



Environmental, Social, Governance

# ESG

Communicate with Love . Love to Communicate

NO. 09 / 2022.06

# 2021

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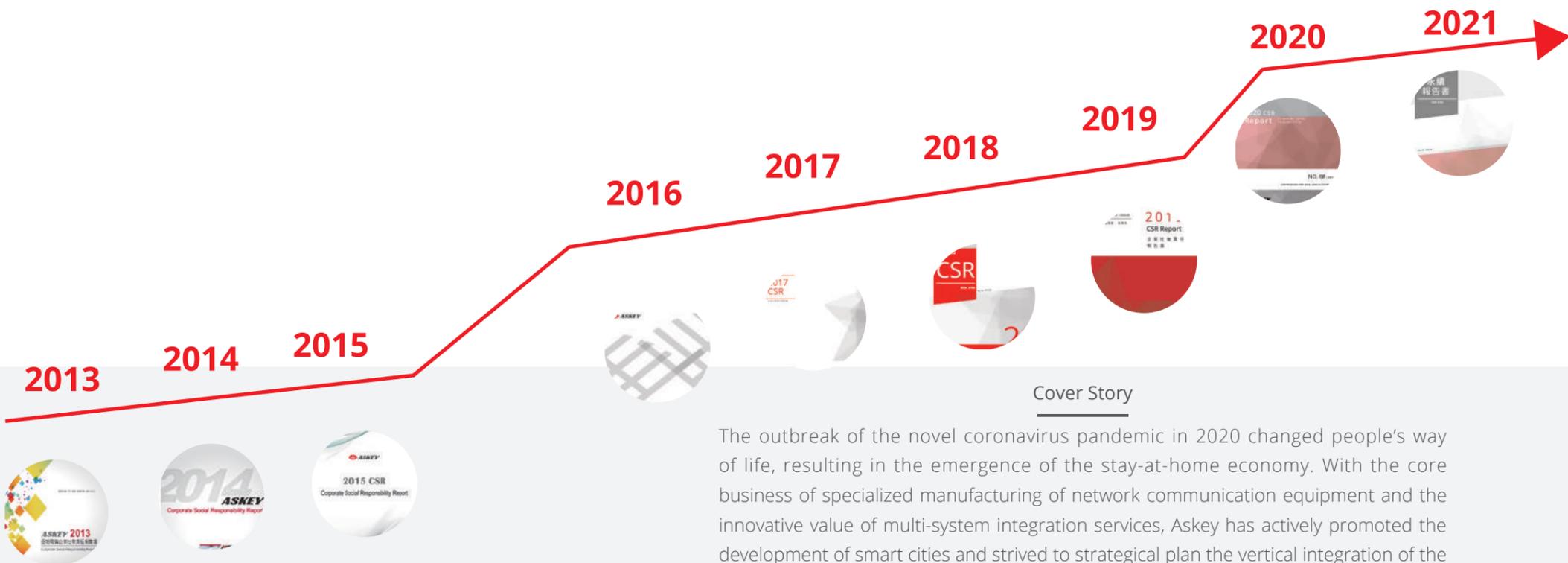
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# About

## About this Report

This report is the 9th 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 general 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 2021.



### Cover Story

The outbreak of the novel coronavirus pandemic in 2020 changed people's way of life, resulting in the emergence of the stay-at-home economy. With the core business of specialized manufacturing of network communication equipment and the innovative value of multi-system integration services, Askey has actively promoted the development of smart cities and strived to strategical plan the vertical integration of the 5G ecosystem, hoping become "Your Smart City Partner" to co-create more beautiful cities.

### 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 2021. 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 2021

#### 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.

June, 2021  
Previous

June, 2022  
Now

June, 2023  
Next

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Visual Design: Ling Chou

# CEO

## From the CEO



Robert Lin, CEO,  
Askey Computer Corp.

**Askey has been deeply engaged in network communication services for more than 30 years, and we have strived to exploring new network solutions. While pursuing profit maximization, we also continue to connect our core capabilities in the business to the interests of stakeholders and the Company's business strategy, creating a value of sharing for Askey, the society and the environment.**

Starting from Taipei in 2017, Askey has continued to incorporate Wi-Fi hotspots, e-paper, solar power, and other technologies into the improvement of bus stops. The applications have been successfully introduced to many other counties and cities in Taiwan and overseas markets. In 2021, the Company collaborated with the Ministry of Science and Technology and the City Government of Tainan to conduct dynamic validation of smart driving vehicles. The network connection between vehicles and smart bus stop signs enables applications such as identification of images and traffic signals, so that smart driving vehicles can have the capabilities of real-time exchange of background information and early warnings of road conditions. We also worked with the Department of Information and Technology Education of the Ministry of Education, Bureau of Education in Taipei, Tainan and Kaohsiung, Qualcomm, Microsoft Taiwan and Elitegroup, an industry-government-academia collaboration, to implement the 5G Innovative Technology Learning and Demonstration School Program, which fully adopts 5G high-bandwidth, high-speed transmission and various innovative technologies to improve smart learning and the effectiveness of digital education. Askey brings its network expertise to cities, societies and everyone through its core technology, products and services, offering a better and more convenient smart daily life and co-creating an ideal world of co-prosperity.

2021 was also a key year in the global fight against climate change. Taiwan was facing the lowest recorded rainfall within 52 years and in a crisis of water shortage. Although the impact of water resources on the Company's operational risks is relatively low, we continue to pay attention to external water supply and internal water demand, and optimize water use through measures such as setting up water sensors. As a corporate citizen, Askey is actively preparing for the various challenges brought by climate issues. Currently, the Suzhou factory in China has collaborated with other manufacturers to build solar power generating systems. It is estimated that the annual power generation can exceed 5 million GWh, accounting for about 17% of the factory's annual electricity consumption. Askey sets an example by proactively responding to and promoting the use of renewable energy. The Company also continues to incorporate the concept of environmental protection into product design and services. In addition to prudent management of chemical substances in raw materials, we actively use post-consumer recycled plastics in our products, support the recycling of resources with practical actions, and strive to fulfill our commitment and determination to coexist with the environment.

As a locally grown company with a global perspective, Askey is making steady progress towards the sustainable development vision of "Co-Prospersity. Coexistence. Common Good". We will continue to improve our own advantages in the specialized manufacturing of network communication equipment, focus on multi-system integration services, grasp market trends, actively deploy different application services, and create our own unique competitive advantages and sustainable value. At the same time, we will adhere to our business philosophy of "Honesty. Diligence. Fundamental. Practicality" to reinforce the corporate governance and risk management capabilities, practice environmental protection and fulfill the responsibilities of employee care, and take practical approaches and put in hard work to contribute to the people, society and environment.

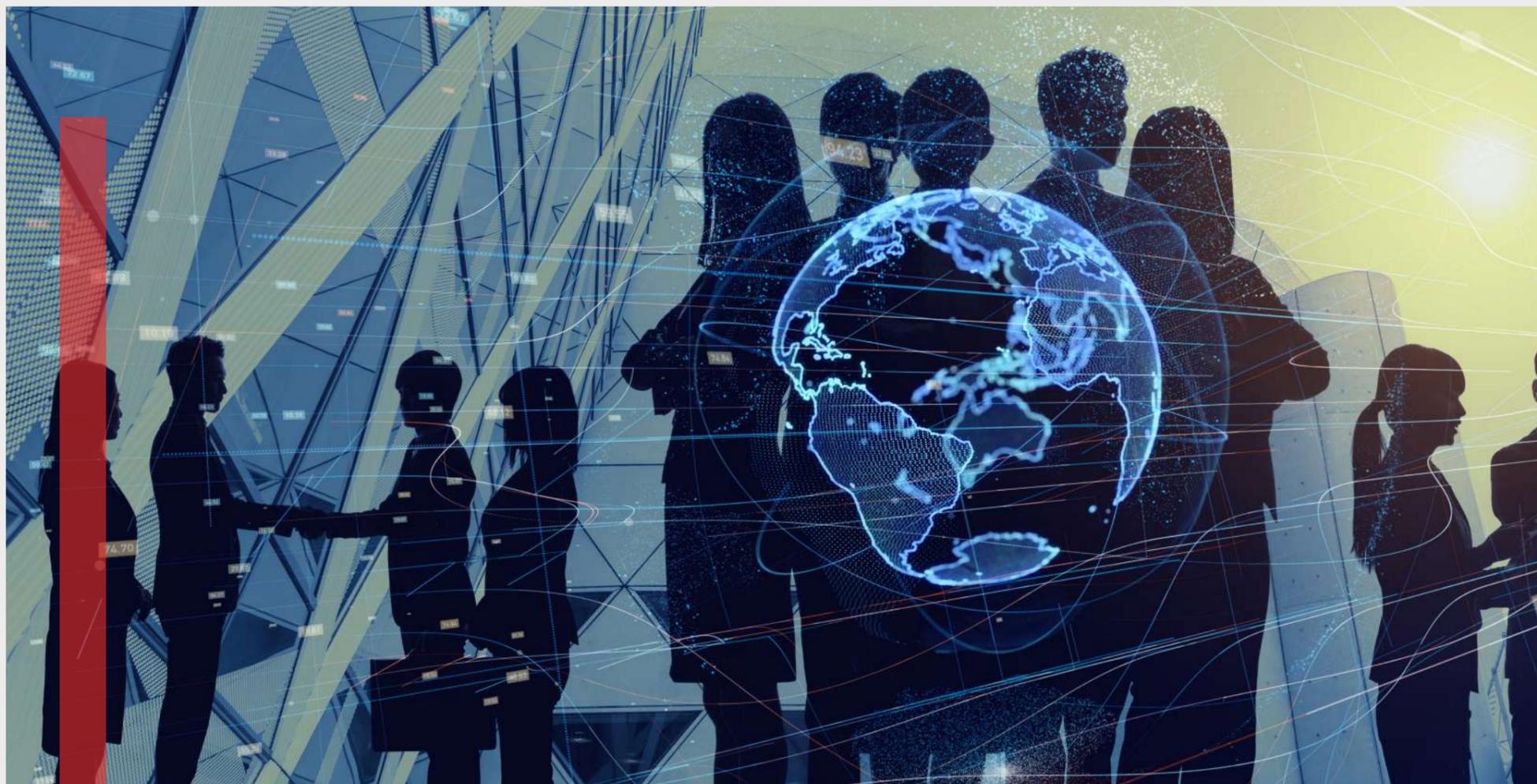


- 1.1 About ASKEY
- 1.2 2021 Sustainable Performance
- 1.3 Governance Structure
- 1.4 Stakeholder Engagement
- 1.5 Risk Management

## Major Issues

Principles

# CHAPTER 1



Sustainable  
Governance

永續治理

Integrity and transparency are the core values of sustainable operation.

01

# 1.1 About Askey

Founded in 1989, Askey is a leading network communication and electronic equipment manufacturer. It is a subsidiary of ASUS, a world-renowned company. Our corporate operations and R&D headquarters are in Zhonghe District of New Taipei City in Taiwan. We also have service offices in Japan, France, the United Kingdom, Brazil, and other countries. There are approximately 4,900 employees worldwide.

Askey has deeply cultivated the network communications industry for over 30 years, such as actively promoting strategic transformation, developing diverse products, and launching integrated smart city solutions. Starting from the smart bus stop, we gradually expand the urban network connection, going from remote areas to cities to offer services covering various smart buildings and fields. By promoting local places and integrating government resources, Askey provides innovative services with regional characteristics, further demonstrating its network and management capabilities to continue contributing to the construction of smart cities.

## ▼ Global Presence



## ▼ Company Background

**Company Name** Askey Computer Corporation

**Date of Establishment** 1989/08/23

**CEO** Robert Lin

**Manufacturing Location** Taoyuan, Taiwan; Suzhou, China

**Employees** 4,904 (end of 2021)

**Industry** Computers and Peripheral Equipment Manufacturing

**Capital** NT\$ 4.8 Billion

**Products** WiFi, Car DVR, Mobile Computer



# HISTORY

1989

● Askey Computer Corp. established.



● 1997

Initial Public Offering in Taiwan.

● 1999

The first Taiwanese company to be certified by Cable Labs.

● 2001

Reinvestment to Askey Technology Jiangsu Ltd.

2006

● Wholly owned subsidiary of ASUS.



● 2017

Collaboration with Taipei City Government.

● 2018

Established Taoyuan plant in Farglory Free Trade Zone.

● 2020

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

2021

● Collaborate with the Ministry of Science and Technology and the City Government of Tainan to carry out smart vehicle dynamic validations.



■ Foundation  
■ Growth  
■ Deployment

"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.

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

▲ Business Philosophy



▲ 2021 Awards

• Associations Participation

While Askey has not yet formally signed external regulations or initiatives, we still value the core principles of various international norms and standards. Actively participate in various professional unions, organizations and business associations and interdisciplinary organizational activities to learn from industry peers and practitioners from other industries to build good and mutual-benefit collaborative relationships. By doing so, Askey has furthered in understanding of industrial trends, market information and government laws and regulations to improve our competitive advantages and accelerate innovation and development in order to contribute to the industry and society.

Association	Role
Taiwan Electrical and Electronic Manufacturers' Association	Member
Taipei Computer Association	
Taiwan Transportation Vehicle Manufacturers Association	
Taiwan Telematics Industry Association	
New Taipei City Industrial Association	
Taoyuan City Industrial Association	
Intelligent Transportation Society of Taiwan	
Suzhou Wujiang District Foreign Investment Enterprise Association	Vice President
Suzhou Wujiang District Taiwan Compatriot Investment Enterprise Association	

# 1.2 2021 Sustainable Performance

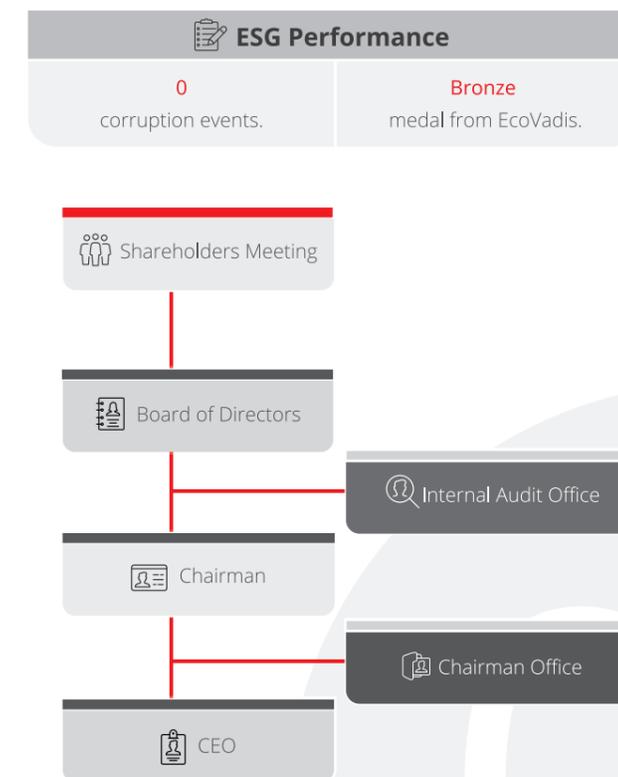


# 1.3 Governance Structure

## Management Approaches of Major Issues: Principles

- Importance**: "Ethical integrity" is the core value of Askey's operation. It is also the key element that win the trust and support of interested parties including clients and business partners.
- Boundary**:
  - Internal: Askey
  - External: Client, Business Partners
- Policy**:
  - Labor and Ethics Policy
  - Business Ethics Code of Practice
- Commitment**:
  - Insist the highest integrity standards should be followed among all business interactions.
  - Continue to improve the Company's practices and effectiveness of governance.
- Evaluation**: Report Mailbox
- 2021 Target**: 0 Corruption Events
- 2021 Performance**: Accomplishment

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



▲ Governance Framework of ASKEY

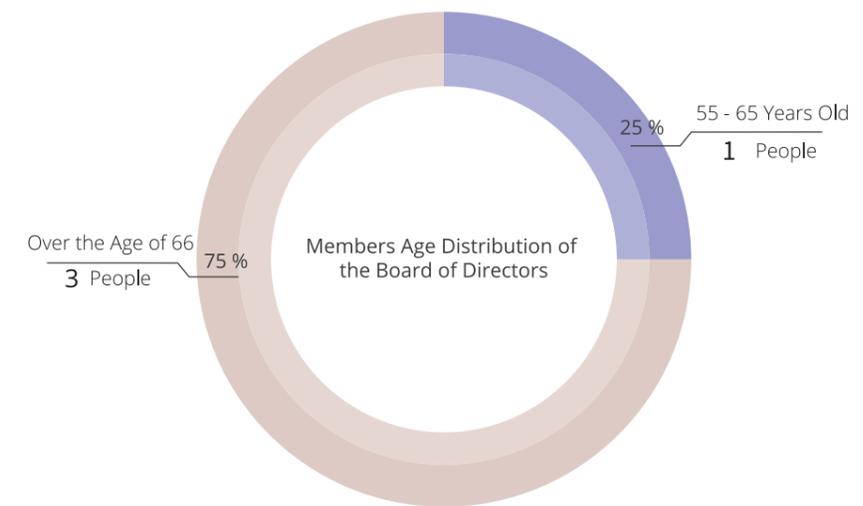
• **Board of Directors**

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

A board of directors meeting shall convene at least once a quarter in accordance with regulations and may convene at any time in case of emergency. There was a total of 4 Board of Directors meetings held in 2021 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	· Institute of Business and Management, National Chiao Tung University · General Manager, Computer Business Group, Acer · Chairman, ASUSTek
Director	Samson Hu	Male	· M.S. in Computer Science, National Chiao Tung University · Assistant General Manager, Acer
Supervisor	Chin-chih Wu	Male	Chief Technology Officer, ASUSTek

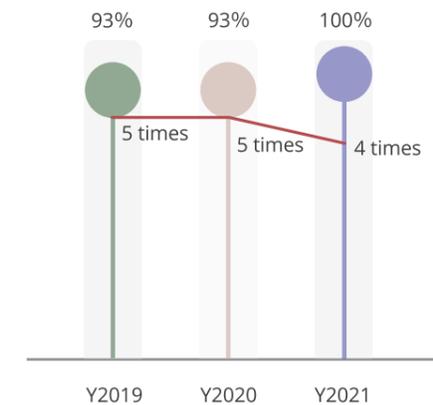
▲ Members of the Board



▲ Members Age Distribution of the Board of Directors



▲ Operation of the Board of Directors



▲ Board Meetings over the Years

• **Corporate Social Responsibility Committee**

Uphold a prospective and diligent attitude, fulfill the pledges to stakeholders. Askey established a cross-department corporate social responsibility committee in 2013. It was organized with the CEO, Robert Lin, as director, the Deputy General Manager Steven Chang as management representative. The directors of all relevant authority and responsibility units are general committee members. They are in charge of formulating corporate social responsibility policies as well as planning and creating the related systems and management policies. It is expected to use the interdepartmental collaboration and internal management practices to jointly plan and promote CSR-related activities. At the same time, 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.

**Economic Co-Prosperty**

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



**Environmental Symbiosis**

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



**Social Sustainability**

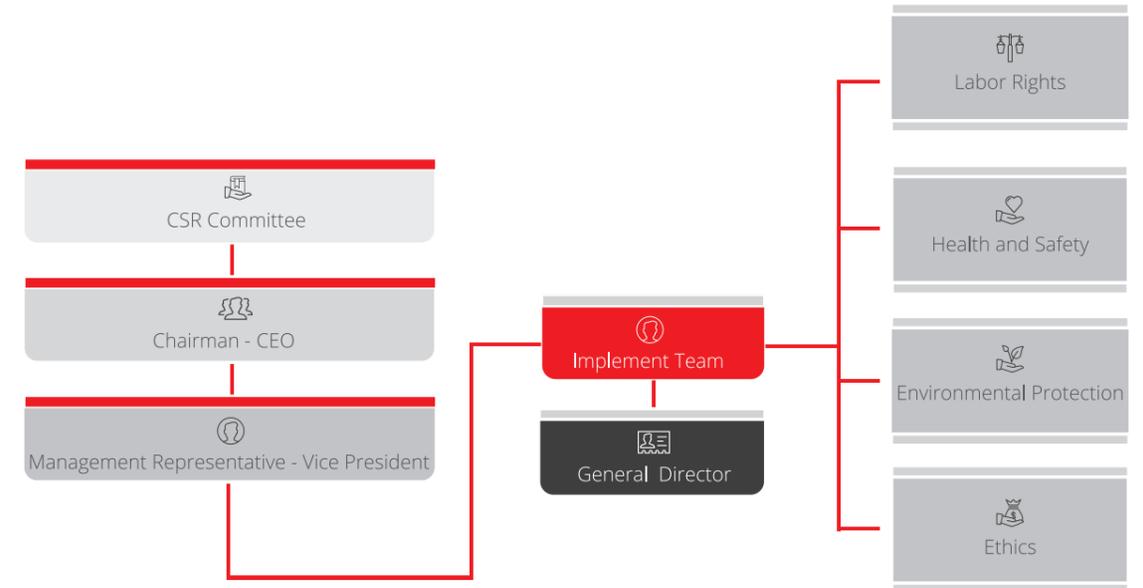
- Protect juvenile workers and ban the use of child labor / prison labor.
- Comply with the local legal standards for working hours and provide at least 1 day off every 7 days.
- Employee wages and benefits comply with local wage laws and regulations.
- Prohibit inhumane treatment and illegal discrimination.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



▲ ASKEY CSR Policies

Askey focuses on the core principles of various international norms and standards, be it in labor rights, health and safety, anti-corruption, or environmental protection issues. We respect local laws and value to international agreements while concurrently dedicating ourselves to safeguarding the relevant rights and interests of all parties, including employees and business partners.

After years of uninterrupted efforts and cultivation, the Company's overall corporate social responsibility performances have successively won it sustainable development achievements from EcoVadis, a world-renowned CSR evaluation authority. For more than three consecutive years, the Company has ranked top 50% among the companies evaluated around the world. In early 2021, the Suzhou factory in China applied for the Responsible Business Alliance's validated audit program and received a silver certificate. Askey will continue to strengthen its conformance with international CSR trends, uphold the steadfast commitment and mission to contribute to society, and continuously improve the company's sustainable business performances.



• Ethics and Integrity

“Integrity” is the core value of Askey. We believe and insist that highest integrity standards should be followed among all business interactions and any form of corruption, extortion, misappropriation of public funds and any other similar behaviors are strictly prohibited.

In order to integrate the concepts of ethics and integrity into the corporate culture, Askey created the “code of business conduct”, “anti-corruption standards”, “employee gifts and social guidelines” and organizes trainings that has to be followed by managers and employees. When any doubts on ethics and integrity occur, they can be reported to the Company’s management, Human Resources department or through a report mailbox.



Ethics Integrity	
Self-Discipline Document	<ul style="list-style-type: none"> <li>· Employee and manufacturer business transaction items.</li> <li>· Business ethics commitment.</li> <li>· Service and confidentiality agreement.</li> </ul>
Training and Promotion	<ul style="list-style-type: none"> <li>· Education training.</li> <li>· E-mail promotion.</li> </ul>
Report Mechanism	<ul style="list-style-type: none"> <li>· Anti-corruption report mailbox.</li> </ul>

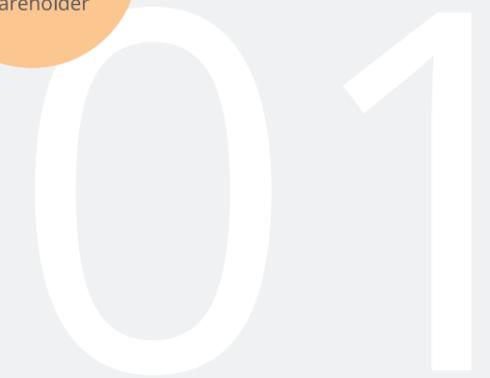
# 1.4 Stakeholder Engagement

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

• Stakeholder Communication

Askey’s CSR committee has taken the experiences of its department heads and industry peers into account, considered the operational attributes, referenced the 5 major principles recommended by the “AA1000 SES Stakeholder Engagement Standard”: Responsibility, Influence, Dependence, Diverse Perspectives, and Tension, and used the Likert 5-point scale to identify 6 categories of stakeholders that are closely related to Askey’s operations: shareholders, clients, employees, business partners, government agencies, and local community. We have built diverse and effective communication channels to reinforce the interactions with stakeholders. Through active dialogues, we are able to understand their concerns and feedback, which can be used for compiling this report and as an important reference for future strategies and goals.

— Responsibility • Influence • Dependence • Diverse Perspectives • Tension —



▼ Communication Channels and Concerned Issues for Stakeholders

 <p><b>Shareholder</b></p> <p>Force to support stable operation.</p>	 <p><b>Client</b></p> <p>Main source of income. Key to achieving sustainable business and service.</p>	 <p><b>Employee</b></p> <p>Important asset. Driver for continual growth of the company.</p>
<p><b>Concerned Issues</b></p> <ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Compliance</li> <li>• Principles</li> </ul>	<p><b>Concerned Issues</b></p> <ul style="list-style-type: none"> <li>• Information Security</li> <li>• Compliance</li> <li>• Principles</li> </ul>	<p><b>Concerned Issues</b></p> <ul style="list-style-type: none"> <li>• Principles</li> <li>• Compliance</li> <li>• Information Security</li> </ul>
<p><b>Communication Channels and Frequency</b></p> <ul style="list-style-type: none"> <li>• Board of Directors → Quarterly</li> <li>• Financial Report → Annually</li> </ul>	<p><b>Communication Channels and Frequency</b></p> <ul style="list-style-type: none"> <li>• Client Satisfaction Survey → Semiyearly</li> <li>• Client On-Site Audit → Irregularly</li> <li>• Client Questionnaire → Irregularly</li> <li>• Contact Window → Irregularly</li> <li>• Call / Email → Irregularly</li> </ul>	<p><b>Communication Channels and Frequency</b></p> <ul style="list-style-type: none"> <li>• E-paper → Monthly</li> <li>• Welfare Committee Meeting → Monthly</li> <li>• Employee Management Meeting → Quarterly</li> <li>• Occupational Safety and Hygiene Committee → Quarterly</li> <li>• Employee Opinion Box → Irregularly</li> <li>• Training → Irregularly</li> </ul>
<p><b>Engagement Results</b></p> <ul style="list-style-type: none"> <li>• 4 Board of Directors' meetings.</li> </ul>	<p><b>Engagement Results</b></p> <ul style="list-style-type: none"> <li>• Overall satisfaction level was 85.4%.</li> </ul>	<p><b>Engagement Results</b></p> <ul style="list-style-type: none"> <li>• 12 ASKEY journals.</li> <li>• 12 welfare committee meetings.</li> <li>• 4 employer-employee meetings in Taiwan and Suzhou, China.</li> <li>• 32,267.8 of total training hours for our staff.</li> </ul>

 <p><b>Business Partner</b></p> <p>Business partner that pursues sustainable business and growth together.</p>	 <p><b>Government Agency</b></p> <p>Supervisors of business activities, products and service providers.</p>	 <p><b>Local Community</b></p> <p>Natural foundation for company existence and development.</p>
<p><b>Concerned Issues</b></p> <ul style="list-style-type: none"> <li>• Information Security</li> <li>• Principles</li> <li>• Occupational Health and Safety</li> </ul>	<p><b>Concerned Issues</b></p> <ul style="list-style-type: none"> <li>• Principles</li> <li>• Compliance</li> <li>• Operation and Pollution Prevention</li> </ul>	<p><b>Concerned Issues</b></p> <ul style="list-style-type: none"> <li>• Principles</li> <li>• Occupational Health and Safety</li> <li>• Operation and Pollution Prevention</li> </ul>
<p><b>Communication Channels and Frequency</b></p> <ul style="list-style-type: none"> <li>• Supplier Assessment → Monthly</li> <li>• Supplier Conference → Annually</li> <li>• Supplier Audit → Irregularly</li> <li>• B2B Platform → Irregularly</li> <li>• Call / Email → Irregularly</li> <li>• Contractor Assessment → Annually</li> </ul>	<p><b>Communication Channels and Frequency</b></p> <ul style="list-style-type: none"> <li>• Check → Irregularly</li> <li>• Official Document → Irregularly</li> <li>• Conferences → Irregularly</li> </ul>	<p><b>Communication Channels and Frequency</b></p> <ul style="list-style-type: none"> <li>• Company Website → Irregularly</li> <li>• Charitable Activities → Irregularly</li> <li>• News → Annually</li> </ul>
<p><b>Engagement Results</b></p> <ul style="list-style-type: none"> <li>• 8 on-site CSR audit of new suppliers.</li> <li>• 56 on-site CSR audit of existing suppliers.</li> </ul>	<p><b>Engagement Results</b></p> <ul style="list-style-type: none"> <li>• Smart vehicle dynamic validation.</li> </ul>	<p><b>Engagement Results</b></p> <ul style="list-style-type: none"> <li>• Charitable activities.</li> </ul>

• **Crucial Topics Management**

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

**Stakeholder Inclusiveness**

**Communication Counterparty Identification**

- Identify and prioritize stakeholders based on five main attributes including responsibility, influence, dependency, diverse perspectives and tension, for stakeholders of the AA1000 SES.
- Identify 6 categories of stakeholders including shareholders, clients, employees, business partners, government agencies, and local community that are closely related to operations as the main communication counterparties of the year and collect their concerned issues.

**6 Major Stakeholders**

**Sustainability Context**

**Topic Collection & Summarization**

- We use the GRI Sustainability Reporting Standards, topics of concern from our owner-company ASUS as well as industry peers, and internal CSR policies as the basis for the source of sustainability issues.
- After collection, compilation and analysis, identify 19 sustainability issues that are of concern to stakeholders.

**19 Sustainability Issues**

**Crucial**

**Crucial Topics Identification**

- Collect economy, environment, society and the related dimensions that are of concern to stakeholders through questionnaires.
- Invite over 20 senior executives to assess the economic, environmental and social impacts of the related issues.
- Conduct matrix analysis and rank materiality of issues based on the attention they receive and impacts, and then the CSR committee discusses and determines 8 crucial topics.

**8 Crucial Topics**

**Completeness**

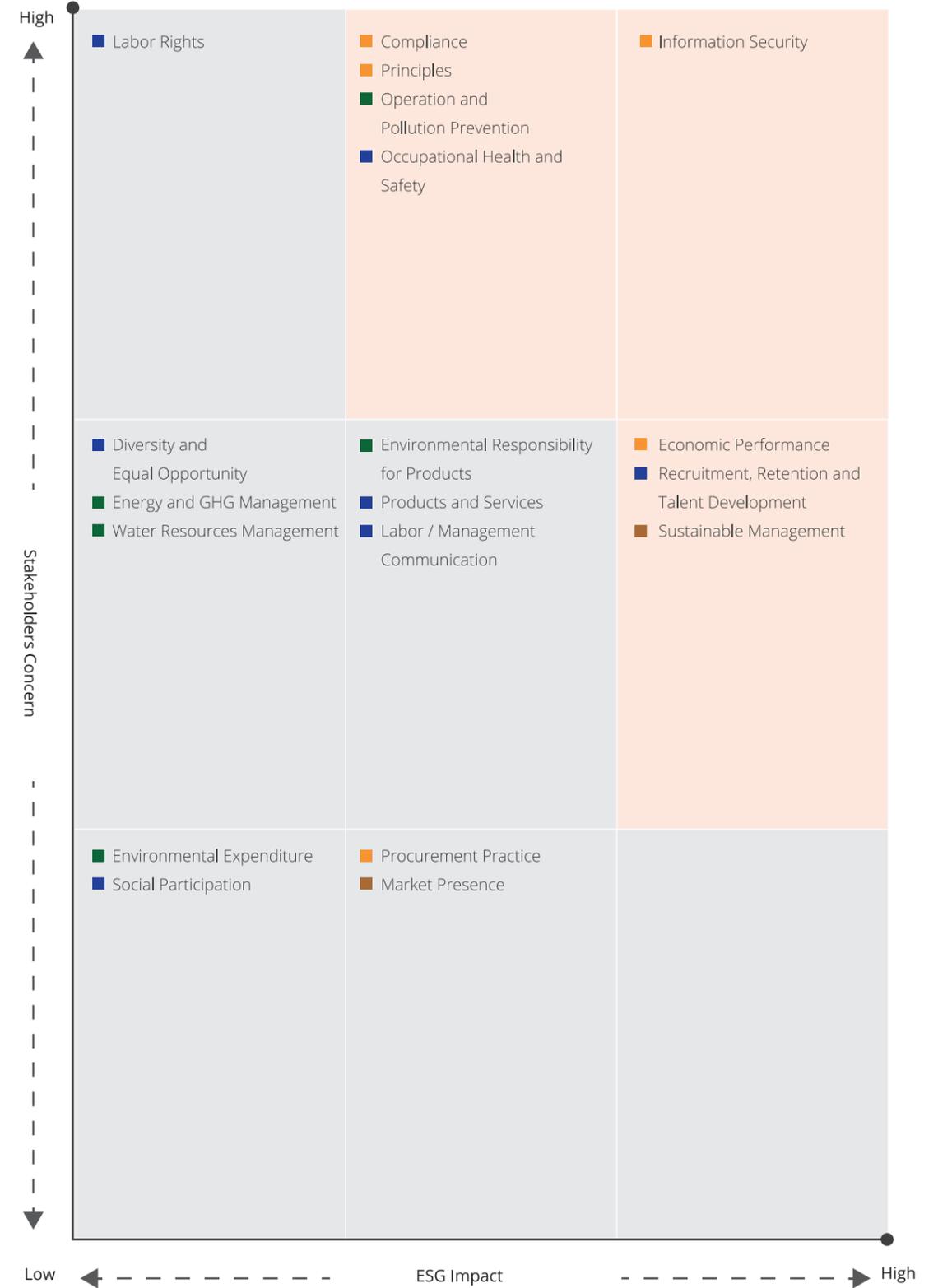
**Crucial Topics Management**

- Disclose management measures for the 8 crucial topics and determine their impact and the boundary of influence.
- Reinforce the management of crucial topics that have been identified and disclose the implementation results in the annual sustainability report.

**Issue 9th ESG Report**

▲ Crucial Topics and Boundary Identification Process

■ Economy / Governance ■ Environment ■ Society ■ Supply Chain Management



▲ 2021 Crucial Topics

▼ Disclosure of Crucial Topics in Chapters and Setting Boundaries

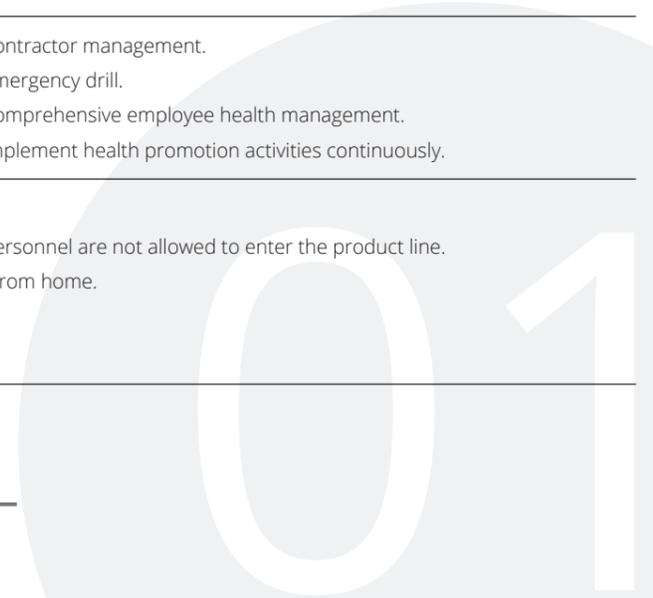
Crucial Issues (Ranking)	Compared to 2020	Topic-Specific GRI Standards	Value Chain / Impact Boundary	<span style="color: red;">■</span> Caused the Impacts <span style="color: orange;">■</span> Contributed to the Impacts <span style="color: blue;">■</span> Linked to the Impacts through Business Relations	Corresponding Chapter / Policies & Management	SDGs
<b>Economy / Governance</b>						
Economic Performance (1)	Raised	GRI 201			• 2.1 Business Overview	
Information Security (2)	Remained	GRI 418			• 2.2 Client Relations	
Compliance (3)	Dropped	GRI 307 / GRI 419			• 3.1 Green Operation • 4.1 Recruitment and Training	
Principles (5)	Dropped	GRI 205			• 1.3 Governance Structure	
<b>Environment</b>						
Operation and Pollution Prevention (8)	Raised	GRI 306			• 3.1 Green Operation	
<b>Society</b>						
Occupational Health and Safety (4)	Raised	GRI 403			• 4.2 Safe and Healthy Workplace	
Recruitment, Retention and Talent Development (7)	Raised	GRI 401 / GRI 404			• 4.1 Recruitment and Training	
<b>Supply Chain Management</b>						
Sustainable Management (6)	Raised	GRI 308 / GRI 414			• 2.3 Supplier Management	

# 1.5 Risk Management

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

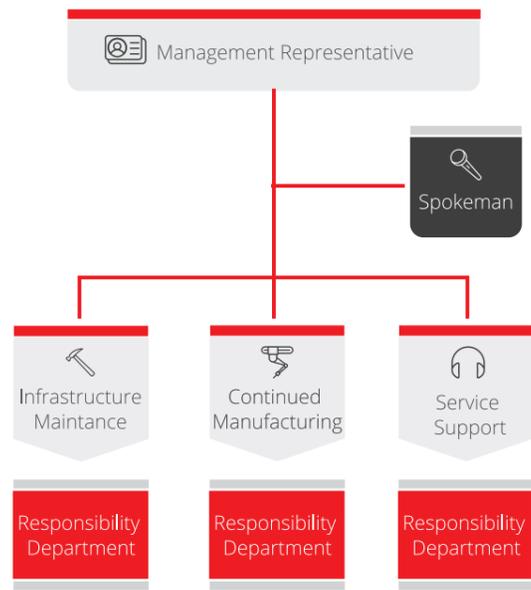
Askey focuses on the Netcom manufacturing, product sales and technology research and development of network communication products. The Company does not engage in high-risk arbitrage and speculative investments. The scope of corporate risk management is aimed at three major topics: economy/corporate governance, environment and society. Askey annually pays attention to changes in global environments through various kinds of management systems and understands the trends in risk change. This gives, therefore, the ability to Askey to predict possible risks its various businesses might encounter and to control them within bearable level and range. This will ensure personnel and asset safety, increase product service quality and equity value for shareholders, while continually improving existing risk management mechanisms and transforming risks into opportunities.

Aspect	Type	Risk	Impact	Strategy / Practice
 <b>Economy / Governance</b>	IT Risk	Information Security Protection	Leakage of sensitive information causing damage to reputation and loss of customers.	<ul style="list-style-type: none"> <li>Set data security related operation specifications.</li> <li>Data security promotion.</li> <li>Important data backup mechanism.</li> <li>Disaster recovery operation procedures.</li> </ul>
	Finance Risk	Exchange Rate Risk	Affect revenue and expense and impact financial leverage.	<ul style="list-style-type: none"> <li>Functional currency exchange rate risk management.</li> </ul>
		Credit Risk	High proportion of overdue outstanding receivables affecting the company's production and operation.	<ul style="list-style-type: none"> <li>Establish credit policy.</li> </ul>
		Liquidity Risk	Reduce working capital efficiency and loss of opportunities in profit investments.	<ul style="list-style-type: none"> <li>Group liquidity demand forecast monitoring.</li> </ul>
	Business Risk	Materials Interruption Risk	Production interruptions causing delays in supply.	<ul style="list-style-type: none"> <li>Develop second source.</li> </ul>
Legal Risk	Illegal Risk	Illegal incidents may have a negative impact on the Company's image and reputation.	<ul style="list-style-type: none"> <li>Regularly monitor regulatory changes and respond promptly.</li> </ul>	
 <b>Environment</b>	Environmental Risk	Climate Change Risk	Increasing impact from extreme climate conditions which add operating costs.	<ul style="list-style-type: none"> <li>Greenhouse gas voluntary inventory.</li> <li>Green design, reduce product energy consumption.</li> </ul>
 <b>Society</b>	Manpower Shortage Risk	Manpower Shortage	Talent loss which increases burden on management cost of human resources.	<ul style="list-style-type: none"> <li>Improve salary and welfare system.</li> <li>Regular review of labor situation.</li> </ul>
	Occupational Safety and Health Risk	Occupational Accident	May cause personal injury or death, resulting in production loss.	<ul style="list-style-type: none"> <li>Establish occupational safety and health system.</li> <li>Establish various job safety and health standards.</li> <li>Hazardous operations control.</li> <li>Education and training.</li> </ul>
	Infection Risk from Epidemic Diseases	Epidemic Infectious Diseases	Impact staff attendance, business development and production operations, resulting in supply chain disruptions and delivery delays.	<ul style="list-style-type: none"> <li>Set up a 24-hour pandemic control notification hotline.</li> <li>Adopt the highest pandemic control standard. Non-factory personnel are not allowed to enter the product line.</li> <li>Divert flows of employees in and out of office and who work from home.</li> <li>Strict control of visitors.</li> <li>Preventive disinfection of the work environment.</li> </ul>



• **Business Continuity Management**

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



▲ Structure of the BCM Committee

In 2021, Askey conducted scenario planning for four types of emergency incidents that may cause operational interruption, which are "labor shortage", "public facilities disruption" and others, hoping that the related personnel would be familiar with contingency processes and specific measures to reinforce the effective performance of business continuity. In response to the outbreak of the COVID-19 infection clustering at the factory in Taoyuan, Taiwan at the end of January 2022, which resulted in work stoppages, the Company immediately established a pandemic control committee to work with relevant government units to check footprints after receiving notifications from the Taiwan Centers for Disease Control of the Ministry of Health and Welfare. The Company actively cooperated with the pandemic control efforts, immediately implemented contingency actions and adjusted pandemic control measures to ensure the health of employees and eliminate potential risks of the pandemic. At the same time, we coordinated with customers to re-arrange shipment schedules to ensure that key operational capabilities are not significantly affected. After taking the work resumption measures in phase, the Company has returned to full operation on February 23, 2022.

Business Continuity Management System	
Standard	ISO 22301
Region	Headquarter, Factory
Scenario	<ul style="list-style-type: none"> <li>• Fire</li> <li>• Earthquake</li> <li>• Infectious</li> <li>• Manpower Shortages</li> <li>• Key Equipment Failure</li> <li>• Cyber Attacks</li> <li>• Infrastructure Disruptions</li> <li>• Supplier Failure</li> <li>• Denial-of-Access Attack</li> <li>• Utility Interruptions</li> </ul>

▲ BCP Structure

**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 continuity 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 Scenario Simulation for Y2021**

- Infrastructure Disruptions
- Manpower Shortages
- Utility Interruptions
- Earthquake

BCP Scenario Simulation  
- Taiwan -

BCP Scenario Simulation  
- Suzhou, China -

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

### Major Issues

- Economic Performance
- Information Security
- Sustainable Management

# CHAPTER 2.



Economic  
Co-Prosperity

經濟共榮

Adhere to rigorous corporate governance practices and co-create sustainable growth and value with.

02

# 2.1 Business Overview

## Management Approaches of Major Issues: Economic Performance

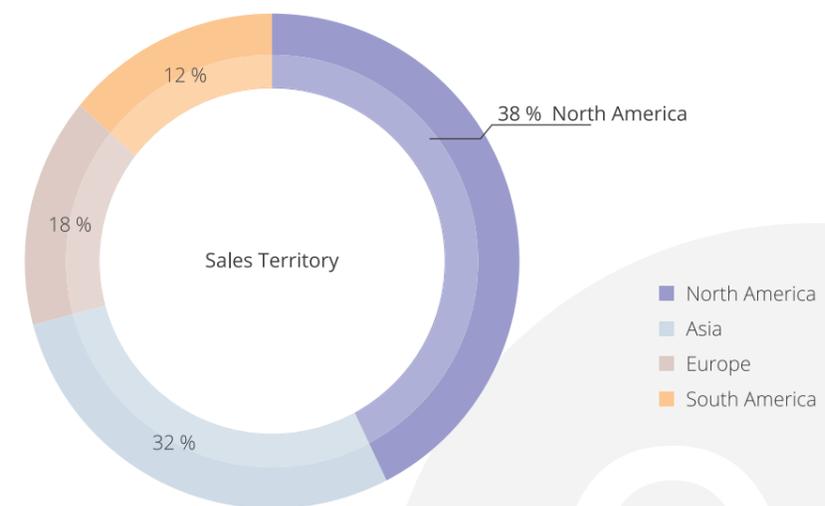
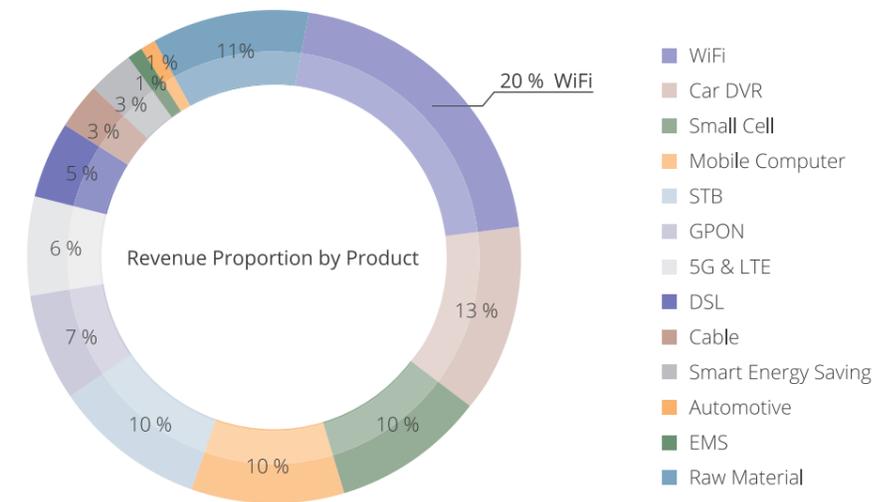
- Importance** Creating steadily growing business performance and maintaining maximum equity for shareholders are the foundations for an organization to pursue sustainable business.
- Boundary** Internal: Askey
- Policy** Innovative Services and Improve Competitiveness
- Commitment** Actively manage operating performance to meet the expectations of shareholders and stakeholders.
- Evaluation** Periodic Review of Operating Performance
- 2021 Target** Steady Growth of Net Income after Tax
- 2021 Performance** Not as Expected

Stable and good financial performance is essential to sustainable business operations. We must disclose the quantitative financial information to all stakeholders who care about Askey to have a clear grasp of the Company's operating conditions. Amid materials shortage around the world and the pandemic affecting the economy, Askey adheres to its principle of stable operation, and continues to focus on product research and development, and service quality to ensure the rights and interests of customers and shareholders, and properly manage assets and liabilities and capital operations. The consolidated revenue of Askey is NT\$23.38 billion, net loss after taxation attributable to shareholders of the parent company is NT\$ 1.73 billion in 2021. The financial information described above was verified by an independent third-party accounting firm.

In order to reinforce research and development capabilities, enhance product competitiveness and create more value, Askey committed NT\$3.04 billion in R&D in 2021, accounting for about 13% 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 2021 research and development expenditure credit once all related documents are ready.

## Revenue Proportion

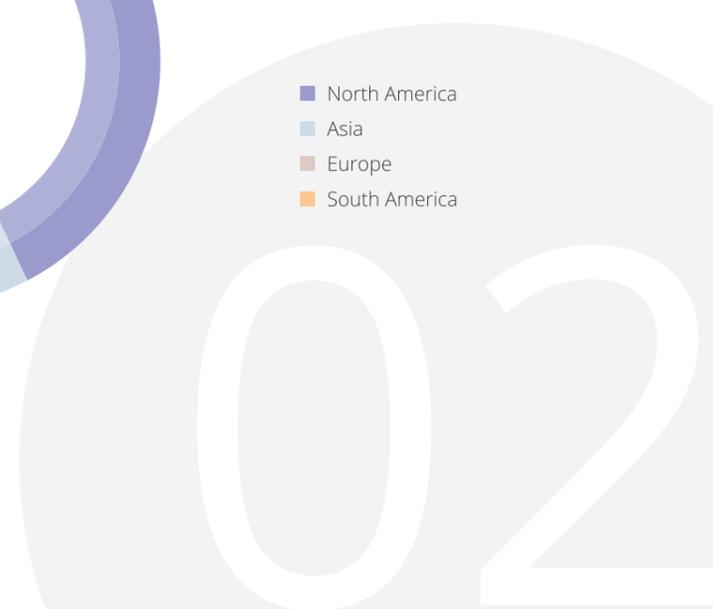
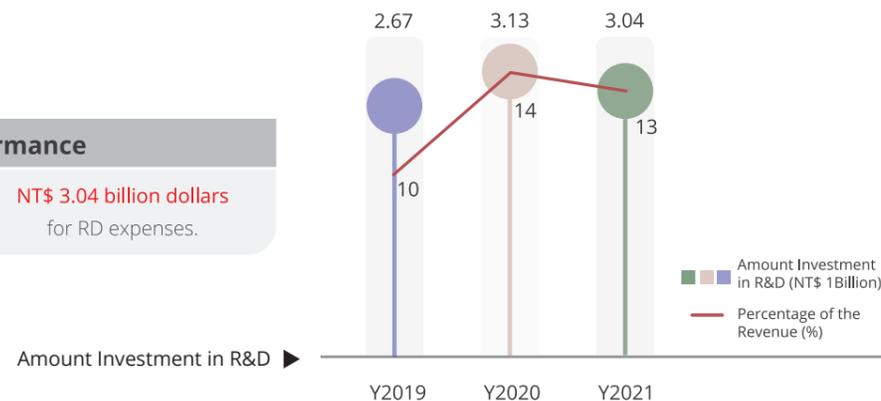
Askey specializes in network communications development and electronic products manufacturing, including hardware production, software development and system data integration, by providing diverse product and innovative services to respond to global demand trends in digital and 5G broadband wireless communications, the Internet of Things, high-speed Wi-Fi 6 and network-related applications. In 2021, the main sales areas covered the Americas, Europe and Asia. The revenue proportion for the year 2021 is divided between products – Wi-Fi has the highest ratio and accounts for approximately 20% of the total revenue, followed by CAR DVR at 13%.



**ESG Performance**

**NT\$ 23.38 billion dollars** for consolidated revenue.

**NT\$ 3.04 billion dollars** for RD expenses.



## 2.2 Client Relations

### Management Approaches of Major Issues: Information Security

 <b>Importance</b>	Cyber-attacks change by each passing day; therefore, it is important to effectively maintain and manage important information of the company, clients and employees to reduce the possibility of impact to operations caused by security risks.
 <b>Boundary</b>	<ul style="list-style-type: none"> <li>Internal: Askey</li> <li>External: Client</li> </ul>
 <b>Policy</b>	Information Security Policy
 <b>Commitment</b>	<ul style="list-style-type: none"> <li>Ensure that client privacy is respected and protected.</li> <li>Properly protect intellectual property rights.</li> </ul>
 <b>Evaluation</b>	Feedback from Clients
 <b>2021 Target</b>	0 case of Clients' Information Leakage
 <b>2021 Performance</b>	Accomplishment

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. The protection of our clients' privacy and confidential data and assets is taken very seriously by Askey. 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.

ESG Performance	
0 case of clients' information leakage.	85.4% of client's satisfaction rate.

- Quality Management**

Askey pays close attention to the quality requirements of its clients and considers quality management as an essential part of its operation. We expect every employee to understand the importance of quality as well as the consequences of quality defects and to take joint ownership of product quality.

Quality management systems such as ISO 9001, TL 9000, IATF 16949 and ISO 13485 have been introduced, implemented and effectively maintained by Askey to build sound quality management processes and systems. By complied with PDCA: incorporate the dynamic management cycle model of plan-do-check-act into daily operation and constantly adjust and optimize it to implement monitoring, measurement, analysis and continuous improvement in quality-related indicators. Through continuous refinement of product process, the quality is improved to meet customer satisfaction and exceed their expectations.

### Quality Policy

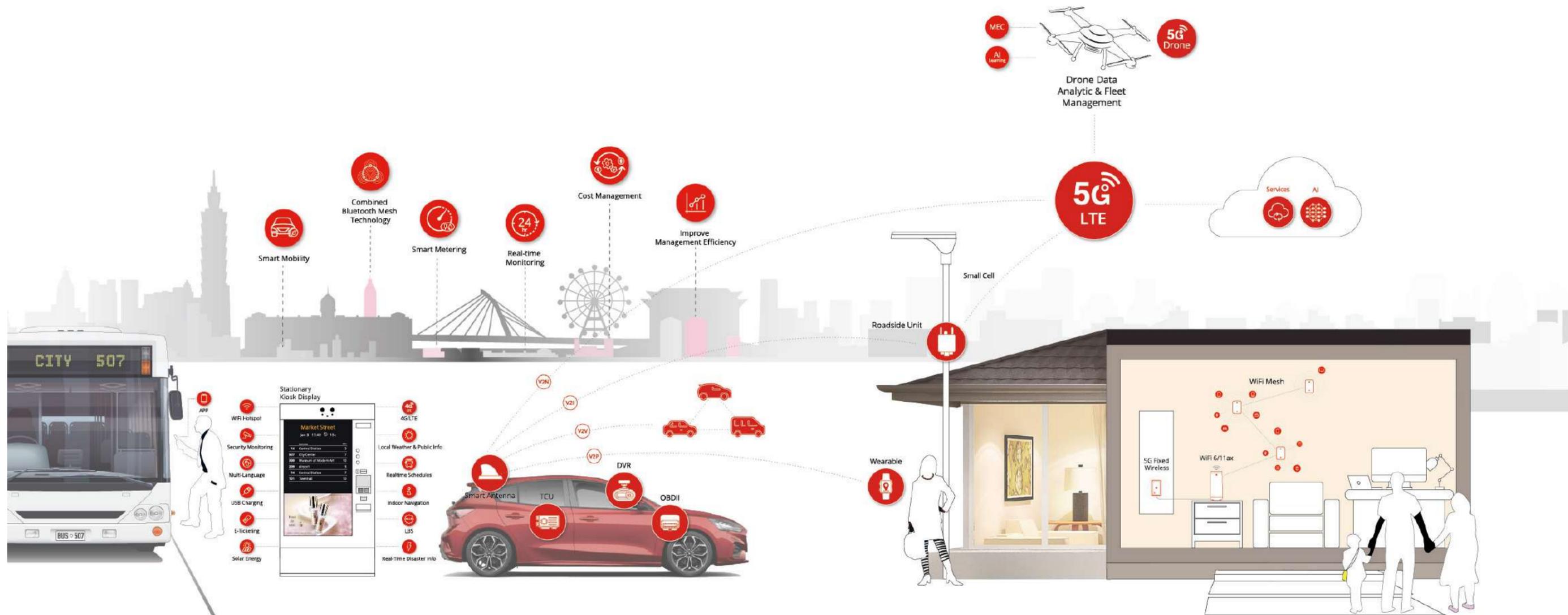
- Customer Satisfaction**  
Win customer satisfaction.  
Exceed customer expectation.
- Quality First**  
Pursue perfect quality.  
Innovative green development.
- Continuous Improvement**  
Continual quality improvement.  
Advanced process training.
- Best Service**  
Rapid production.  
Thoughtful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



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

- 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 continues to expand solutions in the areas of smart transportation and the Internet of Things, striving to transform into an ICT service provider. In 2021, the Company actively participated in the promotion of applications in various fields. In the Smart City Exhibition of the year, we introduced the idea of Your Smart City Partner focusing on smart transportation, smart parks and the Internet of Things. The Company also collaborated with international firms and domestic 5G AIoT vendors to participate in the 5G AIoT program of the Asia New Bay Area promoted by the City Government of Kaohsiung. The event helped Askey demonstrate its IoT and management capabilities and continue to contribute to the construction of smart cities. Amid the challenges of the pandemic and market, the Company will be able to continue collaborating with peers to reach another peak.



**- Smart Transportation -**

- Adopt advanced technologies of vehicle side, road side and cloud smart transportation to make mobile technology travel through urban and rural areas.
- The iDVR fleet networking system developed with the vehicle-side technology assists the driving and AI recognition technologies, which can detect and record smart driving or the driving dynamics and movement trajectories of general vehicles.
- The 5G C-V2X Internet of Vehicles system with the construction of road networking and smart roadside environment, realizing vehicle-road coordination, and improving driving safety through the networking information between vehicles.
- Transportation authority can use the fleet dispatching and vehicle network control system in the backend of the “cloud” to fully understand the road conditions and optimize traffic management.

**- Smart Area -**

- Askey's eight main product lines of terminal equipment and the objects on the network system they connect to.
- Customized and plug-in software required for different scenarios, meeting the complex networking needs of the public sector/enterprise application services.
- Askey's integrated platform of network, content and cloud management connects with the public sector/enterprise application service markets, and effectively meets their networking needs, such as the smart technology parks, to create a cost-effective and reliable network communication environment.

**- Civil IoT -**

- Integrate smart disaster prevention and relief analysis applications such as river management, air pollution detection, disaster prevention and early warning, develop an end-to-end enterprise private network platform, and provide system equipment integration and contracted construction and maintenance services.
- The network management platform to manage the core network, small cell access network and IoT gateways and other network connection devices to form the backbone network of the Internet of Things.
- Integrating use the Bluetooth IoT technology and enterprise-grade Wi-Fi 6 routers to accommodate or extend the reception range to create a highly reliable environment that supports the needs of the public.
- Integrate the big data of from the public IoT required for artificial intelligence computing, and support the outdoor large-scale Internet of Things transmission system required for smart agriculture.

**- Smart Home -**

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

• **Client Satisfaction**

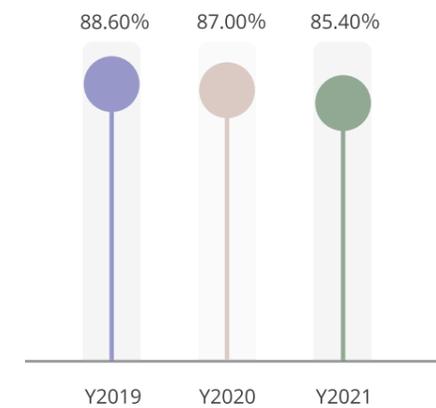
Askey provides clients with comprehensive services, hoping to build robust business collaboration relationships and become a trustworthy partner they can rely on. We value clients' voices and takes improving customer satisfaction as the top priority.

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.

In 2021, the targets of customer satisfaction survey were those who accounted for the top 80% of the transaction amount. Notification letters of questionnaires were delivered to the point of contact at clients through our B2B system or responsible personnel. Use a B2B system or require authorized personnel to send survey questionnaires via the client corresponding window to comprehensively evaluate the clients' satisfaction for quality and service, which will be used as references for continuous improvement in the future. During the first and second half of 2021, 27 valid questionnaires were received from clients, and the overall satisfaction rate was 85.4%. Although it is lower than the annual target rate of 90%, the problems that require improvement have been clarified, and the cause analysis and improvement measures have been reviewed. In the future, we will ensure the effective operation and maintenance of the quality management system and continue to improve various processes to make the overall product quality robust and achieve better client satisfaction.



▲ Process of Client Satisfaction Survey



▲ Average Score of Client Satisfaction by Year

👍 **Client Satisfaction**

Quality

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

Delivery

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

Sales Service

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



• **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 2021, 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 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.



# 2.3 Supplier Management

## Management Approaches of Major Issues: Sustainable Management

- Importance** Gradually implement and reinforce sustainability measures of supply chain to concretely fulfill Askey's commitment and responsibility for supplier management.
- Boundary**
  - Internal: Askey
  - External: Business Partners
- Policy**
  - Suppliers Assessment and Evaluation Procedure
  - Supplier Management Operation Standard
- Commitment** Joint improvements with collaborating partners to reduce potential ESG risks and bring positive influence on social development.
- Evaluation** Second Party Audit
- 2021 Target** 100% on-Site CSR audit of New Suppliers
- 2021 Performance** Accomplishment

In addition to being committed to establishing long-term and stable trust relationships with back-end clients, Askey is also actively developing mutually beneficial trust relationships with front-end suppliers. 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.

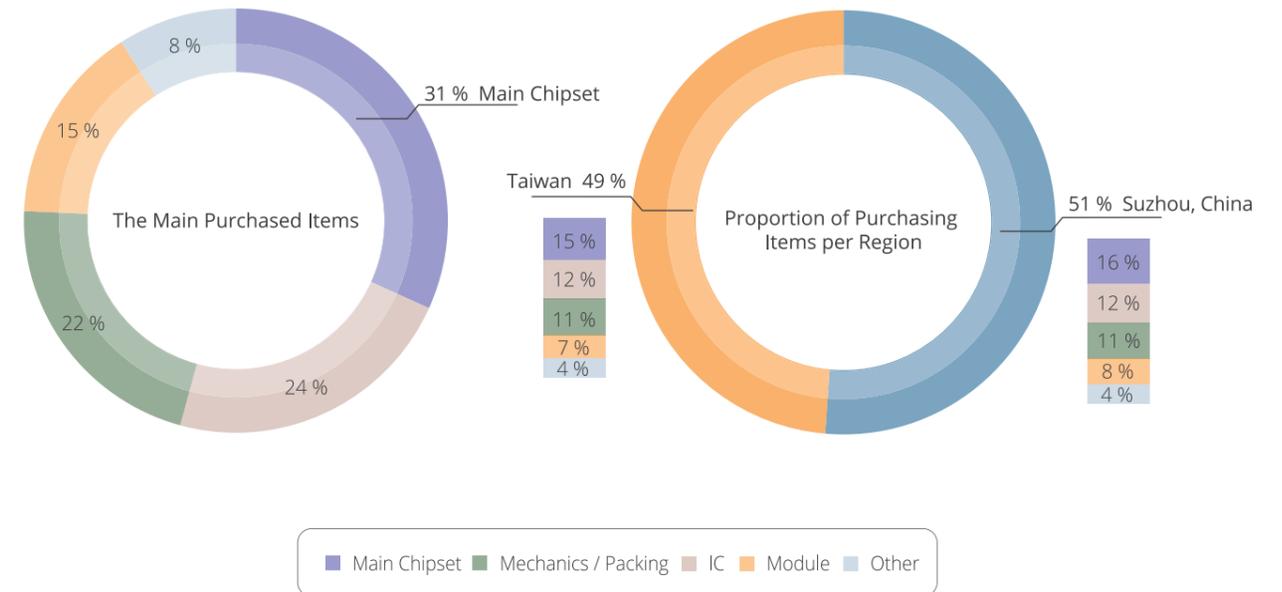
ESG Performance	
8	56
on-site CSR audit of new suppliers.	on-site CSR audit of exiting suppliers.

### 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 chipset, IC... etc. In 2021, main chipsets occupy the most in the total purchase, accounting for 30% of the overall purchase. Analysis based on the regions of transactions, Suzhou of China accounted for 51% of the overall transaction, and Taiwan accounted for the remaining 49%.



▲ ASKEY Supply Chain



### Management Strategy

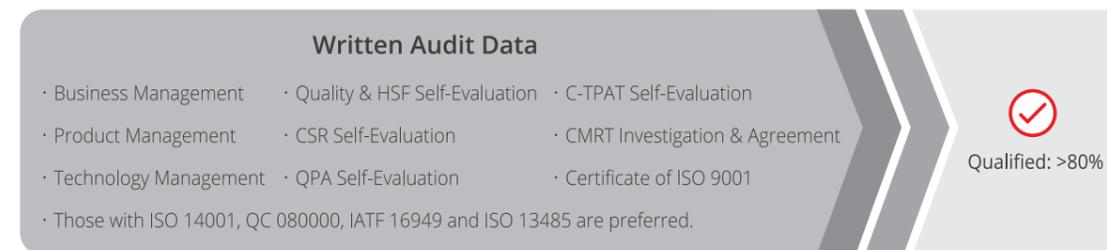
Askey believes that the sustainable growth and success of a company relies on a complete and robust supply chain system. Therefore, suppliers are considered as long-term and important business partners. It is hoped that tight collaborating relationships will provide stable and excellent service quality, 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.



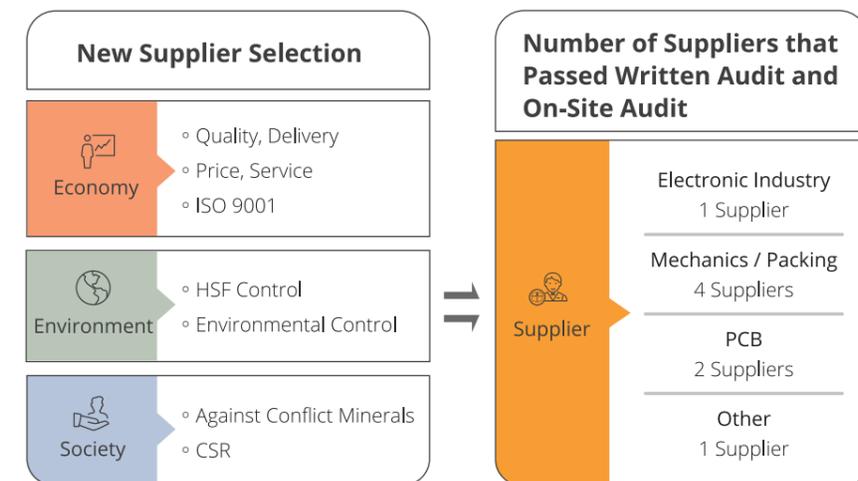
## New Supplier Selection

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 is hoped that suppliers work together with Askey by taking sustainability into company management policies to make better society. In 2021, a total of 40 new suppliers were introduced. Excluding 32 suppliers, major manufacturers, distribution agents and overseas suppliers that do not cooperate, and 8 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.



▲ Process of New Supplier Selection

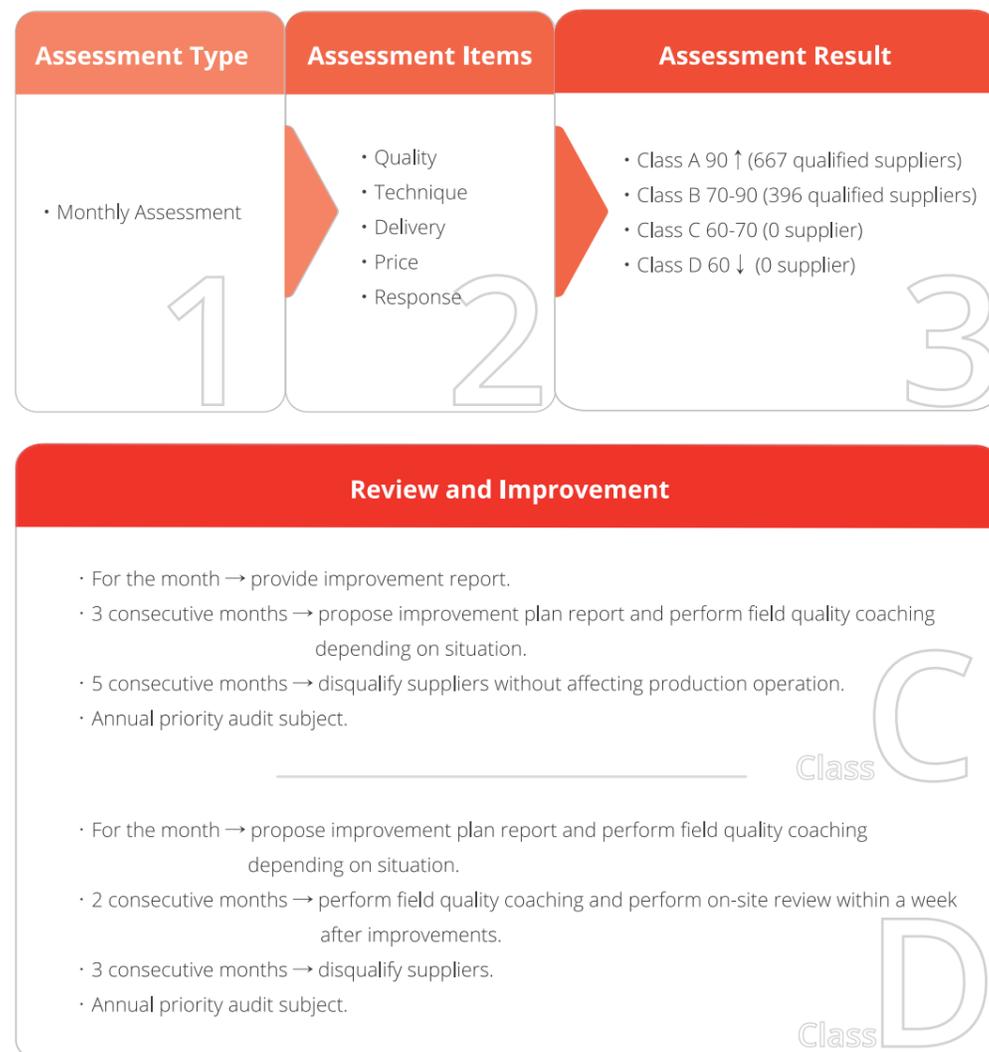
Askey has embraced local procurement as much as possible to create closer cooperation with suppliers, achieve timely and appropriate purchases, and reduce operation and management costs. In addition to ensuring the immediacy and stability of material supply while creating local employment opportunities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



## Qualified Suppliers Assessment

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 is hoped that the routine and regular monitoring and audit can maintain good collaborative relationships and improve the bilateral operational efficiency and collaboration performance. In 2021, 63% of the suppliers were rated A, and 37% were rated B, and there were no suppliers rated C or D to be disqualified.



## 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 2021, 89 vendors were selected to undergo the on-site audit for the CSR program, and 56 vendors completed the audit for a completion rate of about 60%. and found no significant or potential negative impact on the environmental and labor rights issues. As for the other non-compliance issues found in the audits, suppliers have provided effective and feasible solutions, and all outstanding cases have been closed.



▲ 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 2021 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, comply with ethical standards when engaging in operating activities, appreciate and safeguard employees' rights and interests, improve and optimize the working environment, and work together to fulfill corporate social responsibilities and maximize the supply value chain performance.



▲ 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 is hoped that the self-discipline of the supply chain and the restraining measures will have a positive impact on the issues of conflict minerals.

In response to the investigation of conflict minerals by each client, Askey continues to survey the existing supply chain's mineral source every year. In 2021, the Company completed 15 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.

**Askey Conflict Minerals Statement**

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

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



**Management Process of Conflict Minerals**

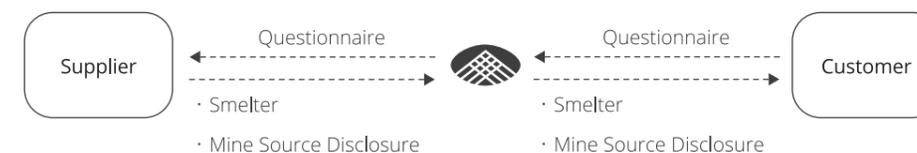
Conflict Minerals Commitment	Survey of Minerals Source
Askey Conflict Minerals Statement	Commitment Questionnaire

**Conflict Minerals Commitment**

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

**Survey of Minerals Source**

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



3.1 Green Operation

3.2 Green Service

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**Major Issues**

Compliance

Operation and  
Pollution Prevention

CHAPTER 3.



Environmental  
Symbiosis

環境共存

03

Being earth-friendly is Askey's responsibility and commitment to sustainability.

# 3.1 Green Operation

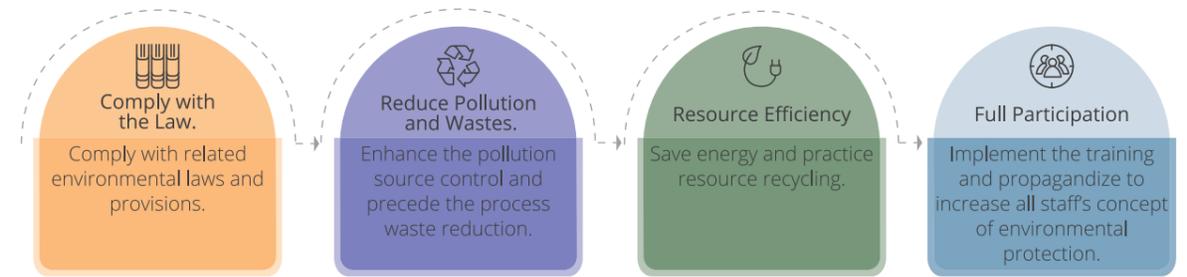
## Management Approaches of Major Issues : **Compliance** and **Operation and Pollution Prevention**

- Importance** Following and urging business partners to follow related laws and regulations is a management responsibility of an enterprise in order to avoid causing negative impact to the image and reputation due to violations.
- Boundary**
  - Internal: Askey
  - External: Business Partners
- Policy** Environmental Policy
- Commitment** Effectively enhance environmental management and improve environmental quality.
- Evaluation**
  - Government Check
  - Customer Audit
  - Third Party Audit
- 2021 Target** 0 Case for Violations of Environmental Regulations
- 2021 Performance** Accomplishment

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". We use cautious and positive attitudes to 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 make contributions to the environmental protection. In 2021, Askey didn't violate any environmental protection act that resulted in huge fines.

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.

ESG Performance	
0 case for violations of environmental regulations.	2,499 tons for water saving.



▲ Environmental Policy

### Energy and GHG Management

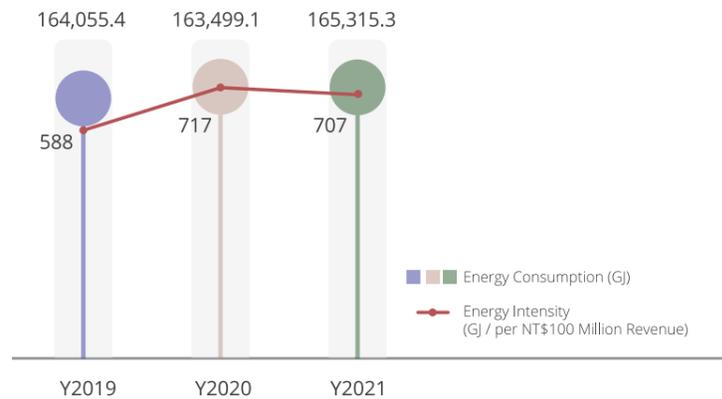
The fuels used in Askey are all from non-renewable energy sources. Due to the nature of the industry, most of the energy is mainly used for production. The total energy consumption in 2021 was 165,315.3 GJ, of which electricity accounts for the highest proportion, at about 97.32%, followed by natural gas, accounting for 2.30%. The energy consumption intensity is 707 GJ per NT\$100 million of revenue, a slight decrease from 2020.



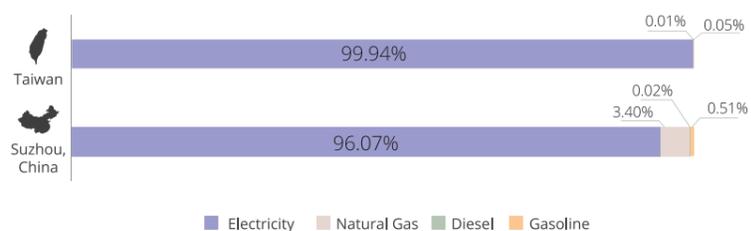
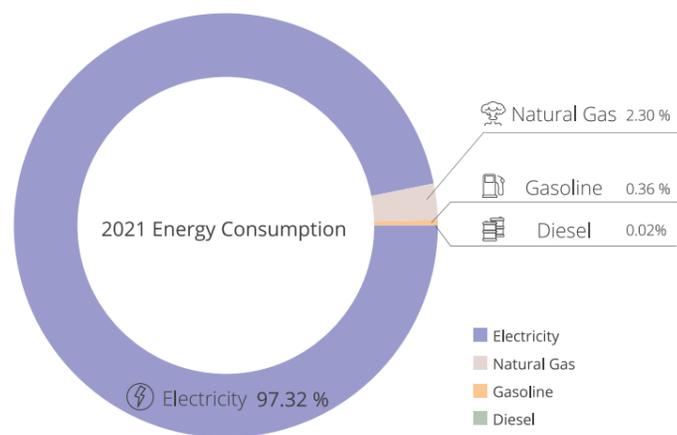
• Conversion:  
 1kWh = 3.6 MJ  
 1L Gasoline = 32.65 MJ  
 1L Diesel = 35.16 MJ  
 1M³ Natural Gas = 8000 Kcal; 1 Kcal = 4186 J  
 • The consumption of gasoline in Taiwan was estimated by expenses and the average oil price.

▲ Historical Energy Consumption





▲ Energy Intensity



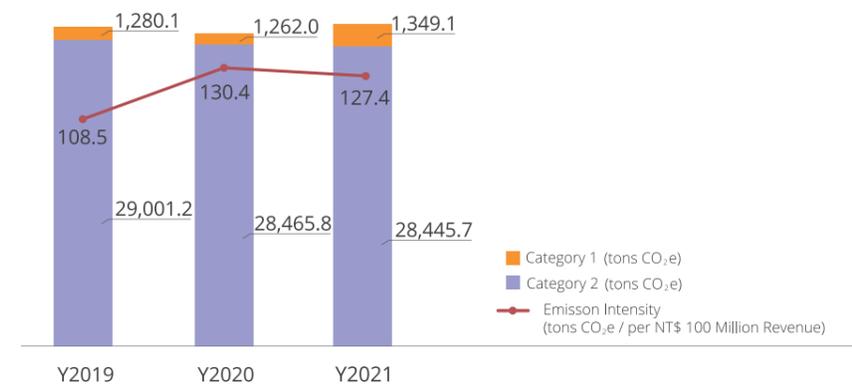
▲ Energy Consumption per Region

### 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 greenhouse gas inventory range is collected based on operational control, including the Taiwan and Suzhou site in China. In 2021, Taiwan completed the inventory of Scope 1 and 2 emissions in accordance with the inventory guidelines used both by domestic and overseas institutions. The greenhouse gas inventory in Suzhou, China followed the ISO 14064-1: 2018, and the indirect emissions and volume of emissions were included in the inventory to go through the external verification. In 2021, the total volume of Scope 1 and 2 greenhouse gas emission was 29,795 tons of CO<sub>2</sub>e. The main emission sources come from the use of electricity, at 95%, and the emission intensity is 127.4 tons of CO<sub>2</sub>e/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.

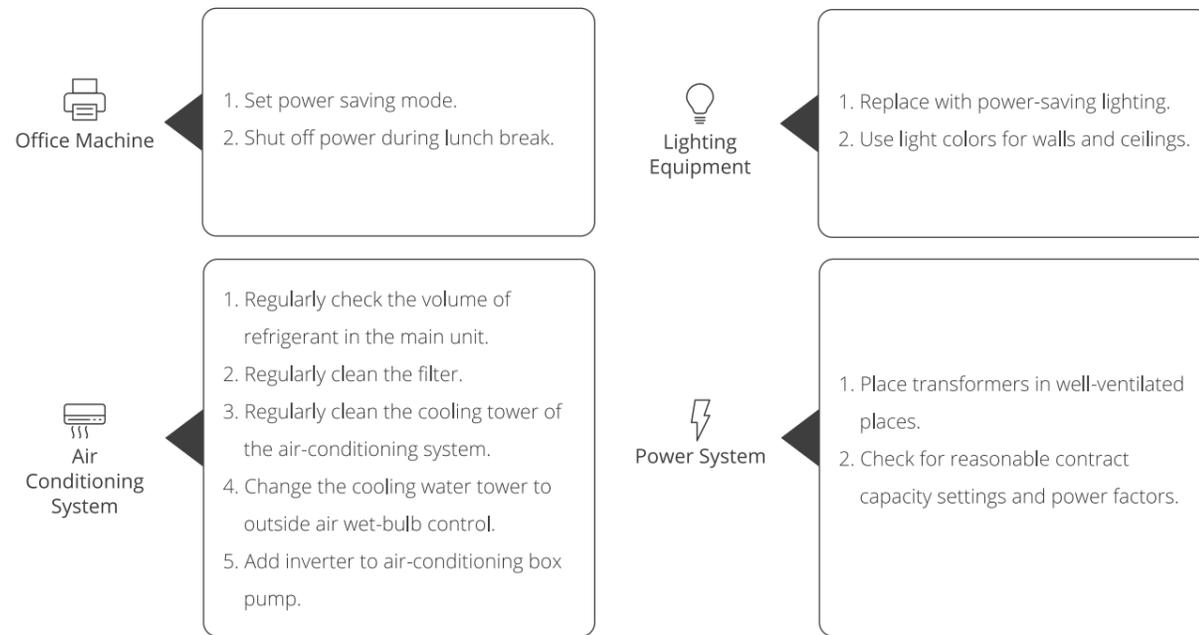
▲ GHG Emission

Sources	Emissions(tons CO <sub>2</sub> e)
Packaging Materials Transportation	1,144.8
Product (to Shanghai Port) Transportation	169.3
Waste Cleaning and Transportation	1.1
Employee Commute (Transportation Vehicles)	5.2

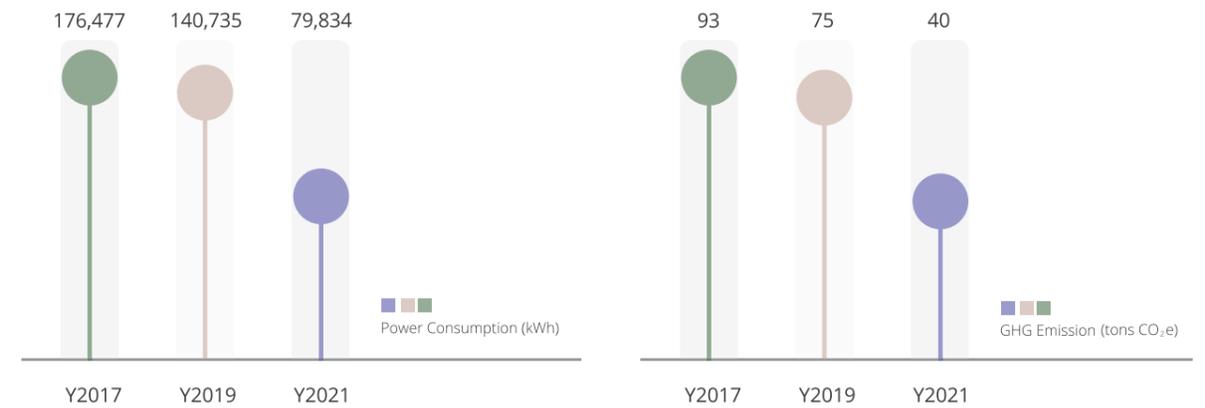
▲ Indirect GHG Emissions from Transportation

## Carbon Disclosure and Reduction

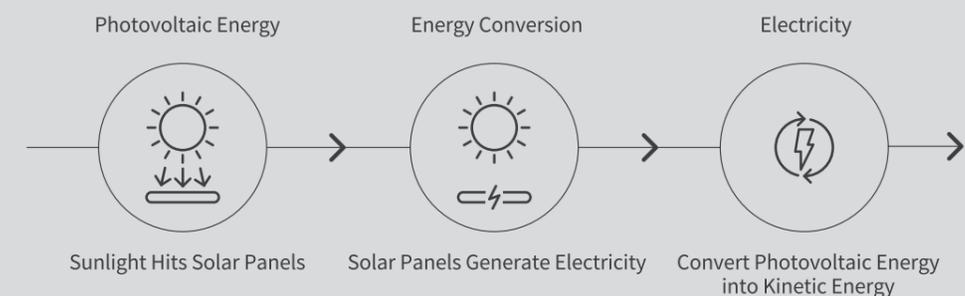
In response to the “CDP Commit to Action” initiative, Askey has actively participated in CDP since 2015, and responded to the questionnaire regarding the Company’s greenhouse gas emissions and the response strategy of investment risks and opportunities of climate change, demonstrating our commitment 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.



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. At the same time, 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.

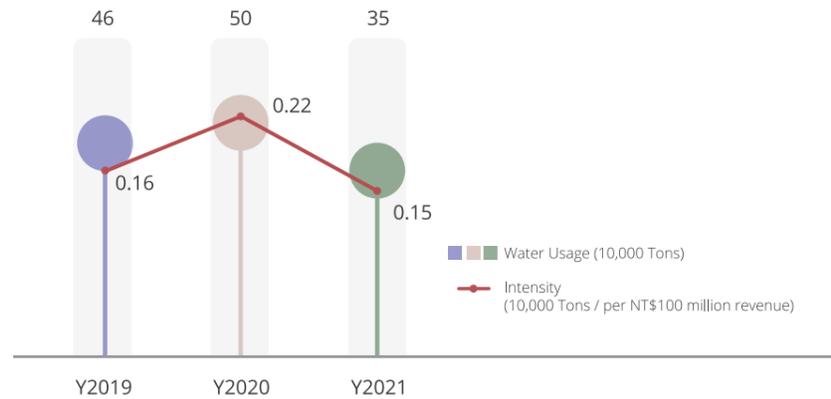


Starting at the end of November 2021, the Company started installing a solar power generation system with 9,159 solar panels on the roof of 3 workshops, 1 central warehouse and 8 dormitories of the Suzhou plant in China, and the whole project is expected to be completed in early May 2022. Based on the estimated installed capacity of 4.6MW, it can supply about 4,956,254kWh of electricity a year. If the trend of the electricity consumption does not change, it is estimated that renewable energy can be used at about 17% of the electricity consumption (based on the overall electricity consumption of the plant in 2021), and the annual reduction of carbon emissions will be about 3,487 tons of CO<sub>2</sub>e.



• **Water and Waste Management**

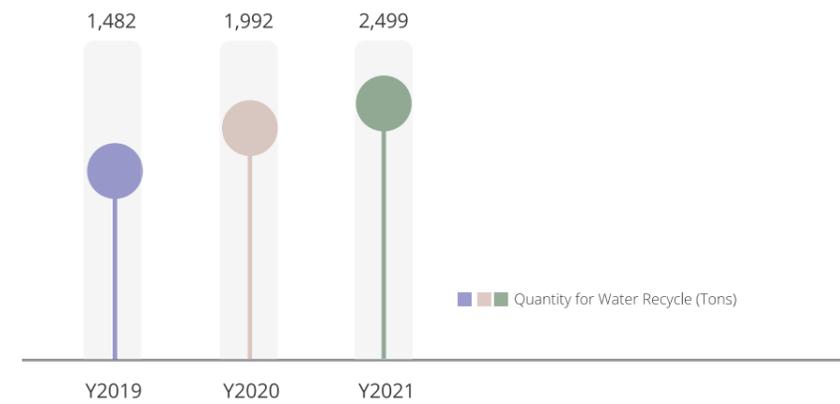
Askey's 2021 total water consumption was about 350,000 tons and the water use intensity was 1,500 tons per NT\$100 million of revenue. The source of water is tap water provided by local water companies. No groundwater, surface water and sea water were used. The manufacturing process does not generate 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.



▲ Historical Water Consumption

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

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 Recycle

**Develop Good Water Use Habits**  
Encourage colleagues to practice water conservation.

3

**Improvement of Water Equipment**  
Use water-saving faucets.

1

**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.

4

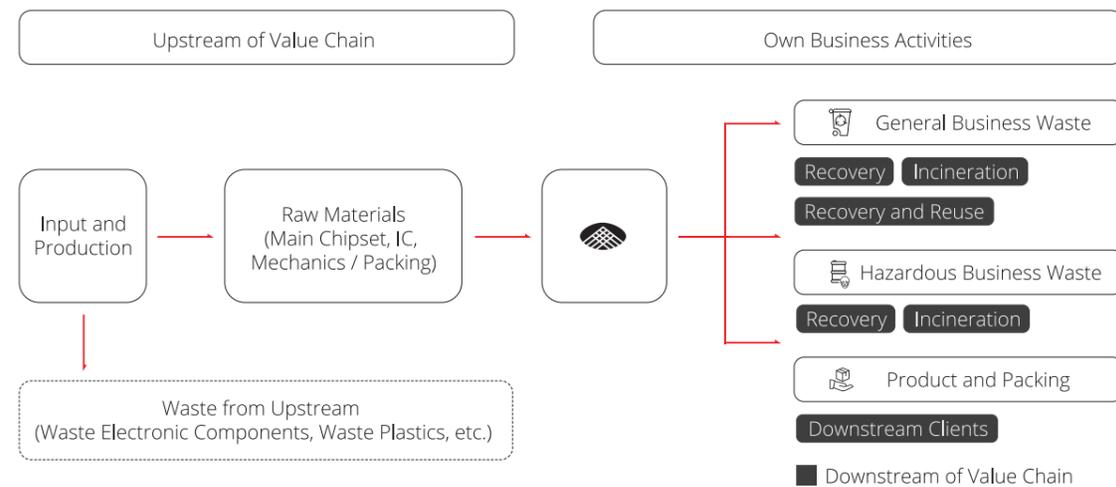
**Improve Water Use Efficiency**  
Commission specialized vendors to conduct leak inspections at the Suzhou plant in China. After making improvements to water leaks, the monthly average water consumption decreased significantly compared with the same period of previous years.

2

## 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 and 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. In 2021, the amount of waste generated for every NT\$100 million in revenue is 5.26 tons, a slight increase from 5.02 tons in the previous year. 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 2021, there was no neglectful disposal or violation committed by waste management companies.



▲ Waste-Related Significant Impact Process

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.

Region	Type	Method	Weight (Tons)			Description
			Y2019	Y2020	Y2021	
Taiwan	General	Recovery	249.5	242.3	458.1	Iron, plastic, paper, tin slag, etc.
		Incineration	166.6	254.4	277.4	Domestic waste, product waste.
	Hazardous	Recovery	85.5	11.7	13.5	Breakaway, powder.
Suzhou, China	General	Recovery	178.2	136.5	112.1	Corrugated fiberboard, soft plastic.
		Incineration	547.5	494.1	365	Domestic waste.
		Recovery and Reuse	457	249	249	Packing materials.
	Hazardous	Incineration	2.6	6.7	3.6	Waste cleaning liquid, waste empty bucket, waste filter cloth.

- Domestic wastes in Taiwan are estimated based on the number of bags disposed of and weight of each bag and the offices at Hsinchu and Yangmei were not included in the statistics.
- Domestic wastes in Suzhou, China, are estimated based on the weight disposed of every day.

▲ Amount of Waste Generated

# 3.2 Green Service

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.

ESG Performance	
23 tons PCR eco-friendly plastic.	249 tons for recycle of packing materials.



## • 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.

**Low-Energy Consumption**

- Take the requirements of the EU Eco-Design Directive for energy products into consideration in order to improve the energy efficiency.

**Use Eco-Friendly Materials**

- Overcome the problems of insufficient strength and reliability of post-consumer recycled plastic, and incorporate more than 60% PCR recycled plastic materials into the plastic casings of several product models sold in the United States, fulfilling the concept of circular economy.
- 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 the environment.

**Reduced Use of Raw Materials**

- Consider the use of PCB without edges and reduce the thickness. Optimized and minimized requirements, effectively reducing the use of raw materials and the generation of edges.
- Optimize the packaging labels from multiple sheets to a single sheet. Reduce the use of labels, stickers and printing ink.

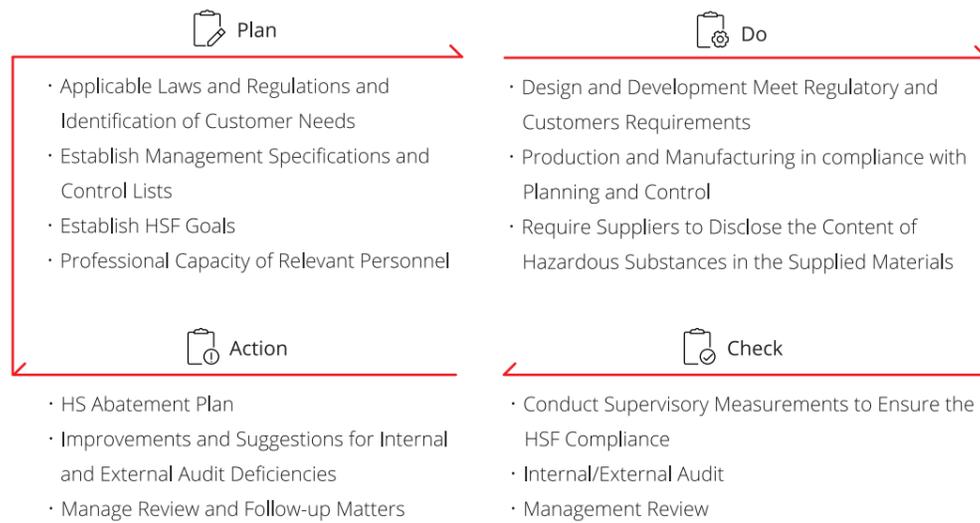
**Easy to Disassemble and Recycle**

- Select recyclable and re-usable materials as much as possible for parts and avoid designs that have coatings, welding, adhesion and others that are difficult to be disassembled in order to improve product recycling and reuse rate.

# 03

• **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.

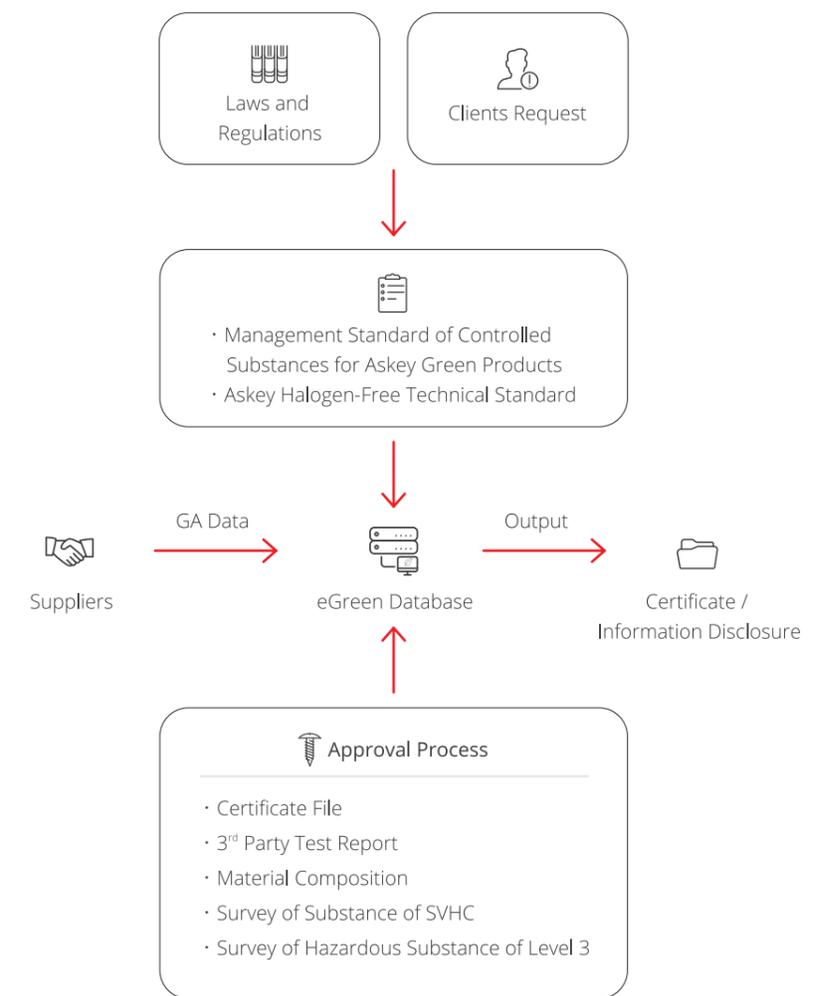


▲ Hazardous Substance Process Management

**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 are in compliance 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 eGreen 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, 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 2021, the rates of reuse, recycled and recovery exceeded the goals set by WEEE directive. We do hope reduce the impact on the ecological environment and fulfill the corporate responsibility to achieve sustainable environmental development.



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

- 4.1 Recruitment and Training
- 4.2 Safe and Healthy Workplace
- 4.3 Social Participation and Contribution

### Major Issues

- Compliance
- Recruitment, Retention and Talent Development
- Occupational Health and Safety

# CHAPTER 4.



## Social Sustainability

## 社會共好

Continue to reinforce the connection between Askey, the community and society to bring more positive cycles and development.

# 4.1 Recruitment and Training

Management Approaches of Major Issues : **Compliance**

## Recruitment, Retention and Talent Development

- Importance**
  - Following and urging business partners to follow related laws and regulations is a management responsibility of an enterprise in order to avoid causing negative impact to the image and reputation due to violations.
  - Manpower is the cornerstone of business operations and the key to sustaining growth and improvement momentum.
- Boundary** Internal: Askey
- Policy** Labor and Ethics Policy
- Commitment** Comply with relevant laws and regulations. Protect labor rights. Maintain friendly employer-employee relationships.
- Evaluation** Employee Complaints
- 2021 Target** 0 Cases for Employer-Employee Disputes
- 2021 Performance** Accomplishment



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'll help create long-term growth and competitiveness for the Company. We think this dynamic will create and share sustainable and prosperous values for the company, employee and society.

### Workforce Analysis

As of December 31, 2021, Askey has retained 4,904 formal employees. The Company has 2,464 people in Taiwan and 2,440 in Suzhou, China, each accounting for half of the total manpower. There are 1,149 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 60% 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 5% 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 2021, female employees account for 45% of the total number of employees, indicating that the Company ensures women’s right to work and growth in our workplace.

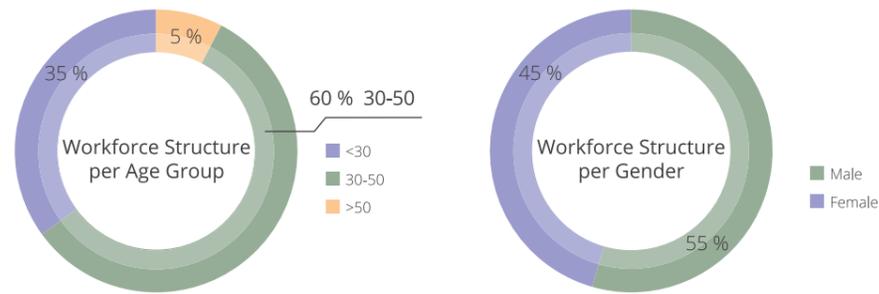
#### Official Employees

Gender	Type	Contract	Taiwan	Suzhou, China	Total	
Male	Full Time	Temporary	1,241	170	1,411	
		Permanent	Part-Time Worker / Intern	1	534	535
			Contract	4	697	701
			Foreigners	6	0	6
	Part Time	Migrant Worker	18	0	18	
		Temporary	0	0	0	
		Permanent	14	0	14	
Total			1,284	1,401	2,685	
Female	Full Time	Temporary	587	155	742	
		Permanent	Part-Time Worker / Intern	0	307	307
			Contract	3	577	580
			Foreigners	2	0	2
	Part Time	Migrant Worker	561	0	561	
		Temporary	0	0	0	
		Permanent	27	0	27	
Total			1,180	1,039	2,219	

- Formal employees in Suzhou of China: Due to factors such as recruitment, work order arrangements, and school / enterprise cooperation, short-term interns accounted for over 40%. The general internship period is 3 to 6 months, and the cumulative internship period does not exceed 1 year.
- Fixed-term contract employees in Suzhou of China: According to the Labor Contract Law of the People's Republic of China, after the signing of fixed-term contracts, employees may choose to sign open-term labor contracts after 2 renewals or 10 years of service tenure of the fixed-term contracts.

#### Non-Official Employees

Gender	Type	Contract	Taiwan	Suzhou, China	Total
Male	Full Time	Fixed-Term Dispatch	262	458	720
Female			192	237	429



▼ Workforce Structure per Gender and Age

Gender	Age	Taiwan	Suzhou, China	Total
Male	<30	116	842	958
	30-50	998	535	1,533
	>50	170	24	194
Female	<30	277	497	774
	30-50	838	540	1,378
	>50	65	2	67
Total		2,464	2,440	4,904

▼ Workforce Structure per Position

Gender	Position Classification	Age	Taiwan	Suzhou, China	Total
Male	Management Position	<30	0	56	56
		30-50	237	213	450
		>50	101	3	104
	Non-Management Position	<30	116	786	902
		30-50	761	322	1,083
		>50	69	21	90
Total			1,284	1,401	2,685
Female	Management Position	<30	10	19	29
		30-50	76	148	224
		>50	24	1	25
	Non-Management Position	<30	267	478	745
		30-50	762	392	1,154
		>50	41	1	42
Total			1,180	1,039	2,219

• 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. Don’t 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 will be executed according to the Company regulations.

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

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

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

▼ New Employee Hired Rate / Turnover Rate

Male						Male				
Age	Taiwan					Suzhou, China				
	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate
<30	116	62	53 %	81	70 %	842	2,346	279 %	2,899	344 %
30-50	998	165	17 %	289	29 %	535	61	11 %	208	39 %
>50	170	8	5 %	38	22 %	24	0	0 %	0	0 %

Female						Female				
Age	Taiwan					Suzhou, China				
	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate	Number of Employees	New Employee Hired	New Employee Hired Rate	Employee Turnover	Turnover Rate
<30	277	44	16 %	59	21 %	497	1,375	277 %	1,637	329 %
30-50	838	109	13 %	153	18 %	540	74	14 %	149	28 %
>50	65	4	6 %	9	14 %	2	0	0 %	3	150 %

- 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.

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.

**Basic Benefits**

- Work bonus. Year-end bonus.
- Group insurance.
- Health checks.
- Wedding and funeral subsidy.
- Travel allowance.
- Birthday bonus, festivals gifts / bonus.



▲ Employee Major Welfare Measures

**Legal Protection and Benefits for Employees in Taiwan**

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

**Legal Protection and Benefits for Employees in Suzhou of China**

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

▲ Employee Major Welfare Measures

## 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 2021, the retirement reserve account balance of the Bank of Taiwan is enough to pay employees who reached retirement conditions for within a year. For employees where the "Labor Pension Statutes" applies, the company will set aside 6% of the insured salary to employees' individual accounts created by the Bureau of Labor Insurance. As for the China plants, social insurance (pension, medical care, unemployment, work injury and childbirth) and provident funds are applied for employees according to local laws and regulations, providing safe guarantees for the employees' retirement lives.

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

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

## 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.

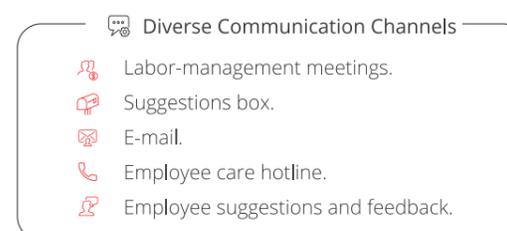
Upon the deadline of the period, the employees can apply for reinstatement and may be arranged to the original position or new positions, which takes into account both the personal and family needs. In 2021, 4 male and 11 female employees applied for maternity leave without pay. The overall return to work rate was 100% and the retention rate was 50%.

Gender	Application Status		Reinstatement Status		Return to Work Rate	Number of People Retained		Retention Rate
	No. of Employees Eligible for Parental Leave without Pay in Y2021.	No. of Employees Applied for Parental Leave without Pay in Y2021.	No. of Employees Expected to Return to Work after Parental Leave without Pay in Y2021 (A)	No. of Employees Actually Returned to Work after Parental Leave without Pay in Y2021 (B)		No. of Employees Returned to Work after Parental Leave without Pay in Y2020 (C)	No. of Employees Reinstated after Parental Leave in Y2020 and was still with the Company after 1 Year (D)	
Male	95	4	3	3	100 %	0	0	-
Female	51	11	4	4	100 %	4	2	50%

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

## • 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.



- **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 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 2021 the average training hours received by each employee was 6.6 hours, and the cumulative training hours for the year reached as high as 32,267.8 hours. When analyzed according to gender, the average training hours of male and female employees were 7.1 hours and 6.0 hours, respectively. The statistics according to employee job categories, the average training hours of management jobs and non-management jobs were 8.5 hours and 6.2 hours, respectively.

Course Type	No. of Courses	No. of Trainees
Newcomer Training	462	6,082
Promotion Training	2	73
Quality Training	7	189
Professional Training	225	5,888
Management Training	3	90
Self-Improvement Training	14	248
System Training	45	10,925

▲ Employee Training Course

	Male	Female
Total Training Hours for Management Position	4,294.13	2,636.67
Average Training Hours	8.1	9.5
Average Training Hours	8.5	
Total Training Hours for Non-Management Position	14,070.57	10,636.42
Average Training Hours	6.8	5.5
Average Training Hours	6.2	
Total Training Hours	32,267.8	
Average Training Hours	7.1	6.0
Average Training Hours	6.6	

▲ Training Effectiveness

# 4.2 Safe and Healthy Workplace

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

-  **Importance**      Guarantee the safety and health of employees and other workers is a company's statutory responsibility and obligation.
-  **Boundary**      · Internal: Askey  
· External: Business Partners
-  **Policy**      Occupational Health and Safety Policy
-  **Commitment**      Comply with relevant laws and regulations and implement occupational safety and health management.
-  **Evaluation**      · Government Check  
· Customer Audit  
· Third Party Audit
-  **2021 Target**      0 Case for High-Consequence Work-Related Injuries
-  **2021 Performance**      Accomplishment

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, so as 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.

 <b>ESG Performance</b>	
<b>0 case</b> for High-Consequence Work-Related Injuries.	<b>0 case</b> for Illegal Child Labor Employment.

- **Occupational Health and Safety Management**

The Company strictly follows the local safety and health related laws and specification requirements. The headquarters in Zhonghe, Taiwan, and the plant in Suzhou, China have 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 review to implement safety and health management. It uses workers' consultation and participation to understand the workplace specific safety and health needs, and regular monitoring, review and continuous improvement to enhance the safety and health performance. From the establishment of Taoyuan plant, Askey allocates our manpower, and adopts the external certification for our workplace's occupational safety and health system step by step.

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 2021 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, aiming 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	50%	32%
Discussion	<ul style="list-style-type: none"> <li>Health promotion matters.</li> <li>Occupational safety and health management plan.</li> <li>Work environment monitoring plan and results.</li> </ul>	<ul style="list-style-type: none"> <li>Notification of major internal and external events.</li> <li>Notification of the number of employees undergoing occupational health checkup.</li> <li>Notification of deficiencies discovered during an audit.</li> </ul>



▲ 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.

### Occupational Injuries

In 2021, there were 3 recorded occupational injuries. 2 people were injured by falling objects due to negligence. 1 person suffered left foot injury from improper operation of electric trailer. We have investigated the case and investigate the cause, and the relevant unit has been instructed to reduce the risk of injuries for employees at work. Moreover, there is no case record of death, serious injury, or occupational injury among the dispatched personnel, contractors, and other workers.

Items	Taiwan		Suzhou, China	
	Male	Female	Male	Female
Death Toll	0	0	0	0
Death Ratio	0	0	0	0
Number of Serious Injuries	0	0	0	0
Ratio of Serious Injuries	0	0	0	0
Number of People in Recordable Occupational Injuries	0	1	2	0
Ratio of Recordable Occupational Injuries	0	0.084	0.093	0
Work Hours	2,663,744	2,374,056	4,299,248	3,200,712

· Serious injury: Unable to recover to the state of prior to the injury within 6 months.

· Ratio of recordable occupational injuries: Number of people in recordable occupational injuries/total number of work hours x 200,000 (exclude commuting traffic accidents and minor injuries such as Band-Aid or surface scratch cases).

- **Energetic Workplace**

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

#### Human Rights Protection

Human rights are rights inherent to all human beings, whatever our ethnic origin, color, sex or social status, and no one shall be deprived or violated. Askey respects international human rights standards and principles, and pays attention to local legal regulations. We value and consider issues related to human rights, such as freedom of association, diversity and equality, collective bargaining, and so on. The Company also prohibits the employment of child labor under the legal minimum employment age, and equally treats and respects every employee. It is committed to eliminating all forms of inappropriate labor practices and rejecting any discrimination in employment, so employees can enjoy fair and good working conditions.

The plant in Suzhou, China is one of Askey group major manufacturing sites. There is a huge proportion of direct labor. Due to the recruitment, work order arrangements, and school/enterprise cooperation factors, short-term interns accounted for over 30% of the total number of employees and nearly 70% of them are underage interns. During the hiring process, we will conduct an actual age review, strictly prohibit child labor, and establish personnel files in accordance with the national laws and regulations, compulsory requirements, and relevant applicable international conventions. The Company will provide regular health exams to protect the employees' physical and mental health and safety instead of arranging any work that may endanger health and safety, night shifts or overtime work.



#### Health Promotion

The physical and mental health of employees is one of the important management issues of the Company. We value the health rights and interests of employees, and continue to promote and provide diverse health promotion programs. In addition to establishing a Medical Care Center and hiring nurses and arranging for physicians to conduct on-site professional services, health examinations are provided at a frequency better than the regulatory requirements to employees, further building a workplace environment beneficial to employees' physical and mental health.

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. Very often, the 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. Tracking management is performed by the medical team and individual health advisory care and guidance are also provided for employees who may have abnormal test results. Askey hopes employees can understand and attend to their health conditions at all times, based on the data collected from the physical examinations over time.

At the same time, the Company holds several seminars on health and medical topics every year, so that employees learn more about the correct health management measures. They are also encouraged to organize clubs such as badminton, cycling, fitness and others, where they can relax and have a work-life balance. Appropriate subsidies are provided by the Company to help the operation of these clubs. The planning and implementation of various health promotion activities help improve the physical and mental health of employees, further achieving the purposes of boosting morale and improving work quality.



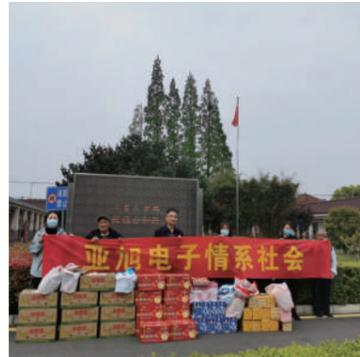
▲ Diverse Health Care

# 4.3 Social Participation

As a major manufacturer of the Internet and telecommunication products, the Company believes in the concept of feedback to the society since we use the resources in the society. We continuously strive to maintain good communication and interaction with the local community, and proactively care for and assist the local disadvantaged residents, give back to the society and make contributions with practical actions, and create social value of common good.



## Care for the Elderly



Askey's everlasting love for the elderly for 7 consecutive years, our staff in Suzhou, China represented the Company and visited homes for the elderly in Taihu New City of Suzhou City to care for the elderly and donate necessary supplies. We hope that care and efforts can make the elderly feel beloved, cared and warmth.



## Communicate with Love



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

- Party: Taoyuan City Fun-Chao Disability Care Center Foundation
- Mid-Autumn Festival Gift Box: 173 Boxes



## Care for the Disadvantaged Groups



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



## Engage in Social Welfare



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

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

# APPENDICES

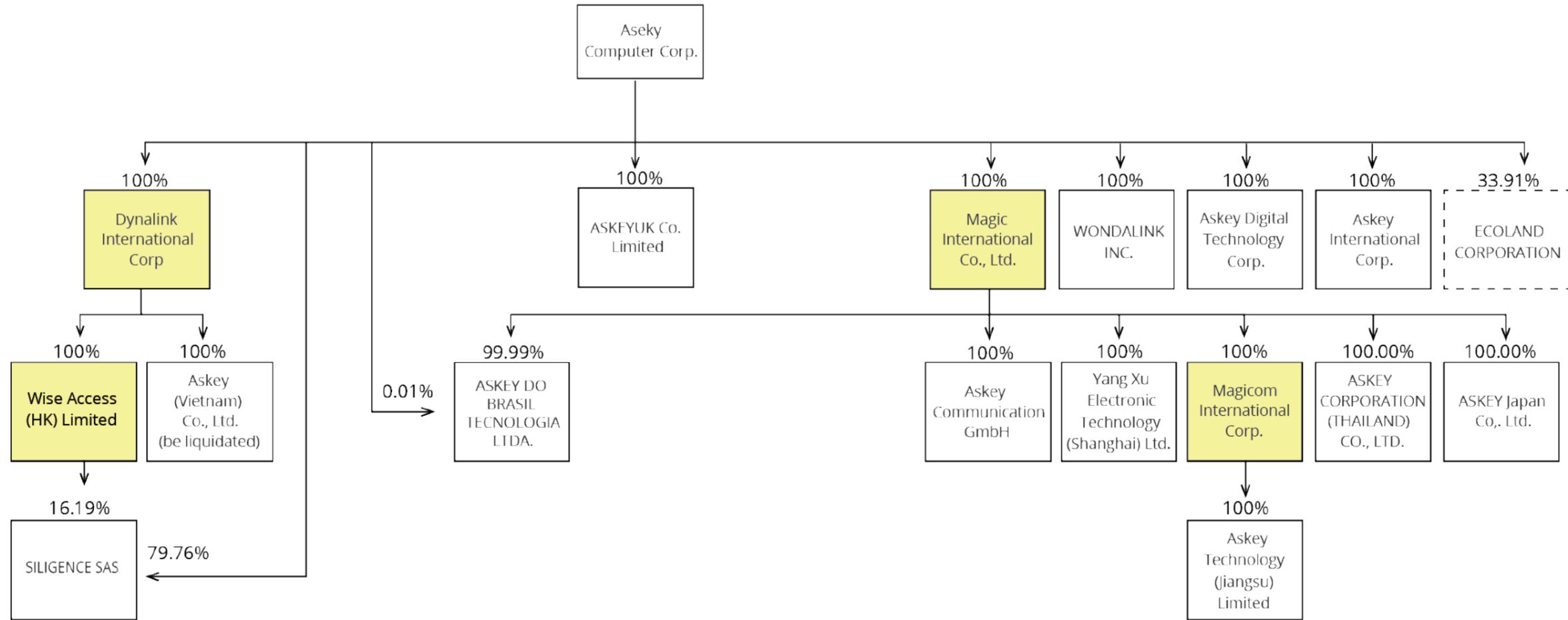


Appendices

附錄

附錄

• Organization Chart





## ASSURANCE STATEMENT

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

#### NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

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

#### INTENDED USERS OF THIS ASSURANCE STATEMENT

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

#### RESPONSIBILITIES

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

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

#### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

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

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

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

Assurance has been conducted at a moderate level of scrutiny.

TWLPP 5008 Issue 2104

#### SCOPE OF ASSURANCE AND REPORTING CRITERIA

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

Select specific reporting criteria included in the contract

##### Reporting Criteria Options

- |   |   |
|---|---|
| 1 | GRI (Core)                              |
| 2 | AA1000 Accountability Principles (2018) |

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

#### ASSURANCE METHODOLOGY

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

#### LIMITATIONS AND MITIGATION

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

#### STATEMENT OF INDEPENDENCE AND COMPETENCE

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

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

#### FINDINGS AND CONCLUSIONS

##### VERIFICATION/ ASSURANCE OPINION

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

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

TWLPP5008 Issue 2104

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

**Inclusivity**

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

**Materiality**

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

**Responsiveness**

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

**Impact**

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

**GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**

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

Signed:

For and on behalf of SGS Taiwan Ltd.



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



AA1000  
Licensed Report  
000-8/V3-J3ZMX

• GRI Standards Index Table

GRI 102: General Disclosures 2016

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
<b>Organizational Profile</b>				
102-1	Name of the organization	1.1 About ASKEY	10	
102-2	Activities, brands, products, and services	1.1 About ASKEY	10	
102-3	Location of headquarters	1.1 About ASKEY	10	
102-4	Location of operations	1.1 About ASKEY	10	
102-5	Ownership and legal form	1.1 About ASKEY	10	
102-6	Markets served	2.1 Business Overview	36	
102-7	Scale of the organization	1.1 About ASKEY 2.1 Business Overview	10 36	
102-8	Information on employees and other workers	4.1 Recruitment and Training	74	
102-9	Supply chain	2.3 Supplier Management	46	
102-10	Significant changes to the organization and its supply chain	No significant changes.	-	
102-11	Precautionary principle or approach	From the CEO 1.5 Risk Management	06 30	
102-12	External initiatives	1.1 About ASKEY	10	
102-13	Membership of associations	1.1 About ASKEY	10	
<b>Strategy</b>				
102-14	Statement from senior decision-maker	From the CEO	06	
<b>Ethics and Integrity</b>				
102-16	Values, principles, standards, and norms of behavior	1.3 Governance Structure	17	
<b>Governance</b>				
102-18	Governance structure	1.3 Governance Structure	17	
102-23	Chair of the highest governance body	1.3 Governance Structure	17	
<b>Stakeholder Engagement</b>				
102-40	List of stakeholder groups	1.4 Stakeholder Engagement	23	
102-41	Collective bargaining agreements	Not to sign collective agreement yet.	-	
102-42	Identifying and selecting stakeholders	1.4 Stakeholder Engagement	23	
102-43	Approach to stakeholder engagement	1.4 Stakeholder Engagement	23	
102-44	Key topics and concerns raised	1.4 Stakeholder Engagement	23	
<b>Reporting Practice</b>				
102-45	Entities included in the consolidated financial statements	About this Report Organization Chart	04 94	
102-46	Defining report content and topic boundaries	1.4 Stakeholder Engagement	23	
102-47	List of material topics	1.4 Stakeholder Engagement	23	
102-48	Restatements of information	No restatements of information	-	
102-49	Changes in reporting	No significant changes.	-	
102-50	Reporting period	About this Report	04	
102-51	Date of most recent report	About this Report	04	
102-52	Reporting cycle	About this Report	04	
102-53	Contact point for questions regarding the report	About this Report	04	
102-54	Claims of reporting in accordance with the GRI Standards	About this Report	04	
102-55	GRI content index	GRI Standards Index Table	100	
102-56	External assurance	Independent Assurance Opinion Statement	96	

GRI 200: Economics Topics

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
<b>201: Economic Performance 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2.1 Business Overview	36
	103-2	The management approach and its components	2.1 Business Overview	36
	103-3	Evaluation of the management approach	2.1 Business Overview	36
201-3	Defined benefit plan obligations and other retirement plans	4.1 Recruitment and Training	74	
201-4	Financial assistance received from government	2.1 Business Overview	36	
<b>205: Anti-Corruption 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.3 Governance Structure	17
	103-2	The management approach and its components	1.3 Governance Structure	17
	103-3	Evaluation of the management approach	1.3 Governance Structure	17
205-3	Confirmed incidents of corruption and actions taken	No violations.	-	

GRI 300: Environmental Topics

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
<b>306: Waste 2020</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.1 Green Operation	56
	103-2	The management approach and its components	3.1 Green Operation	56
	103-3	Evaluation of the management approach	3.1 Green Operation	56
306-1	Waste generation and significant waste-related impacts	3.1 Green Operation	56	
306-2	Management of significant waste-related impacts	3.1 Green Operation	56	
306-3	Waste generated	3.1 Green Operation	56	
<b>307: Environmental Compliance 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.1 Green Operation	56
	103-2	The management approach and its components	3.1 Green Operation	56
	103-3	Evaluation of the management approach	3.1 Green Operation	56
307-1	Non-compliance with environmental laws and regulations	No violations.	-	
<b>308: Supplier Environmental Assessment 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2.3 Supplier Management	46
	103-2	The management approach and its components	2.3 Supplier Management	46
	103-3	Evaluation of the management approach	2.3 Supplier Management	46
308-1	New suppliers that were screened using environmental criteria	2.3 Supplier Management	46	

GRI 400: Social Topics

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
<b>401: Employment 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	4.1 Recruitment and Training	74
	103-2	The management approach and its components	4.1 Recruitment and Training	74
	103-3	Evaluation of the management approach	4.1 Recruitment and Training	74
403-1	New employee hires and employee turnover	4.1 Recruitment and Training	74	
403-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1 Recruitment and Training	74	
403-3	Parental leave	4.1 Recruitment and Training	74	
<b>403: Occupational Health and Safety 2018</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	4.2 Safe and Healthy Workplace	84
	103-2	The management approach and its components	4.2 Safe and Healthy Workplace	84
	103-3	Evaluation of the management approach	4.2 Safe and Healthy Workplace	84
403-1	Occupational health and safety management system	4.2 Safe and Healthy Workplace	84	
403-2	Hazard identification, risk assessment, and incident investigation	4.2 Safe and Healthy Workplace	84	
403-3	Occupational health services	4.2 Safe and Healthy Workplace	84	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.2 Safe and Healthy Workplace	84	
403-5	Worker training on occupational health and safety	4.2 Safe and Healthy Workplace	84	
403-6	Promotion of worker health	4.2 Safe and Healthy Workplace	84	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The organization's operations, products, or services have no direct major negative impacts on occupational safety and health.	-	
403-9	Work-related injuries	4.2 Safe and Healthy Workplace	84	
<b>404: Training and Education 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	4.1 Recruitment and Training	74
	103-2	The management approach and its components	4.1 Recruitment and Training	74
	103-3	Evaluation of the management approach	4.1 Recruitment and Training	74
404-1	Average hours of training per year per employee	4.1 Recruitment and Training	74	
<b>414: Supplier Social Assessment 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2.3 Supplier Management	46
	103-2	The management approach and its components	2.3 Supplier Management	46
	103-3	Evaluation of the management approach	2.3 Supplier Management	46
414-1	New suppliers that were screened using social criteria	2.3 Supplier Management	46	

GRI Standard	Disclosure	Chapter	Page	Reason for Omissions
<b>418: Customer Privacy 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2.2 Client Relations	38
	103-2	The management approach and its components	2.2 Client Relations	38
	103-3	Evaluation of the management approach	2.2 Client Relations	38
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No Complaints.	-	
<b>419: Socioeconomic Compliance 2016</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	4.1 Recruitment and Training	74
	103-2	The management approach and its components	4.1 Recruitment and Training	74
	103-3	Evaluation of the management approach	4.1 Recruitment and Training	74
419-1	Non-compliance with laws and regulations in the social and economic area	Prolonged working hours exceeding the regulatory restrictions and failure to take one day off after seven working days with punishment. Askey has reinforced the advocacy efforts and asked supervisors to help monitor the implementation.	-	

• The UN Global Compact Index Table

Category	Ten Principles	Chapter	Page
<b>Human Rights</b>			
	Businesses should support and respect the protection of internationally proclaimed human rights.	4.2 Safe and Healthy Workplace	84
	Make sure that they are not complicit in human rights abuses.	4.2 Safe and Healthy Workplace	84
<b>Labor</b>			
	Businesses should uphold the freedom of association and the effective recognition of the right to collectively bargain.	4.2 Safe and Healthy Workplace	84
	The elimination of all forms of forced and compulsory labor.	4.2 Safe and Healthy Workplace	84
	The effective abolition of child labor.	4.2 Safe and Healthy Workplace	84
	The elimination of discrimination in respect of employment and occupation.	4.2 Safe and Healthy Workplace	84
<b>Environment</b>			
	Businesses should support a precautionary approach to environmental challenges.	3.1 Green Operation	56
	Undertake initiatives to promote greater environmental responsibility.	3.1 Green Operation	56
	Encourage the development and diffusion of environmentally friendly technologies.	3.2 Green Service	66
<b>Anti-Corruption</b>			
	Businesses should work against corruption in all its forms including extortion and bribery.	1.3 Governance Structure	17



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