

# 2022 ESG

Environmental, Social, Governance Communicate with Love . Love to Communicate

NO. 10 / 2023.06



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### About this Report

2019 2018 2017  $\cdot 2013 \cdot 2015$ \_\_\_\_ 201. CSR Report · 2014 · 2016

This report is the 10th sustainability report issued by Askey. We adhere to the principle of integrity and objectivity, and through the annual sustainability performance review and public information response, the public and all stakeholders can clearly understand Askey's current actions and implementation performance of sustainability indicators in the aspects of economy, environment and society for 2022.

#### **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 2022. 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.

#### Period

Jan. 1 to Dec. 31 of 2022

#### Boundary

· Askey Computer Corp. · 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.



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#### **Editorial Principles**

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

#### **Report Assurance**

To provide readers with reliable public information, the report has passed the third-party verification by SGS Taiwan Ltd., per the AA1000AS (AA1000 Assurance Standard): 2018 Type I/Moderate Assurance Level. The verification statement is included in the appendix of the report.

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2022



#### 🛍 Suzhou Factory, China

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# EO



Robert Lin, CEO, Askey Computer Corp.

### Word from the President

In 2022, the world faced more daunting challenges, including the pandemic, war, political turmoil and extremely abnormal weather. As a result, enterprises are confronted with changes in supply, demand and consumer lifestyles. As a network communication developer, and the leading manufacturer and supplier of electronic products, instead of shying away from drastic transformations, Askey has vigorously accelerated the transformation process to embrace reform and challenges, thereby turning changes into opportunities and generating corporate competitiveness.

With over three decades of experience in network communication services, Askey has continued to bolster and enhance its networking capabilities by proposing versatile 5G solutions that are not only applied to smartphones but can also connect to all IoT devices via 5G technology, making it simple to create a fast and stable data network. As a result, corporate users can improve their efficiency and management performance, presenting a new alternative for telecom operators and SMEs to obtain more management advantages. In terms of practical experience, Askey has engaged in long-term collaboration with Taiwan's public and private sectors, successfully implementing numerous 5G technologies on a large scale and accumulating exceptional commercial achievements. These include responsive smart bus stops, water conservancy, disaster prevention, and smart agriculture in southern Taiwan, smart manufacturing for businesses and factories, private 5G network upgrade and underwater sensing application for the National Museum of Marine Science and Technology, as well as the introduction of AR and Wi-Fi 6 EAP technology to Shoushan Smart Zoo, etc. As far as the Vehicle-to-everything (V2X) is concerned, to embrace the era of intelligent driving, Askey has developed in-car devices (OBU) and roadside units (RSU) configurations complemented by state-of-the-art smart transportation technologies of the vehicle-side, roadside, and the cloud, allowing mobile technology to connect urban and rural areas. Askey has applied its forte in network communications to bring smart applications closer to human lives through core technologies, products, and services, reaching out urban and rural areas, permeating through the needs of every resident in every home. On the other hand, by applying 5G technology, it enables the government, businesses, and the private sector to foster a better symbiotic development environment, thereby generating infinite possibilities.

As a Taiwanese enterprise with a global perspective, Askey is striving towards the vision of sustainable development by achieving "co-prosperity, coexistence, and win-win situation." In the fall of 2022, the temperature rise in Taiwan was more significant than in previous years, resulting in the "warmest" November in history. With the impact of climate change, Taiwan's Financial Supervisory Commission has officially requested TWSE/TPEx-listed companies to disclose their carbon inventory results. Askey is aware of the enterprise's impact on the environment, thus we are vigorously planning energy management, carbon reduction and sustainable development targets. In 2022, various factories continued to implement energy-saving solutions. For instance, solar panels were installed in our factory in Suzhou, China, generating 3,380,160 kWh of electricity annually, equivalent to 21.3% of the factory's total annual electricity consumption. We also continued to implement wooden pallets and cardboard box recycling, decreasing approximately 256.2 tons of waste every year. In addition, Askey has purchased 212.2 tons of PCR eco-friendly plastic through sustainable purchasing management. To continue monitoring the production process, we regularly participate in evaluations, and maintain the environmental health and safety management system. In 2022, we were awarded the "Supplier Partner Sustainability Certification - Gold Level" by Chunghwa Telecom, while our Taoyuan factory has also passed the audit of the QC080000 hazardous substance management system. In the future, we will continue to introduce system management to various factories to ensure the soundness in all aspects.

In terms of social participation, Askey has donated NT\$1 million to support the Chinese Taipei Football Association (CTFA) for football promotion activities. It not only increases the number of people partaking in football, but also assists in the selection and training of the national team to bolster international exchanges, thereby fulfilling the social responsibility of giving back to society.





1.1 About ASKEY

- 1.2 2022 Sustainable Performance
- 1.3 Governance Structure
- 1.4 Stakeholder Engagement
- 1.5 Risk Management



# CHAPTER 1.



# Sustainable Governance

# 1.1 About Askey

Founded in August 1989, Askey specializes in the design, manufacturing, maintenance and sales of network communication products. As a subsidiary of the world-renowned brand "ASUS," its corporate operations and R&D headquarters are located in Zhonghe District, New Taipei City, Taiwan.

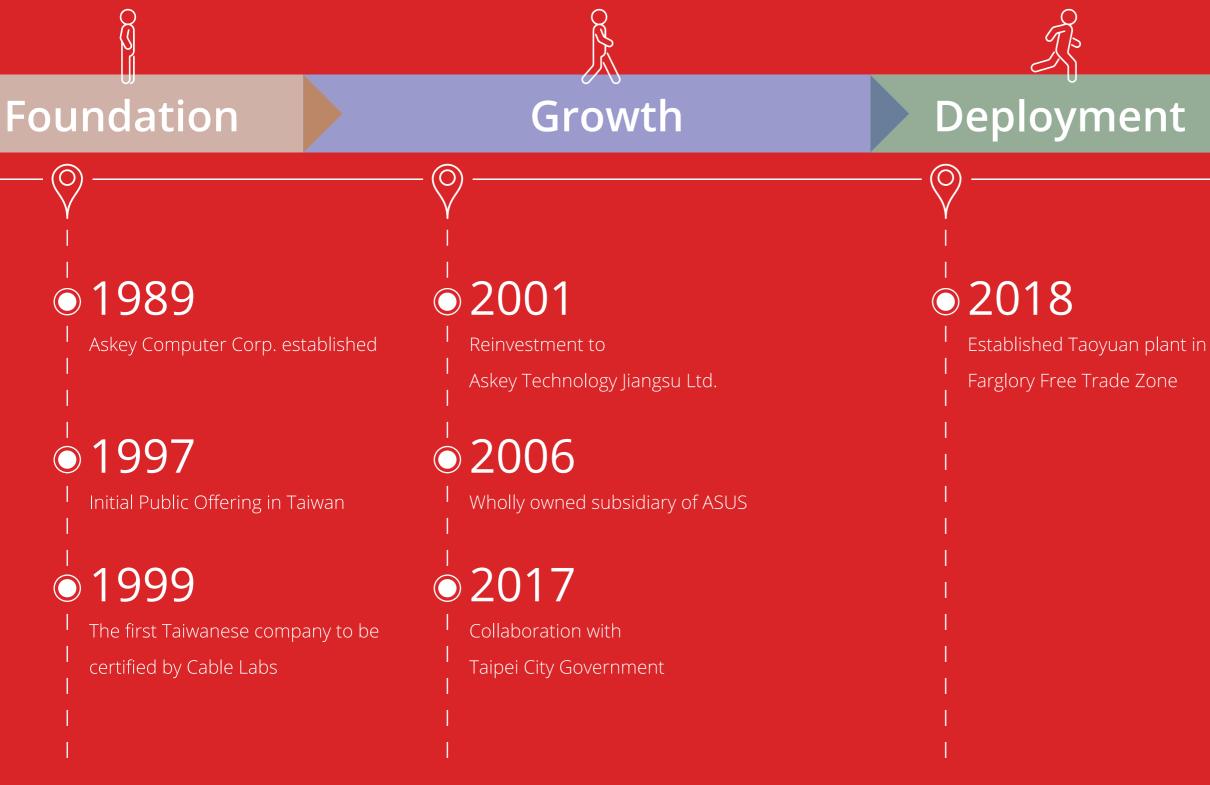
#### ▼ Global Presence

Upholding a development strategy of taking roots in Taiwan and global deployment, Askey has R&D and business operations in Japan, the US, Brazil and other regions, with approximately 4,700 full-time employees. In the era of smartphones and multi-screen interactions, network communication and life have become inseparable. Askey has applied its core technologies across fields such as 5G/LTE, IoT, V2X, smart homes, and small cells to provide users with comprehensive product development and local support services, helping the clients enhance their competitiveness and pursue excellence.



	Company Name Askey Computer Corporation	22	Employees 4,715 (end of 2022)
	Date of Establishment 1989/08/23		Industry Computers and Peripheral Equipment Manufactur
\$	CEO Robert Lin	ĺ₩	Capital NT\$ 4.8 Billion
i.	Manufacturing Location Taoyuan, Taiwan; Suzhou, China		Products 5G、Wi-Fi、Car DVR

# HISTORY





# Expansion

# **2023**

 $\bigcirc$ 

Established a factory in the Que Vo Industrial Park, Bac Ninh Province, Vietnam

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

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

▲ Business Philosophy



#### Associations Participation

Askey pays attention to the impact of environmental and social changes on business operations and the overall economy. Although we have not formally signed external regulations or initiatives, we still uphold the core principles of various international norms and standards. Askey actively participates in various professional associations and business associations, as well as crossindustry and cross-field group activities to communicate with manufacturers from the same industry and other industries to forge mutual, cooperative relationships. We hope to gain deeper insight into the domestic and foreign industrial development trends, market information, as well as the government laws and regulations through mutual exchanges, interactions and dialogues, to optimize competitive advantages, expedite innovation and development, and make practical contributions to the industry and society.

# Association Taiwan Electrical and Electronic Manufacturers' Association Taipei Computer Association Taiwan Transportation Vehicle Manufacturers Association Taiwan Telematics Industry Association New Taipei City Industrial Association Taoyuan City Industrial Association Suzhou Wujiang District Foreign Investment Enterprise Association

Suzhou Wujiang District Taiwan Compatriot Investment Ente

	Role
	Member
ciation	
erprise Association	کلاتی Vice President



### 1.2 2022 Sustainable Performance

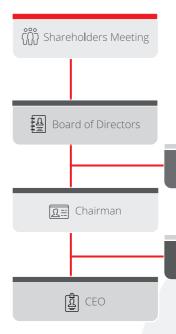


### 1.3 Governance Structure

#### Management Approaches of Major Issues: 🙅 Moral Integrity

<b>P</b> Impact Explanation	<ul> <li>An ethical and honest managem the trust and support of custon</li> <li>Incidents of fraud or bribery and</li> </ul>
Policy	Labor and Ethics Policy
◊ Action	Uphold the highest ethical standa
မို <sup>ငှာ</sup> Evaluation	Report Mailbox
🕂 Target	0 Corruption Events
Corresponding GRI Topics	GRI 205 Anti-corruption

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



▲ Governance Framework of ASKEY

nent philosophy has a positive influence on earning mers, business partners and stakeholders. d corruption will tarnish the Company's reputation.

lards in every business activity

2022

(1) Internal Audit Office

( Deligional Chairman Office

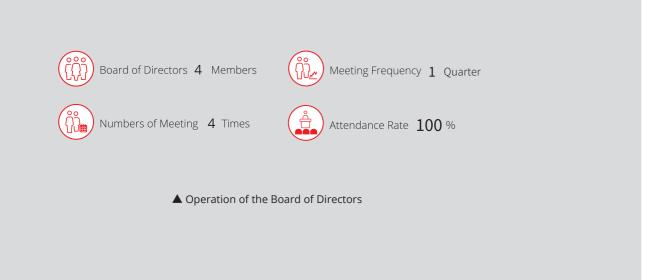
#### Board of Directors •

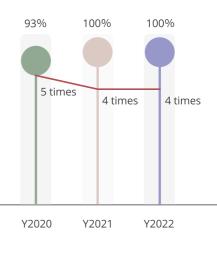
The Board of Directors is the highest governing unit of Askey and the center for major business decisions. Its main task is to appoint and direct the Company's operations team and to be responsible for supervising the overall operation, in order to maintain maximum equity for shareholders. The chairperson of Askey's board of directors is Robert Lin, who is also Askey's CEO. There are also two other directors and a supervisor - each term of service is 3 years. A "Board of Directors Management and Operation Procedures" has been created to improve the supervision function and strengthen the management mechanisms.

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 were four Board of Directors meetings held in 2022 and the attendance rate of the members of the Board of Directors was 100%. All members fulfilled their supervising and management responsibilities for important company affairs, including strategic direction, business performance and major investments, among other matters. Effective implementation of various operating activities was also executed to create maximum benefits for the shareholders.

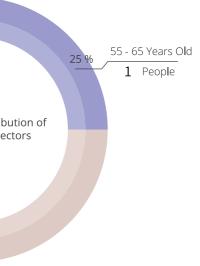
Title	Name	Gender	Academic Background and Resume		
Chairman	Robert Lin	Male	· MBA, Tulane University, US · CEO, Askey		
Director	Jonney Shih	Male	<ul> <li>Institute of Business and Management, National Chiao Tung University</li> <li>General Manager, Computer Business Group, Acer</li> <li>Chairman, ASUStek</li> </ul>	Over the Age of 66 <u>3 People</u> <u>75 %</u>	Members Age Dist the Board of Di
Director	Samson Hu	Male	<ul> <li>M.S. in Computer Science, National Chiao Tung University</li> <li>Assistant General Manager, Acer</li> </ul>		
Supervisor	Chin-chih Wu	Male	Chief Technology Officer, ASUStek		
		▲ N	/lembers of the Board of Directors		

▲ Members Age Distribution of the Board of Directors





▲ Board Meetings over the Years





#### Corporate Social Responsibility Committee

Askey established a cross-department corporate social responsibility committee in 2013. It was organized by the CEO Robert Lin as the director, and the Vice President Steven Chang as the management representative. The head of each relevant authority is a committee member, responsible for the sustainable development of the enterprise and formulating corporate social responsibility policies as well as planning and creating the related systems and management policies. It expects through the interdepartmental collaboration and internal management practices to jointly plan and promote CSR-related activities. Meanwhile, the Company follows international initiatives and standards, and reviews and adjusts relevant management practices and procedures to improve CSR management and overall performance, showing Askey's perseverance and determination in fulfilling sustainable development.

#### $\overset{\widetilde{\mathrm{u}}}{\mathrm{u}}$ Economic Co-Prosperity

- We manage with integrity ; prohibit bribery and any other forms or sources of illegal profit.
- $\cdot$  We have an absolutely no bribery, no extortion and no embezzlement policy.
- $\cdot$  We respect and protect intellectual property rights.
- $\cdot$  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.



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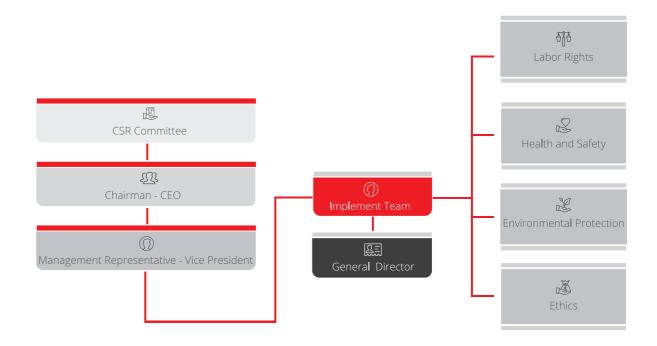
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#### Social Sustainability

· Protect juvenile workers and ban the use of child labor / prison labor.

- $\cdot$  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.
- $\cdot$  We encourage worker consultation and participation.

Askey takes into consideration the core principles of various international norms and standards, whether it be in labor rights, health and safety, anti-corruption, or environmental protection issues. We value local laws and consider referenced international agreements, while concurrently dedicating ourselves to safeguarding the relevant rights and interests of all parties, including employees and business partners. Through years of constant diligence and development, Askey's overall corporate social responsibility performance has gradually improved. The Company regularly receives online evaluations by EcoVadis, a global corporate sustainability-rating platform and we were awarded the EcoVadis sustainability medal. To examine if the Company's existing regulations comply with the spirit of the Responsible Business Alliance Code of Conduct (RBA), we regularly apply for a Validated Audit Process (VAP) and upload the VAR audit report to the RBA Online platform, to review our existing guidelines, targets and legal compliance status. In the future, Askey will continue to bolster our commitment to sustainable development. Meanwhile, we will hold the mission of contributing to society and constantly improve our performance in sustainable management.







#### Ethics and Integrity

"Ethics and honesty" are the quintessential qualities of Askey, and the top priorities of our business philosophy. At Askey, the Chairman's Office serves as the highest authority and responsible unit. In 2022, the "Anti-corruption and Whistleblowing Operation Management Measures" were introduced to formulate regulations, whistleblowing mechanisms and procedures. We demand all of our employees and stakeholders to conduct business according to the principle of ethical management, and avoid engaging in illegal activities.

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



	Moral Integrity
Self-regulatory Documents	<ul> <li>Notice for business interactions between employees and vendors</li> <li>Letter of Commitment</li> <li>Service and Confidentiality Agreement</li> <li>Code of Business Conduct</li> </ul>
Training and Promotion	<ul> <li>Company's Internal Bulletin</li> <li>EIP Announcement</li> <li>E-Learning New Employee Training</li> </ul>
Whistleblower Mechanism	<ul> <li>Whistleblowing Email</li> <li>Whistleblowing Hotline</li> </ul>

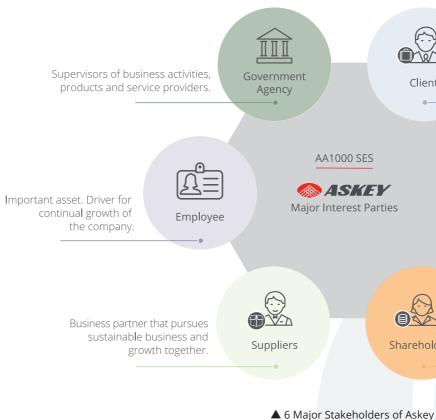
# 1.4 Stakeholder Engagement

In pursuit of sustainable development, an enterprise must understand the stakeholders' needs and expectations. Furthermore, we must respond to their needs through diverse, transparent and effective communication channels, and come up with corresponding management strategies and actions.

#### Stakeholder Engagement

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

#### — Responsibility ·Influence · Dependence · Diverse Perspectives · Tension ——







Natural foundation for company existence and development.

2022

23

Shareholders

Force to support stable operation.

#### ▼ Communication Channels and Concerned Issues for Stakeholders



Suppliers	Governn
Concerned Issues         • Principles         • Information Security         • Compliance         • Supplier Assessment       Monthly         • Supplier Assessment       Monthly         • Supplier Audit       Irregularly         • B2B Platform       Irregularly         • Contractor Assessment       Monthly	Concerned Issues  Compliance Information Security Principles  Communication Chann Check Official Document Conferences
Communication Achievement <ul> <li>9 on-site CSR audit of new suppliers.</li> <li>46 on-site CSR audit of existing suppliers.</li> </ul>	Communication Ach • Support the Asia Ne AloT Project

		E.
nment Agency	Reighborhoods and Communities	
<b>'S</b> rity	Concerned Issues <ul> <li>Operation and Pollution Prevention</li> <li>Water Management</li> <li>Compliance</li> </ul>	2022 25 Sustainable Governance Sustainability Repo
Irregularly Irregularly Irregularly Irregularly	Communication Channels and Frequency  • Company Website • Charitable Activities • News • Annually	Sustainable Governance Sustainability Report
<b>chievement</b> New Bay Area 5G	<b>Communication Achievement</b> • Charitable activities.	

#### Material Topic Decisions •

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

#### Understand the Organizational Context

#### • 18 Sustainability Topics

18 sustainability topics were listed by referring to the Company's CSR policy, GRI Universal Standards, Responsible Business Alliance Code of Conduct (RBA), ISO 14001 and ISO 14064, and other management system requirements, as well as topics of concern common to the parent company ASUS and other industry players.

#### • 6 Categories of Stakeholders

Applied the five major principles recommended by the AA1000 SES: 2015 Stakeholder Engagement Standard to identify 6 categories of stakeholders: "customers," "shareholders," "suppliers," "employees," "government agencies" and "local community."

#### · 239 Stakeholders

Through the questionnaire survey, we can ascertain the degree of concern of the six major stakeholders on the relevant sustainable issues.

#### • 13 Senior Executives

13 senior executives were invited to determine whether the relevant topics have actual or potential impacts on the economy, the environment and people (including human rights).

#### Materiality Assessment

• The ESG Report Working Group further evaluated and ranked the probability and severity of impact on 10 issues that may have actual and potential impacts on the economy, the environment and people (including human rights), and that are of high levels of concern to the stakeholders. After the information was submitted to the CSR Committee for approval, nine material sustainability topics were determined.

#### Material Topic Disclosure

• Disclose and explain the corresponding management approaches, targets and execution outcomes of the nine material topics in the ESG report.

Economy / Governance Environment	50
High  High  Information Se  Moral Integrity Energy and GH Environmental for Products IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	ig N
Compliance Operation and Pollution Preve Labor rights Occupational H Products and S	entic Hea <b>l</b>
<ul> <li>Employee Diversity and Equal Opportunity</li> <li>I</li> <l< td=""><td></td></l<></ul>	
Low 4 Probability of	_

Economy / Governance	Environment	Society (including human rights)
----------------------	-------------	----------------------------------

ity		
Management sponsibility		
on		
lth and Safety ⁄ices		
currence	• H	ligh



#### ▼ Disclosure of Crucial Topics List

Crucial Issues	Topic-Specific GRI Standards	Value Chain / Caused the Impace Value Chain / Contributed to th Impact Boundary Linked to the Imp through Business	e Impacts Corr pacts Poli
ගී∕⊂ Economy / Governance			
Principles	GRI 205	ASKEY OC Business Partners	•1.3 Governance !
Compliance	GRI 2-27	ASKEY Business Partners	•3.1 Green Opera •4.1 Recruitment
Information Security	GRI 418	ASKEY OCC	•2.2 Client Relatio
S Environment			
Environmental Responsibility for Products	GRI 301	ASKEY Business Partners	•3.2 Green Service
Energy and GHG Management	GRI 302 / GRI 305	ASKEY	•3.1 Green Opera
Operation and Pollution Prevention	GRI 306	Business Partners	•3.1 Green Opera
Society			
Occupational Health and Safety	GRI 403	ASKEY Business Partners	•4.2 Safe and Hea
Labor Rights	GRI 406 / GRI 407 / GRI 408 / GRI 409	ASKEY Business Partners	•4.2 Safe and Hea
Products and Services	GRI 416 / GRI 417	ASKEY Clients	•3.2 Green Service

orresponding Chapter / olicies & Management

ce Structure

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ent and Training

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eration

lealthy Workplace

Healthy Workplace

vice



# 1.5 Risk Management

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

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

	Aspect	Туре	Risk	Impact	Preventive M	leasures/Contingency
		IT Risk	Information Security Protection	Leakage of sensitive information causing damage to reputation and loss of customers.	<ul> <li>Set data security related operation specifications.</li> <li>Data security promotion.</li> <li>Important data backup mechanism.</li> <li>Operation procedures for disaster recovery.</li> </ul>	<ul> <li>Notification</li> <li>Use licensed</li> <li>Access control</li> <li>Control of lo</li> </ul>
			Exchange Rate Risk	Impact on financial income and expenses, and financial leverage.	• Functional currency exchange rate risk management.	• Use derivativ
<u>^</u>	Economy / Governance	Finance Risk	Credit Risk	High proportion of overdue outstanding receivables affecting the company's production and operation.	Establish credit policy.	New custom
			Liquidity Risk	Reduce working capital efficiency and loss of opportunities in profit investments.	Group liquidity demand forecast monitoring.	• Improve the
		Business Risk	Materials Interruption Risk	Production interruptions causing delays in supply.	Develop second source.	• Raw materia
		Legal Risk	Illegal Risk	Illegal incidents may have a negative impact on the Company's image and reputation.	Regularly monitor regulatory changes and respond pro	mptly. • Build contrac
S	Environment	Environmental Risk	Climate Change Risk	Increasing impact from extreme climate conditions which add operating costs.	<ul> <li>Greenhouse gas voluntary inventory.</li> <li>Green design to reduce product energy consumption.</li> </ul>	<ul> <li>Promote energy s</li> </ul>
		Manpower Shortage Risk	Manpower Shortage	Talent loss which increases burden on management cost of human resources.	<ul> <li>Improve salary and welfare system.</li> <li>Regular review of labor situation.</li> </ul>	• Enhance commur
		Occupational Safety and Health Risk	Occupational Accident	May cause personal injury or death, resulting in production loss.	<ul> <li>Establish occupational safety and health system.</li> <li>Establish various job safety and health standards.</li> <li>Hazardous operations control.</li> <li>Education and training.</li> </ul>	<ul> <li>Contractor Managet</li> <li>Emergency drill.</li> <li>Comprehensive e</li> <li>Implement health</li> </ul>
	Society	Infection Risk from Epidemic Diseases	Epidemic Infectious Diseases	Impact staff attendance, business development and production operations, resulting in supply chain disruptions and delivery delays.	<ul> <li>Set up a 24-hour pandemic control notification hotline.</li> <li>The single-entrance approach is adopted for various of to enter the production line.</li> <li>Indirect colleagues for divert flows to work from home.</li> <li>Strict control of visitors.</li> <li>Preventive disinfection of public areas.</li> <li>Implement compartmentalization and diversion contro clusters for employees in the factory area.</li> </ul>	ffice and factory locati

#### cy Measures

on mechanism for data security event.

ed and legitimate software.

ntrol of engine room.

login system password.

ative financial instruments to avoid risks.

mer's credit risk analysis and management.

he efficiency of capital usage.

rial inventory control.

ract review practices.

v saving solutions, reduce greenhouse gas emission.

unication channel and participation mechanism.

nagement and Factory Admission Education.

employee health management.

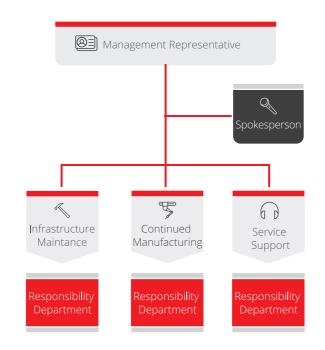
Ith promotion activities continuously.

ations, and non-factory personnel are not allowed

ing from dining, commuting and accommodation

#### **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 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.



▲ Structure of the BCM Committee

#### **Business Continuity Management Policy**

Actively commit to the establishment and continuous improvement of risk prevention and crisis management mechanisms and processes, and maintain an effective business continuous management system. Establish strong response capability to deal with related challenges, protect the rights and safety of Askey and the stakeholders, and promise to provide continuous services to customers. Ensure Company's competitive advantage and achieve sustainable development goals.



▲ BCP Structure

### **BCP Scenario Simulation for Y2022**

- Cyberattack
- Critical Equipment Failure
- Interruption of Externally Supplied Products
- Ransomware Infection
- Severe Pneumonia with Novel Pathogens

2022

- Cyber Attacks
- Infrastructure Disruptions
- Supplier Failure
- · Denial-of-Access Attack
- Utility Interruptions



- 2.1 Business Overview
- 2.2 Client Relations
- 2.3 Supplier Management





# CHAPTER 2.



# **Co-Prosperity**

經濟共榮

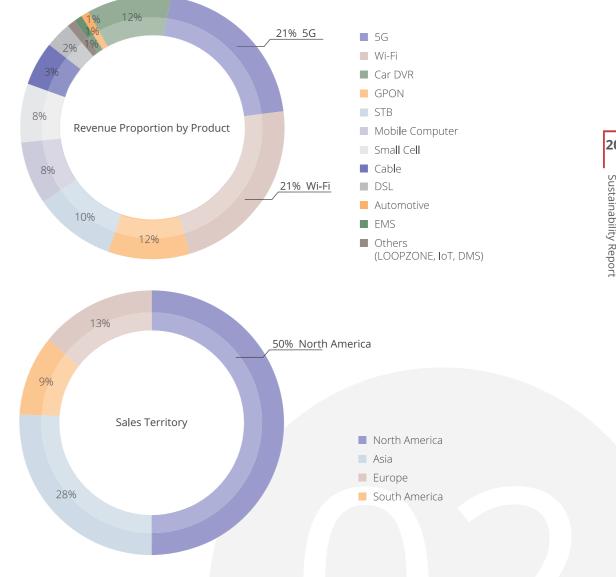
### 2.1 Business Overview

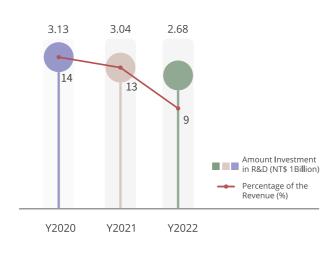
Steady and good financial performance is the bedrock of an enterprise's pursuit of sustainable business. Askey regularly compiles various business management-related forms and other comprehensive information for the management to make appropriate control and response decisions, as well as to evaluate and follow up on the outcome. As far as the Company's financial performance is concerned, quantified financial data is disclosed to let Askey's stakeholders understand the Company's performance. Faced with global raw material shortage and economic volatility caused by the pandemic, Askey still upholds the principle of steady management to continue developing diverse product categories to cater to the needs of different customers. Furthermore, we have placed more emphasis on service quality to protect the rights of our customers and shareholders, using adequate asset and liability management and capital operation capabilities. In 2022, the consolidated revenue was NT\$30.93 billion, while the after-tax net profit attributable to shareholders of the parent company was NT\$150 million. An independent third-party accounting firm verifies the above financial information.

In order to reinforce research and development capabilities, enhance product competitiveness and create more value, Askey committed NT\$2.68 billion in R&D in 2022, accounting for about 9% of the revenue. Hoping the continuous improvement of research and development can provide more momentum to the industry innovation and strengthen the competitive advantages in the market. According to the relevant tax laws of Taiwan and China, companies may use a certain amount of R&D expenditures to offset part of the tax payable for the current year. Askey will apply for the 2022 research and development expenditure credit once all related documents are ready.



Askey specializes in network communications development and electronic product manufacturing, including hardware production, software development and system data integration, by providing diverse products and innovative services to respond to global demand trends in digital and 5G broadband wireless communications, IoT, high-speed Wi-Fi 6 and network-related applications, including urban network communication and upgrading smart cities. As an enterprise that aims to realize future smart living, Askey strives to provide users with comprehensive product development and localized support services to make us your smart partner for materializing a digital lifestyle. In 2022, our main global sales regions include the US, Europe and Asia. Our revenue proportion is divided between products-5G and Wi-Fi has the highest ratio and accounts for over 42% of the total revenue-followed by CAR DVR at nearly 13%.





▲ Amount Investment in R&D



### 2.2 Client Relations

#### Management Approaches of Major Issues: 😂 Information Security

♀ Impact Explanation	<ul> <li>The effective maintenance and management of important information of the Company, customers and employees have positive feedback on Askey's stable operations.</li> <li>Leaking of sensitive data may tarnish the Company's image and reputation.</li> </ul>
Policy	Information Security Policy
S Action	Ensure that the customer's data is protected
ဂို <sup>င္ခာ</sup> Evaluation	Feedback from Clients
🕂 Target	0 case of Clients' Information Leakage
Corresponding GRI Topics	GRI 418 Customer Privacy

Askey believes that offering 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. Askey takes very seriously about the protection of our clients' privacy, confidential data and assets. Through questionnaire survey and bilateral communication, we actively understand and respond to their needs, provide good service quality to reinforce the cooperation and win customers' satisfaction and long-term trust.

#### Quality Management

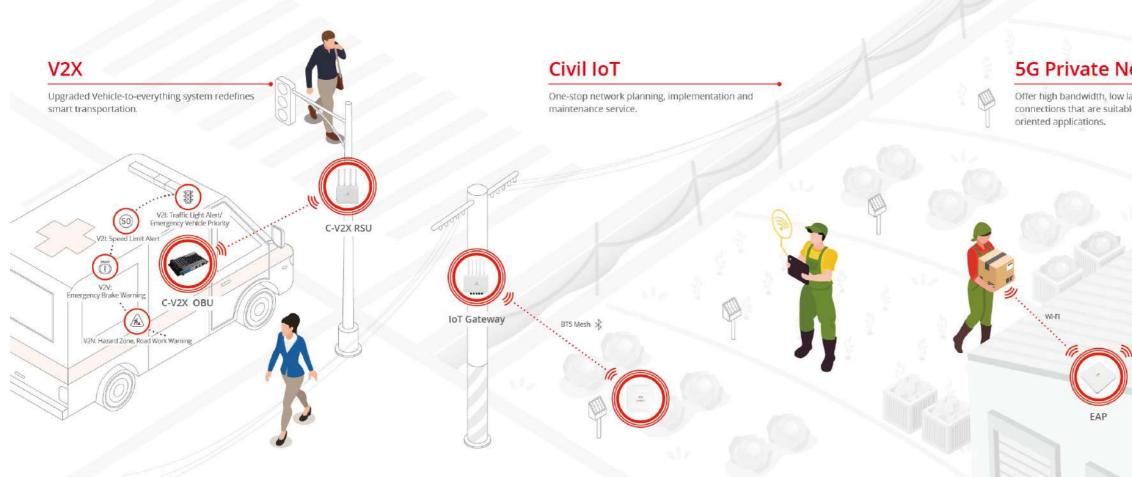
At Askey, we pay close attention to the product quality requirements of our clients, and we are committed to offering various innovative products and comprehensive product solutions because we consider quality management an essential part of our operations. We expect every employee to understand the importance of quality as well as the consequences of quality defects and to take joint ownership of product quality. The Company formulates quality management policies and goals, emphasizes the participation of all employees, and requires all units and personnel to appreciate the importance of quality and the consequences of inferior quality. Everyone is responsible for upholding product quality. Askey has progressively introduced Quality management systems such as ISO 9001, TL 9000, IATF 16949 and ISO 13485. The systems' effectiveness is reviewed regularly to create sound quality management processes and systems. By applying the PDCA (Plan, Do, Check and Action) dynamic management cycle model in daily operations, and constantly making adjustments and optimizations, we can implement the downward monitoring, measurement, analysis and ongoing improvement of quality-related indicators. Through continuous refinement of the product process, the quality is improved to meet customer satisfaction and exceed their expectations.



#### R&D and Innovation

As a leading manufacturer of specialized network communication equipment and electronic products, Askey actively promotes strategic transformation, develops diversified products, and engages in application promotion in various fields in a bid to become an ICT service provider. This year, Askey has participated in MWC 2022 (Mobile World Congress), 2022 Smart City Summit & Expo (SCSE 2022), and 2022 MWC Las Vegas, focusing on the enhancement of 5G and Triple Play including IoV, Civil IoT and Wi-Fi 6 enterprise wireless private network solutions. It highlighted Askey's IoT and management capabilities, applying network communication technology to everyday life and unleashing the infinite potential of 5G network communication. By accommodating the needs of the "low-touch economy" amid the challenges of the pandemic and market, we can continue to reach new peaks.

2022



#### - SMART TRANSPORTATION - V2X

To expedite the advancement of smart driving technology, Askey has unveiled the next-generation vehicle display applications and roadside devices to collect and integrate sensor information, thereby realizing intelligent detection and reporting of road conditions. The system can be customized according to user needs, including background road condition analysis, traffic flow/pedestrian flow monitoring and automatic assisted driving, to materialize the control of road conditions and driving conditions in real-time for the sake of elevating driving safety.

#### - SMART ENTERPRISE - 5G WIRELESS PRIVATE NETWORK

Askey's enterprise-level wireless private network solution offers comprehensive network management capabilities. The functional optimization of Wi-Fi 6 enhances its transmission capacity and efficiency, while also minimizing interference and improving security. Meanwhile, the centralized network management, configuration and troubleshooting further optimize wireless network coverage. Considering temperature fluctuations of the outdoor environment, as well as diverse application scenarios and special environments such as waterproofing and dust proofing, Askey provides diverse application connections, including 5G NR, optical fiber, Ethernet and PoE to realize end-to-end enterprise private network solutions, thereby ensuring network quality and improving the operational efficiency of enterprise users.

# Significant Advancement Upgrade of Triple Play

#### - SMART LIFE - CIVIL IOT

Commissioned by the National Science and Technology Council of Taiwan, and designed and developed by Askey, Civil IoT network solutions are deployed in riverbanks, flood-prone areas, farms, greenhouses and ports.

The solution comprises LTE/Cat-M1 small cells, IoT gateways and the AMP network management platform that can connect various IoT sensors with a conventional 4G core network. It allows for the quick deployment in the IoT field to collect data from sensors, communicate with the data center for analysis, as well as manage and control all devices through the AMP network management platform.

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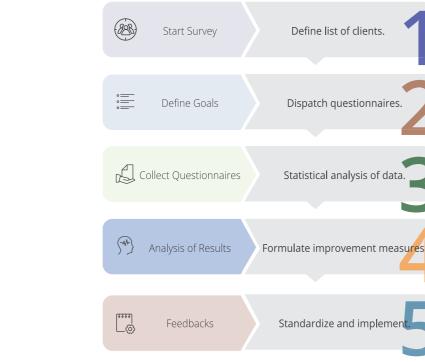
#### **Client Satisfaction** •

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

In order to learn customers' satisfaction and feedback on the various products and services provided by the Company, and show commitment to quality and valuing customer satisfaction, Askey conducts satisfaction survey every half a year to ensure that customer needs are fully understood and met. The feedbacks are communicated with the relevant department and the management to find effective improvement solutions and improve the quality of products and services.

Define list of clients.

The targets of the 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. The content of the questionnaire survey includes three major items: "quality," "delivery" and "after-sales service" to evaluate customer satisfaction, and serve as a reference for ongoing improvement in the future. In 2022, 38 valid questionnaires were retrieved from customers, achieving an overall satisfaction of 93.7%, achieving more than 90% of the annual target. This demonstrates the Company's effectiveness in improving quality, delivery and after-sales services. In the future, besides ensuring the effective operation and maintenance of the quality management system, the general product quality and customer satisfaction will be stabilized through the ongoing refinement of various processes.



▲ Process of Client Satisfaction Survey



Client Satisfaction				
Quality	Delivery			
· Quality Level	· Visit Service	$\cdot$ Delivery Qu		
· Quality Issue Handling	· RFI / RFP / RFQ	· Product Pla		
· HSF Control	· Project Management	· Team Work		
· Customer Survey / Audit	$\cdot$ Continuously Supply			
· Team Work				



2022



#### Customer Complaints Handling Process

Askey treats customer complaints as opportunities and motivation for continuous improvement. They help our company provide a product quality and service that better match customer's requirements and expectations. A complete customer complaint handling process has therefore been put in place to ensure that messages from customers can be transferred directly to the relevant units and to the management. Customer's feedback is also analyzed so that effective measures can be adopted in a timely manner to protect customers' interests as well as to boost and strengthen their loyalty and trust.



#### **Client Privacy**

While improving product quality and professional service offerings, Askey values information security and the protection of client privacy. All employees are required to safeguard the tangible and intangible information, data or property of every client. In order to ensure that client privacy is respected and protected, Askey signs confidentiality agreements and contracts to protect clients' confidential information at their request. In order to prevent employees from leaking secrets due to personal reasons, new hires are required to sign a "Service and Confidentiality Agreement" on the first day of employment. The formulation of relevant regulations, internal announcements, access control of data and other measures are implemented to protect client privacy and the Company's assets. In 2022, there were no client complaints regarding the violation of privacy rights or incidents of data loss and leakage.

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

#### Information Security Management Organization

#### • Establish an information security management organization to coordinate management systems and resource scheduling.

#### **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.

#### **Information Risk Control**

• Reduce the operational risk and ensure customers' information security.

#### **Information Security Management**

People	<ul> <li>Regularly provide information security education and train</li> <li>Read and sign a detailed confidentiality agreement prior to</li> <li>Employees must effectively transfer and return assets before</li> </ul>
Process	<ul> <li>Establish a confidential document management and contr</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> <li>Access permission setting.</li> <li>Malware prevention.</li> <li>Network intrusion detection.</li> <li>Firewall control.</li> </ul>

ning to strengthen employee cognition and awareness.

to employment.

fore their resignation or position change.

rol process.

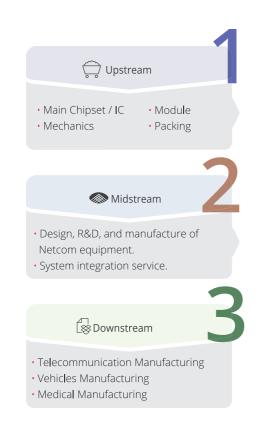


# 2.3 Supplier Management

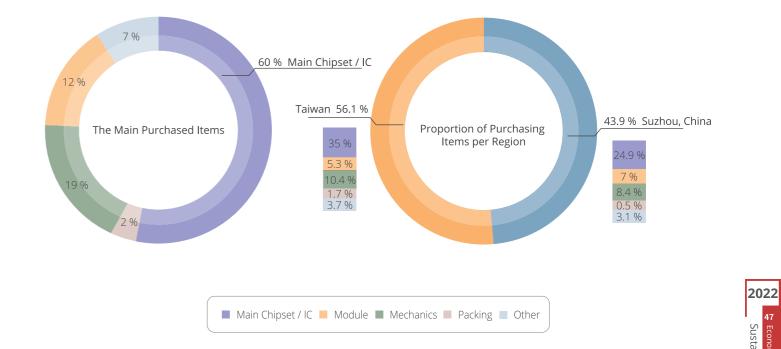
In addition to being committed to establishing long-term and stable trust relationships with backend clients, Askey is also actively developing mutually beneficial trust relationships with frontend suppliers. We adhere to the principles of sustainable operation and fair trade, and make all business partners understand and jointly participate in the Company's mission promoting social responsibility. 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 including main chipsets / IC, mechanics, module, packing...etc. In 2022, main chipsets / IC occupy the most in the total purchase, accounting for 60% of the overall purchase. Analysis based on the regions of transactions, Taiwan accounted for 56% of the overall transaction, and Suzhou of China accounted for the remaining 44%.



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. We also expect to work with our suppliers to put corporate social responsibility into practice, build an industry value chain, and move towards the goal of sustainable operation. In order to select and manage qualified suppliers to meet the Company's needs and make the quality of suppliers consistent, we have established a set of supplier management procedures, through which new suppliers are selected and existing suppliers are evaluated to achieve sustainable development of the supply chain.



New Supplier Selection

Askey adopts prudent and rigorous operating procedures to assess and select new suppliers. In addition to product quality, price, delivery schedule, service and technology capabilities as criteria for selection, hazardous substances management and other environmental standards, labor rights and other social aspects are taken into the consideration and assessment. It hopes that suppliers work together with Askey by taking sustainability into company management policies to make better society. In 2022, 56 new suppliers were introduced. Excluding 47 suppliers, major manufacturers, distribution agents and overseas suppliers that do not cooperate, and 9 suppliers of electronics and mechanical parts, or at 100% of completion rate have completed the CSR written self-assessment questionnaire and passed the on-site field evaluation.

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.





	Written Audit Data		
• Business Management	Quality & HSF Self-Evaluation	· C-TPAT Self-Evaluation	
• Product Management	• CSR Self-Evaluation	• CMRT Investigation & Agreement	
• Technology Management	• QPA Self-Evaluation	· Certificate of ISO 9001	
• Those with ISO 14001, QC	080000, IATF 16949 and ISO 134	185 are preferred.	

▲ Process of New Supplier Selection

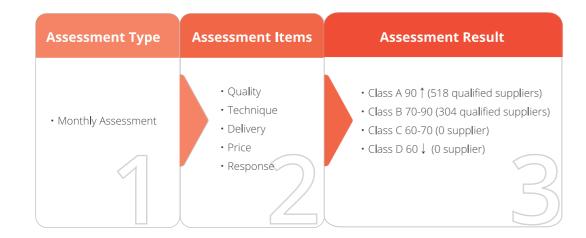
• Against Conflict Minerals



#### Qualified Suppliers Assessment

Askey continues to have the relevant responsible units, such as the RD, procurement, quality assurance of suppliers, etc., and evaluate the existing qualified suppliers, in terms of their technology, delivery, quality and other evaluation items. The evaluation results are communicated with each supplier and internal relevant units through the B2B system to ensure that they meet the Company's standard and identify potential risks.

For suppliers rated C or D in the monthly evaluation, the Company's internal responsible units follow up on their improvement reports, and apply control through adjusting the procurement proportion or finding alternative suppliers. It hopes that the routine and regular monitoring and audit can maintain good collaborative relationships and improve the bilateral operational efficiency and collaboration performance. In 2022, 63% of the suppliers were rated A, and 37% were rated B, and there were no suppliers rated C or D to be disqualified.



#### **Review and Improvement**

 $\cdot$  For the month  $\rightarrow$  provide improvement report.

 $\cdot$  3 consecutive months  $\rightarrow$  propose improvement plan report and perform field quality coaching depending on situation.

 $\cdot$  5 consecutive months  $\rightarrow$  disqualify suppliers without affecting production operation.

· Annual priority audit subject.

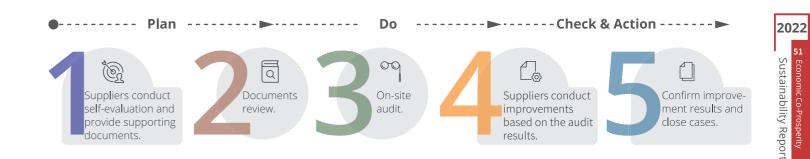
 $\cdot$  For the month  $\rightarrow$  propose improvement plan report and perform field quality coaching depending on situation.

- $\cdot$  2 consecutive months  $\rightarrow$  perform field quality coaching and perform on-site review within a week after improvements.
- $\cdot$  3 consecutive months  $\rightarrow$  disqualify suppliers.

· Annual priority audit subject.

#### Sustainable Supply Chain Development

Establish a stable and win-win sustainable strategic partnership to effectively improve the supply chain risk independent management capability and overall competitiveness; therefore, Askey periodically arranges annual audits of suppliers. In addition to product quality, manufacturing capabilities and others, corporate social responsibility is also included in the audit. The goal is to understand suppliers' management in the economy, environment and society dimensions and their progress of implementation through each confirmation such as self-evaluation, document review and on-site audits. It is hoped that joint improvements with the collaborating partners can reduce potential ESG risks and bring positive influence on social development. The Company selects vendors from the B2B system to undergo the annual audit at the end of each year, and establishes the audit plans. In 2022, 82 vendors were selected to undergo the on-site audit for the CSR program, 46 vendors completed the audit for a completion rate of about 50%, 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.



▲ Process of CSR Audit

Effectively convey the awareness of corporate social responsibility; 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 2022 due to the COVID-19 crisis, we have still actively listened, dialogued, and provided feedback through smooth and diverse communication channels. 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. It complies with ethical standards when engaging in operating activities, appreciates and safeguards employees' rights and interests, improves and optimizes the working environment, and works together to fulfill corporate social responsibilities and maximize the supply value chain performance.



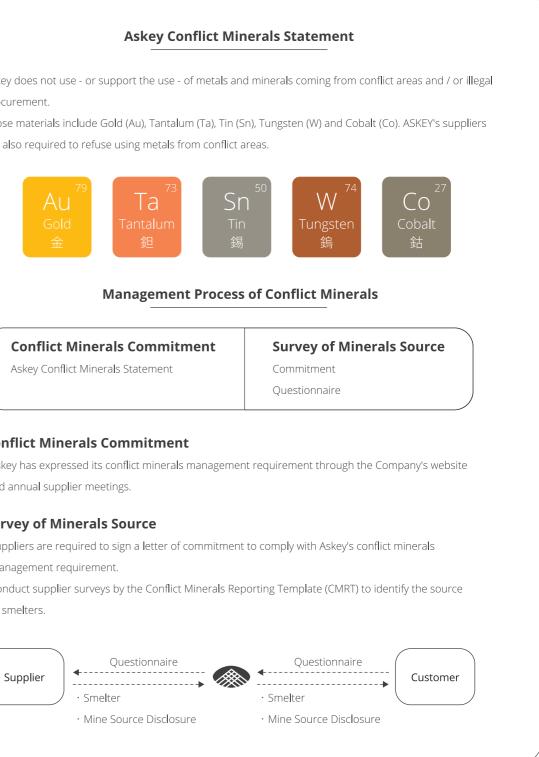
▲ Proportion of CSR Audit Findings

#### Management of Conflict Minerals

As a good corporate citizen, Askey has continued to pay attention to the conflict mineral issues. Support the Responsible Minerals Initiative with actions, we declare and promise not to support or use conflict minerals 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.

To ensure metals are from legal sources, 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 hopes that the self-discipline of the supply chain and the restraining measures will have a positive impact on the issues of conflict minerals.

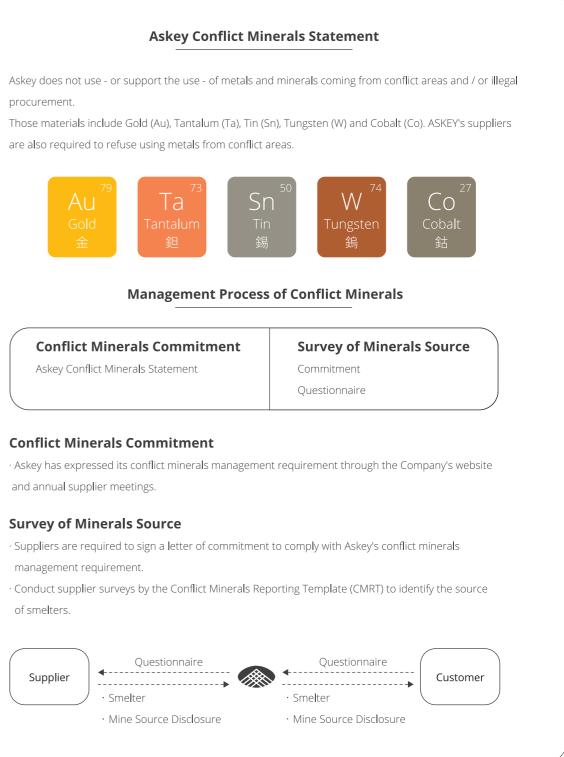
In response to the investigation of conflict minerals by each client, Askey continues to survey the existing supply chain's mineral source every year. In 2022, the Company completed 19 investigation cases at clients' requests and the results met the Company's and the clients' requirements on conflict minerals. Askey hopes to use the power of unity in the supply chain to work with all suppliers to prohibit the use of conflict metals to stop any inhumane and exploitative actions, further fulfilling due corporate citizenship responsibilities.



<b>Conflict Minerals Commitment</b>
Askey Conflict Minerals Statement

and annual supplier meetings.

- of smelters.





3.1 Green Operation

3.2 Green Service





# CHAPTER 3.

Environmental



# Symbiosis

環境共存

### 3.1 Green Operation

Management Approaches of Major Issues

#### **Legal Compliance**

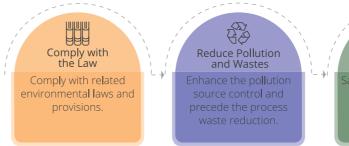
Management Approa	Business Operations and Pollution Prevention
Impact Explanation	<ul> <li>Materializing legal compliance not only lowers operational risks but also exerts a positive influence on increasing business performance.</li> <li>Illegal incidents will tarnish the Company's image and reputation.</li> </ul>
Policy	Environmental and Safety Policy
S Action	Establish an environmental management system by applying the P-D-C-A management cycle model to effectively reinforce environmental management and enhance environmental quality.
ကို <sup>တြ</sup> Evaluation	Government Check / Third-party audit
🕂 Target	0 major environmental violation incidents
Corresponding GRI Topics	<ul> <li>GRI 2-27 Compliance with laws and regulations</li> <li>GRI 306 Effluents and Waste</li> </ul>

Management Approaches of Major Issues : 💩 Energy and GHG Management

Ŷ Impact Explanation	<ul> <li>Low-carbon transition fosters a green corporate image and introduces momentum for sustainable development.</li> <li>The intensification of the greenhouse effect may trigger extreme climate incidents that are likely to have an actual or potential impact on the Company's financial planning.</li> </ul>
Policy	Environmental and Safety Policy
O         Action	Establish a GHG inventory standard and mechanism to identify key emission sources, as well as plan and formulate reduction strategies and specific measures.
ကို <sup>ငှာ</sup> Evaluation	Feedback from Clients
🕂 Target	The GHG emission intensity is lower than the previous year
Corresponding GRI Topics	<ul> <li>GRI 302 Energy</li> <li>GRI 305 Emissions</li> </ul>

Environment friendly behaviors and a great attention toward limited resources are missions and responsibilities that Askey should bear, as they are key to improve environmental sustainability. We uphold the environmental policy goals of "obeying the law, reducing pollution and waste with a continual improvement and a full participation". With cautious and positive attitudes, we fully promote environmental management and performance improvement related activities; we implement pollution prevention and increase employees' awareness of environmental protection. Moreover, we abide by the laws and regulations to fulfill our responsibilities and obligations to contribute to the environmental protection.

In order to achieve pollution prevention and effectively reduce the Company's negative impact on the environment from its activities and provision of products and services, Askey periodically monitors environmental regulations and compliance and establishes an environmental management system complied with the ISO 14001 international standards. The scope of the system covers the headquarters in Zhonghe, factory in Taoyuan, and the factory in Suzhou, China. Based on the identification and determination of major environmental considerations and their impacts, the Company formulates standard operating procedures or action plans to implement continuous improvement goals and periodic environmental performance reviews. The P-D-C-A management cycle model is also used to prevent major potential risks, so as to effectively reinforce environmental management and improve environmental quality.



▲ Environmental Policy

Resource Efficiency ave energy and practice resource recycling.

Full Participation

Implement the training and propagandize to increase all staff's concept of environmental protection.



#### • Energy and GHG Management

Due to the nature of the industry, most of the energy consumed by Askey is for production. In 2022, the Company's total energy consumption consists of non-renewable energy (137,738.6 GJ) and renewable energy (12,168.6 GJ). In particular, electricity accounts for the highest proportion, at about 97.1%, followed by natural gas (2.5%). The energy consumption intensity is 485 GJ per NT\$100 million of revenue.

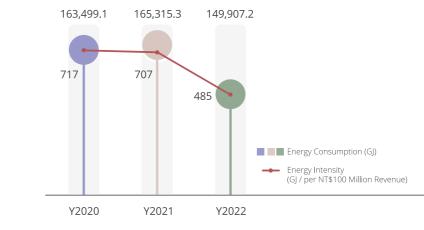
• 1L Gasoline = 32.65 MJ

• 1L Diesel = 35.16 MJ

 1M<sup>3</sup> Natural Gas = 8,000 Kcal; 1 Kcal = 4,186 J  $\boldsymbol{\cdot}$  The consumption of gasoline in Taiwan was estimated from the expenses and the average oil

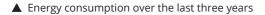
• In 2022, the electricity consumption in Suzhou,

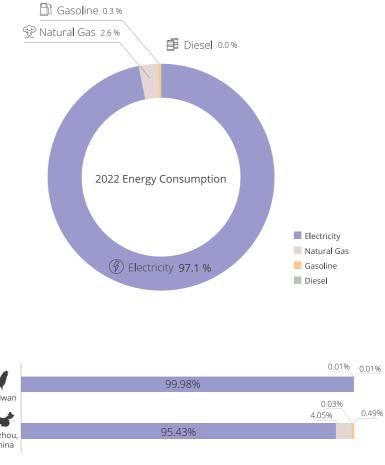
China has deducted roughly 2,313.5 kWh of the

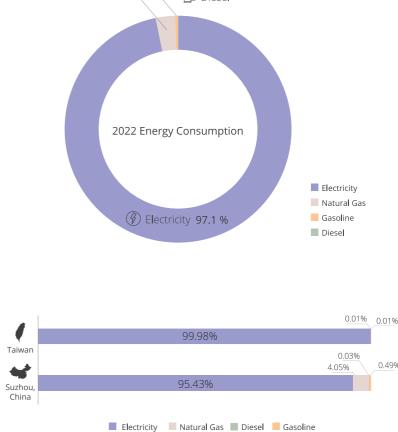


▲ Energy Intensity

Energy		Unit	2020	2021	2022	
	Externally	MWh	43,997.3	44,691.9	37,057.8	
	procured, non- renewable	GJ	158,318.2	160,891	133,408.1	
Electricity	Self-produced and used,	MWh	-	-	3,380.2	
	renewable	GJ	-	-	12,168.6	
Diesel		kL	0.9	0.8	1	
		GJ	30.2	26.7	35.3	
Gasoline		kL	19.6	18.4	14.5	Conversion
		GJ	640.5	600.5	472.7	<ul> <li>1kWh = 3.6</li> <li>1L Gasolin</li> </ul>
		kМз	134.7	113.4	114.1	• 1L Diesel =
		GJ	4,510.1	3,797.1	3,822.5	<ul> <li>1M<sup>3</sup> Natura</li> <li>The consult</li> </ul>
	ption of non- able energy	GJ	163,499.1	165,315.3	137,738.6	estimated price.
	umption of able energy	GJ	-	-	12,168.6	<ul> <li>In 2022, th</li> <li>China has</li> <li>rental area</li> </ul>







▲ Energy Consumption per Region

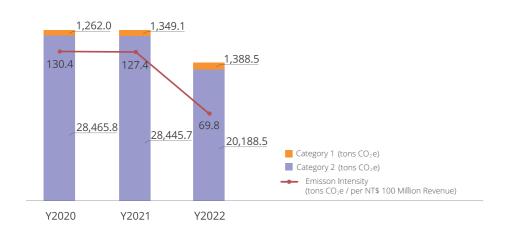




#### Greenhouse Gas Inventory

Fighting against climate changes and global warming are currently the most important environmental protection issues for enterprises, as well as important tasks for company operation and management. Askey created consequently a greenhouse gas inventory standard mechanism. Each year's inventory results are reviewed to find key emission sources involved in the production process and then elaborate organized and continuous reduction measures.

Data on Askey's GHG inventory range is collected based on operational control, including Taiwan and the Suzhou site in China. In 2022, Taiwan completed the inventory of Scope 1 and 2 emissions under the inventory guidelines used both by domestic and overseas institutions. The GHG inventory in Suzhou, China followed the ISO 14064-1: 2018 guideline, while the indirect emissions and the volume of emissions were included in the inventory to go through external verification. In 2022, the total volume of Scope 1 and 2 GHG emissions was 24,795-ton of CO2e. The main emission sources come from the use of electricity (93%), and since the solar power generating facility in the Suzhou factory in China was completed and became operational in June 2022, the emission intensity was considerably decreased to 80-ton of CO2e/NT\$ 100 million of revenue. Askey wants to use annual inventory results and data disclosure processes to fully understand the conditions of greenhouse gas emission within the organization for continuous self-review and improvements.



GWP Value comes from the 5th IPCC Report. GHG inventory baseline year & emissions in Taiwan - Y2017 / 4,822.2t CO<sub>2</sub>e. GHG inventory baseline year & emissions in Suzhou, China - Y2009 / 41,300.7t CO<sub>2</sub>e.

#### ▲ GHG Emission

Sources	Emissions (tons CO <sub>2</sub> e)
Packaging Materials Transportation	60.32
Product (to Shanghai Port) Transportation	69.64
Waste Cleaning and Transportation	0.26
Employee Commute (Transportation Vehicles)	0.65

▲ Indirect GHG Emissions from Transportation

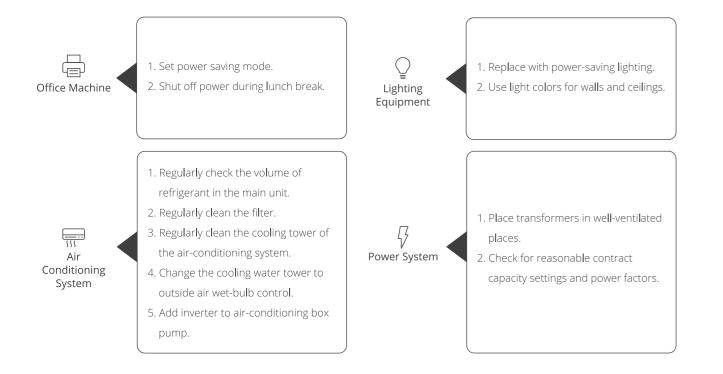
#### Carbon Disclosure and Reduction

In response to the "CDP Commit to Action" initiative, Askey has actively participated in CDP since 2015. Moreover, in responded to the questionnaire regarding the Company's greenhouse gas emissions and the response strategy of investment risks and opportunities of climate change, these demonstrate our commitment to carbon information disclosure and management. CDP is an independent non-profit organization initiated and established by several international legal person investment institutions. Headquartered in London, UK, it invites major companies every year to fill in a questionnaire, which is designed to disclose their carbon management-related data, risks and opportunities.

Askey's factories propose annual energy conservation and carbon reduction proposals, and statistical calculations are applied to determine the carbon emissions reduced and effectively manage emissions to achieve the goal of carbon reduction. For example, the Zhonghe factory in Taiwan has adopted the chiller system energy conservation solution by installing ice water pumps, cooling water pumps and water tower fan inverters. These can monitor ice water, cooling water, outlet and return water temperatures, as well as control inverters to optimize the efficiency of the chiller system.

In March 2022, the ordinary single-stage air compressor in the nitrogen room of the Suzhou factory in China has been replaced with a two-stage inverter air compressor, which resolves the problem of unbalanced and fragile bearings of the single-stage air compressor. The advantages include durability, low noise and more energy efficiency. The efficiency has improved by 21.82% compared with the past. Since March, more than NT\$260,000 in electricity bills have been saved. We hope that through self-reflection and self-management to identify relevant risks and opportunities, climate issues will be considered in business decisions to formulate carbon reduction plans that meet the nature of business, combat the increasingly severe global warming and exert more effect in the response to climate change. Meanwhile, the Company will continue to carry out various energy planning and management actions to effectively improve the power consumption efficacy, and reduce excessive consumption, turning the philosophy of environmental protection into practical actions and fulfilling Askey's commitment and determination in coexisting with the environment.



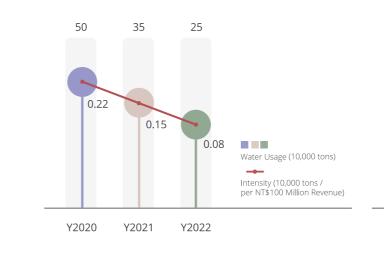


Region	Project name	Electricity saved (kWh/year)	Carbon emissions reduced (tons/year)
<b>V</b> Taiwan	Energy-saving solution for the chiller system (Zhonghe factory)	1,447,661	736.86
~	Photovoltaic power station project	3,380,160 ( 2022.5.30-12.31 )	1,927.71
Suzhou, China	A new twin-screw energy-saving air compressor was installed in the nitrogen room	87,980 ( 2022.3.1-12.31 )	50.17

▲ Annual Energy Conservation Project

#### Water and Waste Management

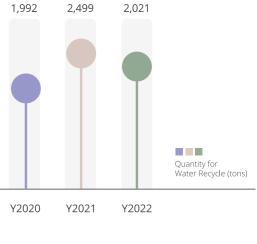
Askey's 2022 total water consumption was about 250,000 tons and the water use intensity was 800 tons per NT\$100 million of revenue. The source of water is tap water provided by local water companies. No groundwater, surface water and seawater were used. The manufacturing process does not generate process wastewater, and there is only domestic sewage from employees. Employees' domestic wastewater from operations is discharged into the designated sewage treatment system in accordance with the local laws and regulations every year, a legitimate inspection company is commissioned to conduct water quality testing to ensure that the operating activities will not affect or pollute the environment. Due to the nature of the industry, Askey's water resources are mainly used for employees' domestic use and air-conditioning equipment. Although the risk of organizational operations being impacted by water resources is relatively low, Askey continues to pay attention to the risk of water shortages that may be caused by climate change. Measures such as installing "water-saving accessories to water outlets" and "devices for collection of recovered water" are adopted to carry out internal water resources management, reduce ineffective consumption and optimize water use efficiency. 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

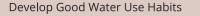
Water consumption in Taiwan: Except for the independent water meters used at the parking lot at the headquarters in Zhonghe and the office in Hsinchu, Tainan, other locations estimate the consumption by taking the proportion of total water utility expense based on the area measurement of each floor.

• Water consumption in Suzhou, China: Calculated based on the water bill and water consumption of 59,346 tons in the rental area has been deducted.



▲ Historical Water Recycle





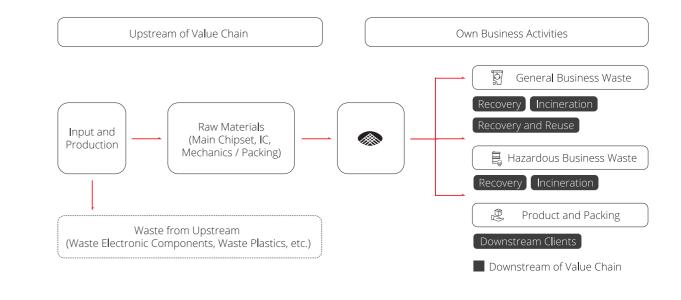
Encourage colleagues to practice water conservation.

#### Water Recycling Use

Condensate recovery systems are installed to factories in Taiwan, and the water is used for irrigation. Factory in Suzhou, China has a reclaimed water system which uses water for cleaning the toilets.

### Improvement of Water Equipment Use water-saving faucets. Improve Water Use Efficiency

Commission specialized vendors to conduct leak inspections at the Suzhou plant in China. After making improvements to water leaks, the monthly average water consumption decreased significantly compared with the same period of previous years.



#### Waste Management

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

The wastes produced by Askey are mainly divided into two categories, general business waste and hazardous business waste. The general business wastes include employees' domestic wastes and plastic shells. The hazardous business wastes include PCB, waste electronic components and others. Askey adopts strict control measures for wastes generated from the manufacturing and service processes to ensure that they can be properly, safely disposed of while meeting the regulatory requirements, and reducing the environmental burden. Appropriate classification and management measures are taken to improve the reusability and value of resources. The management of each operating base is responsible for all the wastes within each base. Waste management companies with a qualified environmental protection permission are entrusted with the removal and disposal of wastes in accordance with the law, and need to provide proof. In 2022, there was no neglectful disposal or violation committed by waste management companies.

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

#### ▲ Waste-Related Significant Impact Process

Region	Туре	Method	Weight (Tons)			Description
			Y2020	Y2021	Y2022	Description
Taiwan	General	Recovery	242.3	458.1	58.6	Iron, plastic, paper, tin slag, etc.
		Incineration	254.4	277.4	217.4	Domestic waste, product waste.
		Recovery and Reuse	0	0	20.1	Packaging material for incoming materials.
	Hazardous	Recovery	11.7	13.5	22.7	Breakaway, powder.
Suzhou, China	General	Recovery	136.5	112.1	99.9	Corrugated fiberboard, soft plastic.
		Incineration	494.1	365	365	Domestic waste.
		Recovery and Reuse	249	249	236.1	Packaging material for incoming materials.
	Hazardous	Incineration	6.7	3.6	4.8	Waste cleaning liquid, waste empty bucket, waste filter cloth.

• Monitoring method for the collection of waste in the Taiwan region: Domestic waste is estimated by the number of bags to be disposed of and the weight of each bag. Oualified waste disposable contractors using the truck scale measure the statistics of other general and hazardous business waste. • Monitoring method for the collection of wastes in Suzhou, China: Except for domestic waste, which is estimated by the daily removal weight, the rest of the

general and hazardous business waste is weighed by the truck scale.

#### ▲ Amount of Waste Generated

2022

### 3.2 Green Service

2022

66

Management Approaches of Major Issues :						
Impact Explanation	<ul> <li>Green products and services reinforce a positive corporate image, and elevate the competitiveness.</li> <li>Failure to incorporate the green environmental concept into the production and service process is likely to introduce a negative impact on the external environment.</li> </ul>					
Policy	Hazardous Substance Management Policy					
O Action	Provide eco-friendly products and services to comply with international environmental laws, and accommodate the needs of customers					
ကို <sup>ငြာ</sup> Evaluation	Feedback from Clients / Third-party audit					
🕂 Target	Products 100% comply with RoHS requirements					
Corresponding GRI Topics	<ul> <li>GRI 301 Materials</li> <li>GRI 416 Customer Health and Safety</li> <li>GRI 417 Marketing and Labeling</li> </ul>					

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



#### Sustainable Design

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

#### $\overline{\uparrow}$ Reduced Use of Raw Materials

#### Use Eco-Friendly Materials

Recycled Plastics (PCR), including inferior strength and reliability, introducing more than 60% PCR to the plastic case of several of our products exported to the US, and realizing the concept of a circular economy. In 2022, Askey used 212.2-tons of PCR. Use eco-friendly paper products as much as possible, such as purchasing paper packaging materials that contain more than 80% of recovered and reclaimed materials that can be recovered again, so as to reduce the use of virgin pulp and the impact on

2022

#### Green Procurement and Production •

Due to the increasingly strict requirements of the hazardous substance free (HSF) policy, Askey has been aware of the impact of harmful substances to ecosystems and the importance of management and, starting in 2007, incorporated the "IECQ QC 080000 Hazardous Substance Process Management for electronic and electrical parts and products into the original quality management system." The process and system control with compliance of harmful substances during the raw materials selection, production and manufacturing, products use and waste disposal are phased in order to provide eco-friendly products and services and meet international environmental protection laws and customer requirements.

#### Plan

- · Applicable Laws and Regulations and Identification of Customer Needs
- Establish Management Specifications and Contro**l** Lists
- Establish HSE Goals
- Professional Capacity of Relevant Personnel

#### Action

- · HS Abatement Plan
- Improvements and Suggestions for Internal
- and External Audit Deficiencies
- Manage Review and Follow-up Matters

#### ි ම් Do

- · Design and Development Meet Regulatory and Customers Requirements
- Production and Manufacturing in compliance with Planning and Control
- Require Suppliers to Disclose the Content of Hazardous Substances in the Supplied Materials

#### Check

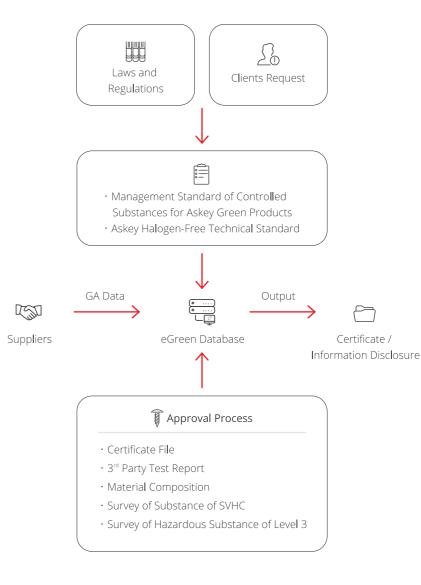
- · Conduct Supervisory Measurements to Ensure the HSF Compliance
- Internal / External Audit
- Management Review

▲ Hazardous Substance Process Management

#### Green Procurement

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

All suppliers of green materials need to provide their list of ingredients, third-party test reports, warranty statements, safety data sheets and other information to be verified by the department responsible for green verification prior to using the materials. The company's R&D, quality assurance and other relevant departments can also use the e-Green system to understand the composition and content of green products and take control measures as needed. At the same time, the Company has developed the "Management Standards of Controlled Substances for its Green Products" to regularly review, compare, and update with accordance to the international laws and regulations on banned substances and clients' requirements on controlled substances. Currently, there are over 100 controlled substances.



▲ Green Material Approval Process





#### **Green Production**

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

#### Carbon Reduction Transportation •

In order to reduce the energy consumption and carbon emissions during the transportation of products, the Company and our logistics partners work together to conduct consolidated / full container load and optimal route planning, while not affecting the delivery to clients. To reduce the consumption of natural resources, environmental pollution and impact, and to reduce transportation time and improve transportation efficiency save on operating costs and achieve the substantial economic benefits from green operations.

#### Friendly Disposal

In order to improve the recovery and recycling rates of waste electronic and electrical equipment, and reduce the volume of final electronic waste, the Company has taken the design, manufacture and recycling of products from the perspective of life cycle into consideration for the reduction of environmental pollution and improvement of the reuse rate of resources. We follow the EU's Waste Electrical and Electronic Equipment Directive and meet customer needs by taking responsibility for proper recycling and reuse of electronic waste. We participate in local recycling systems in Germany, the UK, Switzerland, Italy and other countries, and complete brand registration and place recycling marks on products. At the same time, we regularly monitor and report the weight of electronic and electrical equipment put into the markets. Askey's products 100% meet the WEEE requirements. Through self-assessment in 2022, 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 Itd., 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





# CHAPTER 4.

Social Sustainability 社會共好



## 4.1 Recruitment and Training

### Management Approaches of Major Issues: **# Legal Compliance**

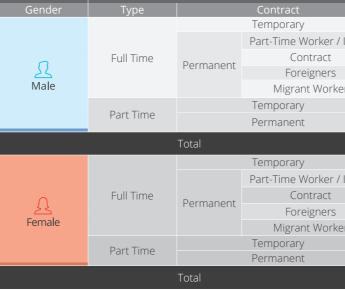
Impact Explanation	<ul> <li>Materializing legal compliance not only lowers operational risks but also exerts a positive influence on increasing business performance.</li> <li>Illegal incidents will tarnish the Company's image and reputation.</li> </ul>
Policy	Labor and Ethics Policy
() Action	Comply with relevant laws and regulations. Protect labor rights. Maintain friendly employer-employee relationships
ကို <sup>င္ခာ</sup> Evaluation	Inspection by a competent authority
🕂 Target	0 major labor rights violations
GRI Topics	GRI 2-27 compliance with laws and regulations

Manpower is the cornerstone of business operations and the key to sustaining growth and improvement momentum. The Company considers its employees as partners in the sustainable operations, and adopts the management process of "Selection. Employment. Education. Promotion. Retention" to select, encourage and retain outstanding talents. We believe that having sound and harmonious environments and atmospheres can help employees to work safely, learn and grow. Coupling the aforementioned with complete and comprehensive salary benefits and training systems cohesiveness and corporate recognition can be created among the employees. With contented employees, it will 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, 2022, Askey has retained 4,715 formal employees. The Company has 2,489 people in Taiwan and 2,226 in Suzhou, China, accounting 53% and 47% of the total manpower. There are 146 unofficial (temporary) employees working as operators. About 35% of the employees are under the age of 30, bringing different innovative ideas into the organization. About 59% of the employees are between the age of 30 and 50, and they have the professional skills and practical experience to help the Company grow steadily. The other 6% are employees who are 50 or older. They are mostly leaders and managers who continue to lead the Company towards annual goals. We value diversity and equal rights, and actively implement the principles of gender equality to ensure that women and men have the same right to work. We hope that a diverse culture can signify everyone's value in our workplace. In 2022, female employees account for 49% of the total number of employees, indicating that the Company ensures women's right to work and growth in our workplace.

### Official Employees



Full-time employees in Suzhou, China: Due to the nature of the industry, human resources deployment will be implemented according to the business volume, with priority given to full-time workers within the organization. However, in case of temporary or seasonal projects, part-time / internship and temporary personnel will be dispatched.

Part-time / intern employees in Suzhou, China: Through six-month industry-academia internships held by the school and the Company, students can learn about practical techniques in their field of expertise in advance. The departments participating in the program are mostly production and manufacturing-related with collaborating school departments, such as computer, electronics and

industrial robots.

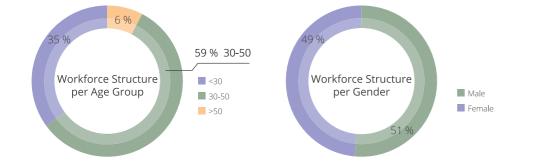
 Fixed-term contract employees in Suzhou of China: According to the Labor Contract Law of the People's Republic of China, after the signing of fixed-term contracts, employees may choose to sign open-term labor contracts after 2 renewals or 10 years of service tenure of the fixed-term contracts.

	Taiwan	Suzhou, China	Total
	1,086	159	1,245
Intern	5	529	534
	2	586	588
	5	0	5
er	37	0	37
	0	0	0
	14	0	14
	1,149	1,274	2,423
	569	158	727
Intern	4	250	254
	2	544	546
	5	0	5
er	734	0	734
	0	0	0
	26	0	26
	1,340	952	2,292



### Non-Official Employees





### ▼ Workforce Structure per Gender and Age

Gender	Age	Taiwan	Suzhou, China	Total
8	<30	97	761	858
	30-50	855	484	1,339
Male	>50	197	29	226
$\cap$	<30	360	418	778
22	30-50	901	528	1,429
Female	>50	79	6	85
Т	otal	2,489	2,226	4,715

### ▼ Workforce Structure per Position

Gender	Position Classification	Age	Taiwan	Suzhou, China	Total
		<30	1	45	46
	Management	30-50	225	206	431
R	Position	>50	106	5	111
Male	Non-	<30	96	716	812
	Management	30-50	630	278	908
	Position	>50	91	24	115
	Total		1,149	1,274	2,423
		<30	15	19	34
	Management	30-50	84	157	241
$\cap$	Position	. 50		0	22
23		>50	30	2	32
Female	Non-	>50 <30	30 345	399	32 744
کے Female	Management			-	
کے Female		<30	345	399	744

### Compensation and Benefits •

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

### Recruitment and Retention

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

In order to build a fair promotion practice, the Company conducts performance interview with employees every six months. The interviews cover areas such as the core competencies, specialization, etc., to serve as reference for promotion, raise, issue of year-end bonuses and others, further encouraging employees to contribute and elaborate on their talents in their career. Managers also assist and mentor employees who may need better performance to develop improvement their plans, and give them guidance to improve their capabilities. In terms of employee departure management, once an employee demands resignation, the human resources unit will arrange exit interviews for unit supervisors and the litigant to understand why the employee is leaving and provide support. If an employee's job contents need to be adjusted due to modifications in operational requirements or business changes, communication and coaching for the transferee will be performed. If internal assessments cannot find a suitable post or if the employee is unwilling to transfer, dismissal related matters would be executed according to the Company regulations.

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

Gender	Туре	Taiwan	Suzhou, China
R	Direct Labor	1.04	1.07
Male	Indirect Labor	1.04	1.07
A	Direct Labor	1.04	1.07
Female	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.



### ▼ New Employee Hired Rate / Turnover Rate

	Male							Male		
	Taiwan					Suz	hou, China			
Age	Number of Employees	New Employee Hired	New Employee	Employee	Turnover Rate	Number of Employees	New Employee Hired	New Employee	Employee	Turnover Rate
		New Linployee filled	Hired Rate	Turnover	Turnover Kale			Hired Rate	Turnover	Turnover Kate
<30	97	62	64 %	43	44 %	761	2,332	306 %	2,412	317 %
30-50	855	137	16 %	255	30 %	484	67	14 %	151	31 %
>50	197	10	5 %	32	16 %	29	0	0 %	1	3 %

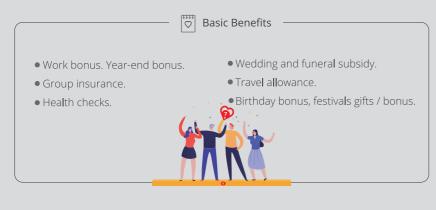
	Female							Female		
	Taiwan				Suzhou, China					
Age	Number of Freedomen	New Employee Employee	New I	New Employee	Employee	T D				
, , , , , , , , , , , , , , , , , , ,	Number of Employees	New Employee Hired	Hired Rate	Turnover	Turnover Rate	ver Rate Number of Employees	New Employee Hired	Hired Rate	Turnover	Turnover Rate
<30	360	223	62 %	65	18 %	418	1,029	246 %	1,092	261 %
30-50	901	233	26 %	212	24 %	528	49	9 %	90	17 %
>50	79	5	6 %	5	6 %	6	3	50 %	6	100 %

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

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

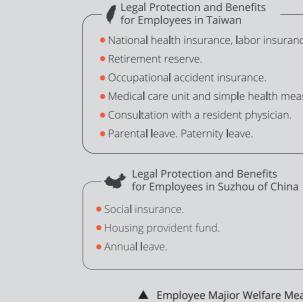
### Employee Benefits

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



▲ Employee Majior Welfare Measures

Each official employee not only can enjoy benefits according to basic regulations such as labor insurance and pension, Askey also provides group insurance, health examinations and other diverse benefits. With considerations for employees' living and necessities, it helps to create a bonding between the Company and its employees so that both sides will attain sustainable growth and create a win-win result.



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### Retirement Insurance

The Company's retirement system is based on related laws and regulations stipulated by the local government. Every official employee participates in the retirement plan. For employees in the Taiwan region, retirement reserve is set aside regularly to the statutory retirement account or individual retirement accounts according to the pension rules listed in the "Labor Standards Act" and "Labor Pension Statutes". For employees where the "Labor Standards Act" applies, Askey will check whether the retirement reserve is sufficient regularly. According to actuarial results of 2022, the retirement reserve account balance of the Bank of Taiwan is enough to pay employees who reached retirement conditions for within a year. For employees where the "Labor Pension Statutes" applies, the company will set aside 6% of the insured salary to employees' individual accounts created by the Bureau of Labor Insurance. As for the China plants, social insurance (pension, medical care, unemployment, work injury and childbirth) and provident funds are applied for employees according to local laws and regulations, providing safe guarantees for the employees' retirement lives.

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

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

### Parental Leave

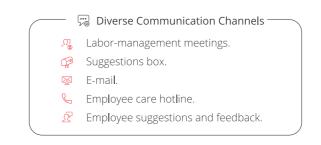
The Company is committed to promoting work-life balance. For the childcare and breastfeeding issues in Taiwan, we grant rights to employees applying for unpaid parental leaves for childcare in accordance with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental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

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 2022, 4 male and 11 female employees applied for maternity leave without pay. The overall return to work rate was 63% and the retention rate was 57%.

	Application Status		Reinstatement Status			Number of People Retained		
Gender	No. of Employees Eligible for Parental Leave without Pay in Y2022.	No. of Employees Applied for Parental Leave without Pay in Y2022.	No. of Employees Expected to Return to Work after Parental Leave without Pay in Y2022 (A)	No. of Employees Actually Returned to Work after Parental Leave without Pay in Y2022 (B)	Return to Work Rate	No. of Employees Returned to Work after Parental Leave without Pay in Y2021 (C)	No. of Employees Reinstated after Parental Leave in Y2021 and was still with the Company after 1 Year (D)	Reter
<u>S</u> Male	67	4	6	4	67 %	3	0	
<u>A</u> Female	45	11	13	8	62 %	4	2	

### Smooth Communication Channels

In order to listen to the voices and opinions of colleagues, and establish mutual trust and promises, the Company has established several channels to hear from employees. Not only are labor conferences held regularly to provide direct and sufficient communication platforms, suggestion boxes and complaint hotlines are also set up to allow employees through diverse and confidential channels to express their thoughts at ease, and receive immediate responses and handling, allowing for zero distance between their concerns and coordination, so there could be closer interactions.





Return to work rate: B/A.

Retention rate: D/C.



### • Talent Development

Outstanding talents are the cornerstone of organizational success and the key to enterprises' competitive advantages. We deeply understand that enterprises' sustainable operation depends not only on profits, but also on employees who work with enterprises. Askey strives on cultivating talents, and actively plans rich and diverse training courses in order to stimulate employee potentials, strengthen talent capital and increase team performance as well as organizational operating energy, achieving the vision of sustainable operation and development for the Company. Employees' personal learning and development can contribute to the improvement of work performance. In order to provide a systematic learning and development environment, the Company plans a learning map for each position level based on the core, professional, management functions and organizational development needs, so that professional knowledge can be effectively passed on. The Company also nurtures specialized and management talents who, from starting their jobs to leaving their career, can receive complete and solid training. The systematic training, nurturing and guidance reinforce the professional and skills of the Company's personnel step by step, so they can fully contribute to their positions and effectively improve the quality of work.

In terms of training effectiveness, in 2022 the average training hours received by each employee was 9.5 hours, and the cumulative training hours for the year reached as high as 44,638.4 hours. When analyzed according to gender, the average training hours of male and female employees were 9.1 hours and 9.8 hours, respectively. The statistics according to employee job categories, the average training hours of management jobs and non-management jobs were 10.6 hours and 9.2 hours, respectively.

Course Type	No. of Courses	No. of Trainees
Newcomer Training	2,917	12,774
Promotion Training	2	36
Quality Training	3	84
Professional Training	211	5,053
Management Training	3	19
Self-Improvement Training	20	145
System Training	48	15,361

▲ Employee Training Course

	Male	<b>Female</b>
Total Training Hours for Management Position	5,295.9	4,222.7
Average Training Hours	9.0	13.8
Average Training Hours	10	).6
Total Training Hours for Non-Management Position	16,847.6	18,272.2
Average Training Hours	9.2	9.2
Average Training Hours	9	.2
Total Training Hours	44,6	38.4
Average Training Hours	9.1 9.8	
Average Training Hours	9	.5

▲ Training Effectiveness

2022 Sustainability Report

## 4.2 Safe and Healthy Workplace

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

P Impact Explanation	<ul> <li>Protecting the safety and health of employees and other workers is the legal responsibility and obligation of enterprises, as well as fostering a positive business management cycle.</li> <li>Personnel casualty may result in business interruptions and negatively affect the company's operations.</li> </ul>
Policy	Environmental Safety Policy
√ Action	Comply with relevant laws and regulations and implement occupational safety and health management
<sub>ဂို</sub> တြ Evaluation	Government Check / Third-party audit
🕀 Target	0 Case for High-Consequence Work-Related Injuries
Corresponding GRI Topics	GRI 403 Occupational Health and Safety

### Management Approaches of Major Issues : 🖉 Labor Rights

Ŷ	Impact Explanation	<ul> <li>Create an equal and friendly workplace, and ensure the human rights of every colleague are protected, which will have a positive impact on the Company and society.</li> <li>Incidents of discrimination, harassment or human rights violations may tarnish the Company's reputation.</li> </ul>
Ð	Policy	Labor Ethics Policy
9	Action	Committed to eliminating all forms of unfair labor practices, and treating every employee fairly and respectfully
<sup>6</sup> Ç	Evaluation	Employee complaints
$\oplus$	Target	0 human rights violations reported
Ŕ	Corresponding GRI Topics	<ul> <li>GRI 406 Non-discrimination</li> <li>GRI 407 Freedom of Association and Collective Bargaining</li> <li>GRI 408 Child Labor</li> <li>GRI 409 Forced or Compulsory Labor</li> </ul>

Askey has built a safer and healthier work environment. In addition to complying with local occupational safety and health laws and regulations and related requirements, the Company continuously strengthens relevant management measures to prevent injuries and unsafe circumstances, to protect the lives, safety and health of employees, contracted laborers and related operators. The Company also strives to build an equal and friendly work environment, so everyone can enjoy work and live a healthy life.

### Occupational Health and Safety Management

Besides adhering to the local safety and health-related laws and specification requirements, the Company headquarters in Zhonghe, Taiwan, and the factory in Suzhou, China has introduced the ISO 45001 Occupational health and safety management system, and obtained certification. The system applies to all operating activities in these areas and all work personnel, including contractors, and uses systematic management methods and annual reviews to implement safety and health management. It uses workers' consultation and participation to understand the workplace's specific safety and health needs. Moreover, regular monitoring, review and ongoing improvement are conducted to enhance safety and health performance. For the Taoyuan factory in Taiwan, the external verification of the occupational safety and health system will be assessed and introduced.

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 2022 hazard identification and risk assessment results, the Company has executed the relevant control regulations, regular personnel inspections, emergency response procedures, and other control measures in order to eliminate any improper chemical storage that may cause leaks, fire or explosion incidents, or other high-risk hazards in order to minimize the possible harms and risks. It aims to provide employees and workers with a safer work environment.

Participation, Consultation, and Communication

A Labor Safety Service Center is established in Taiwan, which is responsible for the Company's occupational safety and health management. The Company has established an "Occupational Safety and Health Committee" in accordance with the Occupational Safety and Health Management Regulations. The committee is composed of department heads, safety and health personnel and labor representatives to make suggestions on the occupational safety and health policies formulated by the Company, and to review, coordinate and propose safety and health related matters. 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.

	Taiwan - Occupational Safety and Health Committee	Suzhou, China - Environmental Safety Committee
Labor Representatives Account of all Committee Members	Zhonghe factory 43% Taoyuan Factory 38%	33%
Discussion	Health promotion matters.     Occupational safety and health     management plan.	

▲ Incident Investigation Process

### Safety and Health 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. The Company arranges for employees with professional certificates to complete relevant training courses, and newcomers are given training to meet the needs of organizational operations. For non-employed workers such as outsourced cleaners, security personnel, or contractors, we also provide hazard notification before they enter the factory as well as safety supervision during their operations. The goal is to deliver the relevant safety and health concepts and knowledge to prevent industrial safety accidents, create safe and healthy workplaces, and achieve the objective of zero major occupational accidents.

	Tai	wan	Suzhou, China	
ltems	<u> </u> Male	🧘 Female	<u> M</u> ale	<u>A</u> 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	0	3	3	0
Ratio of Recordable Occupational Injuries	0	0.202	0.152	0
Work Hours	2,431,562	2,976,878.5	3,958,343.4	2,869,735.9

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

### Occupational Injuries

In 2022, there were six recorded occupational injuries, where three people sustained pinching or cutting injuries while operating machines or tools due to negligence, while the other three people were engineering department personnel who were accidentally injured during equipment maintenance. Askey has investigated the accidents and their causes, and the relevant unit has been instructed to lower the risk of injuries for employees at work. Furthermore, there is no record of death, serious injury or occupational injury among the temporary personnel, contractors and other workers.



2022

### Human Rights Protection

Human rights are inherent and fundamental for all individuals, regardless of race, color, gender, social class, and other differences. They shall not be arbitrarily deprived of or violated. Askey is attentive to various international human rights standards and principles. We consider relevant local laws and regulations safeguarding human rights in all our global operating locations. Our factory in Suzhou, China, consistently undergoes third-party verification appointed by the Responsible Business Alliance (RBA), rectifies any identified deficiencies, and obtains the RBA VAP certificate upon closure. In the future, RBA audits and certifications will be conducted every two years.

In terms of labor standards, the Company respects the employees' rights empowered by the law, allowing them to form, participate in, or refuse to join associations or group agreements. Furthermore, we are committed to creating an environment conducive to free expression and communication. In locations of operations in Taiwan and Suzhou, China, labor representatives can assist employees to negotiate with the Company through labor-management meetings and labor unions, thereby ensuring smooth communication platforms.

Askey prohibits any form of forced labor and no coercion, intimidation, detention, debt repayment, human trafficking or other forced methods are applied to recruit labor. Moreover, the local labor laws and regulations are observed. Askey rejects suppliers or contractors who use forced labor to protect the personal freedom of workers.

The factory in Suzhou, China is one of Askey's major manufacturing sites that hire a large number of official staff. Due to factors such as recruitment, work order arrangements and school / enterprise cooperation, short-term interns accounted for over 30% of the total number of employees and nearly 80% of them are underage interns who meet the local legal minimum working age but are under the age of 18. In order to protect their physical and mental safety and health at work, the Company will reasonably allocate low-risk work to them, and control the number of working hours to ensure proper rest and off time.

During the hiring process, we will conduct an age review and prohibit child workers under the legal minimum employment age. As of 2022, there has been no mis-hiring of child labor. Meanwhile, personal files are established according to the national laws and regulations, mandatory requirements, and relevant international conventions. Moreover, employees are not asked to engage in any work that may endanger their health and safety, and they do not work night shifts or overtime. Regular health checks are conducted to protect their physical and mental health and safety.

The Taiwan factory provides a safe workplace and a comprehensive living space for migrant workers. In addition, communication and complaint channels are built up to protect them from unequal treatment, and ensure that their labor rights are not discriminated against.

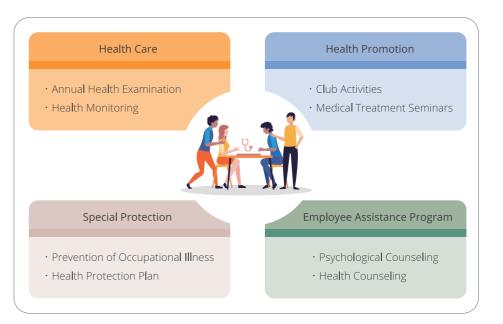


### Energetic Workplace

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

### Health Promotion

The Company holds physical examinations for employees regularly every year regardless of their age. Examination programs are planned comprehensively based on employees' health issues, age and gender. These programs outperform the examination items required by law. Other physical examinations for the prevention of occupational hazards are arranged separately for employees with higher risk operations. Our medical team tracks our staff's health status, and provides individual health advisory care and guidance for employees who may have abnormal test results. Askey hopes employees can understand their health conditions at all times, based on the data collected from the physical examinations over time. Meanwhile, the Company holds several seminars on health and medical topics every year, so employees can learn more about the correct health management measures. It is also encouraged to organize clubs such as badminton, cycling, fitness and others, where the staff can exchange with others and have a work-life balance. Appropriate subsidies are provided to help the operation of these clubs. Askey strives to improve the physical and mental health of our employees by planning and organizing numerous health promotion activities, thereby achieving the goal of boosting morale and improving work quality. As for the temporary personnel who work for Askey, as well as security or cleaning-related contract workers, their health promotion and management are the responsibility of their respective employers.



Diverse Health Care

2022

# 4.3 Social Participation

By upholding the philosophy of "giving back to society" and the spirit of sustainable development, Askey proactively cares for and assists local disadvantaged groups to cater to their needs. Additionally, we continue to maintain a good interactive relationship with the local community, giving back to society through practical actions and making substantial contributions to engender the value of the common good in society.



Askey's everlasting love for the elderly for 9 consecutive years, our staff in Suzhou, China represented the Company and visited homes for the elderly in Taihu New City of Suzhou, China to care for the elderly and donate necessary supplies. We hope that care and efforts can make the elderly feel beloved, cared and warm.



Askey donates 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.

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





Askey has organized guided reading of new SDGs-related books for the Company's senior administrators and relevant departments, allowing various units to understand how an enterprise discovers shared values by determining its SDGs, and examining the shared cost between the enterprise and society.





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.



Askey actively sponsor the promotion of football activities with NT\$1 million to help realize the vision of the CTFA. To increase the participation of football in various municipalities, to implement the selection and training of national team players at all levels, as well as to strengthen international exchanges, interactions and achieve other objectives.

Every year, the Company orders gift boxes made by non-profit organizations as Mid-Autumn Festival gifts. The actual purchase is the most direct support and encouragement to the social groups. We hope that the clients and communities can also feel the joy of being part of the public welfare efforts.



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

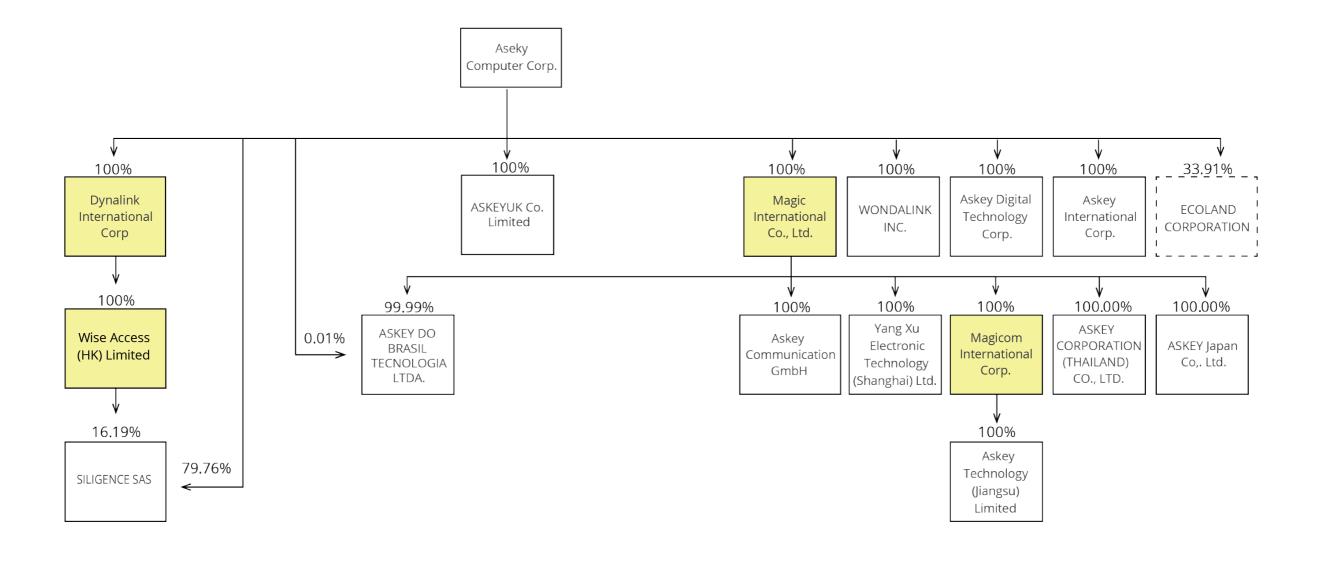


# **APPENDICES.**



# Appendices







SGS

## ASSURANCE STATEMENT

### SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ASKEY COMPUTER CORPORATION'S SUSTAINABILITY REPORT FOR 2022

### 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 Sustainability Report for 2022. The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 Moderate level to assess whether the text and data in accompanying tables contained in the report presented and complies with the GRI Universal Standard (2021) and AA1000 Accountability Principles (2018) during verification (2023/01/10~2023/03/23) in ASKEY headquarter .

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 Sustainability Report of 2022 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 Sustainability 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 and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3 2021 for organisation's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards

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 i AA1000)
В	AA1000ASv3 Type 1 Moderate (AA1000AP Evaluation only)

SCOPE OF ASSURANCE AND REPORTING CRITERIA The scope of the assurance included evaluation of adherence to the following reporting criteria:

### Reporting Criteria Options

- 1 GRI Universal Standard (2021) (Reference)
- 2 AA1000 Accountability Principles (2018)
- reported information.

### 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

### ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the disclosure with inclusivity, materiality, responsiveness, and impact information in the scope of assurance is 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.

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• AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny; and · evaluation of the report against the requirements of Global Reporting Initiative Universal Standards (2021) listed in the GRI content index where the organization has referenced for the preparation of the



### ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018) INCLUSIVITY

ASKEY has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, ASKEY may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

### 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. **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 Sustainability Report of 2022, is reporting with reference to the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1 Foundation 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. The report has properly disclosed information related to ASKEY's contributions to sustainability development. For future reporting, ASKEY is encouraged to disclose its approach on the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights of the materiality assessment, and how the actions are applied to prevent or mitigate potential negative impacts.

Signed: For and on behalf of SGS Taiwan Ltd.

Stephen Pao Knowledge Deputy General Manager Taipei, Taiwan 14 June, 2023 WWW.SGS.COM



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### • GRI Content Index

Terms of UseAskey has referred to the information quoted in the GRI Content Index of the GRI Universal Standards to compile the<br/>report dated from January 1 to December 31, 2022GRI 1 appliedGRI 1 Foundation 2021

### GRI 2 General Disclosures 2021

Disclosure Number	Disclosure Item	Page	Remark
	d its reporting practices	1 480	Kenturk
2-1	Organizational details	10-11	
2-2	Entities included in the organization's sustainability reporting	04	
2-3	Reporting period, frequency and contact point	04-05	
2-4	Restatements of information	-	No restatements of information.
2-5	External assurance	05	
Activities and worke	rs		
2-6	Activities, value chain and other business relationships	10-11 / 46-52	
2-7	Employees	75-76	
2-8	Workers who are not employees	75-76	
Strategy, policies an	d practices		
2-27	Compliance with laws and regulations	-	<ul> <li>No major environmental and social violations with a single fine of more than NT\$1 million occurred in 2022.</li> <li>There were two violations of Article 28-2 of the Waste Disposal Act (NT\$6,000 each for not appointing a professional waste disposal technician), and both have filed for review and approval in accordance with the laws and regulations.</li> <li>There were seven violations of labor-related laws, of which four cases violated the Labor Standards Law and three cases violated the Employment Service Law, with a total fine of \$1.27 million. The Company has required the staff of the relevant units to conduct a comprehensive review and propose improvement plane for the violations.</li> </ul>
2-28	Membership associations	15	
Stakeholder engage	ment		
2-29	Approach to stakeholder engagement	23-25	
2-30	Group agreements	-	Not to sign a group agreement with employees yet.

### GRI 3 Material Topics 2021

Disclosure Nun	nber Disclosure Item	Page	Remark
3-1	Process of determine material topics	26-27	
3-2	List of material topics	28-29	
3-3	Management of material topics	28-29	
205 Anti-corrupt	ion 2016		
205-3	Confirmed incidents of corruption and actions taken	-	No violations.
301 Materials 20	016		
301-2	Recycled input materials used	67	
302 Energy 2016			
302-1	Energy consumption within the organization	58-59	
302-3	Energy intensity	58-59	
302-4	Reduction of energy consumption	58-59	
305 Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	60-62	
305-2	Energy indirect (Scope 2) GHG emissions	60-62	
305-3	Other indirect (Scope 3) GHG emissions	60	
305-4	GHG emissions intensity	60	
305-5	Reduction of GHG emissions	60-62	
306 Waste 2020			
306-1	Waste generation and significant waste-related impacts	64-65	
306-2	Management of significant waste-related impacts	64-65	
306-3	Waste generated	65	

Disclosure Number	Diselecture liters		
	Disclosure Item		
403 Occupational Hea			
403-1	Occupational health and safety management system		
403-2	Hazard identification, risk assessment, and incident investigation		
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-9	Work-related injuries		
406 Non-discriminatio	on 2016		
406-1	Incidents of discrimination and corrective actions taken		
407 Freedom of Assoc	iation and Collective Bargaining 2016		
407-1	Operating locations or vendors that may be at risk of free association and group negotiations		
408 Child Labor 2016			
408-1	Operating locations and vendors at significant risk for incidents of child labor		
409 Forced or Compu	lsory Labor 2016		
409-1	Operating locations and vendors at significant risk for incidents of forced or compulsory labor		
416 Customer Health and Safety 2016			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
417 Marketing and Labeling 2016			
417-2	Incidents of non-compliance concerning product and service information and labeling		
418 Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		

### • The UN Global Compact Index Table

Category	Ten Principles	Page
luman Rights		
	Businesses should support and respect the protection of internationally proclaimed human rights.	88
	Make sure that they are not complicit in human rights abuses.	88
abor		
	Businesses should uphold the freedom of association and the effective recognition of the right to collectively bargain.	88
	The elimination of all forms of forced and compulsory labor.	88
	The effective abolition of child labor.	88
	The elimination of discrimination in respect of employment and occupation.	88
Invironment		
	Businesses should support a precautionary approach to environmental challenges.	57
	Undertake initiatives to promote greater environmental responsibility.	57
	Encourage the development and diffusion of environmentally friendly technologies.	66-67
Anti-Corruption		
	Businesses should work against corruption in all its forms including extortion and bribery.	22

Page	Remark
84-86	
85-87	
85	
86	
87	
89	
-	The organization's operations, products, or services have no direct major negative impacts on occupational safety and health.
86-87	
-	No Violations.
88	
88	
88	
-	No Violations.
-	No Violations.
-	No Violations.





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