equipment, but it also highlights the Company's commitment to providing solutions that can meet the most stringent safety standards.





#### - Civil IoT -

Use Big Data, the Internet of Things, and AI technologies to build various smart life service systems in 4 major fields: "earthquake," "water resources," "air quality," and "disaster prevention and relief." The goal is to use modern smart technologies to help us cope with and respond to the increasingly severe natural environment and resource issues.

#### - Smart City -

Constructed a total of over 2,000 LED / solar smart stop signs in Taipei City, New Taipei City, Taichung City, Tainan City, Chiayi County, Hualien County, and Kinmen County of Taiwan. We aim to achieve environmental sustainability while using technologies to improve the urban transportation system.

#### - Smart Transportation -

In addition to on-board diagnostics (OBD), 4G LTE telematics control unit (TCU), iDVR, Keyless, and other automotive electronics; ASKEY is also currently focusing on 5G, vehicle-to-everything (V2X), on-board unit/roadside unit (OBU / RSU), artificial intelligence (AI), and other comprehensive AI as well as intelligent transportation system (ITS) solutions.

#### - 5G -

Partner with telecommunication operators in Taiwan to deploy small base stations in order to solve signal loss caused by buildings or walls, strengthen signal penetration and coverage, provide stable 5G network services, and improve application performance.

#### - Smart Home -

Dynalink TV BOX is the first Google native Android TV box sold worldwide under ASKEY's proprietary brand. The device enables users to enjoy YouTube, NETFLIX, and other network channels at home and the convenience of smart homes.

• Client Satisfaction

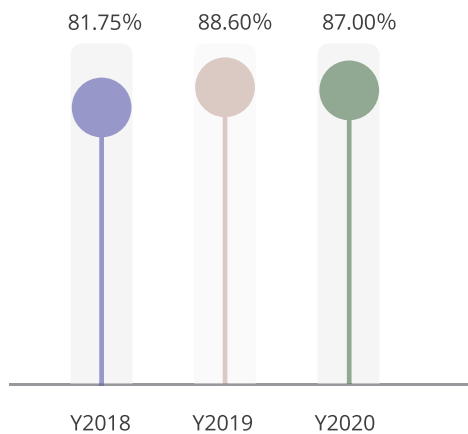
In addition to being committed to the production of high-quality products and innovation of research and development in technology, ASKEY provides clients with comprehensive services, hoping to build robust business collaboration relationships and become a trustworthy partner they can rely on.

ASKEY values clients' voices and takes improving customer satisfaction as the top priority. In addition to daily business contacts and communications, and to become the best business partner for clients to provide more efficient services, ASKEY conducts satisfaction survey every half a year to ensure that client needs are fully understood and met. The feedbacks are communicated with the relevant department to find effective improvement solutions and improve the quality of products and services.



▲ Process of Client Satisfaction Survey

In 2020, the targets of customer 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. Use a B2B system or require authorized personnel to send survey questionnaires via the client corresponding window to comprehensively evaluate the clients satisfaction for quality and service, which will be used as references for continuous improvement in the future. During the first and second half of 2020, 27 valid questionnaires were received from clients, and the overall satisfaction rate was 87%. Although it is lower than the annual target rate of 90%, the problems that require improvement have been clarified, and the cause analysis and improvement measures have been reviewed. In the future, we will ensure the effective operation and maintenance of the quality management system and continue to improve various processes to make the overall product quality robust and achieve better client satisfaction.



▲ Average Score of Client Satisfaction by Year

👍 Client Satisfaction

<u>Quality</u> <ul style="list-style-type: none"><li>· Quality Level</li><li>· Quality Issue Handling</li><li>· HSF Control</li><li>· Customer Survey / Audit</li><li>· Team Work</li></ul>	<u>Delivery</u> <ul style="list-style-type: none"><li>· Visit Service</li><li>· RFI / RFP / RFQ</li><li>· Project Management</li><li>· Continuously Supply</li></ul>	<u>Sales Service</u> <ul style="list-style-type: none"><li>· Delivery Quality</li><li>· Product Planning</li><li>· Team Work</li><li>· Post Sales Service</li></ul>
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• 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 2020, there were no client complaints regarding the violation of privacy rights or incidents of data loss and leakage.

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.

⑧ Information Security Policy

- Establish an effective information security mechanism.
- Protect the confidentiality, integrity, and availability of information assets.
- All personnel must participate in improving information security awareness and knowledge level.



In addition, ASKEY has complied with ISO 27001: 2013 international standard to establish, implement, and maintain its information security system (which has been certified). ASKEY regards a stringent information security policy as its highest guiding principle, 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 while implementing and strengthening its commitment and determination to perfect its information security management.

📁 Management of Information Security

People	<ul style="list-style-type: none"><li>· Establish an information security management organization to coordinate management systems and resource scheduling.</li><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 Supplier Management

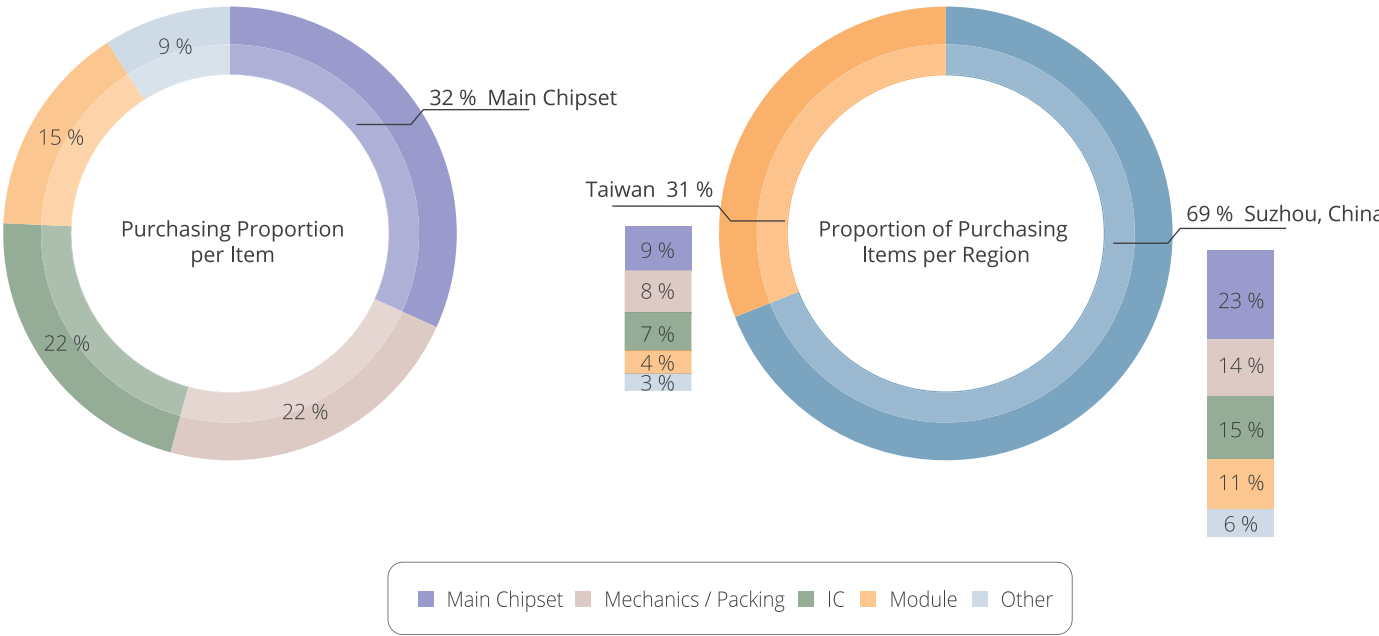
In addition to being committed to establishing long-term and stable trust relationships with back-end clients, ASKEY is also actively developing mutually beneficial trust relationships with front-end suppliers. Create a win-win niche for clients, companies, and suppliers to share risks and benefits, pursue sustainable businesses, and achieve mutual growths.

## Purchasing Overview

As ASKEY's product and service combinations are fairly wide and flexible, therefore its supply sources are very diverse. The main purchased items are raw materials. In 2020, main chipsets occupy the most in the total purchase, accounting for over 30% of the overall purchase. Analysis based on the regions of transactions, Suzhou of China accounted for 70% of the overall transaction, and Taiwan accounted for the remaining 30%.

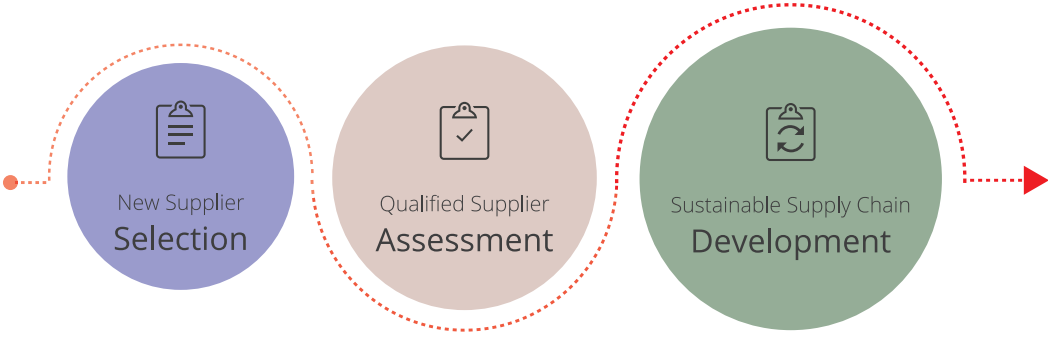


▲ ASKEY Supply Chain



## Management Strategy

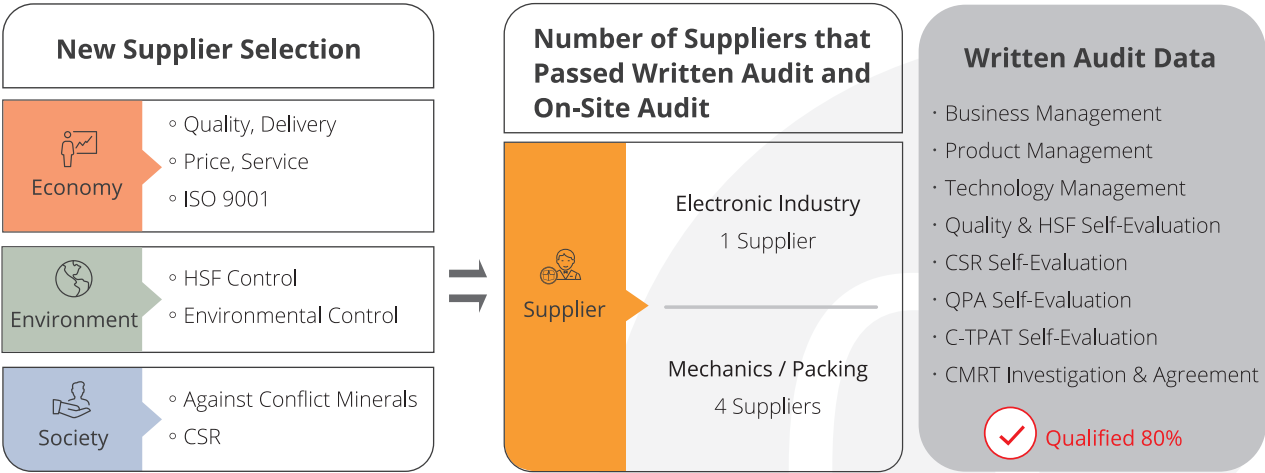
ASKEY believes that the sustainable growth and success of a company relies on a complete and robust supply chain system. Therefore, suppliers are considered as long-term and important business partners. It is hoped that tight collaborating relationships will provide stable and excellent service quality, and earn the clients' and the market's recognition to jointly build an industry value chain and move towards the goals of sustainability.



## New Supplier Selection

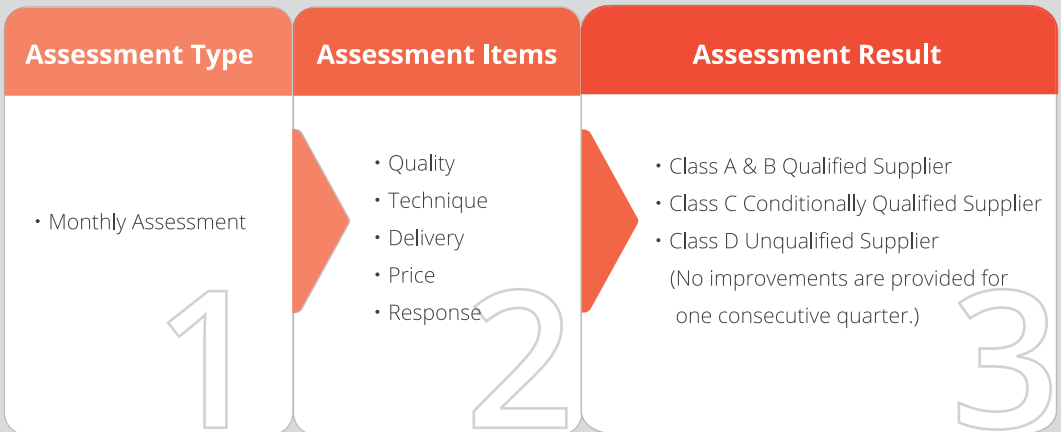
ASKEY adopts prudent and rigorous operating procedures to assess and select new suppliers. In addition to product quality, price, delivery schedule, service and technology capabilities as criteria for selection, hazardous substances management and other environmental standards, labor rights and other social aspects are taken into the consideration and assessment. It is hoped that suppliers work together with ASKEY by taking sustainability into company management policies to make better society.

Askey has embraced local procurement as much as possible to create closer cooperation with suppliers, achieve timely and appropriate purchases, and reduce operation and management costs. In addition to ensuring the immediacy and stability of material supply while creating local employment opportunities and economic prosperity, the efforts can also reduce the logistics, energy resource, and carbon emission impacts caused by long-distance transportation and reduce the burden on the environment. Currently, the proportion of local sourcing is not high yet. However, the Company will actively develop local suppliers, while meeting the requirements of target cost, and increase the amount of local sourcing to develop a localized supply chain.



### Qualified Suppliers Assessment

The R&D, procurement, suppliers' quality assurance and other relevant departments of ASKEY continuously evaluate the existing qualified suppliers on technologies, delivery schedule, quality and other evaluation criteria. Use the B2B system to notify the suppliers of their scoring results, ensure they meet the Company's standards, and identify potential risks. For the suppliers who are rated C or D in the monthly audits, the proportion of purchase is adjusted and alternatives are sought as control measures. It is hoped that the routine and periodic monitoring and the audit practice can maintain positive working relationships and improve the operating efficiency and collaboration performance for every entity. In 2020, 69% of the suppliers were rated A class, 31% were B and there were no C-rated or D-rated suppliers.



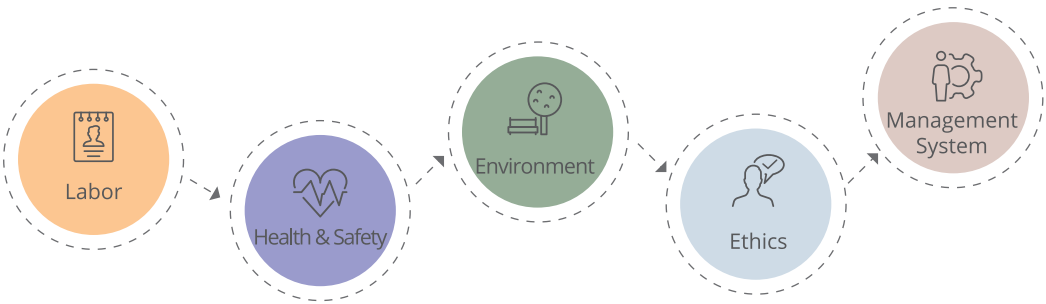
### Sustainable Supply Chain Development

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.

In 2020, ASKEY completed the on-site CSR audits of 35 existing suppliers 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. In the future, the Company will continue to use the ESG second party audit, client audit, annual suppliers conference and various methods to encourage suppliers to take responsibility for the environment, comply with ethical standards when engaging in operating activities, appreciate and safeguard employees' rights and interests, improve and optimize the working environment, and work together to fulfill corporate social responsibilities and maximize the supply value chain performance.

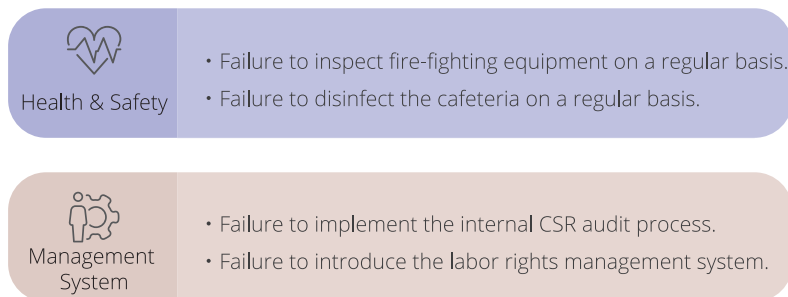
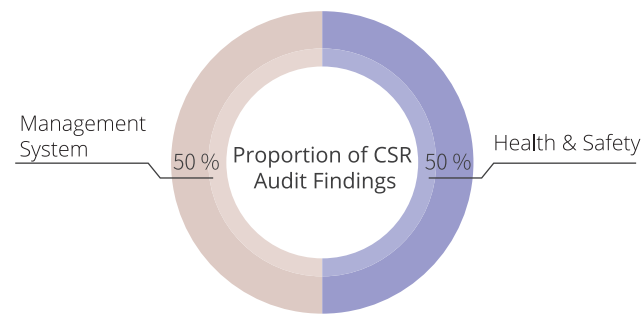


▲ Process of CSR Audit



▲ Dimensions of ASKEY CSR Audit for Suppliers





▲ CSR Audit Findings from Suppliers

#### Supplier Conference

ASKEY has regularly convened supplier meetings to directly provide publicity, communication, and interaction with its business partners. The goal is to further consolidate mutual consensus concepts and maximize value for each other. Although the meeting had been suspended in 2020 due to the COVID-19 crisis, whave still actively listened, dialogued, and provided feedback through smooth and diverse communication channels.



#### • Management of Conflict Minerals

As a good corporate citizen, ASKEY has continued to pay attention to the conflict mineral issues. We declare and promise not to support or use conflict minerals from the Democratic Republic of the Congo, DRC and its neighboring countries and seeks to extend the influence on the supply chain through responsible procurement to request suppliers and partners to refuse the use of conflict minerals. When selecting new raw materials suppliers, investigation on their use of conflict minerals is conducted. If the supplier clearly understands the issues and does not use conflict minerals, it is requested to sign a "Non-Use of Conflict Minerals Agreement". It is hoped that the self-discipline of the supply chain and the restraining measures will have a positive impact on the issues of conflict minerals.

In response to the investigation of conflict minerals by each client, ASKEY continues to survey the existing supply chain's mineral source every year. In 2020, the Company completed 23 investigation cases at clients' requests, and the results met the Company's and the clients' requirements on conflict minerals.

#### 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

ASKEY Conflict Minerals Statement

##### Survey of Minerals Source

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



0 case  
for violations of environmental protection laws and regulations.



1,992 tons  
for water saving in 2020 by a new reclaimed water system.



0 case  
for violations against the HSF regulations.



249 tons  
for recycle of packaging materials.

03







# CHAPTER 3.



Environmental  
Symbiosis  
環境共存

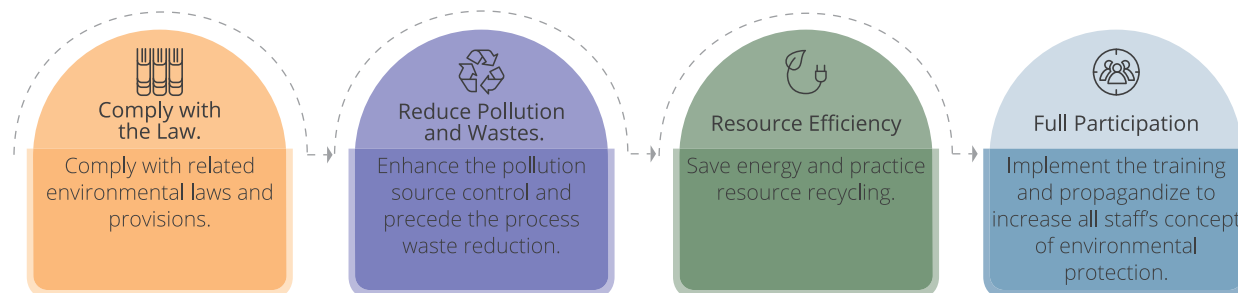
# 3.1 Green Operation

## Management Approaches of Major Issues : Compliance

 <b>Policy</b>	Environmental Policy.
 <b>Commitment</b>	Effectively enhance environmental management and improve environmental quality.
 <b>Action</b>	Implement environmental management system review and supervise the compliance with laws and regulations.
 <b>Evaluation</b>	<ul style="list-style-type: none"> <li>• Government check.</li> <li>• Customer audit.</li> <li>• Third party audit.</li> </ul>
 <b>2020 Target</b>	0 violations of environmental protection laws and regulations that resulted in huge fines.
 <b>2020 Performance</b>	Achieved.

In addition to business improvement, ASKEY also attaches great importance to sustainable development. We corporate mission is to cherish the earth's resources and reduce the impact of pollution on the environment. ASKEY has promoted environmental management and performance improvement related plans, enhanced our environmental awareness, and fulfilled our obligations to comply with laws and regulations to prevent pollution. We are committed further reducing energy consumption, greenhouse gas emissions, and waste outputs while improving resource recycling and reuse. Under the hard work of all employees, ASKEY has not received any fines for environmental protection law violations in 2020.

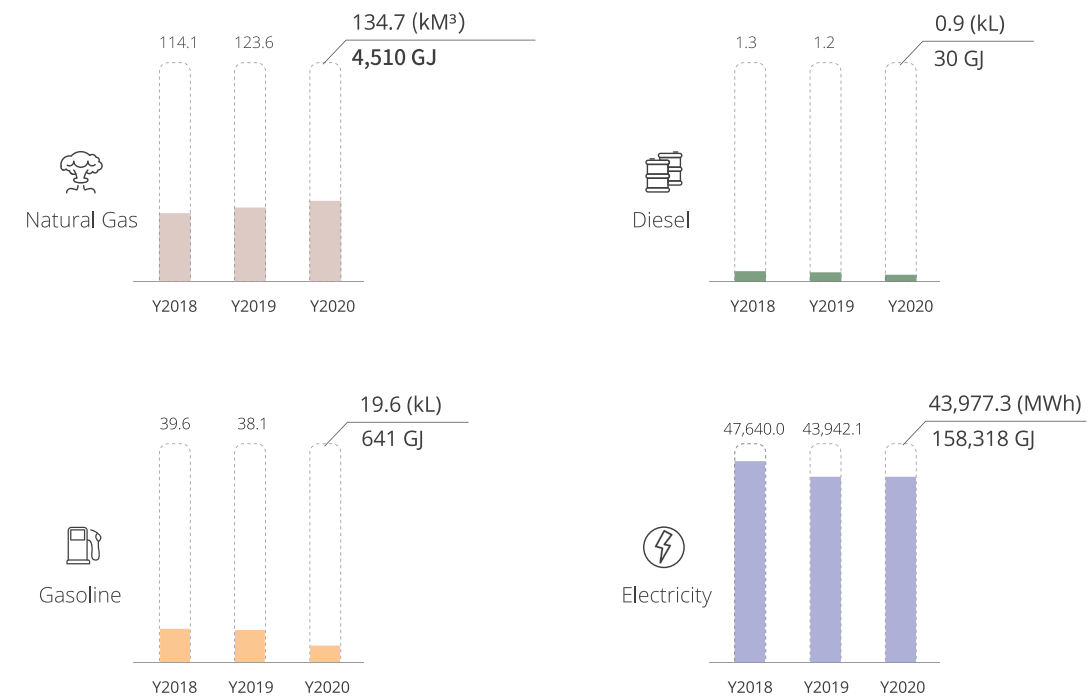
In order to achieve pollution prevention and effectively reduce the Company's negative impact on the environment from its activities and provision of products and services, ASKEY periodically monitors environmental regulations and compliance and establishes an environmental management system complied with the ISO 14001 international standards. The implementation of standardized procedures, establishment of continuous improvements, periodic review on environmental performance and PDCA cycle effectively reinforce the environmental management and improve environmental quality.



▲ Environmental Policy

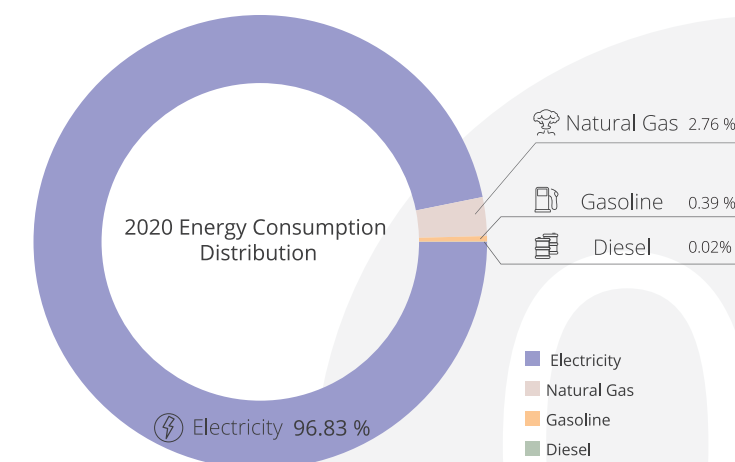
## • Energy and GHG Management

In 2020, ASKEY's energy consumption totaled 163,499 gigajoules (GJ). Its internal operation organizations primarily consumed electricity, which accounted for 96.83% of the overall energy consumption, followed by natural gas (accounted for 2.76%) as well as gasoline and diesel (accounted for less than 0.5%). The overall energy consumption in 2020 was reduced by 556.34 gigajoules (GJ) compared to that of 2019, and 2020's energy consumption intensity was 717 gigajoules (GJ) / NT\$100 million in revenue.

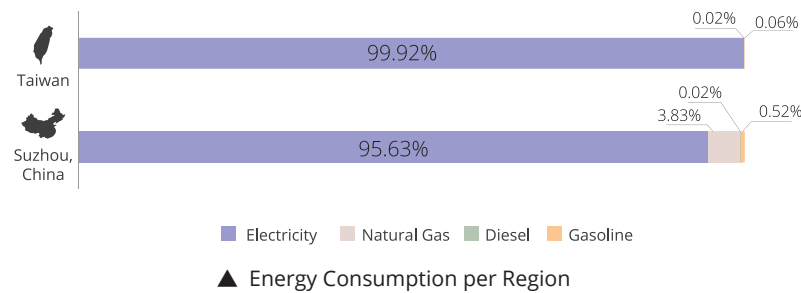
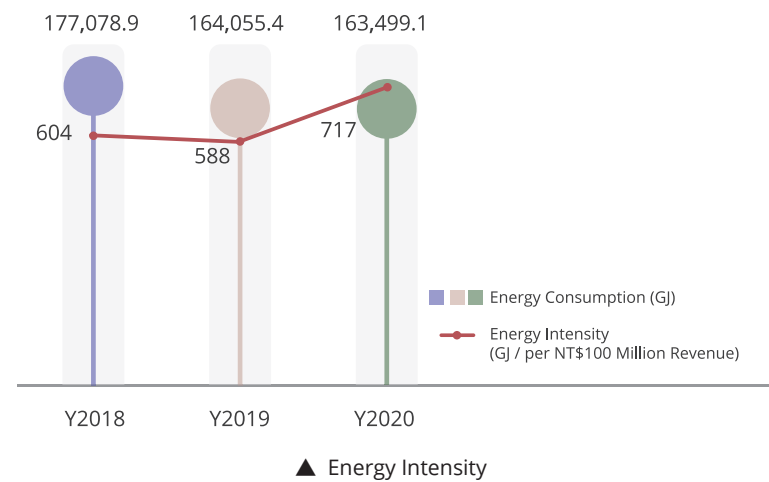


Conversion:  
 •1kWh = 3.6MJ  
 •1L Gasoline = 32.65MJ  
 •1L Diesel = 35.16MJ  
 •1M³ Natural Gas = 8,000Kcal ; 1Kcal = 4,186J  
 •Gasoline consumption in Taiwan is estimated by expenses and the average oil price.

▲ Energy Consumption over the Years







## Greenhouse Gas Inventory

ASKEY endeavors to practice autonomous management according to ISO14064-1: 2006 Domestic and Foreign Institution Inventory Guidelines and created consequently a greenhouse gas inventory standard mechanism. Data on ASKEY's greenhouse gas inventory range is collected based on operational control, including the Taiwan and Suzhou site in China. Since 2010, the heavy production of ASKEY based in Suzhou China has conducted Greenhouse gas inventory and passed third-party verification every year. At the Taiwan site, internal autonomy inventory is conducted.

Approximately 96% of our greenhouse gas emission sources resulted from the use of electricity. Our total greenhouse gas emission in 2020, was approximately 0.0298 million tons of CO<sub>2</sub>e . In terms of greenhouse gas categories, carbon dioxide accounted for the largest ratio, and the emission intensity 2020 was the same as that of 2019, at 0.1 thousand tons of CO<sub>2</sub>e / NT\$100 million in revenue.

ASKEY has a full grasp of its greenhouse gas emission status due to our annual greenhouse gas inventory results and information disclosure processes. We have taken the relevant actions to reduce carbon emissions for the long-term, continued to promote greenhouse gas management plans, and endeavored to contribute to a low-carbon environment for the world.

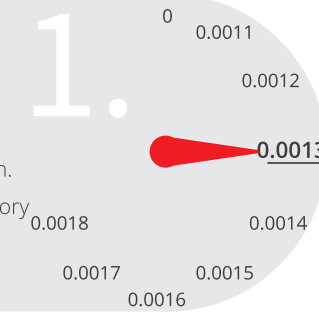
	Y2018	Y2019	Y2020
GHG Emissions (million tons CO <sub>2</sub> e)	0.0335	0.0303	0.0298
Group Revenue (NT\$100 million)	293	279	228
Emission Intensity (million tons CO <sub>2</sub> e / per NT\$100 million revenue)	0.0001	0.0001	0.0001

▲ GHG Emission Intensity

## Scope 1: Direct GHG Emissions

Scope of inventory:

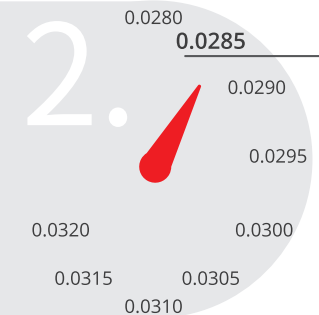
- Qualitative and quantitative inventory check of fuel combustion.
- Qualitative and quantitative inventory check equipment emissions.



## Scope 2: Indirect GHG Emissions

Scope of inventory:

- Qualitative and quantitative inventory check of electricity.

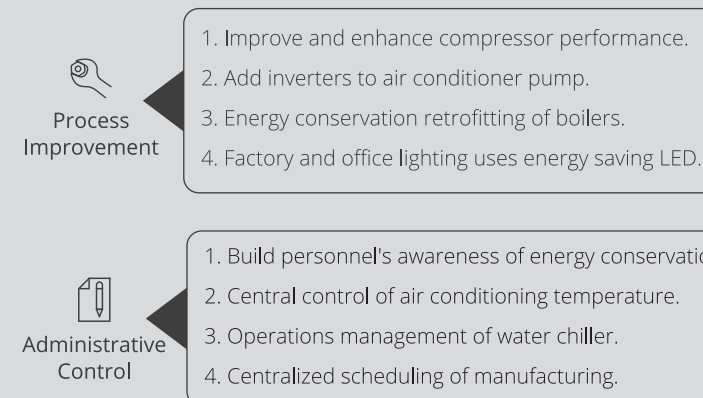


- GWP Value comes from the 4th IPCC Report.
- GHG inventory baseline year & emissions in Taiwan - Y2017 / 4,822.2t CO<sub>2</sub>e.
- 10F, No.5, Hangxiang Road, Taoyuan City has been included within the scope of inventory for Taiwan.
- GHG inventory baseline year & emissions in Suzhou, China - Y2009 / 41,300.7t CO<sub>2</sub>e.
- The data disclosed for Suzhou of China in 2020 results from autonomous inventory, and external verification is expected to be completed in 2021.

## Carbon Disclosure and Reduction

ASKEY started to participate in the international Carbon Disclosure Project (CDP) from 2015 and conducted survey feedback and information disclosure with respect to our greenhouse gas emissions, investment risks associated with climate change and responsive strategy of opportunities. CDP is an independent non-profit organization jointly set up by leading institutional investors around the world. It sends out questionnaires every year asking businesses to disclose information, such as the risks and opportunities related to climate change and carbon management system. By participating in the CDP, we hope contribute to climate change mitigation and natural resource protection through self-review and self-management.

We have actively combated climate change by adopting the "engineering improvement" and "administrative management" management methods as well as promoting energy conservation and greenhouse gas reduction activities each year. The goal is to effectively improve electricity consumption efficiency, reduce excessive energy consumption, and fulfill our pledge and resolve to coexist with the environment.



## LED Replacement

- Power Consumption ↓ 258,319 kWh / Year
- GHG Emission ↓ 131 tons CO<sub>2</sub>e / Year

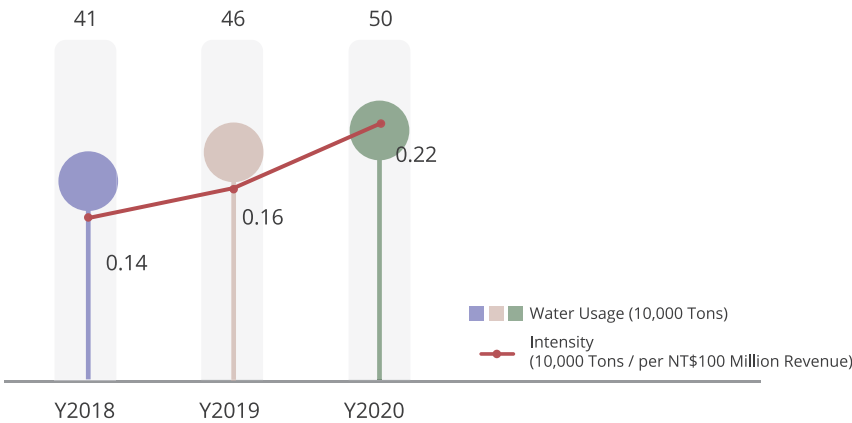


• Water and Waste Management

ASKEY operating water source is tap water provided by the local water company. The total annual water consumption is approximately 500,000 tons. The water consumption intensity for 2020 has increased compared to that of 2019 primarily due to general domestic water and air-conditioning equipment utilization. We neither uses water for our processes nor discharges wastewater. 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.

We have actively implemented water resource management via "water-conservation accessory installations at the outlets," "condensation recovery," "concentrated water recycling," and other measures. The employees are also actively encouraged to conserve water to optimize water use efficiency, reduce water waste, and increase the rate of water recycling and reuse to minimize the impact of water resource consumption on the environment.

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 Consumption

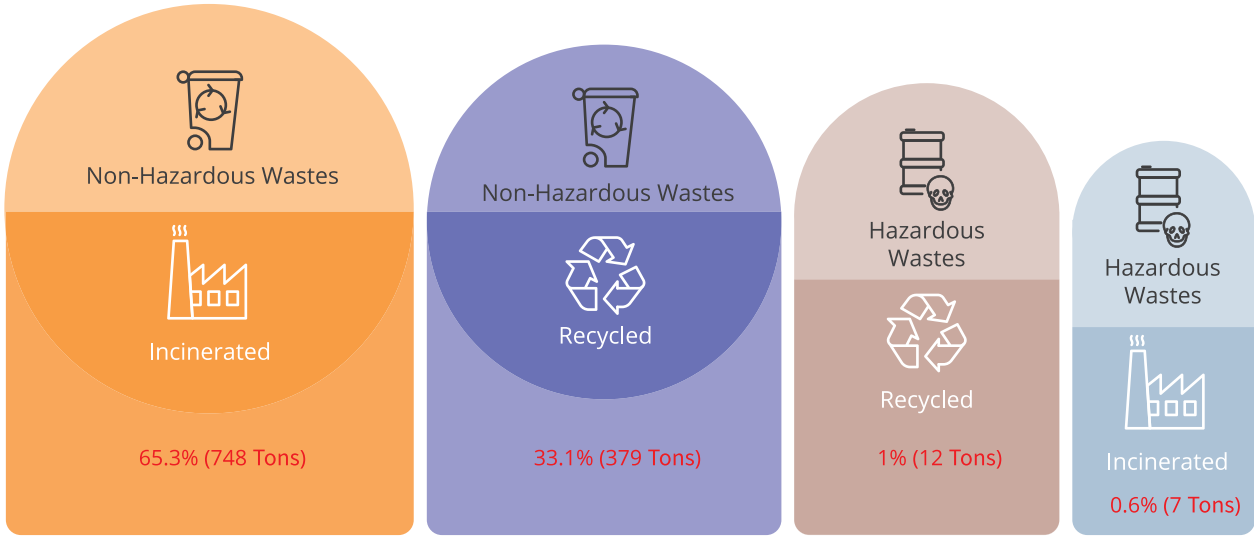
• Water consumption in Taiwan: Except for the independent water meters used at the parking lot at the headquarters in Zhonghe and the office in Hsinchu, other locations estimate the consumption by taking the proportion of total water utility expense based on the area measurement of each floor.

• Water consumption in Suzhou, China: Based on the water bill.

Waste Management

To prevent the depletion of earth's resources and pursue sustainable resource recycling, ASKEY has established a strict management mechanism to treat the industrial waste generated during our production and service processes to ensure that they can be properly and safely disposed 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. All wastes in the plants are sorted, labeled, and stored in appropriate storage areas to effectively control and prevent any wastes from causing pollution.

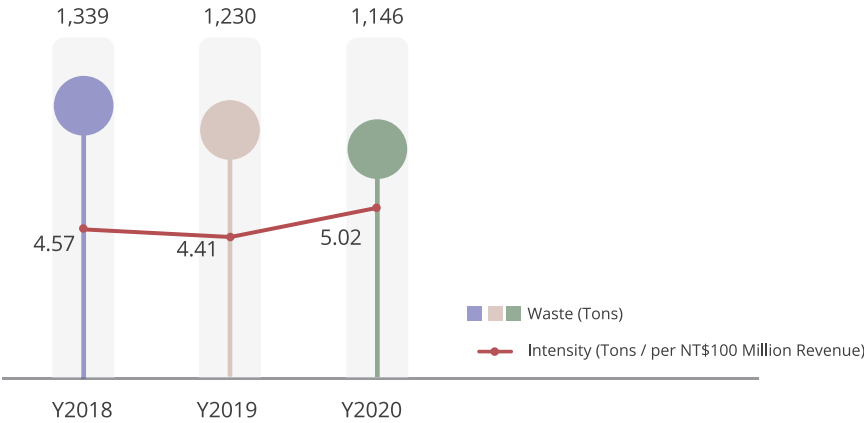
The wastes produced by ASKEY are mainly divided into two categories, general business waste and hazardous business waste. The general business wastes include employees' domestic wastes and plastic shells. The hazardous business wastes include PCB, waste electronic components and others. The total amount of wastes generated per NT\$100 million of revenue in 2020 was 5.02 tons, which increased slightly compared to 4.41 tons in 2019. The management department has entrusted qualified vendors to perform unified removal and treatment of the wastes, and a certificate of completion has been submitted. There were no illegal incidents in 2020.



• Domestic wastes in Taiwan are estimated based on the number of bags disposed of and weight of each bag and the offices at Hsinchu and Yangmei were not included in the statistics.

• Domestic wastes in Suzhou, China, are estimated based on the weight disposed of every day.







▲ The Total Amount of Wastes of 2020



▲ Wastes Generated from Operating Units

## 3.2 Green Service

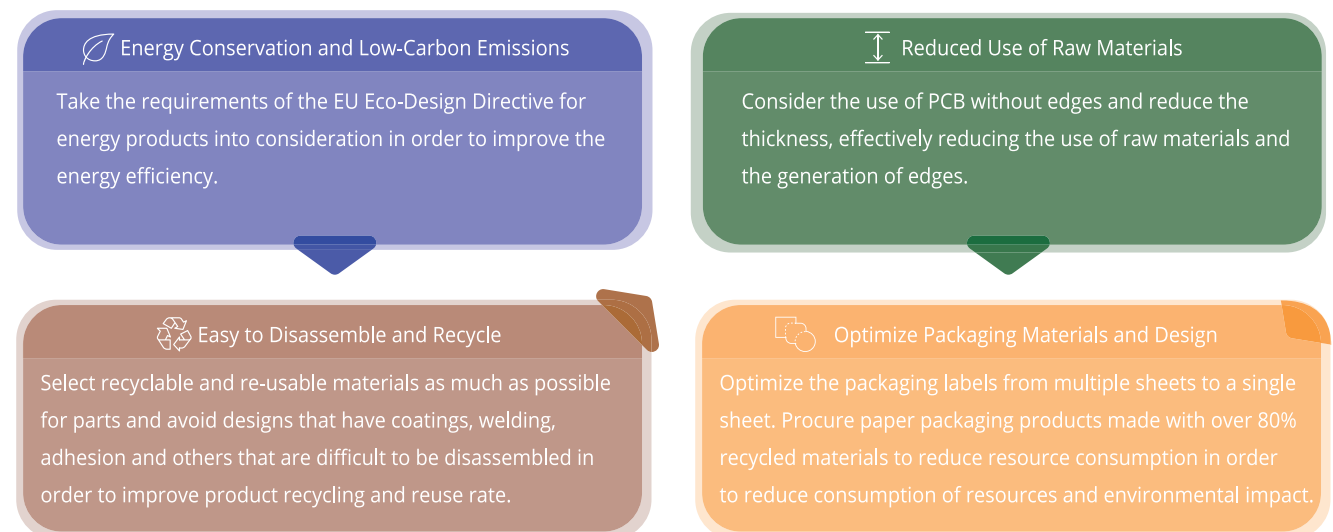
### Management Approaches of Major Issues: Environmental Responsibility for Products Products and Services

 <b>Policy</b>	HSF Policy.  Procedurally and systematically manage hazardous substances to provide environmentally friendly products and services, and protect the health and safety of the product end-users.
 <b>Commitment</b>	Introduce the IECQ QC 080000 system to improve efficiency for hazardous substance management, and continue to improve management performance via internal and external audits.
 <b>Action</b>	Customer feedback.
 <b>Evaluation</b>	0 cases of violations against the HSF regulations.
 <b>2020 Target</b>	Achieved.
 <b>2020 Performance</b>	

As a member of the corporate citizenship, we are committed to the operating mission of protecting the green environment of earth. Faced with the crisis of increasingly scarce global resources and worsened climate change impacts, ASKEY has introduced green design concepts into our production and service processes with the life cycle perspective to help prevent the resource shortage and climate change risks. The goal is to prolong product life, improve the application efficiency and recycling rate, reduce environmental impacts, provide corporate ecological protection, and fulfill our social responsibility to care for the earth.

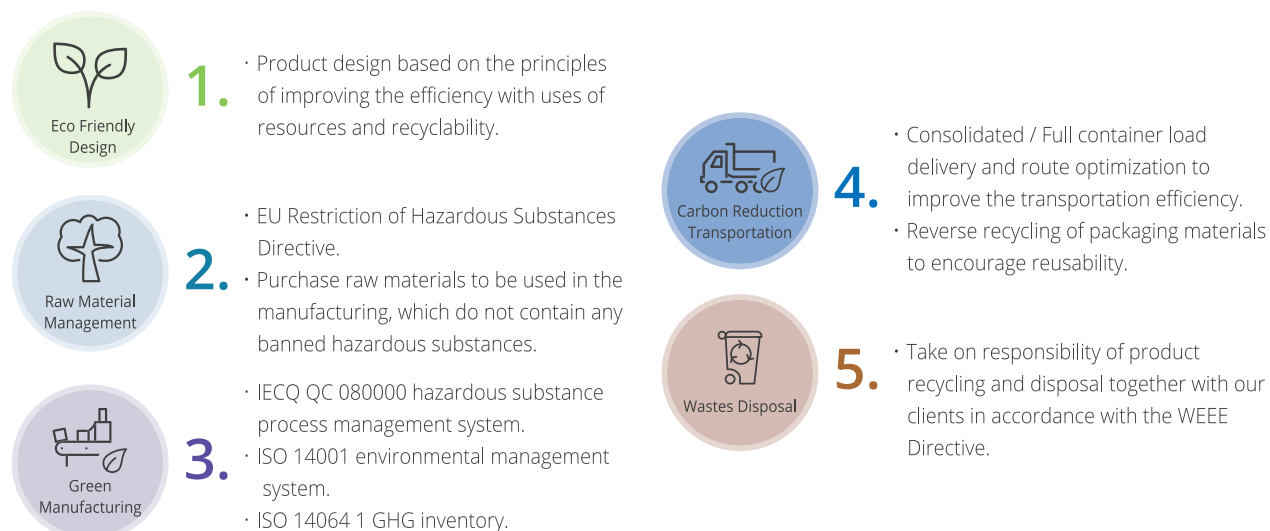
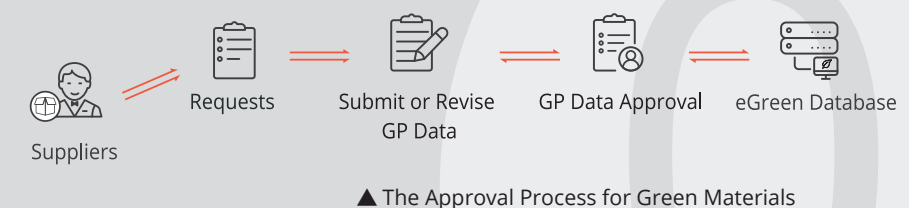
### • Green Design

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 clients' needs, plans are also considered from the "how to reduce environmental impact" perspective. Adopt low-energy consumption, high-efficiency, easy-to-disassemble, and recyclable / reusable resources. Meanwhile, ensure that the parts and packaging materials used by the various products conform to the clients' hazardous material and the international environmental protection laws and regulations to provide the best protection to our environment.



### • Green Procurement and Production

Pursue environmental sustainability and reduce the impact of products on the environment throughout their life cycles during our raw material procurement and production. We use the eGreen Management System to control hazardous substances, including to inspect the ingredient lists, third-party test reports, guarantee statements, and safety data sheets provided by the suppliers in order to manage the current status for the procured materials and parts in real-time, reduce human control negligence and work hours, use the system card to ensure the RoHS and REACH regulations have been met, and timely update the hazardous substance information. Our R&D, quality assurance and other relevant departments can also use the eGreen system to understand the composition and content of green products and take control measures as needed to ensure environmental compliance as well as product material safety.

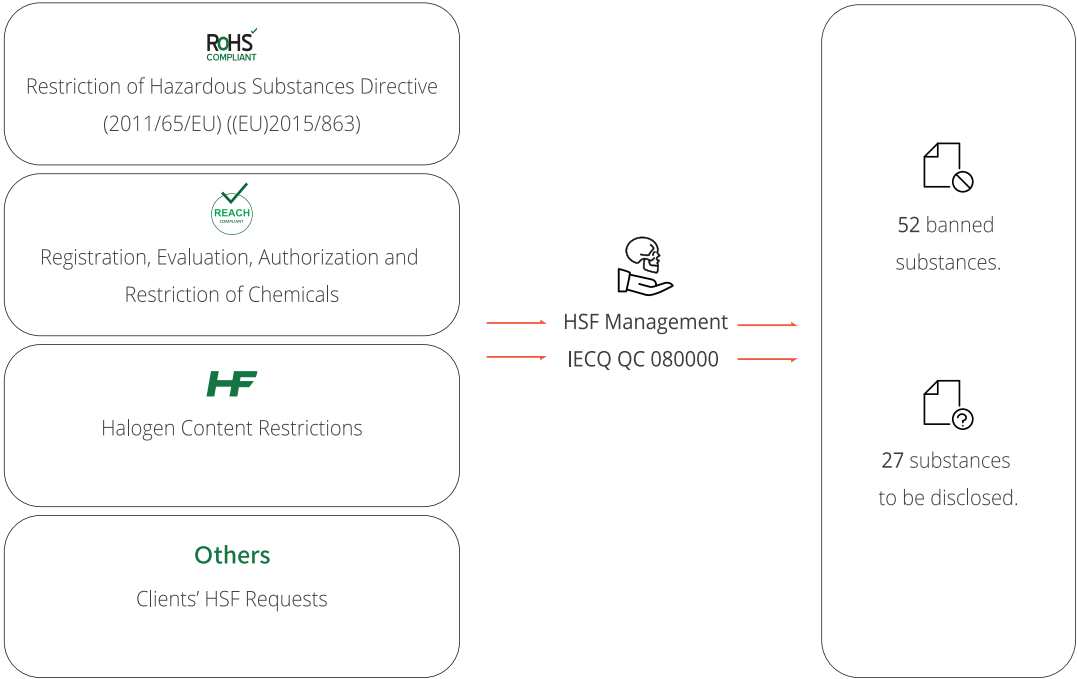


Hazardous Substance Management

Governments around the world are now adopting increasingly stringent requirements for Hazardous Substance Free (HSF). ASKEY recognizes the impact of hazardous substances (HS) on the environment as well as the importance of their management; hence, we introduced in 2007 the “IECQ QC 080000 Hazardous Substance Process Management System for Electronic Components and Products” based around the existing quality management system. Hazardous substances are now managed in a procedural and systematic manner to ensure that all materials, parts, indirect materials and packaging materials used during production conform with international environmental regulations and customer requirements. Every effort is made to minimize the impact 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 ASKEY's commitment to coexistence and systematic management of hazardous substances. All of ASKEY's current products are RoHS-compliant.

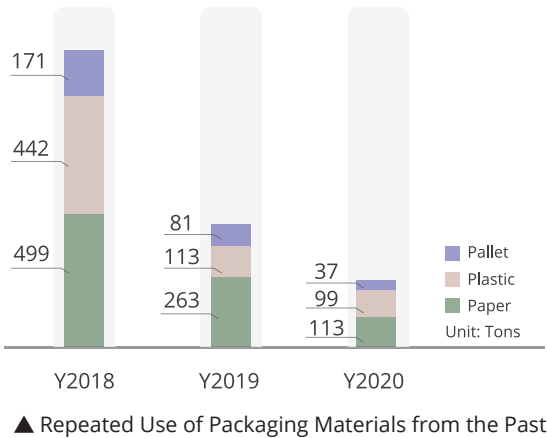
In order to reduce products' harmfulness on the environmental impact and protect human health and safety, we have developed the "Management Standards of Controlled Substances for ASKEY Green Products" to regularly review, compare, and update with accordance to the international laws and regulations on banned substances and clients' requirements on controlled substances. Also, we require suppliers to jointly ensure no environmentally hazardous substances used, and timely investigate the content of various hazardous substances in products. Currently, there are 79 controlled substances. We expect to provide environmentally friendly products and services through our green management, and fulfill the social responsibilities of ecology protection and care for the planet.



Green Logistics

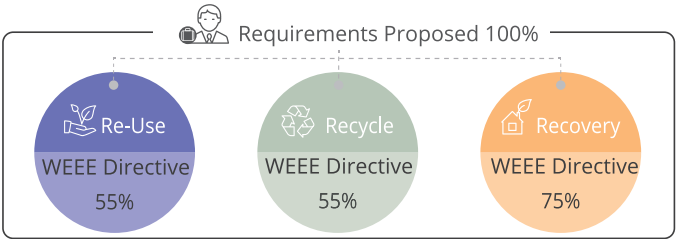
We adhere to the waste management principle of "waste reduction and resource recycling." On top of that, we try to minimize the waste output at manufacturing. In Suzhou, China, we also adopted reverse recycling of packaging for raw materials from the upstream suppliers to help them improve the repeated use of packaging materials and reduce the amount of one-time use. These measures achieved the goals of energy conservation, carbon reduction and protection of the Earth.

In order to reduce the energy consumption and carbon emissions during the transportation of products, ASKEY and our logistics partners work together to conduct consolidated / full container load and optimal route planning, while not affecting the delivery to clients. The practices improve transportation efficiency and service quality to achieve operating cost reduction to meet the real economic benefits of green operations in addition to reducing greenhouse gas emissions and save transportation time.



Waste Disposal

In order to prevent when the products reached the end of their service life or replacement, they become a massive liability on the environment. We assess our products based on the principle of “reuse, recycled and recovery” from the product design phase. In accordance with the EU Waste Electrical and Electronic Equipment (WEEE) directive and recycling registration requirements, ASKEY cooperates with clients' recycling programs by joining the recycling systems in Italy, Germany, Switzerland, Denmark and other regions. Products are also marked with the WEEE recycling bin logo to ensure they comply with the EU regulations relating to the WEEE directive. Technical documents such as product disassembly manuals and assessment reports (3R report) are generated and used as guidelines to attain the goal of high product recovery rate. Through self-assessment in 2020, 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



**0 case**  
for employer-employee disputes.



**0 case**  
for fatal accidents caused by work.



**0 case**  
for high-consequence work-related injuries.



**0 case**  
for illegal child labor employment.



**58,232 hours**  
of total training hours for our staff.



**9.4 hours**  
of average training hours for each staff.

# CHAPTER 4.



Social  
Sustainability



社會共好

04



# 4.1 Recruitment and Training

## Management Approaches of Major Issues: Compliance



 <b>Policy</b>	Labor and Ethics Policy.
 <b>Commitment</b>	Comply with relevant laws and regulations. Protect labor rights. Maintain friendly employer-employee relationships.
 <b>Action</b>	Hold regular labor-management meetings and provide multiple communication channels for employees to exchange opinions in order to promote labor-management coordination and harmonious relations.
 <b>Evaluation</b>	Employee complaints.
 <b>2020 Target</b>	0 cases of employer-employee disputes.
 <b>2020 Performance</b>	Achieved.

Manpower is the cornerstone of business operations and the key to sustaining growth and improvement momentum. ASKEY values staff's talents, respects their diversity, and is committed to providing a friendly working environment that encourages participation and offers individuals opportunities to fully unlock their talents. The goal is to enable employees to work, learn, and grow by providing comprehensive salary incentives as well as a diverse education and training system, instill a sense of cohesion and identity, and create a high-quality working environment. With contented employees, it'll help create long-term growth and competitiveness for the Company. We think this dynamic will create and share sustainable and prosperous values for the Company, employee and society.

### Workforce Analysis



As of December 31, 2020, ASKEY has retained 2,705 formal employees in Taiwan (accounting for 44% of the overall manpower) and 3,480 formal employees in Suzhou (accounting for 56% of the overall manpower). Among them, male employees accounted for 58% and female employees accounted for 42%. Due to the expansion of the Taoyuan plant in Taiwan and the demand for production capacity, the overall manpower increased by 5% in 2020 compared to that of 2019. The actual number of recruits in 2020 reached 7,010.

#### Official Employees



Gender	Type	Contract	Taiwan	Suzhou, China	Total
 Male	Full Time	Temporary	1,408	182	1,590
		Permanent			
		Part-Time Worker / Intern	8	1,036	1,044
		Contract	3	883	886
		Foreigners	8	0	8
		Migrant Worker	17	-	17
	Part Time	Permanent	12	0	12
Total			1,456	2,101	3,557
 Female	Full Time	Temporary	655	155	810
		Permanent			
		Part-Time Worker / Intern	0	560	560
		Contract	2	664	666
		Foreigners	1	0	1
		Migrant Worker	571	-	571
	Part Time	Permanent	20	0	20
Total			1,249	1,379	2,628

- Formal employees in Suzhou of China: Due to factors such as recruitment, work order arrangements, and school / enterprise cooperation, short-term interns accounted for over 40%. The general internship period is 3 to 6 months, and the cumulative internship period does not exceed 1 year.
- 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	Total
 Male	Full Time	Fixed-Term Dispatch	71	107	178
 Female			60	54	114

#### Workforce Structure per Gender and Age Group of Official Employee

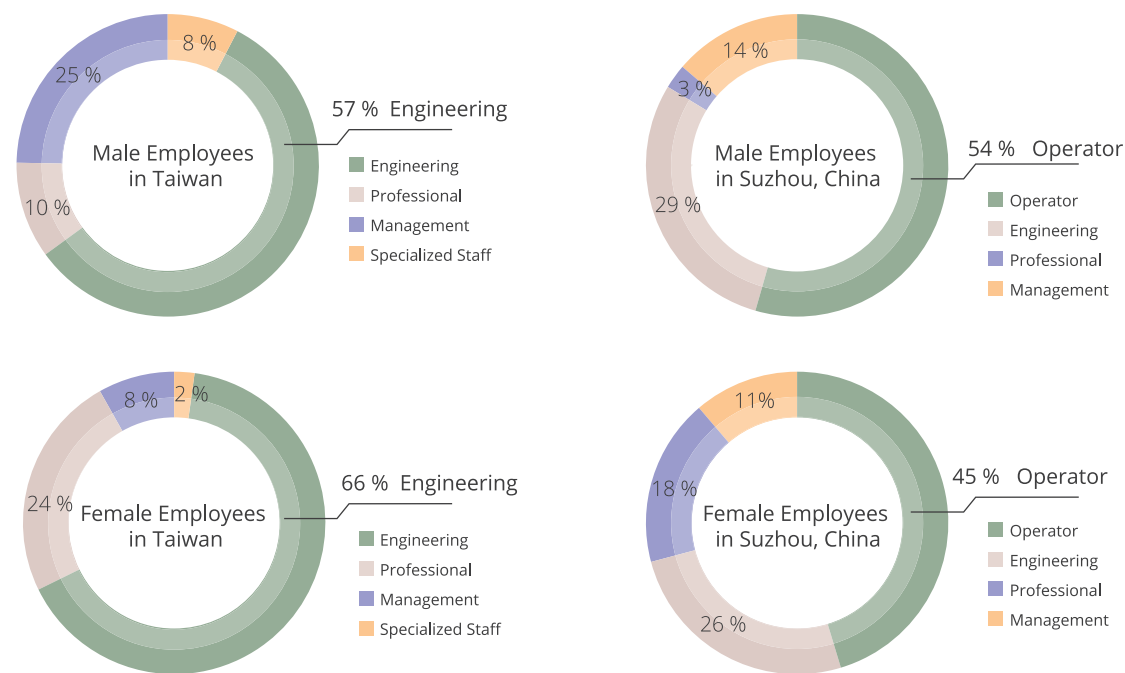
Gender	Age	Taiwan	Suzhou, China	Total
 Male	<30	168	1,459	1,627
	30-50	1,126	623	1,749
	>50	162	19	181
 Female	<30	360	802	1,162
	30-50	834	576	1,410
	>50	55	1	56
Total		2,705	3,480	6,185

▼ Work Diversity of Official Employee

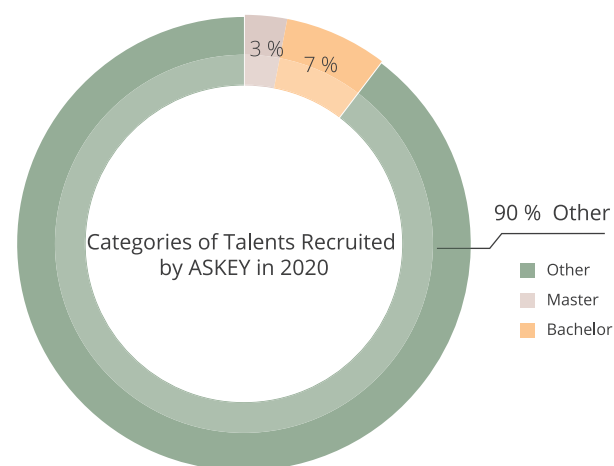
Gender	Type	Management Positions	Non- Management Positions
Male	Local	633	2,777
	Foreigners	2	28
	Minority	9	94
	Disability	4	10
Female	Local	245	1,724
	Foreigners	12	567
	Minority	0	75
	Disability	0	5
Total		905	5,280

\*Foreigners: Full-time workers who were hired locally but do not have local citizenship.

\*Minority: Non-Han ethnic groups in the People's Republic of China.



▲ Position Analysis of Formal Employees (by Region, Gender)



• Compensation and Benefits

Employees are our most valuable asset, the driving force for growth and success and the cornerstone of sustainable operations for the Company. ASKEY strengthens the organization to attract talents. We are 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. We provide equal pay for equal work in terms of the overall salary for men and women; and assess the salary based on personal education, experience, company position, job title, and job function. And 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 or forced labor in the Company.

We conduct performance reviews with our employees once every 6 months. The goal is to fully understand each staff's work performance by regular assessments and interviews so both parties can grasp the direction of performance improvement. Criteria of evaluation include core capabilities and professional skills as the basis for promotions, salary adjustments and year-end bonuses. In addition, supervisors will assist and counsel the staff to jointly work out an improvement plan, and provide work guidance to improve their capabilities and performances. 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 will be executed according to the Company regulations.

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

Gender	Type	Taiwan	Suzhou, China
Male	Direct Labor	1.04	1.07
	Indirect Labor	1.04	1.07
Female	Direct Labor	1.04	1.07
	Indirect Labor	1.04	1.07

\* Entry level employee: Grade one worker such as operator, clerks...etc.

\* Scope of salary statistics: Starting salary + fixed allowance.

▼ Ratios of New Hired / Turnover Official Employees

Male					Male			
Age	Taiwan				Suzhou, China			
	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate
<30	112	4 %	37	1 %	3,888	112 %	3,921	113 %
30-50	331	12 %	192	7 %	362	10 %	443	13 %
>50	21	1 %	14	1 %	0	0 %	4	0 %
Total	464	17 %	243	9 %	4,250	122 %	4,368	126 %

Female					Female			
Age	Taiwan				Suzhou, China			
	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate
<30	119	4 %	30	1 %	1,693	49 %	1,571	45 %
30-50	218	8 %	98	4 %	261	8 %	296	9 %
>50	4	0 %	3	0 %	1	0 %	5	0 %
Total	341	13 %	131	5 %	1,955	56 %	1,872	54 %

· New hire rate: Number of new hires for the specific age and gender in the area / Total number of employees of the year in that area.  
· Turnover rate: Number of employees who leave for the specific age and gender in the area / Total number of employees of the year in that area.

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.

Each official staff not only can enjoy benefits according to basic regulations such as labor insurance and pension, ASKEY also provides group insurance, health checks, travel allowances and other diverse benefits. By ensuring employees have proper access to food, clothing, housing, transportation, education, entertainment, etc., they can be fully dedicated to work with peace of mind. We also offer preferential medical checkups for the employees’ families. To take care of the employees’ family members to create a sense of belonging and cohesiveness, the Company and staff will attain sustainable growth and result in a win-win.

Basic Benefits

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

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

▲ Employee Majior Welfare Measures

Legal Protection and Benefits for Employees in 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.

Legal Protection and Benefits for Employees in Suzhou of China

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

▲ Employee Majior Welfare Measures

Retirement Insurance

ASKEY's retirement system is based on related laws and regulations stipulated by the government. Every official employee participates in the retirement plan. The employee participation rate for the retirement plan is 100%. 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 stipulated in the "Labor Standards Act" and "Labor Pension Statutes". For employees where the "Labor Standards Act" applies, ASKEY verifies regularly whether the retirement reserve is sufficient. According to actual results of 2020, the retirement reserve account balance of Bank of Taiwan is enough to pay employees whom reached retirement conditions within a year. For those eligible for the new pension system, the Company will allocate 6% of the monthly salary for labor insurance into the individual employee account established by the Labor Insurance Bureau. In addition, employees may also allocate 0% ~ 6% to their special retirement fund accounts of their own volition. 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.

Except from 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. Staff can also add their spouses and dependents into their insurance at their own expenses for 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 New Pension System: Individual Retirement Accounts	Pension
Applicable Employees		Old Pension System: 624 employees New Pension System: 1,875 employees Old and New Pension System: 206 employees	6
Number of Employees Applied for Retirement in 2020		1	6

· Applicable employees in Suzhou of China: Expected to retire and eligible number for pension insurance.

Parental Leave

ASKEY 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.

Upon the deadline of the period, the employees can apply for reinstatement and may be arranged to the original position or new positions, which takes into account both the personal and family needs. In 2020, 6 female employees applied for maternity leave without pay. The overall return to work rate was 80% and the retention rate was 89%.

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 Y2020.	No. of Employees Applied for Parental Leave without Pay in Y2020.	No. of Employees Expected to Return to Work after Parental Leave without Pay in Y2020 (A)	No. of Employees Actually Returned to Work after Parental Leave without Pay in Y2020 (B)		No. of Employees Returned to Work after Parental Leave without Pay in Y2019 (C)	No. of Employees Reinstated after Parental Leave in Y2019 and is still with the Company after 1 Year in Y2020 (D)	
Male	99	3	0	0	-	0	0	-
Female	50	6	5	4	80 %	9	8	89%

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

Smooth Communication Channels

In the efforts to create mutual trust and commitments within our colleagues, to gather their opinions and voices, regular labor conferences are held to provide direct communication platforms, suggestion boxes, complaint hotlines and other channels are also available to allow employees to express their thoughts. Response and treatment are performed immediately so that there is no delay in the interactions.

Diverse Communication Channels

- Labor-management meetings.
- Suggestions box.
- E-mail.
- Employee hotline.



• Talent Development

Outstanding talents are the cornerstone of organizational success and the key to enterprises' competitive advantages. Aside from pursuing business growth and profitability, we also attach great importance to the development and cultivation of talents, such as actively planning and promoting diversified training courses and providing the E-learning platform for internal training courses. Employees can freely arrange to log-in and study during their working hours and are encouraged to improve their professional knowledge by self-study, external training, etc. Through this way, employees' potential could be stimulated, human capital could be inspired and team performance and operations could be improved, further fulfilling the vision of sustainable operations and development.

ASKEY has planned learning maps for each job class based on core, professional, management functions and organizational development needs. These enable employees to receive appropriate training at all learning stages, from training for newcomers, continual education, to management work training. ASKEY uses systematic training, cultivation and guidance to gradually strengthen employees' professional knowledge and skills. We expect our employees receive complete and solid trainings from their first day to work to their resignation, so they can further unleash their potentials on their job and effectively increase their work quality and efficiency.

In terms of training effectiveness, in 2020 the average training hours received by each employee was 9.4 hours, and the cumulative training hours for the year reached as high as 58,232 hours. When analyzing according to gender, the average training hours of male and female employees were 9.5 hours and 9.3 hours, respectively. While the statistics according to employee job categories, the average training hours of management jobs and nonmanagement jobs were 12 hours and 9 hours, respectively.

Category	Taiwan		Suzhou, China	
	Male	Female	Male	Female
No. of Trainees	1,456	1,249	2,101	1,379
Total Training Hours	7,896	5,207	26,011	19,118
Average Training Hours	5.4	4.2	12.4	13.9

▲ Average Training Hours Received per Employee

Taiwan		Suzhou, China		According to Job Category
Management Position	Non-Management Position	Management Position	Non-Management Position	
462	2,243	443	3,037	No. of Trainees
3,330	9,773	7,491	37,638	Total Training Hours
7.2	4.4	16.9	12.4	Average Training Hours

▲ Average Training Hours Received per Employee

Course Type	No. of Courses	No. of Trainees
Newcomer Training	1,210	16,764
Promotion Training	3	66
Quality Training	18	251
Professional Training	223	3,336
Management Training	11	143
Self-Improvement Training	9	82
System Training	3,687	29,090

▲ 2020 Training Courses and Number of Trainees

# 4.2 Safe and Healthy Workplace

Management Approaches of Major Issues: **Occupational Health and Safety**  
**Labor Rights**

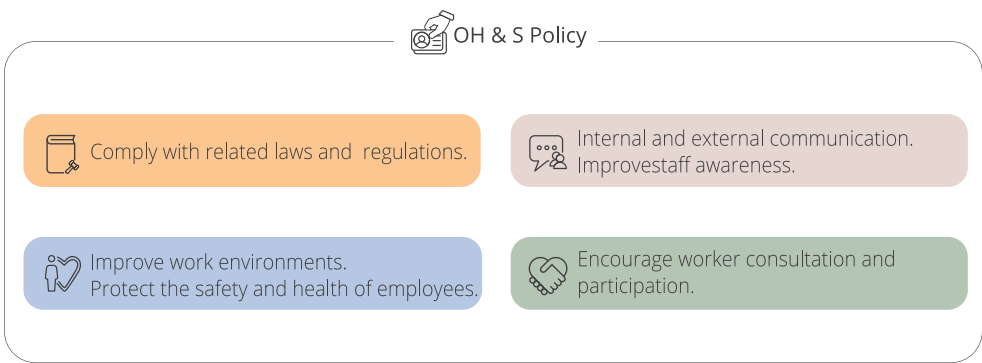
 <b>Policy</b>	<ul style="list-style-type: none"><li>· Occupational Health and Safety Policy.</li><li>· Labor and Ethics Policy.</li></ul>
 <b>Commitment</b>	<ul style="list-style-type: none"><li>· Comply with relevant laws and regulations and implement occupational safety and health management.</li><li>· Avoid any form of discrimination and prevent human rights violations.</li></ul>
 <b>Action</b>	<ul style="list-style-type: none"><li>· Effectively introduce and maintain the occupational safety and health management system.</li><li>· Develop social responsibility management manuals and other rule documents for compliance.</li></ul>
 <b>Evaluation</b>	<ul style="list-style-type: none"><li>· Government check.</li><li>· Customer audit.</li><li>· Third party audit.</li></ul>
 <b>2020 Target</b>	<ul style="list-style-type: none"><li>· 0 major occupational accident.</li><li>· 0 human rights violation case reported.</li></ul>
 <b>2020 Performance</b>	Achieved.

ASKEY hopes that all colleagues work in a safe and secure environment and regard its employees' physical and mental health as a crucial asset. Therefore, we offer occupational safety and health education and training to enhance their safety awareness and reduce the chances of work-related injuries or traffic accidents. The Company strives on providing safe and healthy work environments as well as equal and friendly atmosphere so that everyone enjoys working here.

• **Occupational Health and Safety Management (OH&S Management)**

ASKEY strictly follows the local safety and health related laws and specification requirements. We have introduced the ISO 45001 Occupational Health and Safety Management System for its bases in Zhonghe of Taiwan and Suzhou of China, the scope which is applicable to all staff for all operations at the bases.

We adopt institutional and systematic management modes as well as annual reviews to implement safety and health management at the plants, continually improving safety and health performances. The Taiwan Taoyuan factory has not yet introduced the Occupational Safety and Health System because its organization and manpower are not yet fully configured. The system will be introduced in the future accordingly when the manpower is in place.



We attach great importance to the health and safety of the workplace environment and regularly perform occupational hazard identification and operational risk assessment. In addition to all anticipated security and health hazards, the scope of identification and assessment also includes all routine and non-routine activities as well as entry access into the workplace by contractors and visitors. All personnel engaged in hazard identification and risk assessment operations have been trained and certified. When there are significant health and safety or other potential risks due to changes in manufacturing processes or equipment, the hazard identification and risk assessment will be performed again in accordance with the procedures and regulations. If the risk assessment result is unacceptable, the Company will seek the best improvement plan to reduce the risks. Since the enhanced safety and health risk control has effectively prevented the occurrence of any occupational disasters and protect the lives, safety and health of employees, contract workers and other related workers.

According to the 2020 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.

Participation, Consultation, and Communication

An Labor Safety Service Center is established in Taiwan, which is responsible for the Company's occupational safety and health management. An "Occupational Safety and Health Committee" is established in accordance with the Occupational Safety and Health Act to facilitate discussion, coordination, planning and supervision of issues related to safety and health.

	Taiwan - Safety Committee	Suzhou, China - Environmental Safety Committee
Labor Representatives Account of all Committee Members	56%	31%
Main Issue	<div><div>• Health promotion matters.</div><div>• Occupational safety and health management plan.</div><div>• Work environment monitoring plan and results.</div></div>	<div><div>• Notification of major internal and external events.</div><div>• Notification of the number of employees undergoing occupational health checkup.</div><div>• Notification of deficiencies discovered during an audit.</div></div>

Safety and Health Education and Training

To enhance colleagues' safety and health awareness and strengthen their fire prevention concept, 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. 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 Suzhou of China base, an “Environmental Safety Committee” has been established even though local laws and regulations do not expressly require one. The goal is to expand the employees' participation in occupational safety and health-related affairs. 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.



▲ Incident Investigation Process

Occupational Injuries

In 2020, 1 occupational injury incident was recorded in Taiwan. The case had multiple abrasions on the lower limbs caused by a fall during work. We have investigated the case and investigate the cause, and the relevant unit has been instructed to reduce the risk of injuries for employees at work. Moreover, there is no case record of death, serious injury, or occupational injury among the dispatched personnel, contractors, and other workers.

Items	Taiwan		Suzhou, China	
	Male	Female	Male	Female
Death Toll	0	0	0	0
Death Ratio	0	0	0	0
Number of Serious Injuries	0	0	0	0
Ratio of Serious Injuries	0	0	0	0
Number of People in Recordable Occupational Injuries	1	0	0	0
Ratio of Recordable Occupational Injuries	0.072	0	0	0
Work Hours	2,780,992	2,365,344	4,871,808	3,173,992

· Serious injury: Unable to recover to the state of prior to the injury within 6 months.  
· Ratio of recordable occupational injuries: Number of people in recordable occupational 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. ASKEY 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

Human rights are inherent for all human beings, regardless of their race, ethnic origin, gender or social status, and no one shall be deprived or violated of such rights. ASKEY recognizes and supports international human rights conventions, complies with the local laws and regulations and respect and maintain freedom of association, diversity, equality, collective bargaining and others. We also prohibit the employment of child labor under the legal minimum employment age and equally treats and respects every employee. Strive to achieve fairness and justice throughout the organization, establish a comprehensive human rights policy and smooth communication channels, and prevent any discrimination or sexual harassment throughout the employment relationship, so that employees may enjoy the right to fair and excellent working conditions.

The plant in Suzhou, China is one of ASKEY group major manufacturing sites. There is a huge proportion of direct labor. Due to the recruitment, work order arrangements, and school / enterprise cooperation factors, short-term interns accounted for over 40% of the total number of employees and nearly 50% of them are underage interns. During the hiring process, we will conduct an actual age review, strictly prohibit child labor, and establish personnel files in accordance with the national laws and regulations, compulsory requirements, and relevant applicable international conventions. The Company will provide regular health exams to protect the employees' physical and mental health and safety instead of arranging any work that may endanger health and safety, night shifts or overtime work. It.

In order to increase employees' awareness on human rights, ASKEY holds regular internal educational programs every year. 10,198 participants attended the programs in 2020, accumulating 5,099 hours in program time. In addition, human rights related trainings are performed for security personnel and are listed as promotional item every year. The total number of security personnel in the Taiwan and China site was 86 in 2020, with 100% training rate.

Employee Assistance Program (EAP)

Starting from November 2020, our Taiwan base has initiated the Employee Assistance Program, EPA. Applicable subjects include all formal employees. The goal is to provide professional and confidential one-on-one consultations in psychology, law, finance, health, management, and other aspects to colleagues to resolve problems they have encountered while working. Colleagues may also dial the 24-hour toll-free hotline for a consultation to receive physical, mental health assistance and companionship anytime and anywhere.



Diverse Clubs

ASKEY respects the freedom of association for our employees and encourages all colleagues to actively participate in club activities. We also hope the employees can develop their personal interests and expertise from such club activities and improve physical and mental health, enhance work morale, eliminate life stress and fatigue, and foster a good sports atmosphere in the Company. At present, our Taiwan base has 10 clubs and Suzhou of China base has 3 clubs, all of which offer regular meetings or exercises. Appropriate subsidies are provided to help the operation of these clubs to make employees interact and exchange experiences with others to balance between work and life. The planning and implementation of various health promotion activities help improve the physical and mental health of employees. Meanwhile, the committee organizes irregular dinner parties from time to time to enhance the relationship and cohesion between colleagues.

Diverse Clubs

· Taiwan

Jogging club, basketball club, baseball and softball club, cycling club, volleyball club, badminton club, fitness club, physical fitness club, badminton club.

· Suzhou, China

Cycling club, yoga club, and basketball club.



• **Health Service and Promotion**

We care about the occupational health of employees and has organized labor health protection plans pursuant to the laws and regulations based on 4 major themes: abnormal workload-induced disease prevention, maternal labor health protection, human hazard prevention, and workplace illegal infringement prevention plans. All plans have been implemented each year, and their procedures were gradually improved. Appropriate written risk notices, health guidance, job adjustment or replacement, and other health protection measure assessments or suggestions are provided based on the risk assessment results.

The Company holds physical examinations for our staff regularly every year regardless of their age. Health check programs are planned comprehensively based on employees' health issues, age and gender. Very often, the programs outperform the examination items required by law. Other physical checkups for the prevention of occupational hazards are arranged separately for employees with higher risk operations. Tracking management is performed by the medical team and individual health advisory care and guidance are also provided for employees who have abnormal test results. We hope employees can understand to their health conditions at all times, based on the data collected from the physical examinations over time.

We offer temporary / permanent professional medical consultation services for the colleagues in Taiwan and Suzhou of China. At the same time, ASKEY holds several seminars on health and medical topics every year, so our staff can learn more about the correct health management measures. By planning and arranging different health seminars and promoting physical fitness activities every year, we hope to incorporate health activities into normal work so employees can balance their physical and mental. The planning and implementation of various health promotion activities help improve the physical and mental health of employees, further achieving the purposes of boosting morale and improving work quality.

**Health Promotion Activities**

- 4 times for blood donations.
- Fitness test.
- The 9th health passport jijiile lucky draw.
- Annual employee medical checkup.
- Stair climbing exercise.
- Health exam series event — medical consultation for health exam report & medical exam for family members.
- 2020 employee re-checkup (major abnormality & ECG) — tracking part.
- Free bone density testing for all.
- Influenza vaccine administration.



**Medical Seminars**

- Prevention measures for pneumonia during the flu seasons.
- Middle age is sneaking up, please don't forget about arthritis health care.
- Healthy stretching exercises for office workers.
- Healthy heart and cardiovascular care.
- Care of your body starts from the "eyes".
- How do you boost immunity?



## 4.3 Social Participation

As a major manufacturer of the Internet and telecommunication products, ASKEY believes in the concept of feedback to the society since we use the resources in the society, and has actively fulfilled our social responsibilities as a corporate citizen. We encourage our employees to actively participate in a variety of public welfare and volunteer activities and pay back to the society and contribute with actual efforts. Leverage the corporate power to promote a happy society and advocate “Communicate Love & Love Communication” spirit to create win-win values.



### Care for the Elderly



For 6 consecutive years, our staff in Suzhou, China represented the Company and visited homes for the elderly in Songling Town, Wujiang District of Suzhou City to care for the elderly and donate necessary supplies. We hope that care and efforts can make the elderly feel beloved, cared and warmth.



### Engage in Social Welfare



Each year, the Company has bought autumn gifts made by the charity groups. So the blessings are expressed through each gift that enable our clients and community neighbors to share the joy of help charity and disadvantaged groups.

- Y2017 Syin-Lu Social Welfare Foundation.
- Y2018 ABRAZO Sheltered Workshop.
- Y2019 Syin-Lu Social Welfare Foundation / Chensenmei Social Welfare Foundation.
- Y2020 Children Are Us Foundation Bakery / Bear House.



### Care for the Disadvantaged Groups



ASKEY cares and hopes to assist disadvantaged students by donating funds on a regular basis. By supporting social welfare groups, we sown the seeds of hope by helping children receive equal resources and have a positive attitude.



### Blood Donation to Share Love



To respond to the call for “donating a bag of blood to save lives”, ASKEY holds regular blood donation activities in the Taiwan Zhonghe Operation Headquarters with the Taipei Blood Center. Every three months, employees and neighboring entities are called upon to donate blood and share this spirit. Since the start of holding this activity in 2013, ASKEY employees have donated approximately 4,000 bags of blood. We will continue to respond and hold this activity into the future.

- Y2017 463 bags of blood.
- Y2018 580 bags of blood.
- Y2019 520 bags of blood.
- Y2020 550 bags of blood.



### Engage in Social Welfare



ASKEY's smart bus stop kiosks are installed at multiple bus stops in various counties of Taiwan, urban districts, and crowded areas. They are in road sections with high flows of traffic and commuters. We also assist disadvantaged groups or public welfare organizations in broadcasting public welfare information to share our care to all corners of Taiwan.



### Job Offer



Due to the impact from the US-China trade conflicts, ASKEY has moved part of Suzhou, China production to Taiwan's Taoyuan Free Trade Zone and build newly constructed A10 factory. This helps to offer employment opportunities and drives value-added investment and development to the Taoyuan aerropolis.

- Organization Chart
- Independent Assurance Opinion  
Statement
- GRI Standards Index Table

# APPENDICES

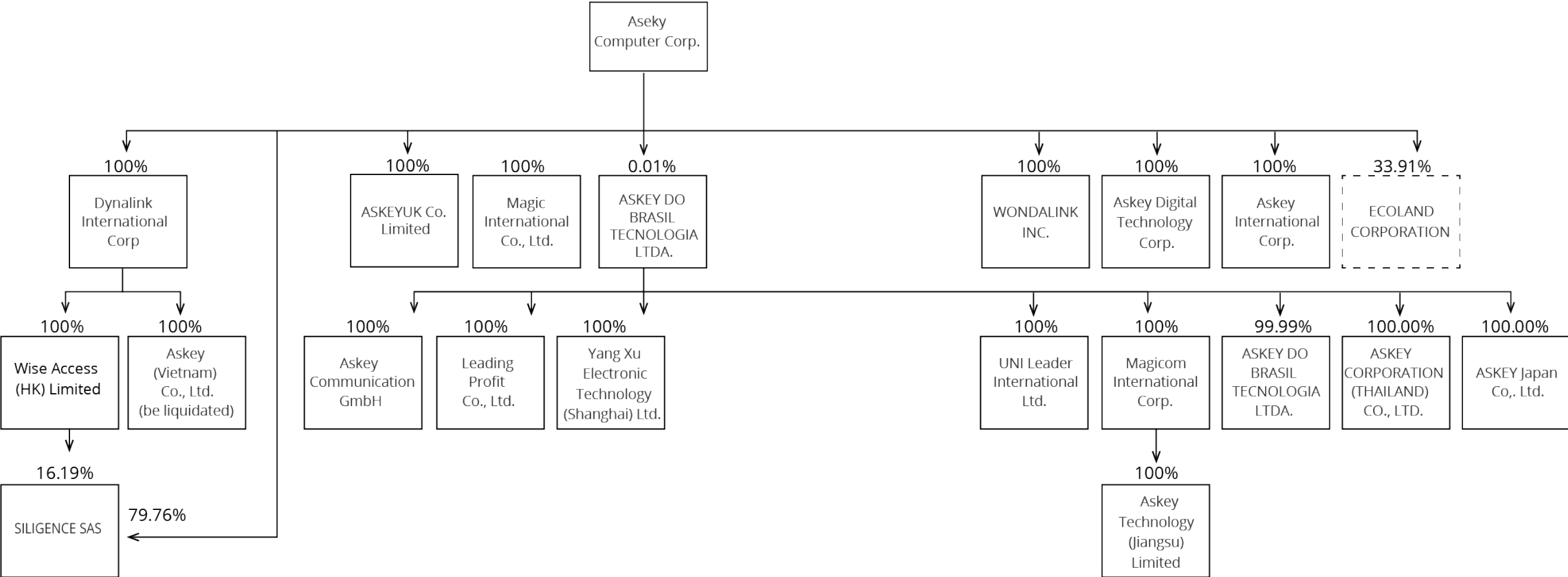


Appendices

附錄

附錄

• Organization Chart







ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ASKEY COMPUTER CORPORATION's CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2020

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by ASKEY COMPUTER CORPORATION (hereinafter referred to as ASKEY) to conduct an independent assurance of the Corporate Social Responsibility Report for 2020 (hereinafter referred to as the Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during on-site verification. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all ASKEY's Stakeholders.

RESPONSIBILITIES

The information in the ASKEY's CSR Report of 2020 and its presentation are the responsibility of the directors or governing body (as applicable) and management of ASKEY. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all ASKEY's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for report quality, and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options		Level of Assurance
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)	n/a
B	AA1000ASv3 Type 1 (AA1000APS Evaluation only)	Moderate

Assurance has been conducted at a moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Select specific reporting criteria included in the contract

Reporting Criteria Options	
1	GRI (Core)
2	AA1000 Accountability Principles (2018)

- ☒ AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles Standard (2018) at a moderate level of scrutiny; and
- ☒ evaluation of the report against the requirements of Global Reporting Initiative Sustainability Reporting Standards (100, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, CSR committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

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

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

FINDINGS AND CONCLUSIONS

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

# AA1000 ACCOUNTABILITY PRINCIPLES STANDARD (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

## Inclusivity

ASKEY has demonstrated its commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. Metrics to measure stakeholder engagement effectiveness, outcomes and impact are recommended for future reports.

## Materiality

ASKEY has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. Future impacts of the identified material topics may also be taken into account when evaluating materiality.

## Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

## Impact

ASKEY has included in this report the disclosures of the organisation's impacts on stakeholders and on the organization itself. Measurements and evaluations on potential impacts, such as direct and indirect, intended and unintended, and positive and negative impacts and the relevant management process to address these impacts are to be further described in future report.

# GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, ASKEY's CSR Report of 201Y, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. For future reporting, it is recommended to have more descriptions of ASKEY's involvement with the impacts for each material topic (103-1), and how efforts were given to mitigate the impacts. When reporting on goals and targets for each material topic, the expected results are suggested to be set, if applicable, with quantitative objectives.

Signed:

For and on behalf of SGS Taiwan Ltd.



David Huang  
Senior Director  
Taipei, Taiwan  
10 May, 2021  
[WWW.SGS.COM](http://WWW.SGS.COM)



AA1000  
Licensed Report  
000-8/V3-J3ZMX

• GRI Standards Index Table

GRI 102: General Disclosures 2016

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
Organizational Profile				
102-1	Name of the organization	1.1 About ASKEY	10	
102-2	Activities, brands, products, and services	1.1 About ASKEY	10	
102-3	Location of headquarters	1.1 About ASKEY	10	
102-4	Location of operations	1.1 About ASKEY	10	
102-5	Ownership and legal form	1.1 About ASKEY	10	
102-6	Markets served	2.1 Business Overview	36	
102-7	Scale of the organization	1.1 About ASKEY	10	
		2.1 Business Overview	36	
102-8	Information on employees and other workers	4.1 Recruitment and Training	66	
102-9	Supply chain	2.3 Supplier Management	46	
102-10	Significant changes to the organization and its supply chain	No significant changes.	-	
102-11	Precautionary principle or approach	From the CEO	06	
		1.5 Risk Management	30	
102-12	External initiatives	1.1 About ASKEY	10	
102-13	Membership of associations	1.1 About ASKEY	10	
Strategy				
102-14	Statement from senior decision-maker	From the CEO	06	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	1.3 Governance Structure	17	
Governance				
102-18	Governance structure	1.3 Governance Structure	17	
102-23	Chair of the highest governance body	1.3 Governance Structure	17	
Stakeholder Engagement				
102-40	List of stakeholder groups	1.4 Stakeholder Engagement	23	
102-41	Collective bargaining agreements	Not to sign collective agreement yet.	-	
102-42	Identifying and selecting stakeholders	1.4 Stakeholder Engagement	23	
102-43	Approach to stakeholder engagement	1.4 Stakeholder Engagement	23	
102-44	Key topics and concerns raised	1.4 Stakeholder Engagement	23	
Reporting Practice				
102-45	Entities included in the consolidated financial statements	About this Report	04	
		Organization Chart	88	
102-46	Defining report content and topic boundaries	1.4 Stakeholder Engagement	23	
102-47	List of material topics	1.4 Stakeholder Engagement	23	
102-48	Restatements of information	No restatements of information	-	
102-49	Changes in reporting	No significant changes.	-	
102-50	Reporting period	About this Report	04	
102-51	Date of most recent report	About this Report	04	
102-52	Reporting cycle	About this Report	04	
102-53	Contact point for questions regarding the report	About this Report	04	
102-54	Claims of reporting in accordance with the GRI Standards	About this Report	04	
102-55	GRI content index	GRI Standards Index Table	94	
102-56	External assurance	Independent Assurance Opinion Statement	90	

GRI 200: Economics Topics 2016

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
205: Anti-Corruption 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23
	103-2	The management approach and its components	1.3 Governance Structure	17
	103-3	Evaluation of the management approach	1.3 Governance Structure	17
205-3		Confirmed incidents of corruption and actions taken	No violations.	-

GRI 300: Environmental Topics

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
301: Materials 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23
	103-2	The management approach and its components	3.2 Green Service	60
	103-3	Evaluation of the management approach	3.2 Green Service	60
301-2		Recycled input materials used	-	The paper packaging procured by Askey contain over 80% recycled materials. However, the proportion of recycled materials is different for the various items purchased by the Company, so the accurate data cannot be calculated.
307: Environmental Compliance 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23
	103-2	The management approach and its components	3.1 Green Operation	54
	103-3	Evaluation of the management approach	3.1 Green Operation	54
307-1		Non-compliance with environmental laws and regulations	No violations.	-

GRI 400: Social Topics

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
403: Occupational Health and Safety 2018				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76
403-1		Occupational health and safety management system	4.2 Safe and Healthy Workplace	76
403-2		Hazard identification, risk assessment, and incident investigation	4.2 Safe and Healthy Workplace	76
403-3		Occupational health services	4.2 Safe and Healthy Workplace	76
403-4		Worker participation, consultation, and communication on occupational health and safety	4.2 Safe and Healthy Workplace	76
403-5		Worker training on occupational health and safety	4.2 Safe and Healthy Workplace	76
403-6		Promotion of worker health	4.2 Safe and Healthy Workplace	76
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	76
406: Non-Discrimination 2016				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76
406-1		Incidents of discrimination and corrective actions taken	No violations.	-



GRI 400: Social Topics

GRI Standard		Disclosure	Chapter	Page	Reason for Omissions
407: Freedom of Association and Collective Bargaining 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76	
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76	
407-1		Operations and suppliers in which the freedom of association and collective bargaining may be at risk	CSR internal audit, customer audit and supplier audit was conduct according to RBA requirement. No significant risks were found for the year 2020.	-	
408: Child Labor 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76	
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76	
408-1		Operations and suppliers at significant risk for incidents of child labor	CSR internal audit, customer audit and supplier audit was conduct according to RBA requirement. No significant risks were found for the year 2020.	-	
409: Forced or Compulsory Labor 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76	
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76	
409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor	CSR internal audit, customer audit and supplier audit was conduct according to RBA requirement. No significant risks were found for the year 2020.	-	
410: Security Practices 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76	
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76	
410-1		Security personnel trained in human rights policies or procedures	4.2 Safe and Healthy Workplace	76	
412: Human Rights Assessment 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	76	
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	76	
412-1		Operations that have been subject to human rights reviews or impact assessments	4.2 Safe and Healthy Workplace	76	

GRI Standard		Disclosure	Chapter	Page	Reason for Omissions
416: Customer Health and Safety 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	3.2 Green service	60	
	103-3	Evaluation of the management approach	3.2 Green service	60	
416-1		Assessment of the health and safety impacts of product and service categories	3.2 Green service	60	
416-2		Incidents of non-compliance concerning the health and safety impacts of products and services	No violations.	-	
417: Marketing and Labeling 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	3.2 Green service	60	
	103-3	Evaluation of the management approach	3.2 Green service	60	
417-2		Incidents of non-compliance concerning product and service information and labeling	No violations.	-	
418: Customer Privacy 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	2.2 Client Relations	38	
	103-3	Evaluation of the management approach	2.2 Client Relations	38	
418-1		Substantiated complaints concerning breaches of customer privacy and losses of customer data	No violations.	-	
419: Socioeconomic Compliance 2016					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.4 Stakeholder Engagement	23	
	103-2	The management approach and its components	4.1 Recruitment and Training	66	
	103-3	Evaluation of the management approach	4.1 Recruitment and Training	66	
419-1		Non-compliance with laws and regulations in the social and economic area	2 sanction cases (work hour extension without wage, a foreign employee failed to receive regular medical check), which Askey has implemented pursuant to laws and regulations.	-	





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